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2016

  
**Federal Employee Viewpoint Survey**  
*Empowering Employees. Inspiring Change.*

Agency  
Trend  
Report

Department of Education



# Department of Education

## Trend Report

This 2016 Federal Employee Viewpoint Survey Report provides trend results for your department or agency.

### Response Summary

	Surveys Completed
2016 Governmentwide	407,789
<b>2016 Department of Education</b>	<b>2,862</b>
2015 Department of Education	2,701
2014 Department of Education	2,415
2013 Department of Education	2,658
2012 Department of Education	2,677
2011 Department of Education	2,891
2010 Department of Education	2,350

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree" or "Very Satisfied and Satisfied" or "Very Good and Good"*

Neutral: *"Neither Agree nor Disagree" or "Neither Satisfied nor Dissatisfied" or "Fair"*

Negative: *"Disagree and Strongly Disagree" or "Dissatisfied and Very Dissatisfied" or "Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

The last column indicates whether or not there was a statistically significant increase, decrease, or no change in positive percentages from the previous year. Statistical significance indicates that the differences from year to year are not due to random chance. Arrows slanting up indicate a statistically significant increase, and arrows slanting down indicate a statistically significant decrease. Horizontal arrows indicate the change was not statistically significant. For example, in the row with the 2016 results, if the arrow was slanting up ↗, there was a significant increase in positive percentages from 2015 to 2016. Please keep in mind that with large sample sizes, even small differences may show statistical significance.

*Note:* The report tables that follow do not include results for any year listed in the Response Summary table (above) that had fewer than 10 completed surveys. If there were fewer than 30 respondents for a given year, the column showing the 'Difference from previous year' will show '--' to signify that no test was performed due to small sample size. Items 72 to 78 are on a different response scale and are not included in the significance testing. 2010 response percentages are shown to provide context for the significance test from 2011.

# Department of Education

## Trend Report

### My Work Experience

**1. I am given a real opportunity to improve my skills in my organization.**

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,992	62.6%	16.3%	21.1%	
<b>2016 Department of Education</b>	<b>2,853</b>	<b>66.9%</b>	<b>14.3%</b>	<b>18.8%</b>	<b>→</b>
2015 Department of Education	2,695	68.0%	13.7%	18.3%	↗
2014 Department of Education	2,410	65.8%	14.6%	19.6%	→
2013 Department of Education	2,653	65.1%	14.1%	20.8%	↗
2012 Department of Education	2,672	61.8%	16.4%	21.8%	↘
2011 Department of Education	2,886	64.4%	16.0%	19.6%	↗
2010 Department of Education	2,344	61.5%	15.0%	23.5%	

**2. I have enough information to do my job well.**

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,152	70.2%	14.7%	15.1%	
<b>2016 Department of Education</b>	<b>2,842</b>	<b>68.3%</b>	<b>13.6%</b>	<b>18.1%</b>	<b>↘</b>
2015 Department of Education	2,677	70.0%	12.9%	17.0%	↗
2014 Department of Education	2,388	68.3%	13.2%	18.6%	→
2013 Department of Education	2,624	68.7%	13.9%	17.4%	→
2012 Department of Education	2,659	67.5%	13.1%	19.3%	→
2011 Department of Education	2,880	68.4%	14.7%	16.8%	→
2010 Department of Education	2,338	68.0%	14.9%	17.1%	

**3. I feel encouraged to come up with new and better ways of doing things.**

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,408	57.7%	18.0%	24.3%	
<b>2016 Department of Education</b>	<b>2,823</b>	<b>60.1%</b>	<b>15.6%</b>	<b>24.2%</b>	<b>↘</b>
2015 Department of Education	2,653	62.6%	15.4%	22.1%	↗
2014 Department of Education	2,379	59.3%	15.7%	25.0%	→
2013 Department of Education	2,611	59.4%	16.3%	24.3%	↗
2012 Department of Education	2,644	55.1%	17.6%	27.3%	→
2011 Department of Education	2,884	55.6%	17.9%	26.4%	→
2010 Department of Education	2,335	54.8%	18.0%	27.2%	

## Department of Education Trend Report

### My Work Experience (continued)

#### 4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,402	71.6%	14.3%	14.1%	
<b>2016 Department of Education</b>	<b>2,836</b>	<b>73.6%</b>	<b>13.1%</b>	<b>13.4%</b>	<b>→</b>
2015 Department of Education	2,677	73.8%	13.8%	12.4%	↗
2014 Department of Education	2,394	71.7%	14.6%	13.8%	→
2013 Department of Education	2,638	70.9%	13.8%	15.4%	→
2012 Department of Education	2,667	70.5%	13.7%	15.7%	→
2011 Department of Education	2,885	70.7%	15.8%	13.4%	→
2010 Department of Education	2,343	69.7%	14.8%	15.5%	

#### 5. I like the kind of work I do.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	401,675	83.2%	10.8%	6.1%	
<b>2016 Department of Education</b>	<b>2,829</b>	<b>81.2%</b>	<b>10.9%</b>	<b>7.9%</b>	<b>→</b>
2015 Department of Education	2,650	80.9%	11.9%	7.2%	→
2014 Department of Education	2,373	80.4%	10.9%	8.7%	↗
2013 Department of Education	2,618	78.3%	12.5%	9.2%	→
2012 Department of Education	2,652	78.9%	12.4%	8.8%	↘
2011 Department of Education	2,886	80.3%	12.4%	7.3%	↗
2010 Department of Education	2,340	78.8%	12.6%	8.6%	

#### 6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	402,718	79.4%	11.0%	9.6%	
<b>2016 Department of Education</b>	<b>2,829</b>	<b>75.3%</b>	<b>12.0%</b>	<b>12.7%</b>	<b>→</b>
2015 Department of Education	2,670	76.3%	11.6%	12.1%	→
2014 Department of Education	2,385	75.9%	10.6%	13.5%	→
2013 Department of Education	2,620	75.9%	11.4%	12.7%	↗
2012 Department of Education	2,653	74.7%	10.8%	14.5%	→
2011 Department of Education	2,864	73.7%	12.5%	13.8%	→
2010 Department of Education	2,323	74.3%	13.1%	12.6%	

## Department of Education Trend Report

### My Work Experience (continued)

#### 7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	404,739	95.7%	2.7%	1.6%	
<b>2016 Department of Education</b>	<b>2,833</b>	<b>95.6%</b>	<b>2.8%</b>	<b>1.5%</b>	<b>↘</b>
2015 Department of Education	2,680	96.7%	2.0%	1.4%	→
2014 Department of Education	2,387	96.5%	2.1%	1.4%	→
2013 Department of Education	2,640	96.5%	2.3%	1.2%	→
2012 Department of Education	2,662	96.5%	2.0%	1.6%	→
2011 Department of Education	2,885	97.0%	1.7%	1.3%	→
2010 Department of Education	2,340	97.1%	1.7%	1.2%	

#### 8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	405,416	90.9%	7.2%	1.8%	
<b>2016 Department of Education</b>	<b>2,839</b>	<b>90.3%</b>	<b>7.9%</b>	<b>1.8%</b>	<b>→</b>
2015 Department of Education	2,688	90.1%	8.1%	1.7%	→
2014 Department of Education	2,407	90.4%	7.6%	2.0%	↗
2013 Department of Education	2,638	89.0%	8.9%	2.1%	→
2012 Department of Education	2,667	89.4%	8.6%	2.0%	→
2011 Department of Education	2,876	90.0%	8.3%	1.7%	→
2010 Department of Education	2,340	89.5%	8.5%	2.0%	

#### 9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	405,568	46.6%	16.0%	37.5%	922	
<b>2016 Department of Education</b>	<b>2,851</b>	<b>44.4%</b>	<b>14.7%</b>	<b>40.9%</b>	<b>4</b>	<b>↘</b>
2015 Department of Education	2,689	47.7%	14.0%	38.2%	6	→
2014 Department of Education	2,399	48.0%	13.4%	38.5%	6	↗
2013 Department of Education	2,640	45.0%	15.2%	39.8%	5	→
2012 Department of Education	2,664	43.8%	15.3%	41.0%	7	↘
2011 Department of Education	2,872	49.7%	16.3%	34.0%	11	↗
2010 Department of Education	2,327	47.6%	15.4%	36.9%	7	

## Department of Education *Trend Report*

### My Work Experience (continued)

#### *10. My workload is reasonable.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,398	57.5%	16.2%	26.3%	693	
<b>2016 Department of Education</b>	<b>2,841</b>	<b>52.7%</b>	<b>13.8%</b>	<b>33.5%</b>	<b>6</b>	<b>→</b>
2015 Department of Education	2,672	53.8%	14.1%	32.1%	7	→
2014 Department of Education	2,391	54.6%	13.4%	32.0%	7	→
2013 Department of Education	2,631	53.6%	16.7%	29.7%	6	→
2012 Department of Education	2,655	53.9%	16.0%	30.1%	5	↘
2011 Department of Education	2,877	57.0%	16.0%	27.0%	7	→
2010 Department of Education	2,340	56.2%	15.5%	28.3%	5	

#### *11. My talents are used well in the workplace.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,751	58.4%	16.5%	25.1%	1,759	
<b>2016 Department of Education</b>	<b>2,793</b>	<b>57.0%</b>	<b>16.2%</b>	<b>26.8%</b>	<b>7</b>	<b>↘</b>
2015 Department of Education	2,615	58.7%	14.2%	27.1%	12	↗
2014 Department of Education	2,345	56.9%	14.7%	28.4%	7	→
2013 Department of Education	2,560	55.4%	16.6%	28.0%	15	→
2012 Department of Education	2,607	54.4%	15.8%	29.8%	18	↗
2011 Department of Education	2,848	52.5%	19.2%	28.3%	31	→
2010 Department of Education	2,308	52.2%	16.1%	31.7%	23	

#### *12. I know how my work relates to the agency's goals and priorities.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,835	83.1%	9.9%	7.0%	1,337	
<b>2016 Department of Education</b>	<b>2,838</b>	<b>84.2%</b>	<b>8.7%</b>	<b>7.1%</b>	<b>3</b>	<b>↘</b>
2015 Department of Education	2,674	85.3%	8.6%	6.1%	10	↗
2014 Department of Education	2,382	83.2%	8.8%	8.0%	10	↗
2013 Department of Education	2,634	81.9%	10.0%	8.1%	4	→
2012 Department of Education	2,650	81.6%	9.8%	8.6%	12	→
2011 Department of Education	2,860	81.1%	10.7%	8.1%	20	→
2010 Department of Education	2,325	80.6%	10.5%	9.0%	16	



## Department of Education Trend Report

### My Work Experience (continued)

#### 13. The work I do is important.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,340	90.3%	6.6%	3.2%	1,152	
<b>2016 Department of Education</b>	<b>2,805</b>	<b>89.5%</b>	<b>6.6%</b>	<b>3.9%</b>	<b>8</b>	<b>→</b>
2015 Department of Education	2,640	89.0%	7.5%	3.5%	6	→
2014 Department of Education	2,366	88.4%	7.5%	4.1%	5	↗
2013 Department of Education	2,610	86.8%	8.5%	4.7%	8	→
2012 Department of Education	2,633	86.7%	8.8%	4.6%	6	→
2011 Department of Education	2,859	87.5%	8.9%	3.6%	13	→
2010 Department of Education	2,304	88.1%	8.1%	3.9%	10	

#### 14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,735	65.7%	14.0%	20.3%	1,775	
<b>2016 Department of Education</b>	<b>2,826</b>	<b>65.2%</b>	<b>12.6%</b>	<b>22.2%</b>	<b>13</b>	<b>↘</b>
2015 Department of Education	2,683	73.7%	10.8%	15.6%	7	→
2014 Department of Education	2,380	72.5%	12.1%	15.5%	14	↗
2013 Department of Education	2,636	69.7%	13.5%	16.9%	8	→
2012 Department of Education	2,660	68.5%	12.5%	19.0%	10	↘
2011 Department of Education	2,863	71.2%	12.0%	16.7%	15	↗
2010 Department of Education	2,331	67.5%	13.1%	19.4%	7	

#### 15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	399,544	69.6%	14.3%	16.2%	6,003	
<b>2016 Department of Education</b>	<b>2,802</b>	<b>64.9%</b>	<b>14.2%</b>	<b>20.9%</b>	<b>44</b>	<b>→</b>
2015 Department of Education	2,640	65.4%	14.2%	20.5%	49	→
2014 Department of Education	2,371	64.1%	15.1%	20.8%	27	↗
2013 Department of Education	2,613	62.4%	15.2%	22.4%	34	→
2012 Department of Education	2,615	61.1%	14.5%	24.4%	50	↘
2011 Department of Education	2,781	64.4%	14.4%	21.2%	99	→
2010 Department of Education	2,314	63.8%	12.1%	24.0%	28	



## Department of Education Trend Report

### My Work Experience (continued)

#### *16. I am held accountable for achieving results.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	402,229	81.6%	12.1%	6.3%	1,953	
<b>2016 Department of Education</b>	<b>2,818</b>	<b>84.8%</b>	<b>10.7%</b>	<b>4.5%</b>	<b>22</b>	<b>→</b>
2015 Department of Education	2,663	84.9%	10.4%	4.6%	17	↗
2014 Department of Education	2,388	83.5%	10.9%	5.6%	9	→
2013 Department of Education	2,622	82.4%	11.3%	6.3%	11	→
2012 Department of Education	2,640	82.9%	11.5%	5.6%	16	↘
2011 Department of Education	2,846	84.2%	10.8%	4.9%	28	↗
2010 Department of Education	2,328	82.3%	11.7%	6.0%	6	

#### *17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	386,924	62.1%	18.1%	19.8%	17,784	
<b>2016 Department of Education</b>	<b>2,663</b>	<b>64.0%</b>	<b>17.7%</b>	<b>18.4%</b>	<b>180</b>	<b>→</b>
2015 Department of Education	2,507	64.0%	17.6%	18.4%	178	→
2014 Department of Education	2,242	63.4%	17.3%	19.3%	157	→
2013 Department of Education	2,473	63.8%	17.5%	18.7%	171	↗
2012 Department of Education	2,484	59.9%	19.3%	20.7%	173	↗
2011 Department of Education	2,672	57.3%	21.6%	21.2%	209	→
2010 Department of Education	2,185	57.1%	20.9%	22.0%	150	

#### *18. My training needs are assessed.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	401,073	52.9%	22.9%	24.2%	4,002	
<b>2016 Department of Education</b>	<b>2,808</b>	<b>51.0%</b>	<b>22.4%</b>	<b>26.6%</b>	<b>32</b>	<b>↘</b>
2015 Department of Education	2,655	52.8%	21.9%	25.2%	25	↗
2014 Department of Education	2,374	49.8%	20.3%	29.9%	22	↗
2013 Department of Education	2,624	48.0%	22.9%	29.1%	23	↗
2012 Department of Education	2,624	45.9%	21.9%	32.1%	31	→
2011 Department of Education	2,805	44.7%	24.5%	30.8%	61	↗
2010 Department of Education	2,282	42.3%	23.1%	34.6%	41	

## Department of Education Trend Report

### My Work Experience (continued)

**19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).**

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	396,712	69.0%	13.6%	17.3%	10,380	
<b>2016 Department of Education</b>	<b>2,785</b>	<b>61.7%</b>	<b>13.9%</b>	<b>24.5%</b>	<b>72</b>	<b>→</b>
2015 Department of Education	2,621	61.4%	13.7%	24.8%	75	→
2014 Department of Education	2,343	60.4%	13.7%	25.9%	66	↗
2013 Department of Education	2,617	56.7%	16.0%	27.3%	37	→
2012 Department of Education	2,605	57.0%	13.8%	29.2%	65	↘
2011 Department of Education	2,780	59.5%	14.9%	25.6%	102	→
2010 Department of Education	2,312	57.9%	13.1%	28.9%	31	

### My Work Unit

**20. The people I work with cooperate to get the job done.**

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,886	73.3%	13.5%	13.2%	
<b>2016 Department of Education</b>	<b>2,852</b>	<b>79.3%</b>	<b>10.4%</b>	<b>10.3%</b>	<b>→</b>
2015 Department of Education	2,690	80.1%	10.1%	9.8%	→
2014 Department of Education	2,406	79.0%	10.6%	10.4%	↗
2013 Department of Education	2,650	77.4%	11.6%	11.1%	→
2012 Department of Education	2,664	77.6%	11.1%	11.3%	→
2011 Department of Education	2,849	76.9%	12.3%	10.9%	→
2010 Department of Education	2,217	75.3%	12.6%	12.0%	

**21. My work unit is able to recruit people with the right skills.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,412	42.6%	25.2%	32.2%	14,370	
<b>2016 Department of Education</b>	<b>2,740</b>	<b>52.5%</b>	<b>22.4%</b>	<b>25.2%</b>	<b>115</b>	<b>→</b>
2015 Department of Education	2,580	51.8%	23.5%	24.7%	114	↗
2014 Department of Education	2,304	49.3%	23.5%	27.2%	100	↗
2013 Department of Education	2,524	47.1%	23.1%	29.8%	119	→
2012 Department of Education	2,505	47.6%	23.1%	29.3%	161	↘
2011 Department of Education	2,756	54.1%	23.7%	22.3%	130	↗
2010 Department of Education	2,215	45.6%	25.3%	29.1%	132	

## Department of Education Trend Report

### My Work Unit (continued)

**22. Promotions in my work unit are based on merit.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,444	34.5%	27.6%	38.0%	27,943	
<b>2016 Department of Education</b>	<b>2,579</b>	<b>42.8%</b>	<b>24.0%</b>	<b>33.2%</b>	<b>258</b>	<b>→</b>
2015 Department of Education	2,449	43.3%	24.7%	32.0%	235	↗
2014 Department of Education	2,198	41.7%	25.3%	33.0%	193	↗
2013 Department of Education	2,388	38.8%	26.8%	34.5%	242	→
2012 Department of Education	2,402	38.6%	26.5%	35.0%	260	→
2011 Department of Education	2,584	40.2%	26.1%	33.8%	301	↗
2010 Department of Education	2,121	36.1%	27.3%	36.7%	221	

**23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,758	29.3%	27.1%	43.6%	41,216	
<b>2016 Department of Education</b>	<b>2,464</b>	<b>32.3%</b>	<b>28.9%</b>	<b>38.7%</b>	<b>373</b>	<b>→</b>
2015 Department of Education	2,345	33.6%	28.4%	38.0%	343	→
2014 Department of Education	2,132	32.2%	27.7%	40.1%	268	→
2013 Department of Education	2,336	31.1%	26.5%	42.3%	311	→
2012 Department of Education	2,323	30.3%	27.2%	42.6%	335	↗
2011 Department of Education	2,491	27.3%	30.3%	42.4%	391	→
2010 Department of Education	2,074	28.5%	26.0%	45.5%	271	

**24. In my work unit, differences in performance are recognized in a meaningful way.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,352	34.0%	27.9%	38.1%	25,041	
<b>2016 Department of Education</b>	<b>2,651</b>	<b>36.6%</b>	<b>26.5%</b>	<b>36.9%</b>	<b>196</b>	<b>↘</b>
2015 Department of Education	2,491	38.5%	25.6%	36.0%	203	→
2014 Department of Education	2,256	37.9%	24.7%	37.5%	143	↗
2013 Department of Education	2,461	34.0%	24.8%	41.1%	178	→
2012 Department of Education	2,455	33.5%	27.0%	39.5%	208	→
2011 Department of Education	2,645	34.0%	26.8%	39.2%	238	→
2010 Department of Education	2,167	34.7%	23.5%	41.7%	178	

## Department of Education Trend Report

### My Work Unit (continued)

**25. Awards in my work unit depend on how well employees perform their jobs.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	376,070	41.4%	24.9%	33.8%	28,546	
<b>2016 Department of Education</b>	<b>2,530</b>	<b>45.7%</b>	<b>23.9%</b>	<b>30.4%</b>	<b>308</b>	<b>→</b>
2015 Department of Education	2,410	46.8%	23.7%	29.5%	277	↗
2014 Department of Education	2,169	44.3%	24.8%	31.0%	224	↗
2013 Department of Education	2,381	41.9%	24.8%	33.2%	253	→
2012 Department of Education	2,376	41.9%	23.8%	34.3%	287	↘
2011 Department of Education	2,547	43.7%	23.6%	32.6%	329	→
2010 Department of Education	2,112	43.2%	20.8%	36.0%	227	

**26. Employees in my work unit share job knowledge with each other.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	403,664	73.3%	13.8%	12.9%	1,739	
<b>2016 Department of Education</b>	<b>2,834</b>	<b>78.0%</b>	<b>11.2%</b>	<b>10.8%</b>	<b>17</b>	<b>→</b>
2015 Department of Education	2,678	77.9%	11.3%	10.9%	13	→
2014 Department of Education	2,392	76.9%	10.4%	12.7%	11	↗
2013 Department of Education	2,635	74.5%	12.1%	13.4%	12	→
2012 Department of Education	2,655	74.3%	11.9%	13.9%	13	→
2011 Department of Education	2,865	73.5%	12.6%	13.9%	16	↗
2010 Department of Education	2,324	69.7%	13.1%	17.2%	16	

**27. The skill level in my work unit has improved in the past year.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,303	54.2%	28.2%	17.6%	16,713	
<b>2016 Department of Education</b>	<b>2,712</b>	<b>56.5%</b>	<b>28.0%</b>	<b>15.5%</b>	<b>139</b>	<b>↘</b>
2015 Department of Education	2,536	58.8%	25.6%	15.6%	159	↗
2014 Department of Education	2,267	54.1%	28.0%	17.9%	138	→
2013 Department of Education	2,515	55.2%	26.5%	18.3%	131	→
2012 Department of Education	2,521	54.3%	28.2%	17.5%	146	↘
2011 Department of Education	2,683	57.2%	27.9%	14.9%	181	↗
2010 Department of Education	2,200	50.3%	29.2%	20.5%	129	

## Department of Education Trend Report

### My Work Unit (continued)

**28. How would you rate the overall quality of work done by your work unit?**

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	406,077	82.3%	14.1%	3.6%	
<b>2016 Department of Education</b>	<b>2,855</b>	<b>86.4%</b>	<b>11.2%</b>	<b>2.5%</b>	<b>→</b>
2015 Department of Education	2,693	86.8%	11.6%	1.6%	→
2014 Department of Education	2,406	86.0%	11.4%	2.6%	→
2013 Department of Education	2,647	86.1%	11.1%	2.8%	→
2012 Department of Education	2,668	85.2%	12.1%	2.7%	↗
2011 Department of Education	2,879	83.8%	13.2%	3.1%	↗
2010 Department of Education	2,343	82.1%	14.7%	3.3%	

**29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,750	69.4%	17.3%	13.3%	6,753	
<b>2016 Department of Education</b>	<b>2,747</b>	<b>70.3%</b>	<b>16.8%</b>	<b>12.9%</b>	<b>78</b>	<b>→</b>
2015 Department of Education	2,598	70.5%	16.8%	12.7%	77	→
2014 Department of Education	2,308	69.5%	17.0%	13.4%	71	→
2013 Department of Education	2,541	68.9%	16.9%	14.2%	86	→
2012 Department of Education	2,559	68.6%	16.9%	14.6%	87	↘
2011 Department of Education	2,759	70.6%	16.9%	12.5%	92	↗
2010 Department of Education	2,240	67.6%	18.1%	14.2%	82	

**30. Employees have a feeling of personal empowerment with respect to work processes.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,805	44.8%	24.6%	30.6%	9,449	
<b>2016 Department of Education</b>	<b>2,742</b>	<b>42.9%</b>	<b>22.3%</b>	<b>34.8%</b>	<b>89</b>	<b>→</b>
2015 Department of Education	2,577	43.3%	23.0%	33.6%	100	↗
2014 Department of Education	2,303	41.7%	22.1%	36.1%	73	↗
2013 Department of Education	2,558	39.9%	22.4%	37.6%	74	→
2012 Department of Education	2,549	39.1%	22.4%	38.5%	100	→
2011 Department of Education	2,755	40.0%	24.0%	36.0%	93	→
2010 Department of Education	2,250	38.5%	23.3%	38.1%	76	

## Department of Education Trend Report

### My Agency (continued)

#### ***31. Employees are recognized for providing high quality products and services.***

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,973	48.0%	23.1%	28.9%	8,551	
<b>2016 Department of Education</b>	<b>2,754</b>	<b>51.0%</b>	<b>22.1%</b>	<b>26.9%</b>	<b>79</b>	<b>↘</b>
2015 Department of Education	2,591	52.5%	21.7%	25.8%	82	→
2014 Department of Education	2,297	51.1%	19.7%	29.1%	73	↗
2013 Department of Education	2,536	47.7%	21.8%	30.5%	79	→
2012 Department of Education	2,561	46.8%	22.0%	31.2%	89	↘
2011 Department of Education	2,747	49.5%	22.3%	28.2%	103	↗
2010 Department of Education	2,255	45.4%	22.0%	32.6%	71	

#### ***32. Creativity and innovation are rewarded.***

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	385,387	38.4%	28.3%	33.3%	13,365	
<b>2016 Department of Education</b>	<b>2,716</b>	<b>41.1%</b>	<b>26.8%</b>	<b>32.1%</b>	<b>105</b>	<b>→</b>
2015 Department of Education	2,557	41.7%	26.8%	31.5%	110	→
2014 Department of Education	2,280	41.7%	24.9%	33.4%	100	↗
2013 Department of Education	2,504	39.0%	26.4%	34.6%	105	↗
2012 Department of Education	2,518	35.7%	27.3%	37.0%	126	→
2011 Department of Education	2,691	36.5%	28.4%	35.1%	148	→
2010 Department of Education	2,220	34.9%	27.0%	38.1%	106	

#### ***33. Pay raises depend on how well employees perform their jobs.***

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,966	22.3%	26.9%	50.7%	29,028	
<b>2016 Department of Education</b>	<b>2,513</b>	<b>28.8%</b>	<b>29.4%</b>	<b>41.8%</b>	<b>305</b>	<b>→</b>
2015 Department of Education	2,366	29.2%	29.2%	41.7%	286	→
2014 Department of Education	2,138	27.9%	28.7%	43.4%	225	↗
2013 Department of Education	2,385	24.5%	27.7%	47.8%	231	→
2012 Department of Education	2,344	25.3%	27.8%	46.9%	287	↘
2011 Department of Education	2,530	28.4%	29.1%	42.5%	318	→
2010 Department of Education	2,095	27.8%	26.7%	45.5%	223	

## Department of Education Trend Report

### My Agency (continued)

**34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,140	57.8%	27.4%	14.8%	29,591	
<b>2016 Department of Education</b>	<b>2,603</b>	<b>59.2%</b>	<b>23.4%</b>	<b>17.4%</b>	<b>226</b>	<b>→</b>
2015 Department of Education	2,435	58.4%	25.0%	16.6%	241	→
2014 Department of Education	2,166	57.9%	25.4%	16.8%	212	→
2013 Department of Education	2,397	58.0%	25.1%	16.9%	227	↗
2012 Department of Education	2,405	54.8%	27.1%	18.1%	244	→
2011 Department of Education	2,586	55.1%	25.9%	19.0%	261	↗
2010 Department of Education	2,107	49.1%	28.5%	22.3%	217	

**35. Employees are protected from health and safety hazards on the job.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,340	76.0%	13.3%	10.7%	6,278	
<b>2016 Department of Education</b>	<b>2,726</b>	<b>78.8%</b>	<b>14.2%</b>	<b>7.0%</b>	<b>99</b>	<b>↘</b>
2015 Department of Education	2,581	82.9%	11.5%	5.6%	89	→
2014 Department of Education	2,296	82.8%	11.7%	5.6%	81	↗
2013 Department of Education	2,550	80.8%	13.0%	6.3%	75	↗
2012 Department of Education	2,561	77.6%	14.5%	7.9%	85	↘
2011 Department of Education	2,756	79.7%	13.5%	6.8%	87	↗
2010 Department of Education	2,247	78.0%	14.1%	7.8%	67	

**36. My organization has prepared employees for potential security threats.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	393,948	77.2%	13.3%	9.5%	4,677	
<b>2016 Department of Education</b>	<b>2,766</b>	<b>71.6%</b>	<b>15.7%</b>	<b>12.7%</b>	<b>58</b>	<b>↘</b>
2015 Department of Education	2,594	74.3%	15.0%	10.8%	68	→
2014 Department of Education	2,315	74.3%	16.2%	9.5%	55	↗
2013 Department of Education	2,575	72.4%	16.9%	10.8%	46	→
2012 Department of Education	2,585	72.6%	17.4%	10.0%	55	→
2011 Department of Education	2,791	73.7%	16.1%	10.2%	47	↘
2010 Department of Education	2,280	76.8%	15.5%	7.6%	40	



## Department of Education Trend Report

### My Agency (continued)

**37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	375,254	53.1%	21.8%	25.1%	23,720	
<b>2016 Department of Education</b>	<b>2,566</b>	<b>53.9%</b>	<b>21.3%</b>	<b>24.8%</b>	<b>254</b>	<b>↗</b>
2015 Department of Education	2,415	51.9%	22.9%	25.2%	256	→
2014 Department of Education	2,164	52.9%	23.1%	24.0%	208	→
2013 Department of Education	2,376	52.5%	22.8%	24.6%	244	↗
2012 Department of Education	2,407	50.1%	24.3%	25.6%	236	→
2011 Department of Education	2,570	49.2%	24.4%	26.4%	272	→
2010 Department of Education	2,106	48.9%	23.3%	27.7%	221	

**38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	361,746	66.7%	18.9%	14.4%	35,073	
<b>2016 Department of Education</b>	<b>2,476</b>	<b>67.0%</b>	<b>18.0%</b>	<b>15.0%</b>	<b>331</b>	<b>→</b>
2015 Department of Education	2,317	65.7%	19.6%	14.7%	340	→
2014 Department of Education	2,075	66.8%	18.7%	14.5%	287	→
2013 Department of Education	2,275	66.7%	19.0%	14.3%	329	↗
2012 Department of Education	2,293	64.2%	20.1%	15.7%	345	→
2011 Department of Education	2,465	62.7%	19.9%	17.5%	368	↗
2010 Department of Education	2,018	58.7%	22.9%	18.5%	302	

**39. My agency is successful at accomplishing its mission.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,488	74.0%	17.2%	8.8%	7,188	
<b>2016 Department of Education</b>	<b>2,770</b>	<b>73.2%</b>	<b>17.6%</b>	<b>9.3%</b>	<b>60</b>	<b>→</b>
2015 Department of Education	2,602	73.9%	18.5%	7.6%	69	→
2014 Department of Education	2,309	73.1%	18.7%	8.3%	61	↘
2013 Department of Education	2,549	75.0%	17.2%	7.8%	77	↗
2012 Department of Education	2,559	72.9%	18.9%	8.2%	79	↘
2011 Department of Education	2,749	75.6%	17.8%	6.6%	87	↗
2010 Department of Education	2,214	71.2%	20.3%	8.5%	62	

## Department of Education Trend Report

### My Agency (continued)

#### *40. I recommend my organization as a good place to work.*

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	400,013	64.0%	20.1%	15.8%	
<b>2016 Department of Education</b>	<b>2,831</b>	<b>59.8%</b>	<b>21.2%</b>	<b>19.0%</b>	<b>→</b>
2015 Department of Education	2,676	60.2%	22.2%	17.7%	↗
2014 Department of Education	2,382	58.6%	20.5%	21.0%	↗
2013 Department of Education	2,628	56.5%	23.2%	20.3%	→
2012 Department of Education	2,647	55.8%	21.7%	22.5%	→
2011 Department of Education	2,847	56.5%	22.1%	21.4%	↗
2010 Department of Education	2,329	54.3%	25.0%	20.7%	

#### *41. I believe the results of this survey will be used to make my agency a better place to work.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	370,195	40.9%	26.8%	32.3%	30,395	
<b>2016 Department of Education</b>	<b>2,643</b>	<b>45.5%</b>	<b>23.0%</b>	<b>31.5%</b>	<b>199</b>	<b>↘</b>
2015 Department of Education	2,509	47.6%	22.3%	30.1%	168	↗
2014 Department of Education	2,237	45.6%	21.4%	33.0%	143	↗
2013 Department of Education	2,445	43.0%	24.1%	32.9%	185	→
2012 Department of Education	2,441	44.0%	22.9%	33.1%	208	↘
2011 Department of Education	2,625	47.2%	24.8%	28.0%	227	→
2010 Department of Education	2,110	46.7%	26.2%	27.1%	222	

### My Supervisor

#### *42. My supervisor supports my need to balance work and other life issues.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	397,533	78.3%	10.8%	10.9%	2,147	
<b>2016 Department of Education</b>	<b>2,822</b>	<b>86.5%</b>	<b>5.7%</b>	<b>7.8%</b>	<b>14</b>	<b>→</b>
2015 Department of Education	2,667	86.2%	6.7%	7.2%	7	↗
2014 Department of Education	2,365	85.0%	7.0%	8.0%	10	→
2013 Department of Education	2,620	85.1%	7.8%	7.1%	11	↗
2012 Department of Education	2,634	82.1%	8.9%	9.0%	14	→
2011 Department of Education	2,817	81.1%	8.7%	10.1%	24	→
2010 Department of Education	2,314	79.7%	9.9%	10.4%	13	

## Department of Education Trend Report

### My Supervisor (continued)

#### ***43. My supervisor provides me with opportunities to demonstrate my leadership skills.***

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	396,644	66.2%	16.9%	17.0%	2,033	
<b>2016 Department of Education</b>	<b>2,818</b>	<b>73.5%</b>	<b>13.5%</b>	<b>13.1%</b>	<b>11</b>	<b>→</b>
2015 Department of Education	2,658	73.2%	13.2%	13.5%	13	↗
2014 Department of Education	2,355	71.8%	12.8%	15.5%	18	→
2013 Department of Education	2,611	70.8%	14.0%	15.3%	11	↗
2012 Department of Education	2,637	68.4%	15.5%	16.1%	10	→
2011 Department of Education	2,828	67.2%	15.9%	16.9%	11	↗
2010 Department of Education	2,314	63.5%	16.7%	19.8%	8	

#### ***44. Discussions with my supervisor about my performance are worthwhile.***

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	391,835	63.4%	18.2%	18.4%	4,496	
<b>2016 Department of Education</b>	<b>2,791</b>	<b>67.8%</b>	<b>15.6%</b>	<b>16.6%</b>	<b>23</b>	<b>→</b>
2015 Department of Education	2,617	67.6%	15.1%	17.3%	29	↗
2014 Department of Education	2,333	65.6%	15.8%	18.6%	22	→
2013 Department of Education	2,598	64.2%	16.7%	19.1%	18	→
2012 Department of Education	2,601	63.4%	16.7%	20.0%	36	→
2011 Department of Education	2,785	62.2%	17.2%	20.6%	52	↗
2010 Department of Education	2,287	59.0%	17.1%	24.0%	30	

#### ***45. My supervisor is committed to a workforce representative of all segments of society.***

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	365,376	67.8%	21.7%	10.5%	32,531	
<b>2016 Department of Education</b>	<b>2,618</b>	<b>74.6%</b>	<b>17.3%</b>	<b>8.1%</b>	<b>209</b>	<b>→</b>
2015 Department of Education	2,431	74.8%	18.0%	7.2%	235	↗
2014 Department of Education	2,181	73.0%	18.6%	8.4%	189	→
2013 Department of Education	2,388	71.7%	19.1%	9.3%	235	↗
2012 Department of Education	2,409	69.7%	19.9%	10.5%	234	→
2011 Department of Education	2,561	68.9%	20.3%	10.8%	264	↗
2010 Department of Education	2,122	65.5%	21.6%	13.0%	198	

## Department of Education Trend Report

### My Supervisor (continued)

**46. My supervisor provides me with constructive suggestions to improve my job performance.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	395,581	62.5%	19.1%	18.5%	2,285	
<b>2016 Department of Education</b>	<b>2,813</b>	<b>67.1%</b>	<b>15.8%</b>	<b>17.1%</b>	<b>12</b>	<b>→</b>
2015 Department of Education	2,648	67.2%	15.9%	16.8%	16	→
2014 Department of Education	2,350	65.8%	15.7%	18.5%	17	→
2013 Department of Education	2,605	64.9%	16.9%	18.2%	15	→
2012 Department of Education	2,633	63.7%	16.4%	20.0%	12	↗
2011 Department of Education	2,806	61.4%	17.9%	20.7%	30	↗
2010 Department of Education	2,312	58.4%	17.9%	23.7%	10	

**47. Supervisors in my work unit support employee development.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	392,465	65.6%	17.8%	16.6%	6,120	
<b>2016 Department of Education</b>	<b>2,764</b>	<b>70.2%</b>	<b>15.6%</b>	<b>14.2%</b>	<b>62</b>	<b>↘</b>
2015 Department of Education	2,614	72.0%	14.2%	13.8%	55	↗
2014 Department of Education	2,324	69.6%	14.6%	15.8%	39	→
2013 Department of Education	2,590	70.2%	15.6%	14.2%	31	→
2012 Department of Education	2,597	68.7%	15.0%	16.3%	44	→
2011 Department of Education	2,781	67.5%	16.5%	16.1%	46	↗
2010 Department of Education	2,288	63.0%	17.0%	20.0%	31	

**48. My supervisor listens to what I have to say.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	398,731	76.1%	12.1%	11.8%		
<b>2016 Department of Education</b>	<b>2,828</b>	<b>80.7%</b>	<b>9.8%</b>	<b>9.6%</b>		<b>→</b>
2015 Department of Education	2,666	80.9%	9.0%	10.1%		→
2014 Department of Education	2,373	80.0%	9.7%	10.3%		→
2013 Department of Education	2,625	79.7%	10.7%	9.6%		↗
2012 Department of Education	2,647	77.8%	10.6%	11.6%		→
2011 Department of Education	2,837	76.7%	11.7%	11.7%		↗
2010 Department of Education	2,319	75.0%	11.3%	13.7%		

## Department of Education Trend Report

### My Supervisor (continued)

#### *49. My supervisor treats me with respect.*

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,483	81.3%	10.0%	8.7%	
<b>2016 Department of Education</b>	<b>2,820</b>	<b>83.4%</b>	<b>8.6%</b>	<b>8.0%</b>	<b>→</b>
2015 Department of Education	2,662	84.3%	7.9%	7.8%	↗
2014 Department of Education	2,367	83.1%	8.8%	8.1%	→
2013 Department of Education	2,613	83.0%	8.3%	8.7%	↗
2012 Department of Education	2,643	81.7%	9.2%	9.1%	↗
2011 Department of Education	2,828	79.4%	10.7%	9.9%	→
2010 Department of Education	2,320	78.0%	10.1%	11.9%	

#### *50. In the last six months, my supervisor has talked with me about my performance.*

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	397,581	77.6%	10.0%	12.4%	
<b>2016 Department of Education</b>	<b>2,819</b>	<b>86.3%</b>	<b>6.4%</b>	<b>7.3%</b>	<b>→</b>
2015 Department of Education	2,663	87.1%	6.1%	6.8%	↗
2014 Department of Education	2,364	85.3%	6.9%	7.8%	↘
2013 Department of Education	2,616	86.8%	6.3%	6.9%	↗
2012 Department of Education	2,646	80.1%	8.2%	11.7%	↗
2011 Department of Education	2,831	75.2%	10.2%	14.6%	↘
2010 Department of Education	2,315	77.5%	9.3%	13.2%	

#### *51. I have trust and confidence in my supervisor.*

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,003	67.4%	16.0%	16.6%	
<b>2016 Department of Education</b>	<b>2,831</b>	<b>70.1%</b>	<b>14.6%</b>	<b>15.2%</b>	<b>→</b>
2015 Department of Education	2,665	70.8%	14.1%	15.2%	↗
2014 Department of Education	2,367	69.1%	15.3%	15.6%	→
2013 Department of Education	2,615	68.4%	15.0%	16.5%	↗
2012 Department of Education	2,645	66.3%	15.7%	17.9%	→
2011 Department of Education	2,827	65.1%	16.2%	18.8%	↗
2010 Department of Education	2,311	62.2%	17.0%	20.8%	

## Department of Education Trend Report

### My Supervisor (continued)

**52. Overall, how good a job do you feel is being done by your immediate supervisor?**

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	398,213	70.5%	17.4%	12.1%	
<b>2016 Department of Education</b>	<b>2,823</b>	<b>74.0%</b>	<b>15.4%</b>	<b>10.6%</b>	<b>→</b>
2015 Department of Education	2,666	74.7%	15.6%	9.6%	↗
2014 Department of Education	2,367	72.7%	17.0%	10.2%	→
2013 Department of Education	2,618	72.5%	17.3%	10.2%	↗
2012 Department of Education	2,644	70.6%	17.6%	11.8%	↗
2011 Department of Education	2,830	68.6%	19.1%	12.3%	↗
2010 Department of Education	2,316	66.3%	19.4%	14.4%	

### Leadership

**53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	388,819	40.9%	24.1%	35.0%	7,594	
<b>2016 Department of Education</b>	<b>2,778</b>	<b>44.3%</b>	<b>22.1%</b>	<b>33.6%</b>	<b>49</b>	<b>→</b>
2015 Department of Education	2,613	45.7%	21.3%	33.0%	53	↗
2014 Department of Education	2,325	43.5%	22.6%	33.9%	37	→
2013 Department of Education	2,578	42.9%	22.9%	34.1%	25	↗
2012 Department of Education	2,582	41.1%	23.9%	34.9%	46	↘
2011 Department of Education	2,776	44.8%	23.5%	31.8%	39	↗
2010 Department of Education	2,291	41.3%	25.0%	33.7%	25	

**54. My organization's senior leaders maintain high standards of honesty and integrity.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	372,029	51.8%	24.0%	24.3%	23,730	
<b>2016 Department of Education</b>	<b>2,647</b>	<b>52.5%</b>	<b>23.6%</b>	<b>23.9%</b>	<b>173</b>	<b>↘</b>
2015 Department of Education	2,477	55.3%	23.7%	21.1%	181	→
2014 Department of Education	2,184	54.7%	22.0%	23.3%	174	↘
2013 Department of Education	2,474	57.0%	22.1%	20.8%	126	↗
2012 Department of Education	2,495	54.1%	23.9%	22.1%	130	→
2011 Department of Education	2,666	54.3%	23.0%	22.7%	145	→
2010 Department of Education	2,178	52.9%	24.6%	22.5%	130	

## Department of Education Trend Report

### Leadership (continued)

#### *55. Supervisors work well with employees of different backgrounds.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	368,225	64.0%	22.0%	13.9%	25,081	
<b>2016 Department of Education</b>	<b>2,647</b>	<b>65.4%</b>	<b>20.2%</b>	<b>14.5%</b>	<b>161</b>	<b>→</b>
2015 Department of Education	2,478	66.1%	20.3%	13.6%	153	→
2014 Department of Education	2,192	65.4%	20.1%	14.5%	141	→
2013 Department of Education	2,469	63.9%	19.9%	16.1%	120	↗
2012 Department of Education	2,465	62.1%	20.0%	17.9%	148	↗
2011 Department of Education	2,687	60.4%	20.8%	18.8%	124	↗
2010 Department of Education	2,208	57.6%	22.6%	19.8%	109	

#### *56. Managers communicate the goals and priorities of the organization.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	389,027	60.3%	20.1%	19.6%	5,145	
<b>2016 Department of Education</b>	<b>2,781</b>	<b>63.1%</b>	<b>18.3%</b>	<b>18.6%</b>	<b>29</b>	<b>→</b>
2015 Department of Education	2,625	61.7%	19.3%	19.0%	30	→
2014 Department of Education	2,335	62.6%	17.0%	20.4%	23	→
2013 Department of Education	2,576	63.1%	17.4%	19.5%	18	→
2012 Department of Education	2,587	62.8%	17.8%	19.4%	28	→
2011 Department of Education	2,787	62.8%	17.9%	19.3%	17	↗
2010 Department of Education	2,284	60.6%	18.5%	20.8%	25	

#### *57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.*

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	367,493	60.1%	23.5%	16.4%	26,319	
<b>2016 Department of Education</b>	<b>2,610</b>	<b>62.4%</b>	<b>22.3%</b>	<b>15.4%</b>	<b>200</b>	<b>→</b>
2015 Department of Education	2,475	62.8%	22.5%	14.7%	177	→
2014 Department of Education	2,165	61.8%	21.6%	16.6%	192	→
2013 Department of Education	2,398	62.6%	21.1%	16.4%	190	→
2012 Department of Education	2,433	62.1%	21.2%	16.8%	174	→
2011 Department of Education	2,618	62.6%	20.9%	16.5%	192	↗
2010 Department of Education	2,132	60.1%	23.0%	16.9%	175	



## Department of Education Trend Report

### Leadership (continued)

**58. Managers promote communication among different work units (for example, about projects, goals, needed resources).**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	381,145	52.0%	22.5%	25.5%	13,697	
<b>2016 Department of Education</b>	<b>2,741</b>	<b>54.3%</b>	<b>20.7%</b>	<b>25.1%</b>	<b>77</b>	<b>→</b>
2015 Department of Education	2,601	54.5%	19.3%	26.2%	60	→
2014 Department of Education	2,282	54.8%	18.0%	27.2%	66	→
2013 Department of Education	2,530	53.7%	19.4%	27.0%	71	↗
2012 Department of Education	2,561	51.5%	20.1%	28.4%	60	→
2011 Department of Education	2,725	51.7%	19.8%	28.4%	82	↗
2010 Department of Education	2,237	48.5%	21.4%	30.1%	68	

**59. Managers support collaboration across work units to accomplish work objectives.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	380,902	55.7%	22.4%	21.8%	14,062	
<b>2016 Department of Education</b>	<b>2,735</b>	<b>57.2%</b>	<b>21.6%</b>	<b>21.2%</b>	<b>88</b>	<b>→</b>
2015 Department of Education	2,584	57.6%	20.1%	22.2%	73	→
2014 Department of Education	2,288	58.1%	18.6%	23.3%	74	→
2013 Department of Education	2,522	57.1%	19.8%	23.1%	68	↗
2012 Department of Education	2,541	54.7%	20.8%	24.5%	73	↘
2011 Department of Education	2,701	56.1%	19.3%	24.5%	92	↗
2010 Department of Education	2,201	52.7%	19.9%	27.4%	77	

**60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	373,425	57.9%	23.3%	18.9%	21,965	
<b>2016 Department of Education</b>	<b>2,662</b>	<b>61.6%</b>	<b>21.4%</b>	<b>17.1%</b>	<b>162</b>	<b>→</b>
2015 Department of Education	2,504	62.7%	21.6%	15.7%	152	→
2014 Department of Education	2,245	62.2%	20.6%	17.2%	112	→
2013 Department of Education	2,461	61.0%	22.0%	17.0%	127	↗
2012 Department of Education	2,497	57.6%	23.4%	19.0%	122	→
2011 Department of Education	2,685	56.5%	23.5%	20.0%	111	↗
2010 Department of Education	2,206	53.7%	25.7%	20.6%	107	

## Department of Education Trend Report

### Leadership (continued)

**61. I have a high level of respect for my organization's senior leaders.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	390,254	53.1%	23.5%	23.4%	5,078	
<b>2016 Department of Education</b>	<b>2,796</b>	<b>54.9%</b>	<b>22.0%</b>	<b>23.1%</b>	<b>31</b>	<b>→</b>
2015 Department of Education	2,622	55.5%	23.2%	21.3%	30	→
2014 Department of Education	2,334	54.3%	21.6%	24.1%	28	→
2013 Department of Education	2,563	53.8%	22.1%	24.1%	29	→
2012 Department of Education	2,595	52.8%	22.8%	24.4%	24	→
2011 Department of Education	2,780	54.3%	23.0%	22.7%	30	→
2010 Department of Education	2,249	54.1%	25.2%	20.7%	34	

**62. Senior leaders demonstrate support for Work/Life programs.**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	363,124	55.1%	25.8%	19.1%	32,433	
<b>2016 Department of Education</b>	<b>2,635</b>	<b>66.1%</b>	<b>18.7%</b>	<b>15.2%</b>	<b>190</b>	<b>→</b>
2015 Department of Education	2,477	65.2%	21.3%	13.5%	178	→
2014 Department of Education	2,180	64.2%	19.6%	16.3%	177	→
2013 Department of Education	2,387	65.0%	20.1%	14.9%	207	↗
2012 Department of Education	2,405	62.6%	20.9%	16.5%	210	↗
2011 Department of Education	2,553	58.0%	24.0%	18.1%	253	↗
2010 Department of Education	2,043	55.2%	27.2%	17.6%	258	

**63. How satisfied are you with your involvement in decisions that affect your work?**

	N	Positive	Neutral	Negative	DNK	Difference from previous year
2016 Governmentwide	394,068	50.7%	22.7%	26.6%		
<b>2016 Department of Education</b>	<b>2,821</b>	<b>52.9%</b>	<b>20.1%</b>	<b>27.0%</b>		<b>→</b>
2015 Department of Education	2,655	53.1%	20.7%	26.2%		→
2014 Department of Education	2,344	53.3%	18.5%	28.2%		↗
2013 Department of Education	2,586	51.6%	21.5%	27.0%		→
2012 Department of Education	2,609	50.6%	20.8%	28.6%		→
2011 Department of Education	2,793	49.7%	21.8%	28.5%		→
2010 Department of Education	2,310	49.6%	21.7%	28.7%		

## Department of Education Trend Report

### My Satisfaction (continued)

#### 64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,156	48.0%	23.5%	28.5%	
<b>2016 Department of Education</b>	<b>2,817</b>	<b>52.5%</b>	<b>21.3%</b>	<b>26.2%</b>	<b>→</b>
2015 Department of Education	2,654	53.2%	21.7%	25.0%	→
2014 Department of Education	2,340	52.4%	20.1%	27.5%	→
2013 Department of Education	2,578	52.0%	20.6%	27.5%	→
2012 Department of Education	2,606	50.8%	21.7%	27.5%	→
2011 Department of Education	2,798	49.8%	22.1%	28.1%	↗
2010 Department of Education	2,312	47.0%	22.7%	30.3%	

#### 65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,389	47.5%	23.8%	28.7%	
<b>2016 Department of Education</b>	<b>2,813</b>	<b>50.8%</b>	<b>21.8%</b>	<b>27.4%</b>	<b>↘</b>
2015 Department of Education	2,644	53.2%	20.4%	26.3%	→
2014 Department of Education	2,341	52.6%	20.3%	27.2%	↗
2013 Department of Education	2,579	50.3%	20.8%	28.9%	→
2012 Department of Education	2,602	49.5%	21.5%	29.0%	→
2011 Department of Education	2,793	51.2%	21.2%	27.6%	→
2010 Department of Education	2,311	50.9%	19.4%	29.7%	

#### 66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,440	42.5%	29.3%	28.3%	
<b>2016 Department of Education</b>	<b>2,793</b>	<b>44.2%</b>	<b>28.7%</b>	<b>27.1%</b>	<b>→</b>
2015 Department of Education	2,645	45.5%	28.1%	26.5%	↗
2014 Department of Education	2,332	43.6%	27.3%	29.1%	→
2013 Department of Education	2,584	42.8%	28.4%	28.8%	↗
2012 Department of Education	2,601	41.2%	29.2%	29.5%	↘
2011 Department of Education	2,783	43.3%	28.6%	28.1%	→
2010 Department of Education	2,306	42.5%	29.6%	27.9%	

## Department of Education Trend Report

### My Satisfaction (continued)

#### 67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,739	35.9%	27.3%	36.8%	
<b>2016 Department of Education</b>	<b>2,805</b>	<b>35.2%</b>	<b>29.0%</b>	<b>35.8%</b>	<b>→</b>
2015 Department of Education	2,646	36.1%	29.5%	34.4%	→
2014 Department of Education	2,333	35.5%	27.2%	37.3%	↗
2013 Department of Education	2,573	31.3%	29.6%	39.2%	→
2012 Department of Education	2,590	32.5%	29.6%	37.9%	→
2011 Department of Education	2,787	33.6%	30.8%	35.6%	→
2010 Department of Education	2,314	32.6%	29.3%	38.1%	

#### 68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,659	52.5%	23.5%	23.9%	
<b>2016 Department of Education</b>	<b>2,805</b>	<b>52.2%</b>	<b>27.1%</b>	<b>20.7%</b>	<b>↘</b>
2015 Department of Education	2,641	54.9%	24.6%	20.5%	→
2014 Department of Education	2,335	53.5%	24.5%	22.1%	↗
2013 Department of Education	2,578	51.2%	24.4%	24.5%	→
2012 Department of Education	2,599	49.9%	24.9%	25.3%	→
2011 Department of Education	2,783	50.0%	25.0%	25.0%	↗
2010 Department of Education	2,310	48.1%	25.8%	26.2%	

#### 69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	392,826	66.2%	17.4%	16.4%	
<b>2016 Department of Education</b>	<b>2,814</b>	<b>65.2%</b>	<b>17.7%</b>	<b>17.0%</b>	<b>→</b>
2015 Department of Education	2,644	66.3%	17.3%	16.4%	↗
2014 Department of Education	2,339	64.7%	16.7%	18.6%	→
2013 Department of Education	2,583	65.0%	16.7%	18.3%	→
2012 Department of Education	2,591	64.4%	17.9%	17.8%	→
2011 Department of Education	2,776	65.3%	18.8%	15.9%	→
2010 Department of Education	2,308	64.4%	18.5%	17.1%	

## Department of Education Trend Report

### My Satisfaction (continued)

#### 70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,242	58.2%	16.9%	24.9%	
<b>2016 Department of Education</b>	<b>2,814</b>	<b>64.8%</b>	<b>15.9%</b>	<b>19.2%</b>	<b>↘</b>
2015 Department of Education	2,648	66.2%	14.8%	18.9%	↗
2014 Department of Education	2,337	64.2%	14.8%	21.1%	↗
2013 Department of Education	2,583	60.8%	15.1%	24.1%	↘
2012 Department of Education	2,605	62.9%	16.2%	20.9%	↘
2011 Department of Education	2,786	66.9%	15.3%	17.8%	↘
2010 Department of Education	2,306	71.4%	13.0%	15.6%	

#### 71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative	Difference from previous year
2016 Governmentwide	393,451	56.9%	21.4%	21.7%	
<b>2016 Department of Education</b>	<b>2,818</b>	<b>58.1%</b>	<b>21.6%</b>	<b>20.3%</b>	<b>↘</b>
2015 Department of Education	2,650	61.6%	20.5%	17.9%	↗
2014 Department of Education	2,339	58.8%	19.2%	21.9%	↗
2013 Department of Education	2,583	56.8%	21.5%	21.7%	→
2012 Department of Education	2,603	55.9%	21.2%	23.0%	↘
2011 Department of Education	2,787	58.3%	20.4%	21.4%	→
2010 Department of Education	2,305	57.3%	21.7%	21.0%	

### Work/Life

#### 72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
2016 Governmentwide	392,364	40.3%	21.6%	29.1%	9.1%
<b>2016 Department of Education</b>	<b>2,805</b>	<b>95.3%</b>	<b>1.8%</b>	<b>1.3%</b>	<b>1.7%</b>
2015 Department of Education	2,640	94.7%	2.1%	1.6%	1.6%
2014 Department of Education	2,335	92.0%	2.8%	2.8%	2.5%
2013 Department of Education	--	--	--	--	--
2012 Department of Education	--	--	--	--	--
2011 Department of Education	--	--	--	--	--
2010 Department of Education	--	--	--	--	--

\*This item was added to the survey in 2014. It is on a different response scale and is not included in the significance testing.

## Department of Education Trend Report

### Work/Life (continued)

**73. Please select the response below that BEST describes your current teleworking situation.**

	Telework				
	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
2016 Governmentwide	389,999	5.7%	11.8%	4.7%	11.8%
<b>2016 Department of Education</b>	<b>2,812</b>	<b>18.3%</b>	<b>49.8%</b>	<b>9.8%</b>	<b>14.4%</b>
2015 Department of Education	2,648	12.1%	49.0%	11.9%	16.7%
2014 Department of Education	2,339	8.8%	43.3%	12.7%	21.3%
2013 Department of Education	2,580	6.4%	37.9%	14.3%	23.6%
2012 Department of Education	2,595	5.2%	31.7%	15.8%	24.6%
2011 Department of Education	2,769	3.4%	22.7%	12.1%	30.7%
2010 Department of Education	--	--	--	--	--

*\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

*(continued)*

**73. Please select the response below that BEST describes your current teleworking situation. (continued)**

	Do Not Telework				
	N	Must Be Physically Present	Technical Issues	Not Allowed To Telework	Choose Not To Telework
2016 Governmentwide	389,999	30.4%	4.2%	19.2%	12.2%
<b>2016 Department of Education</b>	<b>2,812</b>	<b>0.9%</b>	<b>0.5%</b>	<b>1.4%</b>	<b>4.8%</b>
2015 Department of Education	2,648	1.1%	0.6%	1.8%	6.9%
2014 Department of Education	2,339	1.8%	1.6%	2.8%	7.7%
2013 Department of Education	2,580	1.9%	1.9%	3.4%	10.7%
2012 Department of Education	2,595	1.9%	2.2%	4.8%	13.9%
2011 Department of Education	2,769	2.7%	2.2%	12.1%	14.2%
2010 Department of Education	--	--	--	--	--

*\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.*

## Department of Education Trend Report

### Work/Life (continued)

#### 74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,178	33.4%	45.8%	20.8%
<b>2016 Department of Education</b>	<b>2,791</b>	<b>44.8%</b>	<b>50.3%</b>	<b>4.9%</b>
2015 Department of Education	2,627	44.3%	50.3%	5.4%
2014 Department of Education	2,331	43.9%	50.7%	5.3%
2013 Department of Education	2,558	46.0%	48.0%	5.9%
2012 Department of Education	2,594	47.4%	47.1%	5.4%
2011 Department of Education	2,788	47.5%	46.8%	5.7%
2010 Department of Education	--	--	--	--

\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

#### 75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,233	26.8%	61.0%	12.1%
<b>2016 Department of Education</b>	<b>2,789</b>	<b>22.3%</b>	<b>72.2%</b>	<b>5.5%</b>
2015 Department of Education	2,628	27.2%	68.1%	4.7%
2014 Department of Education	2,321	28.3%	67.6%	4.2%
2013 Department of Education	2,553	27.1%	68.2%	4.7%
2012 Department of Education	2,590	28.0%	66.9%	5.1%
2011 Department of Education	2,773	27.7%	67.8%	4.5%
2010 Department of Education	--	--	--	--

\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

#### 76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
2016 Governmentwide	387,376	13.6%	81.0%	5.3%
<b>2016 Department of Education</b>	<b>2,767</b>	<b>9.9%</b>	<b>87.5%</b>	<b>2.6%</b>
2015 Department of Education	2,589	9.4%	87.6%	3.0%
2014 Department of Education	2,310	9.9%	87.8%	2.3%
2013 Department of Education	2,538	10.1%	86.8%	3.1%
2012 Department of Education	2,565	9.7%	88.0%	2.3%
2011 Department of Education	2,763	8.8%	88.9%	2.3%
2010 Department of Education	--	--	--	--

\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.



## Department of Education Trend Report

### Work/Life (continued)

**77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Yes	No	Not Available To Me
2016 Governmentwide	390,848	3.7%	79.1%	17.2%
<b>2016 Department of Education</b>	<b>2,790</b>	<b>4.9%</b>	<b>86.2%</b>	<b>8.9%</b>
2015 Department of Education	2,631	3.4%	86.5%	10.1%
2014 Department of Education	2,326	2.9%	87.8%	9.3%
2013 Department of Education	2,559	2.8%	86.9%	10.3%
2012 Department of Education	2,574	2.0%	87.5%	10.5%
2011 Department of Education	2,762	1.7%	89.1%	9.1%
2010 Department of Education	--	--	--	--

\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

**78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)**

	N	Yes	No	Not Available To Me
2016 Governmentwide	391,248	2.3%	80.4%	17.2%
<b>2016 Department of Education</b>	<b>2,793</b>	<b>2.8%</b>	<b>88.6%</b>	<b>8.6%</b>
2015 Department of Education	2,634	2.3%	88.0%	9.7%
2014 Department of Education	2,327	2.4%	88.8%	8.8%
2013 Department of Education	2,564	2.4%	87.5%	10.1%
2012 Department of Education	2,590	1.9%	87.4%	10.7%
2011 Department of Education	2,763	1.5%	89.2%	9.3%
2010 Department of Education	--	--	--	--

\*This item was added to the survey in 2011. It is on a different response scale and is not included in the significance testing.

**79. How satisfied are you with the following Work/Life programs in your agency? Telework**

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	204,775	78.9%	12.0%	9.1%	6,007	
<b>2016 Department of Education</b>	<b>2,579</b>	<b>85.3%</b>	<b>6.4%</b>	<b>8.2%</b>	<b>15</b>	<b>↗</b>
2015 Department of Education	2,361	84.2%	8.2%	7.6%	12	↗
2014 Department of Education	2,001	81.5%	8.4%	10.1%	10	→
2013 Department of Education	2,105	81.0%	9.4%	9.6%	15	↗
2012 Department of Education	2,011	78.3%	11.4%	10.3%	19	↗
2011 Department of Education	1,876	73.1%	13.5%	13.4%	55	--
2010 Department of Education	--	--	--	--	--	--

\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

## Department of Education Trend Report

### Work/Life (continued)

#### 80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	148,859	89.7%	7.0%	3.3%	3,222	
<b>2016 Department of Education</b>	<b>1,202</b>	<b>92.1%</b>	<b>6.2%</b>	<b>1.7%</b>	<b>30</b>	<b>→</b>
2015 Department of Education	1,129	92.8%	5.2%	1.9%	20	→
2014 Department of Education	997	92.3%	4.8%	2.9%	21	→
2013 Department of Education	1,144	91.4%	5.6%	3.0%	27	→
2012 Department of Education	1,190	90.4%	6.1%	3.5%	23	→
2011 Department of Education	1,287	89.7%	6.8%	3.5%	16	--
2010 Department of Education	--	--	--	--	--	

\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

#### 81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	102,282	80.5%	15.7%	3.8%	7,335	
<b>2016 Department of Education</b>	<b>578</b>	<b>82.4%</b>	<b>13.2%</b>	<b>4.4%</b>	<b>56</b>	<b>↘</b>
2015 Department of Education	672	85.8%	11.1%	3.2%	43	↗
2014 Department of Education	622	82.0%	13.4%	4.5%	44	→
2013 Department of Education	663	83.0%	12.5%	4.4%	47	→
2012 Department of Education	683	82.1%	13.4%	4.5%	41	→
2011 Department of Education	735	82.1%	14.0%	3.9%	43	--
2010 Department of Education	--	--	--	--	--	

\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

#### 82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	51,991	75.5%	20.1%	4.4%	8,067	
<b>2016 Department of Education</b>	<b>254</b>	<b>76.6%</b>	<b>20.2%</b>	<b>3.2%</b>	<b>58</b>	<b>→</b>
2015 Department of Education	241	77.6%	19.9%	2.5%	57	→
2014 Department of Education	207	80.3%	17.8%	1.9%	44	→
2013 Department of Education	242	81.4%	15.7%	2.9%	42	↗
2012 Department of Education	226	75.5%	19.9%	4.6%	52	→
2011 Department of Education	227	76.1%	18.0%	6.0%	33	--
2010 Department of Education	--	--	--	--	--	

\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

## Department of Education Trend Report

### Work/Life (continued)

**83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)**

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	10,701	72.2%	23.5%	4.3%	4,380	
<b>2016 Department of Education</b>	<b>121</b>	<b>81.1%</b>	<b>15.4%</b>	<b>3.5%</b>	<b>41</b>	<b>↗</b>
2015 Department of Education	76	61.1%	26.6%	12.3%	33	→
2014 Department of Education	62	54.6%	39.0%	6.4%	20	→
2013 Department of Education	64	51.8%	33.8%	14.4%	26	→
2012 Department of Education	48	54.0%	36.4%	9.6%	34	↘
2011 Department of Education	45	79.6%	20.4%	0.0%	29	--
2010 Department of Education	--	--	--	--	--	

\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

**84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)**

	N	Positive	Neutral	Negative	NBJ	Difference from previous year
2016 Governmentwide	7,399	67.6%	30.2%	2.2%	3,730	
<b>2016 Department of Education</b>	<b>65</b>	<b>71.3%</b>	<b>27.2%</b>	<b>1.4%</b>	<b>32</b>	<b>→</b>
2015 Department of Education	43	67.9%	29.4%	2.6%	32	→
2014 Department of Education	46	77.0%	20.8%	2.2%	21	↗
2013 Department of Education	49	61.1%	37.1%	1.8%	25	→
2012 Department of Education	39	55.4%	44.6%	0.0%	23	→
2011 Department of Education	39	67.4%	32.6%	0.0%	28	--
2010 Department of Education	--	--	--	--	--	

\*This item was added to the survey in 2011. The results for this item only include employees who indicated that they participated in this program.

# Department of Education *Trend Report*

## Demographic Questions

### *Where do you work?*

	N	%
Headquarters	1,940	69.5%
Field	851	30.5%

### *What is your supervisory status?*

	N	%
Non-Supervisor	1,970	71.1%
Team Leader	264	9.5%
Supervisor	348	12.6%
Manager	133	4.8%
Senior Leader	55	2.0%

### *Are you:*

	N	%
Male	1,011	37.5%
Female	1,686	62.5%

### *Are you Hispanic or Latino?*

	N	%
Yes	180	6.8%
No	2,485	93.2%

### *Race*

	N	%
American Indian or Alaska Native	25	1.0%
Asian	115	4.5%
Black or African American	894	35.1%
Native Hawaiian or Other Pacific Islander	10	0.4%
White	1,384	54.4%
Two or more races	116	4.6%

# Department of Education *Trend Report*

## Demographic Questions (continued)

### *What is the highest degree or level of education you have completed?*

	N	%
Less than High School	1	0.0%
High School Diploma/GED or equivalent	78	2.9%
Trade or Technical Certificate	18	0.7%
Some College (no degree)	250	9.2%
Associate's Degree (e.g., AA, AS)	64	2.4%
Bachelor's Degree (e.g., BA, BS)	797	29.4%
Master's Degree (e.g., MA, MS, MBA)	925	34.1%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	581	21.4%

### *What is your pay category/grade?*

	N	%
Federal Wage System	2	0.1%
GS 1-6	17	0.6%
GS 7-12	733	26.8%
GS 13-15	1,806	66.2%
Senior Executive Service	65	2.4%
Senior Level (SL) or Scientific or Professional (ST)	10	0.4%
Other	97	3.6%

### *How long have you been with the Federal Government (excluding military service)?*

	N	%
Less than 1 year	61	2.2%
1 to 3 years	256	9.4%
4 to 5 years	249	9.1%
6 to 10 years	575	21.1%
11 to 14 years	296	10.8%
15 to 20 years	351	12.9%
More than 20 years	942	34.5%

## Department of Education *Trend Report*

### Demographic Questions (continued)

***How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?***

	N	%
Less than 1 year	104	3.8%
1 to 3 years	408	15.1%
4 to 5 years	302	11.2%
6 to 10 years	603	22.3%
11 to 20 years	640	23.7%
More than 20 years	646	23.9%

***Are you considering leaving your organization within the next year, and if so, why?***

	N	%
No	1,760	64.4%
Yes, to retire	149	5.5%
Yes, to take another job within the Federal Government	572	20.9%
Yes, to take another job outside the Federal Government	122	4.5%
Yes, other	128	4.7%

***I am planning to retire:***

	N	%
Within one year	85	3.2%
Between one and three years	264	9.8%
Between three and five years	245	9.1%
Five or more years	2,104	78.0%

***Self-Identify as:***

	N	%
Heterosexual or Straight	2,109	81.5%
Gay, Lesbian, Bisexual, or Transgender	149	5.8%
I prefer not to say	330	12.8%

***What is your US military service status?***

	N	%
No Prior Military Service	2,335	87.6%
Currently in National Guard or Reserves	15	0.6%
Retired	92	3.4%
Separated or Discharged	225	8.4%

# Department of Education *Trend Report*

## Demographic Questions (continued)

### *Are you an individual with a disability?*

	N	%
Yes	288	10.7%
No	2,403	89.3%

### *What is your age group?*

	N	%
25 and under	15	0.5%
26-29	102	3.6%
30-39	600	21.0%
40-49	805	28.1%
50-59	889	31.1%
60 or older	451	15.8%