




















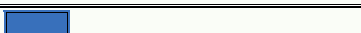









Report Title: Employee Incentive Survey
Survey Title: Employee Incentive Program [1392 responses]
Report Type: Bar Graph
Start Date:09-Nov-2009
End Date:30-Jun-2010
Invitations Sent:1
Delivered:1
Bounced: 0
Completed Responses:1392
Response Rate:Public Survey
Incomplete Responses:--
Incomplete responses included in this report:--

1. What is your current role in GCS?				
Responses	Count	%	Percentage of total respondents	
Classified Administrators	34	2.44%		
Classified Staff	213	15.30%		
Certified- Teacher	883	63.43%		
Certified- Other	190	13.65%		
Certified- Administrator	64	4.60%		
(Did not answer)	8	0.57%		
Total Responses	1392		20%	40% 60% 80% 100%

2. How much do you currently know about Employee Incentive Programs that reward employees with pay that is in addition to their regular salary? (Examples: Mission Possible, Cumulative Effect)				
Responses	Count	Assigned Weight	%	Percentage of total respondents
I know a lot	238	3	17.10%	
I know a little	916	2	65.80%	
I don't know anything about them	227	1	16.31%	
(Did not answer)	11	NULL	0.79%	
Weighted Score : 2.01				
Total Responses	1392			20% 40% 60% 80% 100%

3. Are you currently receiving compensation incentives as a Mission Possible or Cumulative Effect faculty member?			
Responses	Count	%	Percentage of total respondents
Yes	82	5.89%	
No	1258	90.37%	
Unsure	44	3.16%	
(Did not answer)	8	0.57%	
Total Responses	1392		20% 40% 60% 80% 100%

4. Should Guilford County Schools redirect a portion of its local funding in order to offer employees an incentive program that allows them to earn additional pay beyond their regular salary?			
Responses	Count	%	Percentage of total respondents
Yes	686	49.28%	
No	291	20.91%	
Unsure	400	28.74%	
(Did not answer)	15	1.08%	
Total Responses	1392		20% 40% 60% 80% 100%

5. Knowing that there would be very limited funds to do so, if Guilford County Schools were to implement an Employee Incentive Program, which employees should be eligible? Check all that apply.			
Responses	Count	%	Percentage of total respondents
Assistants (Classroom, Media, Technology)	680	48.85%	
Bus Drivers	243	17.46%	
Cafeteria Workers	252	18.10%	
Curriculum Facilitators	483	34.70%	
Custodians	289	20.76%	
Guidance Counselors	434	31.18%	
Media Specialists	462	33.19%	
Non-site based maintenance workers (painters, carpenters, etc.)	134	9.63%	
Nurses	150	10.78%	
Psychologists	183	13.15%	
School Administrators	431	30.96%	

School Office (Data Manager, Treasurer, Office Assistants, etc.)	362	26.01%	
Social Workers	326	23.42%	
Speech Language Pathologists	366	26.29%	
Student Support Personnel (Occupational and Physical Therapists, Language Facilitators, etc.)	294	21.12%	
Teachers (Advanced Learners)	773	55.53%	
Teachers (English Language Learners)	844	60.63%	
Teachers (Exceptional Children)	964	69.25%	
Teachers (PreK-12 Regular Classroom)	1093	78.52%	
Teachers (Specialists/Encore)	721	51.80%	
Other (please specify)	175	12.57%	
(Did not answer)	41	2.95%	
Total Responses	9700		20% 40% 60% 80% 100%

Multiple answers per participant possible. Percentages added may exceed 100 since a participant may select more than one answer for this question.

6. If Guilford County Schools were to implement an Employee Incentive Program, which factors should be used to determine the level of additional incentives an employee is eligible for beyond their regular salary? Rank your choices with Rank 1 being the highest.														
	Responses	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Rank 6	Rank 7	Rank 8	Rank 9	Rank 10	Rank 11	Rank 12	Weighted Rank (Score)
	Annual Evaluations	247	173	178	139	127	106	97	75	58	56	55	32	1 (11155)
Advanced	290	188	105	100	107	83	69	93	76	80	55	97	2 (10565)	

Degrees													
Years of Experience	219	121	166	109	104	119	95	84	88	64	68	106	3 (10041)
Working in a Hard to Staff School	128	153	126	128	111	107	116	108	98	109	100	59	4 (9482)
Working in a Hard to Staff Position	100	141	145	119	117	121	115	127	125	108	90	35	5 (9419)
Student Growth (Value Added Data)	160	107	102	112	96	130	108	104	123	102	121	78	6 (9089)
Employee Attendance	48	126	130	126	122	112	127	108	100	111	134	99	7 (8558)
Student Achievement (Adequate Yearly Progress)	68	109	87	113	141	103	146	131	117	111	124	93	8 (8424)
National Board Certification	41	123	115	115	139	118	97	113	114	151	118	99	9 (8359)
Holding Multiple Certifications	14	59	109	141	123	117	131	144	162	155	119	69	10 (7905)
Professional Development	14	29	57	98	120	160	173	163	160	141	151	77	11 (7314)
Number of Discipline Referrals	14	14	23	43	36	67	69	93	122	155	208	499	12 (4443)
(Did not answer)													49
Total Responses													1392

7. If Guilford County Schools were to	
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implement an Employee Incentive Program that was limited to certain schools, what should be the criterion for the inclusion of schools in such a program? Rank your choices with Rank 1 being the highest.											
Response	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5	Rank 6	Rank 7	Rank 8	Rank 9	Rank 10	Weighted Rank (Score)
Percentage of students receiving free or reduced lunch	282	171	200	146	118	94	73	81	50	47	1 (8841)
Number of years the school has not been able to make AYP	194	143	145	116	147	136	150	99	81	51	2 (7871)
Percentage of Exceptional Children	112	168	172	191	149	129	119	100	72	50	3 (7854)
Number of AYP subgroups	197	173	117	135	142	102	119	86	116	75	4 (7811)
Rate of teacher turnover	208	149	135	116	125	128	122	95	77	107	5 (7737)
Percentage of English Language Learners	28	115	154	175	181	171	154	118	85	81	6 (6934)
Rate of student mobility	35	122	113	138	132	179	134	115	153	141	7 (6333)
Graduation rate (high schools only)	147	98	79	88	90	101	92	131	75	361	8 (5917)
Number of violent incidents	48	58	77	85	81	108	159	197	260	189	9 (5175)

and long term suspensions per year											
Number of out of school suspensions per year	11	65	70	72	97	114	140	240	293	160	10 (4937)
(Did not answer)											130
Total Responses											1392