# **Employee Survey: Bayside High School**

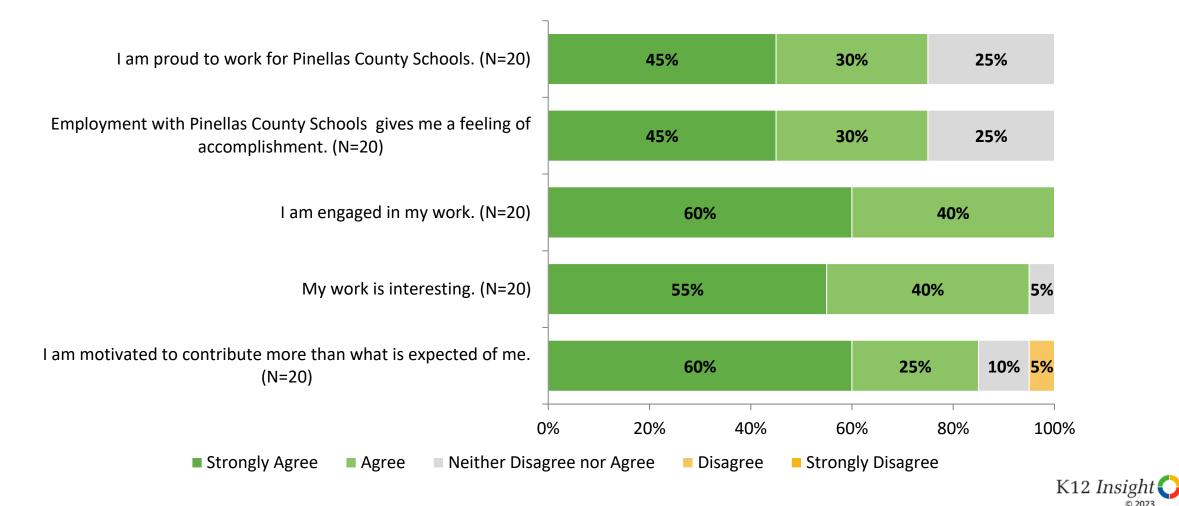
Results

2022-2023 School Year

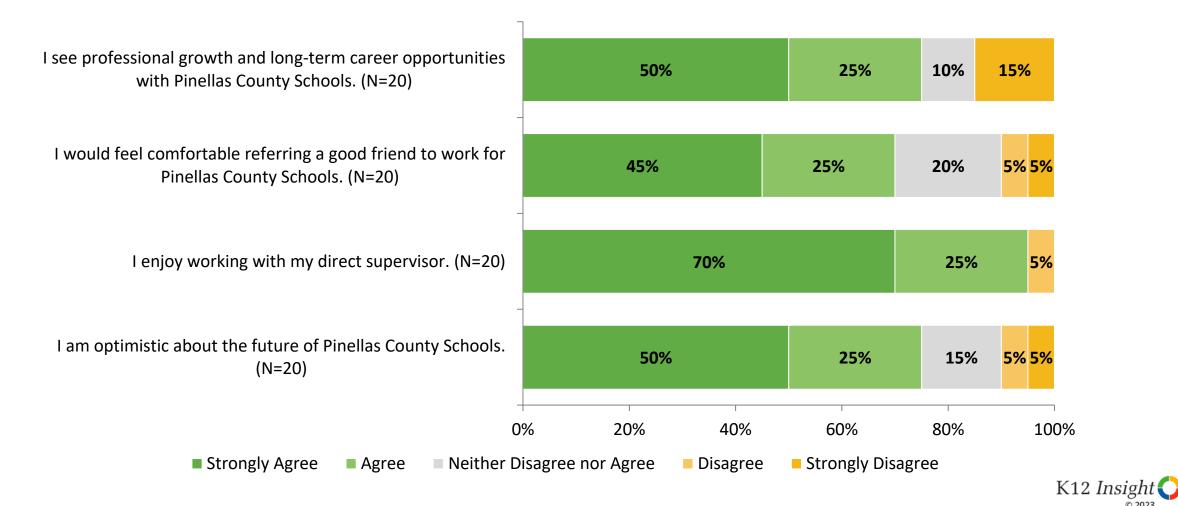




# **Overall Engagement**

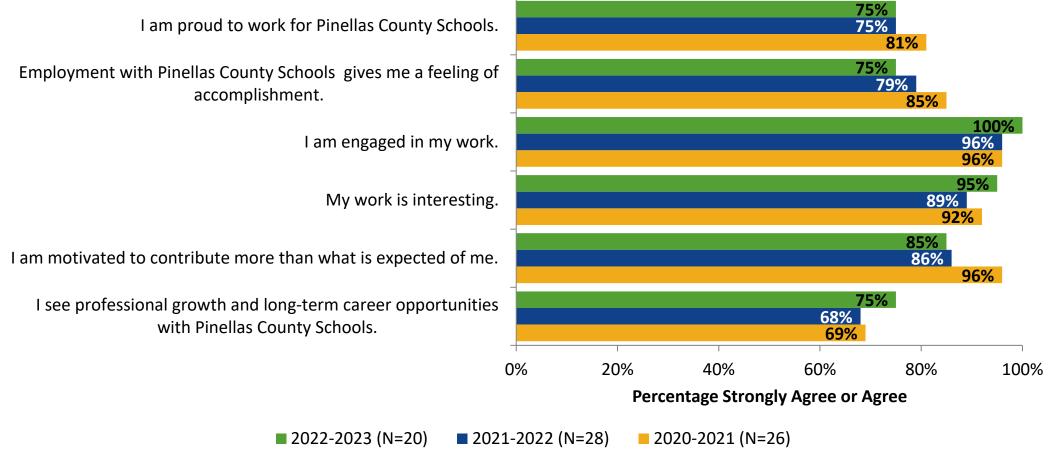


# **Overall Engagement (Continued)**



#### **Overall Engagement: Comparison Over Time**

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

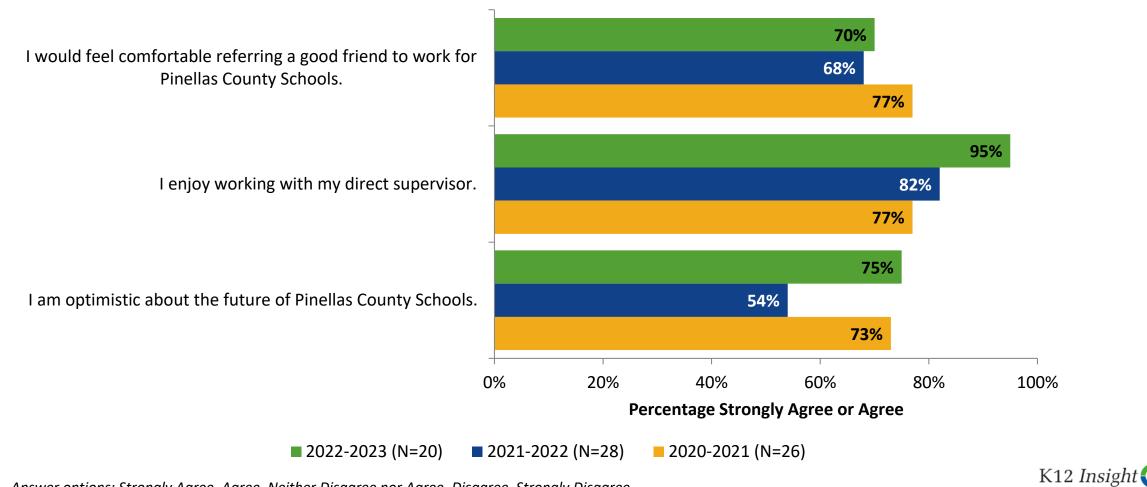


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



## **Overall Engagement: Comparison Over Time (Continued)**

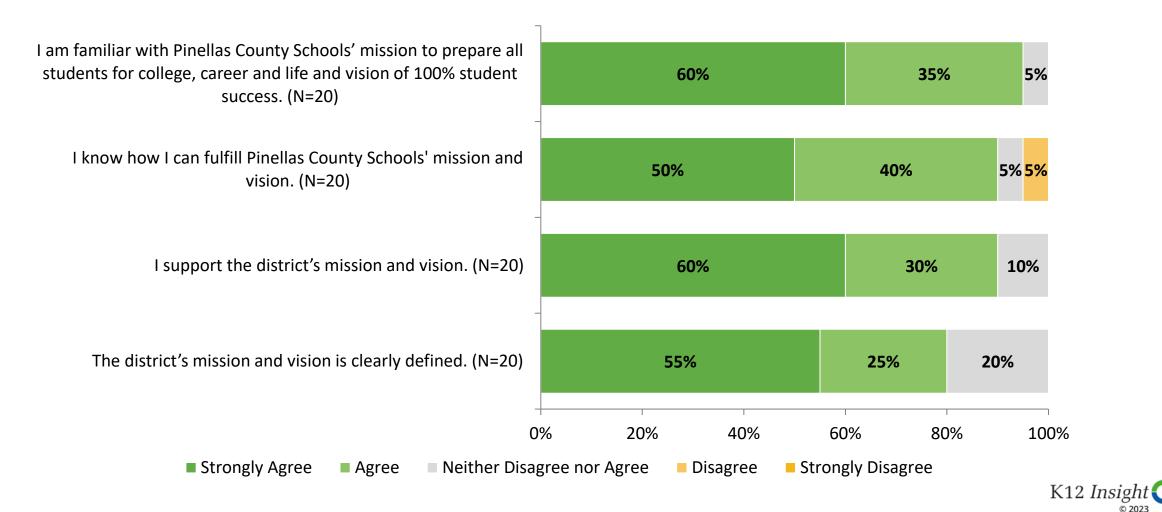
How strongly do you agree or disagree with the following statements?



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

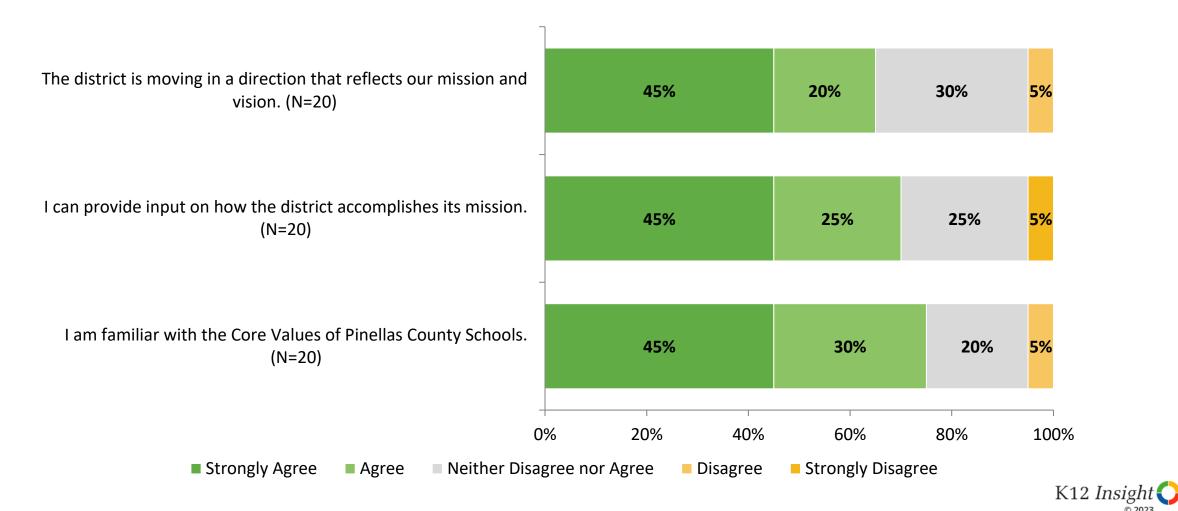
5

## **Mission and Vision**



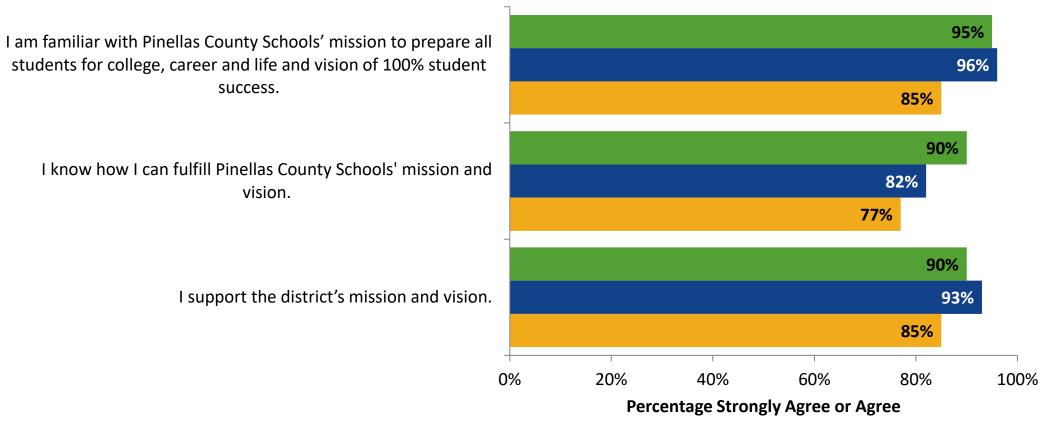
# **Mission and Vision (Continued)**

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



#### **Mission and Vision: Comparison Over Time**

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



■ 2021-2022 (N=28)

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

2022-2023 (N=20)

Note: 0% indicates a question was not asked during that survey administration.

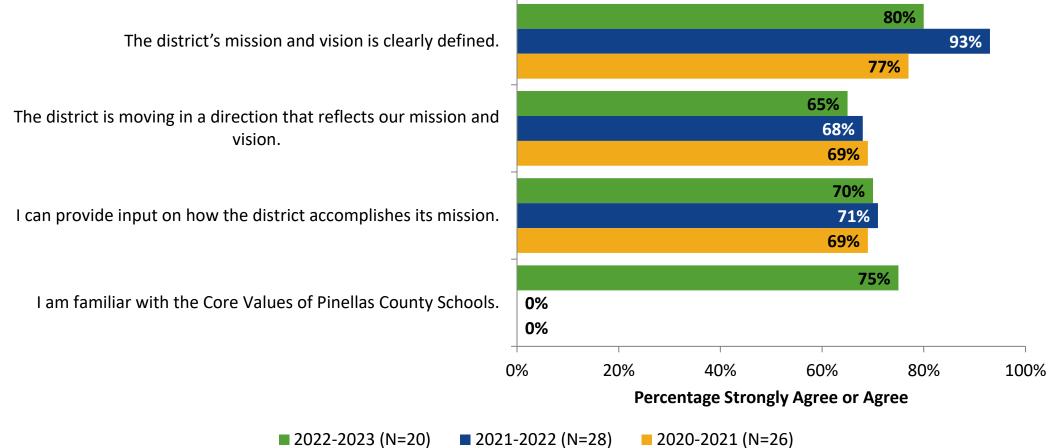
8

2020-2021 (N=26)



# Mission and Vision: Comparison Over Time (Continued)

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



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

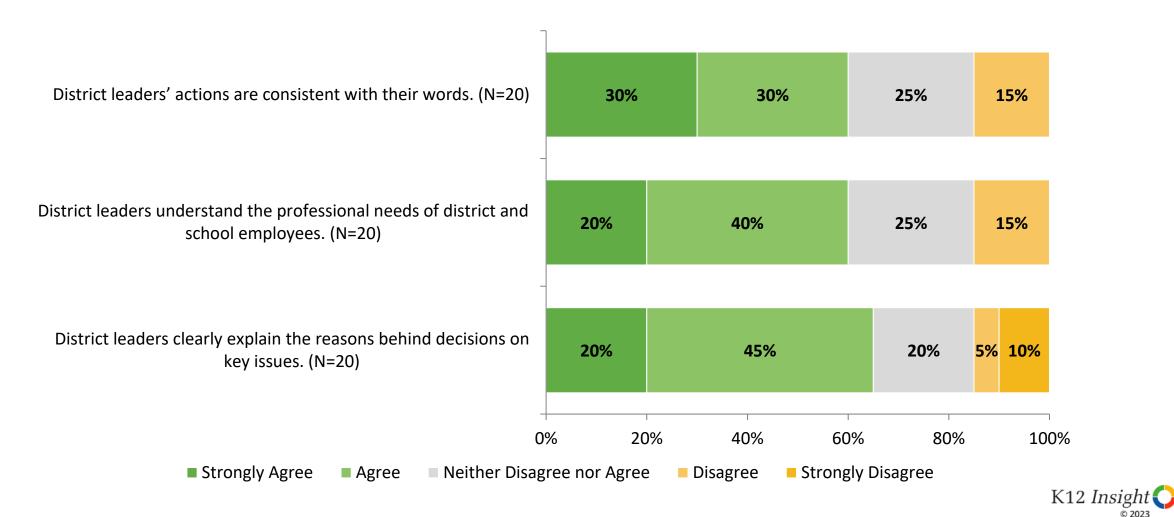
Note: 0% indicates a question was not asked during that survey administration.

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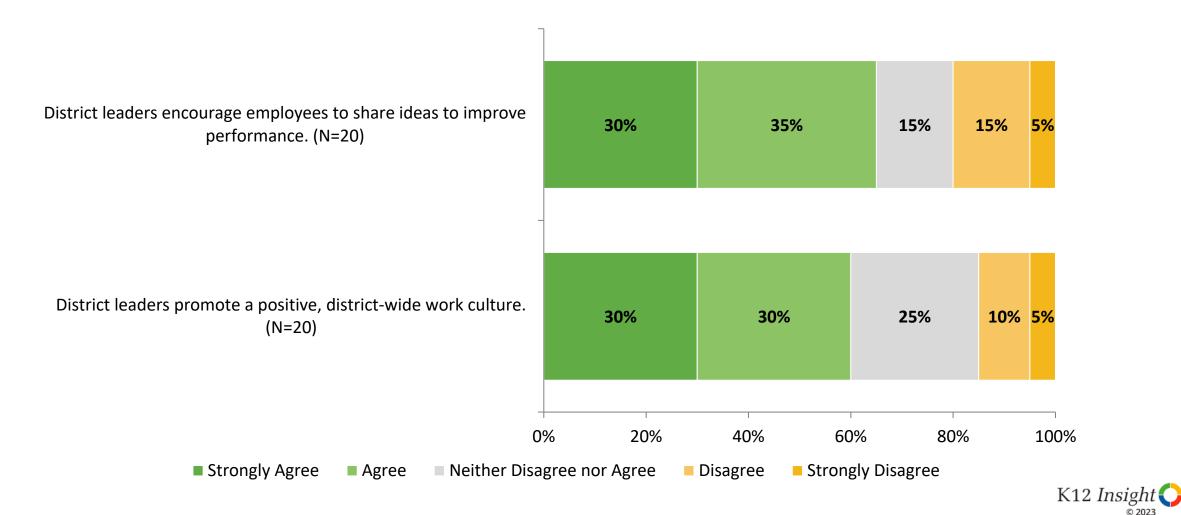
# **District Leadership**

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



# **District Leadership (Continued)**

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



#### **District Leadership: Comparison Over Time**

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

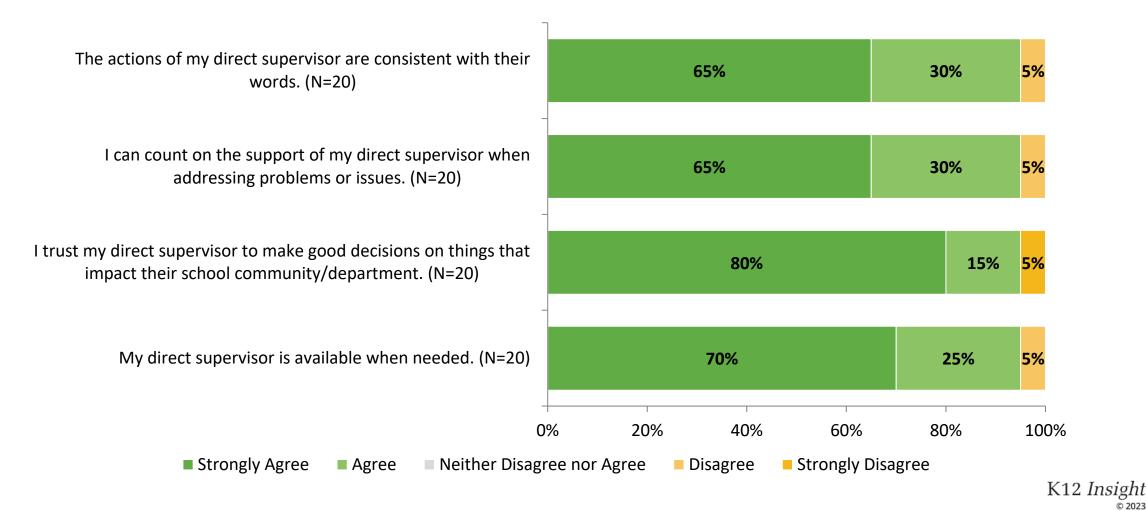
60% District leaders' actions are consistent with their words. 43% 58% 60% District leaders understand the professional needs of district and 43% school employees. 27% 65% District leaders clearly explain the reasons behind decisions on 39% key issues. 31% 65% District leaders encourage employees to share ideas to improve 39% performance. 44% 60% District leaders promote a positive, district-wide work culture. 46% 50% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

■ 2022-2023 (N=20) ■ 2021-2022 (N=28) ■ 2020-2021 (N=26)

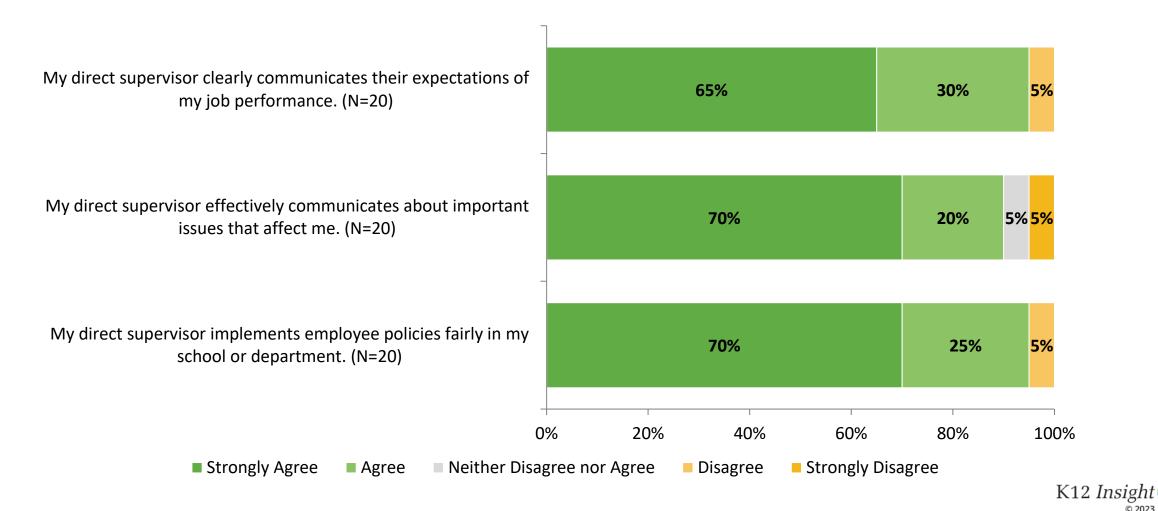


<sup>12</sup> Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

# **Worksite Leadership**

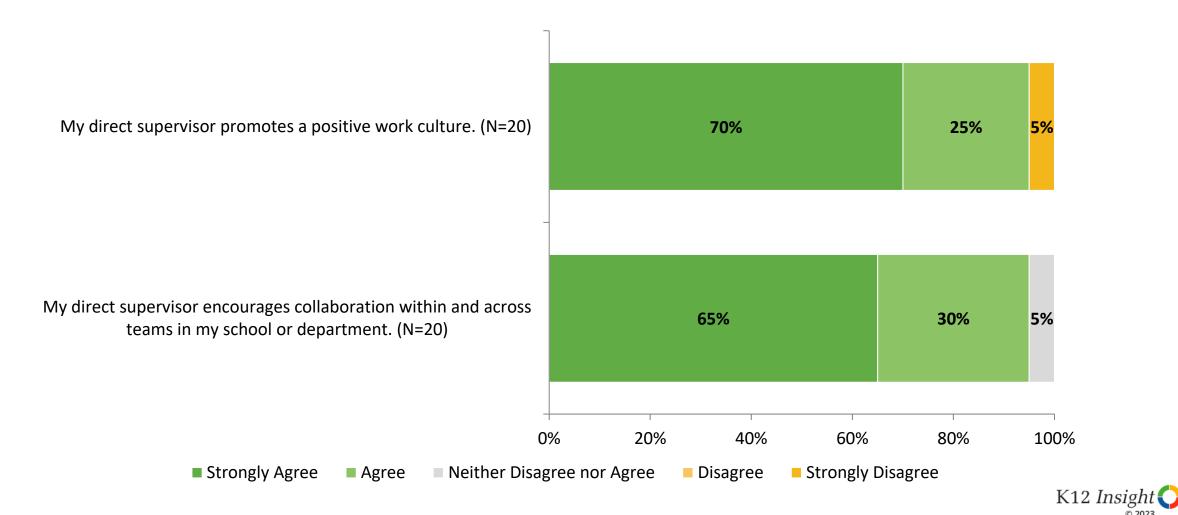


# **Worksite Leadership (Continued)**



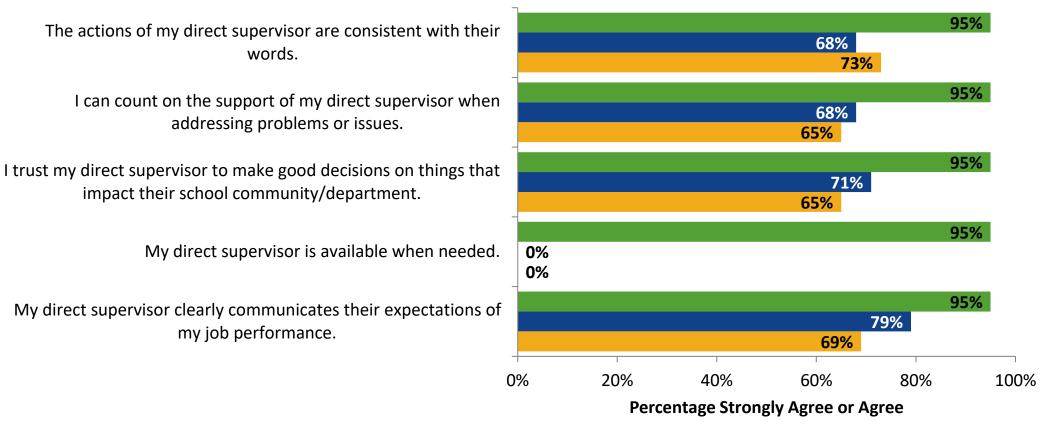
# **Worksite Leadership (Continued)**

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



#### **Worksite Leadership: Comparison Over Time**

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



■ 2022-2023 (N=20) ■ 2021-2022 (N=28)

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

Note: 0% indicates a question was not asked during that survey administration.

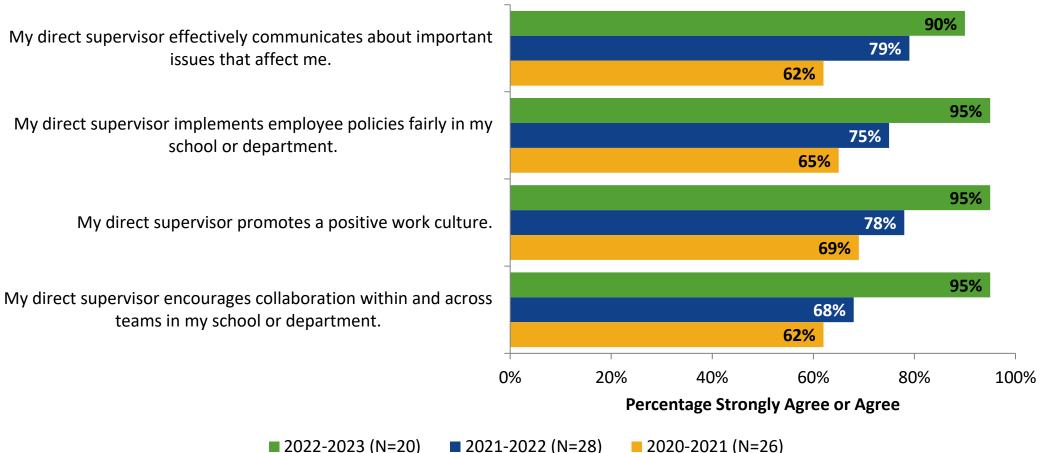
16

2020-2021 (N=26)



## Worksite Leadership: Comparison Over Time (Continued)

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



2022-2023 (N=20) 2021-2022 (N=28)

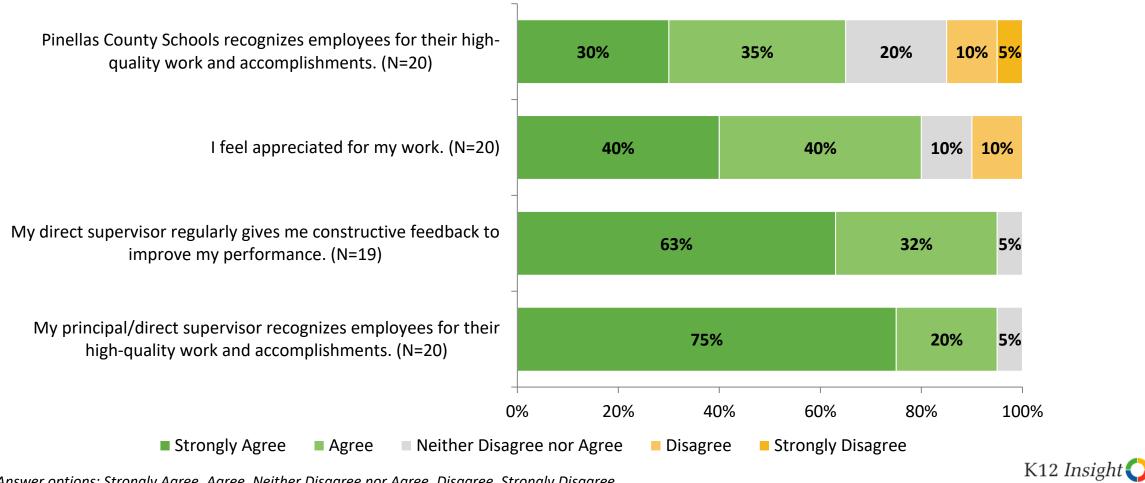
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree Note: 0% indicates a question was not asked during that survey administration.

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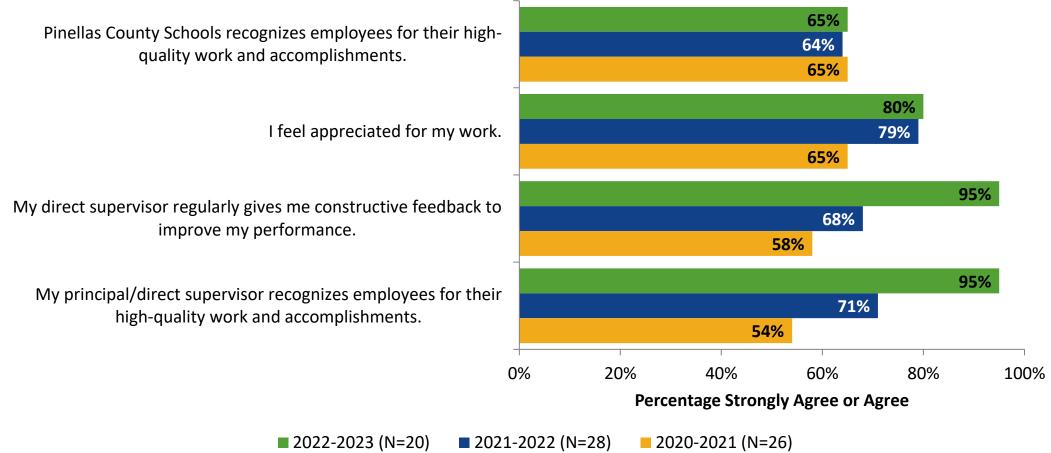
# **Feedback and Recognition**

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



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

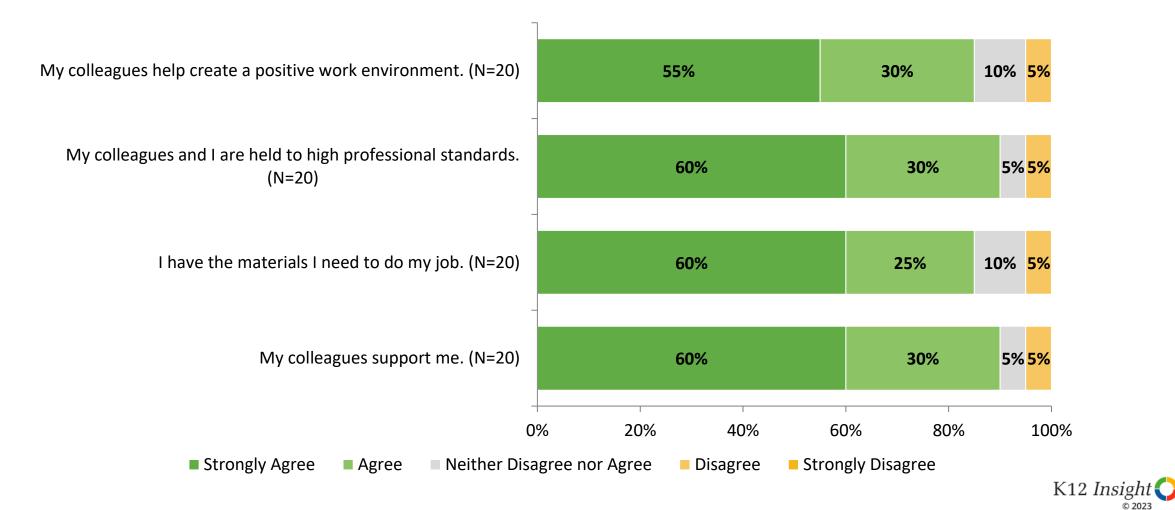
#### Feedback and Recognition: Comparison Over Time



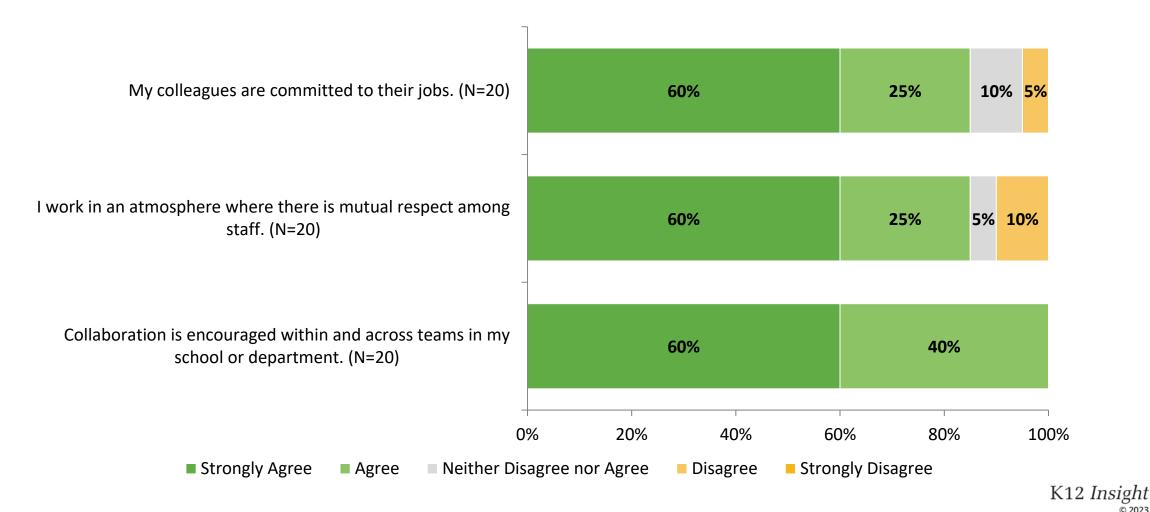


# **Work Environment**

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

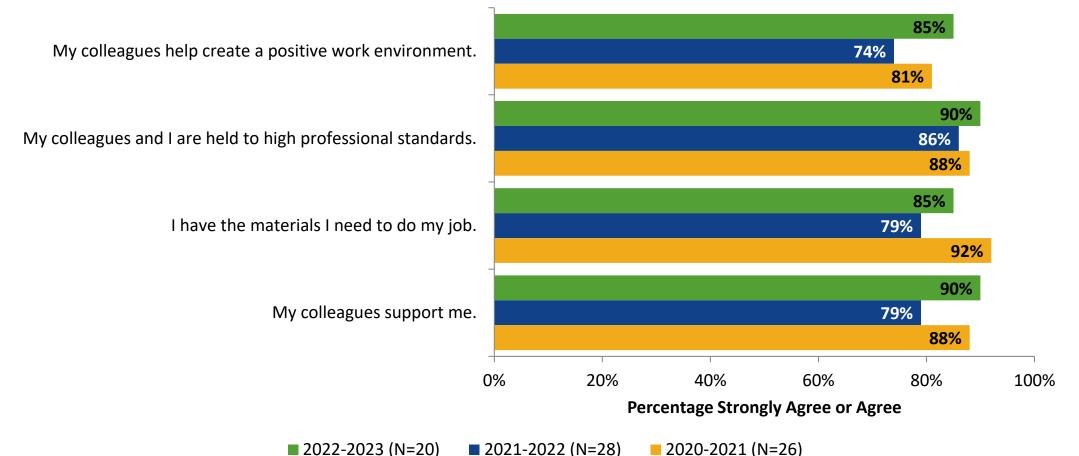


# Work Environment (Continued)



# **Work Environment: Comparison Over Time**

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

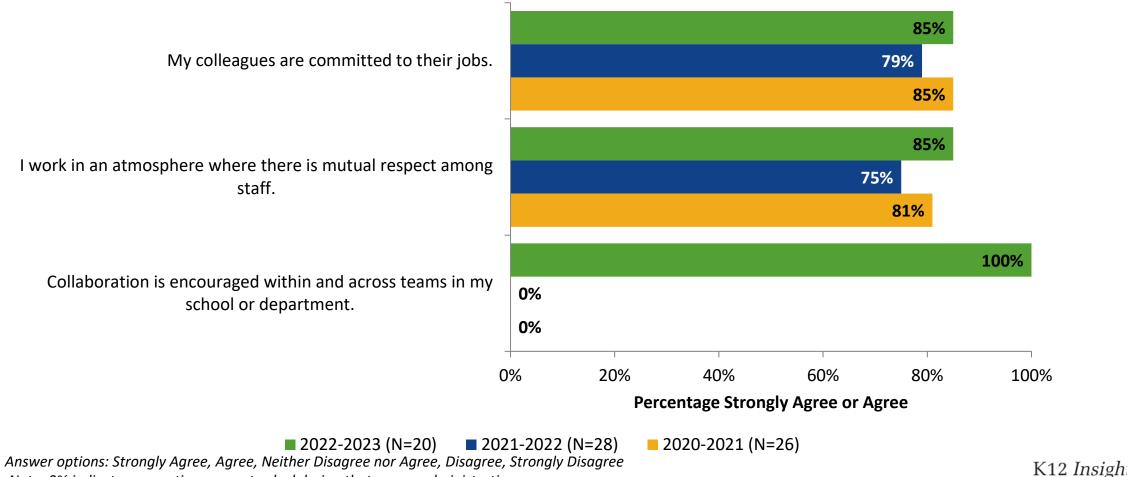


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Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree Note: 0% indicates a question was not asked during that survey administration.

# Work Environment: Comparison Over Time (Continued)

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



Note: 0% indicates a question was not asked during that survey administration.

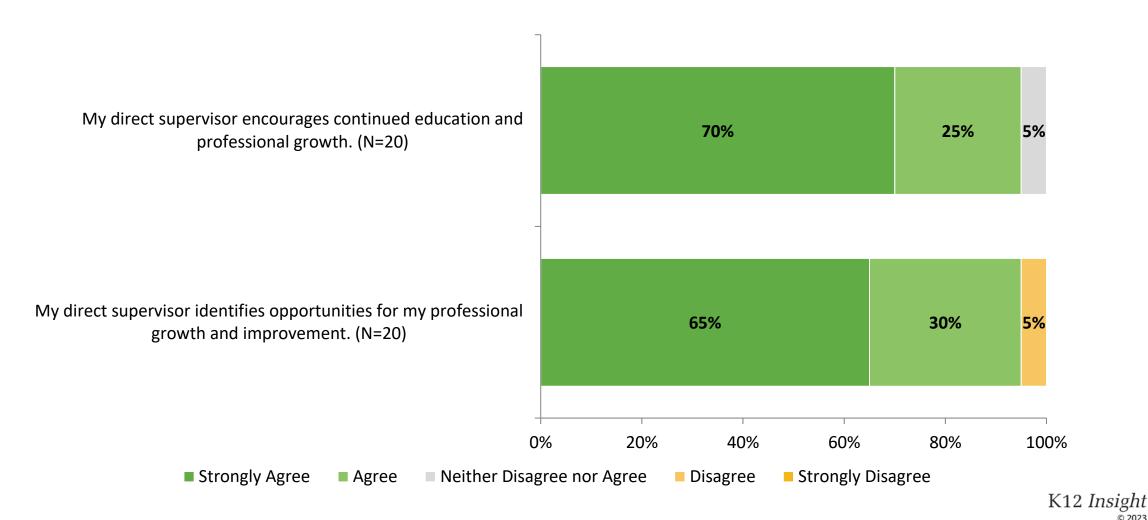
23

## **Career Growth and Training Opportunities**

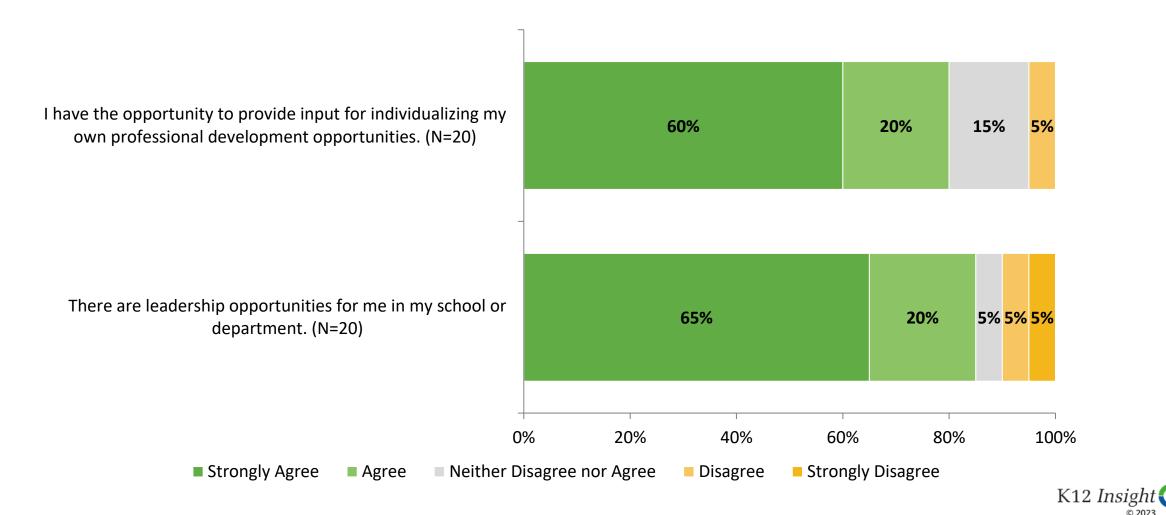
How strongly do you agree or disagree with the following statements?

The district encourages continued education and professional growth. (N=20)	50%	30%	10% <mark>5% 5%</mark>
The training I have received from the district has helped me perform my job more effectively. (N=20)	50%	15% 20	% 5% 10%
The training I have received from my worksite has helped me perform my job more effectively. (N=20)	60%	20%	15% <mark>5%</mark>
The district's professional development supports district initiatives. (N=20)	50%	25%	15% <mark>10%</mark>
0	% 20% 40	0% 60%	80% 100
Strongly Agree Agree Neither Di	sagree nor Agree 🛛 🗖 Disagr	ree Strongly Disagre	e

## **Career Growth and Training Opportunities (Continued)**

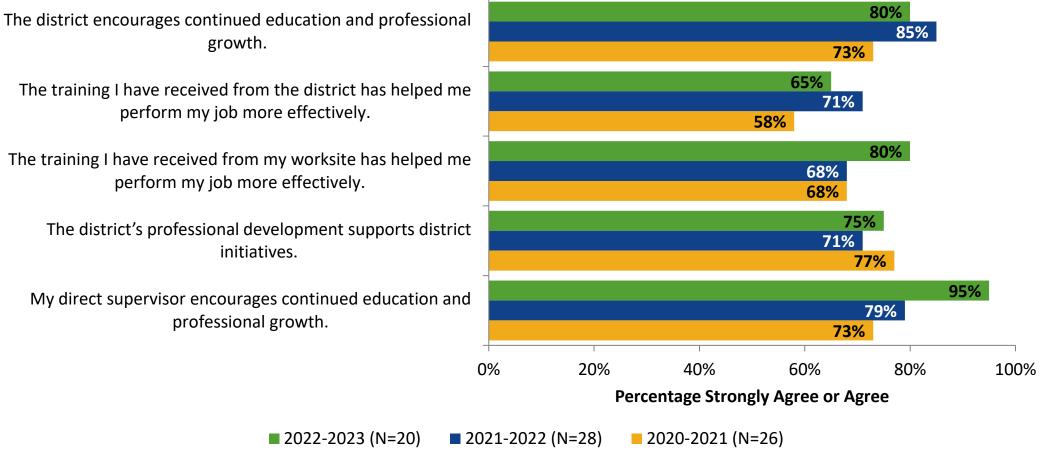


## **Career Growth and Training Opportunities (Continued)**



#### **Career Growth and Training Opportunities: Comparison Over Time**

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



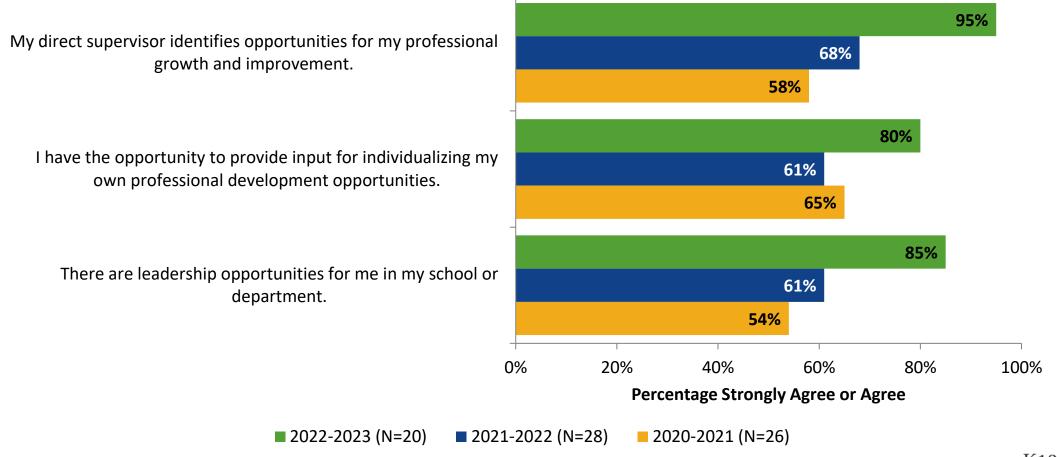
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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#### **Career Growth and Training Opportunities: Comparison Over Time (Continued)**

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

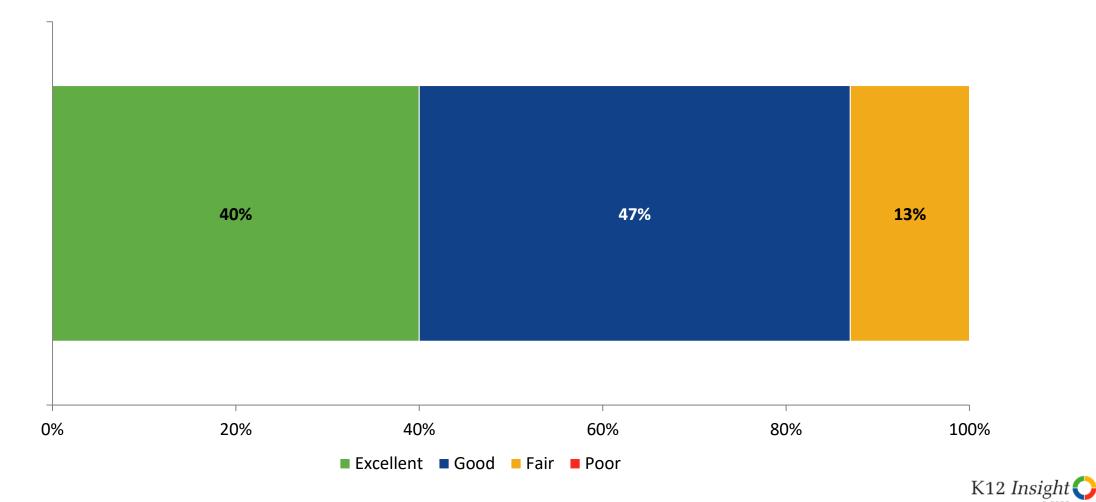


<sup>28</sup> Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



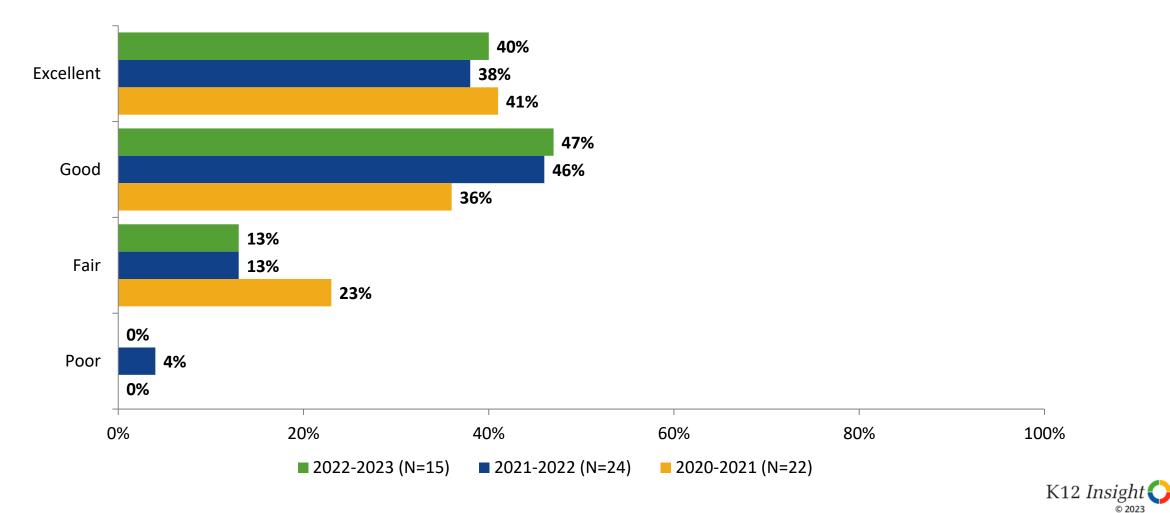
# **Overall Quality**

How would you rate the overall quality of the education at your school? (N=15)



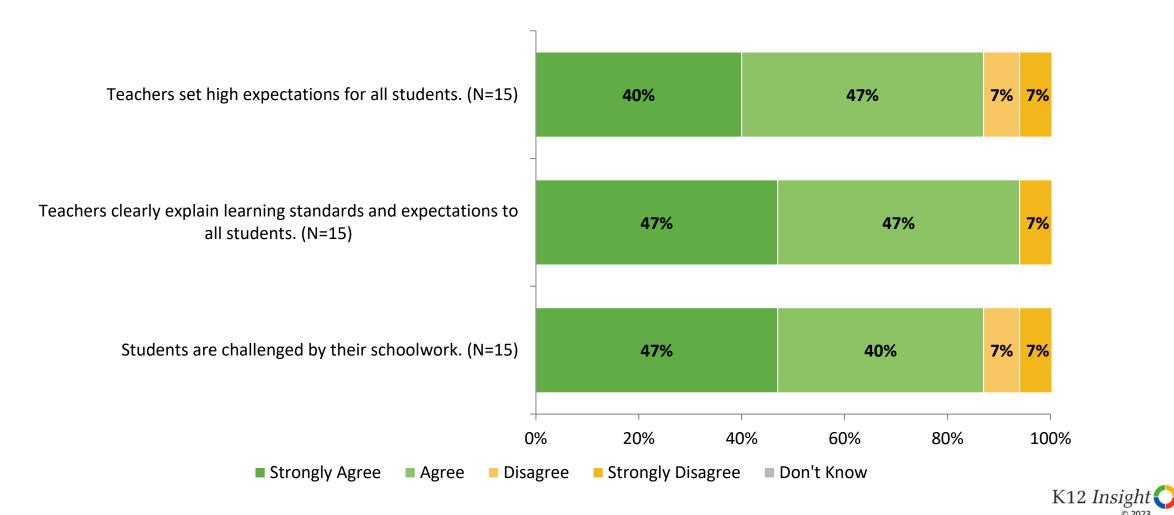
## **Overall Quality: Comparison Over Time**

How would you rate the overall quality of the education at your school?

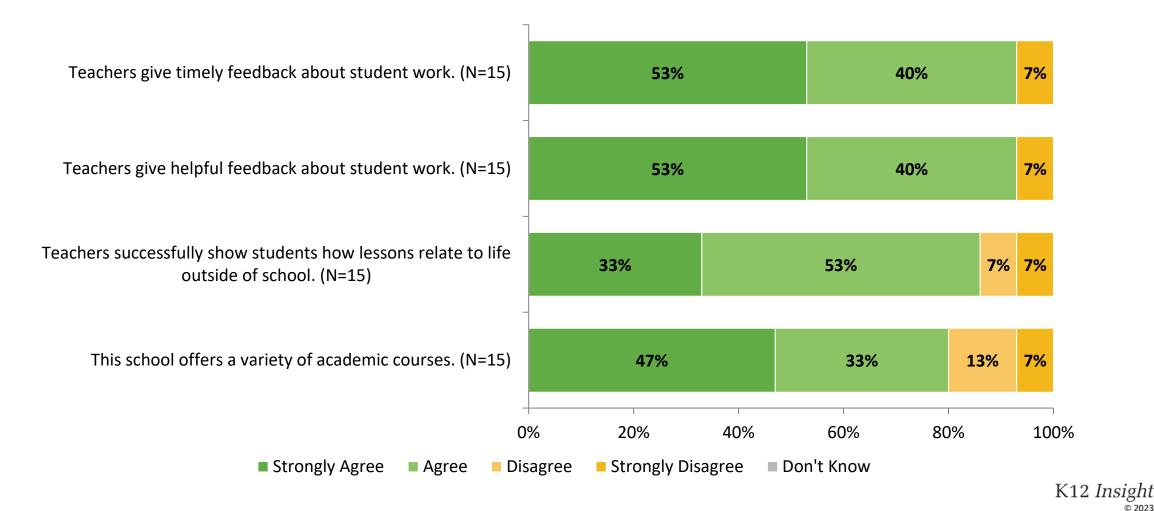


# **Academic Support**

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

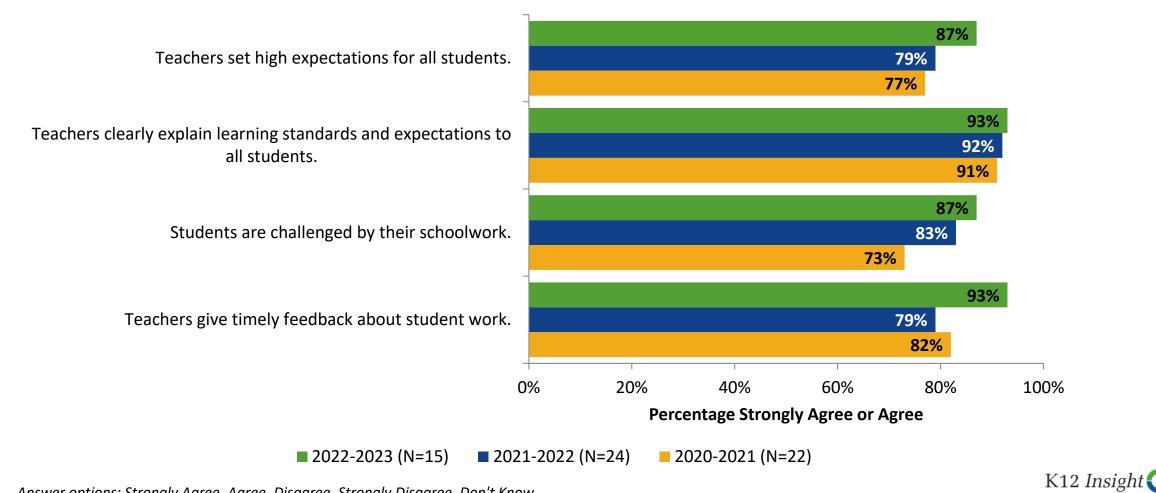


# **Academic Support (Continued)**



## **Academic Support: Comparison Over Time**

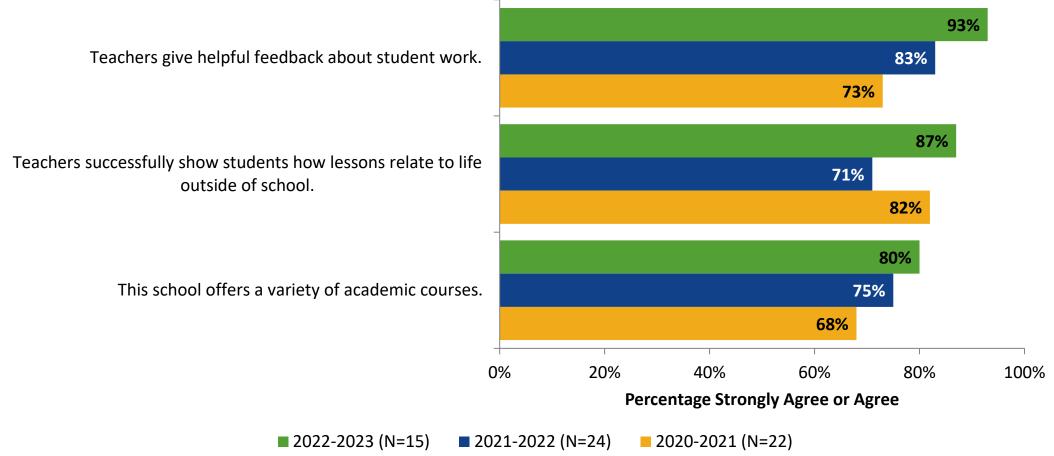
How strongly do you agree or disagree with the following statements?



33 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?

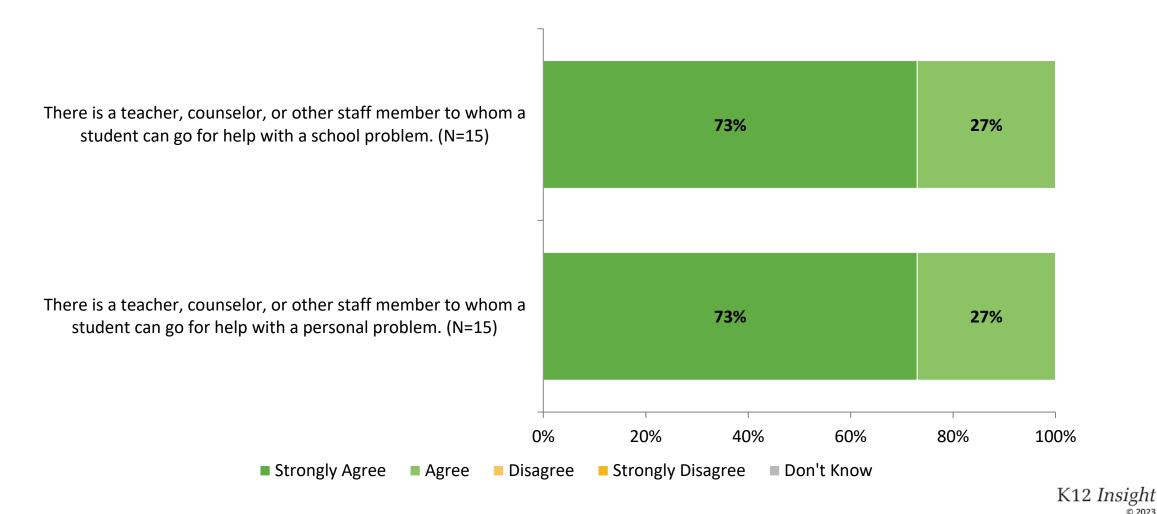


<sup>34</sup> Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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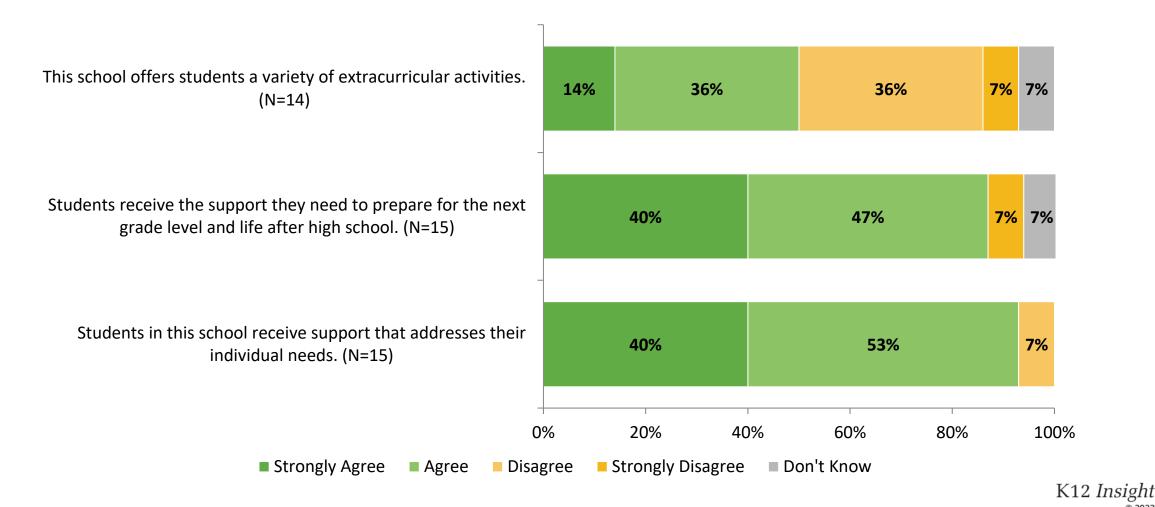
## **Student Support**

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



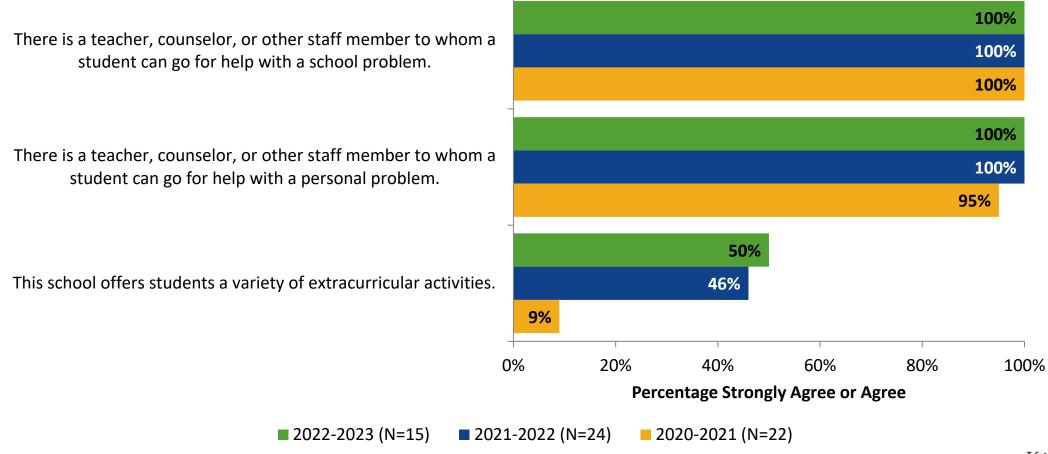
# **Student Support (Continued)**

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



### **Student Support: Comparison Over Time**

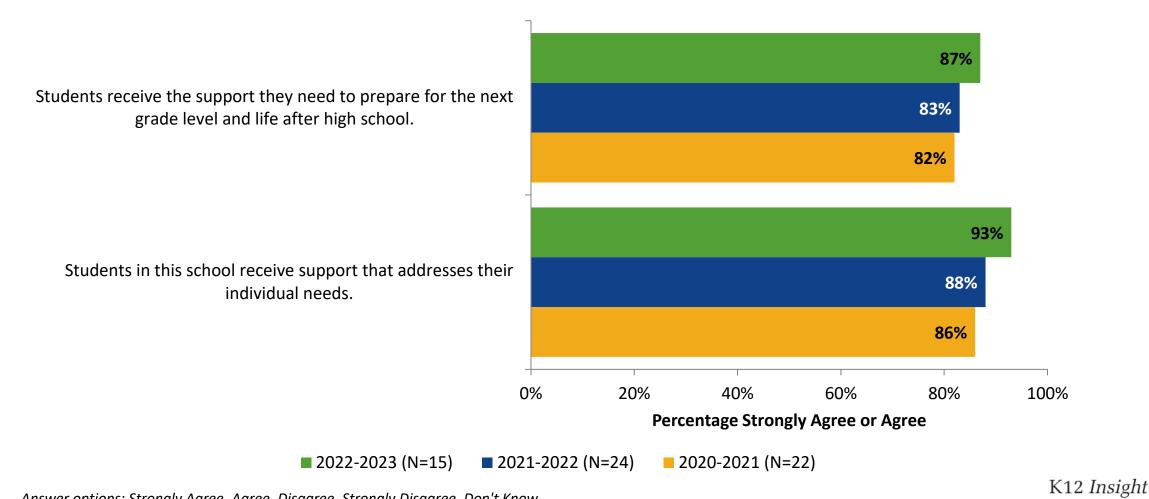
How strongly do you agree or disagree with the following statements?

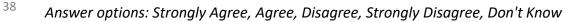


<sup>37</sup> Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

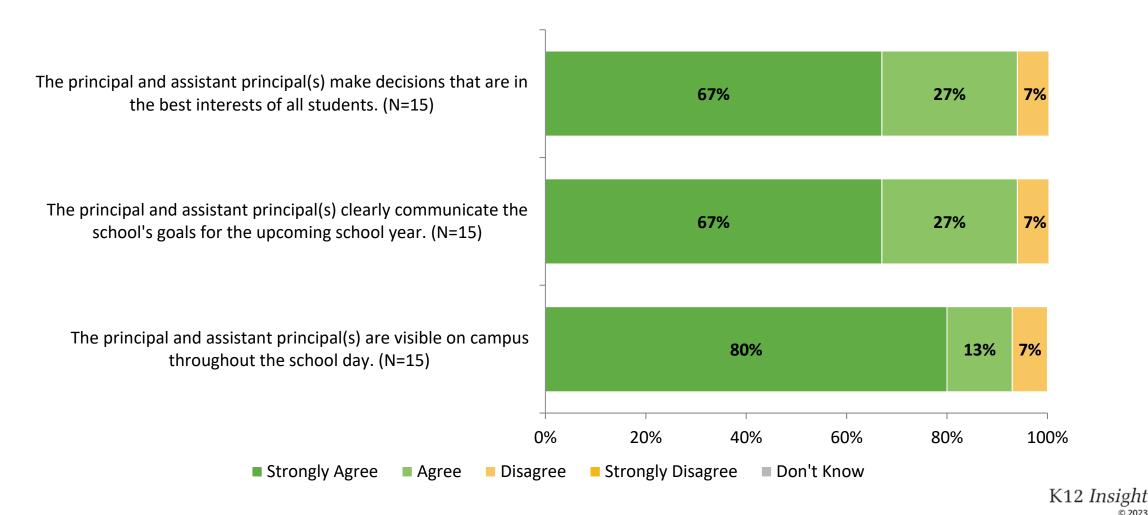
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### **Student Support: Comparison Over Time (Continued)**

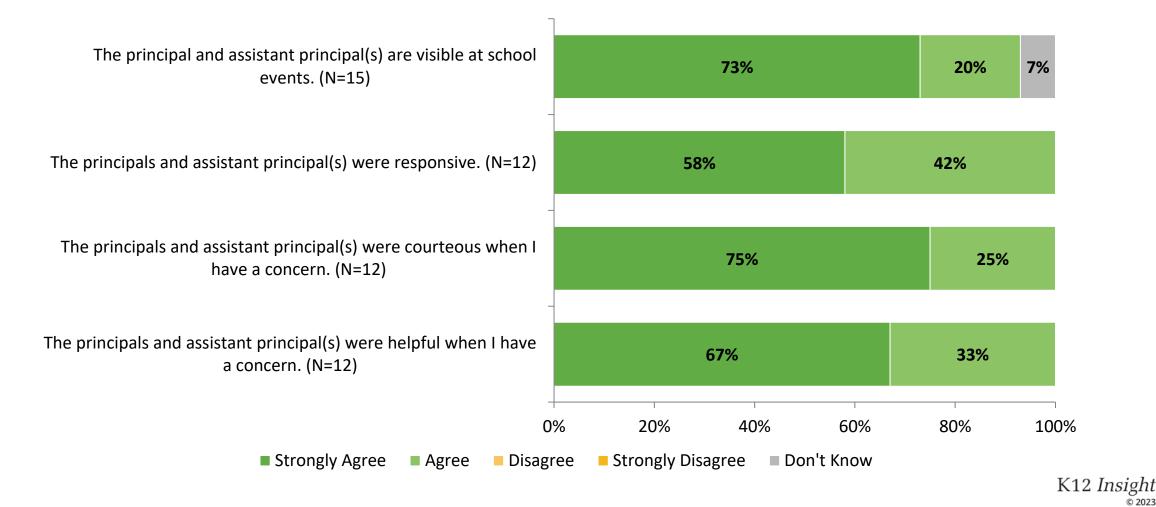




# **School Leadership**

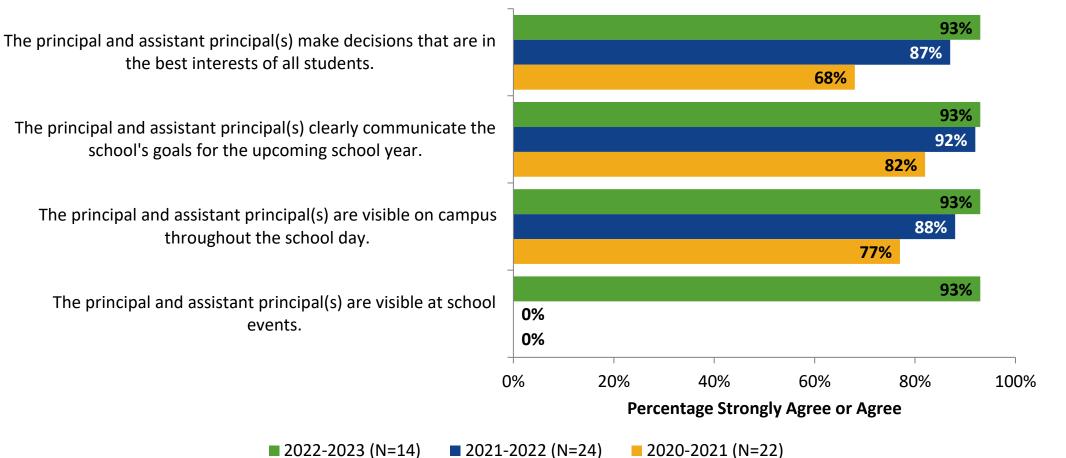


# **School Leadership (Continued)**



## **School Leadership: Comparison Over Time**

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



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

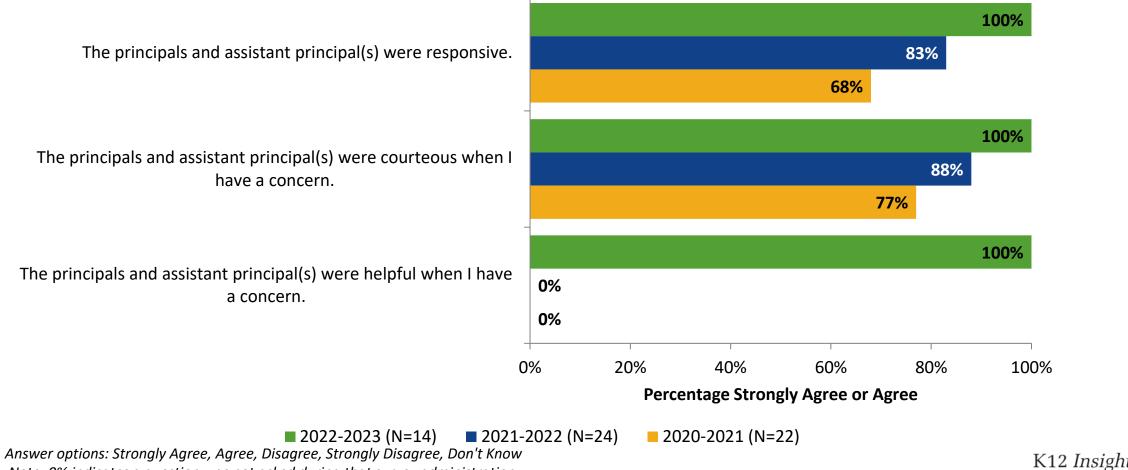
Note: 0% indicates a question was not asked during that survey administration.

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# **School Leadership: Comparison Over Time (Continued)**

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

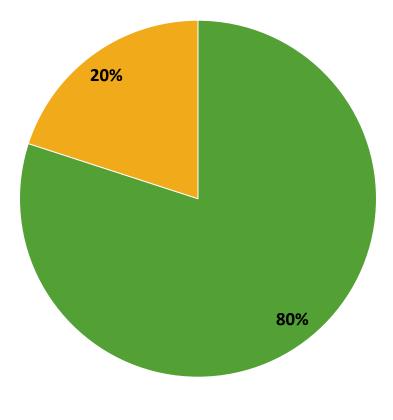


Note: 0% indicates a question was not asked during that survey administration.

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## **Interaction with Principals and/or Assistant Principals**

This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=15)

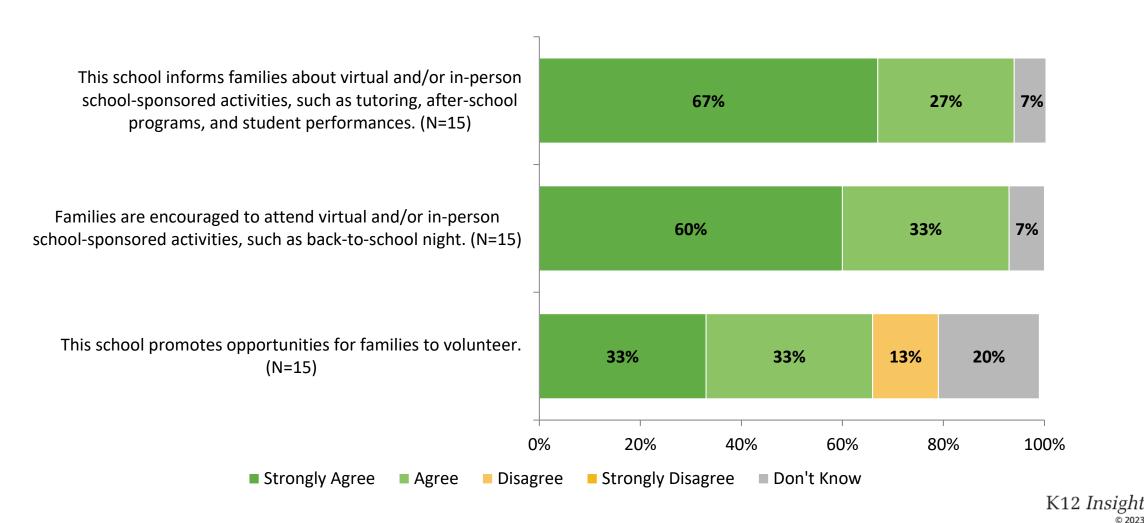


Yes No



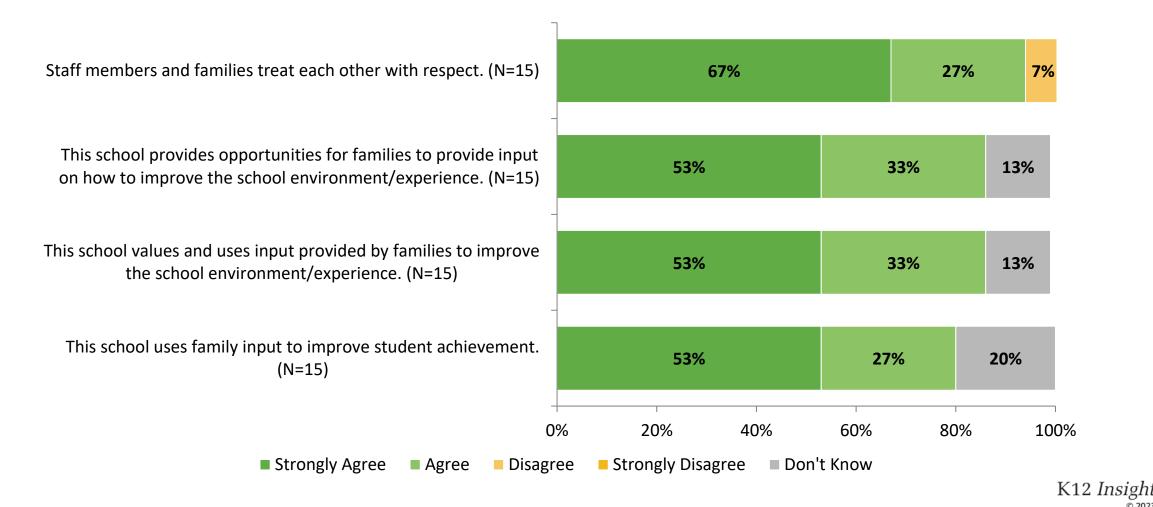
# **Family Involvement**

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



44

# **Family Involvement (Continued)**



### **Family Involvement: Comparison Over Time**

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

This school informs families about virtual and/or in-person 93% school-sponsored activities, such as tutoring, after-school 88% programs, and student performances. 64% 93% Families are encouraged to attend virtual and/or in-person 79% school-sponsored activities, such as back-to-school night. 77% 67% 0% 0% 93% 92% 68% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

This school promotes opportunities for families to volunteer.

Staff members and families treat each other with respect.

2022-2023 (N=15) 2021-2022 (N=24) 2020-2021 (N=22)

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

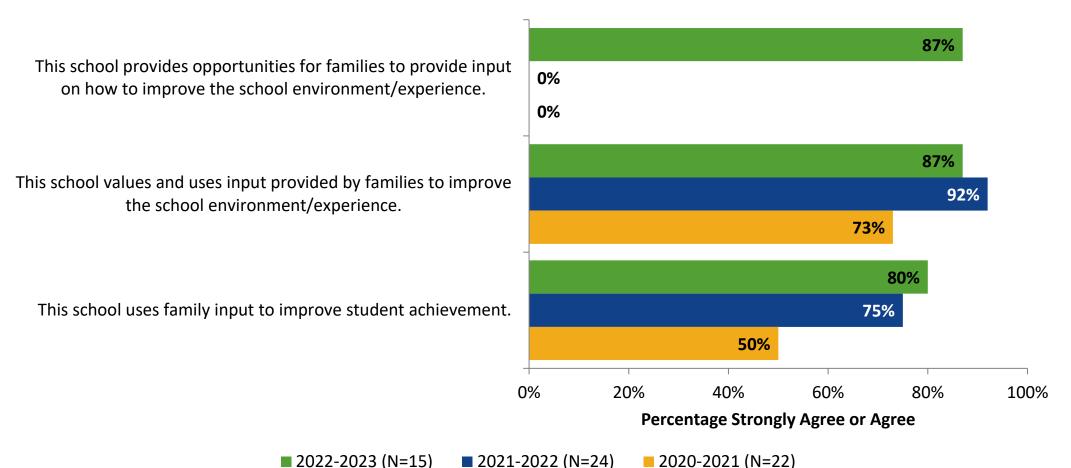
Note: 0% indicates a question was not asked during that survey administration.

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## Family Involvement: Comparison Over Time (Continued)

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



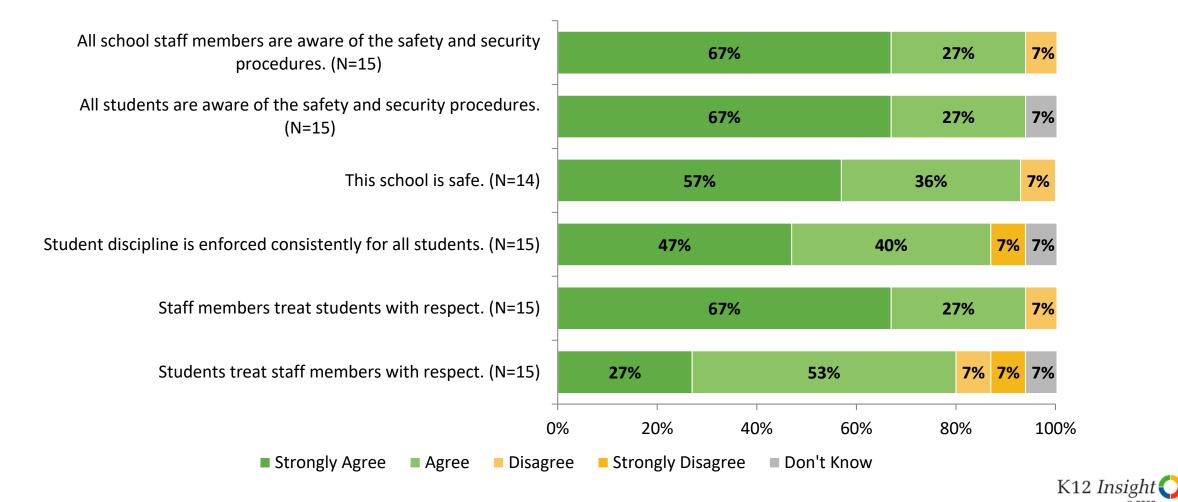
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

Note: 0% indicates a question was not asked during that survey administration.

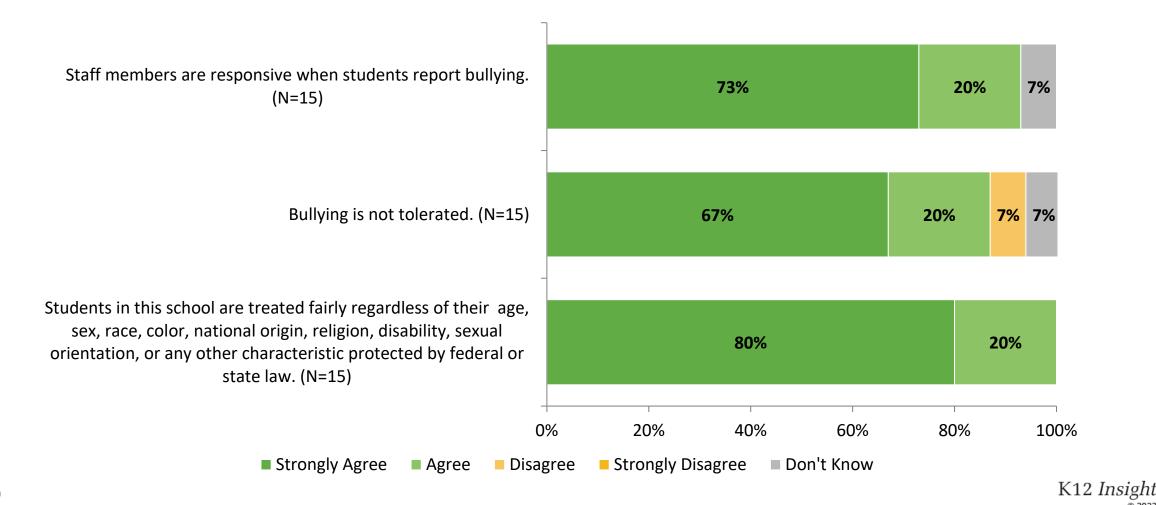
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# **Safety and Behavior**

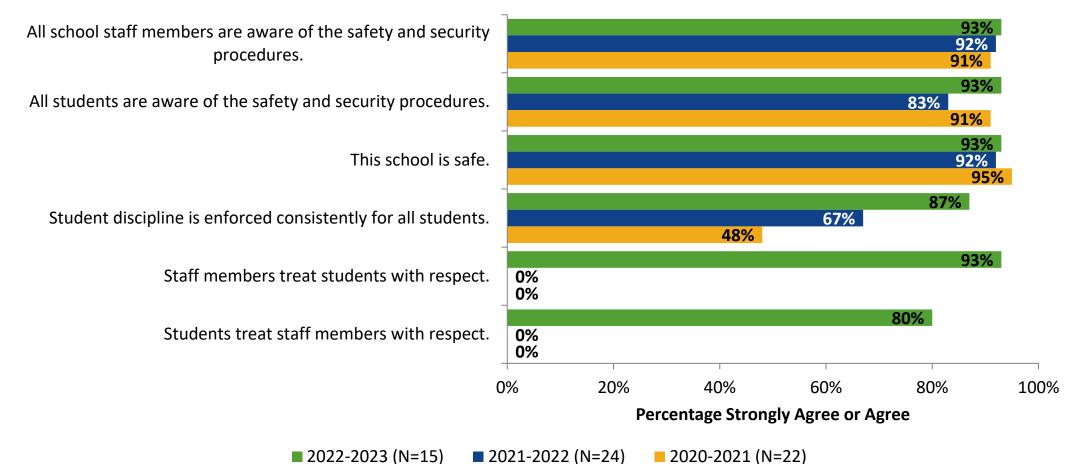


# Safety and Behavior (Continued)



### **Safety and Behavior: Comparison Over Time**

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



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

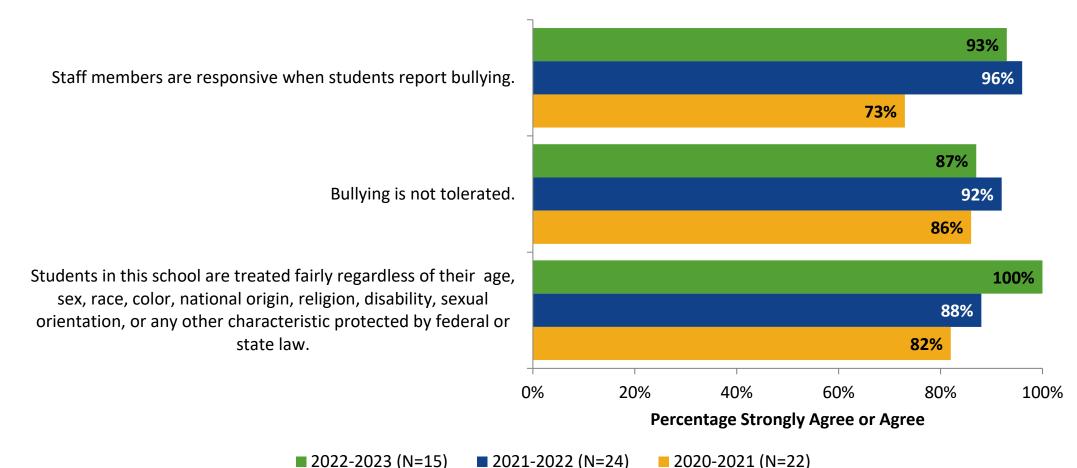
Note: 0% indicates a question was not asked during that survey administration.

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## Safety and Behavior: Comparison Over Time (Continued)

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



2021-2022 (N=24) 2020-2021 (N=22)

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

Note: 0% indicates a question was not asked during that survey administration.

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### **Highest Ranking Indicators**

Survey Item	Percentage Strongly Agree or Agree (%)	School Climate Topic
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	100%	Student Support
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	100%	Student Support
The principals and assistant principal(s) were responsive.	100%	School Leadership
The principals and assistant principal(s) were courteous when I have a concern.	100%	School Leadership
The principals and assistant principal(s) were helpful when I have a concern.	100%	School Leadership



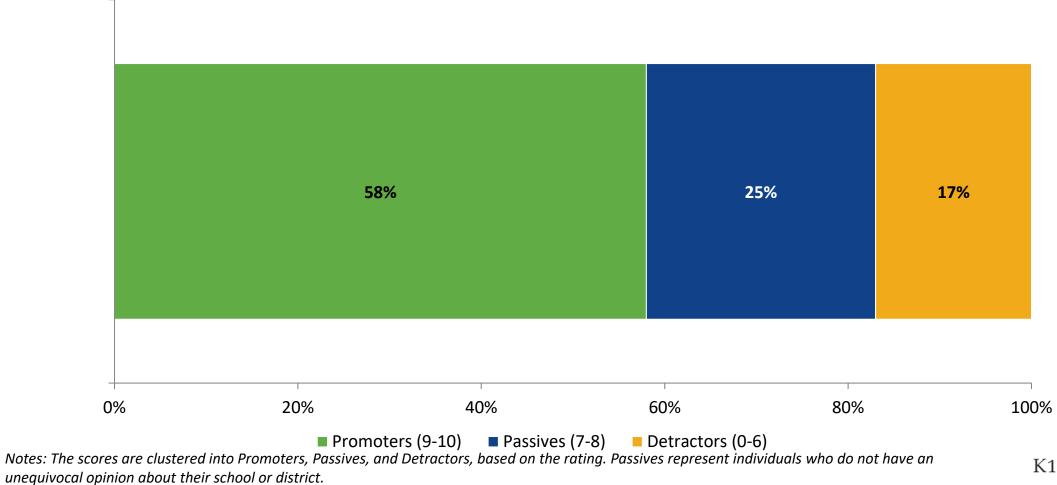
#### **Lowest Ranking Indicators**

Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
This school offers students a variety of extracurricular activities.	43%	Student Support
District leaders encourage employees to share ideas to improve performance.	20%	District Leadership
I see professional growth and long-term career opportunities with Pinellas County Schools.	15%	Overall Engagement
District leaders clearly explain the reasons behind decisions on key issues.	15%	District Leadership
Pinellas County Schools recognizes employees for their high-quality work and accomplishments.	15%	Feedback and Recognition



#### **Net Promoter Score - School**

How likely is it that you would recommend your school to a family member or friend? (N=12)

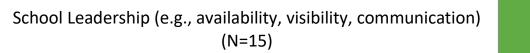




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### **Impact on Rating of School**

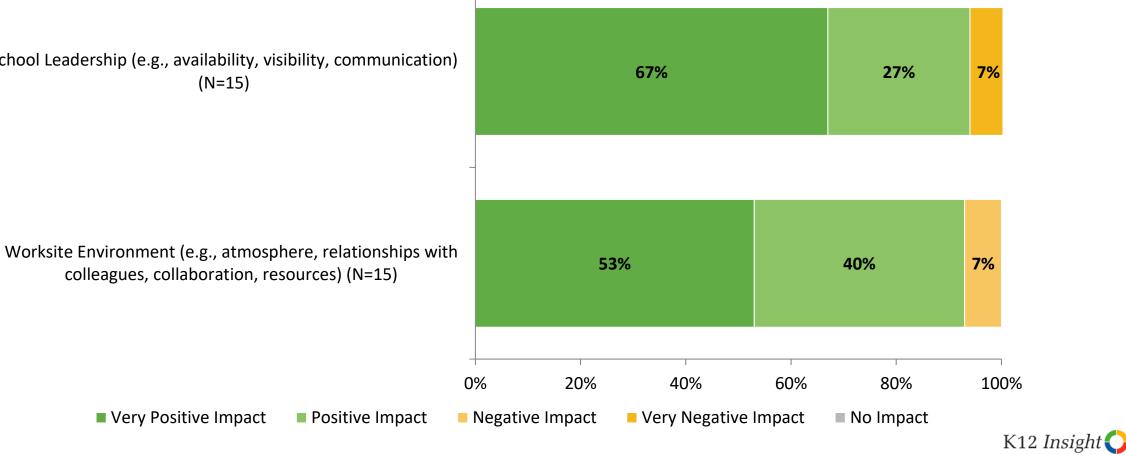
How do the following areas impact your rating of your school?



colleagues, collaboration, resources) (N=15)

Positive Impact

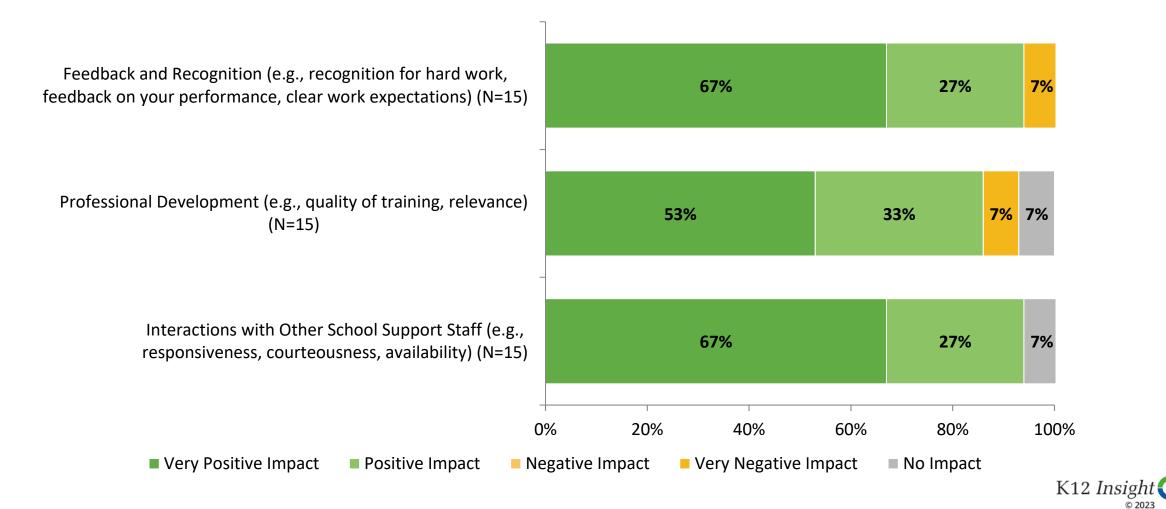
Very Positive Impact



© 202

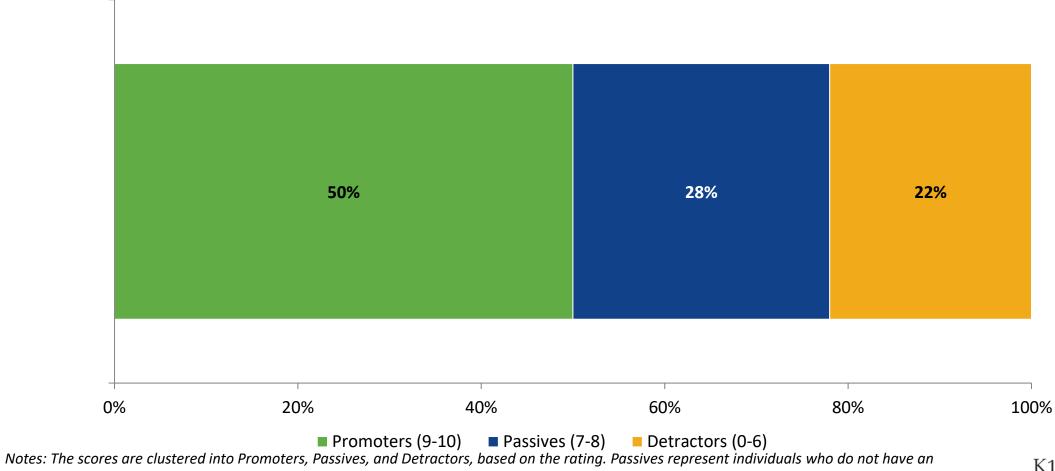
## Impact on Rating of School (Continued)

How do the following areas impact your rating of your school?



#### **Net Promoter Score - District**

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=18)



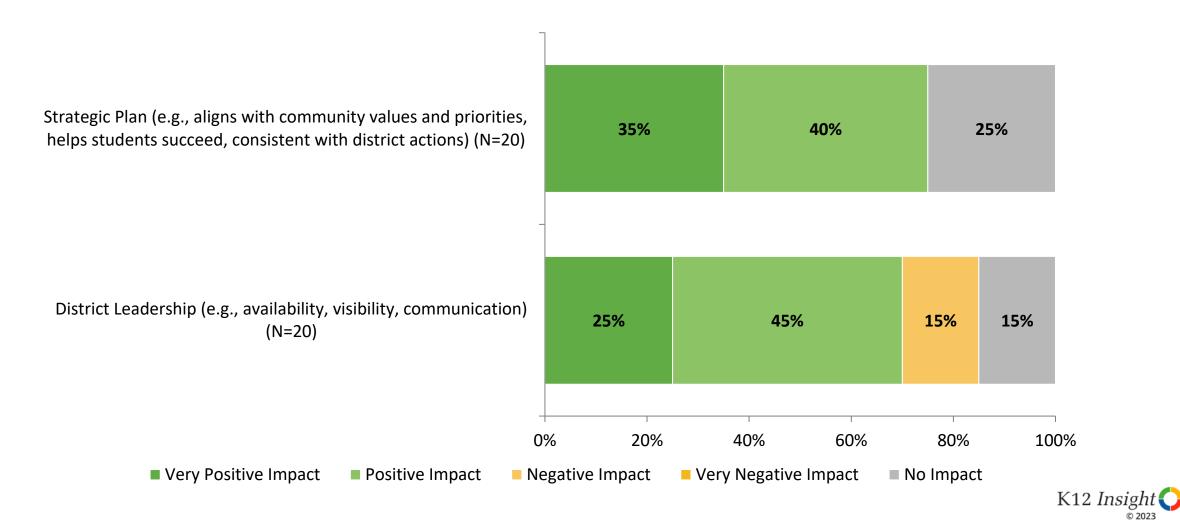
unequivocal opinion about their school or district.

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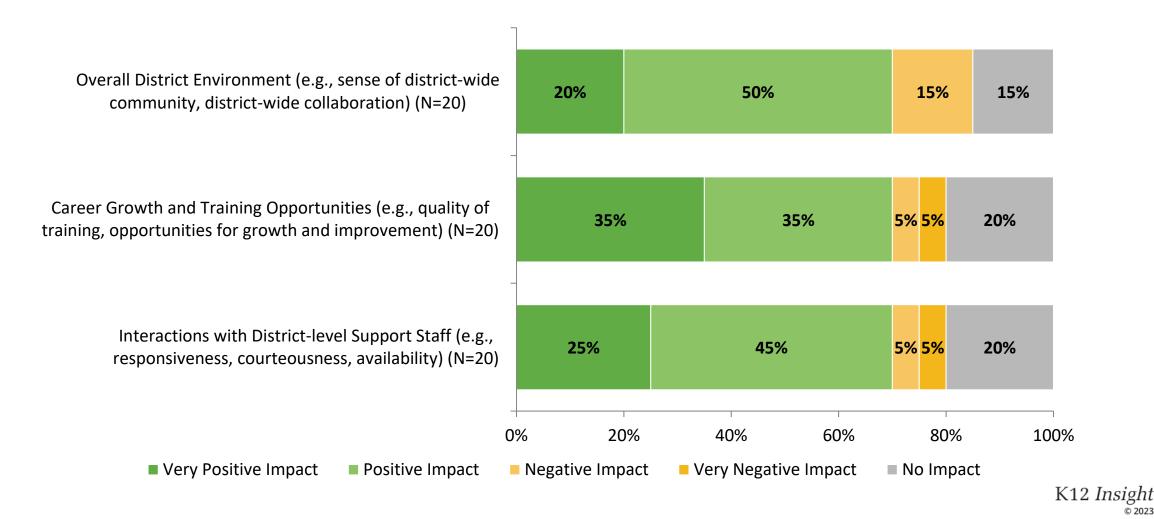
#### **Impact on Rating of Pinellas County Schools**

How do the following areas impact your rating of Pinellas County Schools?



### Impact on Rating of Pinellas County Schools (Continued)

How do the following areas impact your rating of Pinellas County Schools?



#### **End of Presentation**



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