Employee Survey: Highland Lakes Elementary

Results

2021-2022 School Year
# Participation

<table>
<thead>
<tr>
<th>Responding Group</th>
<th>Number of Invitations Delivered (NMax)</th>
<th>Number of Responses (N)</th>
<th>Response Rate</th>
<th>Total Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Members</td>
<td></td>
<td>43</td>
<td></td>
<td>43</td>
</tr>
</tbody>
</table>
Overall Engagement

How strongly do you agree or disagree with the following statements?

- I am proud to work for Pinellas County Schools. (N=43)  
  - Strongly Agree: 40%  
  - Agree: 35%  
  - Neither Disagree nor Agree: 19%  
  - Disagree: 7%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=43)  
  - Strongly Agree: 40%  
  - Agree: 30%  
  - Neither Disagree nor Agree: 23%  
  - Disagree: 5%

- I am engaged in my work. (N=43)  
  - Strongly Agree: 51%  
  - Agree: 35%  
  - Neither Disagree nor Agree: 12%

- My work is interesting. (N=43)  
  - Strongly Agree: 51%  
  - Agree: 35%  
  - Neither Disagree nor Agree: 7%

- I am motivated to contribute more than what is expected of me. (N=43)  
  - Strongly Agree: 49%  
  - Agree: 28%  
  - Neither Disagree nor Agree: 9%  
  - Disagree: 7%  
  - Strongly Disagree: 7%
Overall Engagement (Continued)

How strongly do you agree or disagree with the following statements?

I see professional growth and long-term career opportunities with Pinellas County Schools. (N=43)
- Strongly Agree: 28%
- Agree: 28%
- Neither Disagree nor Agree: 26%
- Disagree: 12%
- Strongly Disagree: 7%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=43)
- Strongly Agree: 35%
- Agree: 28%
- Neither Disagree nor Agree: 23%
- Disagree: 7%
- Strongly Disagree: 7%

I enjoy working with my direct supervisor. (N=43)
- Strongly Agree: 53%
- Agree: 28%
- Neither Disagree nor Agree: 19%

I am optimistic about the future of Pinellas County Schools. (N=43)
- Strongly Agree: 33%
- Agree: 30%
- Neither Disagree nor Agree: 23%
- Disagree: 12%
Overall Engagement: Comparison Over Time

How strongly do you agree or disagree with the following statements?

- I am proud to work for Pinellas County Schools. (2021-2022: 74%, 2020-2021: 84%)
- Employment with Pinellas County Schools gives me a feeling of accomplishment. (2021-2022: 70%, 2020-2021: 86%)
- I am engaged in my work. (2021-2022: 86%, 2020-2021: 100%)
- My work is interesting. (2021-2022: 86%, 2020-2021: 97%)
- I am motivated to contribute more than what is expected of me. (2021-2022: 77%, 2020-2021: 92%)
- I see professional growth and long-term career opportunities with Pinellas County Schools. (2021-2022: 56%, 2020-2021: 76%)

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

K12 Insight
Overall Engagement: Comparison Over Time (Continued)

How strongly do you agree or disagree with the following statements?

- I would feel comfortable referring a good friend to work for Pinellas County Schools.
  - 2021-2022: 63% Strongly Agree, 84% Agree
  - 2020-2021: 81% Strongly Agree, 84% Agree

- I enjoy working with my direct supervisor.
  - 2021-2022: 63% Strongly Agree, 81% Agree
  - 2020-2021: 81% Strongly Agree, 81% Agree

- I am optimistic about the future of Pinellas County Schools.
  - 2021-2022: 63% Strongly Agree, 84% Agree
  - 2020-2021: 81% Strongly Agree, 84% Agree

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree
Mission and Vision

How strongly do you agree or disagree with the following statements?

I am familiar with Pinellas County Schools’ mission to prepare all students for college, career and life and vision of 100% student success. (N=43)

- Strongly Agree: 35%
- Agree: 60%
- Neither Disagree nor Agree: 5%
- Disagree: 0%
- Strongly Disagree: 0%

I know how I can fulfill Pinellas County Schools’ mission and vision. (N=43)

- Strongly Agree: 28%
- Agree: 56%
- Neither Disagree nor Agree: 14%
- Disagree: 0%
- Strongly Disagree: 0%

I support the district’s mission and vision. (N=43)

- Strongly Agree: 30%
- Agree: 56%
- Neither Disagree nor Agree: 12%
- Disagree: 0%
- Strongly Disagree: 0%
Mission and Vision (Continued)

How strongly do you agree or disagree with the following statements?

- The district’s mission and vision is clearly defined. (N=43)
  - Strongly Agree: 30%
  - Agree: 53%
  - Neither Disagree nor Agree: 28%
  - Disagree: 9%
  - Strongly Disagree: 5%

- The district is moving in a direction that reflects our mission and vision. (N=43)
  - Strongly Agree: 23%
  - Agree: 35%
  - Neither Disagree nor Agree: 28%
  - Disagree: 9%
  - Strongly Disagree: 5%

- I can provide input on how the district accomplishes its mission. (N=43)
  - Strongly Agree: 19%
  - Agree: 35%
  - Neither Disagree nor Agree: 33%
  - Disagree: 9%
  - Strongly Disagree: 5%
Mission and Vision: Comparison Over Time

How strongly do you agree or disagree with the following statements?

- I am familiar with Pinellas County Schools’ mission to prepare all students for college, career and life and vision of 100% student success.
  - 2021-2022: 95% (N=43)
  - 2020-2021: 97% (N=37)

- I know how I can fulfill Pinellas County Schools' mission and vision.
  - 2021-2022: 84% (N=43)
  - 2020-2021: 97% (N=37)

- I support the district’s mission and vision.
  - 2021-2022: 86% (N=43)
  - 2020-2021: 97% (N=37)

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

Percentage Strongly Agree or Agree

© 2022
Mission and Vision: Comparison Over Time (Continued)

How strongly do you agree or disagree with the following statements?

- The district’s mission and vision is clearly defined.
  - 2021-2022 (N=43): 84%
  - 2020-2021 (N=37): 97%

- The district is moving in a direction that reflects our mission and vision.
  - 2021-2022 (N=43): 58%
  - 2020-2021 (N=37): 78%

- I can provide input on how the district accomplishes its mission.
  - 2021-2022 (N=43): 53%
  - 2020-2021 (N=37): 68%

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree
District Leadership

How strongly do you agree or disagree with the following statements?

- District leaders’ actions are consistent with their words. (N=43)
  - Strongly Agree: 7%
  - Agree: 42%
  - Neither Disagree nor Agree: 30%
  - Disagree: 19%

- District leaders understand my professional needs. (N=43)
  - Strongly Agree: 12%
  - Agree: 23%
  - Neither Disagree nor Agree: 16%
  - Disagree: 40%
  - Strongly Disagree: 9%

- District leaders clearly explain the reasons behind decisions on key issues. (N=43)
  - Strongly Agree: 9%
  - Agree: 28%
  - Neither Disagree nor Agree: 30%
  - Disagree: 26%
  - Strongly Disagree: 7%

- District leaders encourage employees to share ideas to improve performance. (N=42)
  - Strongly Agree: 7%
  - Agree: 38%
  - Neither Disagree nor Agree: 33%
  - Disagree: 19%

- District leaders promote a positive work culture. (N=43)
  - Strongly Agree: 14%
  - Agree: 37%
  - Neither Disagree nor Agree: 23%
  - Disagree: 21%
  - Strongly Disagree: 5%
District Leadership: Comparison Over Time

How strongly do you agree or disagree with the following statements?

- District leaders’ actions are consistent with their words.
- District leaders understand my professional needs.
- District leaders clearly explain the reasons behind decisions on key issues.
- District leaders encourage employees to share ideas to improve performance.
- District leaders promote a positive work culture.

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=43)</th>
<th>2020-2021 (N=37)</th>
</tr>
</thead>
<tbody>
<tr>
<td>District leaders’ actions are consistent with their words.</td>
<td>49%</td>
<td>73%</td>
</tr>
<tr>
<td>District leaders understand my professional needs.</td>
<td>35%</td>
<td>57%</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key issues.</td>
<td>37%</td>
<td>57%</td>
</tr>
<tr>
<td>District leaders encourage employees to share ideas to improve performance.</td>
<td>45%</td>
<td>62%</td>
</tr>
<tr>
<td>District leaders promote a positive work culture.</td>
<td>51%</td>
<td>70%</td>
</tr>
</tbody>
</table>
Worksite Leadership

How strongly do you agree or disagree with the following statements?

1. The actions of my direct supervisor are consistent with their words. (N=43)
   - Strongly Agree: 28%
   - Agree: 53%
   - Neither Disagree nor Agree: 9%
   - Disagree: 7%
   - Strongly Disagree: 0%

2. I can count on the support of my direct supervisor when addressing problems or issues. (N=43)
   - Strongly Agree: 33%
   - Agree: 51%
   - Neither Disagree nor Agree: 14%
   - Disagree: 7%
   - Strongly Disagree: 0%

3. I trust my direct supervisor to make good decisions. (N=42)
   - Strongly Agree: 36%
   - Agree: 40%
   - Neither Disagree nor Agree: 14%
   - Disagree: 7%
   - Strongly Disagree: 0%

4. My direct supervisor clearly communicates their expectations of my job performance. (N=43)
   - Strongly Agree: 37%
   - Agree: 53%
   - Neither Disagree nor Agree: 5%
   - Disagree: 0%
   - Strongly Disagree: 0%
Worksite Leadership (Continued)

How strongly do you agree or disagree with the following statements?

My direct supervisor effectively communicates about important issues that affect me. (N=43)
- Strongly Agree: 33%
- Agree: 56%
- Neither Disagree nor Agree: 9%

My direct supervisor implements policies fairly in my school or department. (N=43)
- Strongly Agree: 33%
- Agree: 49%
- Neither Disagree nor Agree: 12%
- Disagree: 7%

My direct supervisor promotes a positive work culture. (N=43)
- Strongly Agree: 35%
- Agree: 49%
- Neither Disagree nor Agree: 12%
- Disagree: 5%

My direct supervisor encourages collaboration within and across teams in my school or department. (N=43)
- Strongly Agree: 40%
- Agree: 53%
- Neither Disagree nor Agree: 5%
- Disagree: 5%
How strongly do you agree or disagree with the following statements?

- The actions of my direct supervisor are consistent with their words.
  - 2021-2022 (N=43):
    - Strongly Agree: 81%
    - Agree: 84%
  - 2020-2021 (N=37):
    - Strongly Agree: 84%
    - Agree: 81%

- I can count on the support of my direct supervisor when addressing problems or issues.
  - 2021-2022 (N=43):
    - Strongly Agree: 84%
    - Agree: 81%
  - 2020-2021 (N=37):
    - Strongly Agree: 81%
    - Agree: 84%

- I trust my direct supervisor to make good decisions.
  - 2021-2022 (N=43):
    - Strongly Agree: 76%
    - Agree: 81%
  - 2020-2021 (N=37):
    - Strongly Agree: 81%
    - Agree: 91%

- My direct supervisor clearly communicates their expectations of my job performance.
  - 2021-2022 (N=43):
    - Strongly Agree: 84%
    - Agree: 91%
  - 2020-2021 (N=37):
    - Strongly Agree: 81%
    - Agree: 84%

- My direct supervisor effectively communicates about important issues that affect me.
  - 2021-2022 (N=43):
    - Strongly Agree: 70%
    - Agree: 88%
  - 2020-2021 (N=37):
    - Strongly Agree: 60%
    - Agree: 100%

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree
How strongly do you agree or disagree with the following statements?

- My direct supervisor implements policies fairly in my school or department.
  - 2021-2022: 81%
  - 2020-2021: 68%

- My direct supervisor promotes a positive work culture.
  - 2021-2022: 84%
  - 2020-2021: 78%

- My direct supervisor encourages collaboration within and across teams in my school or department.
  - 2021-2022: 93%
  - 2020-2021: 81%
Feedback and Recognition

How strongly do you agree or disagree with the following statements?

Pinellas County Schools recognizes employees for their high-quality work and accomplishments. (N=43)

- Strongly Agree: 19%
- Agree: 28%
- Neither Disagree nor Agree: 30%
- Disagree: 14%
- Strongly Disagree: 9%

Staff members are recognized for good performance at my work site. (N=43)

- Strongly Agree: 23%
- Agree: 53%
- Neither Disagree nor Agree: 16%
- Disagree: 5%

I am recognized for my accomplishments. (N=43)

- Strongly Agree: 28%
- Agree: 42%
- Neither Disagree nor Agree: 12%
- Disagree: 14%
- Strongly Disagree: 5%

I feel appreciated for my work. (N=43)

- Strongly Agree: 30%
- Agree: 33%
- Neither Disagree nor Agree: 19%
- Disagree: 9%
- Strongly Disagree: 9%

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=43)

- Strongly Agree: 26%
- Agree: 51%
- Neither Disagree nor Agree: 12%
- Disagree: 9%

- Strongly Disagree: 9%
Feedback and Recognition: Comparison Over Time

How strongly do you agree or disagree with the following statements?

- Pinellas County Schools recognizes employees for their high-quality work and accomplishments.
  - 2021-2022: 47% Strongly Agree, 68% Agree
  - 2020-2021: 77% Agree

- Staff members are recognized for good performance at my work site.
  - 2021-2022: 73% Agree
  - 2020-2021: 77% Agree

- I am recognized for my accomplishments.
  - 2021-2022: 62% Agree
  - 2020-2021: 70% Agree

- I feel appreciated for my work.
  - 2021-2022: 62% Agree
  - 2020-2021: 63% Agree

- My direct supervisor regularly gives me constructive feedback to improve my performance.
  - 2021-2022: 62% Agree
  - 2020-2021: 77% Agree
Work Environment

How strongly do you agree or disagree with the following statements?

My colleagues help create a positive work environment. (N=43)
- Strongly Agree: 35%
- Agree: 44%
- Neither Disagree nor Agree: 12%
- Disagree: 7%

My colleagues and I are held to high professional standards. (N=43)
- Strongly Agree: 37%
- Agree: 60%
- Neither Disagree nor Agree: 12%
- Disagree: 7%

I have the materials I need to do my job. (N=42)
- Strongly Agree: 26%
- Agree: 36%
- Neither Disagree nor Agree: 10%
- Disagree: 21%
- Strongly Disagree: 7%

My colleagues support me. (N=43)
- Strongly Agree: 35%
- Agree: 51%
- Neither Disagree nor Agree: 7%
- Disagree: 5%

My colleagues are committed to their jobs. (N=43)
- Strongly Agree: 28%
- Agree: 56%
- Neither Disagree nor Agree: 7%
- Disagree: 9%

I work in an atmosphere where there is mutual respect among staff. (N=43)
- Strongly Agree: 37%
- Agree: 47%
- Neither Disagree nor Agree: 9%
- Disagree: 5%
Work Environment: Comparison Over Time

How strongly do you agree or disagree with the following statements?

- My colleagues help create a positive work environment.
- My colleagues and I are held to high professional standards.
- I have the materials I need to do my job.
- My colleagues support me.
- My colleagues are committed to their jobs.
- I work in an atmosphere where there is mutual respect among staff.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage Strongly Agree or Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>My colleagues help create a positive work environment.</td>
<td>79%</td>
</tr>
<tr>
<td>My colleagues and I are held to high professional standards.</td>
<td>98%</td>
</tr>
<tr>
<td>I have the materials I need to do my job.</td>
<td>62%</td>
</tr>
<tr>
<td>My colleagues support me.</td>
<td>86%</td>
</tr>
<tr>
<td>My colleagues are committed to their jobs.</td>
<td>84%</td>
</tr>
<tr>
<td>I work in an atmosphere where there is mutual respect among staff.</td>
<td>70%</td>
</tr>
</tbody>
</table>

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

[Graph showing comparison between 2021-2022 (N=43) and 2020-2021 (N=37) results]
Career Growth and Training Opportunities

How strongly do you agree or disagree with the following statements?

- The district encourages continued education and professional growth. (N=43)
  - Strongly Agree: 33%
  - Agree: 53%
  - Neither Disagree nor Agree: 12%
  - Disagree: 7%
  - Strongly Disagree: 5%

- The training I have received from the district has helped me perform my job more effectively. (N=43)
  - Strongly Agree: 30%
  - Agree: 35%
  - Neither Disagree nor Agree: 26%
  - Disagree: 7%
  - Strongly Disagree: 9%

- The training I have received from my worksite has helped me perform my job more effectively. (N=43)
  - Strongly Agree: 26%
  - Agree: 30%
  - Neither Disagree nor Agree: 35%
  - Disagree: 9%
  - Strongly Disagree: 5%

- The district’s professional development supports district initiatives. (N=43)
  - Strongly Agree: 28%
  - Agree: 44%
  - Neither Disagree nor Agree: 21%
  - Disagree: 5%
  - Strongly Disagree: 5%
How strongly do you agree or disagree with the following statements?

- My direct supervisor encourages continued education and professional growth. (N=43)

- My direct supervisor identifies opportunities for my professional growth and improvement. (N=43)
Career Growth and Training Opportunities (Continued)

How strongly do you agree or disagree with the following statements?

I have the opportunity to provide input for individualizing my own professional development opportunities. (N=43)

- Strongly Agree: 28%
- Agree: 53%
- Neither Disagree nor Agree: 12%
- Disagree: 7%
- Strongly Disagree: 7%

There are leadership opportunities for me in my school or department. (N=43)

- Strongly Agree: 30%
- Agree: 42%
- Neither Disagree nor Agree: 21%
- Disagree: 7%
- Strongly Disagree: 7%
Career Growth and Training Opportunities: Comparison Over Time

How strongly do you agree or disagree with the following statements?

- The district encourages continued education and professional growth.
- The training I have received from the district has helped me perform my job more effectively.
- The training I have received from my worksite has helped me perform my job more effectively.
- The district’s professional development supports district initiatives.
- My direct supervisor encourages continued education and professional growth.

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=43)</th>
<th>2020-2021 (N=37)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The district encourages continued education and professional growth.</td>
<td>86%</td>
<td>89%</td>
</tr>
<tr>
<td>The training I have received from the district has helped me perform my</td>
<td>65%</td>
<td>81%</td>
</tr>
<tr>
<td>job more effectively.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The training I have received from my worksite has helped me perform my</td>
<td>56%</td>
<td>76%</td>
</tr>
<tr>
<td>job more effectively.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>The district’s professional development supports district initiatives.</td>
<td>72%</td>
<td>86%</td>
</tr>
<tr>
<td>My direct supervisor encourages continued education and professional</td>
<td>86%</td>
<td>92%</td>
</tr>
<tr>
<td>growth.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree
Career Growth and Training Opportunities: Comparison Over Time (Continued)

How strongly do you agree or disagree with the following statements?

- My direct supervisor identifies opportunities for my professional growth and improvement.  
  - 2021-2022: 72% Strongly Agree or Agree  
  - 2020-2021: 76% Strongly Agree or Agree

- I have the opportunity to provide input for individualizing my own professional development opportunities.  
  - 2021-2022: 81% Strongly Agree or Agree  
  - 2020-2021: 73% Strongly Agree or Agree

- There are leadership opportunities for me in my school or department.  
  - 2021-2022: 72% Strongly Agree or Agree  
  - 2020-2021: 62% Strongly Agree or Agree

*Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree*
Overall Quality

How would you rate the overall quality of your school? (N=36)

- Excellent: 42%
- Good: 44%
- Fair: 14%
- Poor: 0%
Overall Quality: Comparison Over Time

How would you rate the overall quality of your school?

<table>
<thead>
<tr>
<th>Quality</th>
<th>2021-2022 (N=36)</th>
<th>2020-2021 (N=32)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent</td>
<td>53%</td>
<td>42%</td>
</tr>
<tr>
<td>Good</td>
<td>44%</td>
<td>41%</td>
</tr>
<tr>
<td>Fair</td>
<td>14%</td>
<td>6%</td>
</tr>
<tr>
<td>Poor</td>
<td>0%</td>
<td>0%</td>
</tr>
</tbody>
</table>

K12 Insight © 2022
How strongly do you agree or disagree with the following statements?

- This school has high learning standards for all students. (N=36)
  - Strongly Agree: 42%
  - Agree: 50%
  - Disagree: 6%

- Teachers set high expectations for all students. (N=36)
  - Strongly Agree: 39%
  - Agree: 53%
  - Disagree: 6%

- This school’s learning standards and expectations are clearly explained to students. (N=36)
  - Strongly Agree: 39%
  - Agree: 44%
  - Disagree: 6%

- Students are challenged by their schoolwork. (N=36)
  - Strongly Agree: 31%
  - Agree: 56%
  - Disagree: 14%

- Teachers give timely feedback about student work. (N=36)
  - Strongly Agree: 33%
  - Agree: 42%
  - Disagree: 25%
How strongly do you agree or disagree with the following statements?

- Teachers give helpful feedback about student work. (N=36)
  - Strongly Agree: 36%
  - Agree: 42%
  - Disagree: 22%

- Teachers successfully show students how lessons relate to life outside of school. (N=36)
  - Strongly Agree: 25%
  - Agree: 50%
  - Disagree: 6%
  - Strongly Disagree: 19%

- This school offers a variety of academic courses. (N=35)
  - Strongly Agree: 37%
  - Agree: 57%
  - Disagree: 6%
Academic Support: Comparison Over Time

How strongly do you agree or disagree with the following statements?

This school has high learning standards for all students.  
- 2021-2022 (N=36): 92%  
- 2020-2021 (N=33): 94%

Teachers set high expectations for all students.  
- 2021-2022 (N=36): 92%  
- 2020-2021 (N=33): 94%

This school’s learning standards and expectations are clearly explained to students.  
- 2021-2022 (N=36): 83%  
- 2020-2021 (N=33): 88%

Students are challenged by their schoolwork.  
- 2021-2022 (N=36): 86%  
- 2020-2021 (N=33): 85%

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
Academic Support: Comparison Over Time (Continued)

How strongly do you agree or disagree with the following statements?

- Teachers give timely feedback about student work.
  - 2021-2022: 75% Strongly Agree or Agree
  - 2020-2021: 91%

- Teachers give helpful feedback about student work.
  - 2021-2022: 78% Strongly Agree or Agree
  - 2020-2021: 91%

- Teachers successfully show students how lessons relate to life outside of school.
  - 2021-2022: 75% Strongly Agree or Agree
  - 2020-2021: 85%

- This school offers a variety of academic courses.
  - 2021-2022: 94% Strongly Agree or Agree
  - 2020-2021: 94%

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
Student Support

How strongly do you agree or disagree with the following statements?

There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem. (N=36)

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=36)
How strongly do you agree or disagree with the following statements?

This school offers students a variety of extracurricular activities. (N=36)

- Strongly Agree: 44%
- Agree: 53%
- Disagree: 8%
- Strongly Disagree: 8%
- Don't Know: 0%

Students receive the support they need to prepare for the future. (N=36)

- Strongly Agree: 36%
- Agree: 47%
- Disagree: 8%
- Strongly Disagree: 8%
- Don't Know: 0%

Students in this school receive support that addresses their individual needs. (N=36)

- Strongly Agree: 31%
- Agree: 47%
- Disagree: 17%
- Strongly Disagree: 6%
- Don't Know: 0%
Student Support: Comparison Over Time

How strongly do you agree or disagree with the following statements?

- There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.
- There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.
- This school offers students a variety of extracurricular activities.

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=36)</th>
<th>2020-2021 (N=32)</th>
</tr>
</thead>
<tbody>
<tr>
<td>School help</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Personal help</td>
<td>100%</td>
<td>97%</td>
</tr>
<tr>
<td>Extracurricular</td>
<td>97%</td>
<td>97%</td>
</tr>
</tbody>
</table>

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
Student Support: Comparison Over Time (Continued)

How strongly do you agree or disagree with the following statements?

- Students receive the support they need to prepare for the future.
  - 2020-2021: 91%
  - 2021-2022: 83%

- Students in this school receive support that addresses their individual needs.
  - 2020-2021: 84%
  - 2021-2022: 78%

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
School Leadership

How strongly do you agree or disagree with the following statements?

School administrators (principals and assistant principals) make decisions that are in the best interests of students. (N=36)

- Strongly Agree: 36%
- Agree: 44%
- Disagree: 11%
- Strongly Disagree: 8%

School administrators (principals and assistant principals) clearly communicate the school's mission and vision. (N=36)

- Strongly Agree: 36%
- Agree: 56%
- Disagree: 6%
School Leadership (Continued)

How strongly do you agree or disagree with the following statements?

School administrators (principals and assistant principals) are available when I have a concern. (N=36)
- Strongly Agree: 42%
- Agree: 53%
- Disagree: 6%

School administrators (principals and assistant principals) are courteous when I have a concern. (N=36)
- Strongly Agree: 44%
- Agree: 53%
- Disagree: 8%

School administrators (principals and assistant principals) are responsive when I have a concern. (N=36)
- Strongly Agree: 39%
- Agree: 44%
- Disagree: 8%
- Strongly Disagree: 6%
- Don't Know: 0%
School Leadership: Comparison Over Time

How strongly do you agree or disagree with the following statements?

School administrators (principals and assistant principals) make decisions that are in the best interests of students.

- 2021-2022 (N=36): 81%
- 2020-2021 (N=32): 91%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision.

- 2021-2022 (N=36): 92%
- 2020-2021 (N=32): 88%
School Leadership: Comparison Over Time (Continued)

How strongly do you agree or disagree with the following statements?

- School administrators (principals and assistant principals) are available when I have a concern.
- School administrators (principals and assistant principals) are courteous when I have a concern.
- School administrators (principals and assistant principals) are responsive when I have a concern.

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=36)</th>
<th>2020-2021 (N=32)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Availability</td>
<td>94%</td>
<td>94%</td>
</tr>
<tr>
<td>Courtesy</td>
<td>97%</td>
<td>100%</td>
</tr>
<tr>
<td>Responsiveness</td>
<td>83%</td>
<td>94%</td>
</tr>
</tbody>
</table>

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
Family Involvement

How strongly do you agree or disagree with the following statements?

Families are informed about virtual and/or in-person school-sponsored activities, such as tutoring, after-school programs, and student performances. (N=36)

- Strongly Agree: 47%
- Agree: 47%
- Disagree: 6%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=36)

- Strongly Agree: 50%
- Agree: 44%
- Disagree: 6%
Family Involvement (Continued)

How strongly do you agree or disagree with the following statements?

- Staff members and families treat each other with respect. (N=36)
  - Strongly Agree: 28%
  - Agree: 53%
  - Disagree: 17%

- This school respects and values input provided by families. (N=36)
  - Strongly Agree: 36%
  - Agree: 56%
  - Disagree: 6%

- This school uses family input to improve student achievement. (N=36)
  - Strongly Agree: 31%
  - Agree: 47%
  - Disagree: 6%
Family Involvement: Comparison Over Time

How strongly do you agree or disagree with the following statements?

Families are informed about virtual and/or in-person school-sponsored activities, such as tutoring, after-school programs, and student performances.

- 2021-2022 (N=36): 94%
- 2020-2021 (N=33): 97%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night.

- 2021-2022 (N=36): 94%
- 2020-2021 (N=33): 100%

Staff members and families treat each other with respect.

- 2021-2022 (N=36): 81%
- 2020-2021 (N=33): 91%
How strongly do you agree or disagree with the following statements?

- This school respects and values input provided by families.
  - 2021-2022 (N=36): 92%
  - 2020-2021 (N=33): 91%

- This school uses family input to improve student achievement.
  - 2021-2022 (N=36): 78%
  - 2020-2021 (N=33): 82%

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
Safety and Behavior

How strongly do you agree or disagree with the following statements?

- All school staff members are aware of the safety and security procedures. (N=36)
  - Strongly Agree: 39%
  - Agree: 58%
  - Disagree: 6%

- All students are aware of the safety and security procedures. (N=36)
  - Strongly Agree: 36%
  - Agree: 61%
  - Disagree: 3%

- This school is safe. (N=36)
  - Strongly Agree: 39%
  - Agree: 53%
  - Disagree: 6%

- Student discipline is enforced consistently for all students. (N=36)
  - Strongly Agree: 19%
  - Agree: 31%
  - Disagree: 25%
  - Strongly Disagree: 11%
  - Don't Know: 14%

- Staff members and students treat each other with respect. (N=36)
  - Strongly Agree: 25%
  - Agree: 31%
  - Disagree: 36%
  - Strongly Disagree: 8%
Safety and Behavior (Continued)

How strongly do you agree or disagree with the following statements?

- Staff members are responsive when students report bullying. (N=36)
  - Strongly Agree: 33%
  - Agree: 56%
  - Disagree: 6%

- Bullying is not tolerated. (N=36)
  - Strongly Agree: 36%
  - Agree: 58%
  - Disagree: 6%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=36)
  - Strongly Agree: 36%
  - Agree: 58%
  - Disagree: 6%
How strongly do you agree or disagree with the following statements?

- All school staff members are aware of the safety and security procedures.
  - 2021-2022 (N=36): 97%
  - 2020-2021 (N=33): 97%

- All students are aware of the safety and security procedures.
  - 2021-2022 (N=36): 97%
  - 2020-2021 (N=33): 94%

- This school is safe.
  - 2021-2022 (N=36): 92%
  - 2020-2021 (N=33): 100%

- Student discipline is enforced consistently for all students.
  - 2021-2022 (N=36): 50%
  - 2020-2021 (N=33): 76%

*Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know*
How strongly do you agree or disagree with the following statements?

- Staff members and students treat each other with respect.
  - 2021-2022 (N=36): 56% Strongly Agree or Agree, 91% Overall
  - 2020-2021 (N=33): 89% Strongly Agree or Agree, 94% Overall

- Staff members are responsive when students report bullying.
  - 2021-2022 (N=36): 56% Strongly Agree or Agree, 94% Overall
  - 2020-2021 (N=33): 89% Strongly Agree or Agree, 97% Overall

- Bullying is not tolerated.
  - 2021-2022 (N=36): 56% Strongly Agree or Agree, 94% Overall
  - 2020-2021 (N=33): 89% Strongly Agree or Agree, 94% Overall

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities.
  - 2021-2022 (N=36): 56% Strongly Agree or Agree, 94% Overall
  - 2020-2021 (N=33): 89% Strongly Agree or Agree, 94% Overall

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
**Net Promoter Score - School**

How likely is it that you would recommend your school to a family member or friend? (N=32)

<table>
<thead>
<tr>
<th>Score</th>
<th>Percentage</th>
</tr>
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<tbody>
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<td>7</td>
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Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district. It is calculated by subtracting the percentage of detractors (0-6) from promoter (9-10) which gives a value between -100 to 100. A positive score means there are more people promoting the district than detracting from it. Passives (7-8) represent individuals who do not have an unequivocal opinion about their school or district.
Net Promoter Score - District

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=43)

<table>
<thead>
<tr>
<th>Score</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>10</td>
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<td>5%</td>
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</table>

Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district. It is calculated by subtracting the percentage of detractors (0-6) from promoter (9-10) which gives a value between -100 to 100. A positive score means there are more people promoting the district than detracting from it. Passives (7-8) represent individuals who do not have an unequivocal opinion about their school or district.