

Report Period: Fall 2014 Business Unit: Montgomery County Public Schools Report Level: Montgomery County Public Schools Overall

Summary	Current	Last**	Mean Percentile Rank	Strengths	Current Mean	Last Mean	Opportunities	Current Mean	Last Mean
GrandMean:	3.93	3.88	39	Q09	4.19	4.17	Q11	3.60	3.53
Overall Satisfaction:	3.87	3.83	36	Q03	4.10	4.06	Q04	3.43	3.31
Total n:	18820	18292	NA						

Engagement Index	Current	Last**
Engaged	44%	40%
Not Engaged	45%	48%
Actively Disengaged	11%	12%
Ratio of Engaged to Actively Disengaged	4.00	3.33

Gallup Q ¹² Items ▼	Total N	Current Mean	Mean Percentile Rank
Q12. This last year, I have had opportunities at work to learn and grow.	18298	4.03	43
Q11. In the last six months, someone at work has talked to me about my progress.	18007	3.60	24
Q10. I have a best friend at work.	17755	3.61	35
Q09. My associates or fellow employees are committed to doing quality work.	18540	4.19	51
Q08. The mission or purpose of my organization makes me feel my job is important.	18473	4.12	46
Q07. At work, my opinions seem to count.	18459	3.62	35
Q06. There is someone at work who encourages my development.	18466	3.90	42
Q05. My supervisor, or someone at work, seems to care about me as a person.	18530	4.14	41
Q04. In the last seven days, I have received recognition or praise for doing good work.	18301	3.43	32
Q03. At work, I have the opportunity to do what I do best every day.	18584	4.10	47
Q02. I have the materials and equipment I need to do my work right.	18622	4.00	41
Q01. I know what is expected of me at work.	18675	4.38	37
Q00. How satisfied are you with your organization as a place to work?	18126	3.87	36

* Not shown if n < 5 for Mean and Top Box, n < 10 for Frequency, or data is unavailable.

** Last Data for the current unit.

***Mean Percentile Rank and Strengths and Opportunities are being calculated against the Gallup Overall database.

A change in score is meaningful if the score changes by 0.2 or more between survey periods.

Engagement Hierarchy

The Gallup Engagement Hierarchy represents the stages an employee goes through on the path to complete engagement.

Gallup's Engagement Hierarchy ▲	Current Mean	Last Mean	Meaningful Change	Current Top Box
How can we grow?	3.82	3.75		39
Do I belong?	3.89	3.83		40
What do I give?	3.89	3.83		42
What do I get?	4.19	4.18		47

* Not shown if $n < 5$ for Mean and Top Box, $n < 10$ for Frequency, or data is unavailable.

** Last Data for the current unit.

***Mean Percentile Rank and Strengths and Opportunities are being calculated against the Gallup Overall database.






A change in score is meaningful if the score changes by 0.2 or more between survey periods.

Survey Questions

Gallup Q ¹² Items ▾	Total N	Frequency Distribution					Current Mean	Last Mean	Meaningful Change	Current Top Box	Last Top Box
		1	2	3	4	5					
Q12 . This last year, I have had opportunities at work to learn and grow.	18298	5	6	15	32	43	4.03	3.97		43	41
Q11 . In the last six months, someone at work has talked to me about my progress.	18007	12	10	17	27	34	3.60	3.53		34	31
Q10 . I have a best friend at work.	17755	11	11	18	24	35	3.61	3.53		35	33
Q09 . My associates or fellow employees are committed to doing quality work.	18540	2	4	13	36	45	4.19	4.17		45	44
Q08 . The mission or purpose of my organization makes me feel my job is important.	18473	4	5	14	30	48	4.12	4.07		48	45
Q07 . At work, my opinions seem to count.	18459	9	10	20	31	30	3.62	3.57		30	28
Q06 . There is someone at work who encourages my development.	18466	6	8	16	30	40	3.90	3.83		40	37
Q05 . My supervisor, or someone at work, seems to care about me as a person.	18530	5	6	12	25	52	4.14	4.11		52	51
Q04 . In the last seven days, I have received recognition or praise for doing good work.	18301	16	12	16	23	32	3.43	3.31		32	29
Q03 . At work, I have the opportunity to do what I do best every day.	18584	3	6	14	34	44	4.10	4.06		44	41
Q02 . I have the materials and equipment I need to do my work right.	18622	3	7	16	36	38	4.00	3.98		38	37
Q01 . I know what is expected of me at work.	18675	1	3	9	31	56	4.38	4.37		56	55
Q00 . How satisfied are you with your organization as a place to work?	18126	3	7	20	42	28	3.87	3.83		28	26

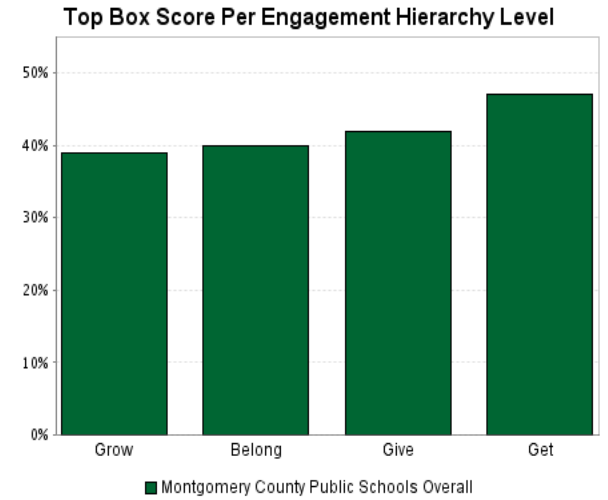
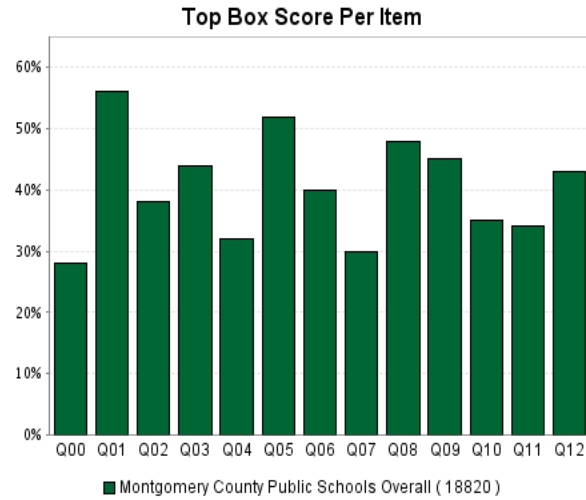
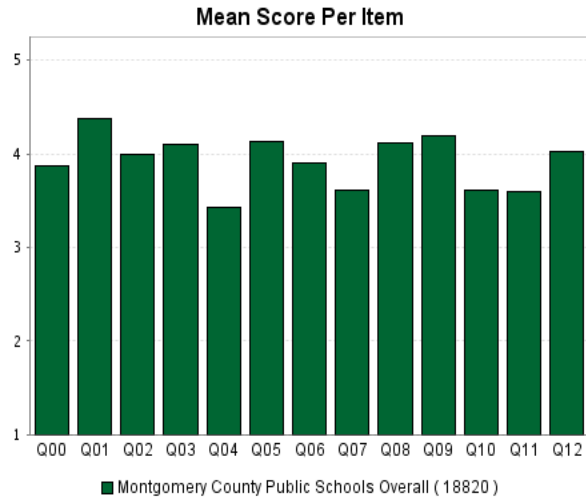
***Mean Percentile Rank and Strengths and Opportunities are being calculated against the Gallup Overall database.

Survey Questions

Custom Questions ▼	Total N	Current Mean	Last Mean	Meaningful Change
C07 . Employee engagement data was shared with me.	16357	3.76	NA	NA
C05 . There is open communication throughout all levels of MCPS.	18046	3.05	2.98	
C04 . My supervisor is an active supporter of the changes that affect our workgroup.	17955	3.90	3.86	
C03 . My supervisor fosters a collaborative work environment.	18382	3.91	3.86	
C02 . My supervisor involves me in decisions affecting my work.	18330	3.67	3.62	
C01 . I would recommend my school or worksite to friends and family as a good place to work.	18504	3.91	3.87	

***Mean Percentile Rank and Strengths and Opportunities are being calculated against the Gallup Overall database.

Graph Creation



Graph Comparisons not displayed in the generated graph are due to suppressed data.