

# Fall 2014

MONTGOMERY COUNTY PUBLIC SCHOOLS

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### EMPLOYEE AND STUDENT SURVEY RESULTS

#### PURPOSE AND SURVEY METHODOLOGY

The mission of MCPS is to provide a high quality, world-class education that ensures success for every student through excellence in teaching and learning. Achieving this mission requires that MCPS is aware of the perceptions of employees and students, and that each employee and student see MCPS as a great place to work and learn. MCPS launched a partnership with Gallup in 2012 to measure employee and student perceptions and uses this information to make further progress toward achieving the MCPS mission.

Based on more than four decades of research, Gallup has identified definitive employee attitudes that correspond with the most successful workplaces. Employee engagement — involvement with and enthusiasm for work — is measured by Gallup in a 12-question employee survey. An employee's level of engagement links to various school outcomes, including employee retention, parent engagement, student retention, and student achievement. The employee engagement survey was conducted online from Oct. 1 through Oct. 15, 2014, with 18,820 MCPS employees registering their opinions (82% response rate).

The Gallup Student Poll is a 20-question survey that measures the hope, engagement, and well-being of students in grades 5-12. Research supports the idea that hope (ideas and energy for the future), engagement (involvement with and enthusiasm for school), and well-being (how we think about and experience our lives) are actionable targets linked to student achievement, retention, and future employment. The Gallup Student Poll was conducted online during the school day from Sep. 30 through Oct. 31, 2014, with 75,834 MCPS students completing the survey.

Both of these surveys have yielded a wealth of data designed to inform MCPS improvement efforts. Gallup has provided training presentations for MCPS executive staff, principals, and central office managers, and consultation on the analysis of student performance outcomes as they relate to employee engagement. Members of the Gallup team also have made individual follow-up calls to each school's triad (principal, elected facility representative, and elected support representative) to help plan how to use the data to improve student success.

The results provide a comprehensive view of school-level data collected from the employee and student surveys. Please note the following:

- The employee survey results are reported at the school level, and also include the MCPS districtwide results.
- The student survey results are shown at the school level, and also include MCPS level-alike reports (e.g., all MCPS high schools). The Gallup 2014 database results (a convenience sample of over 875,000 students from around the nation) are also presented.
- The student survey was only conducted with students in grades 5-12, so most elementary school reports only represent the results of the 5th grade students. Some special schools did not have enough participating students to generate a report.

These data are at the foundation of many important discussions and actions being taken throughout MCPS. We look forward to leveraging insights from these results as we work to achieve our important mission.

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## EMPLOYEE ENGAGEMENT

Overall Engagement is measured by the GrandMean, which is an average of the 12 Engagement items. The higher your score (with a maximum possible score of 5), the more engaged your fellow employees are.

| ENGAGEMENT OVERALL ITEM<br>GRANDMEAN  | YOUR SCHOOL       |                   | MCPS Overall   | GALLUP OVERALL<br>DATABASE<br>(50TH) |
|---|-------------------|-------------------|----------------|--------------------------------------|
|   | CURRENT           | PAST              |                |                                      |
| <b>GRANDMEAN</b> (out of 5)<br>n =  | <b>4.49</b><br>47 | <b>4.34</b><br>49 | 3.93<br>18,820 | 4.08                                 |
| Q00. How satisfied are you with your organization as a place to work?                   | <b>4.61</b> ↑     | 4.35              | 3.87           | 4.07                                 |
| Q01. I know what is expected of me at work.   | <b>4.79</b>       | 4.75              | 4.38           | 4.50                                 |
| Q02. I have the materials and equipment I need to do my work right.                     | <b>4.68</b>       | 4.57              | 4.00           | 4.17                                 |
| Q03. At work, I have the opportunity to do what I do best every day.                    | <b>4.72</b> ↑     | 4.49              | 4.10           | 4.14                                 |
| Q04. In the last seven days, I have received recognition or praise for doing good work. | <b>3.98</b>       | 3.82              | 3.43           | 3.83                                 |
| Q05. My supervisor, or someone at work, seems to care about me as a person.             | <b>4.70</b>       | 4.53              | 4.14           | 4.28                                 |
| Q06. There is someone at work who encourages my development.                            | <b>4.41</b>       | 4.31              | 3.90           | 4.01                                 |
| Q07. At work, my opinions seem to count.  | <b>4.32</b> ↑     | 4.06              | 3.62           | 3.88                                 |
| Q08. The mission or purpose of my company makes me feel my job is important.            | <b>4.60</b>       | 4.43              | 4.12           | 4.17                                 |
| Q09. My associates or fellow employees are committed to doing quality work.             | <b>4.49</b>       | 4.65              | 4.19           | 4.17                                 |
| Q10. I have a best friend at work.  | <b>4.27</b> ↑     | 3.83              | 3.61           | 3.93                                 |
| Q11. In the last six months, someone at work has talked to me about my progress.        | <b>4.30</b>       | 4.15              | 3.60           | 4.19                                 |
| Q12. This last year, I have had opportunities at work to learn and grow.                | <b>4.61</b>       | 4.47              | 4.03           | 4.17                                 |

- No data available

\* Data suppressed due to n size

• Item data not shown if n < 5. Workgroup data not shown to protect confidentiality.

↑↓ Meaningful growth or decline (0.20 mean change)

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# EMPLOYEE ENGAGEMENT (CONTINUED)

| ENGAGEMENT OVERALL ITEM<br>GRANDMEAN | YOUR SCHOOL       |            | MCPS Overall   | GALLUP OVERALL<br>DATABASE<br>(50TH) |
|--------------------------------------|-------------------|------------|----------------|--------------------------------------|
|                                      | CURRENT           | PAST       |                |                                      |
| <b>GRANDMEAN</b> (out of 5)<br>n =   | <b>4.49</b><br>47 | 4.34<br>49 | 3.93<br>18,820 | 4.08                                 |

| ITEM RESPONSES  | TOTAL N | YOUR SCHOOL                            |     |     |     |                                  |
|---|---------|--|-----|-----|-----|----------------------------------|
|   |         | EXT. DISSATISFIED<br>STRONGLY DISAGREE | % 1 | % 2 | % 3 | EXT. SATISFIED<br>STRONGLY AGREE |
| Q00. How satisfied are you with your organization as a place to work?                   | 46      |  | 28  |     |     | 67                               |
| Q01. I know what is expected of me at work.   | 47      |  | 21  |     |     | 79                               |
| Q02. I have the materials and equipment I need to do my work right.                     | 47      |  | 23  |     |     | 72                               |
| Q03. At work, I have the opportunity to do what I do best every day.                    | 46      |  | 28  |     |     | 72                               |
| Q04. In the last seven days, I have received recognition or praise for doing good work. | 45      | 9                                      | 20  | 36  |     | 36                               |
| Q05. My supervisor, or someone at work, seems to care about me as a person.             | 44      | 5                                      | 20  |     |     | 75                               |
| Q06. There is someone at work who encourages my development.                            | 46      | 11                                     | 24  |     |     | 61                               |
| Q07. At work, my opinions seem to count.  | 47      | 9                                      | 36  |     |     | 51                               |
| Q08. The mission or purpose of my company makes me feel my job is important.            | 47      |  | 36  |     |     | 62                               |
| Q09. My associates or fellow employees are committed to doing quality work.             | 47      |  | 40  |     |     | 55                               |
| Q10. I have a best friend at work.  | 44      | 5                                      | 18  | 14  |     | 61                               |
| Q11. In the last six months, someone at work has talked to me about my progress.        | 46      | 13                                     | 28  |     |     | 54                               |
| Q12. This last year, I have had opportunities at work to learn and grow.                | 46      |  | 30  |     |     | 65                               |

- No data available

\* Data suppressed due to n size

Numeric values shown when percentages are 5% or higher.

• Item data % 1 - % 4 not shown when n < 10, % 5 and means when n < 5. Workgroup data not shown to protect confidentiality.

## STUDENT HOPE

*The ideas and energy we have for the future drives effort, academic achievement, credits earned, and retention of students of all ages.*

| HOPE GRANDMEAN BY GRADE | YOUR SCHOOL |      |      |      |     |      |      |      |
|-------------------------|-------------|------|------|------|-----|------|------|------|
|                         | 5th         | 6th  | 7th  | 8th  | 9th | 10th | 11th | 12th |
|                         | •           | 4.28 | 4.54 | 4.42 | •   | •    | •    | •    |

| HOPE OVERALL ITEM GRANDMEAN                             | YOUR SCHOOL        |                    | MCPS MS OVERALL | GALLUP MS OVERALL |
|---|--------------------|--------------------|-----------------|-------------------|
|   | CURRENT            | PAST               |                 |                   |
| <b>GRANDMEAN</b> (out of 5)<br>n =                      | <b>4.42</b><br>312 | <b>4.46</b><br>333 | 4.42<br>28,715  | 4.40<br>338,002   |
| I know I will graduate from high school.                | <b>4.75</b>        | 4.84               | 4.76            | 4.70              |
| There is an adult in my life who cares about my future. | <b>4.86</b>        | 4.86               | 4.80            | 4.80              |
| I can think of many ways to get good grades.            | <b>4.34</b>        | 4.31               | 4.33            | 4.33              |
| I energetically pursue my goals.                        | <b>4.17</b>        | 4.23               | 4.18            | 4.19              |
| I can find lots of ways around any problem.             | <b>3.89</b>        | 4.04               | 3.88            | 3.84              |
| I know I will find a good job after I graduate.         | <b>4.43</b>        | 4.43               | 4.45            | 4.48              |

| ITEM RESPONSES  | TOTAL N | YOUR SCHOOL       |     |                |     |     |
|---|---------|-------------------|-----|----------------|-----|-----|
|   |         | % 1               | % 2 | % 3            | % 4 | % 5 |
|   |         | STRONGLY DISAGREE |     | STRONGLY AGREE |     |     |
| I know I will graduate from high school.                | 323     |                   | 13  |                | 83  |     |
| There is an adult in my life who cares about my future. | 324     |                   | 7   |                | 90  |     |
| I can think of many ways to get good grades.            | 323     | 9                 |     | 35             |     | 52  |
| I energetically pursue my goals.                        | 321     | 12                |     | 42             |     | 41  |
| I can find lots of ways around any problem.             | 322     | 5                 | 22  |                | 45  | 26  |
| I know I will find a good job after I graduate.         | 320     | 8                 |     | 28             |     | 60  |

- No data available

\* Data suppressed due to n size

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• Item data % 1 - % 4 not shown when n < 10, % 5 and means when n < 5.

↑↓ Meaningful growth or decline (0.20 mean change)

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# STUDENT ENGAGEMENT

*The involvement in and enthusiasm for school, reflects how well students are known and how often they get to do what they do best.*

| ENGAGEMENT GRANDMEAN BY GRADE | YOUR SCHOOL |      |      |      |     |      |      |      |
|-------------------------------|-------------|------|------|------|-----|------|------|------|
|                               | 5th         | 6th  | 7th  | 8th  | 9th | 10th | 11th | 12th |
|                               | •           | 4.20 | 4.29 | 4.18 | •   | •    | •    | •    |

| ENGAGEMENT OVERALL ITEM GRANDMEAN  | YOUR SCHOOL        |                    | MCPS MS OVERALL | GALLUP MS OVERALL |
|--|--------------------|--------------------|-----------------|-------------------|
|  | CURRENT            | PAST               |                 |                   |
| <b>GRANDMEAN</b> (out of 5)<br>n =   | <b>4.22</b><br>311 | <b>4.17</b><br>330 | 4.06<br>28,665  | 4.10<br>338,448   |
| I have a best friend at school.  | <b>4.66</b>        | 4.71               | 4.56            | 4.58              |
| I feel safe in this school.  | <b>4.32</b>        | 4.23               | 4.03            | 4.04              |
| My teachers make me feel my schoolwork is important.                                     | <b>4.28</b>        | 4.30               | 4.20            | 4.24              |
| At this school, I have the opportunity to do what I do best every day.                   | <b>3.93</b>        | 3.89               | 3.90            | 3.99              |
| In the last seven days, I have received recognition or praise for doing good schoolwork. | <b>3.84</b>        | 3.68               | 3.56            | 3.61              |
| My school is committed to building the strengths of each student.**                      | <b>4.26</b>        | 4.08               | 3.99            | 4.10              |
| I have at least one teacher who makes me excited about the future.**                     | <b>4.25</b>        | ↑ 4.05             | 4.15            | 4.28              |

| ITEM RESPONSES   | TOTAL N | YOUR SCHOOL |     |     |     |     |
|--|---------|-------------|-----|-----|-----|-----|
|  |         | % 1         | % 2 | % 3 | % 4 | % 5 |
| I have a best friend at school.  | 323     |             | 6   | 10  | 80  |     |
| I feel safe in this school.  | 324     |             | 8   | 28  | 57  |     |
| My teachers make me feel my schoolwork is important.                                     | 320     |             | 9   | 32  | 53  |     |
| At this school, I have the opportunity to do what I do best every day.                   | 324     | 6           | 7   | 14  | 35  | 38  |
| In the last seven days, I have received recognition or praise for doing good schoolwork. | 317     | 6           | 8   | 19  | 30  | 37  |
| My school is committed to building the strengths of each student.**                      | 322     |             | 10  | 32  | 52  |     |
| I have at least one teacher who makes me excited about the future.**                     | 322     | 5           | 10  | 24  | 57  |     |

- No data available

\* Data suppressed due to n size

Numeric values shown when percentages are 5% or higher.

\*\* Not included in Engagement Index or Engagement GrandMean calculations

• Item data % 1 - % 4 not shown when n < 10, % 5 and means when n < 5.

↑↓ Meaningful growth or decline (0.20 mean change)

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# STUDENT WELL-BEING

*How we think about and experience our lives, tells us how students are doing today and predicts their success in the future.*

Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

## WELL-BEING ITEMS<sup>1</sup>

| YOUR SCHOOL       |                            |                 |
|-------------------|----------------------------|-----------------|
| STEP AT THIS TIME | ITEM RESPONSES "BEST LIFE" | STEP IN 5 YEARS |
| 13%               | % 10                       | 30%             |
| 24%               | % 9                        | 34%             |
| 26%               | % 8                        | 16%             |
| 16%               | % 7                        | 10%             |
| 8%                | % 6                        | 5%              |
| 6%                | % 5                        | 2%              |
| 3%                | % 4                        | 1%              |
| 2%                | % 3                        | 2%              |
| 1%                | % 2                        | 0%              |
| 0%                | % 1                        | 0%              |
| 1%                | % 0                        | 1%              |
| "WORST LIFE"      |                            |                 |

| WELL-BEING GRANDMEAN BY GRADE |      |      |      |     |      |      |      |
|-------------------------------|------|------|------|-----|------|------|------|
| YOUR SCHOOL                   |      |      |      |     |      |      |      |
| 5th                           | 6th  | 7th  | 8th  | 9th | 10th | 11th | 12th |
| •                             | 8.03 | 8.66 | 8.73 | •   | •    | •    | •    |

| GRANDMEAN (out of 10)   |      |                 |                   |  |      |                 |                   |
|---|------|-----------------|-------------------|--|------|-----------------|-------------------|
| STEP AT THIS TIME   |      |                 |                   | STEP IN 5 YEARS  |      |                 |                   |
| On which step of the ladder would you say you personally feel you stand at this time? |      |                 |                   | On which step do you think you will stand about five years from now? |      |                 |                   |
| YOUR SCHOOL   |      | MCPS MS OVERALL | GALLUP MS OVERALL | YOUR SCHOOL  |      | MCPS MS OVERALL | GALLUP MS OVERALL |
| CURRENT   | PAST |                 |                   | CURRENT  | PAST |                 |                   |
| 7.65  | 7.69 | 7.60            | 7.52              | 8.49   | 8.60 | 8.57            | 8.55              |
| n = 325   | 344  | 30,092          | 355,654           | 325  | 344  | 30,092          | 355,650           |

## YOUR SCHOOL ITEM RESPONSES

|  | TOTAL N | YOUR SCHOOL   |      | MCPS MS OVERALL | GALLUP MS OVERALL |
|--|---------|---------------|------|-----------------|-------------------|
|  |         | CURRENT % YES | PAST |                 |                   |
| Were you treated with respect all day yesterday?***  | 307     | 68%           | 71%  | 68%             | 68%               |
| Did you smile or laugh a lot yesterday?***   | 314     | 87%           | 86%  | 85%             | 84%               |
| Did you learn or do something interesting yesterday?***  | 309     | 77%           | 73%  | 74%             | 76%               |
| Did you have enough energy to get things done yesterday?***  | 312     | 79%           | 79%  | 73%             | 78%               |
| Do you have health problems that keep you from doing any of the things other people your age normally can do?*** | 307     | 13%           | 14%  | 15%             | 16%               |
| If you are in trouble, do you have family or friends you can count on to help whenever you need them?***         | 313     | 95%           | 95%  | 93%             | 93%               |

- No data available

\* Data suppressed due to n size

\*\* Not included in Well-Being Index or GrandMean calculations

<sup>1</sup> WB Index calculated from responses to "Step at this time" and "Step in five years". WB GrandMean calculated from responses to "Step in 5 Years".

• Item data not shown if n < 5.