

**DEPARTMENT OF EDUCATION**  
**2010 FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS**  
(Survey Administration Period 2/16/2010 to 3/26/2010)

		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*1. I am given a real opportunity to improve my skills in my organization.	N	61.5	434	1,022	346	376	166	2,344	NA
	%		18.3	43.2	15.0	16.1	7.3	100.0	
2. I have enough information to do my job well.	N	68.0	387	1,206	345	294	106	2,338	NA
	%		16.6	51.4	14.9	12.6	4.5	100.0	
3. I feel encouraged to come up with new and better ways of doing things.	N	54.8	452	834	416	405	228	2,335	NA
	%		19.1	35.7	18.0	17.4	9.8	100.0	
*4. My work gives me a feeling of personal accomplishment.	N	69.7	629	1,006	345	237	126	2,343	NA
	%		26.5	43.1	14.8	10.1	5.4	100.0	
*5. I like the kind of work I do.	N	78.8	807	1,040	292	141	60	2,340	NA
	%		34.2	44.6	12.6	6.0	2.6	100.0	
6. I know what is expected of me on the job.	N	74.3	612	1,114	305	191	101	2,323	NA
	%		26.4	47.9	13.1	8.2	4.4	100.0	
7. When needed I am willing to put in the extra effort to get a job done.	N	97.1	1,574	701	39	13	13	2,340	NA
	%		66.9	30.3	1.7	0.6	0.6	100.0	
8. I am constantly looking for ways to do my job better.	N	89.5	1,059	1,039	196	37	9	2,340	NA
	%		44.9	44.6	8.5	1.6	0.4	100.0	
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	N	47.6	244	864	356	575	288	2,327	7
	%		10.5	37.1	15.4	24.7	12.3	100.0	
*10. My workload is reasonable.	N	56.2	240	1,072	362	427	239	2,340	5
	%		10.2	46.0	15.5	17.9	10.3	100.0	
*11. My talents are used well in the workplace.	N	52.2	347	863	366	425	307	2,308	23
	%		14.8	37.4	16.1	18.3	13.4	100.0	
*12. I know how my work relates to the agency's goals and priorities.	N	80.6	645	1,221	246	137	76	2,325	16
	%		27.5	53.0	10.5	5.8	3.2	100.0	
*13. The work I do is important.	N	88.1	1,042	981	189	56	36	2,304	10
	%		45.2	42.9	8.1	2.4	1.5	100.0	
*14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.	N	67.5	509	1,068	309	272	173	2,331	7
	%		21.8	45.7	13.1	11.7	7.6	100.0	
*15. My performance appraisal is a fair reflection of my performance.	N	63.8	571	918	274	280	271	2,314	28
	%		24.1	39.7	12.1	12.0	12.0	100.0	
16. I am held accountable for achieving results.	N	82.3	698	1,216	272	99	43	2,328	6
	%		29.7	52.6	11.7	4.2	1.8	100.0	

\*AES prescribed items

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17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	N		504	758	451	212	260	2,185	150
	%	57.1	22.5	34.6	20.9	9.8	12.2	100.0	
*18. My training needs are assessed.	N		265	711	521	454	331	2,282	41
	%	42.3	11.3	31.0	23.1	19.9	14.7	100.0	
*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		487	857	300	328	340	2,312	31
	%	57.9	20.7	37.2	13.1	14.0	14.9	100.0	
*20. The people I work with cooperate to get the job done.	N		574	1,097	277	213	56	2,217	NA
	%	75.3	25.3	50.0	12.6	9.5	2.6	100.0	
*21. My work unit is able to recruit people with the right skills.	N		233	786	553	396	247	2,215	132
	%	45.6	10.4	35.2	25.3	18.0	11.1	100.0	
*22. Promotions in my work unit are based on merit.	N		237	548	571	336	429	2,121	221
	%	36.1	10.8	25.3	27.3	15.9	20.7	100.0	
*23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	N		155	440	532	460	487	2,074	271
	%	28.5	7.4	21.1	26.0	22.1	23.4	100.0	
*24. In my work unit, differences in performance are recognized in a meaningful way.	N		191	570	506	484	416	2,167	178
	%	34.7	8.6	26.1	23.5	22.3	19.4	100.0	
25. Awards in my work unit depend on how well employees perform their jobs.	N		265	662	439	364	382	2,112	227
	%	43.2	12.1	31.1	20.8	17.4	18.6	100.0	
26. Employees in my work unit share job knowledge with each other.	N		539	1,088	303	234	160	2,324	16
	%	69.7	22.7	46.9	13.1	10.1	7.2	100.0	
27. The skill level in my work unit has improved in the past year.	N		324	799	630	259	188	2,200	129
	%	50.3	14.3	36.0	29.2	11.8	8.6	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
28. How would you rate the overall quality of work done by your work unit?	N		1,030	891	346	59	17	2,343	NA
	%	82.1	43.7	38.4	14.7	2.5	0.7	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N		298	1,220	401	234	87	2,240	82
	%	67.6	13.2	54.5	18.1	10.3	3.9	100.0	

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		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*30. Employees have a feeling of personal empowerment with respect to work processes.	N		176	693	523	541	317	2,250	76
	%	38.5	7.8	30.7	23.3	24.0	14.2	100.0	
31. Employees are recognized for providing high quality products and services.	N		247	789	491	435	293	2,255	71
	%	45.4	10.7	34.6	22.0	19.4	13.2	100.0	
*32. Creativity and innovation are rewarded.	N		194	588	595	469	374	2,220	106
	%	34.9	8.6	26.3	27.0	21.0	17.1	100.0	
*33. Pay raises depend on how well employees perform their jobs.	N		125	467	562	491	450	2,095	223
	%	27.8	5.9	21.9	26.7	23.6	21.9	100.0	
34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).	N		289	768	598	224	228	2,107	217
	%	49.1	13.3	35.8	28.5	11.0	11.3	100.0	
*35. Employees are protected from health and safety hazards on the job.	N		498	1,270	312	107	60	2,247	67
	%	78.0	21.7	56.3	14.1	5.0	2.9	100.0	
*36. My organization has prepared employees for potential security threats.	N		473	1,283	352	108	64	2,280	40
	%	76.8	20.6	56.2	15.5	4.8	2.8	100.0	
37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.	N		331	715	488	247	325	2,106	221
	%	48.9	15.3	33.6	23.3	11.9	15.8	100.0	
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		422	782	453	139	222	2,018	302
	%	58.7	20.3	38.4	22.9	7.0	11.4	100.0	
39. My agency is successful at accomplishing its mission.	N		408	1,170	449	124	63	2,214	62
	%	71.2	18.3	53.0	20.3	5.6	2.9	100.0	
40. I recommend my organization as a good place to work.	N		427	845	580	290	187	2,329	NA
	%	54.3	18.0	36.3	25.0	12.5	8.3	100.0	
41. I believe the results of this survey will be used to make my agency a better place to work.	N		300	688	551	298	273	2,110	222
	%	46.7	14.1	32.6	26.2	14.0	13.1	100.0	
*42. My supervisor supports my need to balance work and other life issues.	N		877	976	225	105	131	2,314	13
	%	79.7	37.4	42.3	9.9	4.5	5.8	100.0	
43. My supervisor/team leader provides me with opportunities to demonstrate my leadership skills.	N		647	829	384	238	216	2,314	8
	%	63.5	27.7	35.8	16.7	10.3	9.5	100.0	
*44. Discussions with my supervisor/team leader about my performance are worthwhile.	N		562	793	388	265	279	2,287	30
	%	59.0	24.3	34.7	17.1	11.7	12.3	100.0	

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45. My supervisor/team leader is committed to a workforce representative of all segments of society.	N		619	787	447	120	149	2,122	198
	%	65.5	29.0	36.5	21.6	5.8	7.1	100.0	
46. My supervisor/team leader provides me with constructive suggestions to improve my job performance.	N		532	823	407	292	258	2,312	10
	%	58.4	22.8	35.5	17.9	12.6	11.1	100.0	
*47. Supervisors/team leaders in my work unit support employee development.	N		589	865	383	227	224	2,288	31
	%	63.0	25.3	37.7	17.0	10.1	9.9	100.0	
48. My supervisor/team leader listens to what I have to say.	N		838	908	257	170	146	2,319	NA
	%	75.0	35.5	39.5	11.3	7.3	6.4	100.0	
49. My supervisor/team leader treats me with respect.	N		953	862	232	147	126	2,320	NA
	%	78.0	40.4	37.6	10.1	6.4	5.5	100.0	
50. In the last six months, my supervisor/team leader has talked with me about my performance.	N		739	1,064	211	190	111	2,315	NA
	%	77.5	31.4	46.1	9.3	8.3	4.9	100.0	
*51. I have trust and confidence in my supervisor.	N		759	689	387	240	236	2,311	NA
	%	62.2	32.2	29.9	17.0	10.4	10.4	100.0	
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
*52. Overall, how good a job do you feel is being done by your immediate supervisor/team leader?	N		887	656	444	167	162	2,316	NA
	%	66.3	37.8	28.5	19.4	7.2	7.1	100.0	
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	N		238	710	573	443	327	2,291	25
	%	41.3	10.1	31.2	25.0	19.2	14.5	100.0	
54. My organization's leaders maintain high standards of honesty and integrity.	N		356	809	534	210	269	2,178	130
	%	52.9	15.8	37.1	24.6	9.8	12.7	100.0	
*55. Managers/supervisors/team leaders work well with employees of different backgrounds.	N		355	933	492	212	216	2,208	109
	%	57.6	15.6	42.0	22.6	9.7	10.0	100.0	
*56. Managers communicate the goals and priorities of the organization.	N		333	1,054	422	264	211	2,284	25
	%	60.6	14.5	46.2	18.5	11.5	9.3	100.0	
*57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.	N		317	968	484	194	169	2,132	175
	%	60.1	14.8	45.3	23.0	8.9	8.0	100.0	

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58. Managers promote communication among different work units (for example, about projects, goals, needed resources).	N %	48.5	271 11.9	815 36.6	472 21.4	358 15.7	321 14.4	2,237 100.0	68
59. Managers support collaboration across work units to accomplish work objectives.	N %	52.7	285 12.7	880 40.0	431 19.9	319 14.3	286 13.1	2,201 100.0	77
		Percent Positive	Very Good	Good	Fair	Poor	Very Poor	Item Response Total**	Do Not Know/ No Basis to Judge
60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor/team leader?	N %	53.7	456 20.3	732 33.4	571 25.7	211 9.8	236 10.8	2,206 100.0	107
		Percent Positive	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Item Response Total**	Do Not Know/ No Basis to Judge
*61. I have a high level of respect for my organization's senior leaders.	N %	54.1	447 19.5	774 34.6	567 25.2	231 10.2	230 10.4	2,249 100.0	34
62. Senior leaders demonstrate support for Work/Life programs.	N %	55.2	376 18.0	762 37.2	553 27.2	172 8.5	180 9.1	2,043 100.0	258
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*63. How satisfied are you with your involvement in decisions that affect your work?	N %	49.6	300 12.8	848 36.8	501 21.7	450 19.4	211 9.3	2,310 100.0	NA
*64. How satisfied are you with the information you receive from management on what's going on in your organization?	N %	47.0	274 11.7	816 35.4	522 22.7	462 19.9	238 10.3	2,312 100.0	NA
*65. How satisfied are you with the recognition you receive for doing a good job?	N %	50.9	393 16.6	791 34.3	451 19.4	422 18.5	254 11.2	2,311 100.0	NA
*66. How satisfied are you with the policies and practices of your senior leaders?	N %	42.5	243 10.4	742 32.1	684 29.6	420 18.3	217 9.6	2,306 100.0	NA
*67. How satisfied are you with your opportunity to get a better job in your organization?	N %	32.6	210 8.9	553 23.6	677 29.3	484 20.9	390 17.2	2,314 100.0	NA
*68. How satisfied are you with the training you receive for your present job?	N %	48.1	284 11.9	830 36.2	595 25.8	366 15.9	235 10.3	2,310 100.0	NA

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		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
*69. Considering everything, how satisfied are you with your job?	N		453	1,040	425	241	149	2,308	NA
	%	64.4	19.3	45.1	18.5	10.4	6.7	100.0	
*70. Considering everything, how satisfied are you with your pay?	N		616	1,046	293	247	104	2,306	NA
	%	71.4	26.3	45.0	13.0	10.8	4.7	100	
71. Considering everything, how satisfied are you with your organization?	N		334	991	502	295	183	2,305	NA
	%	57.3	14.3	42.9	21.7	12.9	8.2	100	
		Percent Positive	Telework on regular basis	Telework infrequently	No telework: physical presence required	No telework: technical issues	No telework: not allowed though ok for job type	No telework: personal choice	Item Response Total**
72. Please select the response below that BEST describes your teleworking situation.	N		434	743	103	72	406	450	2,208
	%	22.1	19.1	33.3	4.7	3.3	18.8	20.7	
		Percent Positive	Very Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Very Dissatisfied	Item Response Total**	Do Not Know/ No Basis to Judge
73. How satisfied are you with the following Work/Life programs in your agency... Telework?	N		557	615	350	229	188	1,939	356
	%	59.6	28.1	31.6	18.5	11.9	10.1	100.0	
74. How satisfied are you with the following Work/Life programs in your agency... Alternative Work Schedules (AWS)?	N		694	790	262	101	80	1,927	370
	%	76.8	35.7	41.1	13.7	5.1	4.4	100.0	
75. 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		412	791	435	123	75	1,836	463
	%	65.8	22.4	43.4	23.6	6.5	4.1	100	
76. How satisfied are you with the following Work/Life programs in your agency... Employee Assistance Program (EAP)?	N		199	380	479	41	40	1,139	1,164
	%	50.7	17.3	33.4	42.0	3.6	3.7	100	
77. 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		60	106	457	43	54	720	1,580
	%	23.3	8.3	15.1	63.4	5.8	7.5	100	
78. How satisfied are you with the following Work/Life programs in your agency... Elder Care Programs (for example, support groups, speakers)?	N		54	99	483	33	22	691	1,607
	%	22.4	7.7	14.7	69.4	4.7	3.4	100	

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79. Where do you work?	N	%
<b>Headquarters</b>	1,601	70.6
<b>Field</b>	666	29.4
<b>Total</b>	2,267	100.0

*80. What is your supervisory status?	N	%
<b>Non-Supervisor</b>	1,662	72.3
<b>Team Leader</b>	221	9.6
<b>Supervisor</b>	247	10.7
<b>Manager</b>	110	4.8
<b>Executive</b>	58	2.5
<b>Total</b>	2,298	100

*81. Are you:	N	%
<b>Male</b>	864	37.9
<b>Female</b>	1,415	62.1
<b>Total</b>	2,279	100.0

*82. Are you Hispanic or Latino?	N	%
<b>Yes</b>	107	4.7
<b>No</b>	2,153	95.3
<b>Total</b>	2,260	100.0

*83. Please select the racial category or categories with which you most closely identify (mark as many as apply.)	N	%
<b>American Indian or Alaska Native</b>	21	1.0
<b>Asian</b>	85	3.9
<b>Black or African American</b>	758	34.8
<b>Native Hawaiian or Other Pacific Islander</b>	11	0.5
<b>White</b>	1,248	57.3
<b>Two or more races</b>	54	2.5
<b>Total</b>	2,177	100

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84. What is your age group?	N	%
<b>25 and under</b>	25	1.1
<b>26-29</b>	92	4.1
<b>30-39</b>	397	17.7
<b>40-49</b>	640	28.5
<b>50-59</b>	725	32.3
<b>60 or older</b>	367	16.3
<b>Total</b>	2,246	100

85. What is your pay category/grade?	N	%
<b>Federal Wage System</b>	3	0.1
<b>GS 1-6</b>	24	1.1
<b>GS 7-12</b>	678	29.9
<b>GS 13-15</b>	1,463	64.4
<b>Senior Executive Service</b>	56	2.5
<b>Senior Leader (SL) or Scientific or Professional (ST)</b>	10	0.4
<b>Other</b>	36	1.6
<b>Total</b>	2,270	100.0

86. How long have you been with the Federal Government (excluding military service)?	N	%
<b>Less than 1 year</b>	17	0.8
<b>1 to 3 years</b>	240	10.6
<b>4 to 5 years</b>	182	8.1
<b>6 to 10 years</b>	300	13.3
<b>11 to 14 years</b>	216	9.6
<b>15 to 20 years</b>	380	16.8
<b>More than 20 years</b>	922	40.9
<b>Total</b>	2,257	100.0

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

	N	%
<b>Less than 1 year</b>	22	1.0
<b>1 to 3 years</b>	401	17.7
<b>4 to 5 years</b>	230	10.1
<b>6 to 10 years</b>	385	17.0
<b>11 to 20 years</b>	634	27.9
<b>More than 20 years</b>	597	26.3
<b>Total</b>	2,269	100

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

	N	%
<b>No</b>	1,462	64.3
<b>Yes, to retire</b>	123	5.4
<b>Yes, to take another job within the Federal Government</b>	541	23.8
<b>Yes, to take another job outside the Federal Government</b>	68	3.0
<b>Yes, other</b>	79	3.5
<b>Total</b>	2,273	100

89. I am planning to retire:

	N	%
<b>Within one year</b>	70	3.1
<b>Between one and three years</b>	237	10.6
<b>Between three and five years</b>	275	12.3
<b>Five or more years</b>	1,657	74.0
<b>Total</b>	2,239	100