Employee Survey: Lakewood 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>45</td>
<td></td>
<td>45</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=45)
  - Strongly Agree: 42%
  - Agree: 51%
  - Neither Disagree nor Agree: 7%
  - Disagree: 0%
  - Strongly Disagree: 0%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=45)
  - Strongly Agree: 38%
  - Agree: 51%
  - Neither Disagree nor Agree: 7%
  - Disagree: 0%
  - Strongly Disagree: 0%

- I am engaged in my work. (N=45)
  - Strongly Agree: 58%
  - Agree: 36%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- My work is interesting. (N=45)
  - Strongly Agree: 58%
  - Agree: 44%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- I am motivated to contribute more than what is expected of me. (N=45)
  - Strongly Agree: 58%
  - Agree: 27%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%
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=45)
  - Strongly Agree: 44%
  - Agree: 33%
  - Neither Disagree nor Agree: 16%
  - Disagree: 7%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=45)
  - Strongly Agree: 40%
  - Agree: 47%
  - Neither Disagree nor Agree: 11%

- I enjoy working with my direct supervisor. (N=45)
  - Strongly Agree: 44%
  - Agree: 42%
  - Neither Disagree nor Agree: 9%

- I am optimistic about the future of Pinellas County Schools. (N=45)
  - Strongly Agree: 44%
  - Agree: 38%
  - Neither Disagree nor Agree: 16%
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. 93% (2021-2022) 97% (2020-2021)
- Employment with Pinellas County Schools gives me a feeling of accomplishment. 89% (2021-2022) 84% (2020-2021)
- I am engaged in my work. 93% (2021-2022) 97% (2020-2021)
- My work is interesting. 96% (2021-2022) 97% (2020-2021)
- I am motivated to contribute more than what is expected of me. 84% (2021-2022) 84% (2020-2021)
- I see professional growth and long-term career opportunities with Pinellas County Schools. 78% (2021-2022) 90% (2020-2021)

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree
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: 87% Strongly Agree or Agree
  - 2020-2021: 87% Strongly Agree or Agree

- I enjoy working with my direct supervisor.
  - 2021-2022: 87% Strongly Agree or Agree
  - 2020-2021: 84% Strongly Agree or Agree

- I am optimistic about the future of Pinellas County Schools.
  - 2021-2022: 82% Strongly Agree or Agree
  - 2020-2021: 81% Strongly Agree or Agree

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

Percentages are based on sample sizes of 45 and 31 for 2021-2022 and 2020-2021, respectively.
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=45)

I know how I can fulfill Pinellas County Schools’ mission and vision. (N=45)

I support the district’s mission and vision. (N=45)

- Strongly Agree
- Agree
- Neither Disagree nor Agree
- Disagree
- Strongly Disagree
How strongly do you agree or disagree with the following statements?

- The district’s mission and vision is clearly defined. (N=45)
  - Strongly Agree: 51%
  - Agree: 38%
  - Neither Disagree nor Agree: 11%

- The district is moving in a direction that reflects our mission and vision. (N=45)
  - Strongly Agree: 47%
  - Agree: 38%
  - Neither Disagree nor Agree: 13%

- I can provide input on how the district accomplishes its mission. (N=45)
  - Strongly Agree: 38%
  - Agree: 33%
  - Neither Disagree nor Agree: 24%
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 (N=45): 93%
- 2020-2021 (N=31): 97%

I know how I can fulfill Pinellas County Schools’ mission and vision.

- 2021-2022 (N=45): 91%
- 2020-2021 (N=31): 90%

I support the district’s mission and vision.

- 2021-2022 (N=45): 98%
- 2020-2021 (N=31): 93%

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

1. The district’s mission and vision is clearly defined.
   - 2021-2022: 89%
   - 2020-2021: 94%

2. The district is moving in a direction that reflects our mission and vision.
   - 2021-2022: 84%
   - 2020-2021: 87%

3. I can provide input on how the district accomplishes its mission.
   - 2021-2022: 71%
   - 2020-2021: 81%

**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=45)
  - Strongly Agree: 24%
  - Agree: 42%
  - Neither Disagree nor Agree: 29%
  - Disagree: 0%
  - Strongly Disagree: 0%

- District leaders understand my professional needs. (N=45)
  - Strongly Agree: 18%
  - Agree: 44%
  - Neither Disagree nor Agree: 27%
  - Disagree: 9%
  - Strongly Disagree: 0%

- District leaders clearly explain the reasons behind decisions on key issues. (N=45)
  - Strongly Agree: 20%
  - Agree: 38%
  - Neither Disagree nor Agree: 27%
  - Disagree: 13%
  - Strongly Disagree: 0%

- District leaders encourage employees to share ideas to improve performance. (N=45)
  - Strongly Agree: 20%
  - Agree: 40%
  - Neither Disagree nor Agree: 33%
  - Disagree: 0%
  - Strongly Disagree: 0%

- District leaders promote a positive work culture. (N=45)
  - Strongly Agree: 22%
  - Agree: 44%
  - Neither Disagree nor Agree: 24%
  - Disagree: 0%
  - Strongly Disagree: 0%
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.

**Percentage Strongly Agree or Agree**

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=45)</th>
<th>2020-2021 (N=31)</th>
</tr>
</thead>
<tbody>
<tr>
<td>District leaders’ actions are consistent with their words.</td>
<td>67%</td>
<td>68%</td>
</tr>
<tr>
<td>District leaders understand my professional needs.</td>
<td>62%</td>
<td>58%</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions</td>
<td>58%</td>
<td>65%</td>
</tr>
<tr>
<td>on key issues.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>District leaders encourage employees to share ideas to improve</td>
<td>60%</td>
<td>58%</td>
</tr>
<tr>
<td>performance.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>District leaders promote a positive work culture.</td>
<td>58%</td>
<td>67%</td>
</tr>
</tbody>
</table>

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

- The actions of my direct supervisor are consistent with their words. (N=44)
- I can count on the support of my direct supervisor when addressing problems or issues. (N=45)
- I trust my direct supervisor to make good decisions. (N=45)
- My direct supervisor clearly communicates their expectations of my job performance. (N=44)
How strongly do you agree or disagree with the following statements?

My direct supervisor effectively communicates about important issues that affect me. (N=45)
- Strongly Agree: 38%
- Agree: 38%
- Neither Disagree nor Agree: 13%
- Disagree: 9%

My direct supervisor implements policies fairly in my school or department. (N=44)
- Strongly Agree: 34%
- Agree: 36%
- Neither Disagree nor Agree: 16%
- Disagree: 7%
- Strongly Disagree: 7%

My direct supervisor promotes a positive work culture. (N=45)
- Strongly Agree: 33%
- Agree: 33%
- Neither Disagree nor Agree: 20%
- Disagree: 7%
- Strongly Disagree: 7%

My direct supervisor encourages collaboration within and across teams in my school or department. (N=45)
- Strongly Agree: 36%
- Agree: 38%
- Neither Disagree nor Agree: 16%
- Disagree: 9%
Worksite Leadership: Comparison Over Time

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=45): 68%, 2020-2021 (N=31): 74%

- I can count on the support of my direct supervisor when addressing problems or issues.
  - 2021-2022 (N=45): 73%, 2020-2021 (N=31): 68%

- I trust my direct supervisor to make good decisions.
  - 2021-2022 (N=45): 71%, 2020-2021 (N=31): 81%

- My direct supervisor clearly communicates their expectations of my job performance.
  - 2021-2022 (N=45): 80%, 2020-2021 (N=31): 74%

- My direct supervisor effectively communicates about important issues that affect me.
  - 2021-2022 (N=45): 68%, 2020-2021 (N=31): 76%

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 (N=45): 70%
  - 2020-2021 (N=31): 71%

- My direct supervisor promotes a positive work culture.
  - 2021-2022 (N=45): 67%
  - 2020-2021 (N=31): 74%

- My direct supervisor encourages collaboration within and across teams in my school or department.
  - 2021-2022 (N=45): 73%
  - 2020-2021 (N=31): 84%

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree
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=45)
- Staff members are recognized for good performance at my work site. (N=45)
- I am recognized for my accomplishments. (N=45)
- I feel appreciated for my work. (N=45)
- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=45)

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Disagree nor Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pinellas County Schools recognizes employees for their high-quality work</td>
<td>29%</td>
<td>33%</td>
<td>29%</td>
<td>7%</td>
<td></td>
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<tr>
<td>and accomplishments. (N=45)</td>
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<tr>
<td>Staff members are recognized for good performance at my work site.</td>
<td>24%</td>
<td>44%</td>
<td>13%</td>
<td>16%</td>
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<td>(N=45)</td>
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</tr>
<tr>
<td>I am recognized for my accomplishments. (N=45)</td>
<td>24%</td>
<td>42%</td>
<td>18%</td>
<td>13%</td>
<td></td>
</tr>
<tr>
<td>I feel appreciated for my work. (N=45)</td>
<td>27%</td>
<td>33%</td>
<td>24%</td>
<td>11%</td>
<td></td>
</tr>
<tr>
<td>My direct supervisor regularly gives me constructive feedback to improve</td>
<td>27%</td>
<td>36%</td>
<td>27%</td>
<td>9%</td>
<td></td>
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<tr>
<td>my performance. (N=45)</td>
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</table>
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.
- Staff members are recognized for good performance at my work site.
- I am recognized for my accomplishments.
- I feel appreciated for my work.
- My direct supervisor regularly gives me constructive feedback to improve my performance.

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<tr>
<td>Staff members are recognized for good performance at my work site.</td>
<td>69%</td>
<td>62%</td>
</tr>
<tr>
<td>I am recognized for my accomplishments.</td>
<td>67%</td>
<td>52%</td>
</tr>
<tr>
<td>I feel appreciated for my work.</td>
<td>60%</td>
<td>52%</td>
</tr>
<tr>
<td>My direct supervisor regularly gives me constructive feedback to improve my performance.</td>
<td>68%</td>
<td>61%</td>
</tr>
</tbody>
</table>

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

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

- My colleagues help create a positive work environment. (N=45)
  - Strongly Agree: 27%
  - Agree: 40%
  - Neither Disagree nor Agree: 13%
  - Disagree: 11%
  - Strongly Disagree: 9%

- My colleagues and I are held to high professional standards. (N=45)
  - Strongly Agree: 42%
  - Agree: 27%
  - Neither Disagree nor Agree: 24%

- I have the materials I need to do my job. (N=45)
  - Strongly Agree: 31%
  - Agree: 40%
  - Neither Disagree nor Agree: 7%
  - Disagree: 20%

- My colleagues support me. (N=45)
  - Strongly Agree: 36%
  - Agree: 38%
  - Neither Disagree nor Agree: 16%
  - Disagree: 7%

- My colleagues are committed to their jobs. (N=44)
  - Strongly Agree: 32%
  - Agree: 32%
  - Neither Disagree nor Agree: 20%
  - Disagree: 7%
  - Strongly Disagree: 9%

- I work in an atmosphere where there is mutual respect among staff. (N=45)
  - Strongly Agree: 27%
  - Agree: 29%
  - Neither Disagree nor Agree: 24%
  - Disagree: 13%
  - Strongly Disagree: 7%
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.

![Bar chart showing percentage distribution of agreement levels over time (2020-2021 vs 2021-2022).](image-url)

**Answer options:** Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree
The district encourages continued education and professional growth. (N=44)

- Strongly Agree: 45%
- Agree: 43%
- Neither Disagree nor Agree: 9%
- Disagree: 11%
- Strongly Disagree: 5%

The training I have received from the district has helped me perform my job more effectively. (N=44)

- Strongly Agree: 43%
- Agree: 45%
- Neither Disagree nor Agree: 18%
- Disagree: 18%
- Strongly Disagree: 5%

The training I have received from my worksite has helped me perform my job more effectively. (N=44)

- Strongly Agree: 45%
- Agree: 43%
- Neither Disagree nor Agree: 18%
- Disagree: 11%
- Strongly Disagree: 5%

The district’s professional development supports district initiatives. (N=44)

- Strongly Agree: 45%
- Agree: 43%
- Neither Disagree nor Agree: 16%
- Disagree: 11%
- Strongly Disagree: 5%
Career Growth and Training Opportunities (Continued)

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

My direct supervisor encourages continued education and professional growth. (N=44)

- Strongly Agree: 32%
- Agree: 52%
- Neither Disagree nor Agree: 11%
- Disagree: 5%
- Strongly Disagree: 0%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=44)

- Strongly Agree: 25%
- Agree: 48%
- Neither Disagree nor Agree: 16%
- Disagree: 9%
- Strongly Disagree: 0%
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=44)

- Strongly Agree: 32%
- Agree: 41%
- Neither Disagree nor Agree: 18%
- Disagree: 7%

There are leadership opportunities for me in my school or department. (N=44)

- Strongly Agree: 27%
- Agree: 41%
- Neither Disagree nor Agree: 18%
- Disagree: 9%
- Strongly Disagree: 5%
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.

**2021-2022 (N=44)**
- The district encourages continued education and professional growth: 89%
- The training I have received from the district has helped me perform my job more effectively: 77%
- The training I have received from my worksite has helped me perform my job more effectively: 70%
- The district’s professional development supports district initiatives: 77%
- My direct supervisor encourages continued education and professional growth: 84%

**2020-2021 (N=31)**
- The district encourages continued education and professional growth: 90%
- The training I have received from the district has helped me perform my job more effectively: 74%
- The training I have received from my worksite has helped me perform my job more effectively: 61%
- The district’s professional development supports district initiatives: 84%
- My direct supervisor encourages continued education and professional growth: 87%

**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: 73% Strongly Agree
  - 2020-2021: 68% Strongly Agree

- I have the opportunity to provide input for individualizing my own professional development opportunities.
  - 2021-2022: 73% Strongly Agree
  - 2020-2021: 71% Strongly Agree

- There are leadership opportunities for me in my school or department.
  - 2021-2022: 68% Strongly Agree
  - 2020-2021: 58% Strongly 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=40)

- Excellent: 38%
- Good: 48%
- Fair: 13%
- Poor: 0%
Overall Quality: Comparison Over Time

How would you rate the overall quality of your school?

<table>
<thead>
<tr>
<th></th>
<th>Excellent</th>
<th>Good</th>
<th>Fair</th>
<th>Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021-2022</td>
<td>38%</td>
<td>45%</td>
<td>13%</td>
<td>3%</td>
</tr>
<tr>
<td>2020-2021</td>
<td>27%</td>
<td>48%</td>
<td>17%</td>
<td>0%</td>
</tr>
</tbody>
</table>

2021-2022 (N=40)  2020-2021 (N=29)
How strongly do you agree or disagree with the following statements?

- **This school has high learning standards for all students. (N=40)**
  - Strongly Agree: 63%
  - Agree: 38%
  - Disagree: 0%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- **Teachers set high expectations for all students. (N=40)**
  - Strongly Agree: 53%
  - Agree: 35%
  - Disagree: 8%
  - Strongly Disagree: 8%
  - Don't Know: 0%

- **This school’s learning standards and expectations are clearly explained to students. (N=40)**
  - Strongly Agree: 48%
  - Agree: 40%
  - Disagree: 8%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- **Students are challenged by their schoolwork. (N=40)**
  - Strongly Agree: 53%
  - Agree: 38%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- **Teachers give timely feedback about student work. (N=40)**
  - Strongly Agree: 43%
  - Agree: 38%
  - Disagree: 0%
  - Strongly Disagree: 18%
  - Don't Know: 0%
Academic Support (Continued)

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

- Teachers give helpful feedback about student work. (N=40)
  - Strongly Agree: 45%
  - Agree: 30%
  - Disagree: 8%
  - Strongly Disagree: 18%

- Teachers successfully show students how lessons relate to life outside of school. (N=40)
  - Strongly Agree: 38%
  - Agree: 53%
  - Disagree: 5%
  - Strongly Disagree: 5%

- This school offers a variety of academic courses. (N=39)
  - Strongly Agree: 54%
  - Agree: 31%
  - Disagree: 10%
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.
- Teachers set high expectations for all students.
- This school’s learning standards and expectations are clearly explained to students.
- Students are challenged by their schoolwork.

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=40)</th>
<th>2020-2021 (N=29)</th>
</tr>
</thead>
<tbody>
<tr>
<td>This school has high learning standards for all students.</td>
<td>100%</td>
<td>97%</td>
</tr>
<tr>
<td>Teachers set high expectations for all students.</td>
<td>88%</td>
<td>97%</td>
</tr>
<tr>
<td>This school’s learning standards and expectations are clearly explained to students.</td>
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<td>97%</td>
</tr>
<tr>
<td>Students are challenged by their schoolwork.</td>
<td>90%</td>
<td>93%</td>
</tr>
</tbody>
</table>

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

- Teachers give timely feedback about student work.
  - 2021-2022: 80% (N=40)
  - 2020-2021: 90% (N=29)

- Teachers give helpful feedback about student work.
  - 2021-2022: 75% (N=40)
  - 2020-2021: 93% (N=29)

- Teachers successfully show students how lessons relate to life outside of school.
  - 2021-2022: 90% (N=40)
  - 2020-2021: 86% (N=29)

- This school offers a variety of academic courses.
  - 2021-2022: 85% (N=40)
  - 2020-2021: 83% (N=29)

*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=40)

- **Strongly Agree**: 75%
- **Agree**: 25%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=40)

- **Strongly Agree**: 75%
- **Agree**: 25%
How strongly do you agree or disagree with the following statements?

- **This school offers students a variety of extracurricular activities.** (N=40)
  - Strongly Agree: 63%
  - Agree: 23%
  - Disagree: 10%

- **Students receive the support they need to prepare for the future.** (N=40)
  - Strongly Agree: 45%
  - Agree: 45%
  - Disagree: 8%

- **Students in this school receive support that addresses their individual needs.** (N=39)
  - Strongly Agree: 41%
  - Agree: 54%
  - Disagree: 5%
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.
  - 2021-2022 (N=40): 100%
  - 2020-2021 (N=29): 97%

- There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.
  - 2021-2022 (N=40): 100%
  - 2020-2021 (N=29): 97%

- This school offers students a variety of extracurricular activities.
  - 2021-2022 (N=40): 85%
  - 2020-2021 (N=29): 66%

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

- Students receive the support they need to prepare for the future.
- Students in this school receive support that addresses their individual needs.

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

Percentage Strongly Agree or Agree

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=40)</th>
<th>2020-2021 (N=29)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Students receive the support they need to prepare for the future.</td>
<td>90%</td>
<td>93%</td>
</tr>
<tr>
<td>Students in this school receive support that addresses their individual needs.</td>
<td>95%</td>
<td>97%</td>
</tr>
</tbody>
</table>
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=40)

- Strongly Agree: 35%
- Agree: 55%
- Disagree: 5%
- Strongly Disagree: 5%
- Don't Know: 5%

School administrators (principals and assistant principals) clearly communicate the school's mission and vision. (N=40)

- Strongly Agree: 48%
- Agree: 45%
- Disagree: 5%
- Strongly Disagree: 5%
- Don't Know: 5%
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=40)**
  - Strongly Agree: 45%
  - Agree: 48%
  - Disagree: 8%
  - Strongly Disagree: 0%
  - Don’t Know: 0%

- **School administrators (principals and assistant principals) are courteous when I have a concern. (N=39)**
  - Strongly Agree: 44%
  - Agree: 44%
  - Disagree: 10%
  - Strongly Disagree: 0%
  - Don’t Know: 0%

- **School administrators (principals and assistant principals) are responsive when I have a concern. (N=40)**
  - Strongly Agree: 40%
  - Agree: 43%
  - Disagree: 15%
  - Strongly Disagree: 0%
  - 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=40): 90%
  - 2020-2021 (N=29): 90%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision.
  - 2021-2022 (N=40): 93%
  - 2020-2021 (N=29): 83%

*Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know*
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=40)</th>
<th>2020-2021 (N=29)</th>
</tr>
</thead>
<tbody>
<tr>
<td>School administrators are available when I have a concern.</td>
<td>93%</td>
<td>72%</td>
</tr>
<tr>
<td>School administrators are courteous when I have a concern.</td>
<td>87%</td>
<td>76%</td>
</tr>
<tr>
<td>School administrators are responsive when I have a concern.</td>
<td>83%</td>
<td>79%</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=40)

- Strongly Agree: 65%
- Agree: 30%
- Disagree: 5%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=40)

- Strongly Agree: 68%
- Agree: 30%
- Disagree: 2%
Family Involvement (Continued)

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

Staff members and families treat each other with respect. (N=40)
- Strongly Agree: 30%
- Agree: 50%
- Disagree: 13%
- Strongly Disagree: 5%
- Don't Know: 0%

This school respects and values input provided by families. (N=39)
- Strongly Agree: 49%
- Agree: 49%
- Disagree: 5%
- Strongly Disagree: 0%
- Don't Know: 0%

This school uses family input to improve student achievement. (N=40)
- Strongly Agree: 33%
- Agree: 48%
- Disagree: 13%
- Strongly Disagree: 5%
- Don't Know: 0%
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=40): 95%
- 2020-2021 (N=28): 96%

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

- 2021-2022 (N=40): 98%
- 2020-2021 (N=28): 93%

Staff members and families treat each other with respect.

- 2021-2022 (N=40): 80%
- 2020-2021 (N=28): 85%

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

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

- This school respects and values input provided by families.
  - 2021-2022 (N=40): 97%
  - 2020-2021 (N=28): 89%

- This school uses family input to improve student achievement.
  - 2021-2022 (N=40): 80%
  - 2020-2021 (N=28): 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=40)
  - Strongly Agree: 53%
  - Agree: 43%
  - Disagree: 5%

- All students are aware of the safety and security procedures. (N=40)
  - Strongly Agree: 48%
  - Agree: 43%
  - Disagree: 5%

- This school is safe. (N=40)
  - Strongly Agree: 50%
  - Agree: 40%
  - Disagree: 5%

- Student discipline is enforced consistently for all students. (N=40)
  - Strongly Agree: 23%
  - Agree: 40%
  - Disagree: 18%
  - Strongly Disagree: 13%

- Staff members and students treat each other with respect. (N=40)
  - Strongly Agree: 15%
  - Agree: 55%
  - Disagree: 20%
  - 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=40)
  - Strongly Agree: 40%
  - Agree: 53%
  - Disagree: 5%

- Bullying is not tolerated. (N=39)
  - Strongly Agree: 49%
  - Agree: 44%
  - Disagree: 5%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=40)
  - Strongly Agree: 45%
  - Agree: 45%
  - Disagree: 5%
Safety and Behavior: Comparison Over Time

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: 95% Strongly Agree, 93% Agree
  - 2020-2021: 93% Agree

- All students are aware of the safety and security procedures.  
  - 2021-2022: 90% Agree
  - 2020-2021: 93% Agree

- This school is safe.  
  - 2021-2022: 90% Agree
  - 2020-2021: 93% Agree

- Student discipline is enforced consistently for all students.  
  - 2021-2022: 63% Agree, 83% Strongly Agree
  - 2020-2021: 40% Agree

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
Safety and Behavior: Comparison Over Time (Continued)

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

- Staff members and students treat each other with respect.
  - 2021-2022 (N=40): 70% Strongly Agree or Agree
  - 2020-2021 (N=29): 93%

- Staff members are responsive when students report bullying.
  - 2021-2022 (N=40): 90%
  - 2020-2021 (N=29): 93%

- Bullying is not tolerated.
  - 2021-2022 (N=40): 70%
  - 2020-2021 (N=29): 100%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities.
  - 2021-2022 (N=40): 90%
  - 2020-2021 (N=29): 93%

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=37)

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.
How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=44)

10 - Extremely Likely | 34%
9 | 11%
8 | 16%
7 | 16%
6 | 9%
5 | 7%
4 | 0%
3 | 0%
2 | 2%
1 | 0%
0 - Not at all Likely | 5%

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.