

Engagement: Support Staff

Increasing Employee Engagement

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

Survey Item	Driver Rating	Correlation to Engagement
FCPS recognizes employees for their high-quality work and accomplishments.	3.65	0.81
There are leadership opportunities for me in my school or department.	3.85	0.80
Division leaders clearly explain the reasons behind decisions on key issues.	3.90	0.79
There is high staff morale in this division.	3.95	0.80
I can influence decisions at my school or department.	4.00	0.68
Division leaders encourage employees to share ideas that improve performance.	4.05	0.73
My school/office leadership identifies opportunities for my professional growth and improvement.	4.05	0.69
Division leaders' actions are consistent with their words.	4.10	0.72
Division leaders understand my professional needs.	4.10	0.78
I am familiar with FCPS' mission and vision.	4.15	0.65
I know how I can support FCPS' mission and vision.	4.15	0.74
My school/office leadership regularly gives me constructive feedback to improve my performance.	4.25	0.66

Best Opportunities to Maintain Engagement

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Survey Item	Driver Rating	Correlation to Engagement
There is high staff morale in my school or department.	4.30	0.72
I feel appreciated for my work.	4.40	0.64
I have sufficient independence in my work.	4.45	0.74
I work in an atmosphere where there is mutual respect among staff.	4.75	0.67

Low Driver Rating, Weak Correlation to Engagement

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Survey Item	Driver Rating	Correlation to Engagement
I receive recognition for my accomplishments.	4.15	0.63
FCPS' training helps me be effective in my job.	4.20	0.58
FCPS encourages continued education and professional growth.	4.25	0.59
FCPS provides professional development that supports division initiatives.	4.25	0.58

High Driver Rating, Weak Correlation to 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.	4.30	0.64
Employees are recognized for good performance at my work site.	4.30	0.59
The actions of my school/office leadership are consistent with their words.	4.45	0.48
My school/office leadership is willing to listen to new ideas.	4.45	0.61
My school/office leadership implements policies fairly in my school or department.	4.50	0.55
I can count on the support of my school/office leadership when addressing problems or issues.	4.55	0.51
My school/office leadership clearly communicates expectations of my job performance.	4.55	0.51
My school/office leadership effectively communicates important issues that affect me.	4.55	0.59
My school/office leadership encourages collaboration within and across teams in my school or department.	4.55	0.55
My school/office leadership trusts me to make good decisions.	4.60	0.49
I trust my school/office leadership to make good decisions.	4.70	0.49
My school/office leaders are effective.	4.72	0.48