

Fall 2016

HOWARD COUNTY PUBLIC SCHOOL SYSTEM

HOWARD COUNTY PUBLIC SCHOOLS

EMPLOYEE AND STUDENT SURVEY RESULTS

EMPLOYEE ENGAGEMENT

Gallup measures employee engagement based on responses to its Q¹² survey, which consists of 12 actionable workplace elements with proven links to performance outcomes.

3.91

GRANDMEAN

"Engaged" employees work with passion and feel a profound connection to their employer. They drive innovation and move the organization forward. "Not Engaged" employees may be satisfied with their jobs, but they are not emotionally connected to their workplaces and are unlikely to devote much discretionary effort to their work. "Actively Disengaged" employees are dissatisfied with their workplaces and are likely to be spreading negativity to their coworkers.

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.

48%

ENGAGED

MISSION

"We cultivate a vibrant learning community that prepares students to thrive in a dynamic world."

STUDENT HOPE

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

48%

HOPEFUL

* Data suppressed due to n size

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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.

YOUR SCHOOL

42%
ENGAGED

47%
NOT ENGAGED

11%
ACTIVELY DISENGAGED

ENGAGEMENT OVERALL ITEM GRANDMEAN	YOUR SCHOOL		HOWARD COUNTY PUBLIC SCHOOLS DISTRICT	GALLUP OVERALL DATABASE (50TH)
	CURRENT	PAST		
GRANDMEAN (out of 5) n =	3.91 6,812	3.99 7,052	3.91 6,812	4.06
Q00. How satisfied are you with your organization as a place to work?	3.73	3.88	3.73	4.04
Q01. I know what is expected of me at work.	4.32	4.36	4.32	4.48
Q02. I have the materials and equipment I need to do my work right.	3.87	4.02	3.87	4.15
Q03. At work, I have the opportunity to do what I do best every day.	3.93	4.02	3.93	4.14
Q04. In the last seven days, I have received recognition or praise for doing good work.	3.42	3.56	3.42	3.78
Q05. My supervisor, or someone at work, seems to care about me as a person.	4.18	4.23	4.18	4.25
Q06. There is someone at work who encourages my development.	3.90	3.97	3.90	3.99
Q07. At work, my opinions seem to count.	3.62	3.69	3.62	3.88
Q08. The mission or purpose of my organization makes me feel my job is important.	3.90	4.01	3.90	4.17
Q09. My associates or fellow employees are committed to doing quality work.	4.17	4.20	4.17	4.18
Q10. I have a best friend at work.	3.71	3.73	3.71	3.89
Q11. In the last six months, someone at work has talked to me about my progress.	3.86	3.89	3.86	4.13
Q12. This last year, I have had opportunities at work to learn and grow.	4.07	4.14	4.07	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)

YOUR SCHOOL

42%
ENGAGED

47%
NOT ENGAGED

11%
ACTIVELY DISENGAGED

ENGAGEMENT OVERALL ITEM GRANDMEAN

YOUR SCHOOL
CURRENT PAST

HOWARD COUNTY
PUBLIC SCHOOLS
DISTRICT

GALLUP OVERALL
DATABASE
(50TH)

GRANDMEAN (out of 5)	3.91	3.99	3.91	4.06
n =	6,812	7,052	6,812	

ITEM RESPONSES

YOUR SCHOOL

EXT. DISSATISFIED
STRONGLY DISAGREE EXT. SATISFIED
STRONGLY AGREE

■ % 1 ■ % 2 ■ % 3 ■ % 4 ■ % 5

TOTAL N

ITEM	TOTAL N	% 1	% 2	% 3	% 4	% 5
Q00. How satisfied are you with your organization as a place to work?	6,717	8	23	45	21	
Q01. I know what is expected of me at work.	6,791	10	36	50		
Q02. I have the materials and equipment I need to do my work right.	6,769	8	19	40	30	
Q03. At work, I have the opportunity to do what I do best every day.	6,768	7	18	37	35	
Q04. In the last seven days, I have received recognition or praise for doing good work.	6,706	14	15	16	24	30
Q05. My supervisor, or someone at work, seems to care about me as a person.	6,751	6	12	27	52	
Q06. There is someone at work who encourages my development.	6,733	5	8	17	31	38
Q07. At work, my opinions seem to count.	6,730	8	10	21	33	27
Q08. The mission or purpose of my organization makes me feel my job is important.	6,735	5	8	18	33	37
Q09. My associates or fellow employees are committed to doing quality work.	6,748		14	39	42	
Q10. I have a best friend at work.	6,464	9	10	18	26	37
Q11. In the last six months, someone at work has talked to me about my progress.	6,623	7	8	15	30	39
Q12. This last year, I have had opportunities at work to learn and grow.	6,679	6	15	33	43	

- No data available

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STUDENT ENGAGEMENT

The involvement in and enthusiasm for school.

YOUR SCHOOL

48%
ENGAGED

31%
NOT ENGAGED

20%
ACTIVELY DISENGAGED

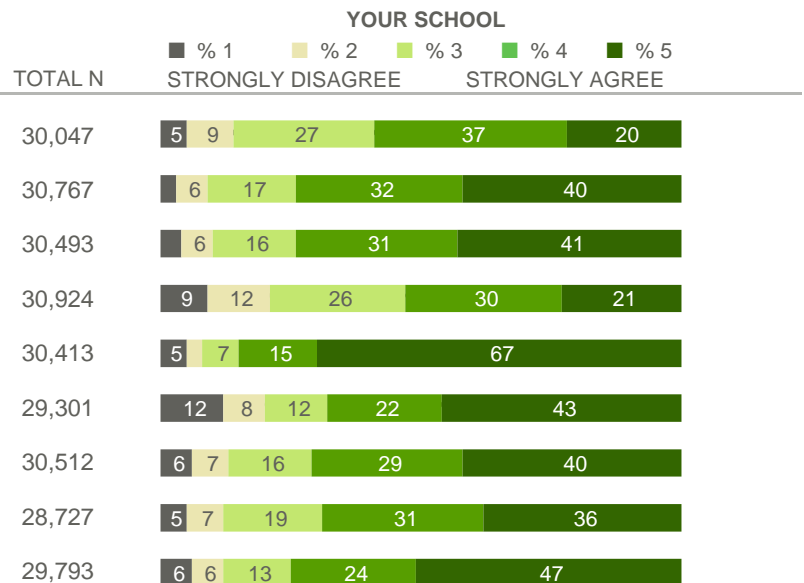
ENGAGEMENT GRANDMEAN BY GRADE

YOUR SCHOOL							
5th	6th	7th	8th	9th	10th	11th	12th
4.24	4.16	3.98	3.80	3.85	3.67	3.66	3.70

ENGAGEMENT OVERALL ITEM GRANDMEAN

	YOUR SCHOOL		HOWARD COUNTY PUBLIC SCHOOLS DISTRICT	OVERALL
	CURRENT	PAST		
GRANDMEAN (out of 5) n =	3.89 28,951	3.91 29,600	3.89 28,951	3.88 846,836
At this school, I get to do what I do best every day.	3.59	3.61	3.59	3.57
My teachers make me feel my schoolwork is important.	4.01	4.03	4.01	4.02
I feel safe in this school.	4.00	4.09	4.00	3.89
I have fun at school.	3.41	3.44	3.41	3.49
I have a best friend at school.	4.35	4.37	4.35	4.38
In the last seven days, someone has told me I have done good work at school.	3.76	3.79	3.76	3.63
In the last seven days, I have learned something interesting at school.	3.90	3.92	3.90	3.90
The adults at my school care about me.	3.87	3.88	3.87	3.86
I have at least one teacher who makes me excited about the future.	3.98	4.00	3.98	4.11

ITEM RESPONSES



- No data available
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STUDENT HOPE

The ideas and energy students have for the future.

YOUR SCHOOL

48%

HOPEFUL

34%

STUCK

17%

DISCOURAGED

HOPE GRANDMEAN BY GRADE	YOUR SCHOOL							
	5th	6th	7th	8th	9th	10th	11th	12th
	4.39	4.33	4.30	4.23	4.22	4.17	4.16	4.17

HOPE OVERALL ITEM GRANDMEAN

	YOUR SCHOOL		HOWARD COUNTY PUBLIC SCHOOLS DISTRICT	OVERALL
	CURRENT	PAST		
GRANDMEAN (out of 5) n =	4.24 30,226	4.27 30,680	4.24 30,226	4.24 881,404
I know I will graduate from high school.	4.78	4.79	4.78	4.68
I have a great future ahead of me.	4.43	4.45	4.43	4.44
I can think of many ways to get good grades.	4.20	4.21	4.20	4.20
I have many goals.	4.14	4.20	4.14	4.22
I can find many ways around problems.	3.95	3.97	3.95	3.91
I have a mentor who encourages my development.	3.56	3.61	3.56	3.50
I know I will find a good job in the future.	4.36	4.37	4.36	4.41

ITEM RESPONSES

	TOTAL N	YOUR SCHOOL				
		% 1	% 2	% 3	% 4	% 5
		STRONGLY DISAGREE			STRONGLY AGREE	
I know I will graduate from high school.	30,066	10				84
I have a great future ahead of me.	28,708	8	27			60
I can think of many ways to get good grades.	30,665	14	32			47
I have many goals.	30,680	5	15	26	49	
I can find many ways around problems.	30,539	5	21	39	32	
I have a mentor who encourages my development.	28,703	11	10	19	24	32
I know I will find a good job in the future.	28,673	10	26			57

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ENTREPRENEURIAL ASPIRATION

The talent and energy for building businesses that survive, thrive, and employ others.

OVERALL GRANDMEAN BY GRADE	YOUR SCHOOL							
	5th	6th	7th	8th	9th	10th	11th	12th
	2.72	2.53	2.45	2.34	2.25	2.20	2.26	2.27

ITEM GRANDMEAN	YOUR SCHOOL		HOWARD COUNTY PUBLIC SCHOOLS DISTRICT	OVERALL
	CURRENT	PAST		
GRANDMEAN (out of 5)	2.37	2.43	2.37	2.42
n =	22,928	23,630	22,928	665,573
I will invent something that changes the world.	2.72	2.83	2.72	2.72
I plan to start my own business.	2.94	3.00	2.94	3.02
I am learning how to start and run a business.	2.27	2.32	2.27	2.39
I have my own business now.	1.54	1.58	1.54	1.55

ITEM RESPONSES

TOTAL N	YOUR SCHOOL					
	% 1 STRONGLY DISAGREE	% 2	% 3	% 4	% 5 STRONGLY AGREE	
I will invent something that changes the world.	25,454	23	22	26	14	13
I plan to start my own business.	26,917	21	19	23	16	19
I am learning how to start and run a business.	29,423	40	21	17	10	9
I have my own business now.	29,892	76	8	5	5	

- No data available

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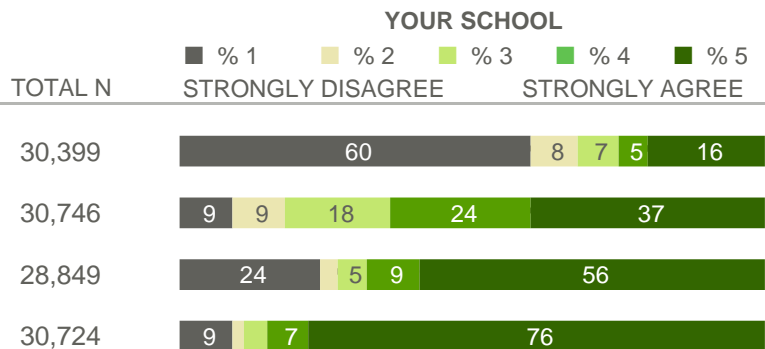
CAREER/FINANCIAL LITERACY

The information, attitudes and behaviors that students need to practice for healthy participation in the economy.

OVERALL GRANDMEAN BY GRADE	YOUR SCHOOL							
	5th	6th	7th	8th	9th	10th	11th	12th
	3.58	3.41	3.43	3.44	3.28	3.35	3.64	3.81

ITEM GRANDMEAN	YOUR SCHOOL		HOWARD COUNTY PUBLIC SCHOOLS DISTRICT	OVERALL
	CURRENT	PAST		
GRANDMEAN (out of 5)	3.49	3.49	3.49	3.31
n =	27,790	28,321	27,790	799,459
I have a paying job now.	2.09	2.11	2.09	2.11
I am learning how to save and spend money.	3.71	3.71	3.71	3.76
I have a bank account with money in it.	3.70	3.72	3.70	3.22
I am involved in at least one activity, such as a club, music, sports, or volunteering.	4.39	4.40	4.39	4.11

ITEM RESPONSES



- No data available

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PURPOSE AND SURVEY METHODOLOGY

The mission of the Howard County Public School System is “We cultivate a vibrant learning community that prepares students to thrive in a dynamic world”. Achieving this mission requires that HCPSS is aware of the perceptions of employees and students, and that each employee and student see HCPSS as a great place to work and learn. HCPSS launched a partnership with Gallup in 2013 to measure employee and student perceptions and uses this information to make further progress toward achieving the HCPSS 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. 4 through Oct. 23, 2016, with 6,812 HCPSS employees registering their opinions (83% response rate).

The Gallup Student Poll is a 24-question survey that measures the hope, engagement, and entrepreneurial aspiration, financial literacy of students in grades 5-12. Research supports the idea that hope (ideas and energy for the future) and engagement (involvement with and enthusiasm for school) are actionable targets linked to student achievement, retention, and future employment. The Gallup Student Poll was conducted online during the school day from Sep. 26 through Oct. 20, 2016, with over 31,280 HCPSS students completing the survey.

Both of these surveys have yielded a wealth of data designed to inform HCPSS improvement efforts. Gallup has provided presentations for executive staff, principals, and central office managers. Gallup coaches and principals have had one-on-one conversations. Ongoing dialogue will continue with teams of employees across HCPSS as we continue to leverage insights from these data to drive 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 HCPSS districtwide results.
- The student survey results are shown at the school level, and also include HCPSS level-alike reports (e.g., all HCPSS high schools). The Gallup 2016 database results (a convenience sample of over 911,150 students from around the nation) are also presented.
- The student survey is only available for students in grades 5-12. Although survey participation in the elementary schools is limited to students in the upper grades, discussions about student hope, engagement, entrepreneurial aspirations, and career/financial literacy apply to all students.
- School leaders are encouraged to approach the action planning process with school improvement needs and responses of both employees and students in mind. Many of the best examples of school leaders building great places to work and learn rely on integrating relatively simple actions into daily conversations.

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



ACTION PLANNING

EMPLOYEE ENGAGEMENT

Items our school will invest in are:

Actions we will take:

When:

STUDENT ENGAGEMENT

Items our school will invest in are:

Actions we will take:

When:

STUDENT HOPE

Items our school will invest in are:

Actions we will take:

When:

ENTREPRENEURIAL ASPIRATION AND CAREER/FINANCIAL LITERACY

Items our school will invest in are:

Actions we will take:

When: