Employee Survey: Osceola Fundamental High School

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>65</td>
<td></td>
<td>65</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=65)
  - Strongly Agree: 29%
  - Agree: 46%
  - Neither Disagree nor Agree: 14%
  - Disagree: 8%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=65)
  - Strongly Agree: 22%
  - Agree: 43%
  - Neither Disagree nor Agree: 18%
  - Disagree: 11%
  - Strongly Disagree: 6%

- I am engaged in my work. (N=65)
  - Strongly Agree: 46%
  - Agree: 40%
  - Neither Disagree nor Agree: 11%

- My work is interesting. (N=65)
  - Strongly Agree: 38%
  - Agree: 46%
  - Neither Disagree nor Agree: 9%
  - Disagree: 5%

- I am motivated to contribute more than what is expected of me. (N=65)
  - Strongly Agree: 40%
  - Agree: 25%
  - Neither Disagree nor Agree: 17%
  - Disagree: 14%
  - Strongly Disagree: 5%
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=65)
- Strongly Agree: 25%
- Agree: 35%
- Neither Disagree nor Agree: 18%
- Disagree: 12%
- Strongly Disagree: 9%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=65)
- Strongly Agree: 26%
- Agree: 38%
- Neither Disagree nor Agree: 15%
- Disagree: 15%
- Strongly Disagree: 5%

I enjoy working with my direct supervisor. (N=65)
- Strongly Agree: 42%
- Agree: 35%
- Neither Disagree nor Agree: 17%

I am optimistic about the future of Pinellas County Schools. (N=65)
- Strongly Agree: 22%
- Agree: 38%
- Neither Disagree nor Agree: 22%
- Disagree: 8%
- Strongly Disagree: 11%
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 (N=65): 75%
  - 2020-2021 (N=55): 75%

- Employment with Pinellas County Schools gives me a feeling of accomplishment.
  - 2021-2022 (N=65): 65%
  - 2020-2021 (N=55): 65%

- I am engaged in my work.
  - 2021-2022 (N=65): 86%
  - 2020-2021 (N=55): 98%

- My work is interesting.
  - 2021-2022 (N=65): 85%
  - 2020-2021 (N=55): 87%

- I am motivated to contribute more than what is expected of me.
  - 2021-2022 (N=65): 65%
  - 2020-2021 (N=55): 84%

- I see professional growth and long-term career opportunities with Pinellas County Schools.
  - 2021-2022 (N=65): 60%
  - 2020-2021 (N=55): 64%

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=65): 65% Strongly Agree, 80% Agree
  - 2020-2021 (N=55): 77% Strongly Agree, 82% Agree

- I enjoy working with my direct supervisor.
  - 2021-2022 (N=65): 60% Strongly Agree, 69% Agree
  - 2020-2021 (N=55): 77% Strongly Agree, 82% Agree

- I am optimistic about the future of Pinellas County Schools.
  - 2021-2022 (N=65): 60% Strongly Agree, 69% Agree
  - 2020-2021 (N=55): 77% Strongly Agree, 82% 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=65)
  - Strongly Agree: 32%
  - Agree: 55%
  - Neither Disagree nor Agree: 12%

- I know how I can fulfill Pinellas County Schools’ mission and vision. (N=65)
  - Strongly Agree: 23%
  - Agree: 60%
  - Neither Disagree nor Agree: 9%

- I support the district’s mission and vision. (N=65)
  - Strongly Agree: 31%
  - Agree: 54%
  - Neither Disagree nor Agree: 12%
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=65)
  - Strongly Agree: 26%
  - Agree: 52%
  - Neither Disagree nor Agree: 17%
  - Disagree: 5%
  - Strongly Disagree: 5%

- The district is moving in a direction that reflects our mission and vision. (N=65)
  - Strongly Agree: 18%
  - Agree: 45%
  - Neither Disagree nor Agree: 22%
  - Disagree: 11%
  - Strongly Disagree: 5%

- I can provide input on how the district accomplishes its mission. (N=65)
  - Strongly Agree: 22%
  - Agree: 34%
  - Neither Disagree nor Agree: 32%
  - Disagree: 8%
  - 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: 88%
  - 2020-2021: 89%

- I know how I can fulfill Pinellas County Schools’ mission and vision.
  - 2021-2022: 83%
  - 2020-2021: 85%

- I support the district’s mission and vision.
  - 2021-2022: 85%
  - 2020-2021: 89%

Answer options: 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.**
  - 2021-2022 (N=65): 78%
  - 2020-2021 (N=55): 82%

- **The district is moving in a direction that reflects our mission and vision.**
  - 2021-2022 (N=65): 63%
  - 2020-2021 (N=55): 73%

- **I can provide input on how the district accomplishes its mission.**
  - 2021-2022 (N=65): 55%
  - 2020-2021 (N=55): 56%

*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?

<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>District leaders’ actions are consistent with their words. (N=65)</td>
<td>8%</td>
<td>35%</td>
<td>38%</td>
<td>11%</td>
<td>8%</td>
</tr>
<tr>
<td>District leaders understand my professional needs. (N=65)</td>
<td>8%</td>
<td>20%</td>
<td>32%</td>
<td>25%</td>
<td>15%</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key issues. (N=65)</td>
<td>6%</td>
<td>25%</td>
<td>26%</td>
<td>34%</td>
<td>9%</td>
</tr>
<tr>
<td>District leaders encourage employees to share ideas to improve performance. (N=65)</td>
<td>9%</td>
<td>29%</td>
<td>29%</td>
<td>22%</td>
<td>11%</td>
</tr>
<tr>
<td>District leaders promote a positive work culture. (N=65)</td>
<td>11%</td>
<td>23%</td>
<td>42%</td>
<td>9%</td>
<td>15%</td>
</tr>
</tbody>
</table>
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=65)</th>
<th>2020-2021 (N=55)</th>
</tr>
</thead>
<tbody>
<tr>
<td>District leaders’ actions are consistent with their words.</td>
<td>43%</td>
<td>53%</td>
</tr>
<tr>
<td>District leaders understand my professional needs.</td>
<td>28%</td>
<td>36%</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key issues.</td>
<td>31%</td>
<td>44%</td>
</tr>
<tr>
<td>District leaders encourage employees to share ideas to improve performance.</td>
<td>38%</td>
<td>42%</td>
</tr>
<tr>
<td>District leaders promote a positive work culture.</td>
<td>34%</td>
<td>40%</td>
</tr>
</tbody>
</table>

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

© 2022
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=65)
   - Strongly Agree: 31%
   - Agree: 38%
   - Neither Disagree nor Agree: 17%
   - Disagree: 11%

2. I can count on the support of my direct supervisor when addressing problems or issues. (N=65)
   - Strongly Agree: 32%
   - Agree: 42%
   - Neither Disagree nor Agree: 15%
   - Disagree: 6%
   - Strongly Disagree: 5%

3. I trust my direct supervisor to make good decisions. (N=65)
   - Strongly Agree: 29%
   - Agree: 37%
   - Neither Disagree nor Agree: 18%
   - Disagree: 11%
   - Strongly Disagree: 5%

4. My direct supervisor clearly communicates their expectations of my job performance. (N=65)
   - Strongly Agree: 32%
   - Agree: 42%
   - Neither Disagree nor Agree: 15%
   - Disagree: 6%
   - Strongly Disagree: 5%
How strongly do you agree or disagree with the following statements?

My direct supervisor effectively communicates about important issues that affect me. (N=65)
- Strongly Agree: 29%
- Agree: 43%
- Neither Disagree nor Agree: 12%
- Disagree: 11%
- Strongly Disagree: 5%

My direct supervisor implements policies fairly in my school or department. (N=65)
- Strongly Agree: 31%
- Agree: 38%
- Neither Disagree nor Agree: 18%
- Disagree: 6%
- Strongly Disagree: 6%

My direct supervisor promotes a positive work culture. (N=65)
- Strongly Agree: 34%
- Agree: 37%
- Neither Disagree nor Agree: 15%
- Disagree: 8%
- Strongly Disagree: 6%

My direct supervisor encourages collaboration within and across teams in my school or department. (N=65)
- Strongly Agree: 31%
- Agree: 45%
- Neither Disagree nor Agree: 14%
- Disagree: 6%
- Strongly Disagree: 5%
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: 69%
  - 2020-2021: 76%

- I can count on the support of my direct supervisor when addressing problems or issues.
  - 2021-2022: 74%
  - 2020-2021: 75%

- I trust my direct supervisor to make good decisions.
  - 2021-2022: 66%
  - 2020-2021: 75%

- My direct supervisor clearly communicates their expectations of my job performance.
  - 2021-2022: 72%
  - 2020-2021: 74%

- My direct supervisor effectively communicates about important issues that affect me.
  - 2021-2022: 76%
  - 2020-2021: 84%

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: 69% (N=65)
  - 2020-2021: 64% (N=55)

- My direct supervisor promotes a positive work culture.
  - 2021-2022: 71% (N=65)
  - 2020-2021: 69% (N=55)

- My direct supervisor encourages collaboration within and across teams in my school or department.
  - 2021-2022: 75% (N=65)
  - 2020-2021: 78% (N=55)

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

Pinellas County Schools recognizes employees for their high-quality work and accomplishments. (N=65)
- Strongly Agree: 14%
- Agree: 29%
- Neither Disagree nor Agree: 26%
- Disagree: 22%
- Strongly Disagree: 9%

Staff members are recognized for good performance at my work site. (N=65)
- Strongly Agree: 12%
- Agree: 34%
- Neither Disagree nor Agree: 20%
- Disagree: 25%
- Strongly Disagree: 9%

I am recognized for my accomplishments. (N=65)
- Strongly Agree: 12%
- Agree: 29%
- Neither Disagree nor Agree: 31%
- Disagree: 15%
- Strongly Disagree: 12%

I feel appreciated for my work. (N=65)
- Strongly Agree: 17%
- Agree: 28%
- Neither Disagree nor Agree: 28%
- Disagree: 14%
- Strongly Disagree: 14%

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=65)
- Strongly Agree: 20%
- Agree: 35%
- Neither Disagree nor Agree: 23%
- Disagree: 15%
- Strongly Disagree: 6%
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 (N=65): 43% Strongly Agree, 47% Agree
  - 2020-2021 (N=55): 46% Strongly Agree, 53% Agree

- Staff members are recognized for good performance at my work site.
  - 2021-2022 (N=65): 42% Strongly Agree, 38% Agree
  - 2020-2021 (N=55): 46% Strongly Agree, 53% Agree

- I am recognized for my accomplishments.
  - 2021-2022 (N=65): 45% Strongly Agree, 49% Agree
  - 2020-2021 (N=55): 42% Strongly Agree, 38% Agree

- I feel appreciated for my work.
  - 2021-2022 (N=65): 55% Strongly Agree, 67% Agree
  - 2020-2021 (N=55): 49% Strongly Agree, 67% Agree

- My direct supervisor regularly gives me constructive feedback to improve my performance.
  - 2021-2022 (N=65): 55% Strongly Agree, 67% Agree
  - 2020-2021 (N=55): 49% Strongly Agree, 67% Agree

*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=65)
- My colleagues and I are held to high professional standards. (N=65)
- I have the materials I need to do my job. (N=64)
- My colleagues support me. (N=65)
- My colleagues are committed to their jobs. (N=65)
- I work in an atmosphere where there is mutual respect among staff. (N=65)
Work Environment: Comparison Over Time

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

- My colleagues help create a positive work environment. 85% (2021-2022) vs 80% (2020-2021)
- My colleagues and I are held to high professional standards. 86% (2021-2022) vs 78% (2020-2021)
- I have the materials I need to do my job. 73% (2021-2022) vs 82% (2020-2021)
- My colleagues support me. 86% (2021-2022) vs 89% (2020-2021)
- My colleagues are committed to their jobs. 83% (2021-2022) vs 80% (2020-2021)
- I work in an atmosphere where there is mutual respect among staff. 83% (2021-2022) vs 78% (2020-2021)

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

K12 Insight © 2022
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=65)

- Strongly Agree: 26%
- Agree: 54%
- Neither Disagree nor Agree: 9%
- Disagree: 9%
- Strongly Disagree: 0%

The training I have received from the district has helped me perform my job more effectively. (N=65)

- Strongly Agree: 15%
- Agree: 32%
- Neither Disagree nor Agree: 32%
- Disagree: 15%
- Strongly Disagree: 5%

The training I have received from my worksite has helped me perform my job more effectively. (N=65)

- Strongly Agree: 12%
- Agree: 34%
- Neither Disagree nor Agree: 38%
- Disagree: 12%
- Strongly Disagree: 0%

The district’s professional development supports district initiatives. (N=65)

- Strongly Agree: 17%
- Agree: 40%
- Neither Disagree nor Agree: 32%
- Disagree: 9%
- 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=65)

- 23% Strongly Agree
- 45% Agree
- 25% Neither Disagree nor Agree
- 5% Disagree
- 0% Strongly Disagree

My direct supervisor identifies opportunities for my professional growth and improvement. (N=65)

- 20% Strongly Agree
- 38% Agree
- 25% Neither Disagree nor Agree
- 14% Disagree
- 0% Strongly Disagree
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=65)

- 15% Strongly Agree
- 43% Agree
- 26% Neither Disagree nor Agree
- 11% Disagree
- 5% Strongly Disagree

There are leadership opportunities for me in my school or department. (N=65)

- 20% Strongly Agree
- 37% Agree
- 29% Neither Disagree nor Agree
- 5% Disagree
- 9% Strongly Disagree
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.
  - 2021-2022 (N=65): 80% Strongly Agree, 78% Agree
  - 2020-2021 (N=55): 48% Strongly Agree, 62% Agree

- The training I have received from the district has helped me perform my job more effectively.
  - 2021-2022 (N=65): 46% Strongly Agree, 51% Agree
  - 2020-2021 (N=55): 57% Strongly Agree, 69% Agree

- The training I have received from my worksite has helped me perform my job more effectively.
  - 2021-2022 (N=65): 57% Strongly Agree, 69% Agree
  - 2020-2021 (N=55): 57% Strongly Agree, 69% Agree

- The district’s professional development supports district initiatives.
  - 2021-2022 (N=65): 68% Strongly Agree, 73% Agree
  - 2020-2021 (N=55): 68% Strongly Agree, 73% Agree

- My direct supervisor encourages continued education and professional growth.
  - 2021-2022 (N=65): 80% Strongly Agree, 78% Agree
  - 2020-2021 (N=55): 48% Strongly Agree, 62% Agree

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 identifies opportunities for my professional growth and improvement.
  - 2021-2022 (N=65): 58%
  - 2020-2021 (N=55): 60%

- I have the opportunity to provide input for individualizing my own professional development opportunities.
  - 2021-2022 (N=65): 58%
  - 2020-2021 (N=55): 67%

- There are leadership opportunities for me in my school or department.
  - 2021-2022 (N=65): 57%
  - 2020-2021 (N=55): 63%

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=57)

- Excellent: 39%
- Good: 40%
- Fair: 19%
- Poor: 20%
Overall Quality: Comparison Over Time

How would you rate the overall quality of your school?

- **Excellent**: 2021-2022 (N=57) - 54%, 2020-2021 (N=48) - 42%
- **Good**: 2021-2022 (N=57) - 39%, 2020-2021 (N=48) - 40%
- **Fair**: 2021-2022 (N=57) - 19%, 2020-2021 (N=48) - 0%
- **Poor**: 2021-2022 (N=57) - 2%, 2020-2021 (N=48) - 4%
Academic Support

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

- This school has high learning standards for all students. (N=56)
  - Strongly Agree: 43%
  - Agree: 50%
  - Strongly Disagree: 7%
  - Don't Know: 3%

- Teachers set high expectations for all students. (N=56)
  - Strongly Agree: 34%
  - Agree: 57%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- This school’s learning standards and expectations are clearly explained to students. (N=55)
  - Strongly Agree: 36%
  - Agree: 49%
  - Strongly Disagree: 11%
  - Don't Know: 4%

- Students are challenged by their schoolwork. (N=56)
  - Strongly Agree: 32%
  - Agree: 57%
  - Strongly Disagree: 7%
  - Don't Know: 3%

- Teachers give timely feedback about student work. (N=56)
  - Strongly Agree: 25%
  - Agree: 59%
  - Strongly Disagree: 7%
  - Don't Know: 9%
Academic Support (Continued)

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

Teachers give helpful feedback about student work. (N=56)
- Strongly Agree: 29%
- Agree: 46%
- Disagree: 11%
- Strongly Disagree: 14%
- Don't Know: 0%

Teachers successfully show students how lessons relate to life outside of school. (N=56)
- Strongly Agree: 23%
- Agree: 54%
- Disagree: 9%
- Strongly Disagree: 14%
- Don't Know: 0%

This school offers a variety of academic courses. (N=56)
- Strongly Agree: 48%
- Agree: 50%
- Disagree: 0%
- 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.
  - 2021-2022: 93% Strongly Agree, 90% Agree
  - 2020-2021: 91% Strongly Agree, 90% Agree

- Teachers set high expectations for all students.
  - 2021-2022: 90% Strongly Agree, 83% Agree
  - 2020-2021: 90% Strongly Agree, 83% Agree

- This school’s learning standards and expectations are clearly explained to students.
  - 2021-2022: 85% Strongly Agree, 83% Agree
  - 2020-2021: 85% Strongly Agree, 83% Agree

- Students are challenged by their schoolwork.
  - 2021-2022: 89% Strongly Agree, 85% Agree
  - 2020-2021: 89% Strongly Agree, 85% Agree

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 (N=56): 84%
  - 2020-2021 (N=48): 83%

- Teachers give helpful feedback about student work.
  - 2021-2022 (N=56): 75%
  - 2020-2021 (N=48): 81%

- Teachers successfully show students how lessons relate to life outside of school.
  - 2021-2022 (N=56): 77%
  - 2020-2021 (N=48): 81%

- This school offers a variety of academic courses.
  - 2021-2022 (N=56): 98%
  - 2020-2021 (N=48): 90%

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don’t Know
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=56)

- Strongly Agree: 55%
- Agree: 41%
- Disagree: 5%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=56)

- Strongly Agree: 54%
- Agree: 39%
- Disagree: 5%
Student Support (Continued)

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

This school offers students a variety of extracurricular activities. (N=56)

- Strongly Agree: 68%
- Agree: 30%
- Disagree: 5%

Students receive the support they need to prepare for the future. (N=56)

- Strongly Agree: 43%
- Agree: 50%
- Disagree: 7%

Students in this school receive support that addresses their individual needs. (N=55)

- Strongly Agree: 31%
- Agree: 60%
- Disagree: 5%
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.
  - 2020-2021: 94%
  - 2021-2022: 96%

- There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.
  - 2020-2021: 94%
  - 2021-2022: 93%

- This school offers students a variety of extracurricular activities.
  - 2020-2021: 92%
  - 2021-2022: 98%
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.
  - 93% in 2021-2022 (N=56)
  - 83% in 2020-2021 (N=48)

- Students in this school receive support that addresses their individual needs.
  - 91% in 2021-2022 (N=56)
  - 83% in 2020-2021 (N=48)

*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=57)

Strongly Agree: 28%  
Agree: 46%  
Disagree: 14%  
Strongly Disagree: 7%  
Don't Know: 5%

School administrators (principals and assistant principals) clearly communicate the school's mission and vision. (N=57)

Strongly Agree: 25%  
Agree: 56%  
Disagree: 9%  
Strongly Disagree: 7%  
Don't Know:
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=57)
  - Strongly Agree: 35%
  - Agree: 47%
  - Disagree: 9%
  - Strongly Disagree: 7%
  - Don't Know: 0%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=57)
  - Strongly Agree: 39%
  - Agree: 49%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=57)
  - Strongly Agree: 28%
  - Agree: 46%
  - Disagree: 16%
  - Strongly Disagree: 11%
  - 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: 74% Strongly Agree or Agree
  - 2020-2021: 79% Strongly Agree or Agree

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision.
  - 2021-2022: 81% Strongly Agree or Agree
  - 2020-2021: 79% Strongly Agree or Agree

*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 (N=57): 82%
  - 2020-2021 (N=48): 79%

- School administrators (principals and assistant principals) are courteous when I have a concern.
  - 2021-2022 (N=57): 88%
  - 2020-2021 (N=48): 83%

- School administrators (principals and assistant principals) are responsive when I have a concern.
  - 2021-2022 (N=57): 74%
  - 2020-2021 (N=48): 77%

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=57)

- Strongly Agree: 56%
- Agree: 37%
- Disagree: 5%
- Strongly Disagree: 5%
- Don't Know: 0%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=57)

- Strongly Agree: 61%
- Agree: 32%
- Disagree: 5%
- Strongly Disagree: 5%
- Don't Know: 0%
Family Involvement (Continued)

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

- Staff members and families treat each other with respect. (N=57)
  - Strongly Agree: 25%
  - Agree: 61%
  - Disagree: 11%

- This school respects and values input provided by families. (N=57)
  - Strongly Agree: 32%
  - Agree: 53%
  - Disagree: 14%

- This school uses family input to improve student achievement. (N=57)
  - Strongly Agree: 19%
  - Agree: 54%
  - Disagree: 7%
  - Strongly Disagree: 19%
  - 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.
- Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night.
- Staff members and families treat each other with respect.

<table>
<thead>
<tr>
<th>Statement</th>
<th>2021-2022 (N=57)</th>
<th>2020-2021 (N=48)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Families are informed about virtual and/or in-person school-sponsored</td>
<td>93%</td>
<td>96%</td>
</tr>
<tr>
<td>activities, such as tutoring, after-school programs, and student</td>
<td></td>
<td></td>
</tr>
<tr>
<td>performances.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Families are encouraged to attend virtual and/or in-person school-</td>
<td>93%</td>
<td>98%</td>
</tr>
<tr>
<td>sponsored activities, such as back-to-school night.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Staff members and families treat each other with respect.</td>
<td>86%</td>
<td>81%</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?

This school respects and values input provided by families.

- 84% (2021-2022, N=57)
- 85% (2020-2021, N=48)

This school uses family input to improve student achievement.

- 74% (2021-2022, N=57)
- 77% (2020-2021, N=48)
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=57)
  - Strongly Agree: 51%
  - Agree: 46%

- All students are aware of the safety and security procedures. (N=57)
  - Strongly Agree: 42%
  - Agree: 49%
  - Disagree: 5%

- This school is safe. (N=57)
  - Strongly Agree: 47%
  - Agree: 49%

- Student discipline is enforced consistently for all students. (N=57)
  - Strongly Agree: 9%
  - Agree: 39%
  - Disagree: 39%
  - Strongly Disagree: 7%

- Staff members and students treat each other with respect. (N=57)
  - Strongly Agree: 28%
  - Agree: 61%
  - Disagree: 9%
Safety and Behavior (Continued)

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

Staff members are responsive when students report bullying. (N=57)
- Strongly Agree: 25%
- Agree: 54%
- Disagree: 7%
- Strongly Disagree: 14%
- Don't Know: 0%

Bullying is not tolerated. (N=57)
- Strongly Agree: 42%
- Agree: 37%
- Disagree: 12%
- Strongly Disagree: 9%
- Don't Know: 0%

Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=57)
- Strongly Agree: 40%
- Agree: 40%
- Disagree: 14%
- Strongly Disagree: 0%
- Don't Know: 0%
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=57): 96%
  - 2020-2021 (N=48): 94%

- All students are aware of the safety and security procedures.
  - 2021-2022 (N=57): 91%
  - 2020-2021 (N=48): 90%

- This school is safe.
  - 2021-2022 (N=57): 96%
  - 2020-2021 (N=48): 90%

- Student discipline is enforced consistently for all students.
  - 2021-2022 (N=57): 47%
  - 2020-2021 (N=48): 70%

*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: 89%
  - 2020-2021: 88%

- Staff members are responsive when students report bullying.
  - 2021-2022: 79%
  - 2020-2021: 83%

- Bullying is not tolerated.
  - 2021-2022: 79%
  - 2020-2021: 79%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities.
  - 2021-2022: 81%
  - 2020-2021: 77%

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=52)

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=65)

- 10 - Extremely Likely: 14%
- 9: 12%
- 8: 31%
- 7: 8%
- 6: 12%
- 5: 9%
- 4: 5%
- 3: 2%
- 2: 3%
- 1: 2%
- 0 - Not at all Likely: 3%

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.