Employee Survey: Northwest 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>71</td>
<td></td>
<td>71</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=71)

- Strongly Agree: 55%
- Agree: 38%
- Neither Disagree nor Agree: 0%
- Disagree: 10%

Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=71)

- Strongly Agree: 49%
- Agree: 37%
- Neither Disagree nor Agree: 10%
- Disagree: 0%

I am engaged in my work. (N=71)

- Strongly Agree: 62%
- Agree: 34%
- Neither Disagree nor Agree: 4%
- Disagree: 0%

My work is interesting. (N=71)

- Strongly Agree: 61%
- Agree: 37%
- Neither Disagree nor Agree: 2%
- Disagree: 0%

I am motivated to contribute more than what is expected of me. (N=71)

- Strongly Agree: 63%
- Agree: 28%
- Neither Disagree nor Agree: 0%
- 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=71)
  - Strongly Agree: 49%
  - Agree: 30%
  - Neither Disagree nor Agree: 15%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=71)
  - Strongly Agree: 51%
  - Agree: 39%

- I enjoy working with my direct supervisor. (N=71)
  - Strongly Agree: 62%
  - Agree: 35%

- I am optimistic about the future of Pinellas County Schools. (N=71)
  - Strongly Agree: 55%
  - Agree: 34%
  - Neither Disagree nor Agree: 8%

Legend:
- Green: Strongly Agree
- Light Green: Agree
- Grey: Neither Disagree nor Agree
- Orange: Disagree
- Yellow: Strongly Disagree
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.
- Employment with Pinellas County Schools gives me a feeling of accomplishment.
- I am engaged in my work.
- My work is interesting.
- I am motivated to contribute more than what is expected of me.
- I see professional growth and long-term career opportunities with Pinellas County Schools.

Percentage Strongly Agree or Agree

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=71)</th>
<th>2020-2021 (N=45)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am proud to work for Pinellas County Schools.</td>
<td>93%</td>
<td>98%</td>
</tr>
<tr>
<td>Employment with Pinellas County Schools gives me a feeling of accomplishment.</td>
<td>86%</td>
<td>96%</td>
</tr>
<tr>
<td>I am engaged in my work.</td>
<td>96%</td>
<td>98%</td>
</tr>
<tr>
<td>My work is interesting.</td>
<td>97%</td>
<td>93%</td>
</tr>
<tr>
<td>I am motivated to contribute more than what is expected of me.</td>
<td>92%</td>
<td>87%</td>
</tr>
<tr>
<td>I see professional growth and long-term career opportunities with Pinellas County Schools.</td>
<td>79%</td>
<td>82%</td>
</tr>
</tbody>
</table>

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 (N=71): 90%
  - 2020-2021 (N=45): 93%

- I enjoy working with my direct supervisor.
  - 2021-2022 (N=71): 97%
  - 2020-2021 (N=45): 100%

- I am optimistic about the future of Pinellas County Schools.
  - 2021-2022 (N=71): 89%
  - 2020-2021 (N=45): 93%

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=71)

- 66% Strongly Agree
- 30% Agree

I know how I can fulfill Pinellas County Schools’ mission and vision. (N=71)

- 54% Strongly Agree
- 41% Agree

I support the district’s mission and vision. (N=71)

- 56% Strongly Agree
- 42% Agree
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=71)
  - Strongly Agree: 59%
  - Agree: 38%

- The district is moving in a direction that reflects our mission and vision. (N=71)
  - Strongly Agree: 52%
  - Agree: 37%

- I can provide input on how the district accomplishes its mission. (N=69)
  - Strongly Agree: 45%
  - Agree: 33%

- Neither Disagree nor Agree
  - Disagree: 6%

- Strongly Disagree
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.
- I know how I can fulfill Pinellas County Schools’ mission and vision.
- I support the district’s mission and vision.

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=71)</th>
<th>2020-2021 (N=45)</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am familiar with Pinellas County Schools’ mission to prepare all students for college, career and life and vision of 100% student success.</td>
<td>96%</td>
<td>96%</td>
</tr>
<tr>
<td>I know how I can fulfill Pinellas County Schools’ mission and vision.</td>
<td>94%</td>
<td>93%</td>
</tr>
<tr>
<td>I support the district’s mission and vision.</td>
<td>99%</td>
<td>96%</td>
</tr>
</tbody>
</table>
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.
- The district is moving in a direction that reflects our mission and vision.
- I can provide input on how the district accomplishes its mission.

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=71)</th>
<th>2020-2021 (N=45)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The district’s mission and vision is clearly defined.</td>
<td>97%</td>
<td>97%</td>
</tr>
<tr>
<td>The district is moving in a direction that reflects our mission and vision.</td>
<td>89%</td>
<td>93%</td>
</tr>
<tr>
<td>I can provide input on how the district accomplishes its mission.</td>
<td>78%</td>
<td>80%</td>
</tr>
</tbody>
</table>
District Leadership

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

- District leaders’ actions are consistent with their words. (N=71)
  - Strongly Agree: 32%
  - Agree: 44%
  - Neither Disagree nor Agree: 13%
  - Disagree: 7%

- District leaders understand my professional needs. (N=71)
  - Strongly Agree: 28%
  - Agree: 41%
  - Neither Disagree nor Agree: 18%
  - Disagree: 8%

- District leaders clearly explain the reasons behind decisions on key issues. (N=71)
  - Strongly Agree: 28%
  - Agree: 34%
  - Neither Disagree nor Agree: 23%
  - Disagree: 11%

- District leaders encourage employees to share ideas to improve performance. (N=71)
  - Strongly Agree: 30%
  - Agree: 39%
  - Neither Disagree nor Agree: 20%
  - Disagree: 10%

- District leaders promote a positive work culture. (N=71)
  - Strongly Agree: 31%
  - Agree: 38%
  - Neither Disagree nor Agree: 20%
  - Disagree: 8%
District Leadership: Comparison Over Time

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

- District leaders’ actions are consistent with their words. 76%
- District leaders understand my professional needs. 69%
- District leaders clearly explain the reasons behind decisions on key issues. 62%
- District leaders encourage employees to share ideas to improve performance. 64%
- District leaders promote a positive work culture. 67%

Percentage Strongly Agree or Agree

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=71)</th>
<th>2020-2021 (N=45)</th>
</tr>
</thead>
<tbody>
<tr>
<td>District leaders’ actions are consistent with their words.</td>
<td>76%</td>
<td>67%</td>
</tr>
<tr>
<td>District leaders understand my professional needs.</td>
<td>69%</td>
<td>58%</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key issues.</td>
<td>62%</td>
<td>64%</td>
</tr>
<tr>
<td>District leaders encourage employees to share ideas to improve performance.</td>
<td>69%</td>
<td>69%</td>
</tr>
<tr>
<td>District leaders promote a positive work culture.</td>
<td>69%</td>
<td>67%</td>
</tr>
</tbody>
</table>
How strongly do you agree or disagree with the following statements?

1. The actions of my direct supervisor are consistent with their words. (N=71)
   - Strongly Agree: 65%
   - Agree: 35%

2. I can count on the support of my direct supervisor when addressing problems or issues. (N=71)
   - Strongly Agree: 69%
   - Agree: 30%

3. I trust my direct supervisor to make good decisions. (N=70)
   - Strongly Agree: 70%
   - Agree: 29%

4. My direct supervisor clearly communicates their expectations of my job performance. (N=71)
   - Strongly Agree: 63%
   - Agree: 37%
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=71)
  - Strongly Agree: 66%
  - Agree: 66%
  - Neither Disagree nor Agree: 34%

- My direct supervisor implements policies fairly in my school or department. (N=71)
  - Strongly Agree: 66%
  - Agree: 31%
  - Neither Disagree nor Agree: 28%

- My direct supervisor promotes a positive work culture. (N=71)
  - Strongly Agree: 68%
  - Agree: 28%
  - Neither Disagree nor Agree: 28%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=70)
  - Strongly Agree: 69%
  - Agree: 31%
  - Neither Disagree nor Agree: 100%
How strongly do you agree or disagree with the following statements?

- The actions of my direct supervisor are consistent with their words. (100% Strongly Agree or Agree)
- I can count on the support of my direct supervisor when addressing problems or issues. (99% Strongly Agree or Agree)
- I trust my direct supervisor to make good decisions. (99% Strongly Agree or Agree)
- My direct supervisor clearly communicates their expectations of my job performance. (100% Strongly Agree or Agree)
- My direct supervisor effectively communicates about important issues that affect me. (100% Strongly Agree or Agree)

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

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

- My direct supervisor implements policies fairly in my school or department.
  - 2021-2022: 97% Strongly Agree or Agree
  - 2020-2021: 93% Strongly Agree or Agree

- My direct supervisor promotes a positive work culture.
  - 2021-2022: 96% Strongly Agree or Agree
  - 2020-2021: 100% Strongly Agree or Agree

- My direct supervisor encourages collaboration within and across teams in my school or department.
  - 2021-2022: 100% Strongly Agree or Agree
  - 2020-2021: 98% Strongly Agree or Agree

*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=71)
  - Strongly Agree: 32%
  - Agree: 42%
  - Neither Disagree nor Agree: 14%
  - Disagree: 8%

- Staff members are recognized for good performance at my work site. (N=70)
  - Strongly Agree: 59%
  - Agree: 39%
  - Neither Disagree nor Agree: 10%

- I am recognized for my accomplishments. (N=71)
  - Strongly Agree: 46%
  - Agree: 38%
  - Neither Disagree nor Agree: 10%

- I feel appreciated for my work. (N=71)
  - Strongly Agree: 46%
  - Agree: 41%
  - Neither Disagree nor Agree: 8%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=71)
  - Strongly Agree: 49%
  - Agree: 48%
  - Neither Disagree nor Agree: 32%
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.

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

Percentage Strongly Agree or Agree

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=71)</th>
<th>2020-2021 (N=45)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pinellas County Schools recognizes employees for their high-quality work and accomplishments.</td>
<td>75%</td>
<td>71%</td>
</tr>
<tr>
<td>Staff members are recognized for good performance at my work site.</td>
<td>97%</td>
<td>91%</td>
</tr>
<tr>
<td>I am recognized for my accomplishments.</td>
<td>85%</td>
<td>89%</td>
</tr>
<tr>
<td>I feel appreciated for my work.</td>
<td>87%</td>
<td>91%</td>
</tr>
<tr>
<td>My direct supervisor regularly gives me constructive feedback to improve my performance.</td>
<td>97%</td>
<td>93%</td>
</tr>
</tbody>
</table>
Work Environment

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

- My colleagues help create a positive work environment. (N=70)
  - Strongly Agree: 64%
  - Agree: 64%
  - Neither Disagree nor Agree: 53%
  - Disagree: 63%
  - Strongly Disagree: 59%

- My colleagues and I are held to high professional standards. (N=70)
  - Strongly Agree: 64%
  - Agree: 64%
  - Neither Disagree nor Agree: 33%
  - Disagree: 33%
  - Strongly Disagree: 40%

- I have the materials I need to do my job. (N=70)
  - Strongly Agree: 53%
  - Agree: 40%
  - Neither Disagree nor Agree: 40%
  - Disagree: 37%
  - Strongly Disagree: 37%

- My colleagues support me. (N=70)
  - Strongly Agree: 63%
  - Agree: 37%
  - Neither Disagree nor Agree: 37%
  - Disagree: 37%
  - Strongly Disagree: 37%

- My colleagues are committed to their jobs. (N=70)
  - Strongly Agree: 59%
  - Agree: 37%
  - Neither Disagree nor Agree: 37%
  - Disagree: 37%
  - Strongly Disagree: 37%

- I work in an atmosphere where there is mutual respect among staff. (N=70)
  - Strongly Agree: 60%
  - Agree: 39%
  - Neither Disagree nor Agree: 39%
  - Disagree: 39%
  - Strongly Disagree: 39%
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.

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

Percentage Strongly Agree or Agree

<table>
<thead>
<tr>
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<th>2021-2022 (N=70)</th>
<th>2020-2021 (N=45)</th>
</tr>
</thead>
<tbody>
<tr>
<td>My colleagues help create a positive work environment.</td>
<td>97%</td>
<td>100%</td>
</tr>
<tr>
<td>My colleagues and I are held to high professional standards.</td>
<td>97%</td>
<td>98%</td>
</tr>
<tr>
<td>I have the materials I need to do my job.</td>
<td>93%</td>
<td>98%</td>
</tr>
<tr>
<td>My colleagues support me.</td>
<td>100%</td>
<td>98%</td>
</tr>
<tr>
<td>My colleagues are committed to their jobs.</td>
<td>96%</td>
<td>96%</td>
</tr>
<tr>
<td>I work in an atmosphere where there is mutual respect among staff.</td>
<td>99%</td>
<td>100%</td>
</tr>
</tbody>
</table>
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=71)
  - Strongly Agree: 44%
  - Agree: 49%
  - Neither Disagree nor Agree: 6%
  - Disagree: 11%
  - Strongly Disagree: 0%

- The training I have received from the district has helped me perform my job more effectively. (N=71)
  - Strongly Agree: 41%
  - Agree: 41%
  - Neither Disagree nor Agree: 11%
  - Disagree: 14%
  - Strongly Disagree: 0%

- The training I have received from my worksite has helped me perform my job more effectively. (N=71)
  - Strongly Agree: 42%
  - Agree: 48%
  - Neither Disagree nor Agree: 7%
  - Disagree: 14%
  - Strongly Disagree: 0%

- The district’s professional development supports district initiatives. (N=71)
  - Strongly Agree: 42%
  - Agree: 41%
  - Neither Disagree nor Agree: 14%
  - Disagree: 0%
  - Strongly Disagree: 0%
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=71)

- Strongly Agree: 56%
- Agree: 42%
- Neither Disagree nor Agree: 0%
- Disagree: 0%
- Strongly Disagree: 0%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=71)

- Strongly Agree: 55%
- Agree: 41%
- Neither Disagree nor Agree: 0%
- Disagree: 0%
- 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=71)

- Strongly Agree: 49%
- Agree: 45%
- Neither Disagree nor Agree: 11%
- Disagree: 0%
- Strongly Disagree: 0%

There are leadership opportunities for me in my school or department. (N=71)

- Strongly Agree: 45%
- Agree: 39%
- Neither Disagree nor Agree: 11%
How strongly do you agree or disagree with the following statements?

- The district encourages continued education and professional growth.
  - 2021-2022 (N=71): 93%
  - 2020-2021 (N=45): 89%

- The training I have received from the district has helped me perform my job more effectively.
  - 2021-2022 (N=71): 82%
  - 2020-2021 (N=45): 84%

- The training I have received from my worksite has helped me perform my job more effectively.
  - 2021-2022 (N=71): 90%
  - 2020-2021 (N=45): 89%

- The district’s professional development supports district initiatives.
  - 2021-2022 (N=71): 83%
  - 2020-2021 (N=45): 89%

- My direct supervisor encourages continued education and professional growth.
  - 2021-2022 (N=71): 99%
  - 2020-2021 (N=45): 93%

*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.
- 96% (2021-2022, N=71)
- 91% (2020-2021, N=45)

I have the opportunity to provide input for individualizing my own professional development opportunities.
- 94% (2021-2022, N=71)
- 91% (2020-2021, N=45)

There are leadership opportunities for me in my school or department.
- 85% (2021-2022, N=71)
- 84% (2020-2021, N=45)

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=52)

- Excellent: 65%
- Good: 33%
- Fair: 0%
- Poor: 20%
Overall Quality: Comparison Over Time

How would you rate the overall quality of your school?

- Excellent: 65% (2021-2022), 73% (2020-2021)
- Good: 33% (2021-2022), 25% (2020-2021)
- Fair: 2% (2021-2022), 2% (2020-2021)
- Poor: 0% (2021-2022), 0% (2020-2021)

2021-2022 (N=52)  2020-2021 (N=44)
How strongly do you agree or disagree with the following statements?

- This school has high learning standards for all students. (N=52)
  - Strongly Agree: 63%
  - Agree: 31%
  - Disagree: 6%

- Teachers set high expectations for all students. (N=52)
  - Strongly Agree: 54%
  - Agree: 38%
  - Disagree: 8%

- This school’s learning standards and expectations are clearly explained to students. (N=52)
  - Strongly Agree: 58%
  - Agree: 35%
  - Disagree: 8%

- Students are challenged by their schoolwork. (N=52)
  - Strongly Agree: 60%
  - Agree: 29%
  - Disagree: 12%

- Teachers give timely feedback about student work. (N=52)
  - Strongly Agree: 52%
  - Agree: 37%
  - Disagree: 12%
How strongly do you agree or disagree with the following statements?

1. Teachers give helpful feedback about student work. (N=52)
   - Strongly Agree: 50%
   - Agree: 38%
   - Disagree: 12%
   - Strongly Disagree: 0%
   - Don't Know: 0%

2. Teachers successfully show students how lessons relate to life outside of school. (N=51)
   - Strongly Agree: 59%
   - Agree: 29%
   - Disagree: 12%
   - Strongly Disagree: 0%
   - Don't Know: 0%

3. This school offers a variety of academic courses. (N=52)
   - Strongly Agree: 56%
   - Agree: 37%
   - Disagree: 8%
   - Strongly Disagree: 0%
   - Don't Know: 0%
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.

**Percentage Strongly Agree or Agree**

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=52)</th>
<th>2020-2021 (N=44)</th>
</tr>
</thead>
<tbody>
<tr>
<td>This school has high learning standards for all students.</td>
<td>94%</td>
<td>98%</td>
</tr>
<tr>
<td>Teachers set high expectations for all students.</td>
<td>92%</td>
<td>93%</td>
</tr>
<tr>
<td>This school’s learning standards and expectations are clearly explained to students.</td>
<td>92%</td>
<td>93%</td>
</tr>
<tr>
<td>Students are challenged by their schoolwork.</td>
<td>88%</td>
<td>91%</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 (N=52): 88%
  - 2020-2021 (N=44): 89%

- Teachers give helpful feedback about student work.
  - 2021-2022 (N=52): 88%
  - 2020-2021 (N=44): 91%

- Teachers successfully show students how lessons relate to life outside of school.
  - 2021-2022 (N=52): 88%
  - 2020-2021 (N=44): 84%

- This school offers a variety of academic courses.
  - 2021-2022 (N=52): 92%
  - 2020-2021 (N=44): 91%

**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=52)

- Strongly Agree: 77%
- Agree: 21%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=52)

- Strongly Agree: 77%
- Agree: 21%
Student Support (Continued)

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

- This school offers students a variety of extracurricular activities. (N=51)
  - Strongly Agree: 61%
  - Agree: 33%
  - Disagree: 6%

- Students receive the support they need to prepare for the future. (N=52)
  - Strongly Agree: 65%
  - Agree: 31%

- Students in this school receive support that addresses their individual needs. (N=52)
  - Strongly Agree: 62%
  - Agree: 33%
  - Don't Know: 6%
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=52)</th>
<th>2020-2021 (N=44)</th>
</tr>
</thead>
<tbody>
<tr>
<td>School help with a school problem</td>
<td>98%</td>
<td>98%</td>
</tr>
<tr>
<td>School help with a personal problem</td>
<td>98%</td>
<td>98%</td>
</tr>
<tr>
<td>Extracurricular activities</td>
<td>94%</td>
<td>84%</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.

- 2021-2022 (N=52): 96%
- 2020-2021 (N=44): 98%

Students in this school receive support that addresses their individual needs.

- 2021-2022 (N=52): 94%
- 2020-2021 (N=44): 93%

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
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=52)
- School administrators (principals and assistant principals) clearly communicate the school's mission and vision. (N=52)
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=52)
  - Strongly Agree: 79%
  - Agree: 21%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=52)
  - Strongly Agree: 73%
  - Agree: 27%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=52)
  - Strongly Agree: 77%
  - Agree: 23%
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=52): 98%
- 2020-2021 (N=44): 98%

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

- 2021-2022 (N=52): 98%
- 2020-2021 (N=44): 100%

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.
  - 2021-2022: 100% (N=52)
  - 2020-2021: 98% (N=44)

- School administrators (principals and assistant principals) are courteous when I have a concern.
  - 2021-2022: 100% (N=52)
  - 2020-2021: 98% (N=44)

- School administrators (principals and assistant principals) are responsive when I have a concern.
  - 2021-2022: 100% (N=52)
  - 2020-2021: 95% (N=44)

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=52)

- Strongly Agree: 75%
- Agree: 25%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=52)

- Strongly Agree: 75%
- Agree: 25%
Family Involvement (Continued)

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

- Staff members and families treat each other with respect. (N=52)
  - Strongly Agree: 65%
  - Agree: 33%

- This school respects and values input provided by families. (N=52)
  - Strongly Agree: 69%
  - Agree: 31%

- This school uses family input to improve student achievement. (N=52)
  - Strongly Agree: 63%
  - Agree: 33%
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=52): 100%, 2020-2021 (N=44): 93%)
- Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (2021-2022 (N=52): 100%, 2020-2021 (N=44): 98%)
- Staff members and families treat each other with respect. (2021-2022 (N=52): 98%, 2020-2021 (N=44): 98%)

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.

- 100% Strongly Agree or Agree (2021-2022, N=52)
- 93% Strongly Agree or Agree (2020-2021, N=44)

This school uses family input to improve student achievement.

- 96% Strongly Agree or Agree (2021-2022, N=52)
- 91% Strongly Agree or Agree (2020-2021, N=44)
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=52)
  - Strongly Agree: 75%
  - Agree: 25%

- All students are aware of the safety and security procedures. (N=52)
  - Strongly Agree: 77%
  - Agree: 21%

- This school is safe. (N=52)
  - Strongly Agree: 71%
  - Agree: 29%

- Student discipline is enforced consistently for all students. (N=52)
  - Strongly Agree: 58%
  - Agree: 37%

- Staff members and students treat each other with respect. (N=52)
  - Strongly Agree: 60%
  - Agree: 37%
How strongly do you agree or disagree with the following statements?

- **Staff members are responsive when students report bullying. (N=52)**
  - Strongly Agree: 67%
  - Agree: 29%

- **Bullying is not tolerated. (N=52)**
  - Strongly Agree: 73%
  - Agree: 25%

- **Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=52)**
  - Strongly Agree: 75%
  - Agree: 23%
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 (N=52): 100%
  - 2020-2021 (N=44): 100%

- All students are aware of the safety and security procedures.
  - 2021-2022 (N=52): 98%
  - 2020-2021 (N=44): 93%

- This school is safe.
  - 2021-2022 (N=52): 100%
  - 2020-2021 (N=44): 98%

- Student discipline is enforced consistently for all students.
  - 2021-2022 (N=52): 94%
  - 2020-2021 (N=44): 91%

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=52): 96%
  - 2020-2021 (N=44): 95%

- Staff members are responsive when students report bullying.
  - 2021-2022 (N=52): 96%
  - 2020-2021 (N=44): 91%

- Bullying is not tolerated.
  - 2021-2022 (N=52): 98%
  - 2020-2021 (N=44): 98%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities.
  - 2021-2022 (N=52): 98%
  - 2020-2021 (N=44): 95%
Net Promoter Score - School

How likely is it that you would recommend your school to a family member or friend? (N=46)

10 - Extremely Likely
9
8
7
6
5
4
3
2
1
0 - Not at all Likely

65%
15%
15%
2%
0%
2%
0%
0%
0%
0%

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=70)

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.