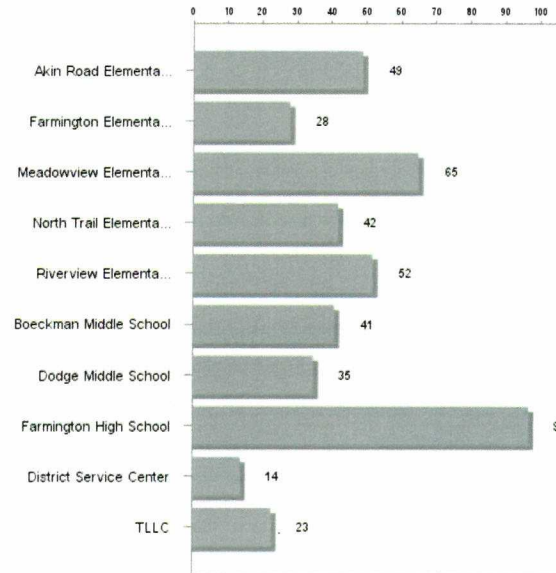


Farmington Area Public Schools - Employee Experience Survey Report

Participation by School/Department.

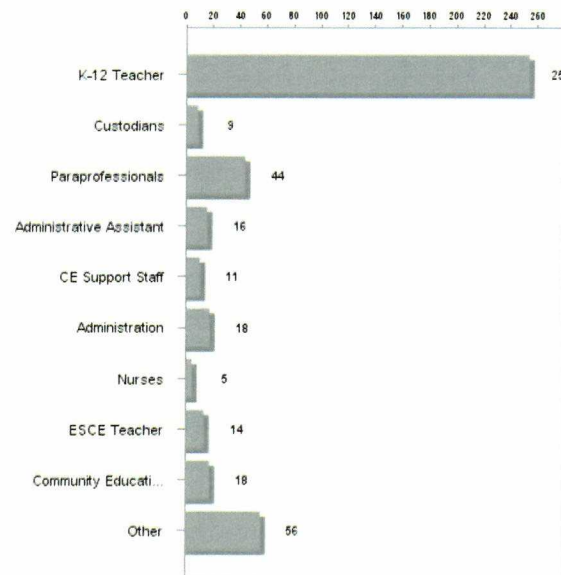
	Response percent	Response total
Akin Road Elementary School	10.99%	49
Farmington Elementary School	6.28%	28
Meadowview Elementary School	14.57%	65
North Trail Elementary School	9.42%	42
Riverview Elementary School	11.66%	52
Boeckman Middle School	9.19%	41
Dodge Middle School	7.85%	35
Farmington High School	21.75%	97
District Service Center	3.14%	14
TLLC	5.16%	23



Statistics based on **446** respondents;

Participation by Role.

	Response percent	Response total
K-12 Teacher	57.08%	254
Custodians	2.02%	9
Paraprofessionals	9.89%	44
Administrative Assistant	3.6%	16
CE Support Staff	2.47%	11
Administration	4.05%	18
Nurses	1.12%	5
ESCE Teacher	3.15%	14
Community Education Teacher	4.05%	18
Other	12.58%	56



Statistics based on **445** 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.	7.64% (34)	16.85% (75)	24.27% (108)	35.06% (156)	16.18% (72)		445	3.35
2. I receive feedback on my strengths as an employee.	7.42% (33)	12.14% (54)	24.27% (108)	37.98% (169)	18.2% (81)		445	3.47
3. I feel supported in balancing my work responsibilities.	7.9% (35)	16.25% (72)	22.35% (99)	37.47% (166)	16.03% (71)		443	3.38
4. I receive appropriate recognition when I do good work.	7.22% (32)	14.67% (65)	27.09% (120)	34.99% (155)	16.03% (71)		443	3.38
5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	7.43% (33)	5.63% (25)	15.09% (67)	35.14% (156)	36.71% (163)		444	3.88
6. I feel that resources in my immediate work environment are allocated to maximize effectiveness.	6.29% (28)	18.88% (84)	29.89% (133)	31.46% (140)	13.48% (60)		445	3.27
7. I have the opportunity to provide input on decisions that affect my job.	9.93% (44)	14% (62)	18.51% (82)	39.28% (174)	18.28% (81)		443	3.42
8. I have a clear understanding of my expectations as an employee.	2.71% (12)	4.29% (19)	13.32% (59)	50.56% (224)	29.12% (129)		443	3.99
9. I have the support needed from leadership in my immediate work environment to accomplish my work objectives.	6.1% (27)	10.61% (47)	16.93% (75)	40.41% (179)	25.96% (115)		443	3.70

	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.	5.41% (24)	12.61% (56)	27.7% (123)	41.67% (185)	12.61% (56)		444	3.44
11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	9.32% (41)	22.05% (97)	29.55% (130)	30% (132)	9.09% (40)		440	3.08
12. I believe organization-level information is communicated in a timely manner across the organization.	9.71% (43)	12.64% (56)	24.83% (110)	38.6% (171)	14.22% (63)		443	3.35
13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	12.81% (57)	13.71% (61)	22.92% (102)	36.85% (164)	13.71% (61)		445	3.25
14. I would recommend that parents select my organization to serve their child.	5.63% (25)	8.33% (37)	26.58% (118)	35.81% (159)	23.65% (105)		444	3.64
15. I feel that others in my organization connect with me in honest two-way communication.	3.38% (15)	8.56% (38)	17.34% (77)	50.23% (223)	20.5% (91)		444	3.76
16. I work in an organization where employees regularly share and exchange ideas.	2.93% (13)	4.96% (22)	12.84% (57)	47.3% (210)	31.98% (142)		444	4.01
17. I feel that organizational culture supports open and honest communication.	6.31% (28)	13.51% (60)	20.05% (89)	40.77% (181)	19.37% (86)		444	3.53
18. I have a clear understanding of the mission and goals of my organization.	2.26% (10)	6.79% (30)	11.99% (53)	50.68% (224)	28.28% (125)		442	3.96

	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.	1.12% (5)	1.12% (5)	5.39% (24)	45.39% (202)	46.97% (209)		445	4.36
20. I feel a sense of pride when I tell people where I work.	5.17% (23)	7.42% (33)	21.35% (95)	37.53% (167)	28.54% (127)		445	3.77
Average rating								3.60

Statistics based on **446** respondents;

"Top Box Percentage" is the percentage of participants who select the "Strongly Agree" option.
Your Organization's overall Top Box is **21.95%**.

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.	3.37% (15)	8.99% (40)	14.83% (66)	37.75% (168)	35.06% (156)		445	3.92
22. I believe I get the training I need to perform my job with excellence.	4.51% (20)	14.41% (64)	29.05% (129)	39.19% (174)	12.84% (57)		444	3.41
23. I am provided with high quality and relevant professional development for my job responsibilities.	6.31% (28)	19.6% (87)	32.43% (144)	32.66% (145)	9.01% (40)		444	3.19
24. I believe my organization hires the best candidate for an open position.	9.23% (41)	12.16% (54)	26.35% (117)	41.22% (183)	11.04% (49)		444	3.33

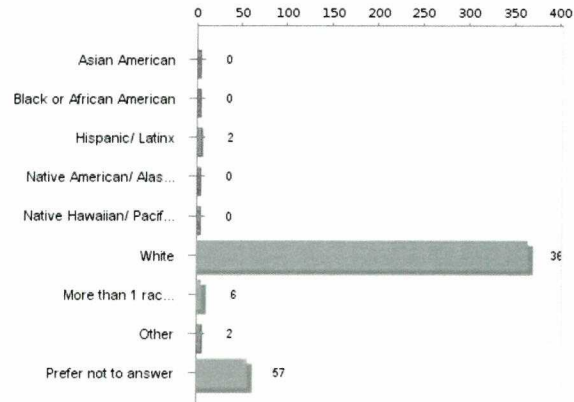
	Strongly Disagree Score=1	Disagree Score=2	Neutral / Mixed Feelings Score=3	Agree Score=4	Strongly Agree Score=5		Response total	Average score
25. I believe that my work environment is clean and well-maintained.	1.13% (5)	2.93% (13)	9.01% (40)	45.95% (204)	40.99% (182)		444	4.23
26. I believe that my organization values and respects the diversity I bring as an employee.	5.39% (24)	6.97% (31)	20.67% (92)	49.89% (222)	17.08% (76)		445	3.66
27. I believe my ideas and opinions count at work.	7.45% (33)	12.19% (54)	16.48% (73)	46.05% (204)	17.83% (79)		443	3.55
28. I feel like I belong in my organization.	4.74% (21)	6.1% (27)	18.28% (81)	47.86% (212)	23.03% (102)		443	3.78
29. I believe that my organization promotes independence in how employees complete job tasks.	2.72% (12)	3.39% (15)	11.54% (51)	49.55% (219)	32.81% (145)		442	4.06
30. I believe that my organization creates an inclusive environment for all employees.	5.63% (25)	9.46% (42)	18.24% (81)	49.32% (219)	17.34% (77)		444	3.63
31. I see an organizational effort to increase diversity, equity, and inclusion.	5.86% (26)	6.76% (30)	17.34% (77)	47.3% (210)	22.75% (101)		444	3.74
32. I am committed to the success of those we serve.	0.91% (4)	0.68% (3)	1.36% (6)	30.39% (134)	66.67% (294)		441	4.61
33. I understand how my work impacts the success of my organization achieving its goals.	0.9% (4)	1.12% (5)	5.17% (23)	44.72% (199)	48.09% (214)		445	4.38

	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.	1.13% (5)	1.35% (6)	11.04% (49)	37.84% (168)	48.65% (216)		444	4.32
35. I support the mission and values of my organization.	0.9% (4)	2.71% (12)	9.93% (44)	46.05% (204)	40.41% (179)		443	4.22
36. I believe I demonstrate high-performing employee competencies.	0.45% (2)	0% (0)	2.48% (11)	45.82% (203)	51.24% (227)		443	4.47
37. I would rate my own engagement as (1) Highly Disengaged – (5) Highly Engaged	0.91% (4)	1.37% (6)	8.22% (36)	48.4% (212)	41.1% (180)		438	4.27
38. I feel employees in my immediate environment consistently model positive, professional, and ethical behaviors.	2.7% (12)	4.28% (19)	14.19% (63)	46.4% (206)	32.43% (144)		444	4.02
39. In my immediate work environment, I believe there are trusting relationships between staff and leaders.	7.9% (35)	9.26% (41)	16.7% (74)	39.28% (174)	26.86% (119)		443	3.68
40. In my immediate work environment, I believe there are trusting relationships between staff and students.	2.26% (10)	0.9% (4)	9.71% (43)	43.79% (194)	43.34% (192)		443	4.25
41. In my immediate work environment, I believe there are trusting relationships between staff and families.	2.72% (12)	3.62% (16)	14.03% (62)	48.42% (214)	31.22% (138)		442	4.02
Average rating								3.94

Statistics based on 446 respondents:

Participation by Race/ Ethnicity.

	Response percent	Response total
Asian American	0%	0
Black or African American	0%	0
Hispanic/ Latinx	0.46%	2
Native American/ Alaska Native	0%	0
Native Hawaiian/ Pacific Islander	0%	0
White	84.53%	366
More than 1 race/ ethnicity	1.39%	6
Other	0.46%	2
Prefer not to answer	13.16%	57



Statistics based on 433 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?	4.96% (22)	3.15% (14)	2.7% (12)	3.6% (16)	2.03% (9)	5.41% (24)	10.81% (48)	15.77% (70)	18.47% (82)	11.49% (51)	21.62% (96)	444
How likely are you to recommend your department or school?	5.19% (23)	2.71% (12)	1.35% (6)	1.58% (7)	2.77% (12)	4.74% (21)	6.32% (28)	15.54% (69)	16.03% (71)	17.38% (77)	28.44% (126)	443

Statistics based on 444 respondents.

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