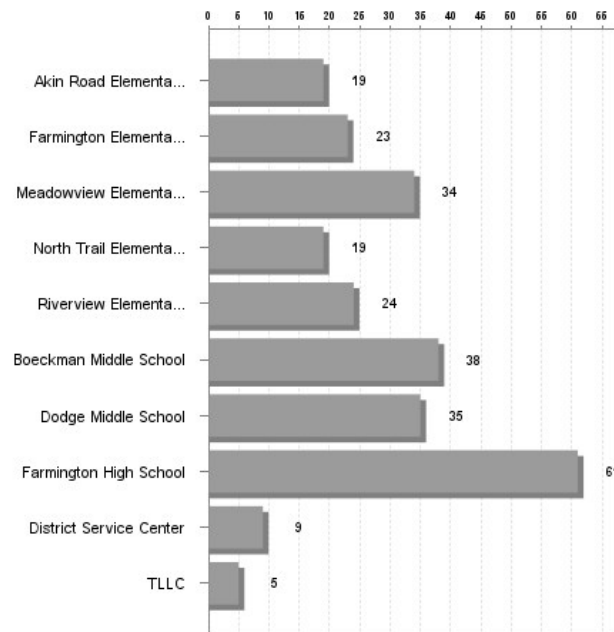


Farmington Area Public Schools - Employee Experience Survey Report

Participation by School/Department.

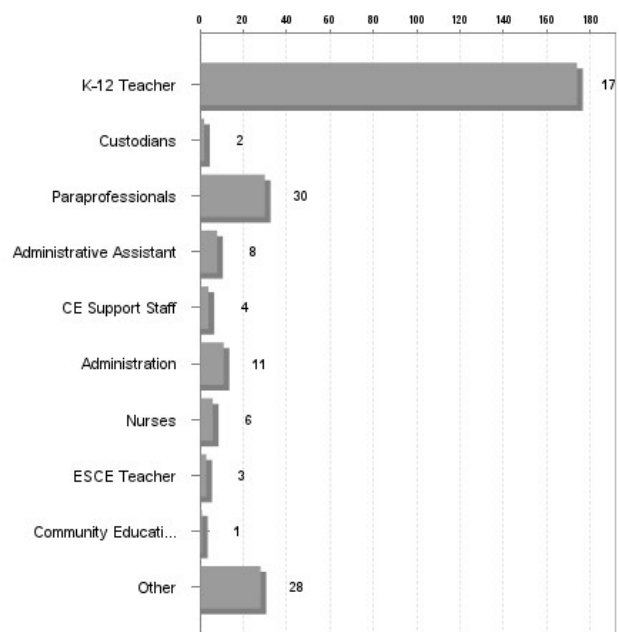
	Response percent	Response total
Akin Road Elementary School	7.12%	19
Farmington Elementary School	8.61%	23
Meadowview Elementary School	12.73%	34
North Trail Elementary School	7.12%	19
Riverview Elementary School	8.99%	24
Boeckman Middle School	14.23%	38
Dodge Middle School	13.11%	35
Farmington High School	22.85%	61
District Service Center	3.37%	9
TLLC	1.87%	5



Statistics based on **267** respondents;

Participation by Role.

	Response percent	Response total
K-12 Teacher	65.17%	174
Custodians	0.75%	2
Paraprofessionals	11.24%	30
Administrative Assistant	3%	8
CE Support Staff	1.5%	4
Administration	4.12%	11
Nurses	2.25%	6
ESCE Teacher	1.12%	3
Community Education Teacher	0.38%	1
Other	10.49%	28



Statistics based on **267** respondents;

Items 1-20.

	Strongly Disagree Score=1	Disagree Score=2	Neutral / Mixed Feelings Score=3	Agree Score=4	Strongly Agree Score=5		Response total	Average score
1. I feel supported with good processes and the appropriate resources to do my job.	3.75% (10)	14.61% (39)	26.97% (72)	38.2% (102)	16.48% (44)		267	3.49
2. I receive feedback on my strengths as an employee.	3.01% (8)	14.29% (38)	18.8% (50)	46.62% (124)	17.29% (46)		266	3.61
3. I feel supported in balancing my work responsibilities.	3.37% (9)	14.23% (38)	22.1% (59)	46.07% (123)	14.23% (38)		267	3.54
4. I receive appropriate recognition when I do good work.	5.62% (15)	15.36% (41)	22.47% (60)	41.2% (110)	15.36% (41)		267	3.45
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	3.37% (9)	7.12% (19)	13.48% (36)	41.95% (112)	34.08% (91)		267	3.96
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	4.87% (13)	14.98% (40)	28.46% (76)	40.45% (108)	11.24% (30)		267	3.38
7. I have the opportunity to provide input on decisions that affect my job.	5.99% (16)	19.48% (52)	20.97% (56)	37.08% (99)	16.48% (44)		267	3.39
8. I have a clear understanding of my expectations as an employee.	1.87% (5)	3.75% (10)	13.86% (37)	46.07% (123)	34.46% (92)		267	4.08
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	3.37% (9)	7.49% (20)	19.48% (52)	44.57% (119)	25.09% (67)		267	3.81

	Strongly Disagree Score=1	Disagree Score=2	Neutral / Mixed Feelings Score=3	Agree Score=4	Strongly Agree Score=5		Response total	Average score
10. I receive feedback concerning areas for improving my performance.	2.25% (6)	16.85% (45)	25.47% (68)	43.82% (117)	11.61% (31)		267	3.46
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	9.06% (24)	24.53% (65)	29.43% (78)	28.68% (76)	8.3% (22)		265	3.03
12. I believe organization-level information is communicated in a timely manner across the organization.	4.92% (13)	22.73% (60)	22.73% (60)	37.88% (100)	11.74% (31)		264	3.29
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	9.74% (26)	17.6% (47)	27.34% (73)	34.46% (92)	10.86% (29)		267	3.19
14. I would recommend that parents select my organization to serve their child.	3.01% (8)	12.41% (33)	26.32% (70)	35.34% (94)	22.93% (61)		266	3.63
15. I feel that others in my organization connect with me in honest two-way communication.	1.87% (5)	8.61% (23)	17.23% (46)	52.43% (140)	19.85% (53)		267	3.80
16. I work in an organization where employees regularly share and exchange ideas.	1.12% (3)	7.87% (21)	13.48% (36)	50.56% (135)	26.97% (72)		267	3.94
17. I feel that organizational culture supports open and honest communication.	4.15% (11)	14.72% (39)	23.77% (63)	40% (106)	17.36% (46)		265	3.52
18. I have a clear understanding of the mission and goals of my organization.	1.5% (4)	7.49% (20)	13.86% (37)	51.69% (138)	25.47% (68)		267	3.92

	Strongly Disagree Score=1	Disagree Score=2	Neutral / Mixed Feelings Score=3	Agree Score=4	Strongly Agree Score=5		Response total	Average score
19. I believe my work positively impacts those we serve.	0% (0)	1.12% (3)	3.75% (10)	49.44% (132)	45.69% (122)		267	4.40
20. I feel a sense of pride when I tell people where I work.	0% (0)	8.61% (23)	25.84% (69)	38.2% (102)	27.34% (73)		267	3.84
Average rating								3.64

Statistics based on **267** respondents;

"Top Box Percentage" is the percentage of participants who select the "Strongly Agree" option.
Your Organization's overall Top Box is **20.65%**.

Items 21-41.

	Strongly Disagree Score=1	Disagree Score=2	Neutral / Mixed Feelings Score=3	Agree Score=4	Strongly Agree Score=5		Response total	Average score
21. I feel safe at work.	0.75% (2)	4.51% (12)	16.92% (45)	43.99% (117)	33.84% (90)		266	4.06
22. I believe I get the training I need to perform my job with excellence.	0.75% (2)	13.48% (36)	29.21% (78)	42.32% (113)	14.23% (38)		267	3.56
23. I am provided with high quality and relevant professional development for my job responsibilities.	6.74% (18)	22.47% (60)	25.47% (68)	31.84% (85)	13.48% (36)		267	3.23
24. I believe my organization hires the best candidate for an open position.	3.4% (9)	12.83% (34)	31.7% (84)	36.23% (96)	15.85% (42)		265	3.48

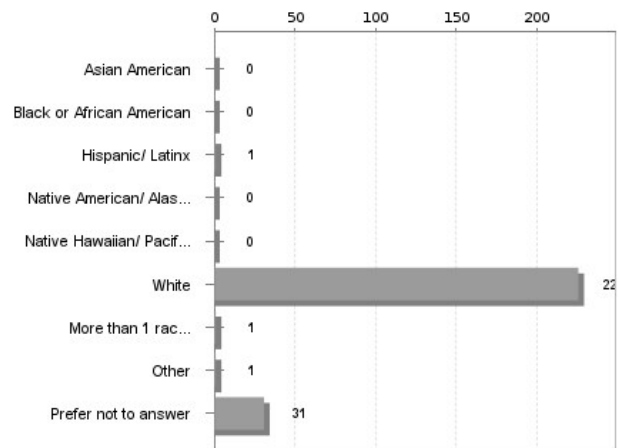
	Strongly Disagree Score=1	Disagree Score=2	Neutral / Mixed Feelings Score=3	Agree Score=4	Strongly Agree Score=5		Response total	Average score
25. I believe that my work environment is clean and well-maintained.	0.38% (1)	1.87% (5)	10.11% (27)	46.82% (125)	40.82% (109)		267	4.26
26. I believe that my organization values and respects the diversity I bring as an employee.	2.62% (7)	5.24% (14)	22.1% (59)	49.81% (133)	20.23% (54)		267	3.80
27. I believe my ideas and opinions count at work.	3% (8)	9.74% (26)	21.35% (57)	44.57% (119)	21.35% (57)		267	3.72
28. I feel like I belong in my organization.	0.38% (1)	5.26% (14)	18.8% (50)	50.75% (135)	24.81% (66)		266	3.94
29. I believe that my organization promotes independence in how employees complete job tasks.	0.75% (2)	1.5% (4)	12.73% (34)	52.81% (141)	32.21% (86)		267	4.14
30. I believe that my organization creates an inclusive environment for all employees.	2.26% (6)	7.93% (21)	19.62% (52)	49.06% (130)	21.13% (56)		265	3.79
31. I see an organizational effort to increase diversity, equity, and inclusion.	5.3% (14)	7.96% (21)	23.49% (62)	38.64% (102)	24.62% (65)		264	3.69
32. I am committed to the success of those we serve.	0% (0)	0% (0)	1.13% (3)	31.32% (83)	67.55% (179)		265	4.66
33. I understand how my work impacts the success of my organization achieving its goals.	0% (0)	0.38% (1)	5.24% (14)	47.19% (126)	47.19% (126)		267	4.41

	Strongly Disagree Score=1	Disagree Score=2	Neutral / Mixed Feelings Score=3	Agree Score=4	Strongly Agree Score=5		Response total	Average score
34. I feel personally driven to help my organization succeed.	0% (0)	0.75% (2)	8.24% (22)	41.95% (112)	49.06% (131)		267	4.39
35. I support the mission and values of my organization.	0% (0)	1.12% (3)	8.99% (24)	46.82% (125)	43.07% (115)		267	4.32
36. I believe I demonstrate high-performing employee competencies.	0% (0)	0% (0)	3.4% (9)	46.79% (124)	49.81% (132)		265	4.46
37. I would rate my own engagement as (1) Highly Disengaged – (5) Highly Engaged	0% (0)	0.38% (1)	12.08% (32)	42.64% (113)	44.91% (119)		265	4.32
38. I feel employees in my immediate environment consistently model positive, professional, and ethical behaviors.	1.5% (4)	3.75% (10)	16.11% (43)	43.07% (115)	35.58% (95)		267	4.08
39. In my immediate work environment, I believe there are trusting relationships between staff and leaders.	3.77% (10)	11.7% (31)	16.98% (45)	40.38% (107)	27.17% (72)		265	3.76
40. In my immediate work environment, I believe there are trusting relationships between staff and students.	0.38% (1)	2.26% (6)	7.52% (20)	47.37% (126)	42.48% (113)		266	4.29
41. In my immediate work environment, I believe there are trusting relationships between staff and families.	0.38% (1)	5.68% (15)	19.7% (52)	48.11% (127)	26.14% (69)		264	3.94
Average rating								4.01

Statistics based on **267** respondents;

Participation by Race/ Ethnicity.

	Response percent	Response total
Asian American	0%	0
Black or African American	0%	0
Hispanic/ Latinx	0.39%	1
Native American/ Alaska Native	0%	0
Native Hawaiian/ Pacific Islander	0%	0
White	86.92%	226
More than 1 race/ ethnicity	0.39%	1
Other	0.39%	1
Prefer not to answer	11.92%	31



Statistics based on **260** respondents;

The Net Promoter Score is used across industries and organizations as a measure of customer loyalty. Using a Likert scale 0-10, the item invites individuals to rate their "willingness to recommend" the organization or unit within the organization.

	0 - Not at All Likely	1	2	3	4	5	6	7	8	9	10 - Extremely Likely		Response total
How likely are you to recommend your organization?	1.13% (3)	0.38% (1)	1.88% (5)	4.89% (13)	5.64% (15)	12.41% (33)	13.53% (36)	15.79% (42)	18.05% (48)	11.65% (31)	14.66% (39)		266
How likely are you to recommend your department or school?	0% (0)	0.38% (1)	1.88% (5)	3.38% (9)	3.01% (8)	7.9% (21)	10.53% (28)	15.04% (40)	18.05% (48)	16.54% (44)	23.31% (62)		266

Statistics based on **266** respondents;

The Net Promoter Score measures a loyalty relationship between an organization and its constituents and should not be considered a "target" score, but, rather, a baseline which should be viewed over time as a measure of improvement. The NPS is best used as an organizational measure and is not appropriate for internal entities like a school, department, or division. A NPS calculated with fewer than 100 participants should be viewed with caution as the most accurate results will be generated with 100+ participants. The importance of the NPS item is for benchmark comparison in a way that is standard across business, industry, and organizations.

The NPS rating can range from -100 (lowest, everyone is a Detractor) to +100 (highest, everyone is a Promoter). The NPS rating is calculated by subtracting the percentage of Detractors from the percentage of Promoters.

The NPS for employees recommending the organization as a good place to work is **-13.53**.

The percentage of Promoters (participants selecting 9-10) is 26.32%.

The percentage of Passives (participants selecting 7-8) is 33.84%.

The percentage of Detractors (participants selecting 0-6) is 39.85%.

The organization's immediate work environment Net Promoter Score (NPS) is **12.78**.

The percentage of Promoters (participants selecting 9-10) is 39.85%.

The percentage of Passives (participants selecting 7-8) is 33.08%.

The percentage of Detractors (participants selecting 0-6) is 27.07%.

Net Promoter Score Interpretation

0	1	2	3	4	5	6	7	8	9	10
Detractors							Passives	Promoters		
Unhappy, dissatisfied							“On the fence”	Engaged, enthusiastic		
-100 to 0 = More detractors than promoters, opportunity for improvement 0 to 30 = Good performance, opportunity for improvement 30 to 50 = Strong performance, sustain or grow 50-100 = Excellent performance, sustain										

What is working well in your organization?

			Response total
#	Responses		
450	Our district has done more with less. When compared to surrounding districts and the amount of additional revenue they are able to generate compared to us we provide awesome experiences for our learners.		
453	We have strong building relationships and leadership.		
454	People that I work with. The relationships with students and relationship with parents.		
455	Administration works efficiently and consistently to hold students accountable for their actions. There are clear systems in place to support teachers and students.		
456	The training we are receiving and the support to implement our learning is positively changing the outcome for our students.		