Employee Survey: Douglas L. Jamerson Elementary

Results

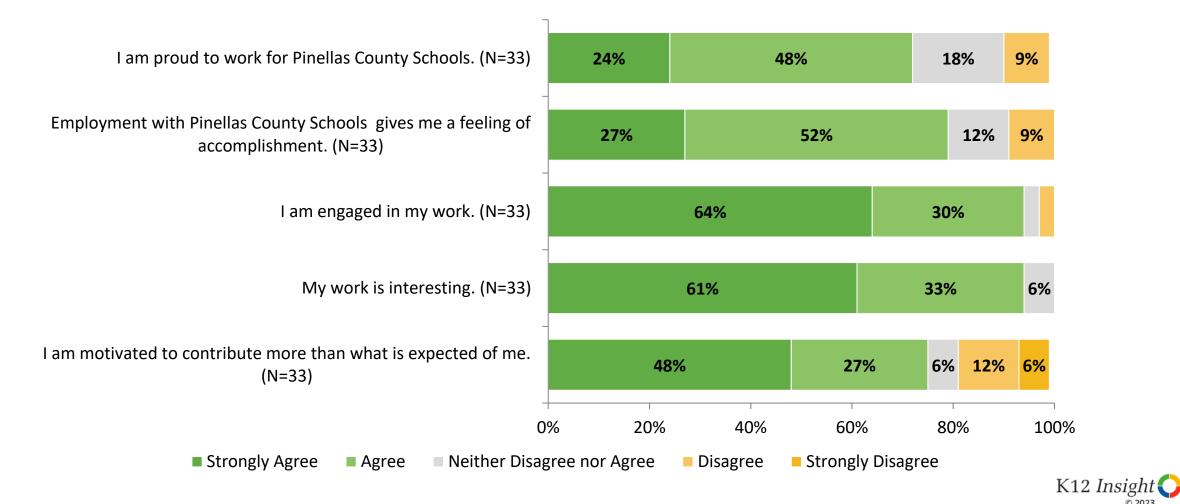
2022-2023 School Year



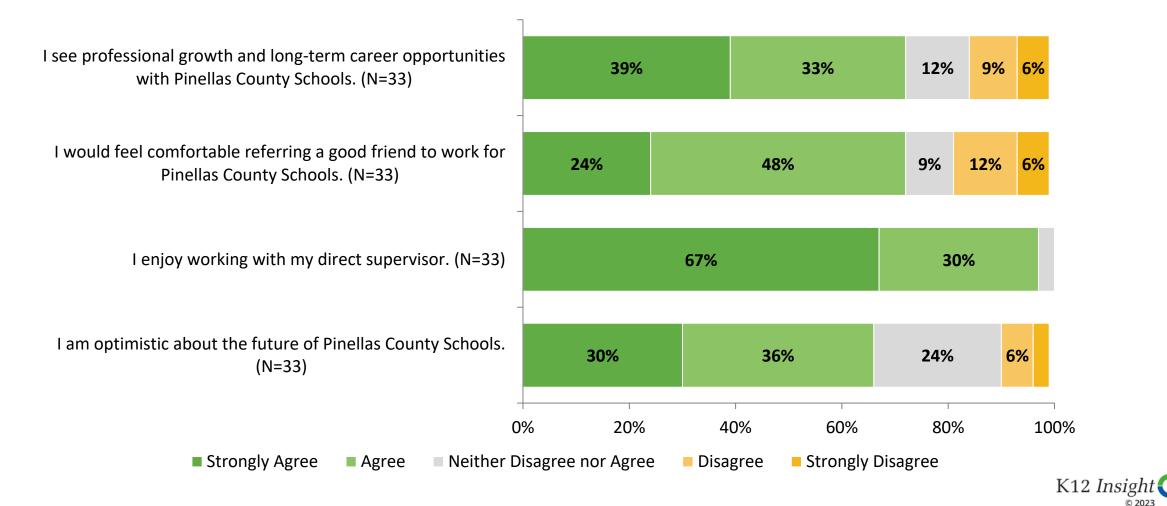


Overall Engagement

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

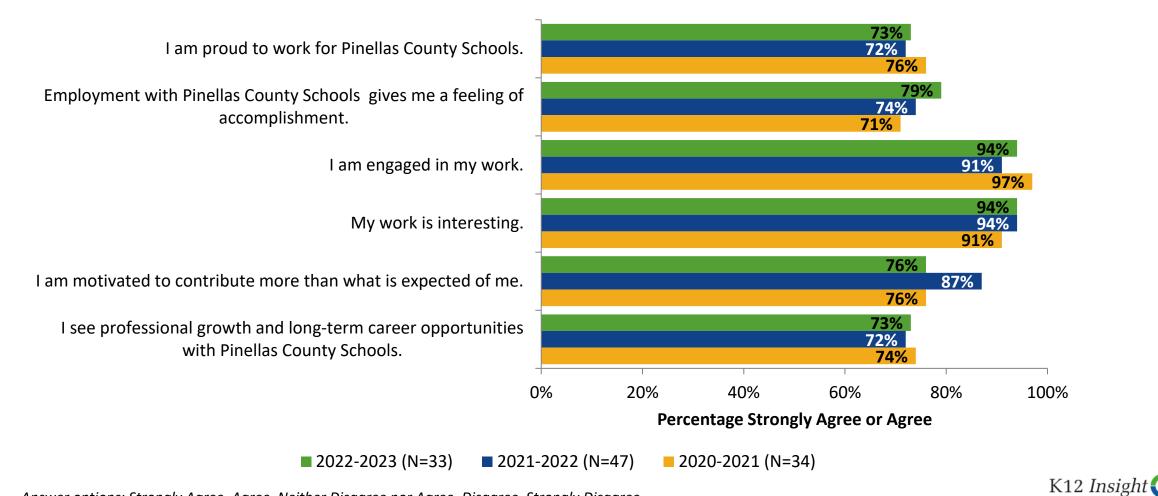


Overall Engagement (Continued)



Overall Engagement: Comparison Over Time

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

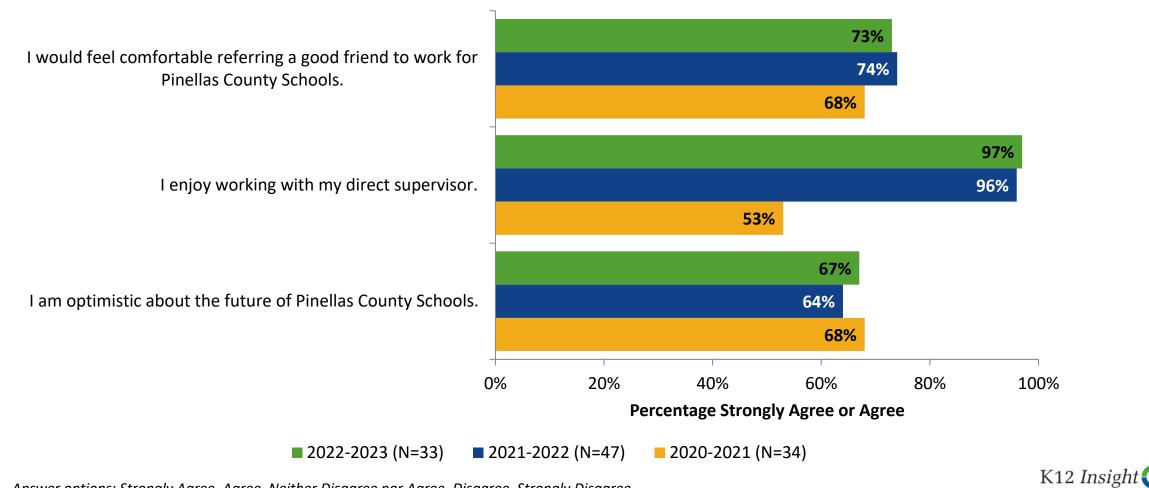


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

4

Overall Engagement: Comparison Over Time (Continued)

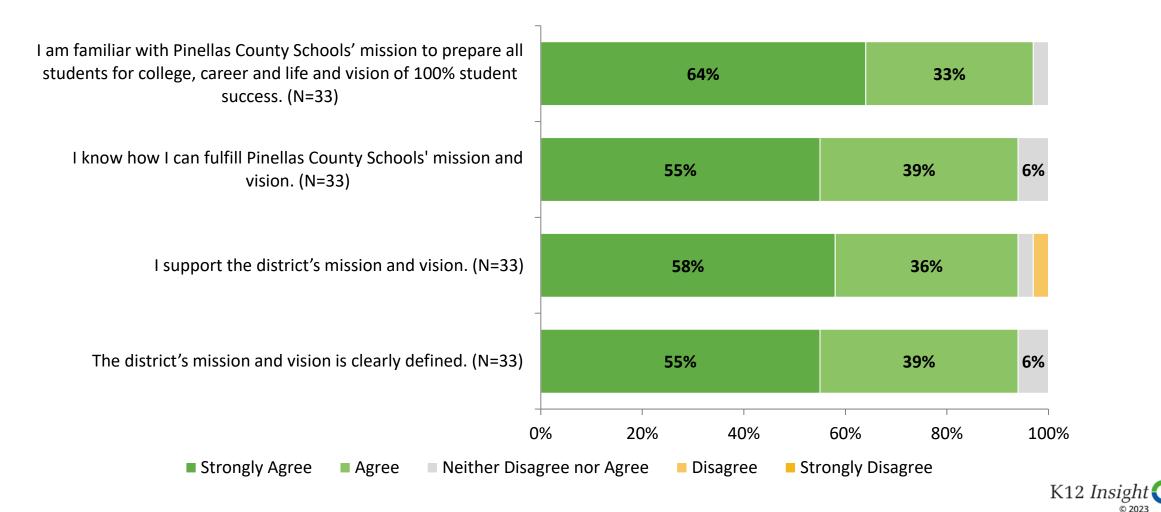
How strongly do you agree or disagree with the following statements?



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

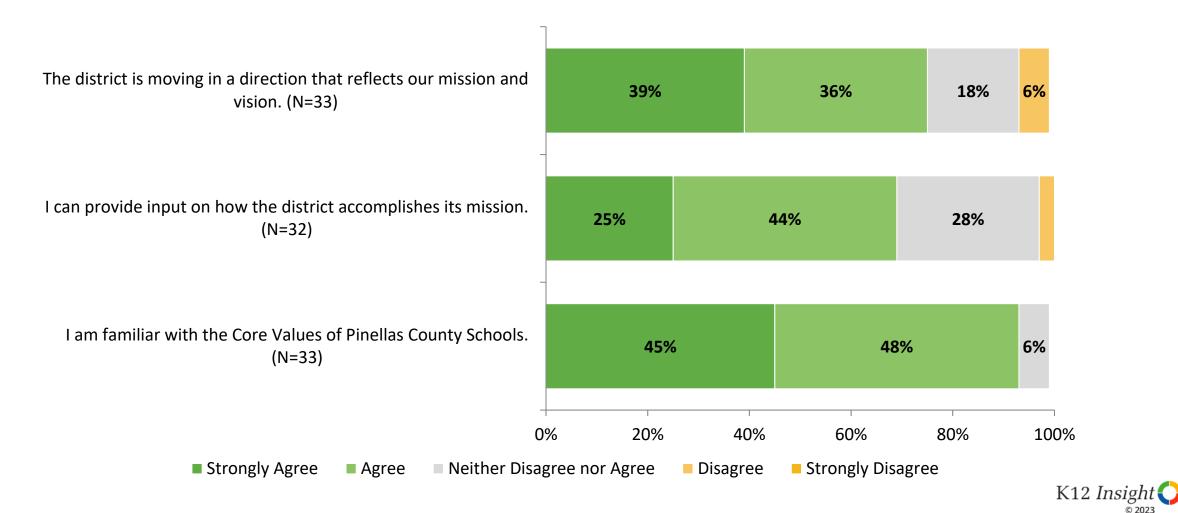
5

Mission and Vision



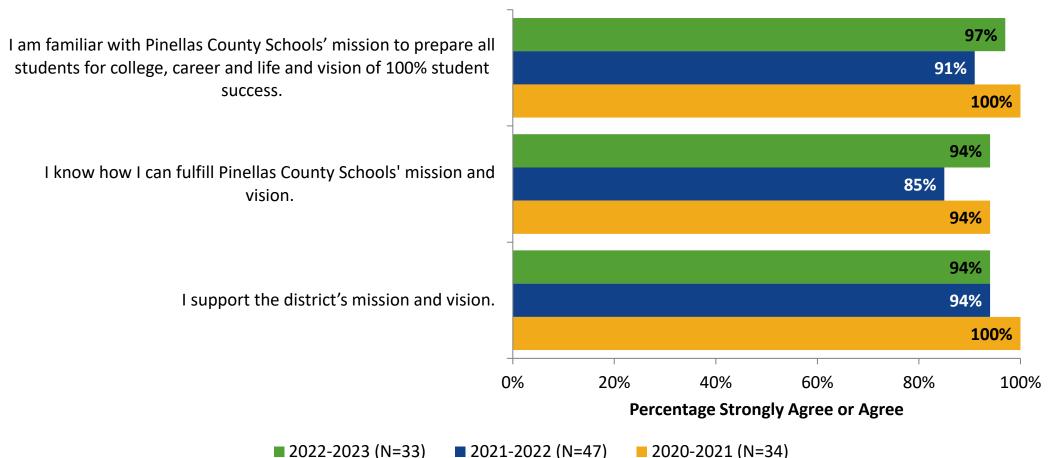
Mission and Vision (Continued)

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?



2022-2023 (N=33) ■ 2021-2022 (N=47)

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

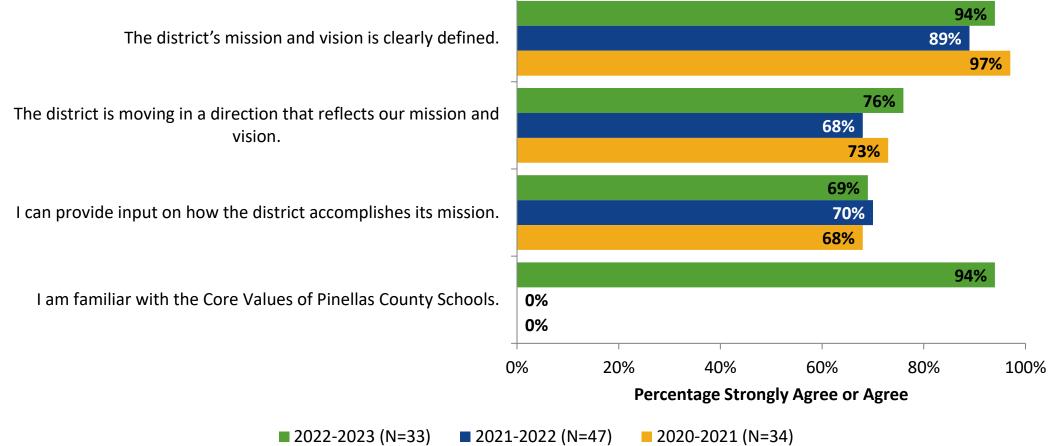
Note: 0% indicates a question was not asked during that survey administration.

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K12 Insight

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

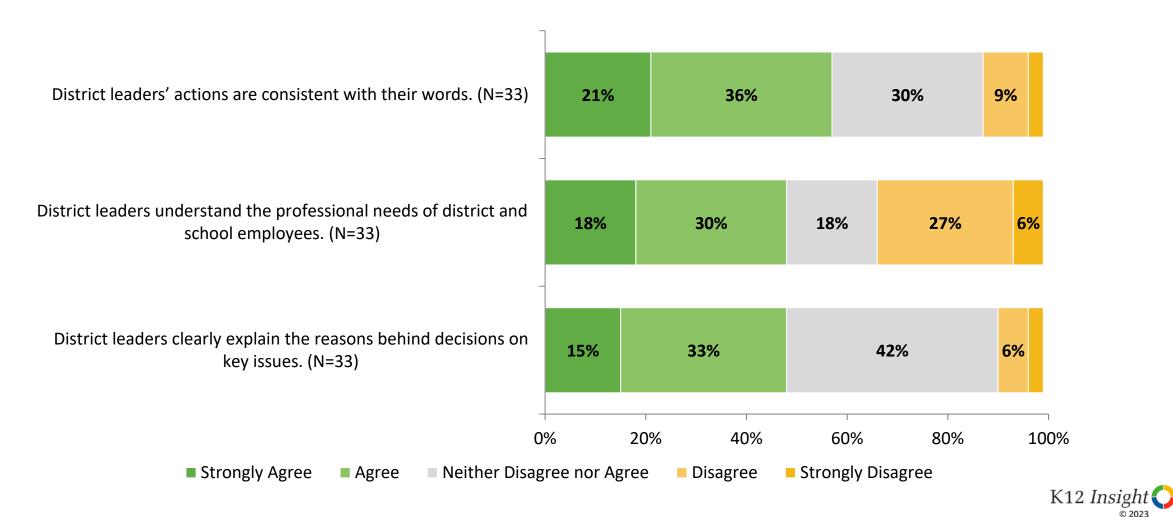
Note: 0% indicates a question was not asked during that survey administration.

9

K12 Insight

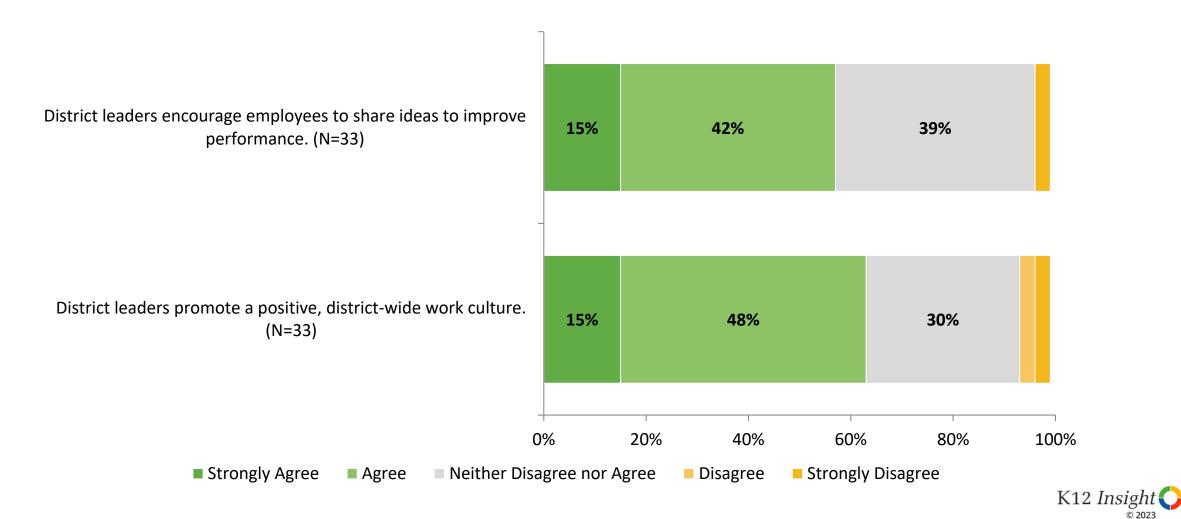
District Leadership

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?

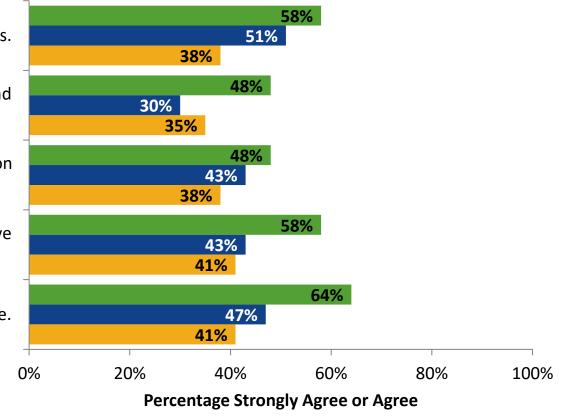
District leaders' actions are consistent with their words.

District leaders understand the professional needs of district and school employees.

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, district-wide work culture.

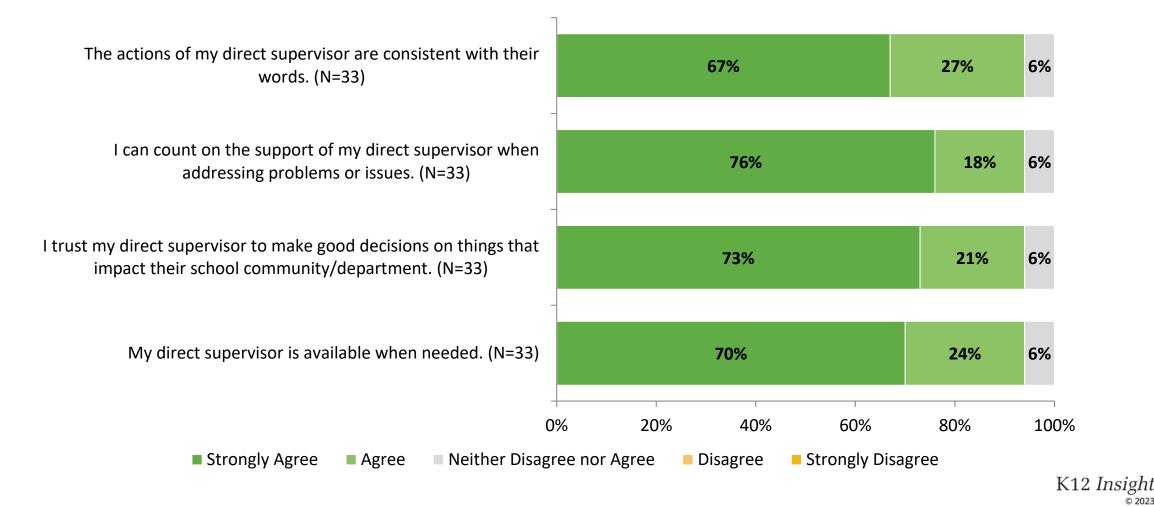


■ 2022-2023 (N=33) ■ 2021-2022 (N=47) ■ 2020-2021 (N=34)

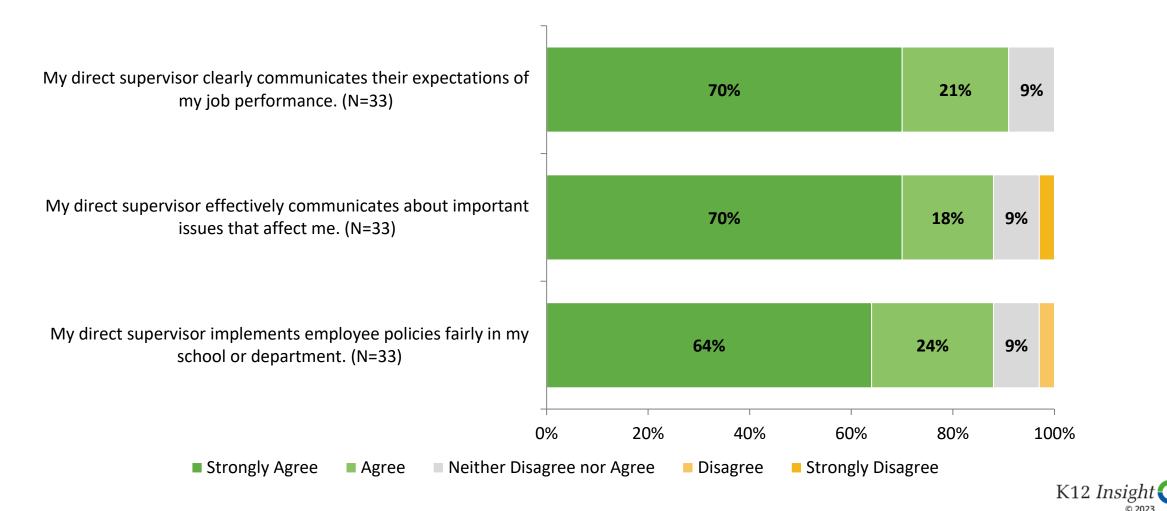


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

Worksite Leadership

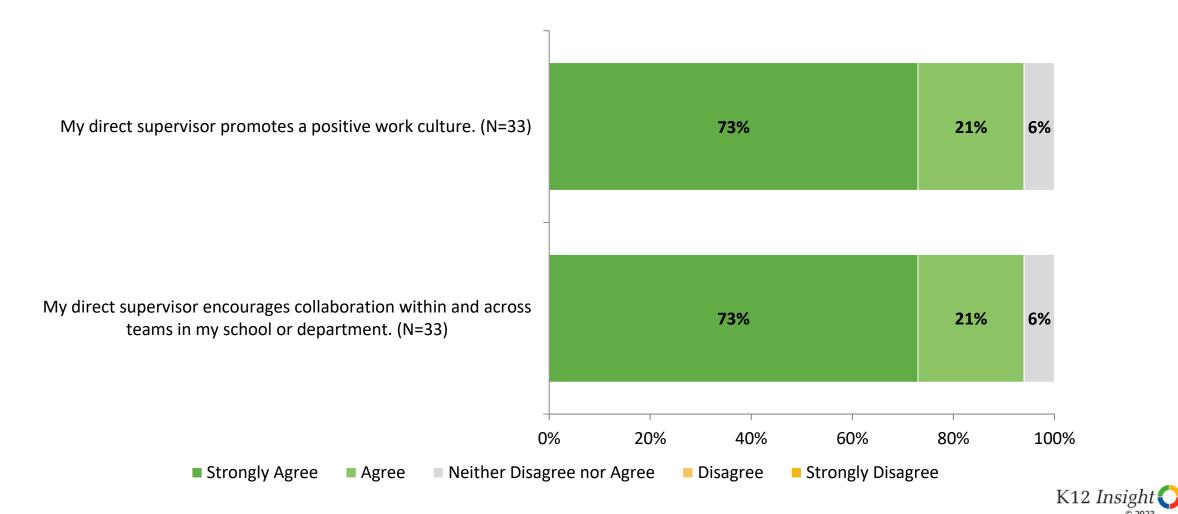


Worksite Leadership (Continued)



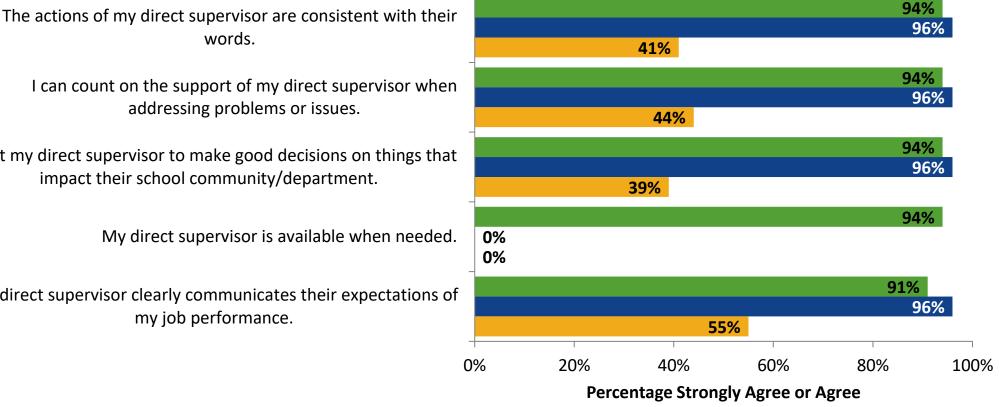
Worksite Leadership (Continued)

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?



■ 2021-2022 (N=47)

I can count on the support of my direct supervisor when addressing problems or issues.

I trust my direct supervisor to make good decisions on things that impact their school community/department.

My direct supervisor is available when needed.

My direct supervisor clearly communicates their expectations of my job performance.

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2020-2021 (N=33)



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

2022-2023 (N=33)

Worksite Leadership: Comparison Over Time (Continued)

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

88% My direct supervisor effectively communicates about important 96% issues that affect me. 42% 88% My direct supervisor implements employee policies fairly in my 94% school or department. 42% 94% My direct supervisor promotes a positive work culture. 96% 33% 94% My direct supervisor encourages collaboration within and across 94% teams in my school or department. 55% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

2022-2023 (N=33) 2021-2022 (N=47) Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree Note: 0% indicates a question was not asked during that survey administration.

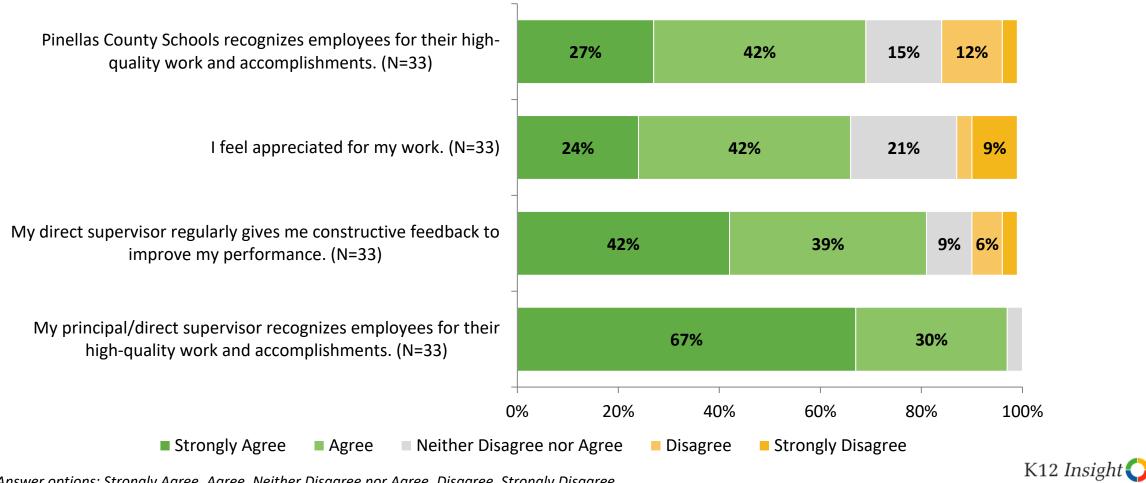
17

2020-2021 (N=33)



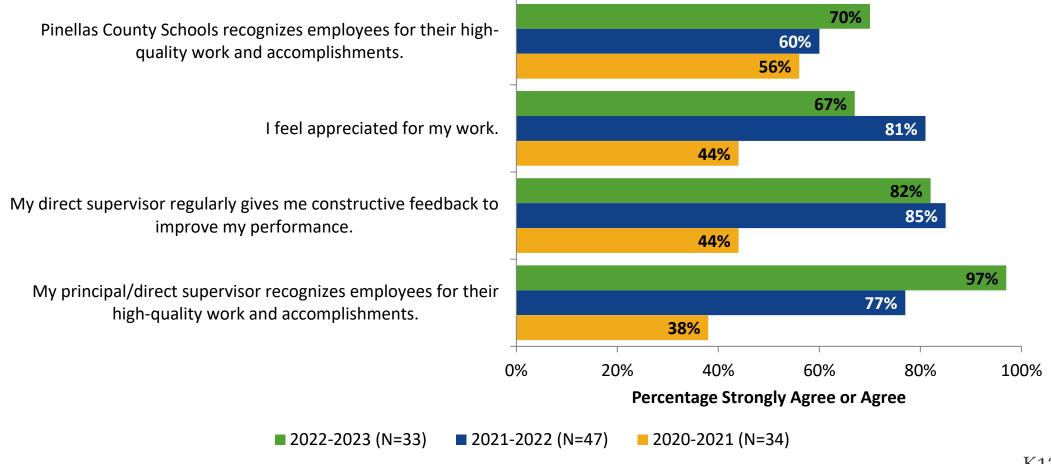
Feedback and Recognition

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



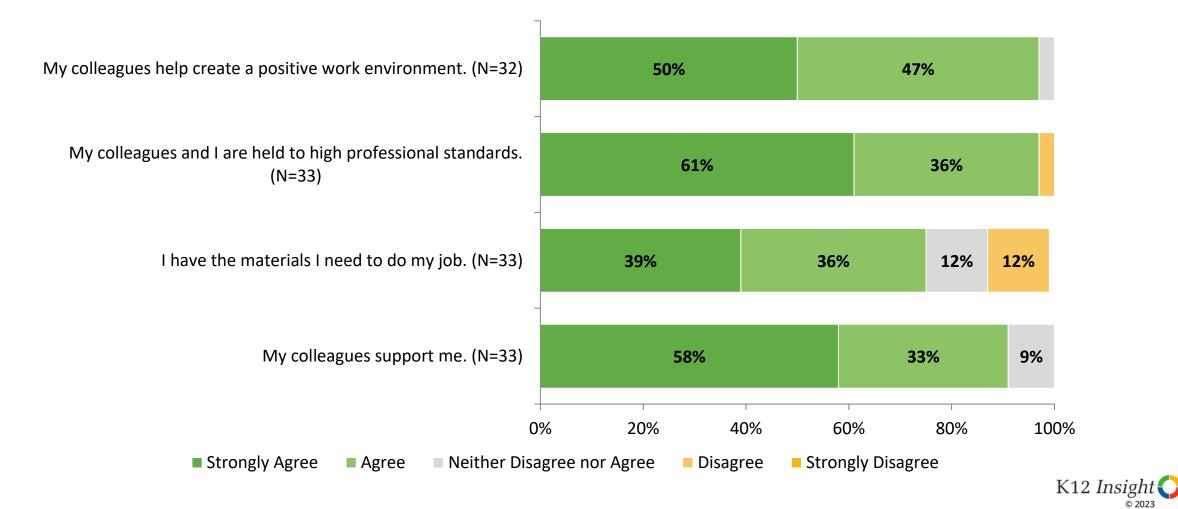
18 Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

Feedback and Recognition: Comparison Over Time



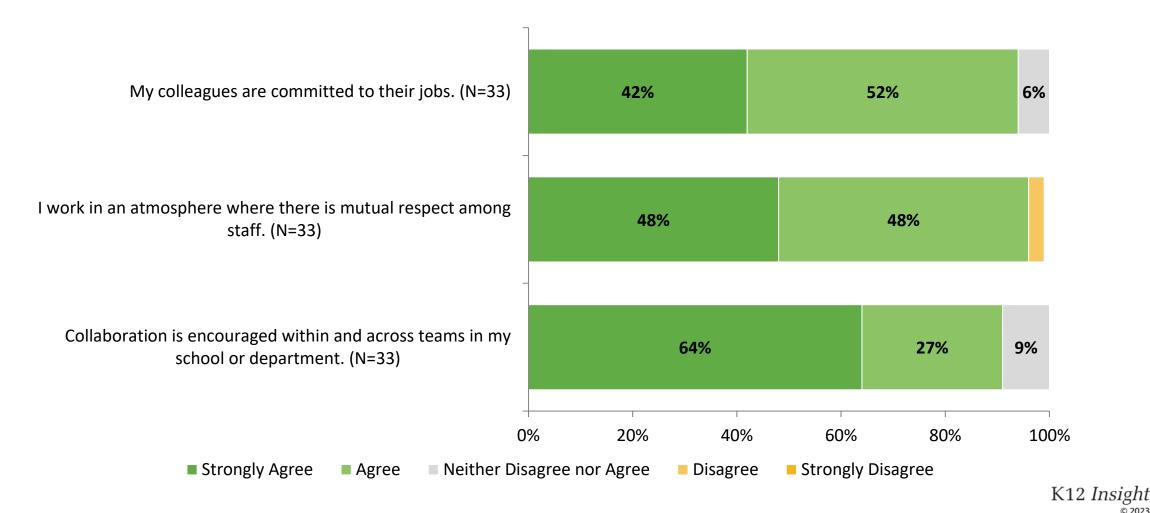
Work Environment

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



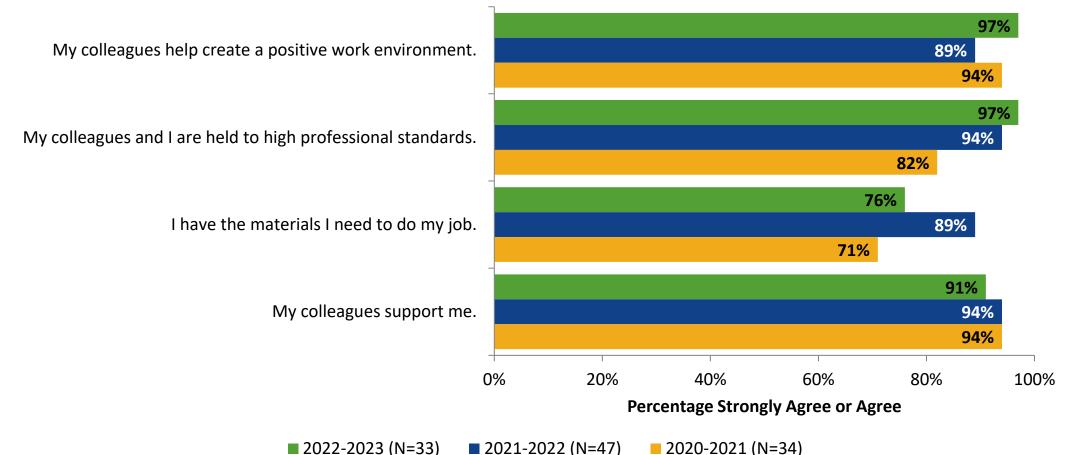
Work Environment (Continued)

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



Work Environment: Comparison Over Time

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

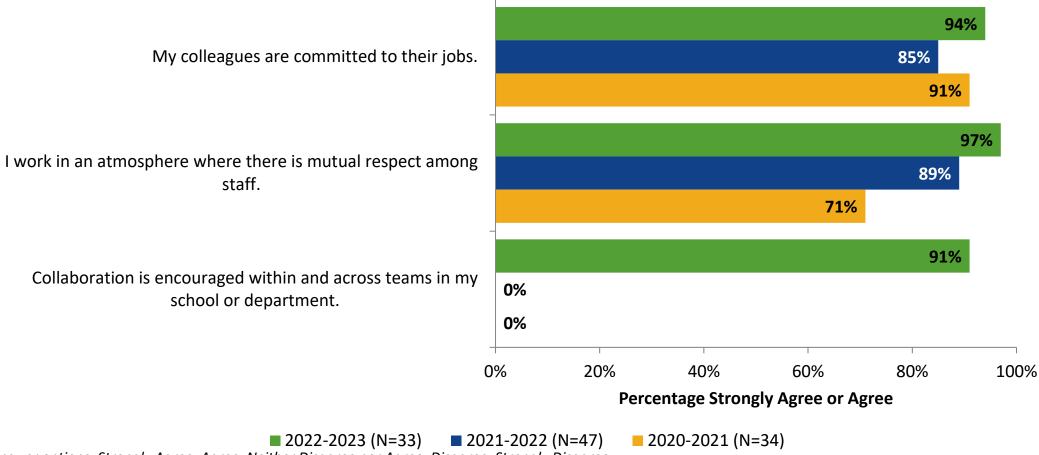


K12 Insight

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?



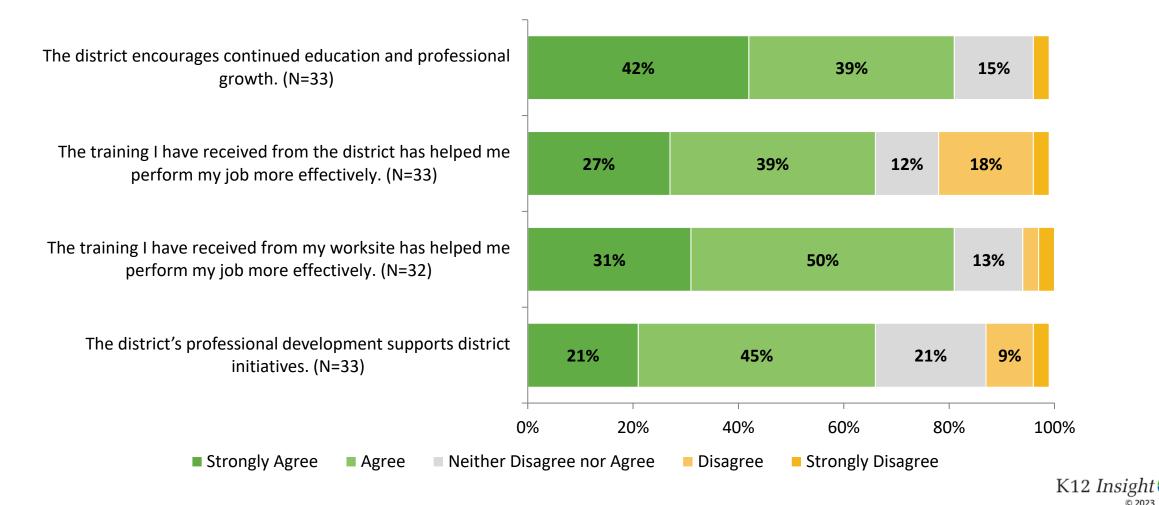
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

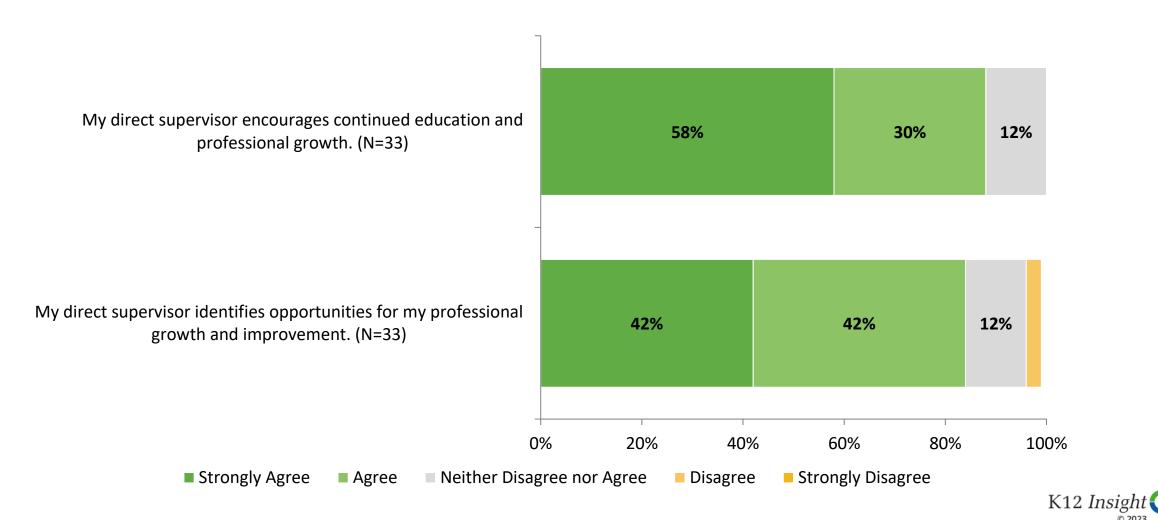
23

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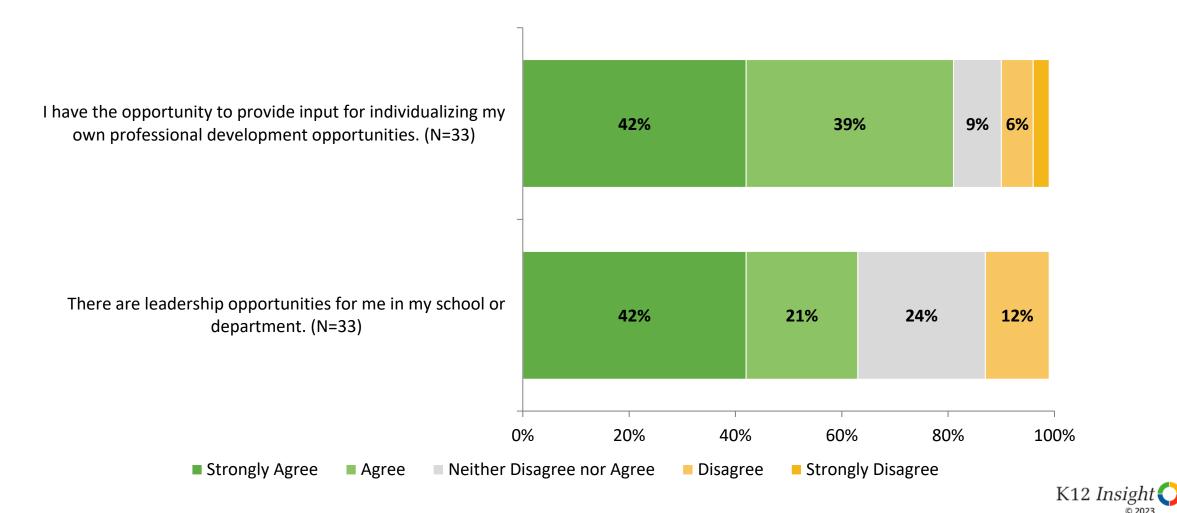
Career Growth and Training Opportunities



Career Growth and Training Opportunities (Continued)

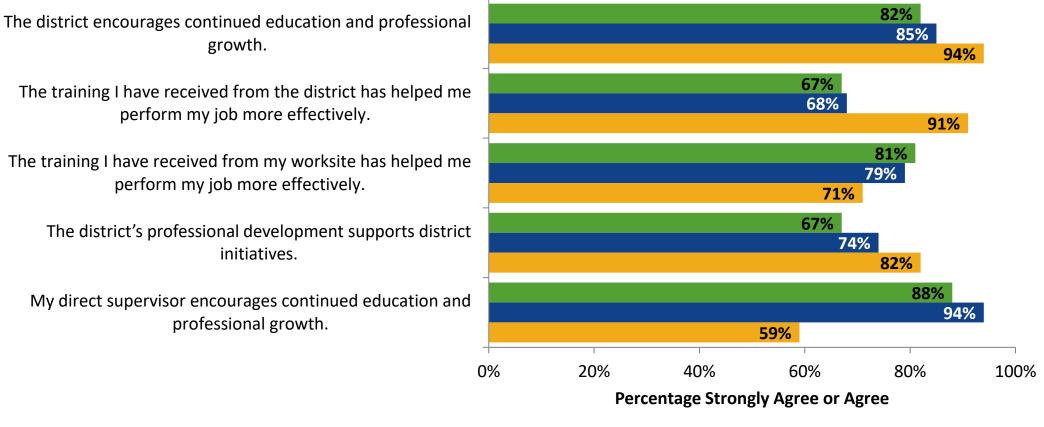


Career Growth and Training Opportunities (Continued)



Career Growth and Training Opportunities: Comparison Over Time

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



2020-2021 (N=34)

The training I have received from the district has helped me perform my job more effectively.

growth.

The training I have received from my worksite has helped me perform my job more effectively.

The district's professional development supports district initiatives.

My direct supervisor encourages continued education and professional growth.

2021-2022 (N=47)

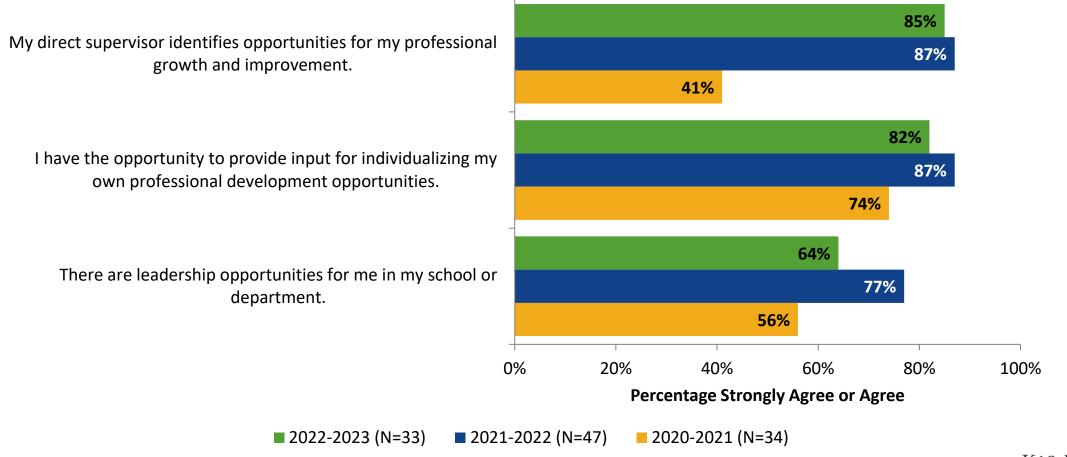
2022-2023 (N=33)



27 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?



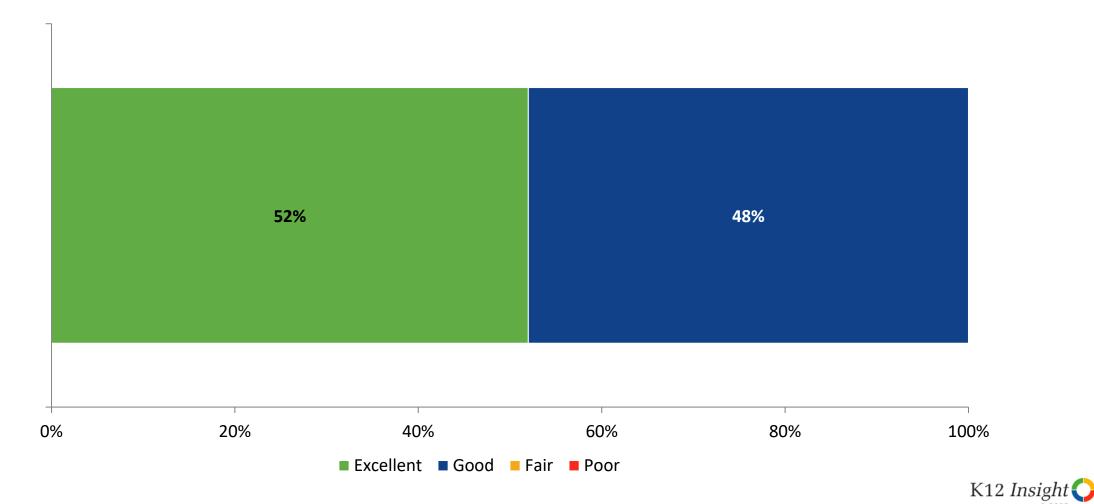
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

28



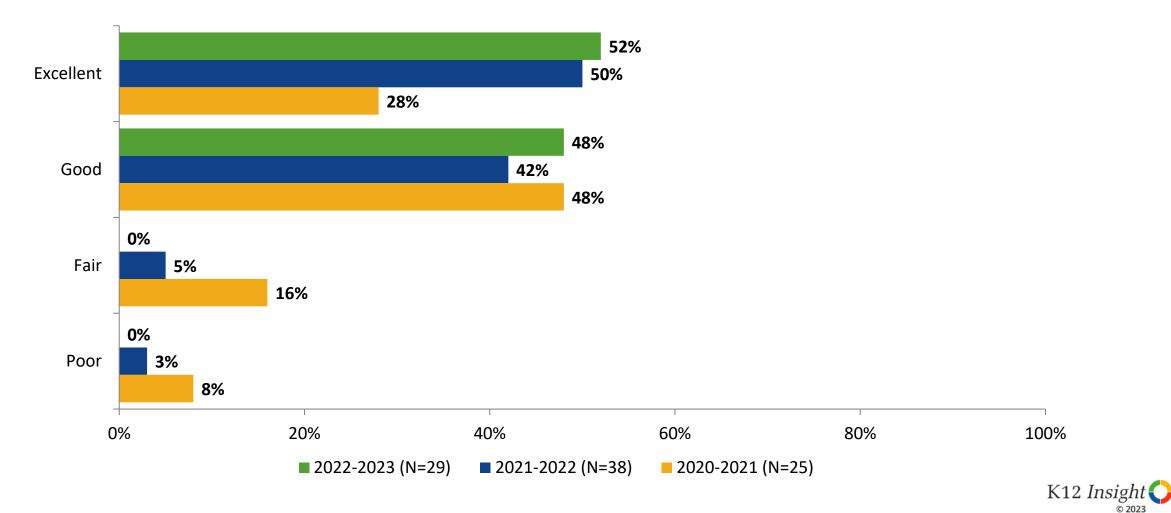
Overall Quality

How would you rate the overall quality of the education at your school? (N=29)



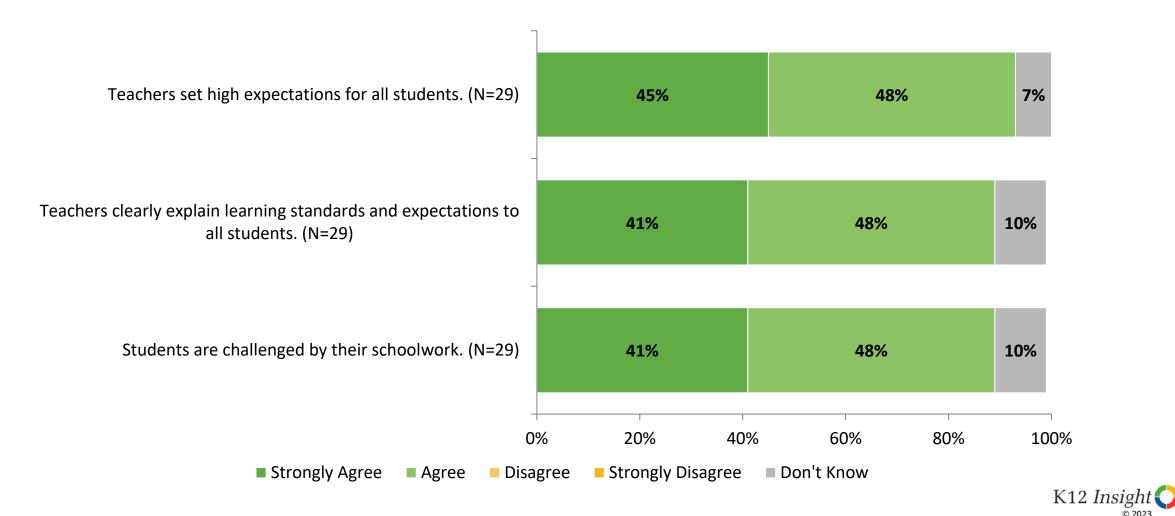
Overall Quality: Comparison Over Time

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

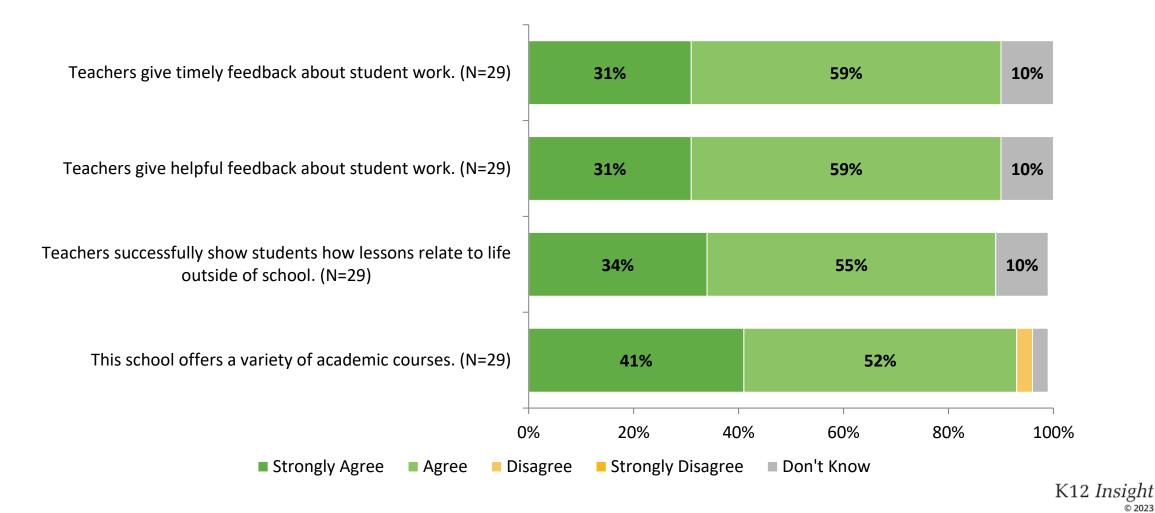


Academic Support

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

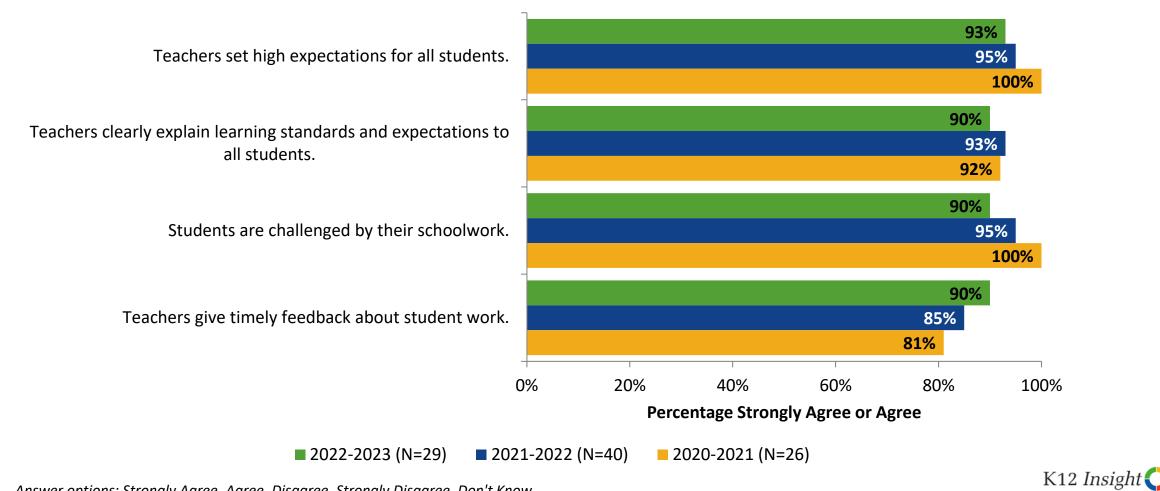


Academic Support (Continued)



Academic Support: Comparison Over Time

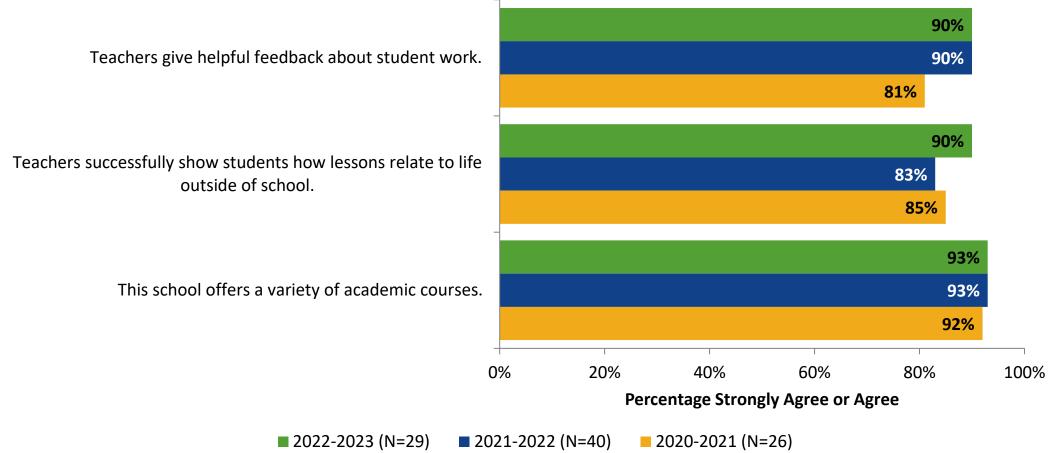
How strongly do you agree or disagree with the following statements?



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?



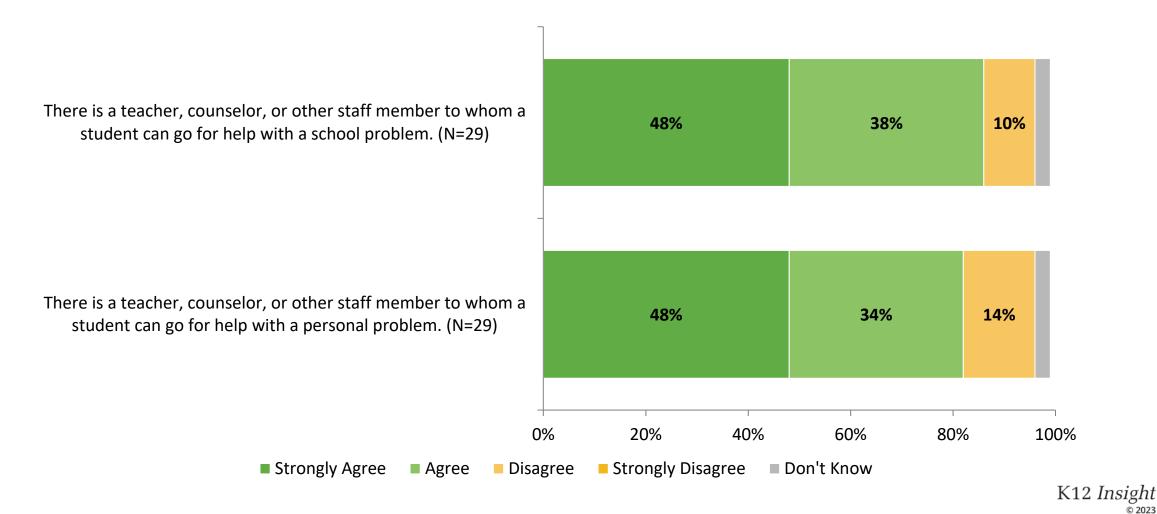
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

34

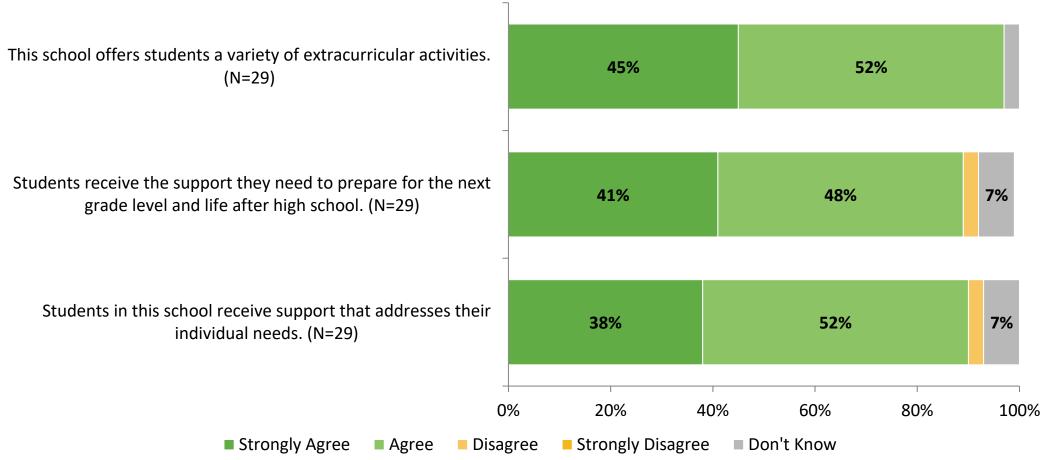
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Student Support

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



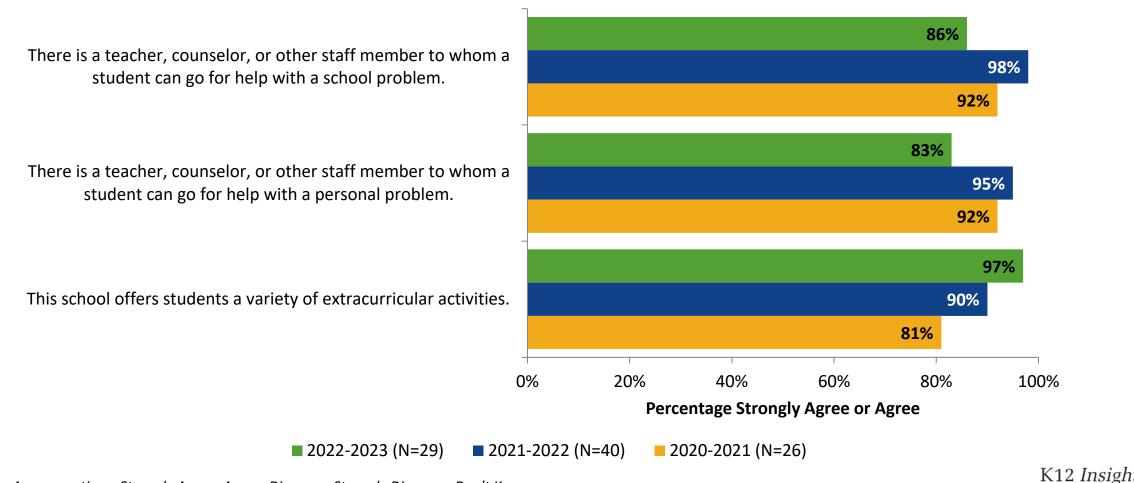
Student Support (Continued)





Student Support: Comparison Over Time

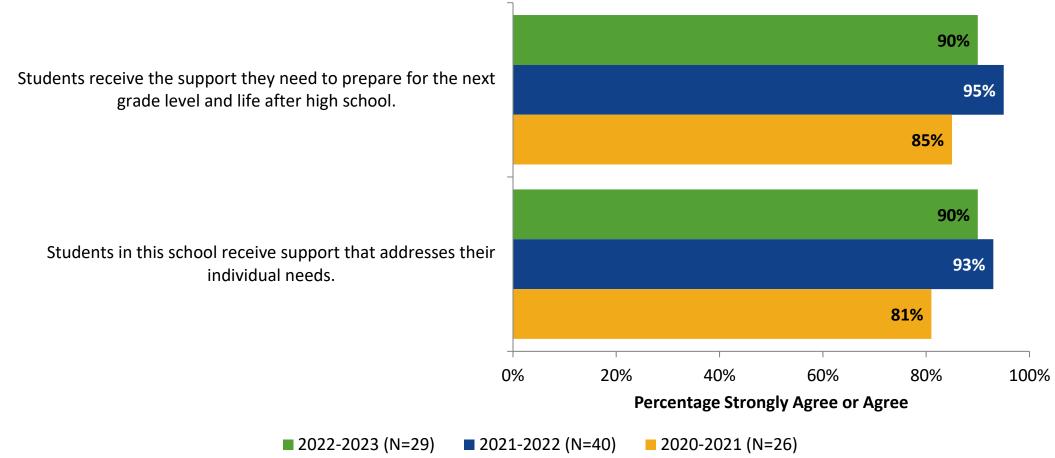
How strongly do you agree or disagree with the following statements?



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

Student Support: Comparison Over Time (Continued)

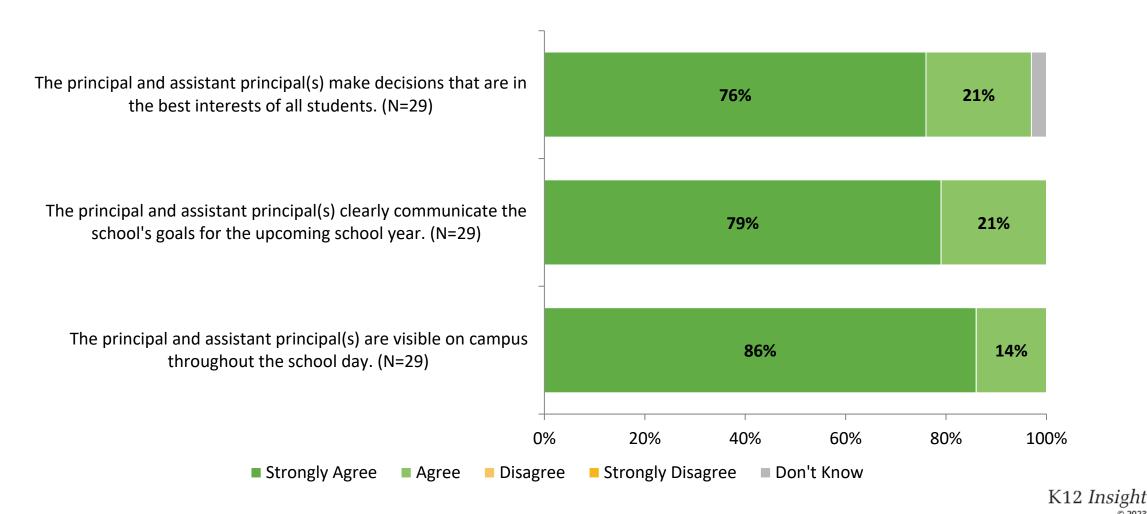
How strongly do you agree or disagree with the following statements?



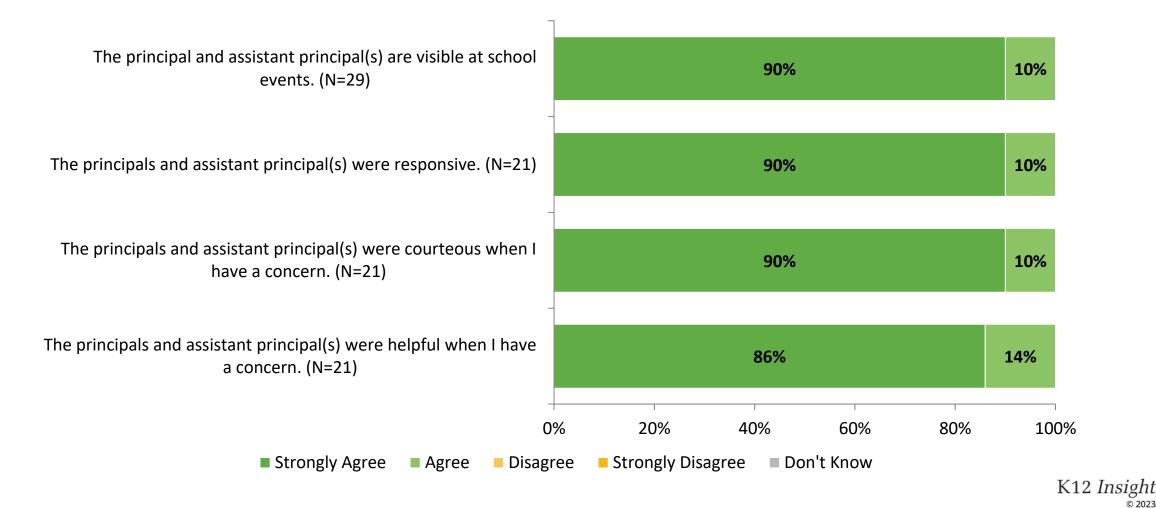
³⁸ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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School Leadership

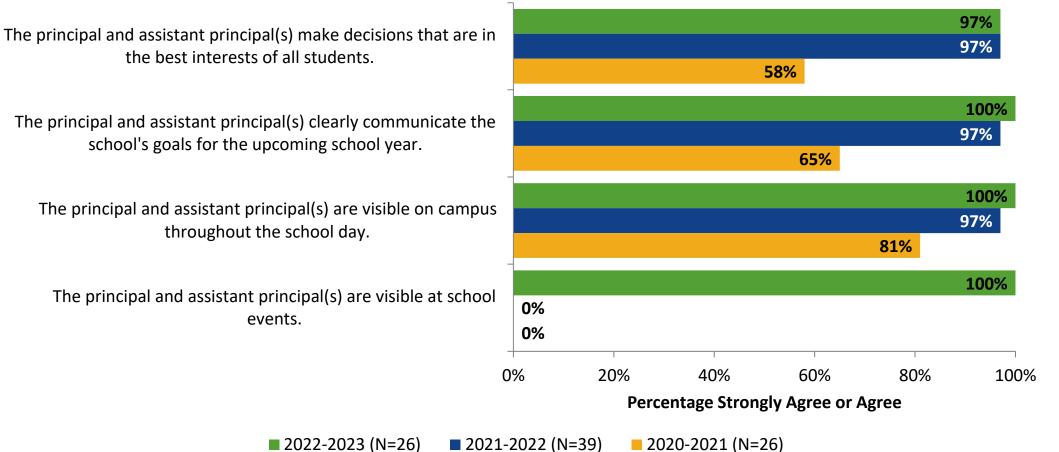


School Leadership (Continued)



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

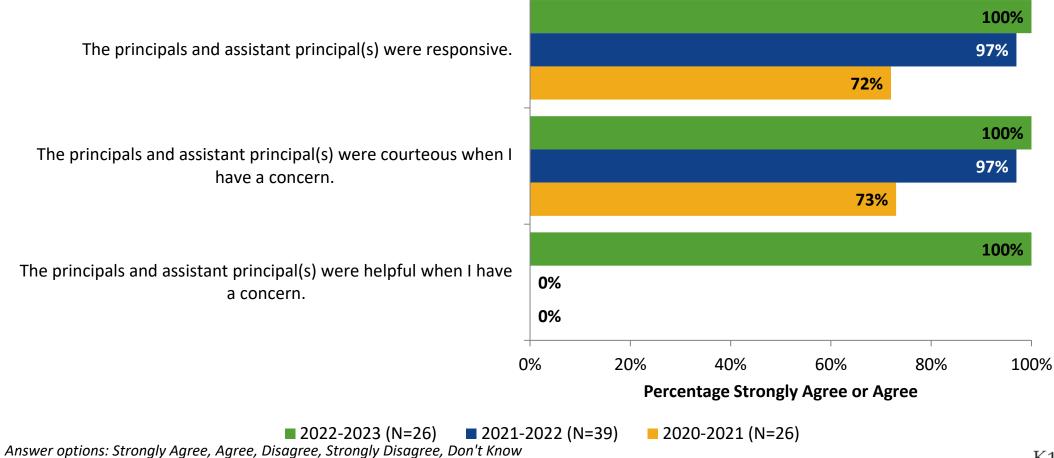
Note: 0% indicates a question was not asked during that survey administration.

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School Leadership: Comparison Over Time (Continued)

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



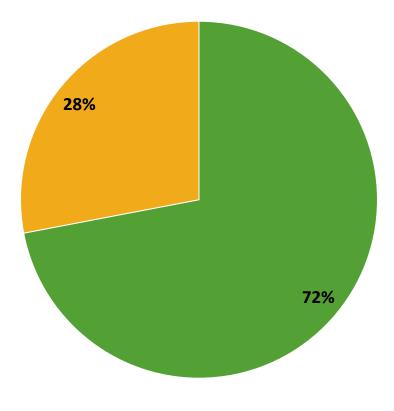
Note: 0% indicates a question was not asked during that survey administration.

42

K12 Insight O

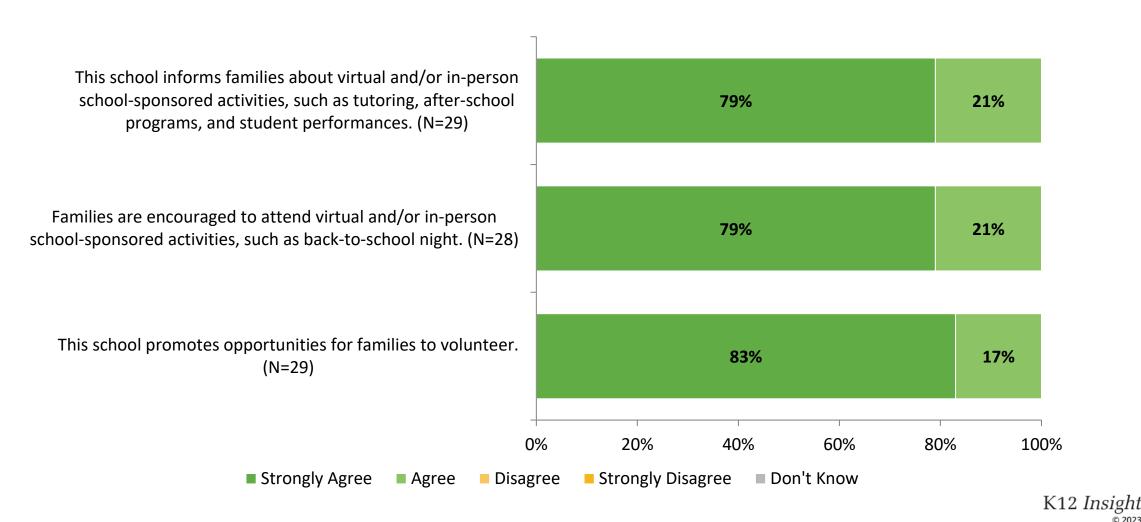
Interaction with Principals and/or Assistant Principals

This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=29)

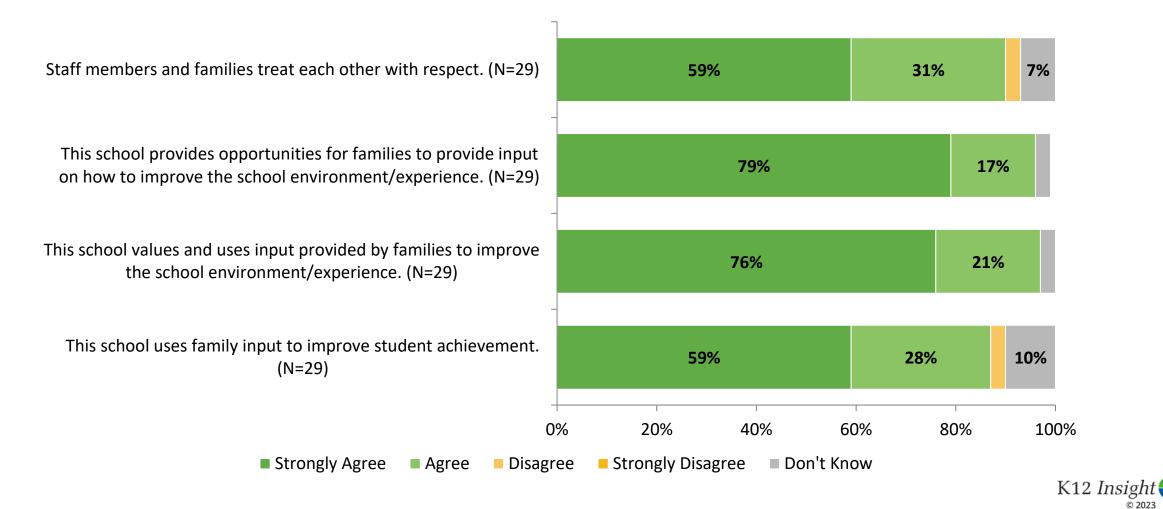




Family Involvement

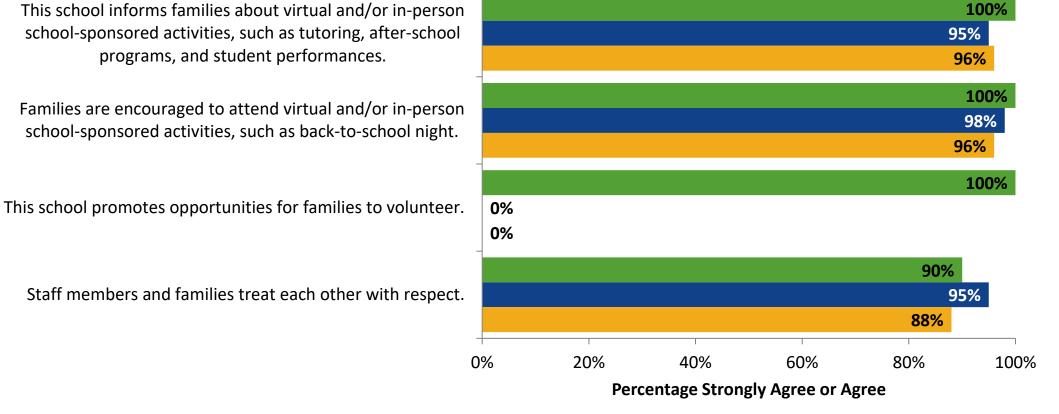


Family Involvement (Continued)



Family Involvement: Comparison Over Time

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



2020-2021 (N=26)

2022-2023 (N=29) 2021-2022 (N=40)

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

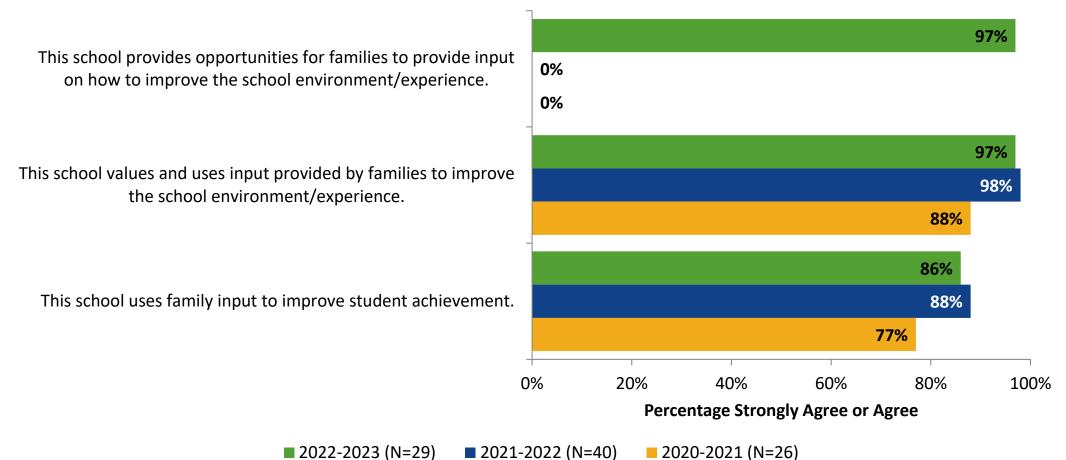
Note: 0% indicates a question was not asked during that survey administration.

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Family Involvement: Comparison Over Time (Continued)

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



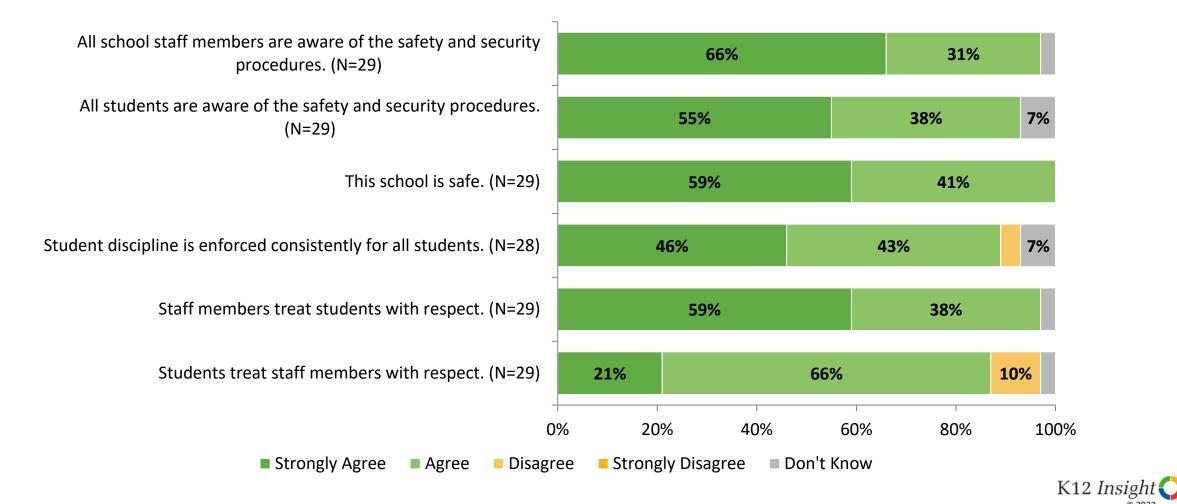
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

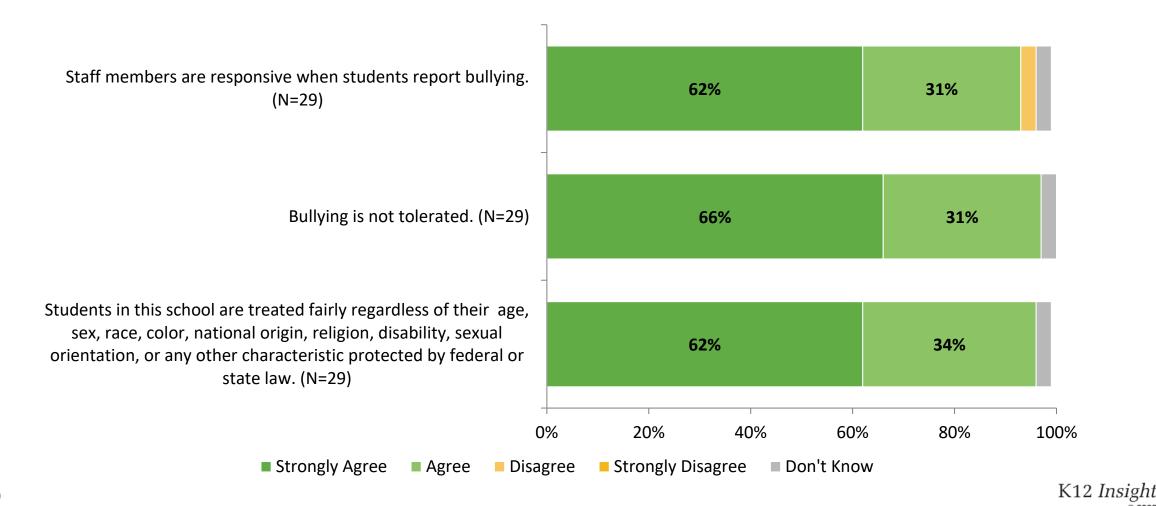
47

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Safety and Behavior

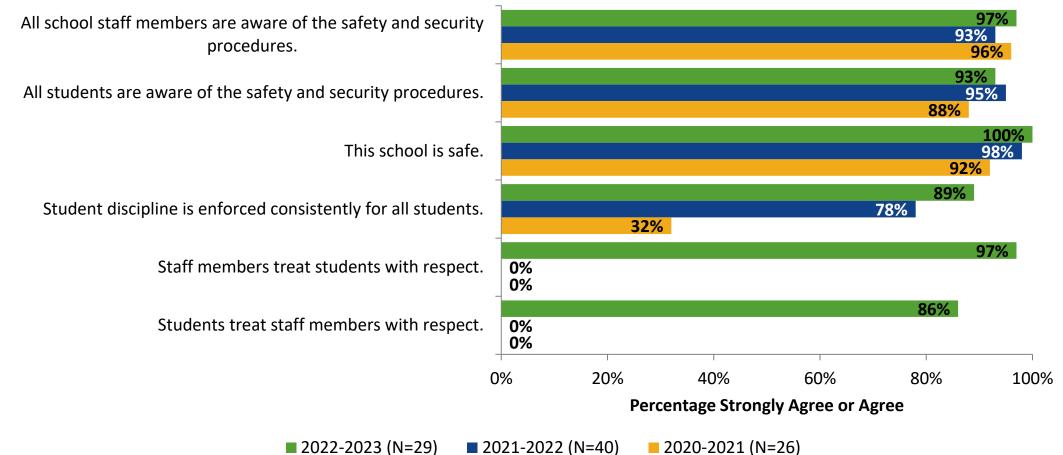


Safety and Behavior (Continued)



Safety and Behavior: Comparison Over Time

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



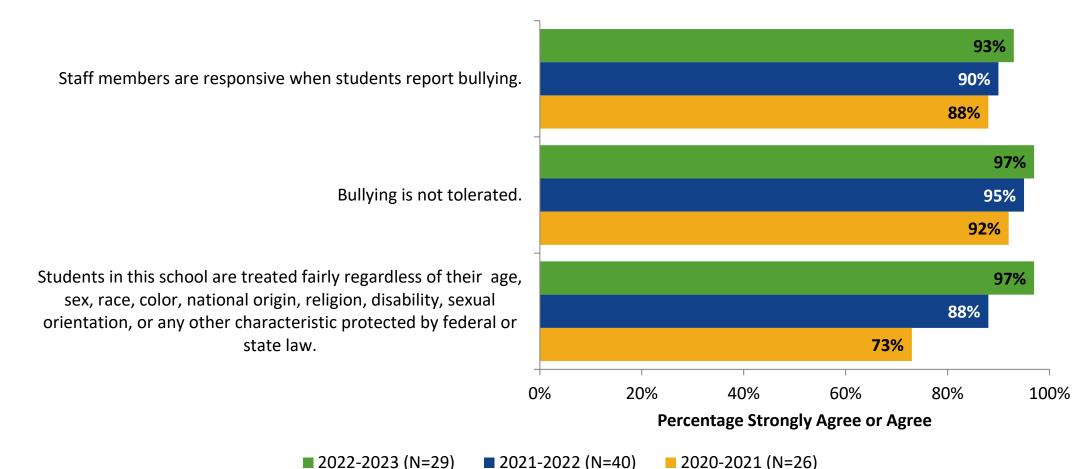
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

50

Safety and Behavior: Comparison Over Time (Continued)

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



2022-2023 (N=29) 2021-2022 (N=40)

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
How would you rate the overall quality of the education at your school?	100%	Overall Quality
The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.	100%	School Leadership
The principal and assistant principal(s) are visible on campus throughout the school day.	100%	School Leadership
The principal and assistant principal(s) are visible at school events.	100%	School Leadership
The principals and assistant principal(s) were responsive.	100%	School Leadership



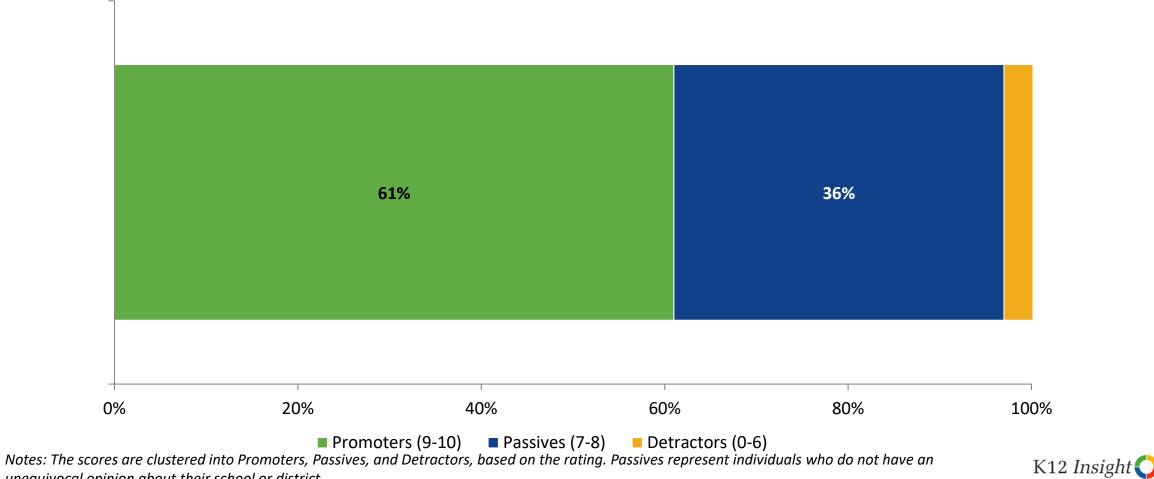
Lowest Ranking Indicators

Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
District leaders understand the professional needs of district and school employees.	33%	District Leadership
The training I have received from the district has helped me perform my job more effectively.	21%	Career Growth and Training Opportunities
I am motivated to contribute more than what is expected of me.	18%	Overall Engagement
I would feel comfortable referring a good friend to work for Pinellas County Schools.	18%	Overall Engagement
I see professional growth and long-term career opportunities with Pinellas County Schools.	15%	Overall Engagement



Net Promoter Score - School

How likely is it that you would recommend your school to a family member or friend? (N=28)



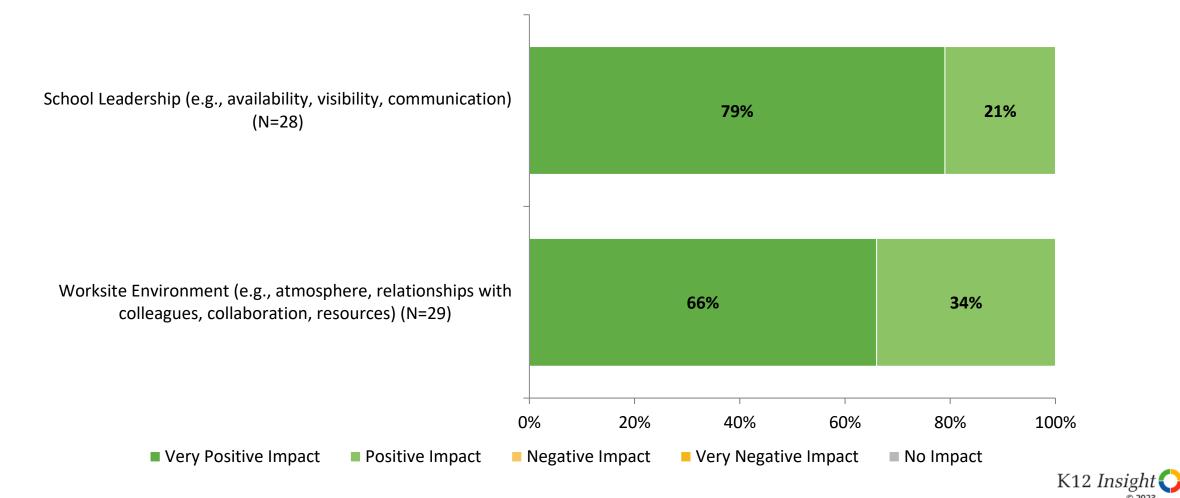
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unequivocal opinion about their school or district.

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Impact on Rating of School

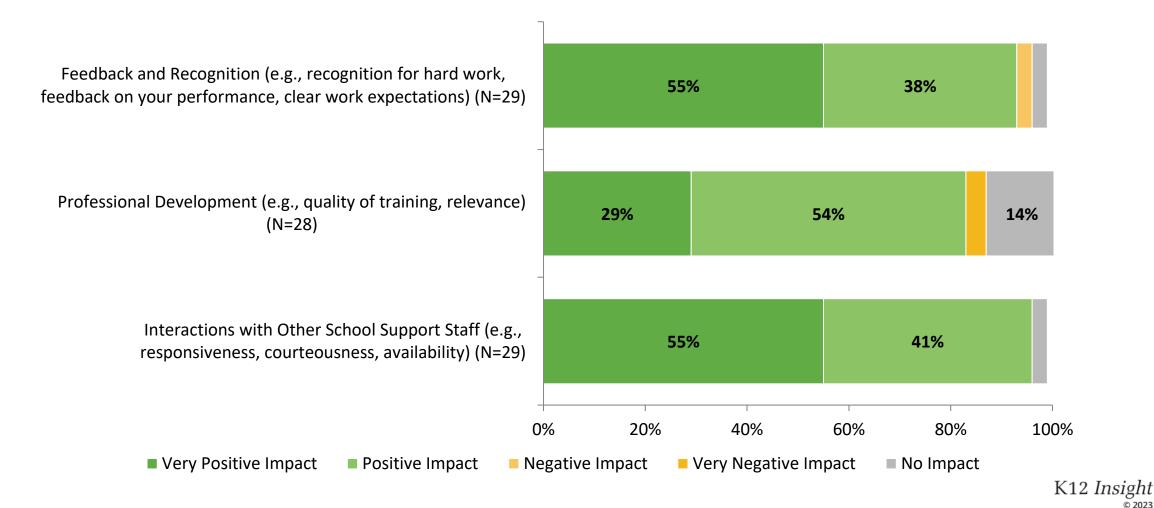
How do the following areas impact your rating of your school?



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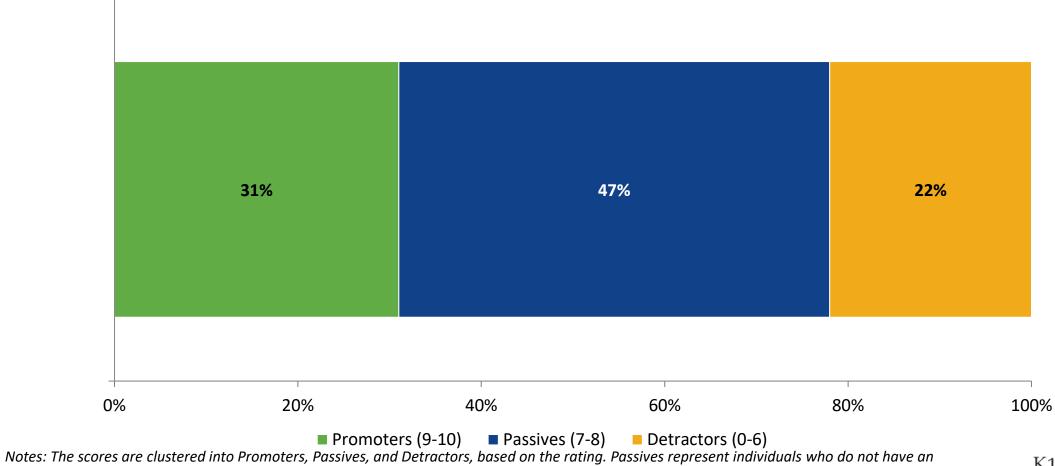
Impact on Rating of School (Continued)

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=32)



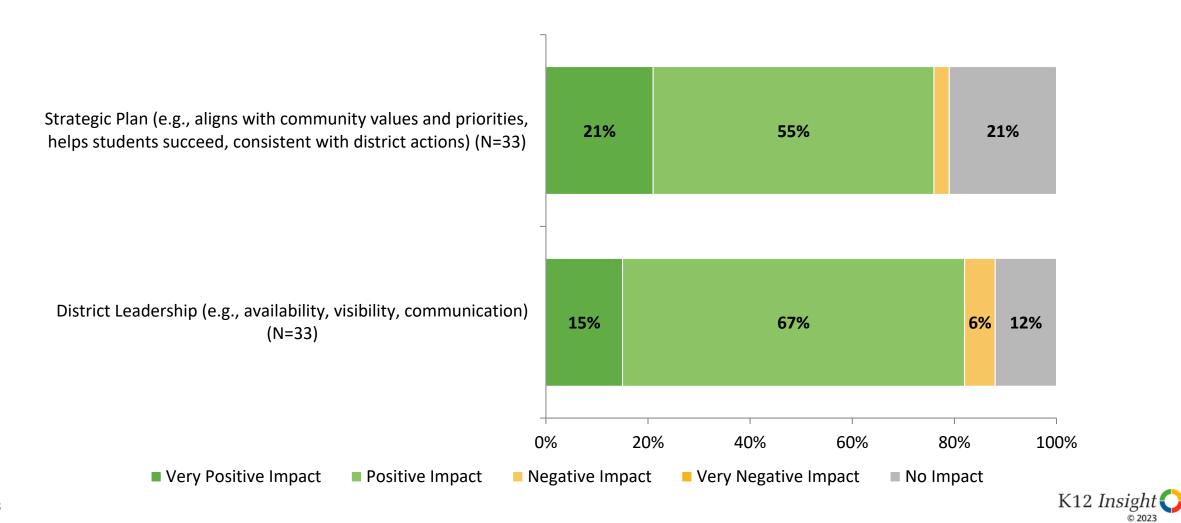
unequivocal opinion about their school or district.

57

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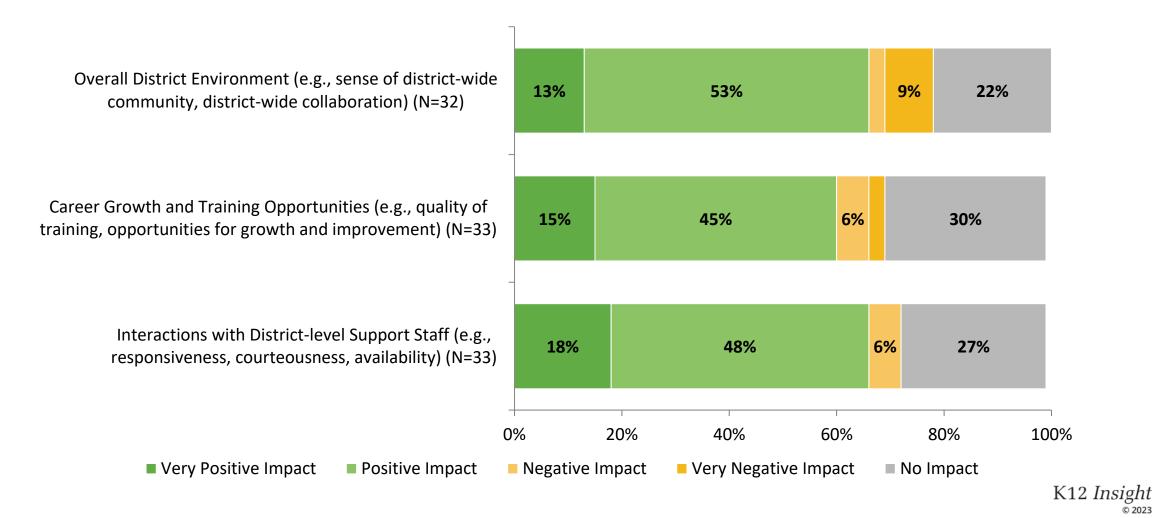
Impact on Rating of Pinellas County Schools

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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