2012
PARKLAND MIDDLE SCHOOL
EMPLOYEE AND STUDENT SURVEY RESULTS

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. 22 through Nov. 9, 2012, with 17,050 MCPS employees registering their opinions (76% response rate).

The Gallup Student Poll is a 20-question survey that measures the hope, engagement, and wellbeing 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 wellbeing (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 Oct. 2 through Nov. 9, 2012, with 69,889 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 pages that follow provide a comprehensive view of school-level data collected from the employee and student surveys. Before reviewing the data, please note the following:

- These data should be treated as a baseline measure. Future years will allow for comparison of current and previous year survey data.
- 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 2012 database results (a convenience sample of nearly 500,000 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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PARKLAND MIDDLE SCHOOL EMPLOYEE DATA

82 EMPLOYEES (80% RESPONSE RATE)

Q12® EMPLOYEE ENGAGEMENT

SCHOOL GRANDMEAN 3.89/5 | **MCPS GRANDMEAN 3.83/5**

	%1 Extremely Dissatisfied	%2	%3	%4	%5 Extremely Satisfied	School Item Mean	MCPS Overall Mean
How satisfied are you with your organization as a place to work?	2	7	23	42	25	3.79	3.83

	%1 Strongly Disagree	%2	%3	%4	%5 Strongly Agree	School Item Mean	MCPS Overall Mean
I know what is expected of me at work.	1	2	10	30	56	4.38	4.38
I have the materials and equipment I need to do my work right.	2	2	10	49	36	4.14	3.92
At work, I have the opportunity to do what I do best every day.	2	4	11	49	33	4.07	4.01
In the last seven days, I have received recognition or praise for doing good work.	16	16	23	25	20	3.16	3.18
My supervisor, or someone at work, seems to care about me as a person.	2	6	15	27	50	4.16	4.05
There is someone at work who encourages my development.	5	5	26	28	36	3.85	3.78
At work, my opinions seem to count.	4	14	26	30	26	3.61	3.56
The mission or purpose of my organization makes me feel my job is important.	2	9	7	38	44	4.12	4.05
My associates or fellow employees are committed to doing quality work.	1	3	14	49	34	4.11	4.16
I have a best friend at work.	20	13	14	22	30	3.30	3.39
In the last six months, someone at work has talked to me about my progress.	6	13	16	32	33	3.72	3.47
This last year, I have had the opportunity at work to learn and grow.	1	11	11	38	38	4.01	3.96

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PARKLAND MIDDLE SCHOOL STUDENT DATA

602 STUDENT RESPONSES

STUDENT HOPE

SCHOOL GRANDMEAN 4.36/5

MCPS MIDDLE SCHOOLS GRANDMEAN 4.43/5

NATIONAL MIDDLE SCHOOLS GRANDMEAN 4.42/5

	%1 Strongly Disagree	%2	%3	%4	%5 Strongly Agree	School Item Mean	MCPS Middle Schools Mean	National Middle Schools Mean
I know I will graduate from high school.	1	1	4	14	80	4.7	4.77	4.73
There is an adult in my life who cares about my future.	1	1	2	9	87	4.79	4.82	4.81
I can think of many ways to get good grades.	2	3	10	32	53	4.31	4.39	4.36
I energetically pursue my goals.	1	3	16	42	38	4.13	4.2	4.2
I can find lots of ways around any problem.	3	6	26	38	27	3.81	3.87	3.86
I know I will find a good job after I graduate.	1	3	7	30	59	4.43	4.46	4.47

STUDENT ENGAGEMENT

SCHOOL GRANDMEAN 4.01/5

MCPS MIDDLE SCHOOLS GRANDMEAN 4.1/5

NATIONAL MIDDLE SCHOOLS GRANDMEAN 4.14/5

	%1 Strongly Disagree	%2	%3	%4	%5 Strongly Agree	School Item Mean	MCPS Middle Schools Mean	National Middle Schools Mean
I have a best friend at school.	3	2	5	15	75	4.59	4.59	4.62
I feel safe in this school.	4	3	16	40	37	4.02	4.07	4.12
My teachers make me feel my schoolwork is important.	3	4	14	31	48	4.16	4.25	4.27
At this school, I have the opportunity to do what I do best every day.	4	8	15	37	37	3.96	3.97	4.02
In the last seven days, I have received recognition or praise for doing good schoolwork.	16	13	17	28	26	3.34	3.59	3.63
My school is committed to building the strengths of each student.*	4	5	15	34	41	4.03	4.01	4.11
In the last month, I volunteered my time to help others.*	12	13	16	24	35	3.57	3.61	3.64

** Additional items: not included in Engagement GrandMean calculations*

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PARKLAND MIDDLE SCHOOL STUDENT DATA (CONTINUED)

602 STUDENT RESPONSES

STUDENT WELLBEING

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.

On which step of the ladder would you say you personally feel you stand at this time?

SCHOOL GRANDMEAN 7.31/10

MCPS MIDDLE SCHOOLS GRANDMEAN 7.56/10

NATIONAL MIDDLE SCHOOLS GRANDMEAN 7.63/10

On which step do you think you will stand about five years from now?

SCHOOL GRANDMEAN 8.63/10

MCPS MIDDLE SCHOOLS GRANDMEAN 8.61/10

NATIONAL MIDDLE SCHOOLS GRANDMEAN 8.63/10

Please think about yesterday, from the morning until the end of the day. Think about where you were, what you were doing, who you were with, and how you felt as you respond to the next six items.	School % Yes	MCPS Middle Schools % Yes	National Middle Schools % Yes
Were you treated with respect all day yesterday?	71	71	69
Did you smile or laugh a lot yesterday?	84	86	86
Did you learn or do something interesting yesterday?	71	75	77
Did you have enough energy to get things done yesterday?	75	75	80
Do you have health problems that keep you from doing any of the things other people your age normally can do?	17	14	15
If you are in trouble, do you have family or friends you can count on to help whenever you need them?	90	93	94

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