Employee Survey: Bayside High School

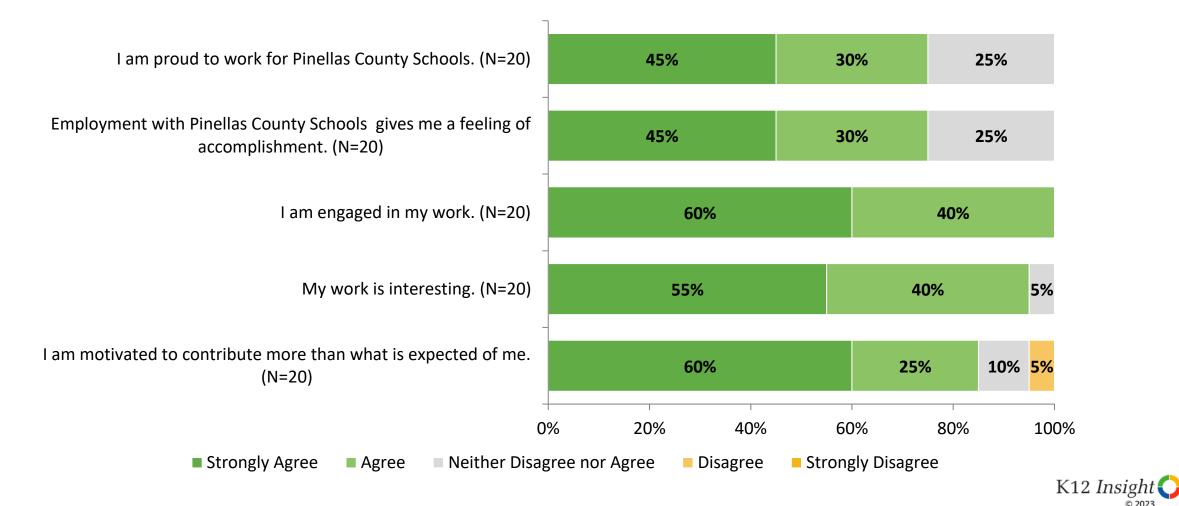
Results

2022-2023 School Year

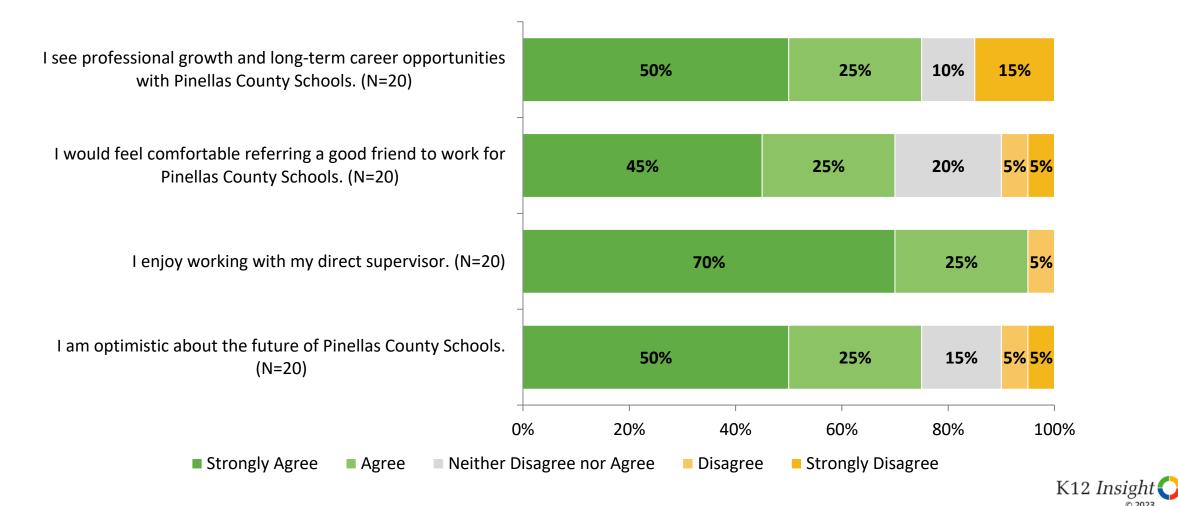




Overall Engagement

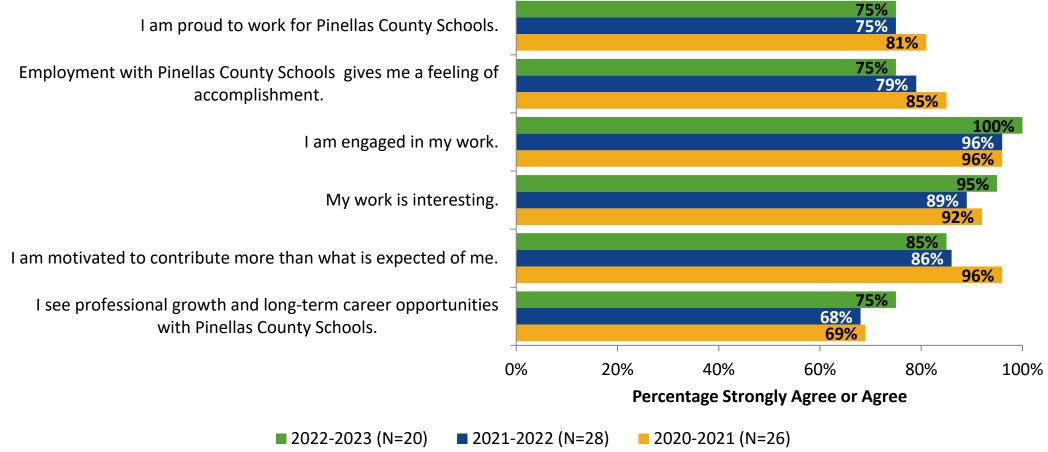


Overall Engagement (Continued)



Overall Engagement: Comparison Over Time

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

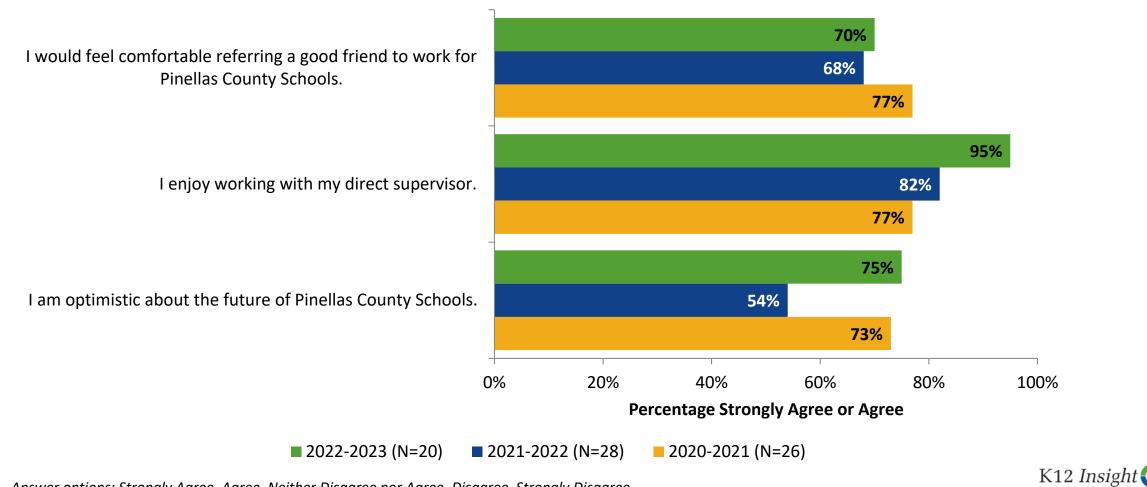


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



Overall Engagement: Comparison Over Time (Continued)

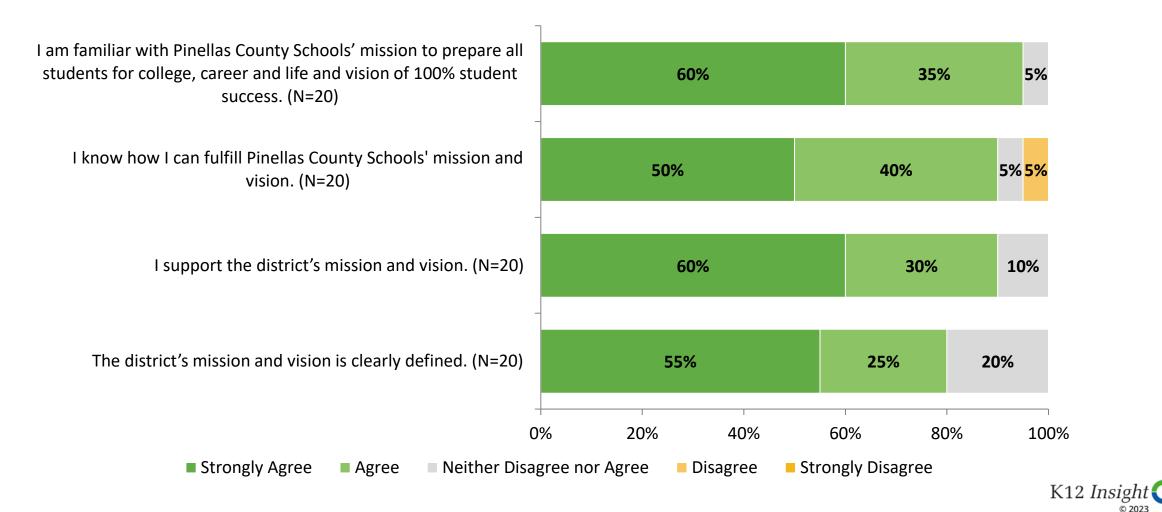
How strongly do you agree or disagree with the following statements?



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

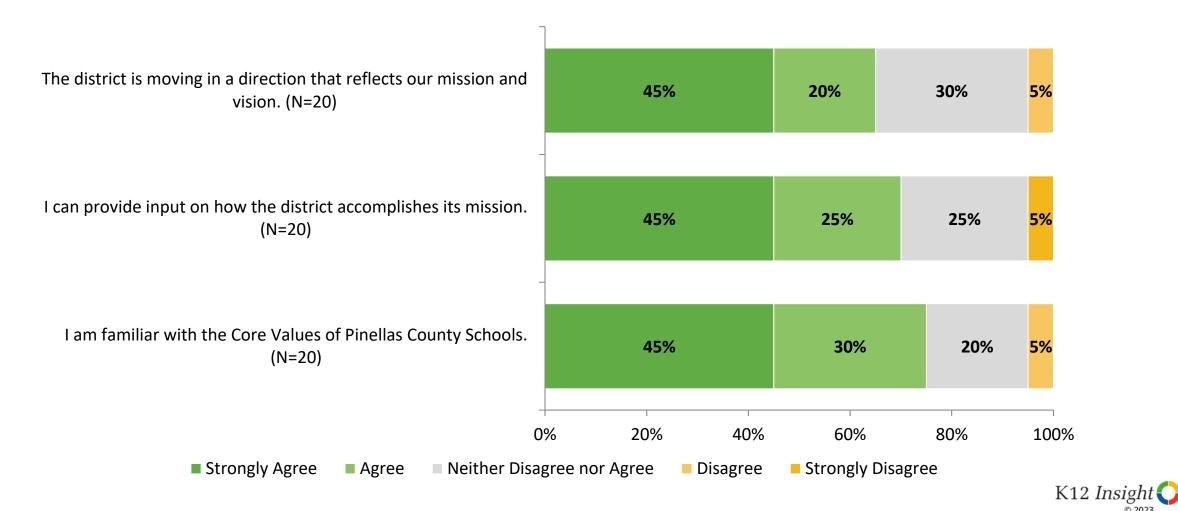
5

Mission and Vision



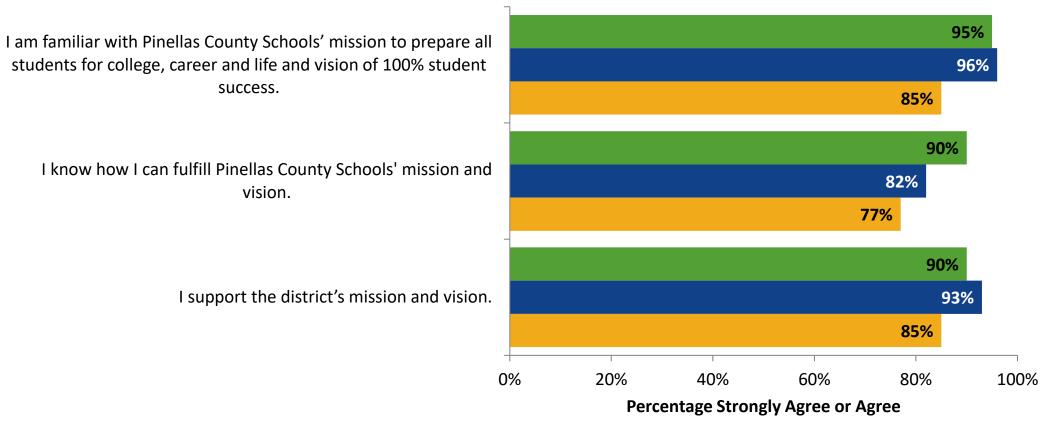
Mission and Vision (Continued)

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.

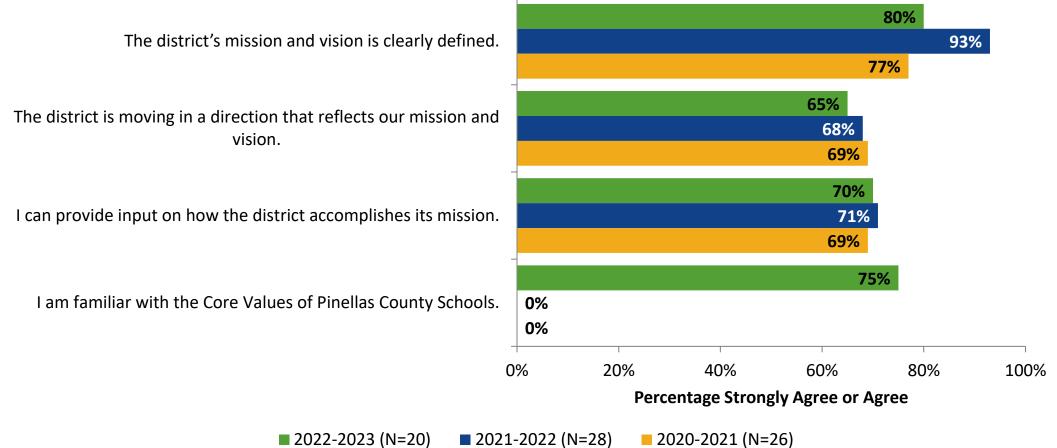
8

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

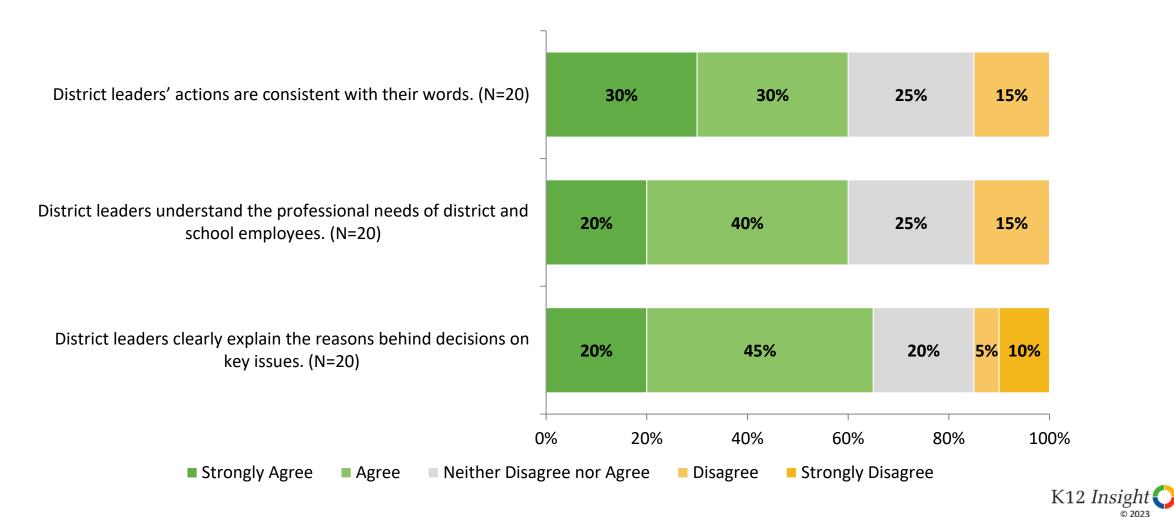
Note: 0% indicates a question was not asked during that survey administration.

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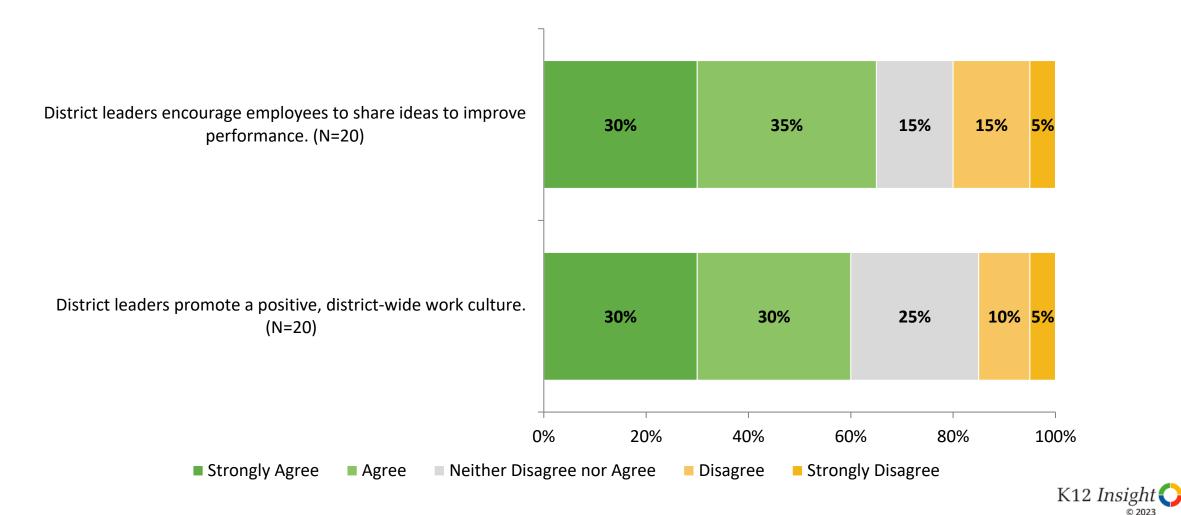
District Leadership

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?

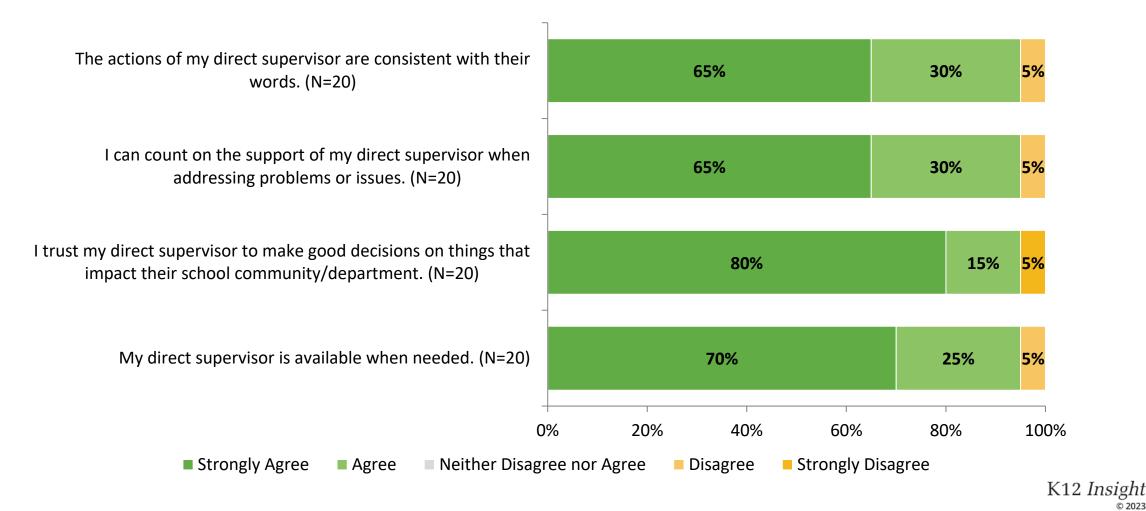
60% District leaders' actions are consistent with their words. 43% 58% 60% District leaders understand the professional needs of district and 43% school employees. 27% 65% District leaders clearly explain the reasons behind decisions on 39% key issues. 31% 65% District leaders encourage employees to 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)

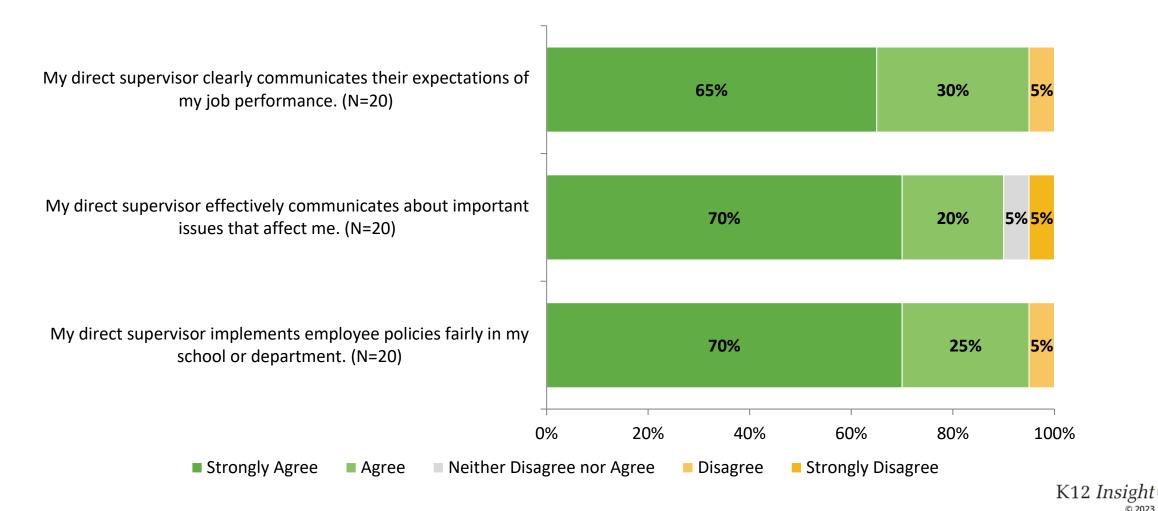


¹² Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

Worksite Leadership

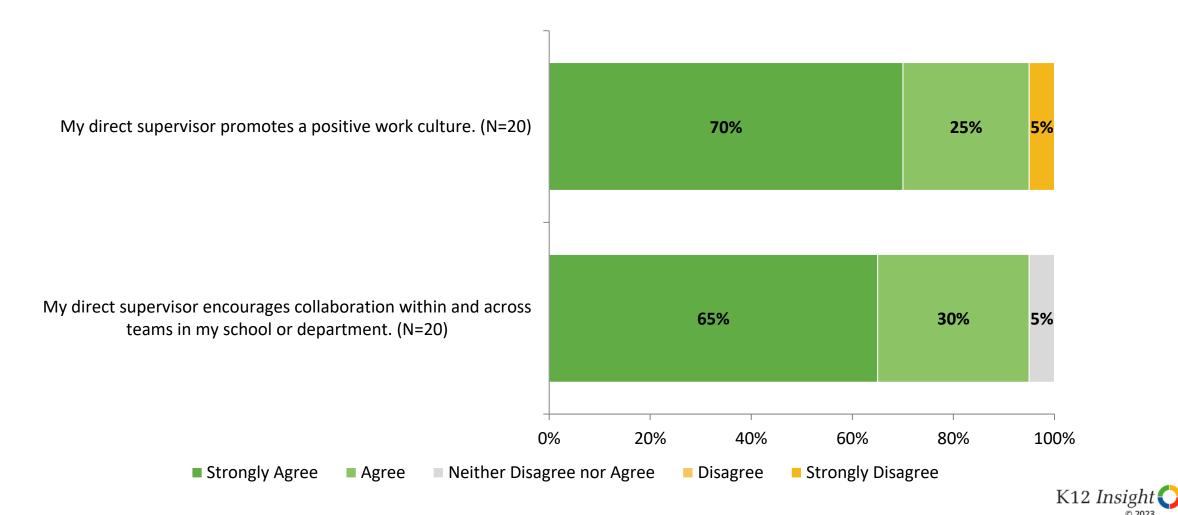


Worksite Leadership (Continued)



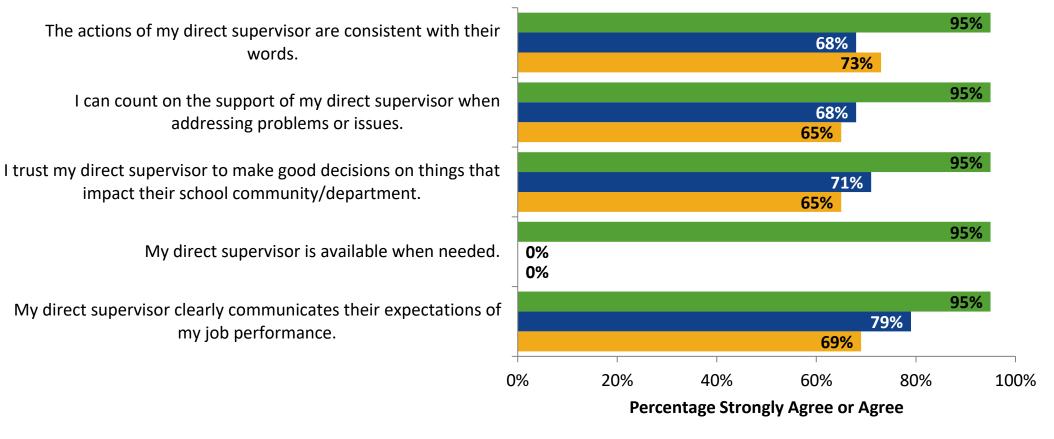
Worksite Leadership (Continued)

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.

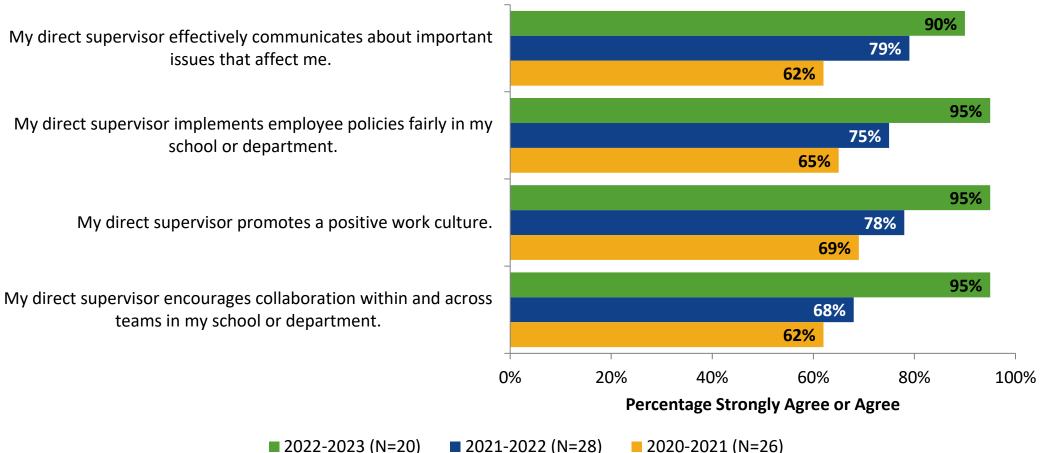
16

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)

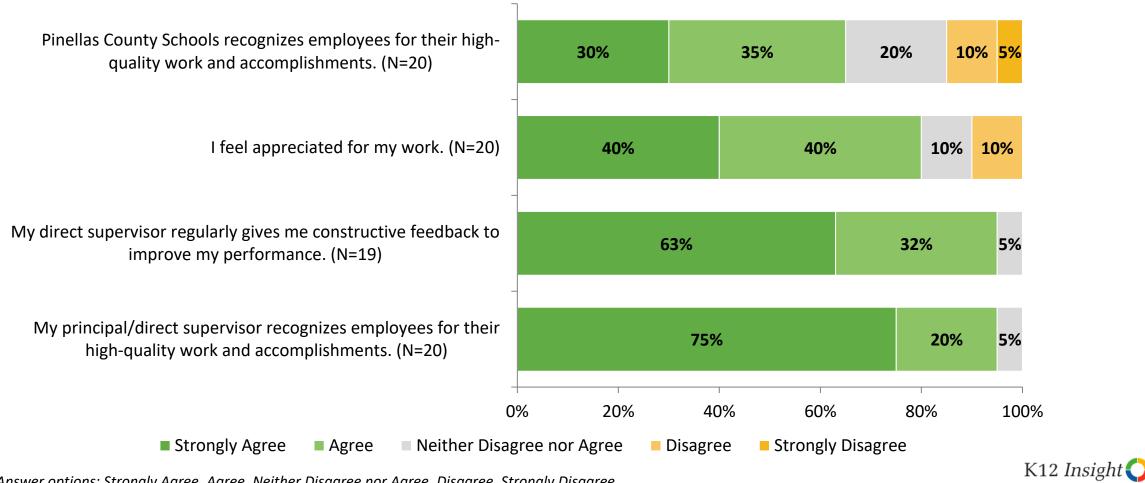
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree Note: 0% indicates a question was not asked during that survey administration.

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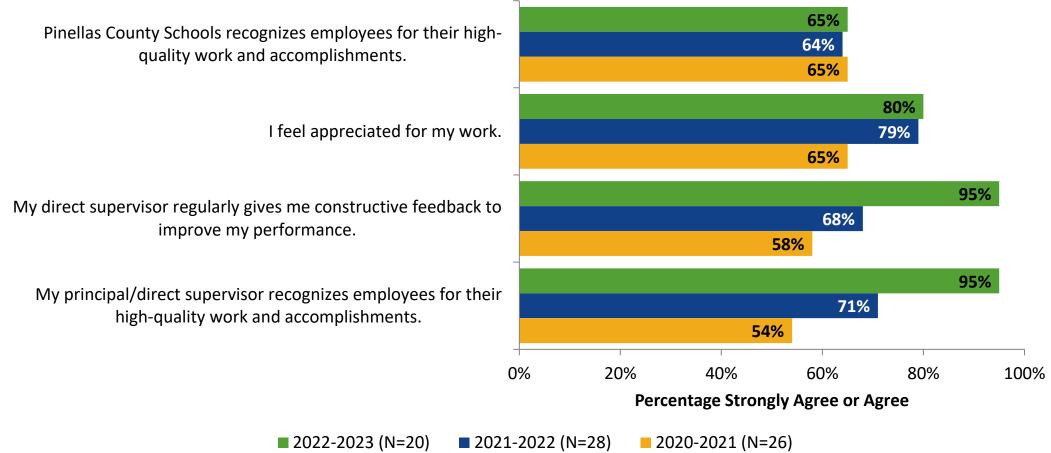
Feedback and Recognition

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



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

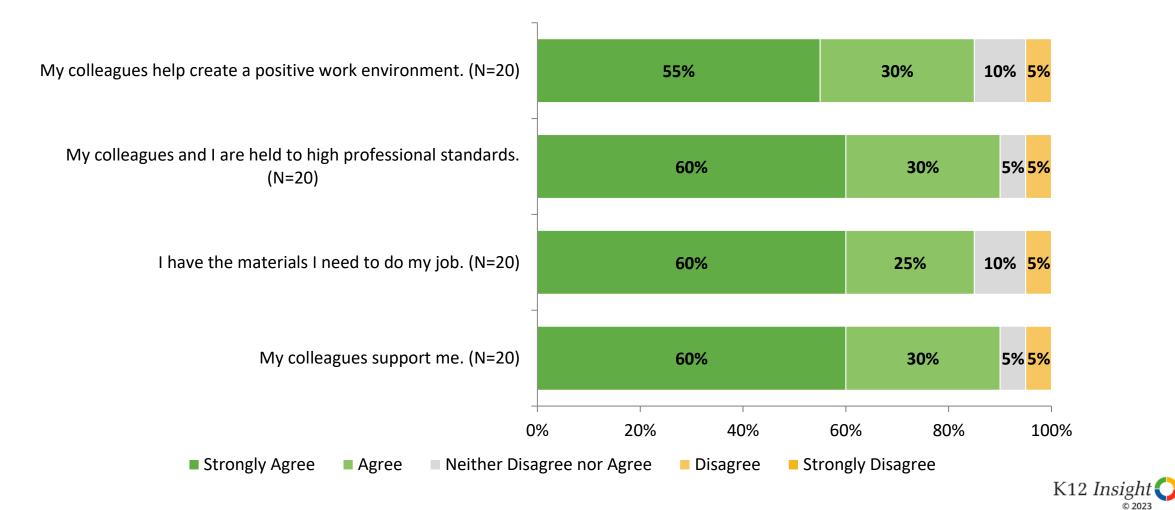
Feedback and Recognition: Comparison Over Time



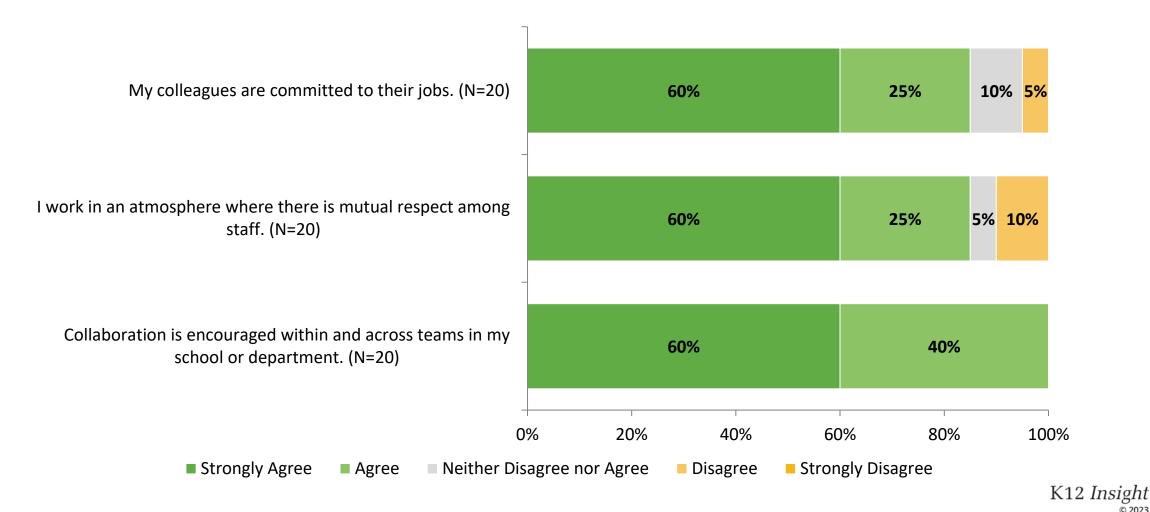


Work Environment

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

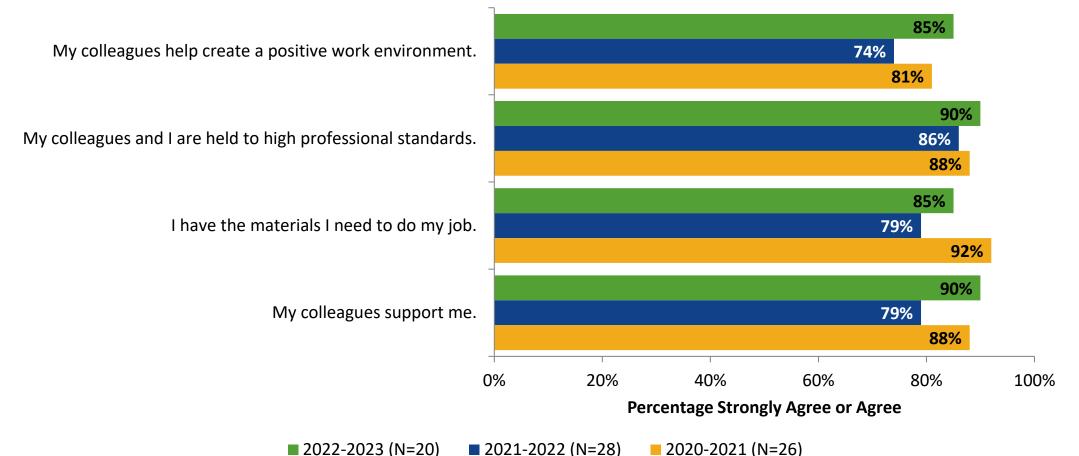


Work Environment (Continued)



Work Environment: Comparison Over Time

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

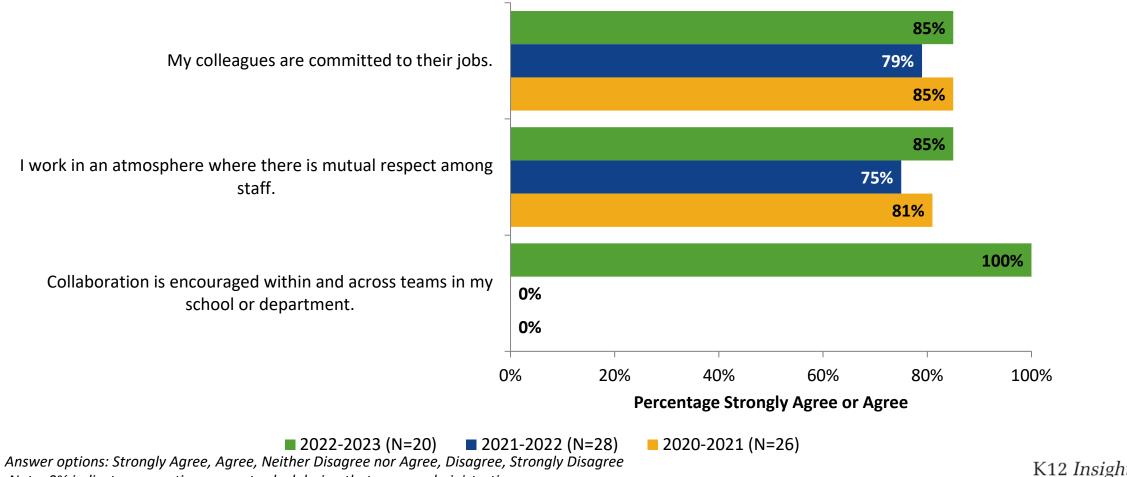


K12 Insight

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.

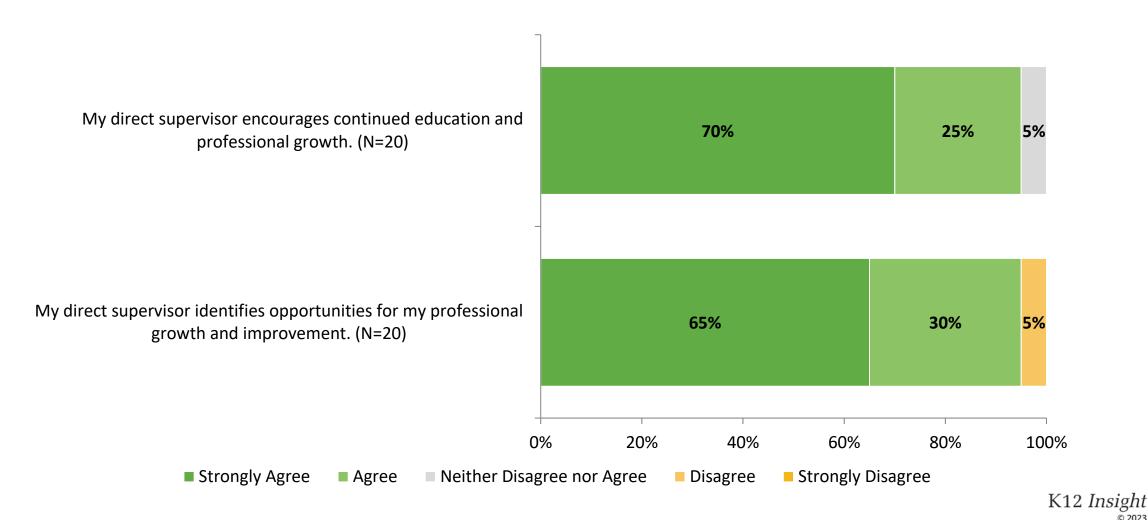
23

Career Growth and Training Opportunities

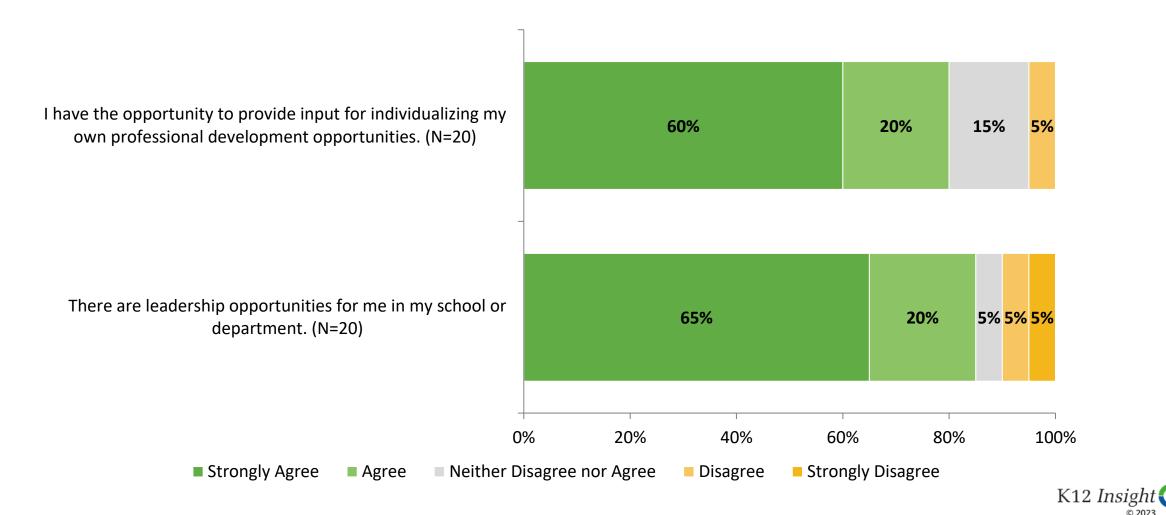
How strongly do you agree or disagree with the following statements?

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)

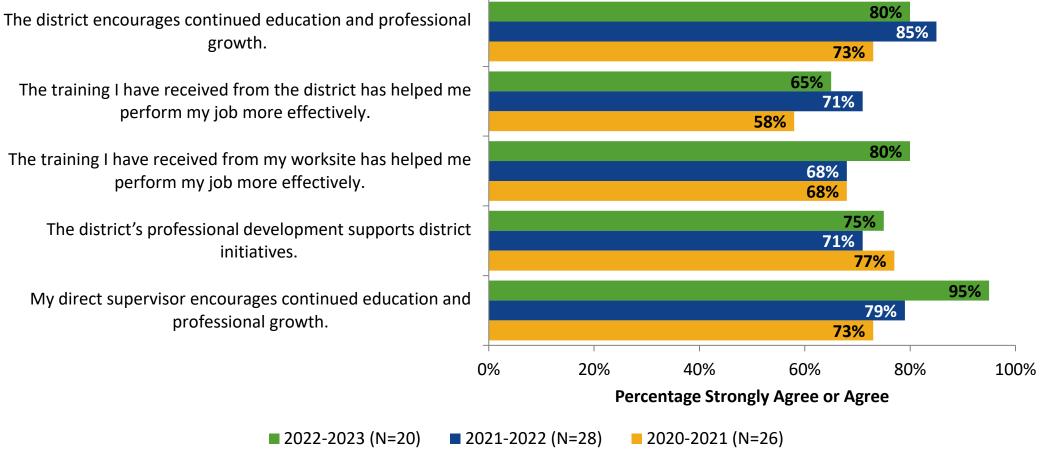


Career Growth and Training Opportunities (Continued)



Career Growth and Training Opportunities: Comparison Over Time

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



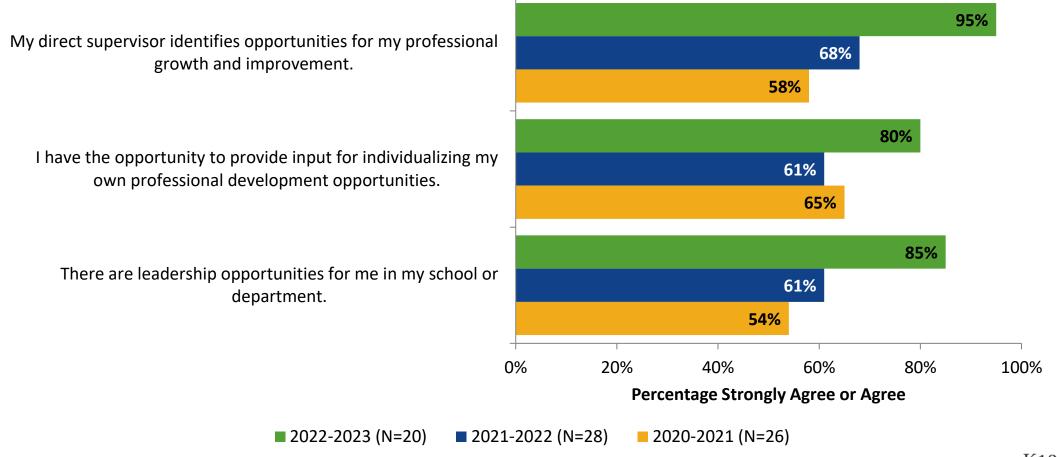
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

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

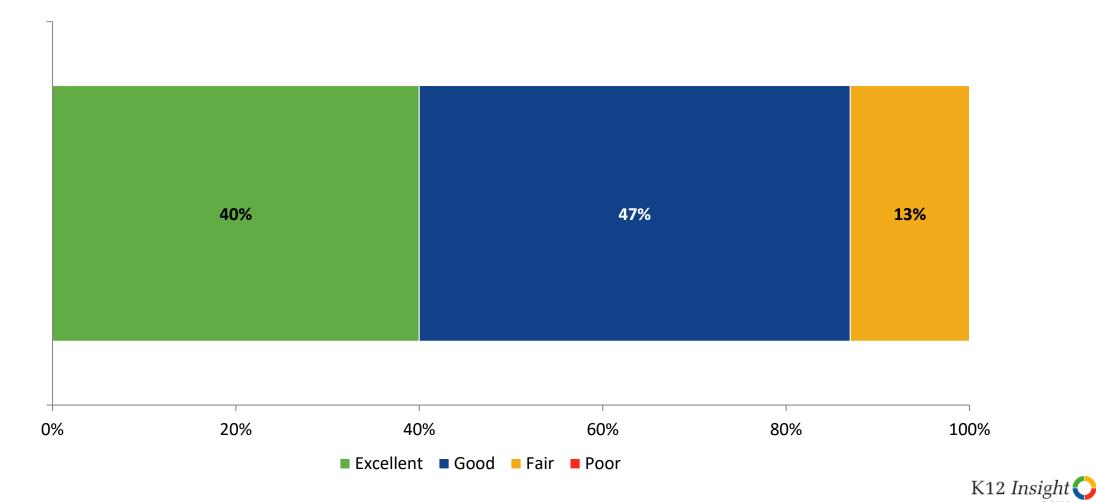


²⁸ Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



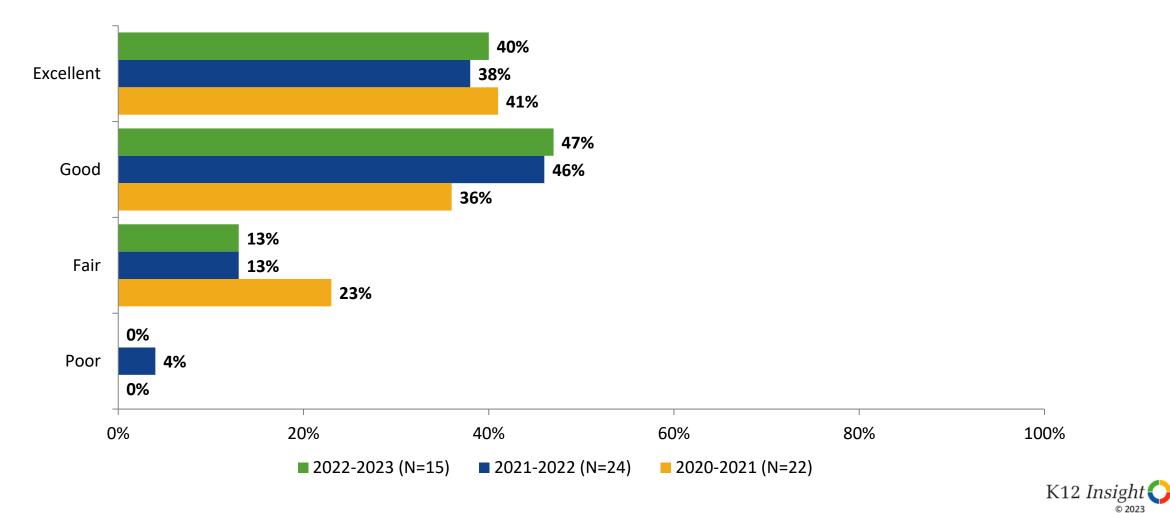
Overall Quality

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



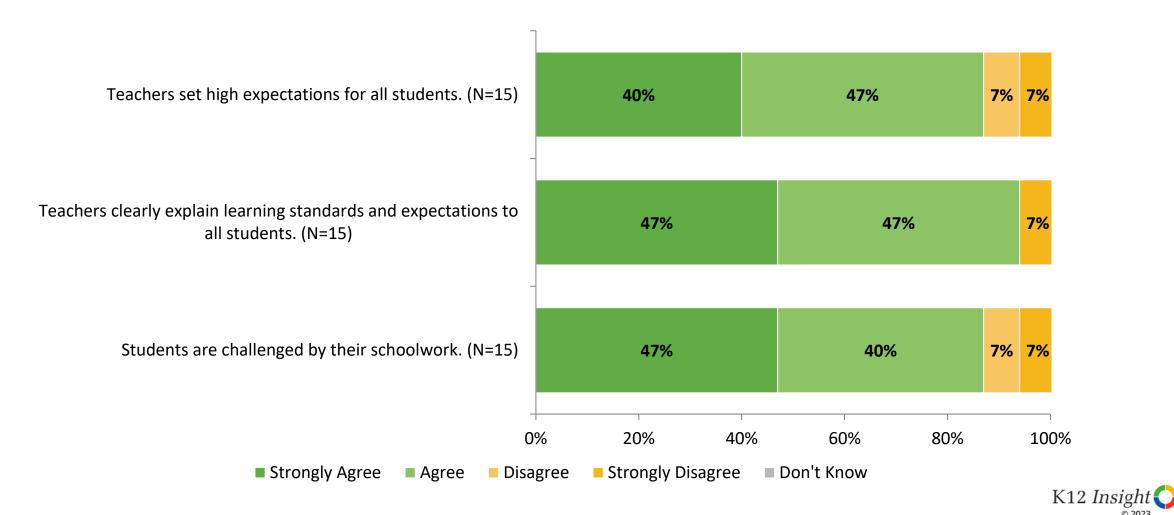
Overall Quality: Comparison Over Time

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

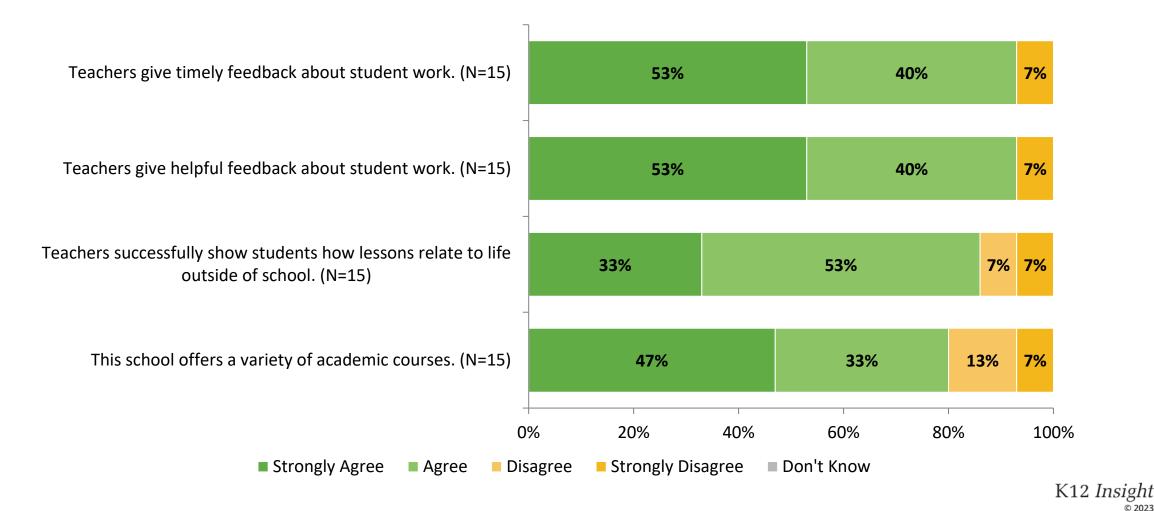


Academic Support

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

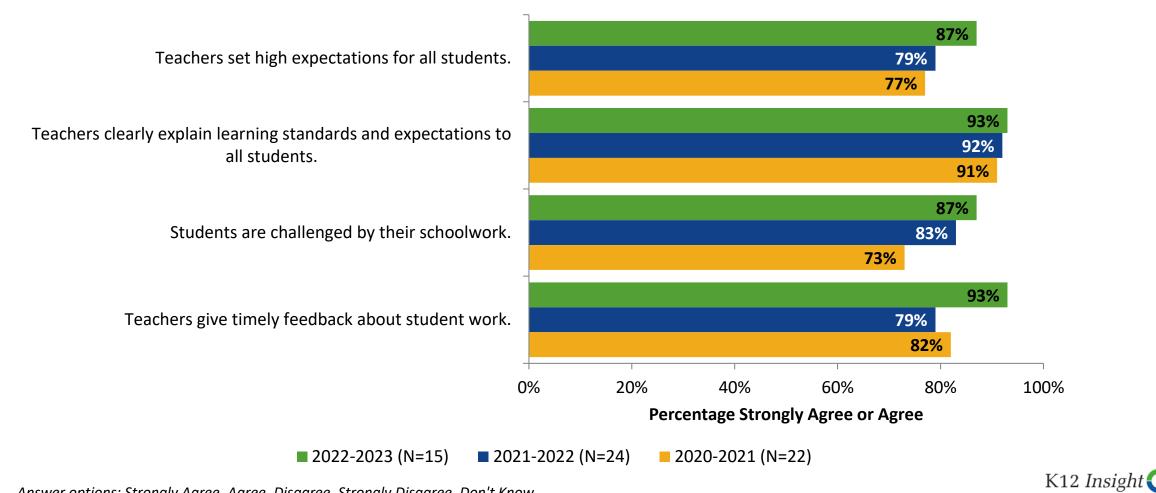


Academic Support (Continued)



Academic Support: Comparison Over Time

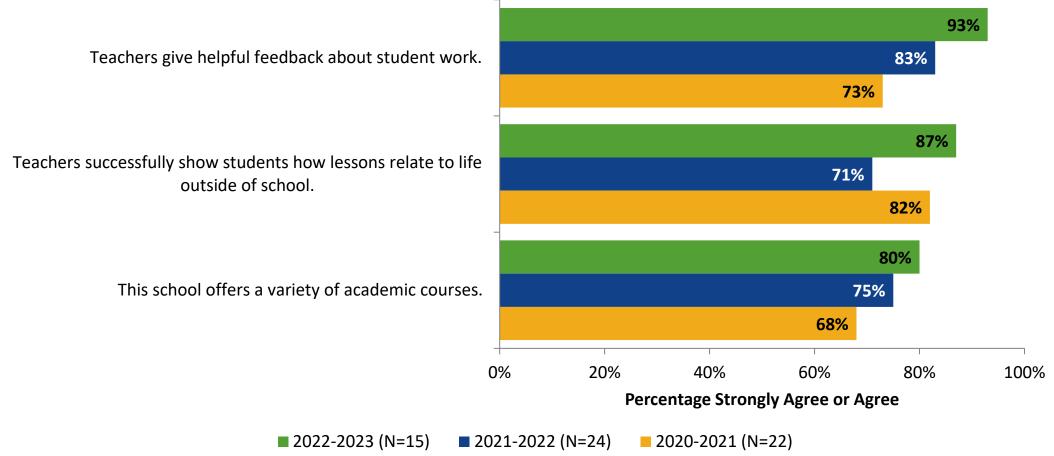
How strongly do you agree or disagree with the following statements?



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?

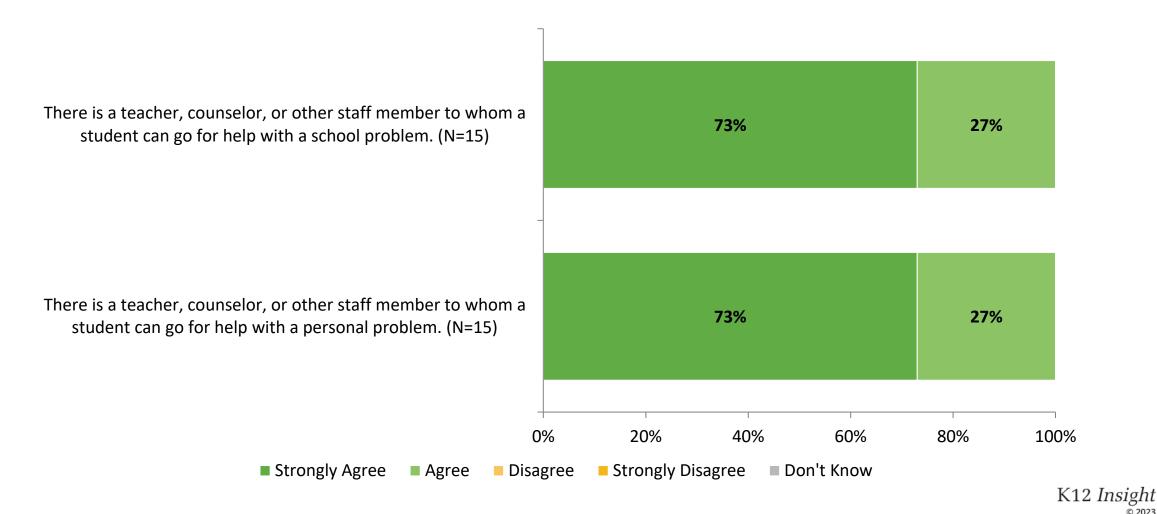


³⁴ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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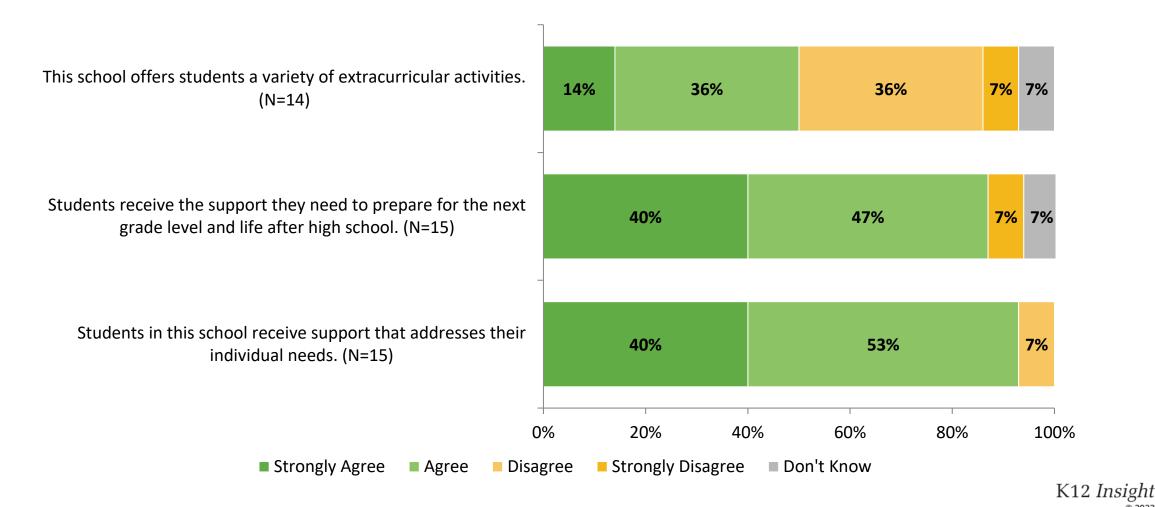
Student Support

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



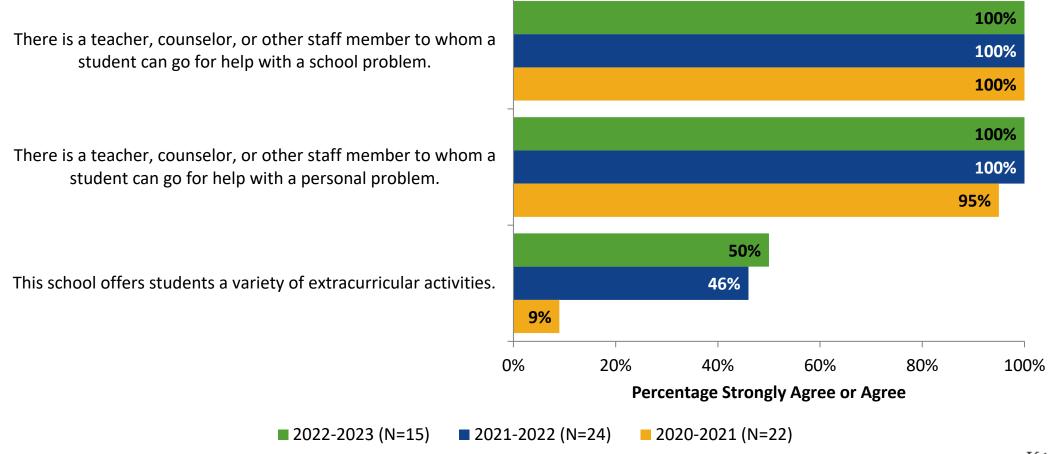
Student Support (Continued)

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



Student Support: Comparison Over Time

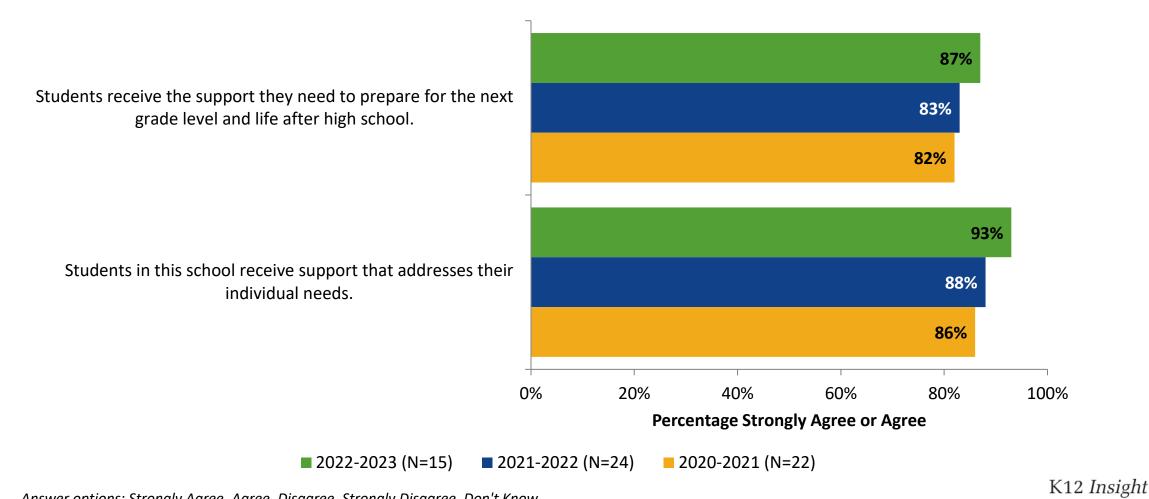
How strongly do you agree or disagree with the following statements?



³⁷ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

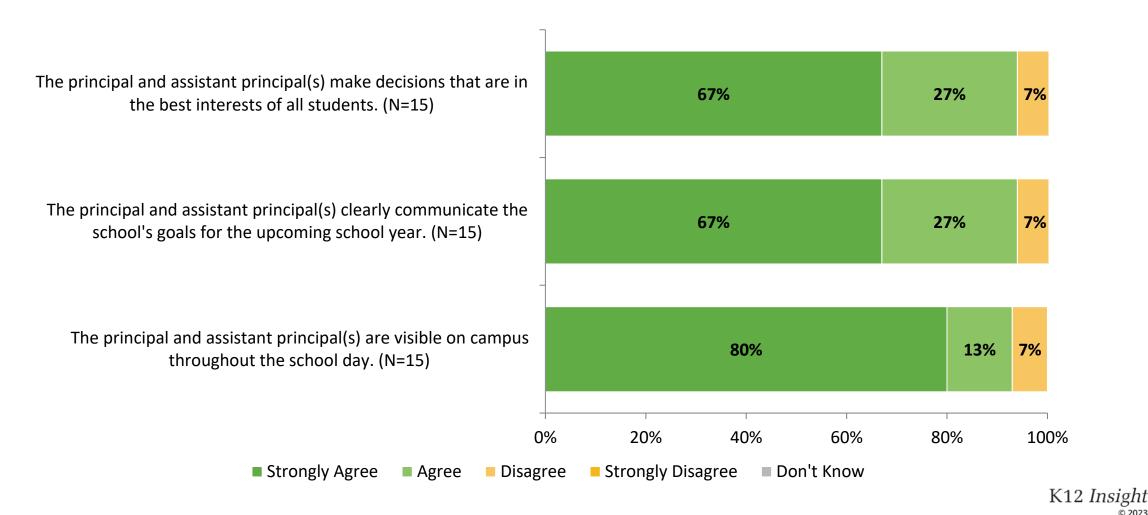
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Student Support: Comparison Over Time (Continued)

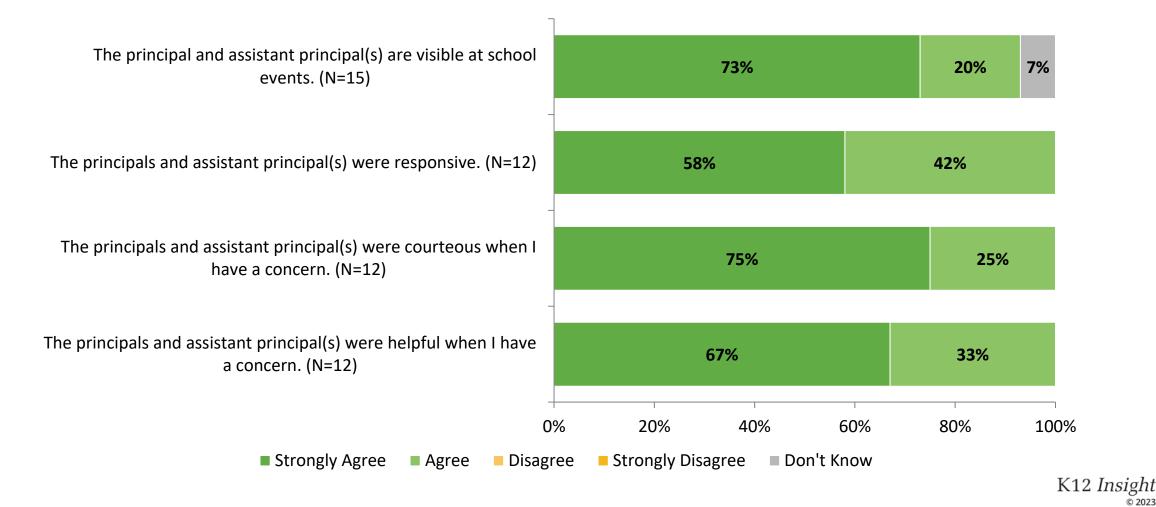




School Leadership

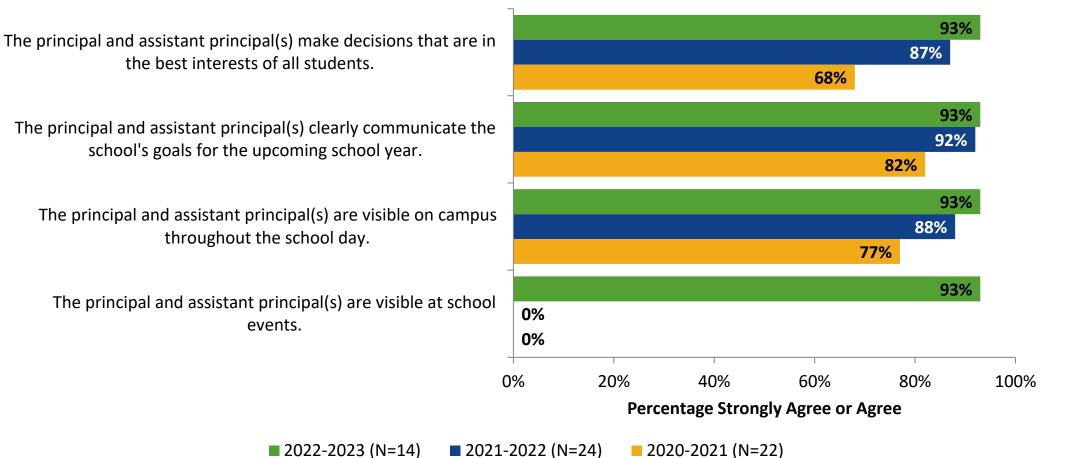


School Leadership (Continued)



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

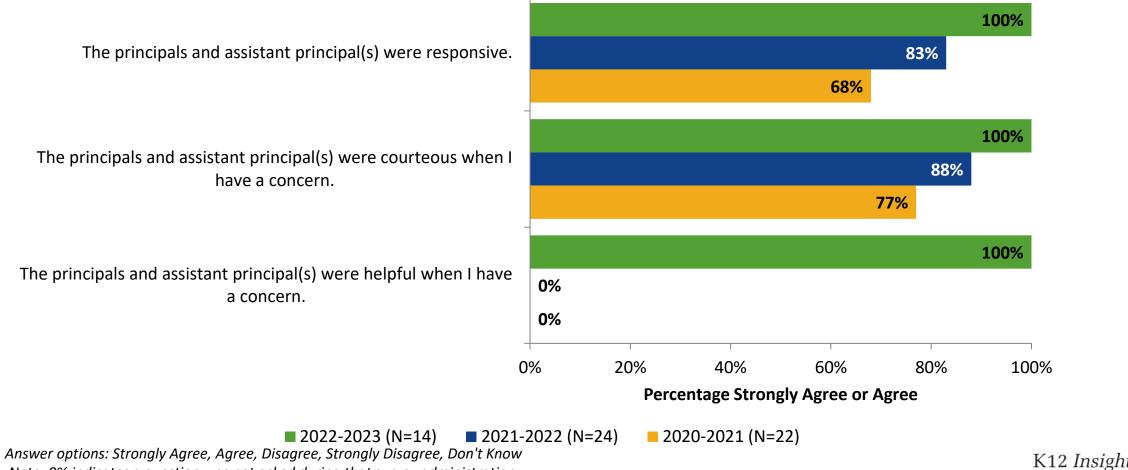
Note: 0% indicates a question was not asked during that survey administration.

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School Leadership: Comparison Over Time (Continued)

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

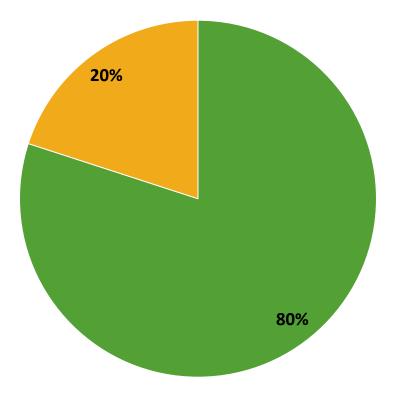


Note: 0% indicates a question was not asked during that survey administration.

42

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)

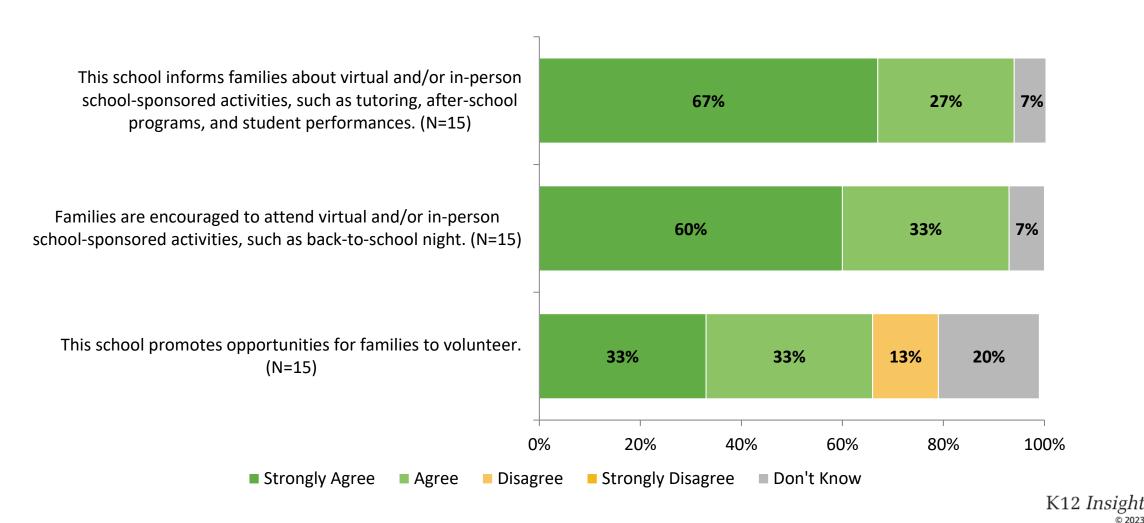


Yes No



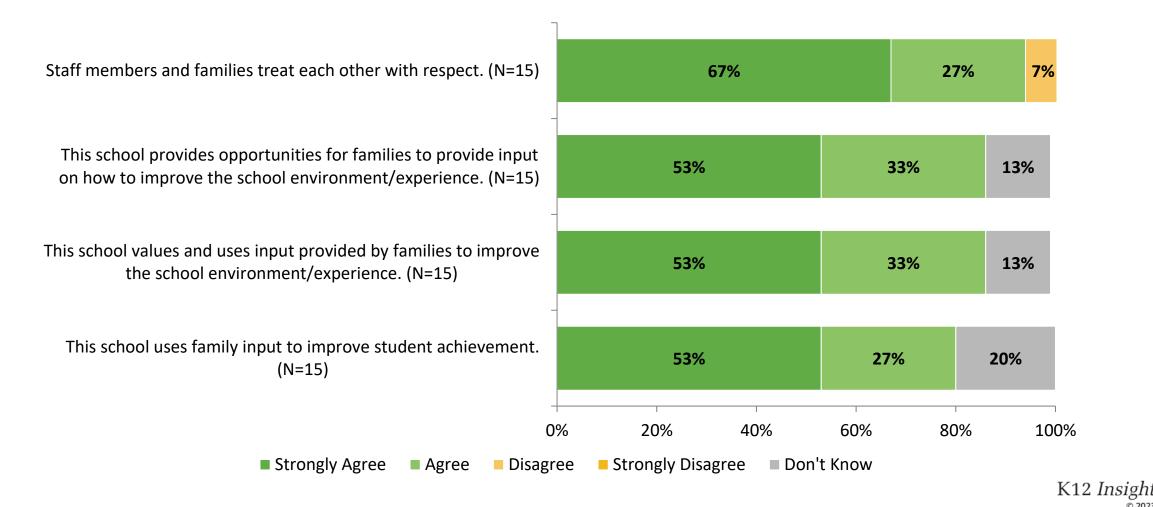
Family Involvement

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



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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

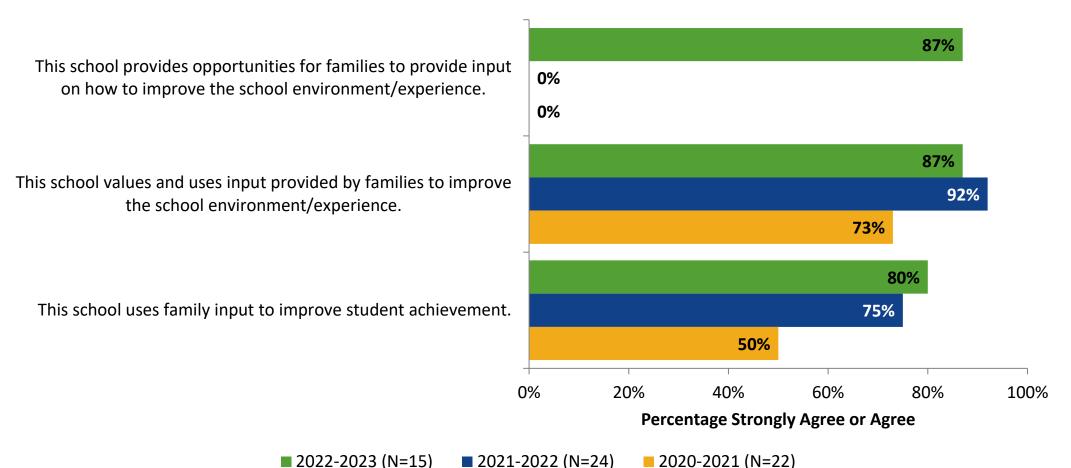
Note: 0% indicates a question was not asked during that survey administration.

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Family Involvement: Comparison Over Time (Continued)

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



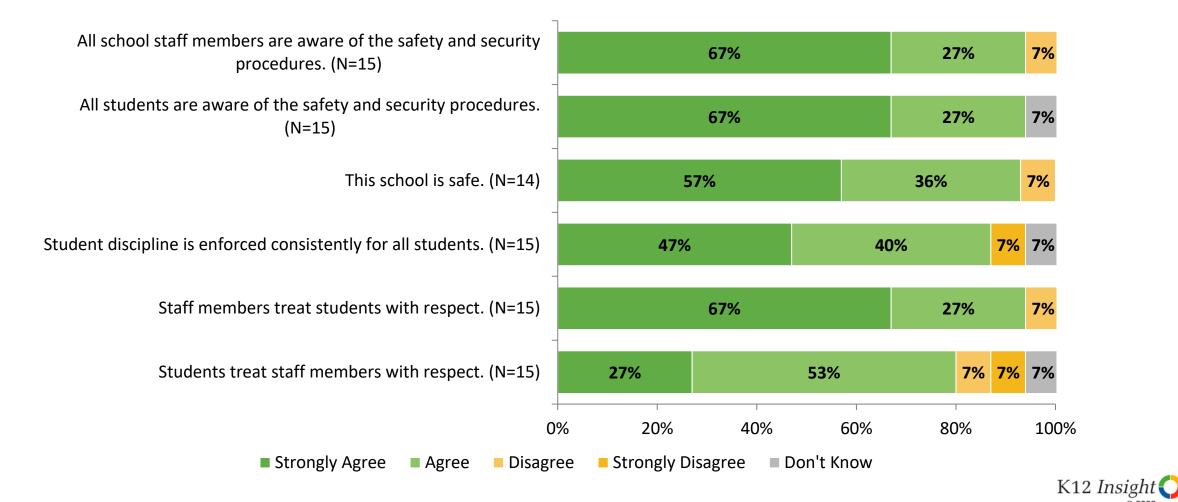
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

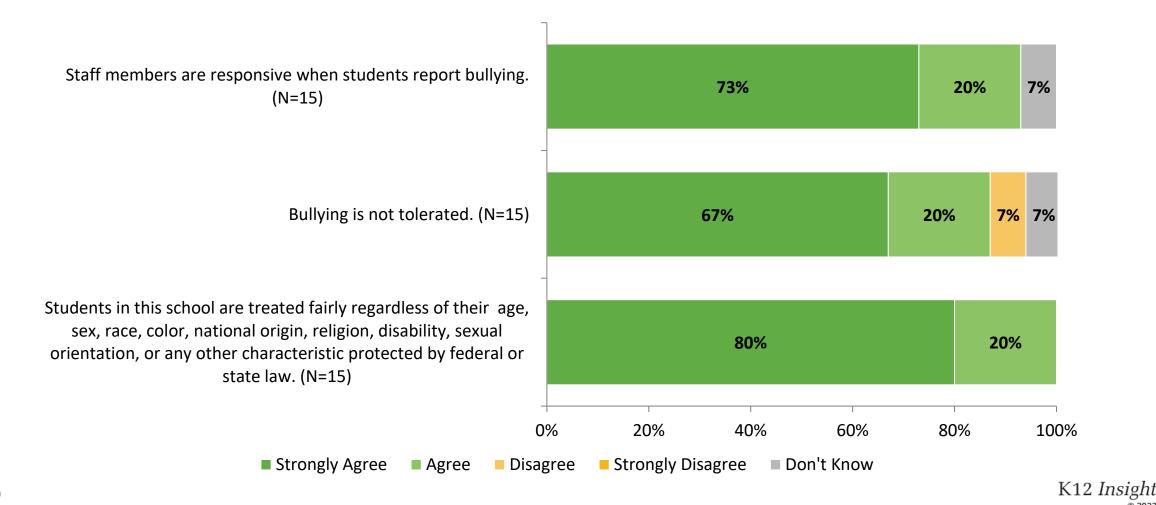
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Safety and Behavior

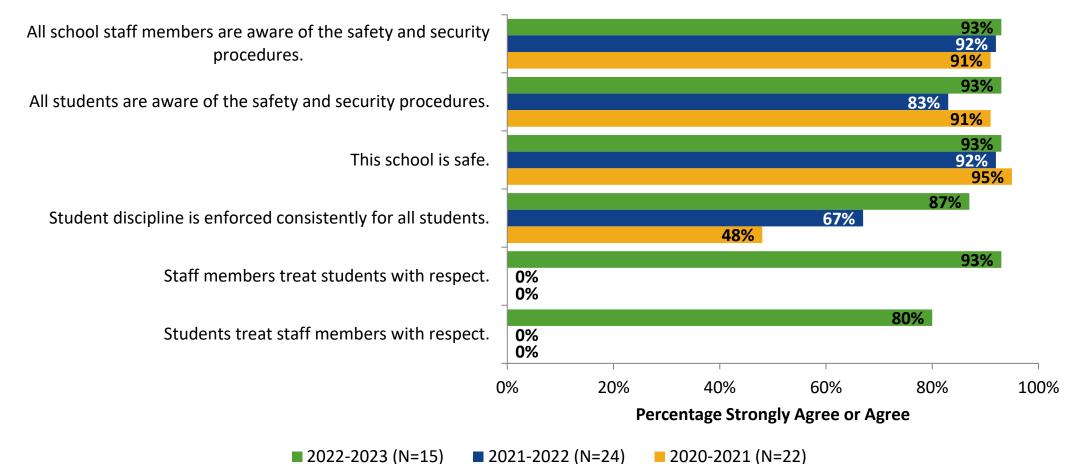


Safety and Behavior (Continued)



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

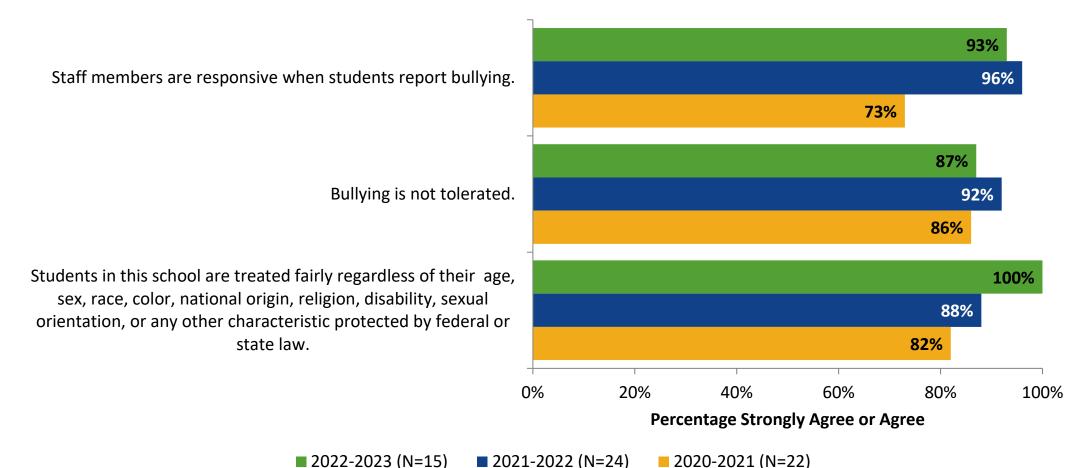
Note: 0% indicates a question was not asked during that survey administration.

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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



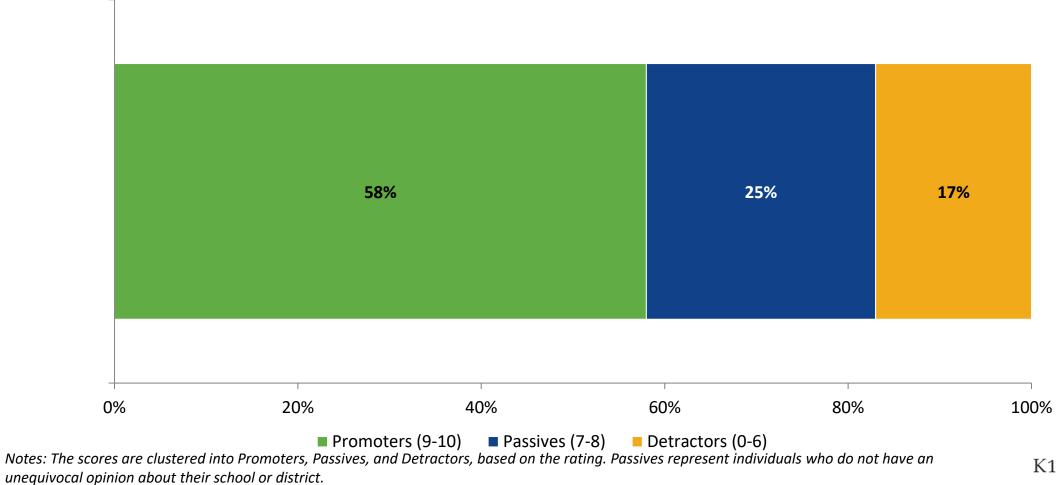
Lowest Ranking Indicators

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)

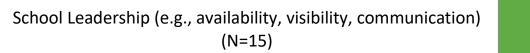




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Impact on Rating of School

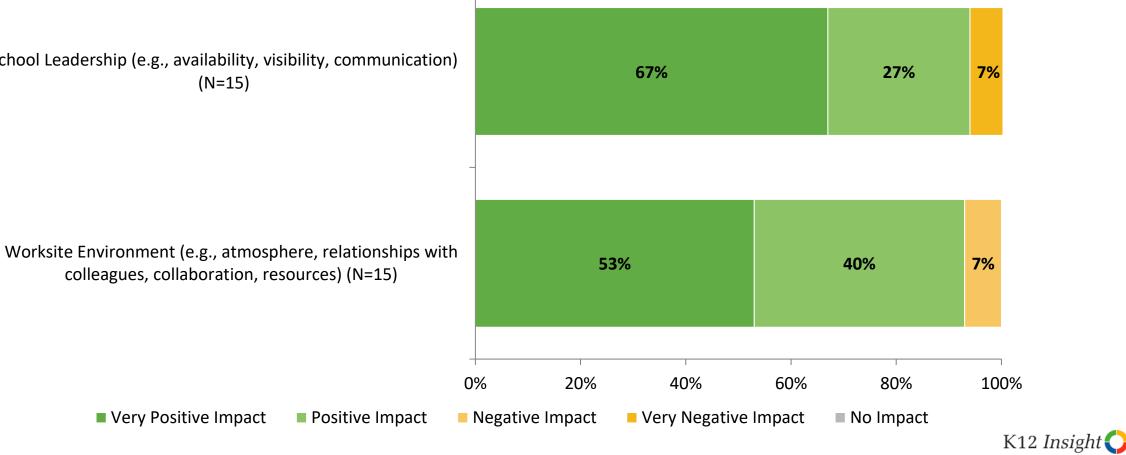
How do the following areas impact your rating of your school?



colleagues, collaboration, resources) (N=15)

Positive Impact

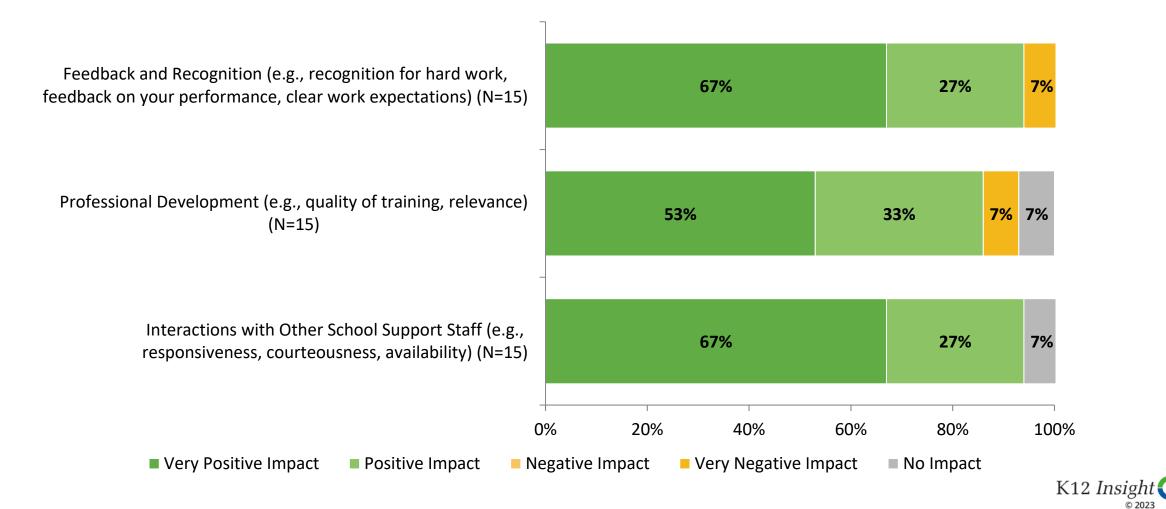
Very Positive Impact



© 202

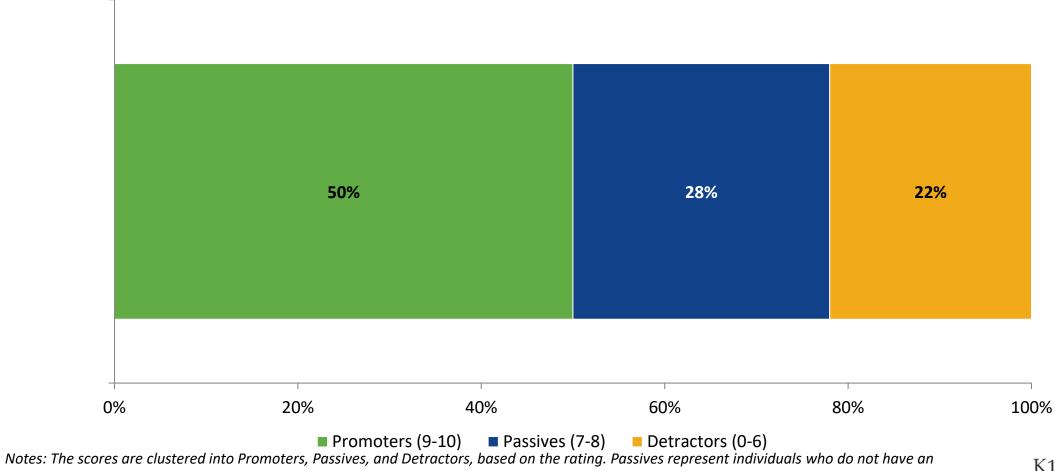
Impact on Rating of School (Continued)

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)



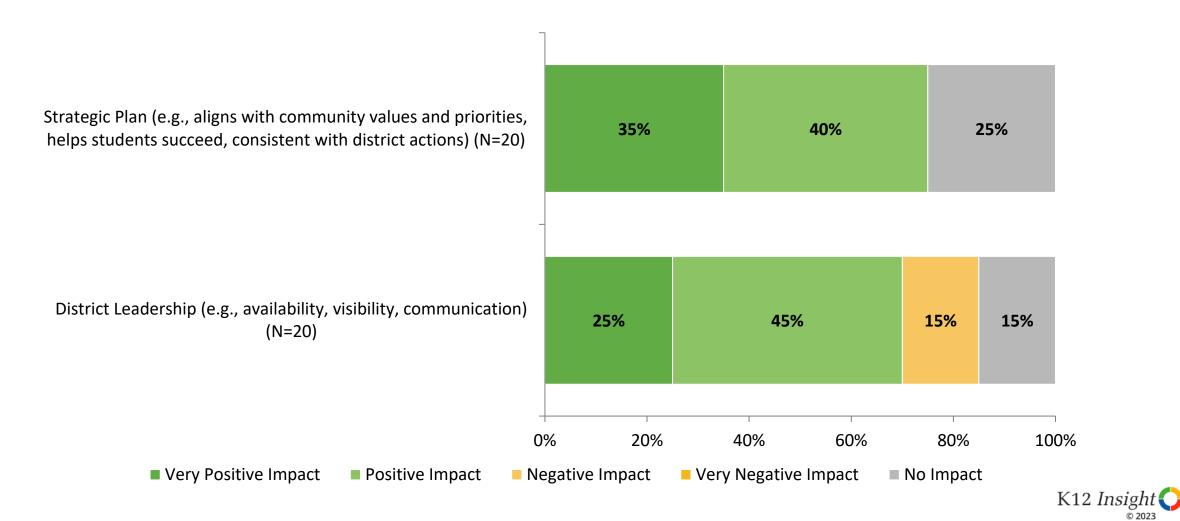
unequivocal opinion about their school or district.

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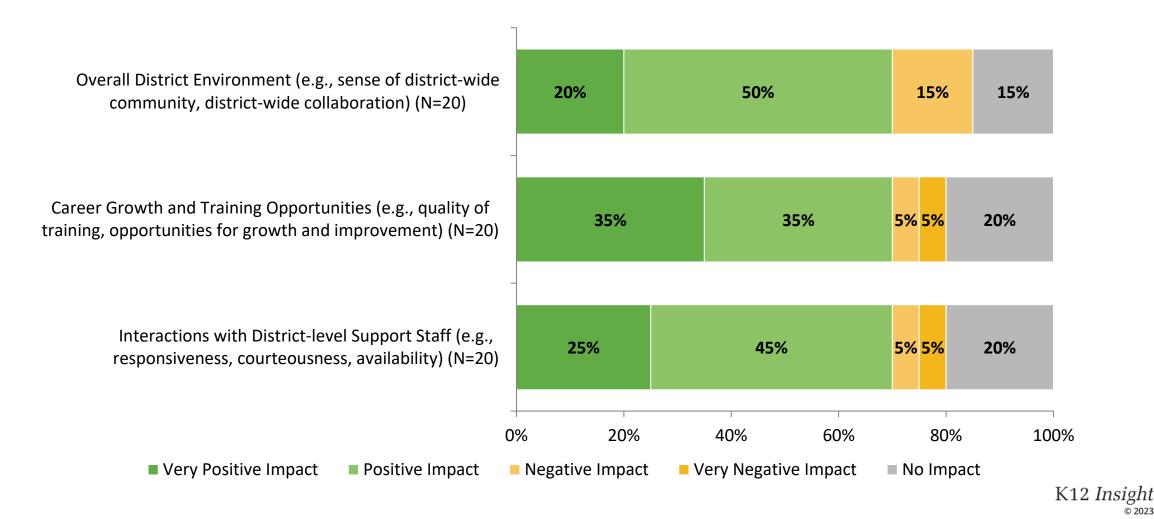
Impact on Rating of Pinellas County Schools

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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