

# All Other Components, Office for Civil Rights, Office of Inspector General, Office of Special Education and Rehabilitative Services, Office of the Chief Financial Officer, Federal Student Aid, Office of Postsecondary Education, Office of Elementary and Secondary Education

Index Score: 57.8 (Ranked #29 out of varied totals)

To promote student achievement and preparation for global competitiveness by fostering educational excellence and ensuring equal access. The Department of Education establishes policies on and manages the funds for federal financial aid programs, collects and disseminates data on America's schools and focuses national attention on educational issues.

## Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>	73.8	29
<a href="#">Strategic Management</a>	57.1	14
<a href="#">Teamwork</a>	65.7	14
<a href="#">Effective Leadership</a>	52.8	19
<a href="#">Effective Leadership - Empowerment</a>	43.0	25
<a href="#">Effective Leadership - Fairness</a>	48.3	27
<a href="#">Effective Leadership - Senior Leaders</a>	48.3	18
<a href="#">Effective Leadership - Supervisors</a>	64.4	17
<a href="#">Performance Based Rewards and Advancement</a>	43.4	25
<a href="#">Training and Development</a>	56.0	23
<a href="#">Support for Diversity</a>	55.5	23
<a href="#">Pay</a>	64.4	10
<a href="#">Family Friendly Culture and Benefits</a>	42.8	9
<a href="#">Work/Life Balance</a>	61.7	14

Scores by Class	2010	2009	2007	2005	2003
<a href="#">Employee Skills/Mission Match</a>	73.0	74.6	73.1	73.0	74.4
<a href="#">Strategic Management</a>	52.3	57.1	52.3	53.3	53.6
<a href="#">Teamwork</a>	62.0	71.0	67.3	67.4	66.0
<a href="#">Effective Leadership</a>	51.4	48.8	45.6	46.9	46.5
<a href="#">Performance Based Rewards and Advancement</a>	42.3	41.4	38.4	43.4	39.0
<a href="#">Training and Development</a>	54.4	58.2	55.6	56.7	56.2
<a href="#">Support for Diversity</a>	52.5	56.3	51.7	52.4	57.1
<a href="#">Pay</a>	70.0	67.1	64.5		
<a href="#">Family Friendly Culture and Benefits</a>	48.1				
<a href="#">Work/Life Balance</a>	60.6	65.2	62.3	64.5	64.5

## Index Scores

Year	Score
2011	57.8
2010	57.3
2009	56.4
2007	52.1

2005	54.0
2003	53.8

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>	58.0	27
<a href="#">Male</a>	61.8	24
<a href="#">40 and over</a>	59.7	24
<a href="#">Under 40</a>	61.1	27
<a href="#">Asian</a>	65.3	25
<a href="#">Black or African-American</a>	57.1	27
<a href="#">Hispanic or Latino</a>	67.7	12
<a href="#">Multi-racial</a>	51.6	25
<a href="#">White</a>	61.9	23
<a href="#">American Indian or Native American</a>		

Scores by Demographic	2010	2009	2007	2005	2003
<a href="#">Female</a>	56.1				
<a href="#">Male</a>	62.2	54.9			
<a href="#">40 and over</a>	58.9	55.8			
<a href="#">Under 40</a>	58.4	57.3			
<a href="#">Asian</a>	62.0	54.2			
<a href="#">Black or African-American</a>	55.8	45.2			
<a href="#">Hispanic or Latino</a>	60.9	59.1			
<a href="#">Multi-racial</a>	50.3	55.9			
<a href="#">White</a>	61.3	58.0			
<a href="#">American Indian or Native American</a>		54.8			

## Staff/Manager Alignment

**Score: -31**

### **Less Aligned / Less Satisfied:**

Agencies in this group have *Best Places* Index scores that fall short of government-wide norms, as well as less-than-normal alignment between staff and managers on key workforce issues. These agencies should examine and understand the areas of high disconnect between staff and managers to ensure that managers understand staff issues and are prepared to support related agency changes efforts.

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## Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	4,339	4,245	4,152	4,070	3,952	3,803	3,789	3,825	3,769	4,010

**Employees joined (2009):** 528

**Percentage joined (2009):** 13.20%

**Average joined (2004-2009):** 313

**Employees left (2009):** 291

**Percentage left (2009):** 7.30%

**Average left (2004-2009):** 315

**Rookie ratio (percentage of workforce with less than three years of service):** 13.90%

## More About the Agency

Headquartered in Washington, D.C.

Other Locations: Boston, MA; New York, NY; Philadelphia, PA; Atlanta, GA; Chicago, IL; Dallas, TX; Kansas City, MO; Denver, CO; San Francisco, CA and Seattle, WA

<http://www.ed.gov/index.jsp>

## Agency Subcomponents

[All Other Components \(ED\)](#) - Score: 61.7

[Federal Student Aid \(ED\)](#) - Score: 54.8

[Office for Civil Rights \(ED\)](#) - Score: 58.8

[Office of Elementary and Secondary Education \(ED\)](#) - Score: 47.6

[Office of Inspector General \(ED\)](#) - Score: 71.8

[Office of Postsecondary Education \(ED\)](#) - Score: 39.7

[Office of Special Education and Rehabilitative Services \(ED\)](#) - Score: 58.7

[Office of the Chief Financial Officer \(ED\)](#) - Score: 56.1