

Increasing Employee Engagement

The closer the correlation value is to 1, the stronger the relationship to engagement.

Survey Item	Driver Rating	Correlation to Engagement
I receive recognition for my accomplishments.	3.85	0.63
Employees are recognized for good performance at my work site.	4.05	0.68
I feel appreciated for my work.	4.08	0.68
There is high staff morale in my school or department.	4.08	0.58
FCPS' training helps me be effective in my job.	4.09	0.62
I know how I can support FCPS' mission and vision.	4.14	0.58
There are leadership opportunities for me in my school or department.	4.17	0.61

Best Opportunities to Maintain Engagement

The closer the correlation value is to 1, the stronger the relationship to engagement.

Survey Item	Driver Rating	Correlation to Engagement
I feel comfortable sharing ideas and opinions with my school/office leadership.	4.20	0.68
I am familiar with FCPS' mission and vision.	4.23	0.57
FCPS encourages continued education and professional growth.	4.27	0.58
My school/office leaders are effective.	4.28	0.65
I can count on the support of my school/office leadership when addressing problems or issues.	4.35	0.60
My school/office leadership is willing to listen to new ideas.	4.35	0.68
My school/office leadership implements policies fairly in my school or department.	4.35	0.59
I trust my school/office leadership to make good decisions.	4.39	0.63
My school/office leadership encourages collaboration within and across teams in my school or department.	4.44	0.65

Low Driver Rating, Weak Correlation to Engagement

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Survey Item	Driver Rating	Correlation to Engagement
FCPS recognizes employees for their high-quality work and accomplishments.	3.26	0.51
Division leaders understand my professional needs.	3.41	0.39
Division leaders clearly explain the reasons behind decisions on key issues.	3.44	0.45
There is high staff morale in this division.	3.52	0.48
Division leaders encourage employees to share ideas that improve performance.	3.62	0.53
Division leaders' actions are consistent with their words.	3.65	0.49
My school/office leadership regularly gives me constructive feedback to improve my performance.	4.03	0.37
I can influence decisions at my school or department.	4.09	0.48
FCPS provides professional development that supports division initiatives.	4.15	0.57
The actions of my school/office leadership are consistent with their words.	4.17	0.54

High Driver Rating, Weak Correlation to Engagement

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Survey Item	Driver Rating	Correlation to Engagement
My school/office leadership identifies opportunities for my professional growth and improvement.	4.20	0.51
My school/office leadership effectively communicates important issues that affect me.	4.26	0.52
My school/office leadership clearly communicates expectations of my job performance.	4.35	0.53
I have sufficient independence in my work.	4.47	0.49
My school/office leadership trusts me to make good decisions.	4.53	0.48
I work in an atmosphere where there is mutual respect among staff.	4.58	0.40

Aldrin Elementary School

Median	
Driver Rating	4.17
Correlation to Engagement	0.57

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