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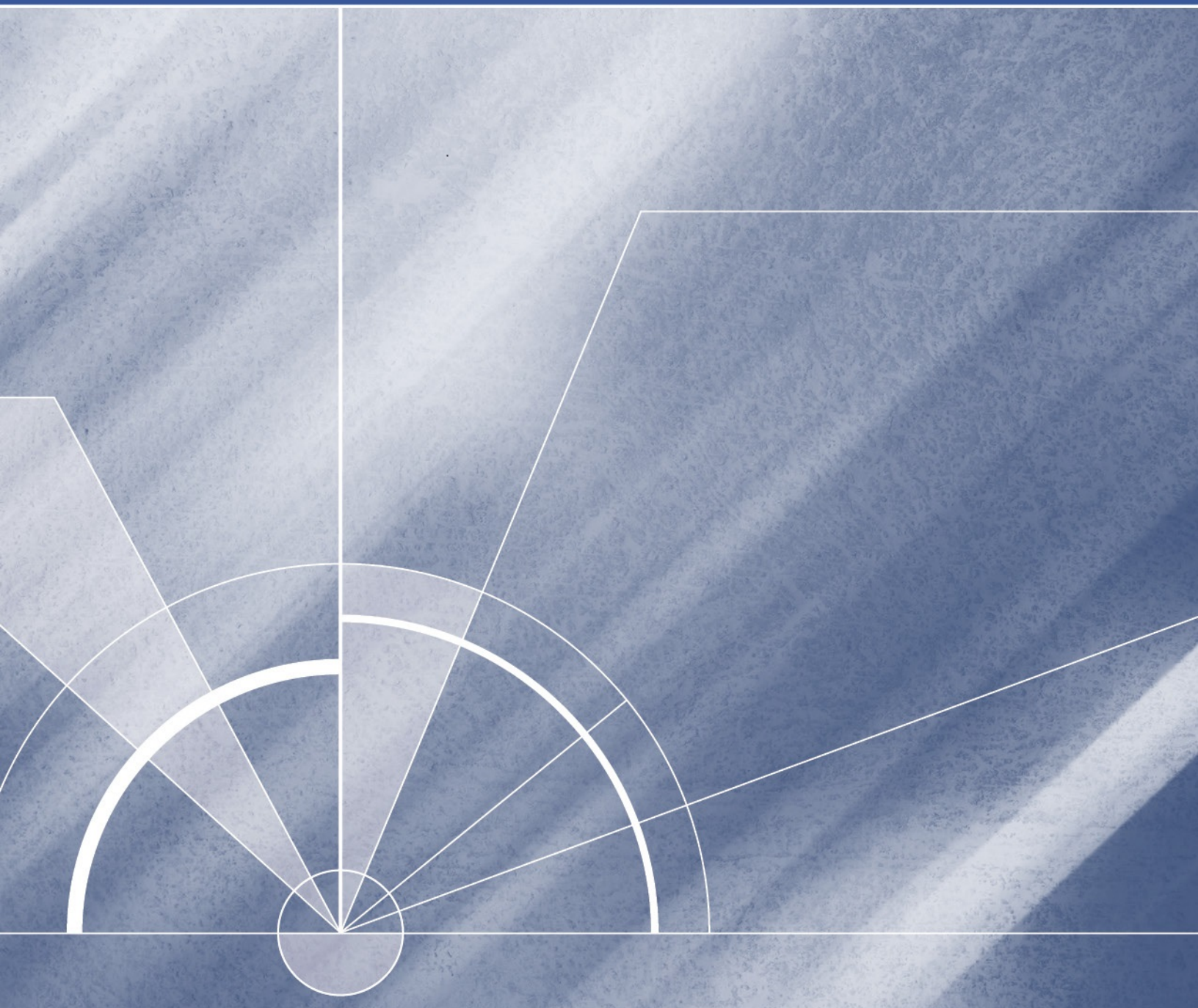
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2017


Federal Employee Viewpoint Survey
Empowering Employees. Inspiring Change.

1st Level
Subagency
Comparison
Report

Department of Education





Department of Education *1st Level Subagency Comparison Report*

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagencies, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
Governmentwide	486,105	45.5%
Department of Education	2,831	74.1%
OFFICE OF THE SECRETARY	37	57.8%
OFFICE OF THE DEPUTY SECRETARY	31	88.6%
OFFICE FOR CIVIL RIGHTS	391	69.8%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	72.9%
OFFICE OF INSPECTOR GENERAL	179	79.6%
OFFICE OF THE GENERAL COUNSEL	68	66.7%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	159	78.7%
OFFICE OF THE CHIEF INFORMATION OFFICER	97	86.6%
OFFICE OF LEGISLATION AND CONGRESSIONAL AFFAIRS	<10	--
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	80.7%
OFFICE OF MANAGEMENT	126	70.4%
FEDERAL STUDENT AID	946	72.0%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	73.8%
OFFICE OF POSTSECONDARY EDUCATION	104	63.0%
INSTITUTE OF EDUCATION SCIENCES	123	82.6%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	171	83.8%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	100.0%
OFFICE OF INNOVATION AND IMPROVEMENT	48	68.6%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	89.6%
OFFICE OF THE UNDER SECRETARY	<10	--
NATIONAL ASSESSMENT GOVERNING BOARD	<10	--

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Main Report Results

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"*

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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.

Note: Response rates are not displayed in the Response Summary table when there are fewer than 10 completed surveys. The report tables that follow do not include results for any subagency that had fewer than 10 completed surveys.

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My Work Experience

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

	N	Positive	Neutral	Negative
Governmentwide	485,193	64.1%	16.0%	19.9%
Department of Education	2,823	64.3%	16.5%	19.2%
OFFICE OF THE SECRETARY	37	72.2%	12.2%	15.6%
OFFICE OF THE DEPUTY SECRETARY	31	86.7%	6.7%	6.6%
OFFICE FOR CIVIL RIGHTS	391	44.0%	22.6%	33.3%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	74.0%	16.2%	9.8%
OFFICE OF INSPECTOR GENERAL	178	83.4%	9.2%	7.3%
OFFICE OF THE GENERAL COUNSEL	68	57.8%	22.1%	20.2%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	159	68.3%	15.8%	15.9%
OFFICE OF THE CHIEF INFORMATION OFFICER	96	56.6%	19.8%	23.6%
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	74.9%	12.2%	12.9%
OFFICE OF MANAGEMENT	126	64.8%	18.4%	16.7%
FEDERAL STUDENT AID	940	65.8%	16.4%	17.8%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	50.0%	20.5%	29.5%
OFFICE OF POSTSECONDARY EDUCATION	104	55.5%	17.5%	27.0%
INSTITUTE OF EDUCATION SCIENCES	123	72.4%	13.4%	14.2%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	171	70.6%	15.2%	14.2%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	18.6%	37.9%
OFFICE OF INNOVATION AND IMPROVEMENT	48	68.5%	8.5%	23.0%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	88.4%	8.4%	3.2%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,786	71.1%	14.4%	14.5%
Department of Education	2,823	67.6%	14.1%	18.3%
OFFICE OF THE SECRETARY	36	78.2%	8.8%	13.0%
OFFICE OF THE DEPUTY SECRETARY	31	67.5%	16.3%	16.2%
OFFICE FOR CIVIL RIGHTS	391	49.2%	17.1%	33.7%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	74.9%	10.5%	14.5%
OFFICE OF INSPECTOR GENERAL	179	87.7%	9.0%	3.3%
OFFICE OF THE GENERAL COUNSEL	68	63.9%	10.2%	25.9%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	159	71.9%	16.6%	11.5%
OFFICE OF THE CHIEF INFORMATION OFFICER	97	73.3%	12.5%	14.2%
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	73.9%	14.8%	11.3%
OFFICE OF MANAGEMENT	123	67.4%	16.4%	16.1%
FEDERAL STUDENT AID	943	68.4%	14.3%	17.3%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	60.4%	21.7%	17.8%
OFFICE OF POSTSECONDARY EDUCATION	103	65.6%	12.2%	22.2%
INSTITUTE OF EDUCATION SCIENCES	123	80.6%	10.3%	9.1%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	171	66.5%	15.0%	18.5%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.9%	18.8%	31.2%
OFFICE OF INNOVATION AND IMPROVEMENT	48	67.0%	10.5%	22.5%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	79.9%	8.4%	11.7%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	481,568	59.5%	17.7%	22.8%
Department of Education	2,813	61.4%	15.5%	23.1%
OFFICE OF THE SECRETARY	37	69.1%	12.2%	18.7%
OFFICE OF THE DEPUTY SECRETARY	31	73.5%	6.7%	19.8%
OFFICE FOR CIVIL RIGHTS	388	32.8%	17.9%	49.3%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	73.5%	13.0%	13.5%
OFFICE OF INSPECTOR GENERAL	179	71.3%	14.2%	14.5%
OFFICE OF THE GENERAL COUNSEL	67	54.0%	19.6%	26.4%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	159	65.3%	15.3%	19.3%
OFFICE OF THE CHIEF INFORMATION OFFICER	97	70.4%	16.5%	13.1%
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	71.6%	14.9%	13.5%
OFFICE OF MANAGEMENT	125	62.6%	18.4%	19.0%
FEDERAL STUDENT AID	938	64.7%	14.5%	20.8%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	63.2%	20.7%	16.1%
OFFICE OF POSTSECONDARY EDUCATION	103	57.4%	17.1%	25.5%
INSTITUTE OF EDUCATION SCIENCES	122	74.7%	16.6%	8.7%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	170	67.9%	12.2%	19.9%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	53.1%	19.9%	27.0%
OFFICE OF INNOVATION AND IMPROVEMENT	48	63.7%	13.0%	23.3%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	74.7%	20.3%	5.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,323	71.9%	14.4%	13.7%
Department of Education	2,807	72.8%	14.1%	13.1%
OFFICE OF THE SECRETARY	36	63.1%	24.1%	12.8%
OFFICE OF THE DEPUTY SECRETARY	30	66.5%	13.3%	20.2%
OFFICE FOR CIVIL RIGHTS	385	68.3%	13.1%	18.6%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	72.7%	9.4%	17.9%
OFFICE OF INSPECTOR GENERAL	178	78.5%	13.1%	8.4%
OFFICE OF THE GENERAL COUNSEL	68	68.2%	21.8%	10.0%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	158	78.9%	9.8%	11.3%
OFFICE OF THE CHIEF INFORMATION OFFICER	95	73.7%	11.7%	14.6%
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	68.9%	16.2%	14.9%
OFFICE OF MANAGEMENT	126	74.6%	12.5%	12.9%
FEDERAL STUDENT AID	936	74.1%	14.7%	11.2%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	64.4%	14.8%	20.7%
OFFICE OF POSTSECONDARY EDUCATION	103	65.1%	19.3%	15.6%
INSTITUTE OF EDUCATION SCIENCES	123	82.5%	7.8%	9.8%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	171	74.8%	10.9%	14.4%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	55.9%	18.8%	25.3%
OFFICE OF INNOVATION AND IMPROVEMENT	48	61.9%	22.9%	15.1%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	86.6%	10.1%	3.4%

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My Work Experience (continued)

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
Governmentwide	481,878	83.4%	10.7%	5.8%
Department of Education	2,813	80.4%	12.4%	7.3%
OFFICE OF THE SECRETARY	37	73.3%	15.7%	10.9%
OFFICE OF THE DEPUTY SECRETARY	31	76.9%	6.7%	16.4%
OFFICE FOR CIVIL RIGHTS	391	82.1%	10.4%	7.5%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	80.7%	13.5%	5.8%
OFFICE OF INSPECTOR GENERAL	178	83.2%	12.9%	3.9%
OFFICE OF THE GENERAL COUNSEL	67	82.6%	16.1%	1.3%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	158	85.7%	8.4%	6.0%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	78.7%	11.8%	9.5%
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	66.1%	22.9%	11.0%
OFFICE OF MANAGEMENT	124	85.6%	9.8%	4.6%
FEDERAL STUDENT AID	939	80.8%	12.2%	7.1%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	79.2%	9.0%	11.9%
OFFICE OF POSTSECONDARY EDUCATION	103	73.4%	14.7%	12.0%
INSTITUTE OF EDUCATION SCIENCES	123	84.1%	11.9%	4.0%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	170	77.8%	11.6%	10.5%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	68.5%	25.3%	6.2%
OFFICE OF INNOVATION AND IMPROVEMENT	47	70.0%	23.4%	6.6%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	91.6%	5.0%	3.4%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	481,399	80.4%	10.6%	9.0%
Department of Education	2,806	77.0%	10.9%	12.1%
OFFICE OF THE SECRETARY	37	78.0%	11.1%	10.9%
OFFICE OF THE DEPUTY SECRETARY	30	72.7%	13.3%	14.0%
OFFICE FOR CIVIL RIGHTS	386	59.5%	11.4%	29.1%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	86.9%	7.6%	5.5%
OFFICE OF INSPECTOR GENERAL	179	87.5%	5.1%	7.3%
OFFICE OF THE GENERAL COUNSEL	66	77.2%	12.3%	10.5%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	158	81.2%	13.2%	5.6%
OFFICE OF THE CHIEF INFORMATION OFFICER	95	84.5%	9.2%	6.3%
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	82.7%	9.7%	7.6%
OFFICE OF MANAGEMENT	125	81.9%	8.3%	9.8%
FEDERAL STUDENT AID	940	78.5%	11.0%	10.5%
OFFICE OF COMMUNICATIONS AND OUTREACH	58	74.3%	13.3%	12.4%
OFFICE OF POSTSECONDARY EDUCATION	103	75.3%	14.6%	10.2%
INSTITUTE OF EDUCATION SCIENCES	122	86.2%	7.4%	6.4%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	76.5%	15.9%	7.6%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.7%	31.5%	18.8%
OFFICE OF INNOVATION AND IMPROVEMENT	48	73.1%	16.3%	10.6%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	95.0%	3.4%	1.7%

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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
Governmentwide	483,257	95.8%	2.7%	1.5%
Department of Education	2,820	96.1%	2.4%	1.5%
OFFICE OF THE SECRETARY	36	100.0%	0.0%	0.0%
OFFICE OF THE DEPUTY SECRETARY	31	89.8%	3.4%	6.8%
OFFICE FOR CIVIL RIGHTS	389	93.4%	3.4%	3.2%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	96.8%	3.2%	0.0%
OFFICE OF INSPECTOR GENERAL	179	98.8%	0.6%	0.6%
OFFICE OF THE GENERAL COUNSEL	68	95.7%	1.3%	3.0%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	159	98.7%	0.0%	1.3%
OFFICE OF THE CHIEF INFORMATION OFFICER	96	93.5%	3.2%	3.3%
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	95.4%	3.9%	0.7%
OFFICE OF MANAGEMENT	124	94.2%	2.6%	3.1%
FEDERAL STUDENT AID	944	96.7%	2.6%	0.7%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	96.3%	2.0%	1.7%
OFFICE OF POSTSECONDARY EDUCATION	104	92.7%	3.9%	3.5%
INSTITUTE OF EDUCATION SCIENCES	121	99.3%	0.7%	0.0%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	171	96.4%	2.9%	0.6%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	93.4%	6.6%	0.0%
OFFICE OF INNOVATION AND IMPROVEMENT	48	100.0%	0.0%	0.0%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	100.0%	0.0%	0.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	483,445	91.0%	7.3%	1.7%
Department of Education	2,811	89.9%	8.2%	1.9%
OFFICE OF THE SECRETARY	36	88.2%	8.6%	3.2%
OFFICE OF THE DEPUTY SECRETARY	31	83.3%	13.3%	3.4%
OFFICE FOR CIVIL RIGHTS	389	85.6%	10.3%	4.0%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	92.8%	5.8%	1.4%
OFFICE OF INSPECTOR GENERAL	177	90.4%	8.0%	1.7%
OFFICE OF THE GENERAL COUNSEL	68	89.6%	8.9%	1.5%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	158	93.2%	4.1%	2.7%
OFFICE OF THE CHIEF INFORMATION OFFICER	96	88.5%	9.3%	2.2%
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	85.7%	11.1%	3.1%
OFFICE OF MANAGEMENT	125	90.5%	9.5%	0.0%
FEDERAL STUDENT AID	938	91.6%	7.3%	1.1%
OFFICE OF COMMUNICATIONS AND OUTREACH	57	78.6%	17.6%	3.8%
OFFICE OF POSTSECONDARY EDUCATION	104	87.8%	9.8%	2.3%
INSTITUTE OF EDUCATION SCIENCES	123	91.5%	7.0%	1.5%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	171	90.8%	7.3%	1.8%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	87.4%	12.6%	0.0%
OFFICE OF INNOVATION AND IMPROVEMENT	48	95.8%	2.1%	2.1%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	94.8%	5.2%	0.0%

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	483,755	47.4%	16.1%	36.6%	973
Department of Education	2,812	41.3%	15.2%	43.4%	7
OFFICE OF THE SECRETARY	36	68.5%	9.5%	22.0%	0
OFFICE OF THE DEPUTY SECRETARY	31	42.3%	12.9%	44.8%	0
OFFICE FOR CIVIL RIGHTS	389	17.5%	11.7%	70.8%	1
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	59.7%	11.3%	29.0%	0
OFFICE OF INSPECTOR GENERAL	178	54.2%	13.1%	32.7%	0
OFFICE OF THE GENERAL COUNSEL	68	29.8%	14.9%	55.4%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	158	40.7%	19.4%	39.8%	1
OFFICE OF THE CHIEF INFORMATION OFFICER	97	39.4%	20.7%	39.9%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	47.5%	15.6%	36.9%	0
OFFICE OF MANAGEMENT	124	36.1%	15.8%	48.2%	1
FEDERAL STUDENT AID	937	46.8%	17.7%	35.6%	3
OFFICE OF COMMUNICATIONS AND OUTREACH	59	37.8%	24.3%	37.9%	0
OFFICE OF POSTSECONDARY EDUCATION	103	47.0%	12.4%	40.6%	0
INSTITUTE OF EDUCATION SCIENCES	123	37.9%	9.4%	52.7%	0
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	171	43.6%	11.9%	44.5%	0
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	30.9%	12.6%	56.5%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	29.4%	13.0%	57.6%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	65.1%	8.4%	26.5%	0

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My Work Experience (continued)

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
Governmentwide	482,533	58.9%	16.0%	25.0%	776
Department of Education	2,807	54.6%	14.5%	31.0%	5
OFFICE OF THE SECRETARY	37	74.2%	14.7%	11.1%	0
OFFICE OF THE DEPUTY SECRETARY	31	71.3%	13.0%	15.6%	0
OFFICE FOR CIVIL RIGHTS	387	21.0%	10.4%	68.5%	2
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	70.9%	17.9%	11.2%	0
OFFICE OF INSPECTOR GENERAL	178	69.5%	13.1%	17.5%	0
OFFICE OF THE GENERAL COUNSEL	68	65.2%	12.0%	22.8%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	158	57.9%	16.7%	25.3%	0
OFFICE OF THE CHIEF INFORMATION OFFICER	97	55.0%	17.2%	27.8%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	58.3%	19.4%	22.3%	0
OFFICE OF MANAGEMENT	126	43.9%	17.9%	38.2%	0
FEDERAL STUDENT AID	934	64.2%	14.0%	21.8%	3
OFFICE OF COMMUNICATIONS AND OUTREACH	59	64.3%	24.1%	11.6%	0
OFFICE OF POSTSECONDARY EDUCATION	101	55.0%	16.9%	28.1%	0
INSTITUTE OF EDUCATION SCIENCES	123	43.8%	16.5%	39.7%	0
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	170	47.9%	13.3%	38.8%	0
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	56.1%	25.0%	18.8%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	53.5%	1.9%	44.5%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	67.9%	18.7%	13.4%	0

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My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
Governmentwide	475,916	59.7%	16.5%	23.8%	1,928
Department of Education	2,777	57.2%	17.1%	25.7%	11
OFFICE OF THE SECRETARY	37	60.6%	8.4%	30.9%	0
OFFICE OF THE DEPUTY SECRETARY	31	57.9%	22.1%	19.9%	0
OFFICE FOR CIVIL RIGHTS	385	38.8%	19.5%	41.7%	3
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	67.3%	14.0%	18.7%	0
OFFICE OF INSPECTOR GENERAL	177	75.0%	12.0%	13.0%	0
OFFICE OF THE GENERAL COUNSEL	67	67.2%	10.7%	22.1%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	60.7%	22.8%	16.5%	1
OFFICE OF THE CHIEF INFORMATION OFFICER	96	65.2%	11.2%	23.6%	1
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	54.3%	20.9%	24.8%	0
OFFICE OF MANAGEMENT	124	61.7%	15.3%	23.0%	1
FEDERAL STUDENT AID	926	59.5%	17.3%	23.2%	3
OFFICE OF COMMUNICATIONS AND OUTREACH	57	50.7%	10.8%	38.6%	1
OFFICE OF POSTSECONDARY EDUCATION	102	46.9%	19.8%	33.3%	0
INSTITUTE OF EDUCATION SCIENCES	120	65.6%	21.2%	13.2%	0
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	167	52.5%	17.4%	30.2%	1
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	39.5%	26.7%	33.8%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	59.6%	10.9%	29.4%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	57	75.1%	10.7%	14.2%	0

Department of Education 1st Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,130	84.2%	9.5%	6.4%	1,459
Department of Education	2,785	83.2%	9.5%	7.3%	15
OFFICE OF THE SECRETARY	37	88.1%	11.9%	0.0%	0
OFFICE OF THE DEPUTY SECRETARY	31	86.7%	6.7%	6.6%	0
OFFICE FOR CIVIL RIGHTS	386	72.4%	12.1%	15.5%	1
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	85.3%	10.2%	4.5%	1
OFFICE OF INSPECTOR GENERAL	177	89.7%	5.7%	4.6%	0
OFFICE OF THE GENERAL COUNSEL	67	73.3%	6.0%	20.7%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	153	83.5%	11.7%	4.7%	3
OFFICE OF THE CHIEF INFORMATION OFFICER	96	87.4%	7.4%	5.2%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	86.8%	7.7%	5.5%	0
OFFICE OF MANAGEMENT	123	87.0%	6.8%	6.1%	1
FEDERAL STUDENT AID	934	85.8%	8.6%	5.6%	5
OFFICE OF COMMUNICATIONS AND OUTREACH	57	68.4%	18.7%	12.9%	1
OFFICE OF POSTSECONDARY EDUCATION	104	85.5%	10.1%	4.4%	0
INSTITUTE OF EDUCATION SCIENCES	120	92.4%	5.0%	2.6%	1
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	165	82.4%	11.5%	6.1%	1
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	59.7%	26.8%	13.5%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	73.5%	18.4%	8.1%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	88.2%	8.4%	3.3%	0

Department of Education *1st Level Subagency Comparison Report*

My Work Experience (continued)

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
Governmentwide	479,280	90.7%	6.4%	2.8%	1,120
Department of Education	2,795	89.3%	7.5%	3.2%	9
OFFICE OF THE SECRETARY	37	94.4%	5.6%	0.0%	0
OFFICE OF THE DEPUTY SECRETARY	31	96.6%	0.0%	3.4%	0
OFFICE FOR CIVIL RIGHTS	388	91.1%	4.1%	4.8%	0
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	82.7%	12.4%	4.8%	2
OFFICE OF INSPECTOR GENERAL	177	86.9%	10.2%	2.8%	0
OFFICE OF THE GENERAL COUNSEL	65	91.1%	5.9%	3.0%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	155	93.0%	3.6%	3.4%	1
OFFICE OF THE CHIEF INFORMATION OFFICER	93	87.1%	8.4%	4.5%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	85.0%	11.1%	3.9%	0
OFFICE OF MANAGEMENT	126	90.4%	7.9%	1.7%	0
FEDERAL STUDENT AID	936	89.0%	8.0%	3.0%	3
OFFICE OF COMMUNICATIONS AND OUTREACH	59	83.2%	8.3%	8.4%	0
OFFICE OF POSTSECONDARY EDUCATION	103	88.9%	9.5%	1.6%	0
INSTITUTE OF EDUCATION SCIENCES	122	90.7%	8.5%	0.8%	0
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	85.8%	10.0%	4.2%	1
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	81.2%	18.8%	0.0%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	94.1%	5.9%	0.0%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	94.9%	5.1%	0.0%	0

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My Work Experience (continued)

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
Governmentwide	481,674	66.3%	14.0%	19.7%	2,014
Department of Education	2,802	67.3%	13.7%	19.0%	11
OFFICE OF THE SECRETARY	36	72.1%	19.7%	8.2%	1
OFFICE OF THE DEPUTY SECRETARY	31	61.6%	12.8%	25.6%	0
OFFICE FOR CIVIL RIGHTS	386	61.9%	13.6%	24.5%	2
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	71.2%	11.1%	17.7%	1
OFFICE OF INSPECTOR GENERAL	178	86.9%	9.7%	3.4%	0
OFFICE OF THE GENERAL COUNSEL	68	53.5%	17.6%	28.8%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	50.1%	17.9%	32.0%	1
OFFICE OF THE CHIEF INFORMATION OFFICER	97	90.0%	2.9%	7.2%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	80.8%	7.7%	11.5%	0
OFFICE OF MANAGEMENT	125	72.6%	18.8%	8.6%	0
FEDERAL STUDENT AID	937	72.0%	13.4%	14.6%	2
OFFICE OF COMMUNICATIONS AND OUTREACH	58	68.0%	12.1%	19.9%	1
OFFICE OF POSTSECONDARY EDUCATION	103	47.6%	17.2%	35.2%	1
INSTITUTE OF EDUCATION SCIENCES	122	34.6%	17.8%	47.7%	1
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	58.1%	17.0%	24.9%	0
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.7%	25.0%	31.2%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	73.2%	8.4%	18.4%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	58	70.5%	17.4%	12.1%	1

Department of Education 1st Level Subagency Comparison Report

My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	477,285	71.3%	14.1%	14.6%	6,699
Department of Education	2,783	66.1%	15.5%	18.5%	37
OFFICE OF THE SECRETARY	37	80.8%	13.0%	6.2%	0
OFFICE OF THE DEPUTY SECRETARY	30	72.5%	10.4%	17.1%	1
OFFICE FOR CIVIL RIGHTS	381	51.3%	19.4%	29.3%	10
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	78.3%	12.3%	9.5%	0
OFFICE OF INSPECTOR GENERAL	177	81.8%	10.7%	7.5%	1
OFFICE OF THE GENERAL COUNSEL	66	89.0%	6.1%	4.9%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	157	75.9%	16.5%	7.7%	1
OFFICE OF THE CHIEF INFORMATION OFFICER	93	65.7%	20.3%	13.9%	2
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	62.6%	17.0%	20.5%	0
OFFICE OF MANAGEMENT	124	65.7%	15.3%	19.0%	2
FEDERAL STUDENT AID	928	63.1%	15.6%	21.4%	13
OFFICE OF COMMUNICATIONS AND OUTREACH	58	78.3%	10.8%	10.9%	1
OFFICE OF POSTSECONDARY EDUCATION	104	63.9%	18.4%	17.7%	0
INSTITUTE OF EDUCATION SCIENCES	121	79.0%	12.3%	8.7%	1
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	66.3%	14.7%	19.0%	2
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	31.1%	25.0%	43.9%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	58.0%	16.4%	25.6%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	79.4%	12.1%	8.6%	1

Department of Education 1st Level Subagency Comparison Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
Governmentwide	480,241	82.7%	11.5%	5.8%	2,029
Department of Education	2,788	84.7%	10.8%	4.5%	13
OFFICE OF THE SECRETARY	36	88.1%	8.7%	3.2%	0
OFFICE OF THE DEPUTY SECRETARY	31	83.1%	13.5%	3.4%	0
OFFICE FOR CIVIL RIGHTS	385	77.3%	15.4%	7.3%	1
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	93.7%	3.3%	3.0%	1
OFFICE OF INSPECTOR GENERAL	179	90.5%	7.8%	1.7%	0
OFFICE OF THE GENERAL COUNSEL	66	89.6%	6.2%	4.2%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	86.5%	10.0%	3.5%	2
OFFICE OF THE CHIEF INFORMATION OFFICER	96	88.6%	6.2%	5.2%	1
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	86.3%	9.1%	4.6%	0
OFFICE OF MANAGEMENT	125	90.1%	8.3%	1.6%	0
FEDERAL STUDENT AID	924	85.3%	10.5%	4.2%	7
OFFICE OF COMMUNICATIONS AND OUTREACH	59	79.4%	8.1%	12.5%	0
OFFICE OF POSTSECONDARY EDUCATION	103	75.2%	20.1%	4.7%	0
INSTITUTE OF EDUCATION SCIENCES	122	90.3%	5.9%	3.7%	1
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	84.1%	12.4%	3.5%	0
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	74.7%	18.8%	6.4%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	71.4%	18.4%	10.2%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	93.2%	6.8%	0.0%	0

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My Work Experience (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	462,879	64.5%	17.3%	18.2%	19,717
Department of Education	2,626	63.3%	18.4%	18.3%	188
OFFICE OF THE SECRETARY	30	65.0%	24.4%	10.6%	7
OFFICE OF THE DEPUTY SECRETARY	30	62.3%	10.4%	27.3%	1
OFFICE FOR CIVIL RIGHTS	366	50.0%	17.2%	32.7%	25
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	54	68.2%	17.4%	14.3%	8
OFFICE OF INSPECTOR GENERAL	169	83.9%	7.7%	8.4%	9
OFFICE OF THE GENERAL COUNSEL	62	62.6%	19.7%	17.7%	6
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	142	61.9%	26.6%	11.4%	16
OFFICE OF THE CHIEF INFORMATION OFFICER	89	61.6%	16.9%	21.5%	6
OFFICE OF THE CHIEF FINANCIAL OFFICER	120	68.4%	19.1%	12.5%	8
OFFICE OF MANAGEMENT	123	58.4%	20.3%	21.4%	2
FEDERAL STUDENT AID	891	67.1%	18.1%	14.8%	46
OFFICE OF COMMUNICATIONS AND OUTREACH	56	46.3%	34.7%	18.9%	2
OFFICE OF POSTSECONDARY EDUCATION	94	54.7%	25.4%	19.9%	10
INSTITUTE OF EDUCATION SCIENCES	105	72.8%	16.3%	10.9%	18
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	156	64.2%	14.3%	21.6%	15
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	37.7%	18.8%	0
OFFICE OF INNOVATION AND IMPROVEMENT	45	46.3%	13.2%	40.5%	3
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	55	76.1%	18.4%	5.6%	5

Department of Education *1st Level Subagency Comparison Report*

My Work Experience (continued)

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
Governmentwide	478,928	55.2%	22.4%	22.5%	4,395
Department of Education	2,783	51.4%	21.7%	26.8%	28
OFFICE OF THE SECRETARY	37	55.7%	16.9%	27.4%	0
OFFICE OF THE DEPUTY SECRETARY	30	46.5%	26.6%	26.9%	1
OFFICE FOR CIVIL RIGHTS	381	36.9%	21.4%	41.7%	7
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	42.0%	28.8%	29.2%	2
OFFICE OF INSPECTOR GENERAL	178	76.9%	12.3%	10.7%	0
OFFICE OF THE GENERAL COUNSEL	67	38.8%	16.4%	44.7%	1
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	155	56.0%	24.1%	19.8%	3
OFFICE OF THE CHIEF INFORMATION OFFICER	96	52.1%	18.7%	29.2%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	66.3%	19.5%	14.2%	0
OFFICE OF MANAGEMENT	125	58.2%	24.3%	17.5%	0
FEDERAL STUDENT AID	926	51.1%	24.1%	24.8%	10
OFFICE OF COMMUNICATIONS AND OUTREACH	59	32.5%	29.7%	37.7%	0
OFFICE OF POSTSECONDARY EDUCATION	103	42.7%	21.6%	35.7%	1
INSTITUTE OF EDUCATION SCIENCES	120	51.5%	25.3%	23.3%	2
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	66.6%	16.9%	16.5%	1
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	31.2%	25.3%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	35.1%	11.2%	53.7%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	64.2%	18.9%	16.9%	0

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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
Governmentwide	473,585	71.0%	13.4%	15.6%	11,653
Department of Education	2,770	63.3%	14.0%	22.8%	57
OFFICE OF THE SECRETARY	37	77.5%	14.1%	8.4%	0
OFFICE OF THE DEPUTY SECRETARY	30	62.7%	23.5%	13.8%	1
OFFICE FOR CIVIL RIGHTS	378	52.9%	12.5%	34.6%	13
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	65.4%	13.7%	20.9%	2
OFFICE OF INSPECTOR GENERAL	176	75.5%	12.5%	12.0%	2
OFFICE OF THE GENERAL COUNSEL	65	81.0%	14.2%	4.8%	3
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	158	74.7%	13.1%	12.1%	1
OFFICE OF THE CHIEF INFORMATION OFFICER	96	62.6%	14.6%	22.8%	1
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	63.7%	11.8%	24.5%	3
OFFICE OF MANAGEMENT	122	63.5%	17.9%	18.6%	4
FEDERAL STUDENT AID	926	60.5%	14.9%	24.6%	17
OFFICE OF COMMUNICATIONS AND OUTREACH	58	78.2%	11.4%	10.4%	1
OFFICE OF POSTSECONDARY EDUCATION	104	59.3%	14.9%	25.8%	0
INSTITUTE OF EDUCATION SCIENCES	122	76.7%	10.9%	12.4%	1
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	165	61.8%	13.4%	24.8%	6
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	31.1%	18.6%	50.3%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	50.7%	10.3%	38.9%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	69.2%	18.8%	12.0%	1

Department of Education *1st Level Subagency Comparison Report*

My Work Unit

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

	N	Positive	Neutral	Negative
Governmentwide	484,728	74.6%	12.9%	12.5%
Department of Education	2,825	80.3%	11.1%	8.6%
OFFICE OF THE SECRETARY	37	77.4%	14.9%	7.7%
OFFICE OF THE DEPUTY SECRETARY	31	77.4%	9.6%	13.0%
OFFICE FOR CIVIL RIGHTS	390	78.0%	9.7%	12.3%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	86.6%	7.0%	6.5%
OFFICE OF INSPECTOR GENERAL	178	85.2%	10.2%	4.5%
OFFICE OF THE GENERAL COUNSEL	68	92.4%	4.7%	2.9%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	159	83.4%	9.8%	6.8%
OFFICE OF THE CHIEF INFORMATION OFFICER	97	79.7%	9.2%	11.1%
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	80.8%	12.4%	6.8%
OFFICE OF MANAGEMENT	125	74.6%	16.1%	9.3%
FEDERAL STUDENT AID	944	77.0%	12.9%	10.1%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	81.0%	12.1%	6.9%
OFFICE OF POSTSECONDARY EDUCATION	103	84.0%	8.0%	8.0%
INSTITUTE OF EDUCATION SCIENCES	123	89.1%	7.3%	3.6%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	171	83.6%	11.4%	4.9%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	56.3%	18.5%	25.3%
OFFICE OF INNOVATION AND IMPROVEMENT	48	83.6%	8.7%	7.7%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	89.9%	10.1%	0.0%

Department of Education 1st Level Subagency Comparison Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,542	42.3%	25.4%	32.3%	16,412
Department of Education	2,704	43.9%	23.6%	32.6%	118
OFFICE OF THE SECRETARY	36	46.4%	39.8%	13.8%	1
OFFICE OF THE DEPUTY SECRETARY	29	41.2%	17.2%	41.6%	2
OFFICE FOR CIVIL RIGHTS	376	48.9%	18.4%	32.7%	14
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	59	52.0%	17.4%	30.6%	3
OFFICE OF INSPECTOR GENERAL	174	44.2%	26.2%	29.6%	4
OFFICE OF THE GENERAL COUNSEL	63	53.4%	22.9%	23.8%	5
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	155	49.8%	25.0%	25.2%	3
OFFICE OF THE CHIEF INFORMATION OFFICER	92	33.7%	30.2%	36.2%	5
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	47.2%	24.0%	28.8%	3
OFFICE OF MANAGEMENT	126	40.3%	36.5%	23.2%	0
FEDERAL STUDENT AID	896	43.1%	22.4%	34.5%	48
OFFICE OF COMMUNICATIONS AND OUTREACH	54	35.9%	27.2%	36.9%	5
OFFICE OF POSTSECONDARY EDUCATION	98	43.4%	20.2%	36.3%	6
INSTITUTE OF EDUCATION SCIENCES	115	46.0%	27.7%	26.3%	7
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	164	31.1%	20.9%	48.0%	7
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	24.7%	37.4%	37.9%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	20.7%	31.4%	47.9%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	55	62.1%	18.0%	19.8%	4

Department of Education 1st Level Subagency Comparison Report

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,801	35.8%	28.4%	35.9%	33,402
Department of Education	2,545	42.6%	25.6%	31.8%	273
OFFICE OF THE SECRETARY	35	52.9%	23.9%	23.2%	2
OFFICE OF THE DEPUTY SECRETARY	26	49.0%	19.5%	31.4%	4
OFFICE FOR CIVIL RIGHTS	351	30.8%	21.2%	48.0%	38
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	47	57.9%	18.6%	23.5%	15
OFFICE OF INSPECTOR GENERAL	169	60.8%	21.8%	17.4%	10
OFFICE OF THE GENERAL COUNSEL	56	64.9%	13.1%	22.1%	11
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	145	43.0%	27.8%	29.2%	13
OFFICE OF THE CHIEF INFORMATION OFFICER	88	40.6%	32.1%	27.4%	9
OFFICE OF THE CHIEF FINANCIAL OFFICER	126	50.5%	20.0%	29.5%	4
OFFICE OF MANAGEMENT	122	41.5%	32.9%	25.6%	3
FEDERAL STUDENT AID	837	42.8%	28.3%	28.9%	104
OFFICE OF COMMUNICATIONS AND OUTREACH	54	29.6%	34.2%	36.2%	5
OFFICE OF POSTSECONDARY EDUCATION	88	30.5%	26.6%	42.9%	16
INSTITUTE OF EDUCATION SCIENCES	115	46.4%	24.0%	29.6%	7
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	150	40.4%	20.7%	38.9%	21
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	31.1%	18.6%	50.3%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	44.2%	19.0%	36.8%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	53	39.2%	43.7%	17.1%	6

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My Work Unit (continued)

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
Governmentwide	435,831	30.9%	27.5%	41.5%	47,551
Department of Education	2,441	34.3%	28.6%	37.1%	375
OFFICE OF THE SECRETARY	36	30.5%	42.6%	26.9%	1
OFFICE OF THE DEPUTY SECRETARY	30	52.4%	23.4%	24.1%	1
OFFICE FOR CIVIL RIGHTS	328	22.5%	24.7%	52.8%	58
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	50	37.0%	19.2%	43.8%	12
OFFICE OF INSPECTOR GENERAL	157	49.7%	26.6%	23.8%	21
OFFICE OF THE GENERAL COUNSEL	49	38.5%	27.8%	33.8%	19
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	136	30.8%	36.8%	32.4%	23
OFFICE OF THE CHIEF INFORMATION OFFICER	89	37.2%	22.6%	40.2%	7
OFFICE OF THE CHIEF FINANCIAL OFFICER	115	40.2%	22.7%	37.1%	14
OFFICE OF MANAGEMENT	119	32.4%	32.6%	35.0%	7
FEDERAL STUDENT AID	814	35.7%	30.4%	33.8%	128
OFFICE OF COMMUNICATIONS AND OUTREACH	51	19.8%	35.0%	45.2%	8
OFFICE OF POSTSECONDARY EDUCATION	88	33.4%	25.7%	41.0%	16
INSTITUTE OF EDUCATION SCIENCES	100	40.1%	28.8%	31.1%	23
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	150	35.7%	23.4%	40.9%	20
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	18.6%	25.0%	56.4%	0
OFFICE OF INNOVATION AND IMPROVEMENT	45	29.0%	18.2%	52.9%	2
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	48	39.3%	48.1%	12.6%	11

Department of Education *1st Level Subagency Comparison Report*

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	454,415	36.1%	28.2%	35.7%	29,143
Department of Education	2,609	38.3%	27.7%	34.0%	208
OFFICE OF THE SECRETARY	34	37.8%	27.1%	35.1%	3
OFFICE OF THE DEPUTY SECRETARY	31	63.8%	10.1%	26.2%	0
OFFICE FOR CIVIL RIGHTS	354	21.5%	21.8%	56.7%	33
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	54	38.3%	30.1%	31.6%	8
OFFICE OF INSPECTOR GENERAL	173	54.8%	26.7%	18.5%	5
OFFICE OF THE GENERAL COUNSEL	60	45.8%	28.0%	26.2%	8
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	149	41.3%	29.5%	29.2%	9
OFFICE OF THE CHIEF INFORMATION OFFICER	93	39.1%	27.8%	33.1%	4
OFFICE OF THE CHIEF FINANCIAL OFFICER	124	41.1%	24.7%	34.2%	5
OFFICE OF MANAGEMENT	121	36.7%	37.3%	26.0%	4
FEDERAL STUDENT AID	857	40.6%	29.3%	30.1%	85
OFFICE OF COMMUNICATIONS AND OUTREACH	53	36.2%	36.5%	27.2%	5
OFFICE OF POSTSECONDARY EDUCATION	93	36.0%	26.0%	38.0%	11
INSTITUTE OF EDUCATION SCIENCES	116	43.6%	28.2%	28.2%	7
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	160	36.1%	27.7%	36.1%	11
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	37.1%	18.6%	44.3%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	27.2%	19.1%	53.7%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	51	50.3%	35.9%	13.8%	9

Department of Education *1st Level Subagency Comparison Report*

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	449,570	43.7%	25.0%	31.3%	32,923
Department of Education	2,502	46.0%	25.4%	28.5%	305
OFFICE OF THE SECRETARY	37	48.4%	33.2%	18.4%	0
OFFICE OF THE DEPUTY SECRETARY	27	69.5%	7.7%	22.8%	4
OFFICE FOR CIVIL RIGHTS	318	27.0%	27.1%	45.9%	66
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	46	55.5%	32.1%	12.4%	15
OFFICE OF INSPECTOR GENERAL	173	62.8%	20.1%	17.0%	5
OFFICE OF THE GENERAL COUNSEL	61	61.5%	20.2%	18.2%	7
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	144	53.3%	25.1%	21.6%	15
OFFICE OF THE CHIEF INFORMATION OFFICER	86	44.1%	25.7%	30.2%	10
OFFICE OF THE CHIEF FINANCIAL OFFICER	123	48.8%	20.3%	30.9%	6
OFFICE OF MANAGEMENT	124	44.7%	29.1%	26.2%	1
FEDERAL STUDENT AID	828	45.8%	27.2%	27.0%	110
OFFICE OF COMMUNICATIONS AND OUTREACH	53	52.0%	24.0%	24.1%	6
OFFICE OF POSTSECONDARY EDUCATION	85	39.8%	22.8%	37.4%	18
INSTITUTE OF EDUCATION SCIENCES	106	52.5%	22.9%	24.6%	16
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	153	45.0%	24.0%	31.0%	17
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	37.3%	24.8%	37.9%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	44.1%	19.5%	36.4%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	53	65.5%	26.9%	7.6%	6

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My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	481,370	74.5%	13.4%	12.1%	1,941
Department of Education	2,802	80.5%	10.1%	9.4%	13
OFFICE OF THE SECRETARY	37	83.2%	9.2%	7.6%	0
OFFICE OF THE DEPUTY SECRETARY	31	86.5%	6.7%	6.8%	0
OFFICE FOR CIVIL RIGHTS	386	83.6%	6.0%	10.5%	2
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	85.0%	2.9%	12.0%	0
OFFICE OF INSPECTOR GENERAL	178	91.5%	4.5%	4.1%	0
OFFICE OF THE GENERAL COUNSEL	68	92.4%	4.7%	2.9%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	159	83.2%	12.1%	4.7%	0
OFFICE OF THE CHIEF INFORMATION OFFICER	96	75.0%	14.6%	10.4%	1
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	82.3%	6.6%	11.1%	0
OFFICE OF MANAGEMENT	122	82.7%	8.6%	8.8%	2
FEDERAL STUDENT AID	934	76.5%	13.3%	10.2%	5
OFFICE OF COMMUNICATIONS AND OUTREACH	59	73.6%	11.4%	15.0%	0
OFFICE OF POSTSECONDARY EDUCATION	103	71.3%	13.9%	14.8%	1
INSTITUTE OF EDUCATION SCIENCES	122	87.1%	6.9%	6.0%	0
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	80.4%	11.9%	7.6%	2
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.6%	31.1%	25.3%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	76.4%	8.4%	15.2%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	88.1%	8.5%	3.4%	0

Department of Education *1st Level Subagency Comparison Report*

My Work Unit (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,631	56.1%	27.6%	16.3%	18,337
Department of Education	2,664	57.6%	27.6%	14.8%	147
OFFICE OF THE SECRETARY	37	58.7%	33.6%	7.6%	0
OFFICE OF THE DEPUTY SECRETARY	30	75.9%	13.6%	10.5%	1
OFFICE FOR CIVIL RIGHTS	355	48.5%	30.4%	21.2%	32
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	59	64.2%	16.3%	19.5%	3
OFFICE OF INSPECTOR GENERAL	172	67.8%	22.8%	9.4%	6
OFFICE OF THE GENERAL COUNSEL	60	61.4%	31.8%	6.8%	6
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	153	60.0%	26.9%	13.1%	5
OFFICE OF THE CHIEF INFORMATION OFFICER	92	50.4%	29.9%	19.6%	4
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	59.5%	27.4%	13.1%	2
OFFICE OF MANAGEMENT	123	56.0%	32.3%	11.7%	3
FEDERAL STUDENT AID	886	61.8%	24.2%	14.0%	52
OFFICE OF COMMUNICATIONS AND OUTREACH	52	48.0%	39.0%	13.0%	6
OFFICE OF POSTSECONDARY EDUCATION	95	46.6%	32.8%	20.6%	8
INSTITUTE OF EDUCATION SCIENCES	116	48.1%	39.8%	12.1%	7
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	163	58.2%	27.1%	14.6%	8
OFFICE OF ENGLISH LANGUAGE ACQUISITION	13	45.8%	30.7%	23.4%	2
OFFICE OF INNOVATION AND IMPROVEMENT	48	44.8%	34.1%	21.1%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	58	70.8%	24.1%	5.1%	2

Department of Education *1st Level Subagency Comparison Report*

My Work Unit (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	484,120	83.4%	13.4%	3.2%
Department of Education	2,817	87.3%	10.5%	2.2%
OFFICE OF THE SECRETARY	37	92.5%	7.5%	0.0%
OFFICE OF THE DEPUTY SECRETARY	31	86.4%	10.2%	3.4%
OFFICE FOR CIVIL RIGHTS	387	85.2%	10.3%	4.6%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	95.0%	3.6%	1.5%
OFFICE OF INSPECTOR GENERAL	178	92.0%	6.8%	1.1%
OFFICE OF THE GENERAL COUNSEL	68	100.0%	0.0%	0.0%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	159	87.4%	10.9%	1.7%
OFFICE OF THE CHIEF INFORMATION OFFICER	96	76.2%	21.6%	2.2%
OFFICE OF THE CHIEF FINANCIAL OFFICER	130	87.8%	10.7%	1.5%
OFFICE OF MANAGEMENT	125	87.9%	11.2%	0.9%
FEDERAL STUDENT AID	940	85.9%	11.5%	2.7%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	92.0%	6.3%	1.7%
OFFICE OF POSTSECONDARY EDUCATION	104	87.4%	12.6%	0.0%
INSTITUTE OF EDUCATION SCIENCES	123	96.6%	3.4%	0.0%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	170	86.6%	11.1%	2.3%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.7%	43.9%	6.4%
OFFICE OF INNOVATION AND IMPROVEMENT	48	76.8%	23.2%	0.0%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	93.3%	5.0%	1.7%

Department of Education 1st Level Subagency Comparison Report

My Agency

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,308	70.9%	16.8%	12.4%	7,233
Department of Education	2,733	70.5%	16.5%	13.0%	61
OFFICE OF THE SECRETARY	35	82.4%	14.9%	2.7%	1
OFFICE OF THE DEPUTY SECRETARY	31	48.4%	19.7%	31.9%	0
OFFICE FOR CIVIL RIGHTS	375	74.4%	10.6%	15.0%	8
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	58	69.2%	19.1%	11.7%	4
OFFICE OF INSPECTOR GENERAL	177	82.3%	10.3%	7.4%	0
OFFICE OF THE GENERAL COUNSEL	65	73.9%	12.8%	13.4%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	154	74.5%	17.5%	8.0%	4
OFFICE OF THE CHIEF INFORMATION OFFICER	93	56.2%	20.6%	23.2%	2
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	64.9%	22.1%	13.0%	1
OFFICE OF MANAGEMENT	123	66.9%	20.7%	12.3%	2
FEDERAL STUDENT AID	916	69.9%	17.1%	13.0%	14
OFFICE OF COMMUNICATIONS AND OUTREACH	52	68.0%	23.0%	9.0%	7
OFFICE OF POSTSECONDARY EDUCATION	95	63.2%	20.2%	16.6%	8
INSTITUTE OF EDUCATION SCIENCES	118	79.1%	13.4%	7.5%	4
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	167	66.4%	17.5%	16.2%	1
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.9%	31.0%	19.1%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	59.9%	21.1%	19.0%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	57	75.7%	19.3%	5.0%	3

Department of Education *1st Level Subagency Comparison Report*

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,394	47.4%	24.4%	28.2%	10,900
Department of Education	2,704	44.0%	22.8%	33.2%	86
OFFICE OF THE SECRETARY	35	61.1%	22.3%	16.6%	0
OFFICE OF THE DEPUTY SECRETARY	29	48.3%	17.4%	34.3%	2
OFFICE FOR CIVIL RIGHTS	374	19.1%	11.2%	69.7%	8
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	55	54.9%	20.8%	24.3%	7
OFFICE OF INSPECTOR GENERAL	175	59.0%	26.0%	15.0%	2
OFFICE OF THE GENERAL COUNSEL	65	38.9%	28.2%	32.8%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	154	45.2%	23.8%	31.0%	4
OFFICE OF THE CHIEF INFORMATION OFFICER	92	49.2%	31.5%	19.3%	4
OFFICE OF THE CHIEF FINANCIAL OFFICER	126	46.9%	30.6%	22.5%	4
OFFICE OF MANAGEMENT	120	46.7%	34.2%	19.1%	3
FEDERAL STUDENT AID	896	49.8%	23.4%	26.8%	35
OFFICE OF COMMUNICATIONS AND OUTREACH	55	36.6%	29.9%	33.6%	3
OFFICE OF POSTSECONDARY EDUCATION	99	39.9%	22.6%	37.5%	3
INSTITUTE OF EDUCATION SCIENCES	120	50.8%	22.8%	26.4%	2
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	164	44.9%	18.2%	37.0%	4
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	37.1%	25.0%	37.9%	0
OFFICE OF INNOVATION AND IMPROVEMENT	48	31.2%	25.0%	43.8%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	57	49.1%	29.8%	21.1%	3

Department of Education 1st Level Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	465,997	50.8%	22.5%	26.7%	9,657
Department of Education	2,705	51.3%	22.5%	26.1%	83
OFFICE OF THE SECRETARY	35	71.3%	20.2%	8.5%	1
OFFICE OF THE DEPUTY SECRETARY	29	54.6%	20.7%	24.7%	2
OFFICE FOR CIVIL RIGHTS	377	32.6%	19.2%	48.2%	8
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	58	54.8%	31.2%	14.0%	4
OFFICE OF INSPECTOR GENERAL	174	75.0%	15.1%	9.9%	2
OFFICE OF THE GENERAL COUNSEL	65	51.8%	26.3%	21.9%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	152	63.6%	19.3%	17.1%	6
OFFICE OF THE CHIEF INFORMATION OFFICER	94	49.1%	23.3%	27.6%	1
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	54.8%	24.5%	20.8%	2
OFFICE OF MANAGEMENT	121	44.5%	34.6%	20.9%	2
FEDERAL STUDENT AID	890	53.4%	22.9%	23.7%	37
OFFICE OF COMMUNICATIONS AND OUTREACH	57	52.7%	20.3%	27.0%	2
OFFICE OF POSTSECONDARY EDUCATION	97	42.5%	24.6%	32.9%	5
INSTITUTE OF EDUCATION SCIENCES	120	51.3%	26.3%	22.4%	2
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	166	51.0%	22.5%	26.5%	3
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	37.3%	24.8%	37.9%	0
OFFICE OF INNOVATION AND IMPROVEMENT	46	46.0%	18.9%	35.2%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	67.7%	20.4%	11.9%	0

Department of Education 1st Level Subagency Comparison Report

My Agency (continued)

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
Governmentwide	459,635	40.9%	28.2%	30.9%	15,232
Department of Education	2,657	41.4%	27.2%	31.4%	131
OFFICE OF THE SECRETARY	35	54.4%	29.9%	15.7%	1
OFFICE OF THE DEPUTY SECRETARY	27	55.5%	18.3%	26.2%	4
OFFICE FOR CIVIL RIGHTS	369	19.8%	20.8%	59.5%	14
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	57	47.2%	33.7%	19.1%	5
OFFICE OF INSPECTOR GENERAL	170	54.4%	29.1%	16.5%	8
OFFICE OF THE GENERAL COUNSEL	61	38.5%	37.2%	24.3%	6
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	149	49.7%	25.7%	24.6%	8
OFFICE OF THE CHIEF INFORMATION OFFICER	93	46.1%	27.2%	26.7%	2
OFFICE OF THE CHIEF FINANCIAL OFFICER	122	54.3%	29.2%	16.5%	6
OFFICE OF MANAGEMENT	119	40.8%	32.5%	26.7%	5
FEDERAL STUDENT AID	880	44.1%	27.9%	28.0%	51
OFFICE OF COMMUNICATIONS AND OUTREACH	53	46.9%	23.6%	29.5%	5
OFFICE OF POSTSECONDARY EDUCATION	96	26.8%	33.1%	40.1%	7
INSTITUTE OF EDUCATION SCIENCES	120	48.7%	29.5%	21.7%	2
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	164	45.6%	19.5%	34.9%	4
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	33.0%	33.5%	33.5%	1
OFFICE OF INNOVATION AND IMPROVEMENT	46	25.6%	28.0%	46.4%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	59.1%	27.3%	13.6%	1

Department of Education *1st Level Subagency Comparison Report*

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	440,033	24.7%	27.8%	47.5%	34,307
Department of Education	2,465	30.2%	29.9%	39.9%	312
OFFICE OF THE SECRETARY	35	39.2%	38.8%	22.1%	1
OFFICE OF THE DEPUTY SECRETARY	26	22.2%	39.1%	38.7%	5
OFFICE FOR CIVIL RIGHTS	337	15.6%	24.9%	59.6%	46
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	49	37.8%	26.0%	36.2%	11
OFFICE OF INSPECTOR GENERAL	160	49.3%	24.0%	26.8%	15
OFFICE OF THE GENERAL COUNSEL	58	26.7%	33.5%	39.9%	8
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	144	29.2%	35.3%	35.5%	14
OFFICE OF THE CHIEF INFORMATION OFFICER	89	26.7%	29.6%	43.7%	7
OFFICE OF THE CHIEF FINANCIAL OFFICER	121	40.9%	32.3%	26.8%	9
OFFICE OF MANAGEMENT	111	35.6%	40.2%	24.2%	11
FEDERAL STUDENT AID	813	33.2%	29.9%	36.9%	113
OFFICE OF COMMUNICATIONS AND OUTREACH	50	24.8%	38.4%	36.8%	9
OFFICE OF POSTSECONDARY EDUCATION	88	21.9%	25.4%	52.7%	14
INSTITUTE OF EDUCATION SCIENCES	103	27.6%	29.3%	43.1%	18
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	147	25.6%	29.5%	44.9%	21
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	26.6%	26.7%	46.8%	0
OFFICE OF INNOVATION AND IMPROVEMENT	46	23.9%	23.6%	52.5%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	50	33.6%	42.1%	24.3%	9

Department of Education 1st Level Subagency Comparison 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
Governmentwide	442,361	58.7%	27.1%	14.2%	33,267
Department of Education	2,533	59.5%	24.8%	15.7%	248
OFFICE OF THE SECRETARY	33	47.0%	40.6%	12.5%	2
OFFICE OF THE DEPUTY SECRETARY	30	53.2%	30.1%	16.7%	1
OFFICE FOR CIVIL RIGHTS	345	48.0%	20.2%	31.8%	37
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	54	58.0%	29.7%	12.3%	8
OFFICE OF INSPECTOR GENERAL	156	72.8%	21.3%	5.8%	21
OFFICE OF THE GENERAL COUNSEL	58	46.2%	29.7%	24.1%	8
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	145	57.4%	29.3%	13.3%	12
OFFICE OF THE CHIEF INFORMATION OFFICER	87	56.3%	27.8%	15.9%	9
OFFICE OF THE CHIEF FINANCIAL OFFICER	126	63.8%	21.7%	14.5%	4
OFFICE OF MANAGEMENT	118	68.3%	23.0%	8.7%	4
FEDERAL STUDENT AID	835	63.0%	25.2%	11.8%	95
OFFICE OF COMMUNICATIONS AND OUTREACH	56	52.2%	34.5%	13.2%	3
OFFICE OF POSTSECONDARY EDUCATION	91	58.4%	24.5%	17.1%	11
INSTITUTE OF EDUCATION SCIENCES	107	59.7%	27.6%	12.7%	13
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	154	59.0%	22.0%	19.0%	13
OFFICE OF ENGLISH LANGUAGE ACQUISITION	14	49.7%	28.6%	21.8%	1
OFFICE OF INNOVATION AND IMPROVEMENT	46	58.3%	18.8%	22.9%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	55	79.9%	18.3%	1.8%	4

Department of Education *1st Level Subagency Comparison Report*

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	469,234	76.9%	13.0%	10.1%	6,752
Department of Education	2,699	80.7%	13.5%	5.8%	90
OFFICE OF THE SECRETARY	35	73.3%	17.4%	9.3%	0
OFFICE OF THE DEPUTY SECRETARY	29	62.0%	28.2%	9.8%	2
OFFICE FOR CIVIL RIGHTS	367	75.5%	14.6%	9.9%	17
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	59	89.4%	9.1%	1.5%	3
OFFICE OF INSPECTOR GENERAL	172	91.7%	8.3%	0.0%	4
OFFICE OF THE GENERAL COUNSEL	64	73.5%	23.2%	3.3%	3
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	153	74.8%	13.8%	11.4%	4
OFFICE OF THE CHIEF INFORMATION OFFICER	94	87.2%	8.4%	4.4%	2
OFFICE OF THE CHIEF FINANCIAL OFFICER	126	86.9%	10.7%	2.3%	4
OFFICE OF MANAGEMENT	119	77.0%	20.4%	2.6%	3
FEDERAL STUDENT AID	912	84.0%	11.7%	4.3%	21
OFFICE OF COMMUNICATIONS AND OUTREACH	58	82.1%	10.8%	7.1%	1
OFFICE OF POSTSECONDARY EDUCATION	95	69.3%	22.0%	8.8%	7
INSTITUTE OF EDUCATION SCIENCES	113	75.2%	16.1%	8.7%	8
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	162	78.3%	13.9%	7.8%	7
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	62.3%	25.0%	12.6%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	82.7%	6.5%	10.8%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	57	82.6%	15.7%	1.8%	2

Department of Education 1st Level Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,960	78.3%	13.0%	8.7%	5,276
Department of Education	2,703	71.2%	17.4%	11.3%	72
OFFICE OF THE SECRETARY	33	67.0%	21.5%	11.6%	1
OFFICE OF THE DEPUTY SECRETARY	31	58.3%	19.7%	22.0%	0
OFFICE FOR CIVIL RIGHTS	367	67.6%	16.7%	15.7%	17
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	58	62.7%	15.8%	21.5%	4
OFFICE OF INSPECTOR GENERAL	175	81.4%	15.7%	2.9%	1
OFFICE OF THE GENERAL COUNSEL	66	44.3%	30.7%	25.0%	1
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	152	69.5%	20.2%	10.3%	6
OFFICE OF THE CHIEF INFORMATION OFFICER	95	82.3%	11.4%	6.3%	1
OFFICE OF THE CHIEF FINANCIAL OFFICER	125	72.3%	15.3%	12.4%	3
OFFICE OF MANAGEMENT	121	62.1%	25.4%	12.5%	2
FEDERAL STUDENT AID	906	77.7%	14.6%	7.8%	16
OFFICE OF COMMUNICATIONS AND OUTREACH	57	66.7%	23.8%	9.5%	1
OFFICE OF POSTSECONDARY EDUCATION	97	59.7%	24.0%	16.3%	6
INSTITUTE OF EDUCATION SCIENCES	113	75.5%	17.1%	7.4%	6
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	164	63.4%	19.3%	17.3%	5
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	46.1%	47.0%	6.9%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	66.5%	10.4%	23.1%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	73.1%	21.8%	5.1%	0

Department of Education 1st Level Subagency Comparison Report

My Agency (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	448,936	54.9%	21.6%	23.5%	25,809
Department of Education	2,548	54.3%	23.2%	22.5%	236
OFFICE OF THE SECRETARY	35	55.9%	37.7%	6.4%	1
OFFICE OF THE DEPUTY SECRETARY	28	56.3%	18.2%	25.5%	3
OFFICE FOR CIVIL RIGHTS	352	40.3%	22.0%	37.7%	31
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	55	57.9%	25.0%	17.1%	7
OFFICE OF INSPECTOR GENERAL	165	73.3%	16.2%	10.5%	11
OFFICE OF THE GENERAL COUNSEL	59	50.3%	35.9%	13.8%	8
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	148	56.1%	28.9%	15.0%	9
OFFICE OF THE CHIEF INFORMATION OFFICER	89	60.5%	16.9%	22.6%	6
OFFICE OF THE CHIEF FINANCIAL OFFICER	121	58.8%	26.8%	14.4%	9
OFFICE OF MANAGEMENT	119	43.6%	29.2%	27.1%	4
FEDERAL STUDENT AID	840	57.8%	22.1%	20.1%	87
OFFICE OF COMMUNICATIONS AND OUTREACH	51	40.9%	28.6%	30.5%	8
OFFICE OF POSTSECONDARY EDUCATION	87	38.9%	26.5%	34.6%	15
INSTITUTE OF EDUCATION SCIENCES	107	73.3%	19.5%	7.2%	15
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	154	51.8%	20.2%	28.0%	15
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	37.3%	25.0%	37.7%	0
OFFICE OF INNOVATION AND IMPROVEMENT	46	48.3%	15.4%	36.3%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	56	65.7%	27.0%	7.3%	3

Department of Education 1st Level Subagency Comparison Report

My Agency (continued)

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
Governmentwide	435,144	68.7%	18.2%	13.1%	38,233
Department of Education	2,452	67.4%	19.6%	13.0%	321
OFFICE OF THE SECRETARY	33	63.3%	25.3%	11.4%	3
OFFICE OF THE DEPUTY SECRETARY	27	69.7%	15.2%	15.1%	4
OFFICE FOR CIVIL RIGHTS	347	58.5%	12.3%	29.2%	33
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	48	75.5%	18.8%	5.6%	13
OFFICE OF INSPECTOR GENERAL	157	81.9%	11.5%	6.6%	19
OFFICE OF THE GENERAL COUNSEL	56	72.8%	21.5%	5.7%	11
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	140	68.3%	23.9%	7.8%	15
OFFICE OF THE CHIEF INFORMATION OFFICER	87	71.1%	19.7%	9.3%	9
OFFICE OF THE CHIEF FINANCIAL OFFICER	117	70.9%	20.6%	8.5%	13
OFFICE OF MANAGEMENT	122	58.7%	27.8%	13.5%	2
FEDERAL STUDENT AID	806	69.5%	21.0%	9.5%	124
OFFICE OF COMMUNICATIONS AND OUTREACH	50	53.9%	33.3%	12.7%	8
OFFICE OF POSTSECONDARY EDUCATION	86	58.5%	23.8%	17.7%	13
INSTITUTE OF EDUCATION SCIENCES	98	83.1%	14.5%	2.4%	22
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	149	66.4%	17.6%	16.1%	19
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.7%	37.7%	18.6%	0
OFFICE OF INNOVATION AND IMPROVEMENT	44	51.3%	24.8%	24.0%	2
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	51	78.3%	17.8%	4.0%	6

Department of Education 1st Level Subagency Comparison Report

My Agency (continued)

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,844	76.3%	16.3%	7.5%	7,610
Department of Education	2,720	71.6%	18.1%	10.2%	60
OFFICE OF THE SECRETARY	35	83.4%	8.8%	7.8%	1
OFFICE OF THE DEPUTY SECRETARY	31	73.8%	13.0%	13.1%	0
OFFICE FOR CIVIL RIGHTS	380	49.1%	21.3%	29.7%	4
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	58	77.0%	13.5%	9.5%	4
OFFICE OF INSPECTOR GENERAL	175	86.0%	11.1%	2.9%	2
OFFICE OF THE GENERAL COUNSEL	66	59.2%	28.9%	11.9%	1
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	151	80.1%	16.3%	3.6%	5
OFFICE OF THE CHIEF INFORMATION OFFICER	92	74.2%	18.3%	7.5%	3
OFFICE OF THE CHIEF FINANCIAL OFFICER	125	75.2%	21.7%	3.1%	5
OFFICE OF MANAGEMENT	121	64.3%	28.3%	7.4%	4
FEDERAL STUDENT AID	901	77.3%	15.9%	6.9%	25
OFFICE OF COMMUNICATIONS AND OUTREACH	58	62.9%	20.4%	16.6%	1
OFFICE OF POSTSECONDARY EDUCATION	98	71.8%	21.8%	6.4%	3
INSTITUTE OF EDUCATION SCIENCES	119	87.2%	9.5%	3.2%	0
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	166	71.7%	18.9%	9.5%	1
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.9%	31.0%	19.1%	0
OFFICE OF INNOVATION AND IMPROVEMENT	46	57.7%	33.7%	8.6%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	86.5%	10.0%	3.4%	1

Department of Education *1st Level Subagency Comparison Report*

My Agency (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	475,463	66.3%	19.4%	14.3%
Department of Education	2,788	59.7%	22.7%	17.6%
OFFICE OF THE SECRETARY	36	60.6%	29.0%	10.3%
OFFICE OF THE DEPUTY SECRETARY	30	59.7%	17.1%	23.2%
OFFICE FOR CIVIL RIGHTS	384	41.2%	25.0%	33.8%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	62.8%	28.1%	9.0%
OFFICE OF INSPECTOR GENERAL	177	76.0%	17.1%	6.9%
OFFICE OF THE GENERAL COUNSEL	66	58.2%	27.2%	14.6%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	71.4%	17.6%	10.9%
OFFICE OF THE CHIEF INFORMATION OFFICER	96	52.3%	24.0%	23.7%
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	65.1%	22.6%	12.3%
OFFICE OF MANAGEMENT	124	56.4%	25.5%	18.1%
FEDERAL STUDENT AID	933	65.1%	21.9%	13.0%
OFFICE OF COMMUNICATIONS AND OUTREACH	58	50.3%	24.4%	25.3%
OFFICE OF POSTSECONDARY EDUCATION	101	53.7%	24.3%	21.9%
INSTITUTE OF EDUCATION SCIENCES	121	62.7%	22.9%	14.3%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	55.8%	19.6%	24.5%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	43.9%	12.6%
OFFICE OF INNOVATION AND IMPROVEMENT	47	42.0%	29.7%	28.3%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	75.0%	16.6%	8.4%

Department of Education *1st Level Subagency Comparison Report*

My Agency (continued)

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
Governmentwide	440,039	41.8%	27.0%	31.2%	36,315
Department of Education	2,588	44.4%	24.4%	31.3%	208
OFFICE OF THE SECRETARY	30	50.7%	33.2%	16.1%	6
OFFICE OF THE DEPUTY SECRETARY	29	44.5%	20.7%	34.9%	1
OFFICE FOR CIVIL RIGHTS	332	32.4%	20.3%	47.3%	53
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	55	46.1%	21.7%	32.2%	7
OFFICE OF INSPECTOR GENERAL	164	56.0%	24.3%	19.7%	13
OFFICE OF THE GENERAL COUNSEL	59	37.9%	17.3%	44.8%	8
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	151	45.8%	30.7%	23.5%	7
OFFICE OF THE CHIEF INFORMATION OFFICER	90	54.4%	20.0%	25.7%	6
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	51.8%	27.0%	21.2%	2
OFFICE OF MANAGEMENT	117	36.7%	27.5%	35.8%	6
FEDERAL STUDENT AID	869	48.0%	24.6%	27.4%	66
OFFICE OF COMMUNICATIONS AND OUTREACH	56	28.6%	35.9%	35.5%	3
OFFICE OF POSTSECONDARY EDUCATION	97	35.6%	24.1%	40.3%	5
INSTITUTE OF EDUCATION SCIENCES	114	43.4%	22.9%	33.7%	8
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	159	47.1%	23.3%	29.5%	10
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	26.4%	40.0%	33.6%	1
OFFICE OF INNOVATION AND IMPROVEMENT	45	36.9%	17.9%	45.1%	2
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	56	59.1%	28.5%	12.4%	3

Department of Education 1st Level Subagency Comparison Report

My Supervisor

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,921	79.9%	10.0%	10.1%	2,324
Department of Education	2,777	87.0%	6.9%	6.1%	20
OFFICE OF THE SECRETARY	34	76.2%	21.3%	2.4%	2
OFFICE OF THE DEPUTY SECRETARY	30	86.3%	10.4%	3.4%	0
OFFICE FOR CIVIL RIGHTS	382	85.6%	7.2%	7.3%	3
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	94.9%	0.0%	5.1%	0
OFFICE OF INSPECTOR GENERAL	176	96.0%	2.3%	1.7%	0
OFFICE OF THE GENERAL COUNSEL	66	93.5%	6.5%	0.0%	1
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	90.1%	5.7%	4.2%	2
OFFICE OF THE CHIEF INFORMATION OFFICER	97	90.1%	4.0%	5.9%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	84.0%	8.2%	7.9%	1
OFFICE OF MANAGEMENT	123	82.0%	10.5%	7.5%	1
FEDERAL STUDENT AID	932	86.3%	6.4%	7.3%	3
OFFICE OF COMMUNICATIONS AND OUTREACH	58	87.2%	10.7%	2.0%	1
OFFICE OF POSTSECONDARY EDUCATION	98	85.3%	6.8%	7.9%	3
INSTITUTE OF EDUCATION SCIENCES	120	93.1%	5.3%	1.6%	2
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	83.6%	8.0%	8.4%	1
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.9%	24.8%	25.3%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	82.7%	13.2%	4.1%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	94.8%	3.5%	1.7%	0

Department of Education 1st Level Subagency Comparison Report

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	472,151	67.5%	16.5%	16.0%	2,221
Department of Education	2,764	76.0%	11.2%	12.8%	29
OFFICE OF THE SECRETARY	35	74.4%	15.1%	10.5%	1
OFFICE OF THE DEPUTY SECRETARY	30	79.2%	7.0%	13.7%	0
OFFICE FOR CIVIL RIGHTS	381	67.4%	14.6%	17.9%	4
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	78.6%	6.6%	14.8%	0
OFFICE OF INSPECTOR GENERAL	174	89.6%	5.2%	5.1%	0
OFFICE OF THE GENERAL COUNSEL	65	85.1%	8.2%	6.7%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	84.8%	9.6%	5.6%	2
OFFICE OF THE CHIEF INFORMATION OFFICER	94	76.0%	8.6%	15.3%	3
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	84.3%	7.8%	7.8%	1
OFFICE OF MANAGEMENT	122	71.6%	14.2%	14.2%	1
FEDERAL STUDENT AID	925	74.0%	11.7%	14.4%	9
OFFICE OF COMMUNICATIONS AND OUTREACH	59	74.1%	12.8%	13.1%	0
OFFICE OF POSTSECONDARY EDUCATION	99	72.9%	9.7%	17.4%	1
INSTITUTE OF EDUCATION SCIENCES	119	81.7%	13.3%	5.0%	3
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	75.8%	11.4%	12.9%	2
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.7%	25.0%	25.3%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	78.0%	9.0%	13.0%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	86.5%	10.2%	3.3%	0

Department of Education *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	468,047	65.5%	17.4%	17.1%	4,670
Department of Education	2,754	70.5%	13.9%	15.5%	24
OFFICE OF THE SECRETARY	34	63.6%	24.7%	11.7%	2
OFFICE OF THE DEPUTY SECRETARY	30	66.0%	13.3%	20.6%	0
OFFICE FOR CIVIL RIGHTS	381	63.2%	15.1%	21.7%	5
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	75.3%	16.6%	8.1%	0
OFFICE OF INSPECTOR GENERAL	175	79.9%	13.2%	7.0%	1
OFFICE OF THE GENERAL COUNSEL	66	80.1%	7.7%	12.3%	1
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	77.6%	12.1%	10.4%	1
OFFICE OF THE CHIEF INFORMATION OFFICER	95	70.8%	9.3%	19.8%	1
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	72.2%	14.6%	13.2%	0
OFFICE OF MANAGEMENT	121	70.6%	13.4%	16.0%	1
FEDERAL STUDENT AID	925	70.2%	13.9%	15.8%	4
OFFICE OF COMMUNICATIONS AND OUTREACH	58	76.9%	8.7%	14.4%	0
OFFICE OF POSTSECONDARY EDUCATION	97	65.2%	15.3%	19.4%	4
INSTITUTE OF EDUCATION SCIENCES	117	80.7%	11.7%	7.5%	2
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	165	68.8%	14.3%	17.0%	2
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	37.7%	18.8%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	53.1%	17.1%	29.8%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	58	80.9%	15.6%	3.5%	0

Department of Education *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,339	69.6%	20.7%	9.8%	34,846
Department of Education	2,555	77.8%	15.6%	6.6%	233
OFFICE OF THE SECRETARY	29	71.9%	28.1%	0.0%	7
OFFICE OF THE DEPUTY SECRETARY	27	77.1%	22.9%	0.0%	3
OFFICE FOR CIVIL RIGHTS	346	75.1%	17.5%	7.4%	39
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	54	75.2%	18.4%	6.4%	7
OFFICE OF INSPECTOR GENERAL	159	84.7%	12.1%	3.2%	16
OFFICE OF THE GENERAL COUNSEL	62	78.5%	17.9%	3.5%	5
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	149	79.1%	16.6%	4.4%	8
OFFICE OF THE CHIEF INFORMATION OFFICER	91	80.3%	12.2%	7.5%	5
OFFICE OF THE CHIEF FINANCIAL OFFICER	124	82.0%	12.3%	5.7%	5
OFFICE OF MANAGEMENT	117	66.3%	22.3%	11.3%	6
FEDERAL STUDENT AID	847	78.8%	14.6%	6.6%	87
OFFICE OF COMMUNICATIONS AND OUTREACH	56	83.1%	11.4%	5.5%	3
OFFICE OF POSTSECONDARY EDUCATION	91	76.2%	14.4%	9.4%	10
INSTITUTE OF EDUCATION SCIENCES	107	84.8%	11.6%	3.7%	14
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	159	76.4%	14.7%	8.9%	9
OFFICE OF ENGLISH LANGUAGE ACQUISITION	13	61.5%	30.8%	7.6%	2
OFFICE OF INNOVATION AND IMPROVEMENT	43	67.5%	18.3%	14.3%	4
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	58	84.3%	13.9%	1.8%	2

Department of Education *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	470,605	64.3%	18.5%	17.2%	2,367
Department of Education	2,758	71.0%	14.4%	14.6%	25
OFFICE OF THE SECRETARY	34	69.9%	18.3%	11.7%	2
OFFICE OF THE DEPUTY SECRETARY	30	63.1%	20.1%	16.8%	0
OFFICE FOR CIVIL RIGHTS	383	66.8%	15.4%	17.8%	3
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	74.4%	20.8%	4.7%	0
OFFICE OF INSPECTOR GENERAL	175	82.2%	11.5%	6.3%	1
OFFICE OF THE GENERAL COUNSEL	66	73.7%	13.9%	12.4%	1
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	153	79.0%	13.2%	7.8%	3
OFFICE OF THE CHIEF INFORMATION OFFICER	96	76.2%	8.3%	15.5%	1
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	75.5%	10.1%	14.4%	0
OFFICE OF MANAGEMENT	119	63.8%	20.1%	16.1%	1
FEDERAL STUDENT AID	922	69.8%	14.7%	15.5%	7
OFFICE OF COMMUNICATIONS AND OUTREACH	59	77.9%	10.0%	12.2%	0
OFFICE OF POSTSECONDARY EDUCATION	98	64.9%	15.6%	19.4%	2
INSTITUTE OF EDUCATION SCIENCES	118	79.0%	14.5%	6.5%	3
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	69.8%	13.0%	17.2%	1
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	55.9%	25.3%	18.8%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	50.9%	15.0%	34.1%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	81.5%	13.5%	5.0%	0

Department of Education 1st Level Subagency Comparison Report

My Supervisor (continued)

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
Governmentwide	467,336	67.7%	16.9%	15.4%	6,537
Department of Education	2,717	73.0%	14.2%	12.8%	71
OFFICE OF THE SECRETARY	33	77.4%	16.5%	6.1%	3
OFFICE OF THE DEPUTY SECRETARY	30	79.4%	10.3%	10.4%	0
OFFICE FOR CIVIL RIGHTS	368	63.6%	14.9%	21.5%	15
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	83.6%	14.6%	1.8%	1
OFFICE OF INSPECTOR GENERAL	175	88.5%	7.4%	4.1%	1
OFFICE OF THE GENERAL COUNSEL	64	77.3%	19.3%	3.4%	3
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	68.2%	19.0%	12.8%	2
OFFICE OF THE CHIEF INFORMATION OFFICER	95	71.7%	14.7%	13.7%	2
OFFICE OF THE CHIEF FINANCIAL OFFICER	126	80.1%	11.8%	8.1%	2
OFFICE OF MANAGEMENT	120	68.2%	17.8%	14.0%	2
FEDERAL STUDENT AID	909	73.5%	13.2%	13.3%	23
OFFICE OF COMMUNICATIONS AND OUTREACH	55	62.9%	26.0%	11.1%	4
OFFICE OF POSTSECONDARY EDUCATION	95	69.2%	16.5%	14.4%	6
INSTITUTE OF EDUCATION SCIENCES	117	81.9%	15.0%	3.1%	4
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	167	75.7%	11.9%	12.4%	3
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	55.9%	25.3%	18.8%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	59.4%	15.1%	25.5%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	86.7%	8.4%	4.9%	0

Department of Education *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	474,257	77.6%	11.4%	11.1%
Department of Education	2,793	83.2%	9.1%	7.7%
OFFICE OF THE SECRETARY	35	75.3%	24.7%	0.0%
OFFICE OF THE DEPUTY SECRETARY	30	79.4%	6.9%	13.7%
OFFICE FOR CIVIL RIGHTS	387	82.5%	8.2%	9.2%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	93.7%	1.5%	4.8%
OFFICE OF INSPECTOR GENERAL	175	91.5%	5.1%	3.4%
OFFICE OF THE GENERAL COUNSEL	67	88.9%	4.8%	6.4%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	157	89.8%	6.2%	4.0%
OFFICE OF THE CHIEF INFORMATION OFFICER	97	79.3%	7.5%	13.2%
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	82.7%	10.4%	6.9%
OFFICE OF MANAGEMENT	123	76.0%	12.2%	11.9%
FEDERAL STUDENT AID	935	81.9%	10.3%	7.9%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	80.8%	12.3%	7.0%
OFFICE OF POSTSECONDARY EDUCATION	101	80.4%	10.7%	9.0%
INSTITUTE OF EDUCATION SCIENCES	121	89.0%	6.9%	4.1%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	80.7%	8.7%	10.6%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	62.3%	18.8%	18.8%
OFFICE OF INNOVATION AND IMPROVEMENT	47	80.4%	10.9%	8.8%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	95.0%	5.0%	0.0%

Department of Education *1st Level Subagency Comparison Report*

My Supervisor (continued)

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
Governmentwide	472,973	82.5%	9.3%	8.2%
Department of Education	2,784	85.0%	8.4%	6.6%
OFFICE OF THE SECRETARY	34	77.8%	12.9%	9.2%
OFFICE OF THE DEPUTY SECRETARY	30	82.7%	10.2%	7.0%
OFFICE FOR CIVIL RIGHTS	385	84.9%	8.1%	7.0%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	90.4%	4.7%	4.9%
OFFICE OF INSPECTOR GENERAL	174	92.1%	5.5%	2.4%
OFFICE OF THE GENERAL COUNSEL	67	92.0%	8.0%	0.0%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	157	91.3%	7.0%	1.7%
OFFICE OF THE CHIEF INFORMATION OFFICER	97	79.4%	13.6%	7.0%
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	84.6%	8.6%	6.8%
OFFICE OF MANAGEMENT	123	75.8%	13.2%	11.1%
FEDERAL STUDENT AID	933	84.7%	8.3%	7.0%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	84.6%	6.7%	8.8%
OFFICE OF POSTSECONDARY EDUCATION	101	82.6%	6.8%	10.6%
INSTITUTE OF EDUCATION SCIENCES	120	89.0%	8.7%	2.4%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	79.9%	10.7%	9.5%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	53.3%	19.8%	26.9%
OFFICE OF INNOVATION AND IMPROVEMENT	46	84.8%	8.7%	6.5%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	93.2%	5.1%	1.7%

Department of Education *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	472,997	79.4%	9.3%	11.3%
Department of Education	2,780	89.7%	5.7%	4.6%
OFFICE OF THE SECRETARY	35	73.4%	18.4%	8.2%
OFFICE OF THE DEPUTY SECRETARY	30	79.4%	6.9%	13.7%
OFFICE FOR CIVIL RIGHTS	383	90.8%	5.2%	4.0%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	90.2%	6.9%	2.9%
OFFICE OF INSPECTOR GENERAL	174	95.3%	3.5%	1.2%
OFFICE OF THE GENERAL COUNSEL	67	92.1%	4.8%	3.1%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	154	93.6%	5.1%	1.3%
OFFICE OF THE CHIEF INFORMATION OFFICER	97	92.5%	4.3%	3.2%
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	92.8%	2.4%	4.8%
OFFICE OF MANAGEMENT	123	84.4%	8.2%	7.4%
FEDERAL STUDENT AID	931	89.8%	5.6%	4.6%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	91.6%	3.2%	5.2%
OFFICE OF POSTSECONDARY EDUCATION	101	81.3%	7.7%	11.0%
INSTITUTE OF EDUCATION SCIENCES	120	94.7%	3.7%	1.6%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	89.9%	4.0%	6.1%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	55.9%	31.5%	12.6%
OFFICE OF INNOVATION AND IMPROVEMENT	47	84.7%	11.0%	4.3%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	91.6%	6.7%	1.7%

Department of Education

1st Level Subagency Comparison Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
Governmentwide	473,365	69.4%	15.3%	15.4%
Department of Education	2,785	73.9%	13.4%	12.7%
OFFICE OF THE SECRETARY	35	70.5%	20.7%	8.8%
OFFICE OF THE DEPUTY SECRETARY	30	76.0%	10.3%	13.7%
OFFICE FOR CIVIL RIGHTS	384	70.1%	12.8%	17.1%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	82.5%	9.4%	8.2%
OFFICE OF INSPECTOR GENERAL	175	83.4%	10.9%	5.8%
OFFICE OF THE GENERAL COUNSEL	67	86.2%	9.3%	4.5%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	155	78.9%	13.1%	8.0%
OFFICE OF THE CHIEF INFORMATION OFFICER	97	76.7%	8.0%	15.3%
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	76.5%	12.6%	10.9%
OFFICE OF MANAGEMENT	123	63.8%	19.6%	16.5%
FEDERAL STUDENT AID	933	73.5%	13.6%	12.9%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	82.8%	3.3%	14.0%
OFFICE OF POSTSECONDARY EDUCATION	100	70.8%	12.7%	16.5%
INSTITUTE OF EDUCATION SCIENCES	120	80.7%	13.3%	6.0%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	68.4%	17.3%	14.3%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.9%	24.8%	25.3%
OFFICE OF INNOVATION AND IMPROVEMENT	47	50.5%	25.5%	24.0%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	84.9%	11.8%	3.4%

Department of Education *1st Level Subagency Comparison Report*

My Supervisor (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	473,735	71.9%	16.8%	11.3%
Department of Education	2,784	77.2%	14.8%	7.9%
OFFICE OF THE SECRETARY	35	81.4%	16.3%	2.4%
OFFICE OF THE DEPUTY SECRETARY	30	79.5%	10.1%	10.4%
OFFICE FOR CIVIL RIGHTS	383	72.8%	16.0%	11.2%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	62	87.0%	7.9%	5.1%
OFFICE OF INSPECTOR GENERAL	176	86.4%	10.1%	3.5%
OFFICE OF THE GENERAL COUNSEL	67	86.1%	12.4%	1.5%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	157	82.2%	12.4%	5.4%
OFFICE OF THE CHIEF INFORMATION OFFICER	95	76.0%	18.9%	5.2%
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	77.2%	13.3%	9.4%
OFFICE OF MANAGEMENT	123	67.0%	20.7%	12.3%
FEDERAL STUDENT AID	933	76.1%	16.2%	7.7%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	84.6%	8.5%	7.0%
OFFICE OF POSTSECONDARY EDUCATION	100	79.2%	9.1%	11.7%
INSTITUTE OF EDUCATION SCIENCES	120	87.9%	9.0%	3.0%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	73.3%	17.1%	9.6%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	56.1%	25.0%	18.8%
OFFICE OF INNOVATION AND IMPROVEMENT	47	59.3%	28.0%	12.7%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	88.1%	10.2%	1.7%

Department of Education 1st Level Subagency Comparison Report

Leadership

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	458,664	43.1%	24.5%	32.3%	12,542
Department of Education	2,705	39.8%	23.7%	36.5%	76
OFFICE OF THE SECRETARY	34	42.9%	34.0%	23.1%	0
OFFICE OF THE DEPUTY SECRETARY	29	47.9%	17.5%	34.6%	1
OFFICE FOR CIVIL RIGHTS	374	16.5%	15.1%	68.4%	10
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	58	42.0%	19.0%	38.9%	3
OFFICE OF INSPECTOR GENERAL	174	55.5%	21.9%	22.6%	2
OFFICE OF THE GENERAL COUNSEL	64	18.5%	24.4%	57.1%	3
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	152	49.2%	23.4%	27.4%	5
OFFICE OF THE CHIEF INFORMATION OFFICER	92	53.2%	23.9%	22.9%	2
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	31.7%	27.5%	40.8%	2
OFFICE OF MANAGEMENT	122	38.2%	26.6%	35.2%	2
FEDERAL STUDENT AID	905	47.2%	24.9%	27.9%	22
OFFICE OF COMMUNICATIONS AND OUTREACH	54	28.6%	37.9%	33.5%	5
OFFICE OF POSTSECONDARY EDUCATION	94	34.2%	24.2%	41.6%	7
INSTITUTE OF EDUCATION SCIENCES	120	48.6%	23.2%	28.2%	2
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	165	39.9%	26.5%	33.7%	5
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	37.1%	25.0%	37.9%	0
OFFICE OF INNOVATION AND IMPROVEMENT	45	26.0%	25.9%	48.2%	2
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	57	61.7%	27.9%	10.4%	2

Department of Education 1st Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	438,606	54.4%	24.1%	21.5%	31,681
Department of Education	2,546	50.3%	24.0%	25.7%	227
OFFICE OF THE SECRETARY	33	46.3%	34.4%	19.2%	1
OFFICE OF THE DEPUTY SECRETARY	27	55.0%	22.5%	22.5%	2
OFFICE FOR CIVIL RIGHTS	338	25.7%	18.6%	55.6%	43
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	46	53.9%	23.5%	22.6%	15
OFFICE OF INSPECTOR GENERAL	169	72.4%	15.5%	12.1%	8
OFFICE OF THE GENERAL COUNSEL	57	33.2%	32.7%	34.1%	10
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	147	59.6%	23.3%	17.1%	9
OFFICE OF THE CHIEF INFORMATION OFFICER	90	64.1%	20.3%	15.5%	4
OFFICE OF THE CHIEF FINANCIAL OFFICER	121	52.6%	27.5%	19.9%	8
OFFICE OF MANAGEMENT	120	38.4%	30.9%	30.8%	4
FEDERAL STUDENT AID	860	56.8%	23.8%	19.4%	63
OFFICE OF COMMUNICATIONS AND OUTREACH	52	30.6%	39.9%	29.4%	7
OFFICE OF POSTSECONDARY EDUCATION	88	42.0%	25.9%	32.2%	13
INSTITUTE OF EDUCATION SCIENCES	109	67.7%	20.7%	11.6%	13
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	153	49.2%	30.3%	20.4%	17
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	46.1%	26.4%	27.4%	1
OFFICE OF INNOVATION AND IMPROVEMENT	44	35.1%	22.3%	42.6%	3
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	55	74.4%	18.2%	7.3%	4

Department of Education 1st Level Subagency Comparison Report

Leadership (continued)

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
Governmentwide	445,624	68.5%	19.4%	12.1%	22,578
Department of Education	2,626	69.9%	18.7%	11.4%	139
OFFICE OF THE SECRETARY	33	68.1%	25.8%	6.1%	1
OFFICE OF THE DEPUTY SECRETARY	28	53.1%	21.6%	25.3%	2
OFFICE FOR CIVIL RIGHTS	362	68.6%	13.3%	18.1%	22
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	57	75.8%	14.1%	10.0%	3
OFFICE OF INSPECTOR GENERAL	172	83.6%	10.6%	5.8%	4
OFFICE OF THE GENERAL COUNSEL	66	77.2%	18.3%	4.4%	1
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	150	71.9%	18.0%	10.1%	7
OFFICE OF THE CHIEF INFORMATION OFFICER	90	78.9%	10.1%	11.0%	4
OFFICE OF THE CHIEF FINANCIAL OFFICER	124	71.7%	19.2%	9.1%	3
OFFICE OF MANAGEMENT	117	56.7%	30.2%	13.1%	6
FEDERAL STUDENT AID	865	70.2%	19.2%	10.6%	54
OFFICE OF COMMUNICATIONS AND OUTREACH	54	60.2%	28.8%	11.0%	5
OFFICE OF POSTSECONDARY EDUCATION	94	61.4%	24.8%	13.8%	6
INSTITUTE OF EDUCATION SCIENCES	114	76.4%	18.4%	5.2%	6
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	160	68.1%	21.9%	10.0%	9
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	37.7%	18.8%	0
OFFICE OF INNOVATION AND IMPROVEMENT	46	55.3%	24.3%	20.3%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	57	82.5%	12.3%	5.2%	3

Department of Education 1st Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	461,098	62.4%	19.4%	18.2%	7,338
Department of Education	2,736	62.3%	17.9%	19.8%	35
OFFICE OF THE SECRETARY	32	65.5%	28.7%	5.8%	1
OFFICE OF THE DEPUTY SECRETARY	29	61.6%	10.5%	27.9%	1
OFFICE FOR CIVIL RIGHTS	373	52.5%	11.9%	35.6%	8
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	70.9%	20.2%	8.8%	0
OFFICE OF INSPECTOR GENERAL	174	77.9%	12.9%	9.2%	2
OFFICE OF THE GENERAL COUNSEL	65	52.5%	20.6%	26.9%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	64.1%	18.7%	17.2%	0
OFFICE OF THE CHIEF INFORMATION OFFICER	94	72.7%	14.7%	12.6%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	61.2%	20.3%	18.4%	0
OFFICE OF MANAGEMENT	122	57.9%	25.1%	17.0%	2
FEDERAL STUDENT AID	911	63.3%	17.4%	19.3%	12
OFFICE OF COMMUNICATIONS AND OUTREACH	59	60.6%	15.1%	24.2%	0
OFFICE OF POSTSECONDARY EDUCATION	100	53.0%	27.9%	19.1%	1
INSTITUTE OF EDUCATION SCIENCES	120	68.0%	20.3%	11.7%	1
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	167	67.4%	17.2%	15.4%	2
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	55.9%	37.7%	6.4%	0
OFFICE OF INNOVATION AND IMPROVEMENT	47	59.4%	21.5%	19.1%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	74.6%	17.0%	8.4%	1

Department of Education *1st Level Subagency Comparison Report*

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	437,863	62.5%	22.4%	15.1%	30,108
Department of Education	2,582	63.0%	21.2%	15.8%	177
OFFICE OF THE SECRETARY	31	67.2%	29.9%	2.9%	2
OFFICE OF THE DEPUTY SECRETARY	27	66.2%	11.3%	22.5%	2
OFFICE FOR CIVIL RIGHTS	352	52.1%	19.0%	28.9%	28
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	55	64.6%	19.9%	15.5%	6
OFFICE OF INSPECTOR GENERAL	164	79.0%	12.3%	8.7%	11
OFFICE OF THE GENERAL COUNSEL	59	61.1%	25.6%	13.3%	7
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	149	70.5%	17.5%	11.9%	6
OFFICE OF THE CHIEF INFORMATION OFFICER	91	68.3%	21.0%	10.7%	3
OFFICE OF THE CHIEF FINANCIAL OFFICER	126	66.0%	22.0%	12.0%	3
OFFICE OF MANAGEMENT	118	59.4%	26.3%	14.3%	6
FEDERAL STUDENT AID	852	64.8%	20.9%	14.3%	69
OFFICE OF COMMUNICATIONS AND OUTREACH	56	48.5%	31.1%	20.4%	3
OFFICE OF POSTSECONDARY EDUCATION	95	48.5%	31.8%	19.8%	6
INSTITUTE OF EDUCATION SCIENCES	111	76.3%	15.5%	8.2%	9
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	157	64.0%	20.2%	15.9%	9
OFFICE OF ENGLISH LANGUAGE ACQUISITION	14	64.0%	36.0%	0.0%	2
OFFICE OF INNOVATION AND IMPROVEMENT	47	56.3%	27.0%	16.7%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	57	68.5%	21.1%	10.5%	2

Department of Education 1st Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,145	55.3%	21.4%	23.2%	16,506
Department of Education	2,705	57.7%	18.0%	24.3%	67
OFFICE OF THE SECRETARY	32	57.0%	24.7%	18.4%	1
OFFICE OF THE DEPUTY SECRETARY	29	54.5%	14.1%	31.4%	1
OFFICE FOR CIVIL RIGHTS	365	46.2%	13.3%	40.5%	17
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	58	73.3%	17.7%	9.0%	2
OFFICE OF INSPECTOR GENERAL	171	71.1%	16.4%	12.4%	4
OFFICE OF THE GENERAL COUNSEL	64	65.5%	19.1%	15.5%	3
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	58.2%	17.8%	24.0%	1
OFFICE OF THE CHIEF INFORMATION OFFICER	91	61.4%	20.8%	17.8%	3
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	51.8%	25.6%	22.6%	2
OFFICE OF MANAGEMENT	119	55.2%	21.6%	23.2%	3
FEDERAL STUDENT AID	904	59.8%	16.7%	23.4%	20
OFFICE OF COMMUNICATIONS AND OUTREACH	58	51.6%	21.3%	27.1%	1
OFFICE OF POSTSECONDARY EDUCATION	98	46.4%	21.4%	32.3%	3
INSTITUTE OF EDUCATION SCIENCES	121	69.8%	17.1%	13.1%	1
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	60.0%	18.8%	21.1%	2
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	53.1%	27.0%	19.9%	1
OFFICE OF INNOVATION AND IMPROVEMENT	46	46.9%	22.3%	30.8%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	66.6%	23.5%	9.9%	0

Department of Education 1st Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	452,092	58.6%	21.4%	19.9%	17,020
Department of Education	2,697	61.7%	18.3%	20.0%	72
OFFICE OF THE SECRETARY	33	68.7%	22.2%	9.1%	1
OFFICE OF THE DEPUTY SECRETARY	28	70.9%	7.4%	21.7%	2
OFFICE FOR CIVIL RIGHTS	368	50.8%	15.4%	33.8%	13
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	69.2%	20.7%	10.1%	1
OFFICE OF INSPECTOR GENERAL	172	74.7%	15.3%	10.0%	3
OFFICE OF THE GENERAL COUNSEL	65	69.1%	23.4%	7.6%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	153	64.5%	16.8%	18.7%	2
OFFICE OF THE CHIEF INFORMATION OFFICER	92	63.0%	19.8%	17.1%	2
OFFICE OF THE CHIEF FINANCIAL OFFICER	129	59.6%	25.4%	15.0%	0
OFFICE OF MANAGEMENT	121	55.6%	26.3%	18.1%	3
FEDERAL STUDENT AID	896	63.5%	16.2%	20.3%	27
OFFICE OF COMMUNICATIONS AND OUTREACH	57	55.3%	24.9%	19.8%	2
OFFICE OF POSTSECONDARY EDUCATION	97	52.0%	22.6%	25.4%	4
INSTITUTE OF EDUCATION SCIENCES	120	72.7%	17.5%	9.8%	2
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	164	61.8%	20.9%	17.3%	4
OFFICE OF ENGLISH LANGUAGE ACQUISITION	14	56.9%	28.9%	14.2%	1
OFFICE OF INNOVATION AND IMPROVEMENT	47	53.2%	17.0%	29.8%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	71.6%	18.5%	9.9%	0

Department of Education *1st Level Subagency Comparison Report*

Leadership (continued)

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
Governmentwide	442,275	60.2%	22.5%	17.4%	27,324
Department of Education	2,607	63.9%	21.5%	14.6%	166
OFFICE OF THE SECRETARY	31	69.9%	17.7%	12.4%	3
OFFICE OF THE DEPUTY SECRETARY	28	60.2%	21.3%	18.5%	2
OFFICE FOR CIVIL RIGHTS	360	48.2%	20.6%	31.2%	22
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	55	82.2%	13.6%	4.2%	6
OFFICE OF INSPECTOR GENERAL	172	72.8%	18.8%	8.3%	4
OFFICE OF THE GENERAL COUNSEL	57	80.9%	15.5%	3.6%	10
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	155	64.3%	23.5%	12.2%	1
OFFICE OF THE CHIEF INFORMATION OFFICER	86	68.6%	26.8%	4.5%	8
OFFICE OF THE CHIEF FINANCIAL OFFICER	124	53.4%	32.1%	14.5%	4
OFFICE OF MANAGEMENT	117	53.9%	23.8%	22.2%	6
FEDERAL STUDENT AID	870	66.8%	21.1%	12.1%	55
OFFICE OF COMMUNICATIONS AND OUTREACH	49	61.1%	23.4%	15.5%	10
OFFICE OF POSTSECONDARY EDUCATION	94	62.4%	23.3%	14.3%	7
INSTITUTE OF EDUCATION SCIENCES	116	81.4%	14.3%	4.3%	5
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	160	65.5%	22.3%	12.2%	9
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	53.1%	26.8%	20.1%	1
OFFICE OF INNOVATION AND IMPROVEMENT	44	51.0%	34.5%	14.5%	3
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	55	87.2%	7.3%	5.5%	5

Department of Education 1st Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	460,935	55.6%	23.4%	21.0%	8,657
Department of Education	2,710	50.6%	24.4%	25.0%	53
OFFICE OF THE SECRETARY	32	53.2%	27.6%	19.3%	1
OFFICE OF THE DEPUTY SECRETARY	29	48.3%	21.2%	30.5%	1
OFFICE FOR CIVIL RIGHTS	371	24.3%	18.2%	57.5%	9
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	56	48.6%	31.2%	20.2%	5
OFFICE OF INSPECTOR GENERAL	176	69.6%	19.9%	10.5%	0
OFFICE OF THE GENERAL COUNSEL	65	27.4%	28.5%	44.1%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	153	60.0%	25.1%	14.8%	2
OFFICE OF THE CHIEF INFORMATION OFFICER	92	66.3%	21.9%	11.7%	2
OFFICE OF THE CHIEF FINANCIAL OFFICER	125	49.5%	32.3%	18.2%	1
OFFICE OF MANAGEMENT	120	43.0%	29.8%	27.2%	3
FEDERAL STUDENT AID	912	59.9%	22.8%	17.3%	12
OFFICE OF COMMUNICATIONS AND OUTREACH	58	39.8%	32.0%	28.3%	1
OFFICE OF POSTSECONDARY EDUCATION	96	40.5%	36.2%	23.3%	4
INSTITUTE OF EDUCATION SCIENCES	116	54.5%	22.5%	23.0%	4
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	164	49.8%	29.3%	20.9%	4
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	37.1%	31.2%	31.7%	0
OFFICE OF INNOVATION AND IMPROVEMENT	46	44.5%	24.6%	30.9%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	70.2%	21.6%	8.2%	0

Department of Education 1st Level Subagency Comparison Report

Leadership (continued)

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

	N	Positive	Neutral	Negative	DNK
Governmentwide	425,880	56.8%	25.3%	17.9%	43,909
Department of Education	2,464	63.6%	22.5%	13.9%	309
OFFICE OF THE SECRETARY	30	60.3%	23.4%	16.3%	4
OFFICE OF THE DEPUTY SECRETARY	25	75.8%	16.5%	7.7%	5
OFFICE FOR CIVIL RIGHTS	326	42.5%	18.1%	39.4%	57
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	40	78.1%	15.6%	6.2%	21
OFFICE OF INSPECTOR GENERAL	167	79.5%	16.9%	3.7%	9
OFFICE OF THE GENERAL COUNSEL	45	46.6%	29.3%	24.1%	22
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	147	65.9%	22.8%	11.2%	10
OFFICE OF THE CHIEF INFORMATION OFFICER	90	81.0%	11.3%	7.7%	4
OFFICE OF THE CHIEF FINANCIAL OFFICER	119	60.4%	31.1%	8.5%	9
OFFICE OF MANAGEMENT	114	57.7%	35.6%	6.7%	8
FEDERAL STUDENT AID	835	71.9%	19.4%	8.7%	89
OFFICE OF COMMUNICATIONS AND OUTREACH	49	53.8%	38.0%	8.2%	10
OFFICE OF POSTSECONDARY EDUCATION	89	45.8%	34.5%	19.6%	12
INSTITUTE OF EDUCATION SCIENCES	105	69.7%	20.5%	9.8%	17
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	147	54.7%	31.7%	13.6%	21
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	33.0%	40.0%	27.0%	1
OFFICE OF INNOVATION AND IMPROVEMENT	45	59.3%	24.6%	16.2%	2
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	58	77.5%	20.7%	1.7%	2

Department of Education

1st Level Subagency Comparison Report

My Satisfaction

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

	N	Positive	Neutral	Negative
Governmentwide	468,305	52.7%	22.3%	24.9%
Department of Education	2,768	52.7%	21.4%	25.9%
OFFICE OF THE SECRETARY	35	65.5%	11.7%	22.8%
OFFICE OF THE DEPUTY SECRETARY	30	69.8%	9.5%	20.6%
OFFICE FOR CIVIL RIGHTS	381	27.9%	22.3%	49.8%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	64.5%	13.8%	21.8%
OFFICE OF INSPECTOR GENERAL	176	72.1%	18.9%	9.1%
OFFICE OF THE GENERAL COUNSEL	67	47.1%	27.5%	25.4%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	157	57.2%	23.1%	19.6%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	65.8%	19.5%	14.8%
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	56.9%	19.4%	23.7%
OFFICE OF MANAGEMENT	124	49.6%	25.4%	25.0%
FEDERAL STUDENT AID	921	56.8%	21.8%	21.4%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	49.2%	24.6%	26.2%
OFFICE OF POSTSECONDARY EDUCATION	101	41.5%	22.8%	35.8%
INSTITUTE OF EDUCATION SCIENCES	121	59.3%	16.5%	24.2%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	52.6%	21.9%	25.5%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.7%	18.6%	31.7%
OFFICE OF INNOVATION AND IMPROVEMENT	47	50.3%	21.6%	28.0%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	64.4%	23.9%	11.7%

Department of Education *1st Level Subagency Comparison 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
Governmentwide	467,501	50.3%	23.0%	26.8%
Department of Education	2,760	52.9%	21.0%	26.0%
OFFICE OF THE SECRETARY	35	56.6%	24.1%	19.3%
OFFICE OF THE DEPUTY SECRETARY	30	63.3%	16.4%	20.3%
OFFICE FOR CIVIL RIGHTS	377	33.2%	21.2%	45.7%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	60.4%	29.0%	10.6%
OFFICE OF INSPECTOR GENERAL	176	67.4%	16.1%	16.5%
OFFICE OF THE GENERAL COUNSEL	67	39.8%	21.2%	39.0%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	69.1%	11.6%	19.3%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	69.5%	15.0%	15.5%
OFFICE OF THE CHIEF FINANCIAL OFFICER	125	51.9%	24.2%	23.9%
OFFICE OF MANAGEMENT	123	51.5%	21.4%	27.1%
FEDERAL STUDENT AID	920	54.8%	20.8%	24.4%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	48.0%	27.1%	24.9%
OFFICE OF POSTSECONDARY EDUCATION	101	48.6%	24.9%	26.5%
INSTITUTE OF EDUCATION SCIENCES	122	61.6%	21.9%	16.5%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	53.0%	24.7%	22.3%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	24.8%	31.7%
OFFICE OF INNOVATION AND IMPROVEMENT	47	53.1%	23.9%	23.0%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	71.7%	20.1%	8.2%

Department of Education

1st Level Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,707	50.1%	23.5%	26.4%
Department of Education	2,765	54.2%	21.2%	24.6%
OFFICE OF THE SECRETARY	35	62.7%	12.5%	24.9%
OFFICE OF THE DEPUTY SECRETARY	29	68.6%	13.6%	17.9%
OFFICE FOR CIVIL RIGHTS	379	36.1%	20.8%	43.1%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	64.3%	15.3%	20.4%
OFFICE OF INSPECTOR GENERAL	176	70.1%	18.4%	11.6%
OFFICE OF THE GENERAL COUNSEL	67	64.9%	19.8%	15.3%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	59.5%	19.0%	21.5%
OFFICE OF THE CHIEF INFORMATION OFFICER	93	61.5%	16.3%	22.2%
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	53.6%	20.3%	26.1%
OFFICE OF MANAGEMENT	124	53.5%	21.2%	25.3%
FEDERAL STUDENT AID	923	56.9%	21.8%	21.3%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	59.3%	23.6%	17.1%
OFFICE OF POSTSECONDARY EDUCATION	101	44.4%	28.3%	27.4%
INSTITUTE OF EDUCATION SCIENCES	121	48.5%	28.4%	23.1%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	55.3%	19.9%	24.9%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	24.8%	31.7%
OFFICE OF INNOVATION AND IMPROVEMENT	47	42.3%	27.8%	29.9%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	71.1%	20.4%	8.5%

Department of Education *1st Level Subagency Comparison Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,287	44.9%	29.5%	25.6%
Department of Education	2,764	41.4%	29.9%	28.7%
OFFICE OF THE SECRETARY	35	45.2%	29.9%	24.9%
OFFICE OF THE DEPUTY SECRETARY	30	43.1%	36.8%	20.0%
OFFICE FOR CIVIL RIGHTS	380	18.0%	23.7%	58.2%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	39.2%	37.3%	23.5%
OFFICE OF INSPECTOR GENERAL	176	62.2%	25.1%	12.7%
OFFICE OF THE GENERAL COUNSEL	67	23.0%	30.0%	47.0%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	157	51.2%	30.6%	18.2%
OFFICE OF THE CHIEF INFORMATION OFFICER	93	57.8%	29.3%	12.9%
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	43.6%	29.9%	26.5%
OFFICE OF MANAGEMENT	124	34.8%	36.3%	29.0%
FEDERAL STUDENT AID	919	48.5%	29.2%	22.3%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	32.9%	31.6%	35.5%
OFFICE OF POSTSECONDARY EDUCATION	101	33.9%	35.5%	30.6%
INSTITUTE OF EDUCATION SCIENCES	120	45.1%	33.4%	21.5%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	38.5%	36.6%	24.9%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	37.1%	24.8%	38.1%
OFFICE OF INNOVATION AND IMPROVEMENT	47	26.5%	32.9%	40.5%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	65.0%	26.8%	8.2%

Department of Education

1st Level Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,843	37.1%	27.7%	35.3%
Department of Education	2,760	32.8%	30.3%	36.9%
OFFICE OF THE SECRETARY	35	45.1%	24.2%	30.8%
OFFICE OF THE DEPUTY SECRETARY	30	36.3%	26.7%	37.0%
OFFICE FOR CIVIL RIGHTS	378	13.5%	27.3%	59.3%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	34.2%	30.3%	35.5%
OFFICE OF INSPECTOR GENERAL	177	47.2%	31.1%	21.7%
OFFICE OF THE GENERAL COUNSEL	67	23.9%	50.6%	25.4%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	36.4%	35.1%	28.5%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	38.5%	33.2%	28.4%
OFFICE OF THE CHIEF FINANCIAL OFFICER	126	40.8%	25.9%	33.2%
OFFICE OF MANAGEMENT	123	32.6%	37.0%	30.4%
FEDERAL STUDENT AID	919	39.7%	28.3%	32.0%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	17.5%	36.0%	46.5%
OFFICE OF POSTSECONDARY EDUCATION	101	25.2%	28.1%	46.7%
INSTITUTE OF EDUCATION SCIENCES	121	28.6%	39.1%	32.3%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	30.9%	23.8%	45.3%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	26.3%	19.8%	53.9%
OFFICE OF INNOVATION AND IMPROVEMENT	47	21.1%	29.8%	49.1%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	40.0%	40.1%	19.9%

Department of Education *1st Level Subagency Comparison Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,512	54.5%	22.8%	22.7%
Department of Education	2,758	51.7%	24.6%	23.7%
OFFICE OF THE SECRETARY	35	61.7%	22.3%	16.0%
OFFICE OF THE DEPUTY SECRETARY	30	56.7%	13.8%	29.5%
OFFICE FOR CIVIL RIGHTS	378	35.0%	24.2%	40.8%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	51.7%	28.6%	19.6%
OFFICE OF INSPECTOR GENERAL	174	80.9%	11.6%	7.5%
OFFICE OF THE GENERAL COUNSEL	67	41.2%	28.9%	29.9%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	57.5%	26.5%	16.0%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	52.3%	14.7%	33.1%
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	68.5%	15.8%	15.7%
OFFICE OF MANAGEMENT	124	58.2%	25.8%	16.0%
FEDERAL STUDENT AID	918	53.1%	24.6%	22.3%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	32.2%	37.5%	30.3%
OFFICE OF POSTSECONDARY EDUCATION	100	41.8%	26.6%	31.6%
INSTITUTE OF EDUCATION SCIENCES	122	44.5%	37.5%	17.9%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	55.7%	28.6%	15.7%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	31.5%	25.0%
OFFICE OF INNOVATION AND IMPROVEMENT	47	35.9%	33.1%	31.0%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	67.9%	25.4%	6.8%

Department of Education *1st Level Subagency Comparison Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	466,948	68.1%	16.7%	15.2%
Department of Education	2,767	67.3%	16.7%	16.0%
OFFICE OF THE SECRETARY	34	70.0%	15.5%	14.5%
OFFICE OF THE DEPUTY SECRETARY	30	69.7%	7.0%	23.2%
OFFICE FOR CIVIL RIGHTS	381	49.6%	18.7%	31.7%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	78.0%	8.9%	13.1%
OFFICE OF INSPECTOR GENERAL	174	78.7%	12.8%	8.5%
OFFICE OF THE GENERAL COUNSEL	67	66.9%	20.0%	13.1%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	74.2%	13.7%	12.2%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	70.7%	14.7%	14.6%
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	65.9%	15.1%	19.0%
OFFICE OF MANAGEMENT	124	69.6%	15.9%	14.5%
FEDERAL STUDENT AID	923	71.2%	16.3%	12.5%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	71.8%	14.6%	13.6%
OFFICE OF POSTSECONDARY EDUCATION	100	55.9%	25.6%	18.5%
INSTITUTE OF EDUCATION SCIENCES	121	72.1%	16.9%	11.0%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	67.5%	18.6%	13.9%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	49.5%	31.5%	19.1%
OFFICE OF INNOVATION AND IMPROVEMENT	47	54.5%	26.1%	19.5%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	85.0%	10.0%	5.0%

Department of Education *1st Level Subagency Comparison Report*

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	467,270	60.6%	16.7%	22.7%
Department of Education	2,768	67.0%	14.9%	18.0%
OFFICE OF THE SECRETARY	35	81.1%	9.0%	9.9%
OFFICE OF THE DEPUTY SECRETARY	30	69.8%	6.4%	23.7%
OFFICE FOR CIVIL RIGHTS	379	57.8%	15.0%	27.1%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	83.3%	7.4%	9.3%
OFFICE OF INSPECTOR GENERAL	176	79.9%	11.3%	8.7%
OFFICE OF THE GENERAL COUNSEL	67	50.4%	23.3%	26.3%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	157	73.6%	10.5%	15.9%
OFFICE OF THE CHIEF INFORMATION OFFICER	93	69.5%	8.8%	21.7%
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	70.0%	15.5%	14.4%
OFFICE OF MANAGEMENT	123	67.5%	13.3%	19.2%
FEDERAL STUDENT AID	924	69.5%	15.1%	15.4%
OFFICE OF COMMUNICATIONS AND OUTREACH	58	76.0%	15.4%	8.6%
OFFICE OF POSTSECONDARY EDUCATION	101	57.9%	21.0%	21.2%
INSTITUTE OF EDUCATION SCIENCES	121	58.3%	15.2%	26.5%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	62.1%	16.2%	21.7%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	37.5%	50.1%	12.4%
OFFICE OF INNOVATION AND IMPROVEMENT	47	61.4%	21.1%	17.5%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	71.9%	16.5%	11.6%

Department of Education

1st Level Subagency Comparison Report

My Satisfaction (continued)

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

	N	Positive	Neutral	Negative
Governmentwide	467,295	59.9%	20.7%	19.4%
Department of Education	2,762	57.5%	22.3%	20.2%
OFFICE OF THE SECRETARY	35	65.3%	18.8%	15.9%
OFFICE OF THE DEPUTY SECRETARY	30	56.7%	13.2%	30.1%
OFFICE FOR CIVIL RIGHTS	379	32.8%	23.8%	43.3%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	60.3%	25.7%	14.0%
OFFICE OF INSPECTOR GENERAL	176	75.5%	17.6%	6.9%
OFFICE OF THE GENERAL COUNSEL	67	43.4%	30.5%	26.1%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	157	68.0%	17.4%	14.6%
OFFICE OF THE CHIEF INFORMATION OFFICER	92	61.1%	20.9%	18.0%
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	65.2%	19.3%	15.5%
OFFICE OF MANAGEMENT	124	56.7%	21.6%	21.8%
FEDERAL STUDENT AID	919	65.0%	19.8%	15.3%
OFFICE OF COMMUNICATIONS AND OUTREACH	58	51.7%	24.1%	24.2%
OFFICE OF POSTSECONDARY EDUCATION	99	45.8%	31.8%	22.4%
INSTITUTE OF EDUCATION SCIENCES	122	63.5%	23.8%	12.7%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	169	52.8%	29.1%	18.1%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	43.5%	50.3%	6.2%
OFFICE OF INNOVATION AND IMPROVEMENT	47	33.1%	40.7%	26.2%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	83.4%	13.3%	3.3%

Department of Education 1st Level Subagency Comparison Report

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
Governmentwide	465,495	42.6%	21.9%	26.7%	8.7%
Department of Education	2,748	95.9%	1.4%	1.4%	1.4%
OFFICE OF THE SECRETARY	35	86.4%	6.0%	2.6%	4.9%
OFFICE OF THE DEPUTY SECRETARY	29	100.0%	0.0%	0.0%	0.0%
OFFICE FOR CIVIL RIGHTS	379	93.8%	1.6%	2.4%	2.2%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	97.1%	0.0%	1.5%	1.5%
OFFICE OF INSPECTOR GENERAL	173	97.6%	1.2%	0.6%	0.6%
OFFICE OF THE GENERAL COUNSEL	67	88.4%	2.8%	1.3%	7.4%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	155	96.4%	1.5%	0.7%	1.4%
OFFICE OF THE CHIEF INFORMATION OFFICER	93	94.9%	1.1%	3.1%	1.0%
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	96.9%	0.8%	0.0%	2.4%
OFFICE OF MANAGEMENT	124	97.2%	1.9%	1.0%	0.0%
FEDERAL STUDENT AID	914	97.7%	0.9%	1.0%	0.4%
OFFICE OF COMMUNICATIONS AND OUTREACH	58	88.0%	10.0%	0.0%	2.0%
OFFICE OF POSTSECONDARY EDUCATION	101	89.6%	1.0%	4.2%	5.2%
INSTITUTE OF EDUCATION SCIENCES	121	100.0%	0.0%	0.0%	0.0%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	165	96.3%	1.3%	1.8%	0.6%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	100.0%	0.0%	0.0%	0.0%
OFFICE OF INNOVATION AND IMPROVEMENT	47	91.4%	2.4%	4.3%	1.9%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	100.0%	0.0%	0.0%	0.0%

Department of Education 1st Level Subagency Comparison 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
Governmentwide	463,482	6.5%	13.2%	4.7%	11.7%
Department of Education	2,764	21.3%	52.1%	7.7%	12.4%
OFFICE OF THE SECRETARY	35	8.6%	43.3%	8.4%	19.3%
OFFICE OF THE DEPUTY SECRETARY	30	20.4%	53.8%	9.5%	13.2%
OFFICE FOR CIVIL RIGHTS	378	11.3%	56.0%	12.4%	11.5%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	0.0%	40.1%	10.3%	41.2%
OFFICE OF INSPECTOR GENERAL	176	22.8%	45.6%	12.6%	15.1%
OFFICE OF THE GENERAL COUNSEL	67	1.2%	50.2%	13.0%	23.8%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	49.0%	31.1%	4.3%	10.0%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	10.8%	60.1%	6.5%	12.9%
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	13.0%	63.4%	7.4%	13.7%
OFFICE OF MANAGEMENT	123	39.0%	45.6%	6.2%	3.2%
FEDERAL STUDENT AID	923	23.7%	57.6%	5.6%	8.8%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	27.6%	30.5%	4.4%	17.9%
OFFICE OF POSTSECONDARY EDUCATION	100	21.3%	47.7%	9.3%	13.9%
INSTITUTE OF EDUCATION SCIENCES	122	21.3%	50.1%	7.4%	16.3%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	26.0%	39.7%	5.8%	19.3%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	0.0%	93.8%	6.2%	0.0%
OFFICE OF INNOVATION AND IMPROVEMENT	47	8.4%	70.3%	4.3%	8.3%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	31.9%	40.8%	8.5%	15.4%

(continued)

Department of Education 1st Level Subagency Comparison Report

Work/Life (continued)

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

	N	Must Be Physically Present	Technical Issues	Do Not Telework	
				Not Allowed To Telework	Choose Not To Telework
Governmentwide	463,482	30.1%	3.8%	17.9%	12.2%
Department of Education	2,764	0.8%	0.4%	1.2%	4.1%
OFFICE OF THE SECRETARY	35	9.1%	0.0%	2.6%	8.7%
OFFICE OF THE DEPUTY SECRETARY	30	0.0%	0.0%	0.0%	3.0%
OFFICE FOR CIVIL RIGHTS	378	1.0%	0.9%	1.8%	5.2%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	60	0.0%	0.0%	0.0%	8.5%
OFFICE OF INSPECTOR GENERAL	176	0.0%	0.6%	0.0%	3.4%
OFFICE OF THE GENERAL COUNSEL	67	1.5%	0.0%	0.0%	10.2%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	0.8%	0.0%	2.2%	2.6%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	0.0%	2.2%	3.2%	4.4%
OFFICE OF THE CHIEF FINANCIAL OFFICER	128	0.8%	0.8%	0.0%	0.9%
OFFICE OF MANAGEMENT	123	2.7%	0.0%	0.0%	3.3%
FEDERAL STUDENT AID	923	0.2%	0.1%	1.1%	2.8%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	3.4%	4.9%	4.0%	7.4%
OFFICE OF POSTSECONDARY EDUCATION	100	1.2%	0.0%	1.0%	5.5%
INSTITUTE OF EDUCATION SCIENCES	122	0.0%	0.0%	1.0%	3.9%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	0.6%	0.6%	1.1%	6.7%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	0.0%	0.0%	0.0%	0.0%
OFFICE OF INNOVATION AND IMPROVEMENT	47	0.0%	0.0%	2.2%	6.5%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	0.0%	0.0%	0.0%	3.3%

Department of Education 1st Level Subagency Comparison 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
Governmentwide	465,405	33.7%	47.0%	19.3%
Department of Education	2,749	42.8%	51.9%	5.3%
OFFICE OF THE SECRETARY	34	48.8%	47.9%	3.3%
OFFICE OF THE DEPUTY SECRETARY	30	50.0%	43.5%	6.4%
OFFICE FOR CIVIL RIGHTS	377	48.8%	48.3%	2.9%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	28.6%	65.8%	5.6%
OFFICE OF INSPECTOR GENERAL	176	29.9%	47.9%	22.2%
OFFICE OF THE GENERAL COUNSEL	66	35.2%	61.8%	2.9%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	156	47.3%	50.2%	2.5%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	26.7%	67.4%	5.9%
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	46.2%	48.1%	5.6%
OFFICE OF MANAGEMENT	123	53.0%	46.2%	0.8%
FEDERAL STUDENT AID	912	40.9%	54.5%	4.6%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	41.4%	50.3%	8.3%
OFFICE OF POSTSECONDARY EDUCATION	101	58.9%	34.0%	7.1%
INSTITUTE OF EDUCATION SCIENCES	120	34.9%	61.0%	4.1%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	43.6%	52.8%	3.5%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	40.0%	53.4%	6.6%
OFFICE OF INNOVATION AND IMPROVEMENT	47	51.3%	48.7%	0.0%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	60	44.7%	53.7%	1.7%

Department of Education 1st Level Subagency Comparison Report

Work/Life (continued)

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
Governmentwide	464,589	26.4%	61.9%	11.7%
Department of Education	2,743	22.2%	73.1%	4.7%
OFFICE OF THE SECRETARY	35	32.0%	64.8%	3.2%
OFFICE OF THE DEPUTY SECRETARY	30	6.7%	86.8%	6.6%
OFFICE FOR CIVIL RIGHTS	376	19.2%	70.8%	10.1%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	24.5%	75.5%	0.0%
OFFICE OF INSPECTOR GENERAL	176	35.3%	60.0%	4.7%
OFFICE OF THE GENERAL COUNSEL	67	24.6%	75.4%	0.0%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	152	22.0%	75.3%	2.7%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	19.7%	77.2%	3.1%
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	12.0%	84.0%	4.1%
OFFICE OF MANAGEMENT	123	21.2%	75.5%	3.2%
FEDERAL STUDENT AID	915	21.7%	72.9%	5.4%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	24.0%	71.3%	4.7%
OFFICE OF POSTSECONDARY EDUCATION	98	26.3%	70.3%	3.3%
INSTITUTE OF EDUCATION SCIENCES	121	17.3%	81.0%	1.7%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	168	25.7%	73.2%	1.1%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	25.0%	68.8%	6.2%
OFFICE OF INNOVATION AND IMPROVEMENT	46	28.1%	71.9%	0.0%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	58	22.4%	74.0%	3.5%

Department of Education *1st Level Subagency Comparison Report*

Work/Life (continued)

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

	N	Yes	No	Not Available To Me
Governmentwide	462,760	13.4%	81.5%	5.1%
Department of Education	2,731	10.0%	87.3%	2.7%
OFFICE OF THE SECRETARY	35	5.5%	91.2%	3.2%
OFFICE OF THE DEPUTY SECRETARY	30	10.1%	86.4%	3.5%
OFFICE FOR CIVIL RIGHTS	375	8.2%	88.2%	3.6%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	9.2%	90.8%	0.0%
OFFICE OF INSPECTOR GENERAL	173	3.9%	92.1%	3.9%
OFFICE OF THE GENERAL COUNSEL	67	10.7%	88.0%	1.3%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	154	13.3%	84.8%	2.0%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	10.9%	86.9%	2.2%
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	4.9%	93.2%	1.9%
OFFICE OF MANAGEMENT	124	20.3%	77.3%	2.4%
FEDERAL STUDENT AID	903	10.2%	86.7%	3.1%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	17.2%	79.8%	2.9%
OFFICE OF POSTSECONDARY EDUCATION	101	8.0%	90.1%	2.0%
INSTITUTE OF EDUCATION SCIENCES	121	7.7%	89.9%	2.4%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	167	12.4%	86.5%	1.2%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	13.5%	79.9%	6.6%
OFFICE OF INNOVATION AND IMPROVEMENT	45	15.5%	82.1%	2.3%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	57	5.4%	92.9%	1.8%

Department of Education *1st Level Subagency Comparison 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
Governmentwide	464,201	3.4%	79.8%	16.8%
Department of Education	2,739	3.4%	86.6%	10.0%
OFFICE OF THE SECRETARY	35	0.0%	90.1%	9.9%
OFFICE OF THE DEPUTY SECRETARY	30	3.3%	90.1%	6.6%
OFFICE FOR CIVIL RIGHTS	375	4.4%	77.0%	18.6%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	4.4%	90.8%	4.8%
OFFICE OF INSPECTOR GENERAL	175	1.7%	79.4%	18.9%
OFFICE OF THE GENERAL COUNSEL	67	4.5%	94.2%	1.3%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	154	8.1%	88.0%	3.9%
OFFICE OF THE CHIEF INFORMATION OFFICER	94	1.1%	94.5%	4.4%
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	2.4%	91.3%	6.3%
OFFICE OF MANAGEMENT	123	3.7%	89.8%	6.5%
FEDERAL STUDENT AID	914	2.7%	87.4%	9.9%
OFFICE OF COMMUNICATIONS AND OUTREACH	59	3.5%	93.3%	3.2%
OFFICE OF POSTSECONDARY EDUCATION	99	3.3%	87.7%	9.0%
INSTITUTE OF EDUCATION SCIENCES	118	1.5%	92.7%	5.8%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	165	6.7%	87.3%	6.0%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	0.0%	93.8%	6.2%
OFFICE OF INNOVATION AND IMPROVEMENT	45	2.5%	86.4%	11.1%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	1.5%	89.8%	8.7%

Department of Education *1st Level Subagency Comparison Report*

Work/Life (continued)

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
Governmentwide	464,386	2.2%	81.1%	16.7%
Department of Education	2,739	2.0%	88.3%	9.7%
OFFICE OF THE SECRETARY	35	3.4%	90.1%	6.6%
OFFICE OF THE DEPUTY SECRETARY	30	6.7%	83.4%	9.9%
OFFICE FOR CIVIL RIGHTS	374	1.2%	80.6%	18.3%
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	61	0.0%	95.2%	4.8%
OFFICE OF INSPECTOR GENERAL	176	2.2%	80.7%	17.1%
OFFICE OF THE GENERAL COUNSEL	64	0.0%	97.2%	2.8%
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	155	2.3%	91.1%	6.6%
OFFICE OF THE CHIEF INFORMATION OFFICER	93	0.0%	95.5%	4.5%
OFFICE OF THE CHIEF FINANCIAL OFFICER	127	1.7%	91.7%	6.6%
OFFICE OF MANAGEMENT	124	6.8%	86.6%	6.6%
FEDERAL STUDENT AID	911	2.3%	88.0%	9.7%
OFFICE OF COMMUNICATIONS AND OUTREACH	58	0.0%	96.7%	3.3%
OFFICE OF POSTSECONDARY EDUCATION	101	1.2%	92.4%	6.3%
INSTITUTE OF EDUCATION SCIENCES	121	0.0%	91.9%	8.1%
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	166	2.5%	92.5%	4.9%
OFFICE OF ENGLISH LANGUAGE ACQUISITION	16	0.0%	93.8%	6.2%
OFFICE OF INNOVATION AND IMPROVEMENT	45	2.5%	88.9%	8.6%
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	59	0.0%	93.1%	6.9%

Department of Education 1st Level Subagency Comparison Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	236,481	80.8%	10.9%	8.3%	6,455
Department of Education	2,565	86.9%	6.5%	6.6%	12
OFFICE OF THE SECRETARY	27	90.7%	6.3%	3.0%	0
OFFICE OF THE DEPUTY SECRETARY	29	79.0%	14.4%	6.6%	0
OFFICE FOR CIVIL RIGHTS	345	81.2%	7.5%	11.3%	0
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	56	84.3%	7.6%	8.0%	0
OFFICE OF INSPECTOR GENERAL	169	93.0%	4.1%	3.0%	0
OFFICE OF THE GENERAL COUNSEL	58	69.9%	14.4%	15.7%	1
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	146	89.4%	7.5%	3.1%	2
OFFICE OF THE CHIEF INFORMATION OFFICER	85	88.5%	3.3%	8.2%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	124	87.3%	6.3%	6.4%	0
OFFICE OF MANAGEMENT	115	96.4%	2.7%	0.9%	0
FEDERAL STUDENT AID	874	89.8%	5.2%	5.0%	3
OFFICE OF COMMUNICATIONS AND OUTREACH	45	95.8%	1.9%	2.3%	1
OFFICE OF POSTSECONDARY EDUCATION	91	82.8%	8.9%	8.4%	1
INSTITUTE OF EDUCATION SCIENCES	114	87.3%	7.7%	5.0%	1
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	152	80.3%	8.2%	11.5%	2
OFFICE OF ENGLISH LANGUAGE ACQUISITION	15	66.7%	26.7%	6.6%	0
OFFICE OF INNOVATION AND IMPROVEMENT	41	76.5%	9.1%	14.4%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	58	87.8%	8.6%	3.6%	0

*The results for this item only include employees who indicated that they participated in this program.

Department of Education 1st Level Subagency Comparison 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
Governmentwide	172,594	90.3%	6.7%	3.0%	3,366
Department of Education	1,143	93.9%	4.5%	1.6%	25
OFFICE OF THE SECRETARY	16	100.0%	0.0%	0.0%	0
OFFICE OF THE DEPUTY SECRETARY	14	93.5%	6.5%	0.0%	0
OFFICE FOR CIVIL RIGHTS	177	89.8%	5.6%	4.7%	4
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	18	100.0%	0.0%	0.0%	0
OFFICE OF INSPECTOR GENERAL	52	98.0%	2.0%	0.0%	1
OFFICE OF THE GENERAL COUNSEL	24	91.5%	8.5%	0.0%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	70	97.2%	2.8%	0.0%	3
OFFICE OF THE CHIEF INFORMATION OFFICER	25	100.0%	0.0%	0.0%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	57	92.3%	3.8%	3.8%	0
OFFICE OF MANAGEMENT	66	96.4%	3.6%	0.0%	0
FEDERAL STUDENT AID	366	94.8%	4.0%	1.2%	13
OFFICE OF COMMUNICATIONS AND OUTREACH	23	91.4%	8.6%	0.0%	0
OFFICE OF POSTSECONDARY EDUCATION	58	91.6%	6.7%	1.7%	1
INSTITUTE OF EDUCATION SCIENCES	40	90.3%	7.4%	2.2%	1
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	73	93.3%	5.4%	1.2%	2
OFFICE OF ENGLISH LANGUAGE ACQUISITION	7	71.7%	28.3%	0.0%	0
OFFICE OF INNOVATION AND IMPROVEMENT	23	92.1%	3.9%	3.9%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	27	100.0%	0.0%	0.0%	0

*The results for this item only include employees who indicated that they participated in this program.

Department of Education 1st Level Subagency Comparison Report

Work/Life (continued)

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
Governmentwide	119,164	81.3%	15.1%	3.7%	7,694
Department of Education	578	83.4%	12.9%	3.7%	35
OFFICE OF THE SECRETARY	9	100.0%	0.0%	0.0%	1
OFFICE OF THE DEPUTY SECRETARY	2	50.2%	49.8%	0.0%	0
OFFICE FOR CIVIL RIGHTS	67	80.7%	15.1%	4.2%	2
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	15	92.6%	7.4%	0.0%	0
OFFICE OF INSPECTOR GENERAL	60	84.8%	13.5%	1.7%	2
OFFICE OF THE GENERAL COUNSEL	16	88.1%	5.6%	6.3%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	34	88.1%	9.1%	2.8%	4
OFFICE OF THE CHIEF INFORMATION OFFICER	15	93.4%	6.6%	0.0%	3
OFFICE OF THE CHIEF FINANCIAL OFFICER	15	93.7%	6.3%	0.0%	0
OFFICE OF MANAGEMENT	25	87.2%	8.8%	4.0%	1
FEDERAL STUDENT AID	187	80.9%	15.4%	3.7%	13
OFFICE OF COMMUNICATIONS AND OUTREACH	14	56.5%	24.0%	19.6%	0
OFFICE OF POSTSECONDARY EDUCATION	27	81.4%	14.9%	3.7%	2
INSTITUTE OF EDUCATION SCIENCES	21	86.3%	4.7%	9.0%	0
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	38	89.8%	7.9%	2.3%	3
OFFICE OF ENGLISH LANGUAGE ACQUISITION	4	75.2%	24.8%	0.0%	0
OFFICE OF INNOVATION AND IMPROVEMENT	13	77.5%	15.5%	7.0%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	15	80.1%	19.9%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

Department of Education 1st Level Subagency Comparison Report

Work/Life (continued)

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

	N	Positive	Neutral	Negative	NBJ
Governmentwide	60,783	77.6%	18.3%	4.2%	7,854
Department of Education	260	83.3%	15.3%	1.5%	36
OFFICE OF THE SECRETARY	1	100.0%	0.0%	0.0%	0
OFFICE OF THE DEPUTY SECRETARY	3	100.0%	0.0%	0.0%	0
OFFICE FOR CIVIL RIGHTS	29	79.1%	14.0%	6.9%	3
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	6	100.0%	0.0%	0.0%	0
OFFICE OF INSPECTOR GENERAL	6	64.8%	35.2%	0.0%	4
OFFICE OF THE GENERAL COUNSEL	7	84.2%	15.8%	0.0%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	20	91.0%	0.0%	9.0%	3
OFFICE OF THE CHIEF INFORMATION OFFICER	8	100.0%	0.0%	0.0%	2
OFFICE OF THE CHIEF FINANCIAL OFFICER	6	68.9%	31.1%	0.0%	0
OFFICE OF MANAGEMENT	24	90.7%	9.3%	0.0%	0
FEDERAL STUDENT AID	93	85.6%	14.4%	0.0%	16
OFFICE OF COMMUNICATIONS AND OUTREACH	10	80.0%	20.0%	0.0%	0
OFFICE OF POSTSECONDARY EDUCATION	7	55.3%	44.7%	0.0%	1
INSTITUTE OF EDUCATION SCIENCES	8	86.0%	14.0%	0.0%	0
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	16	87.6%	12.4%	0.0%	5
OFFICE OF ENGLISH LANGUAGE ACQUISITION	1	0.0%	100.0%	0.0%	1
OFFICE OF INNOVATION AND IMPROVEMENT	8	75.1%	24.9%	0.0%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	6	33.2%	66.8%	0.0%	0

*The results for this item only include employees who indicated that they participated in this program.

Department of Education 1st Level Subagency Comparison 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
Governmentwide	12,057	73.0%	22.2%	4.7%	4,915
Department of Education	94	61.3%	31.8%	7.0%	22
OFFICE OF THE SECRETARY	0	--	--	--	0
OFFICE OF THE DEPUTY SECRETARY	0	--	--	--	0
OFFICE FOR CIVIL RIGHTS	19	42.7%	33.0%	24.3%	0
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	3	100.0%	0.0%	0.0%	0
OFFICE OF INSPECTOR GENERAL	3	67.5%	32.5%	0.0%	1
OFFICE OF THE GENERAL COUNSEL	3	100.0%	0.0%	0.0%	0
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	12	84.4%	15.6%	0.0%	4
OFFICE OF THE CHIEF INFORMATION OFFICER	1	0.0%	100.0%	0.0%	0
OFFICE OF THE CHIEF FINANCIAL OFFICER	3	64.3%	35.7%	0.0%	0
OFFICE OF MANAGEMENT	4	48.5%	51.5%	0.0%	1
FEDERAL STUDENT AID	23	60.0%	40.0%	0.0%	7
OFFICE OF COMMUNICATIONS AND OUTREACH	2	50.0%	0.0%	50.0%	0
OFFICE OF POSTSECONDARY EDUCATION	3	61.3%	38.7%	0.0%	2
INSTITUTE OF EDUCATION SCIENCES	1	100.0%	0.0%	0.0%	4
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	10	71.3%	28.7%	0.0%	3
OFFICE OF ENGLISH LANGUAGE ACQUISITION	0	--	--	--	0
OFFICE OF INNOVATION AND IMPROVEMENT	3	66.7%	33.3%	0.0%	0
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	2	0.0%	52.7%	47.3%	0

**The results for this item only include employees who indicated that they participated in this program.*

Department of Education 1st Level Subagency Comparison Report

Work/Life (continued)

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
Governmentwide	8,738	67.9%	29.3%	2.7%	4,560
Department of Education	50	53.4%	43.1%	3.5%	26
OFFICE OF THE SECRETARY	1	100.0%	0.0%	0.0%	0
OFFICE OF THE DEPUTY SECRETARY	2	100.0%	0.0%	0.0%	0
OFFICE FOR CIVIL RIGHTS	4	28.2%	71.8%	0.0%	4
OFFICE OF PLANNING, EVALUATION AND POLICY DEVELOPMENT	0	--	--	--	0
OFFICE OF INSPECTOR GENERAL	3	33.6%	34.0%	32.4%	1
OFFICE OF THE GENERAL COUNSEL	1	0.0%	100.0%	0.0%	2
OFFICE OF SPC EDU AND REHABILITATIVE SRVCS	3	32.5%	67.5%	0.0%	3
OFFICE OF THE CHIEF INFORMATION OFFICER	0	--	--	--	1
OFFICE OF THE CHIEF FINANCIAL OFFICER	2	100.0%	0.0%	0.0%	0
OFFICE OF MANAGEMENT	8	62.2%	37.8%	0.0%	0
FEDERAL STUDENT AID	20	50.5%	44.9%	4.6%	9
OFFICE OF COMMUNICATIONS AND OUTREACH	0	--	--	--	1
OFFICE OF POSTSECONDARY EDUCATION	1	0.0%	100.0%	0.0%	0
INSTITUTE OF EDUCATION SCIENCES	0	--	--	--	0
OFFICE OF ELEMENTARY AND SECONDARY EDUCATION	2	100.0%	0.0%	0.0%	4
OFFICE OF ENGLISH LANGUAGE ACQUISITION	0	--	--	--	0
OFFICE OF INNOVATION AND IMPROVEMENT	2	50.0%	50.0%	0.0%	1
OFFICE OF CAREER, TECHNICAL, AND ADULT EDUCATION	1	100.0%	0.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

Department of Education

1st Level Subagency Comparison Report

Demographic Questions

Where do you work?

	N	%
Headquarters	1,900	69.4%
Field	836	30.6%

What is your supervisory status?

	N	%
Non-Supervisor	1,944	71.4%
Team Leader	259	9.5%
Supervisor	328	12.0%
Manager	136	5.0%
Senior Leader	57	2.1%

Are you:

	N	%
Male	1,021	38.5%
Female	1,631	61.5%

Are you Hispanic or Latino?

	N	%
Yes	201	7.6%
No	2,432	92.4%

Race

	N	%
American Indian or Alaska Native	24	1.0%
Asian	107	4.3%
Black or African American	839	34.0%
Native Hawaiian or Other Pacific Islander	10	0.4%
White	1,358	55.0%
Two or more races	131	5.3%

Note: Percentages for demographic questions are unweighted.

Department of Education *1st Level Subagency Comparison Report*

Demographic Questions (continued)

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

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	65	2.4%
Trade or Technical Certificate	18	0.7%
Some College (no degree)	214	8.0%
Associate's Degree (e.g., AA, AS)	68	2.6%
Bachelor's Degree (e.g., BA, BS)	750	28.2%
Master's Degree (e.g., MA, MS, MBA)	930	34.9%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	617	23.2%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	12	0.5%
GS 7-12	726	27.3%
GS 13-15	1,761	66.2%
Senior Executive Service	53	2.0%
Senior Level (SL) or Scientific or Professional (ST)	10	0.4%
Other	98	3.7%

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

	N	%
Less than 1 year	56	2.1%
1 to 3 years	324	12.2%
4 to 5 years	171	6.4%
6 to 10 years	625	23.5%
11 to 14 years	320	12.0%
15 to 20 years	338	12.7%
More than 20 years	831	31.2%

Note: Percentages for demographic questions are unweighted.

Department of Education 1st Level Subagency Comparison 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	116	4.4%
1 to 3 years	503	18.9%
4 to 5 years	183	6.9%
6 to 10 years	659	24.7%
11 to 20 years	614	23.0%
More than 20 years	590	22.1%

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

	N	%
No	1,771	66.3%
Yes, to retire	174	6.5%
Yes, to take another job within the Federal Government	409	15.3%
Yes, to take another job outside the Federal Government	190	7.1%
Yes, other	129	4.8%

I am planning to retire:

	N	%
Within one year	100	3.8%
Between one and three years	241	9.2%
Between three and five years	239	9.1%
Five or more years	2,045	77.9%

Self-Identify as:

	N	%
Heterosexual or Straight	2,051	81.2%
Gay, Lesbian, Bisexual, or Transgender	144	5.7%
I prefer not to say	331	13.1%

What is your US military service status?

	N	%
No Prior Military Service	2,273	86.5%
Currently in National Guard or Reserves	19	0.7%
Retired	100	3.8%
Separated or Discharged	235	8.9%

Note: Percentages for demographic questions are unweighted.

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Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	308	11.7%
No	2,321	88.3%

What is your age group?

	N	%
25 and under	13	0.5%
26-29	95	3.4%
30-39	658	23.2%
40-49	758	26.8%
50-59	859	30.3%
60 or older	448	15.8%

Note: Percentages for demographic questions are unweighted.