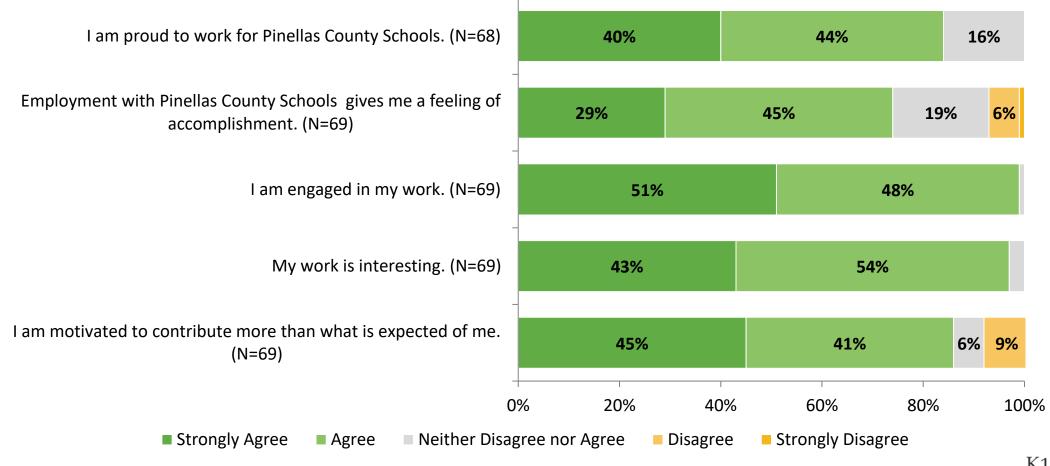
## **Employee Survey: Fitzgerald Middle School**

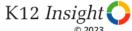
Results

2022-2023 School Year

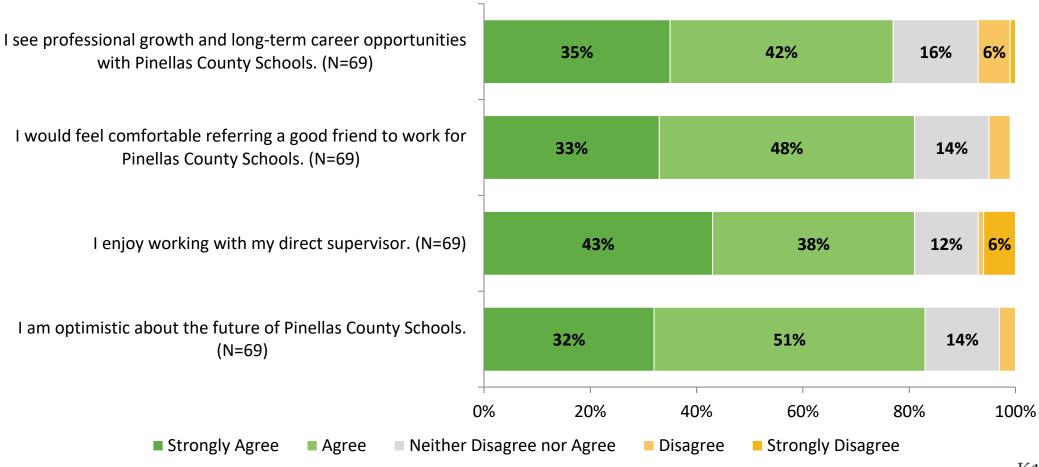


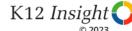
### **Overall Engagement**



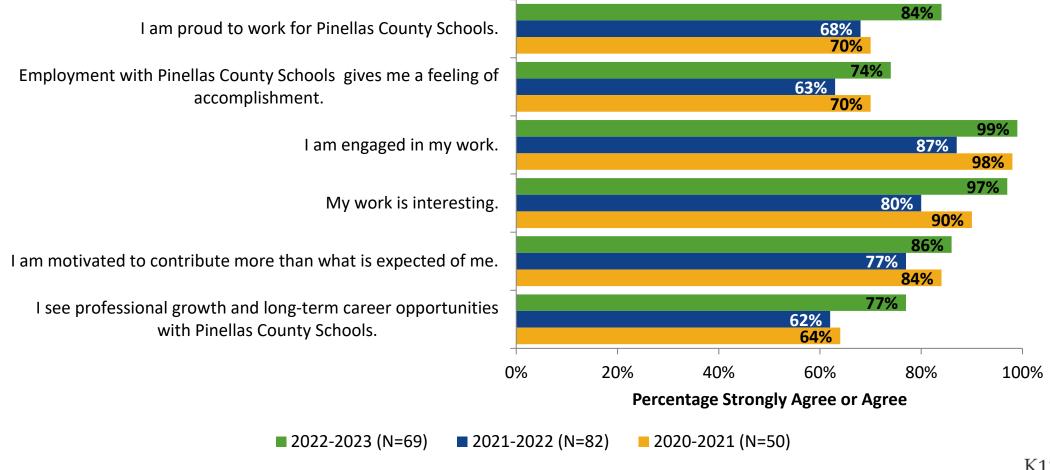


## **Overall Engagement (Continued)**



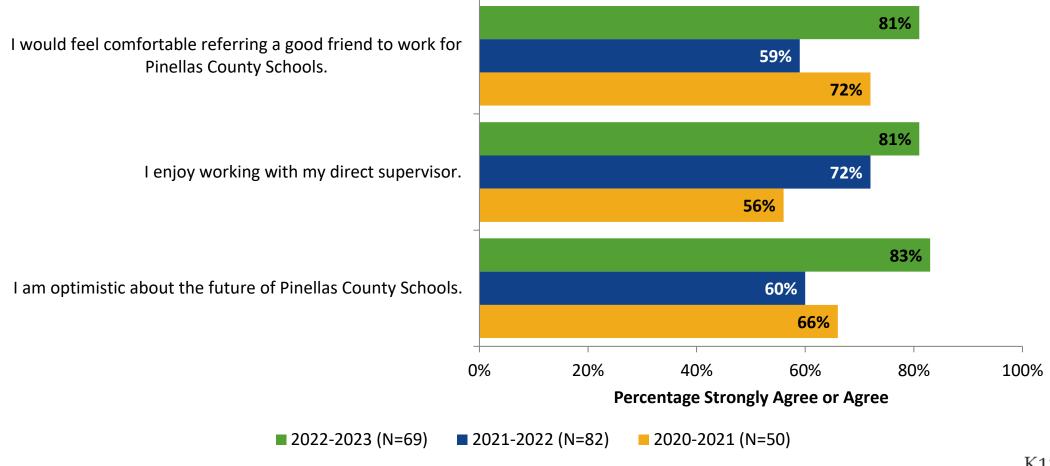


### **Overall Engagement: Comparison Over Time**



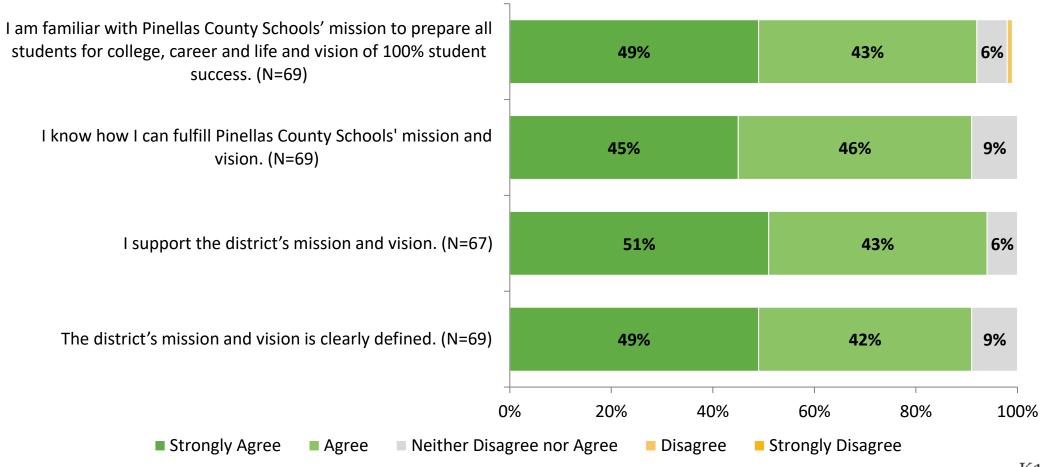


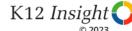
## **Overall Engagement: Comparison Over Time (Continued)**



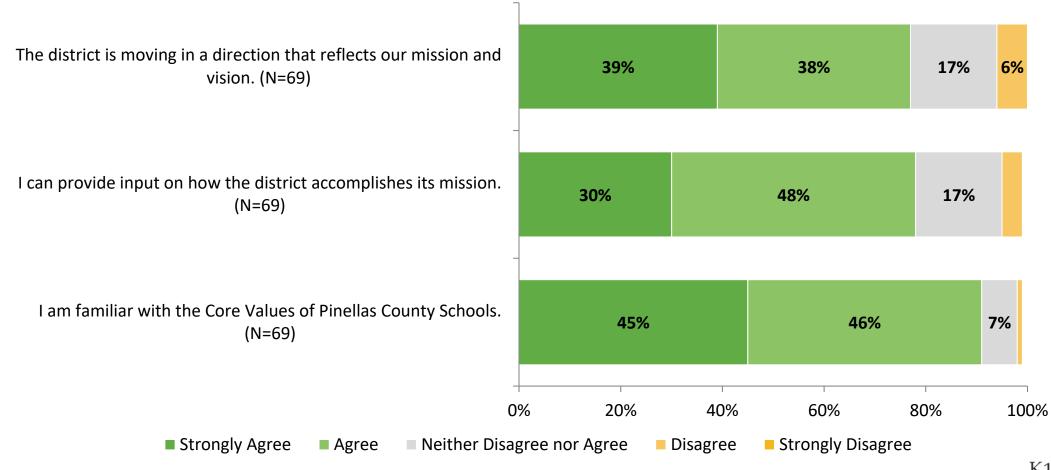


#### **Mission and Vision**

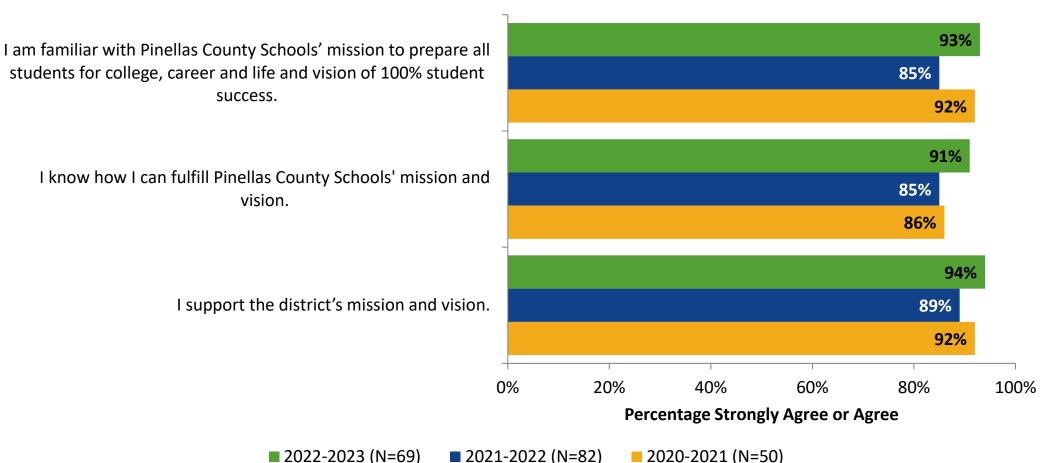




## **Mission and Vision (Continued)**

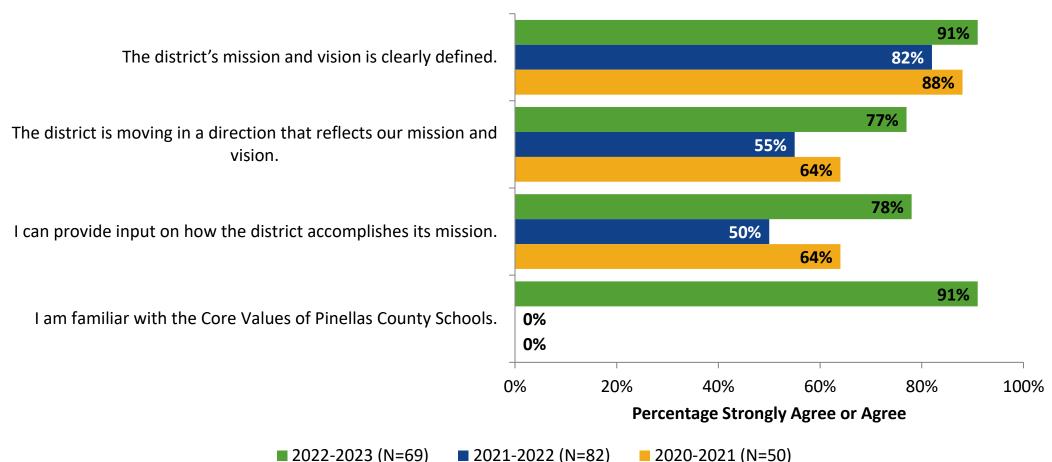


### Mission and Vision: Comparison Over Time



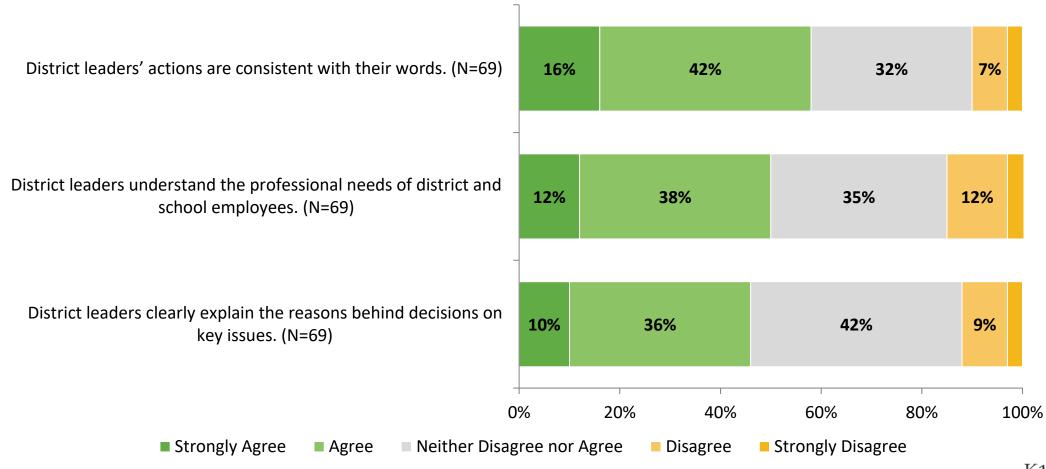


## Mission and Vision: Comparison Over Time (Continued)

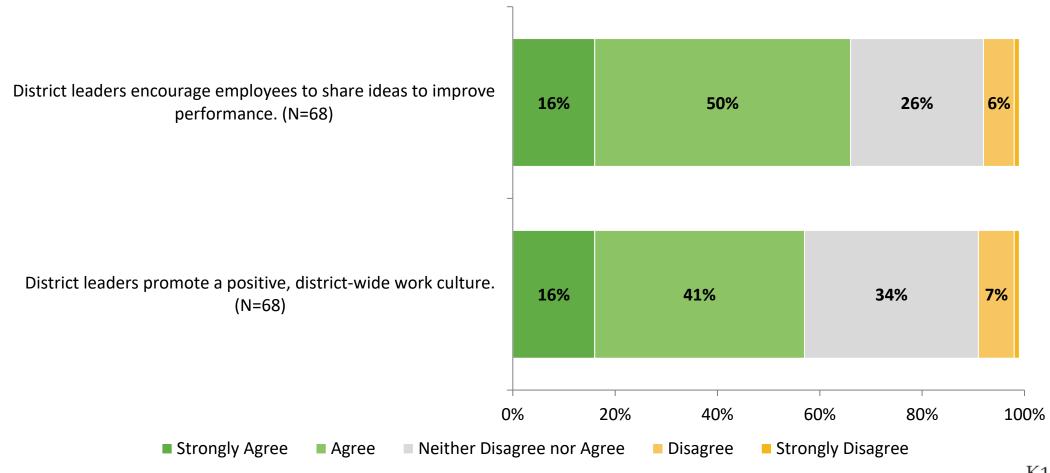




## **District Leadership**

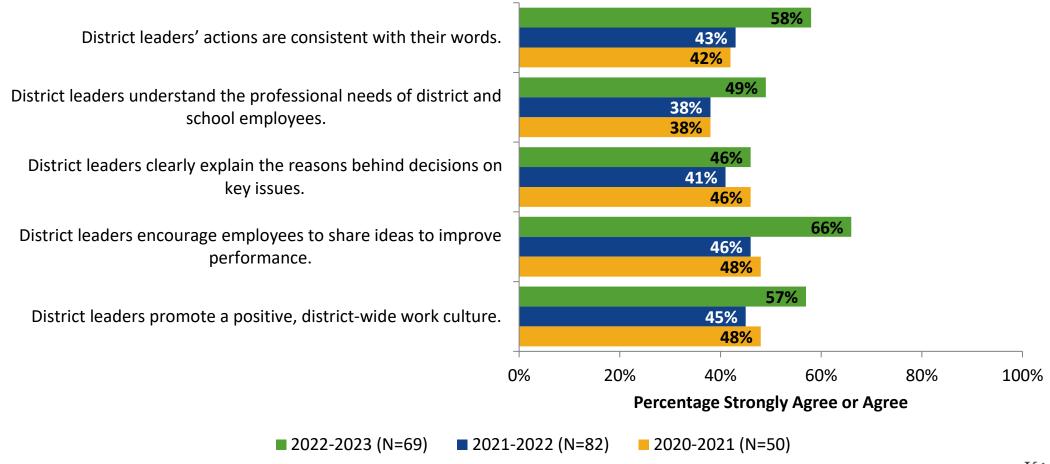


## **District Leadership (Continued)**



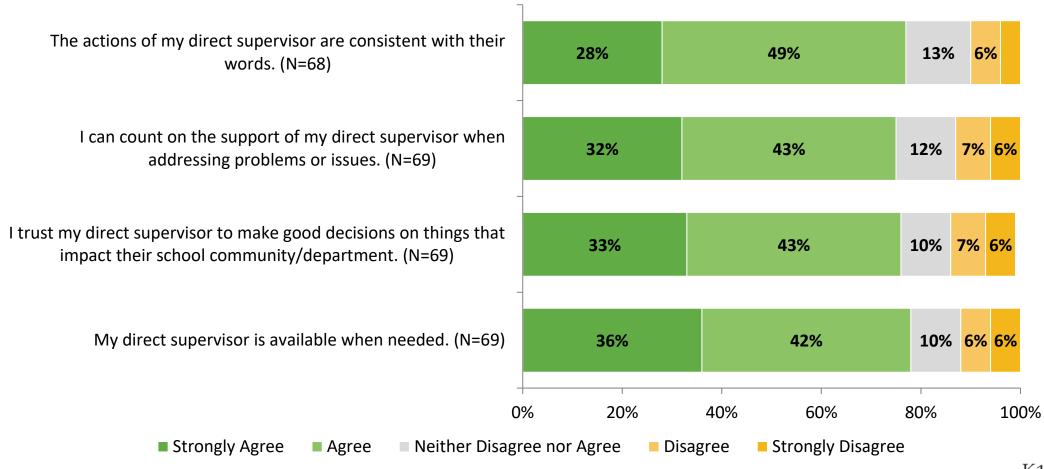


## **District Leadership: Comparison Over Time**



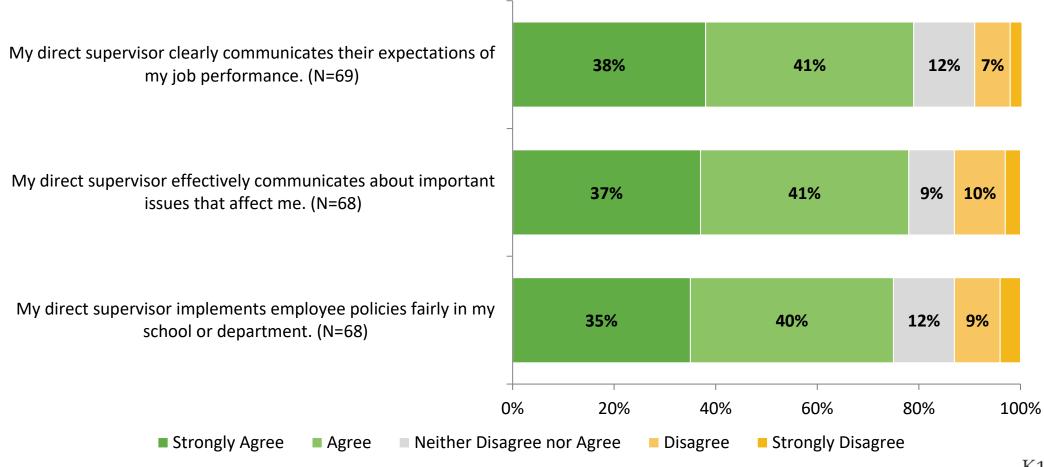


## **Worksite Leadership**

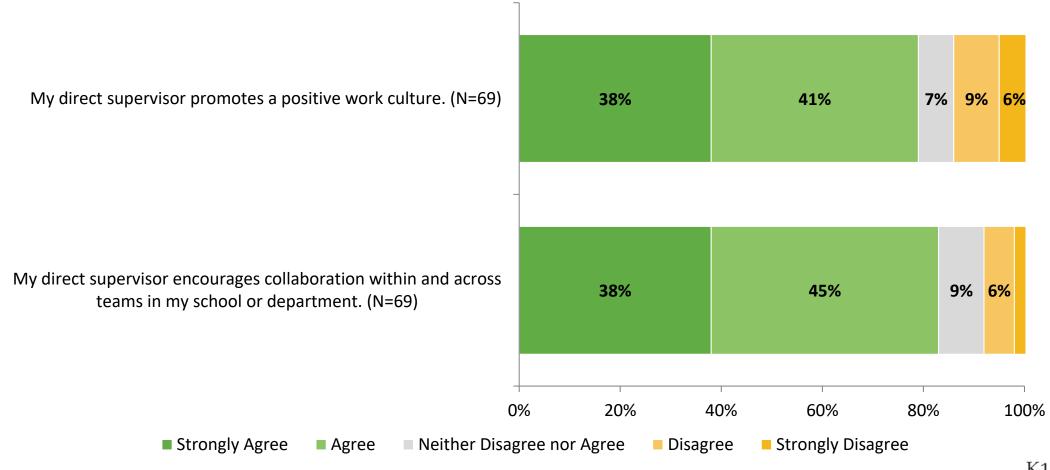




## **Worksite Leadership (Continued)**



## **Worksite Leadership (Continued)**





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

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

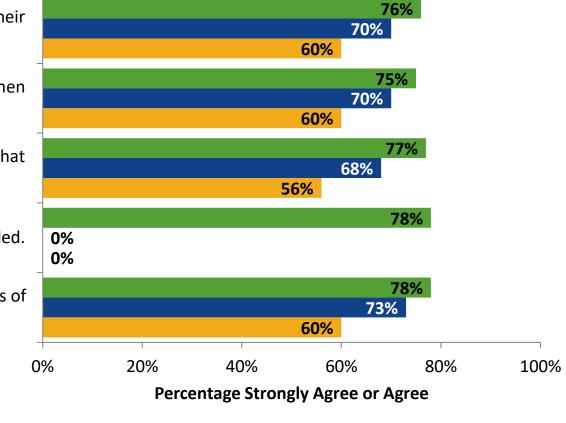
The actions of my direct supervisor are consistent with their words.

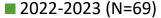
I can count on the support of my direct supervisor when addressing problems or issues.

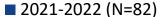
I trust my direct supervisor to make good decisions on things that impact their school community/department.

My direct supervisor is available when needed.

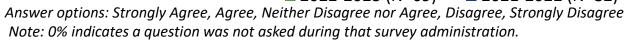
My direct supervisor clearly communicates their expectations of my job performance.





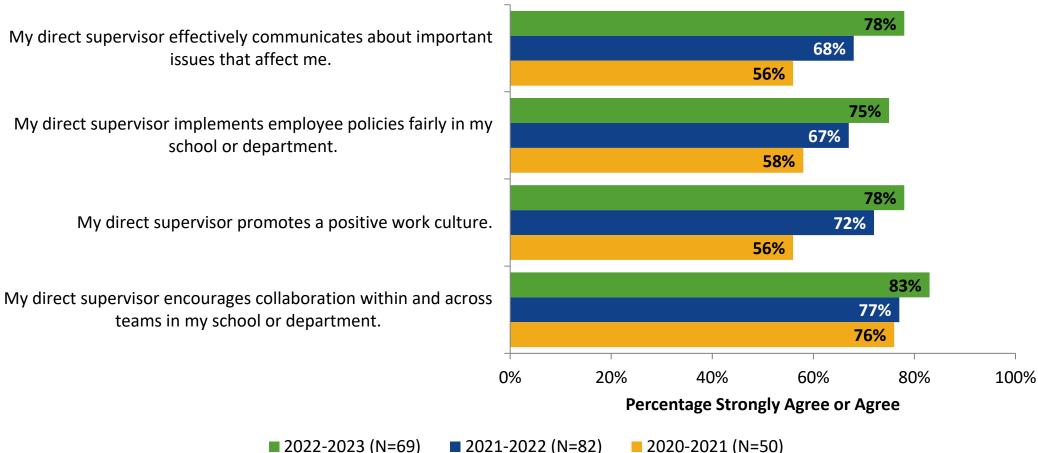


2020-2021 (N=50)



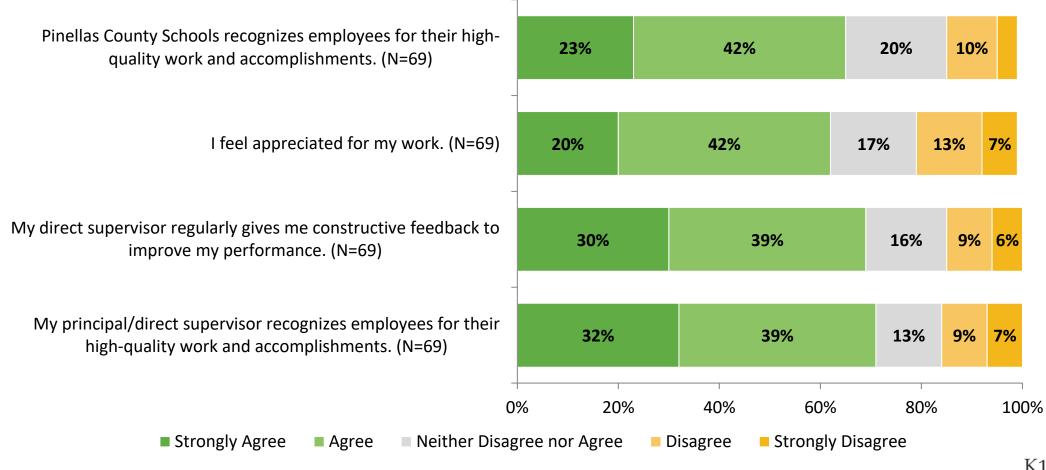


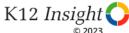
## **Worksite Leadership: Comparison Over Time (Continued)**



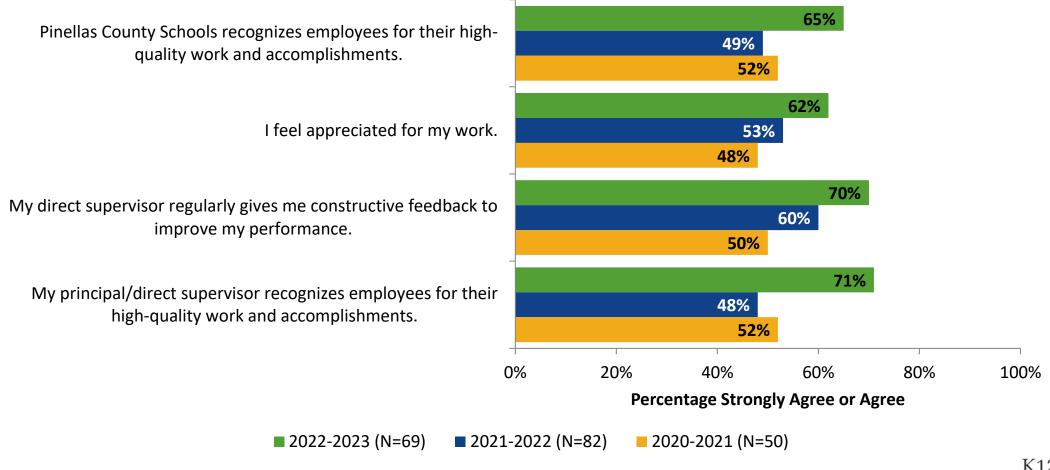


### **Feedback and Recognition**



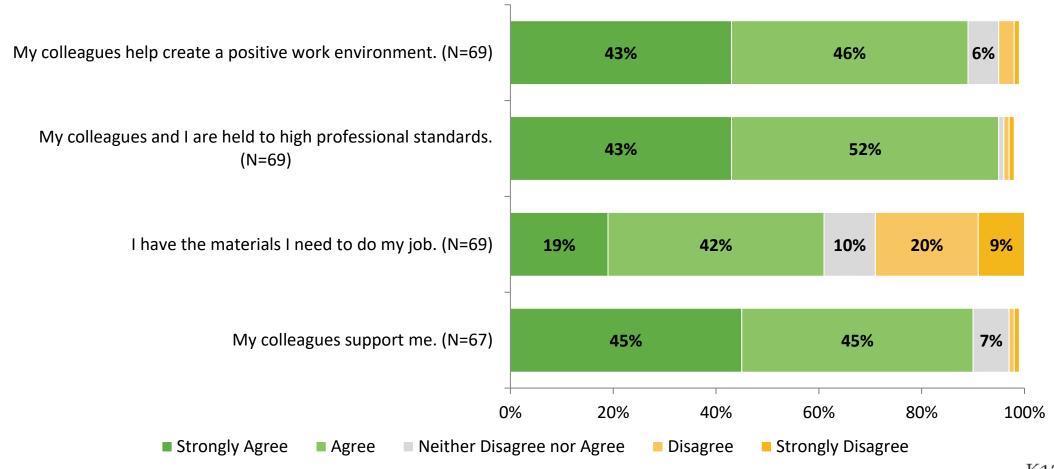


### Feedback and Recognition: Comparison Over Time

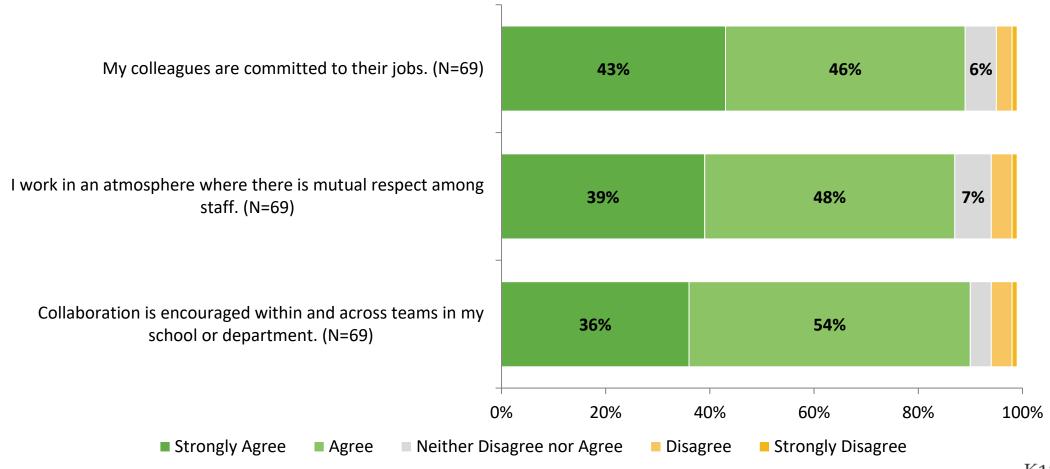


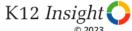


#### **Work Environment**

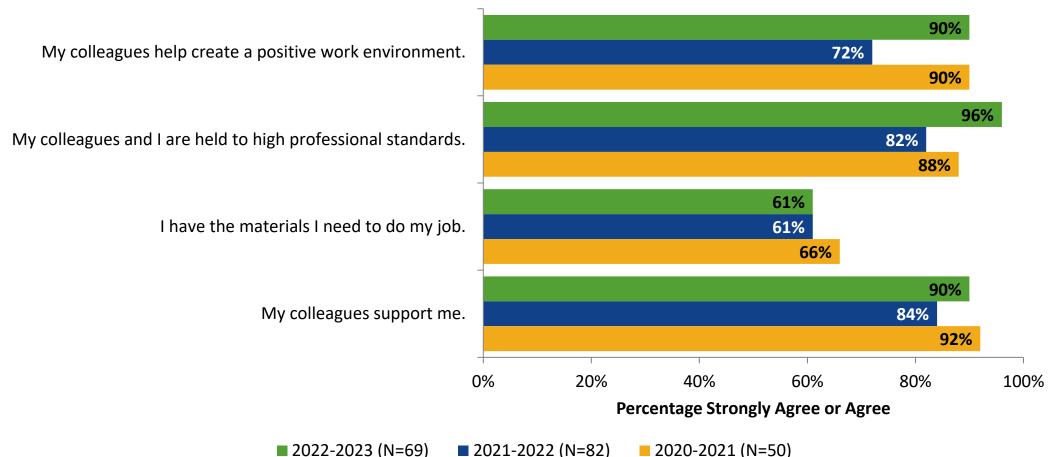


## **Work Environment (Continued)**



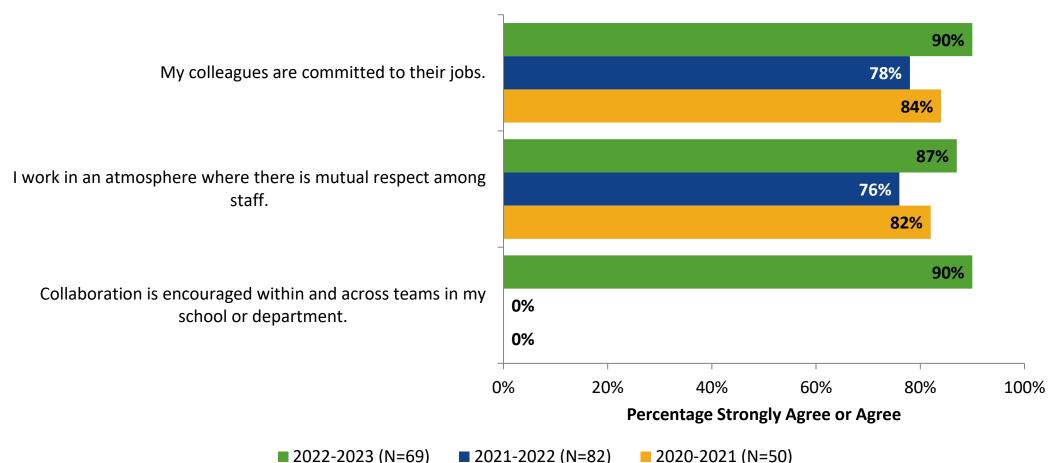


### **Work Environment: Comparison Over Time**



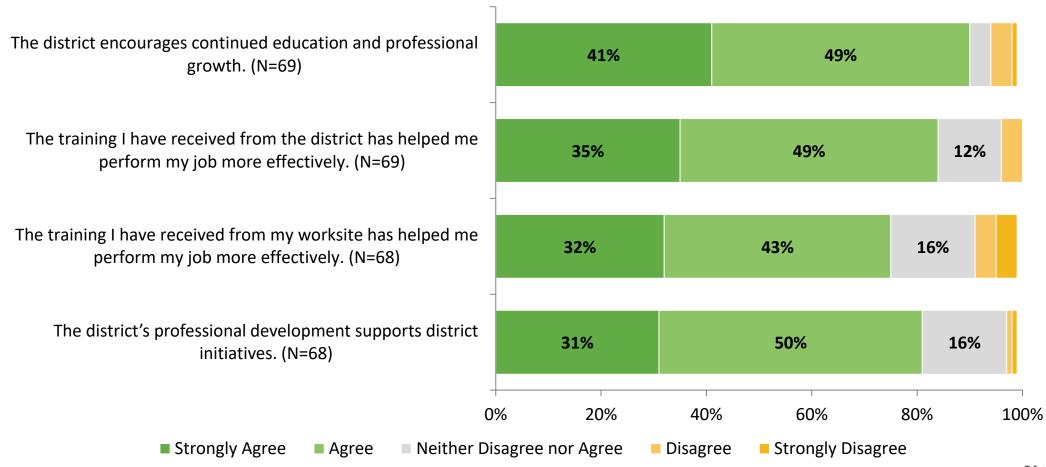


## **Work Environment: Comparison Over Time (Continued)**

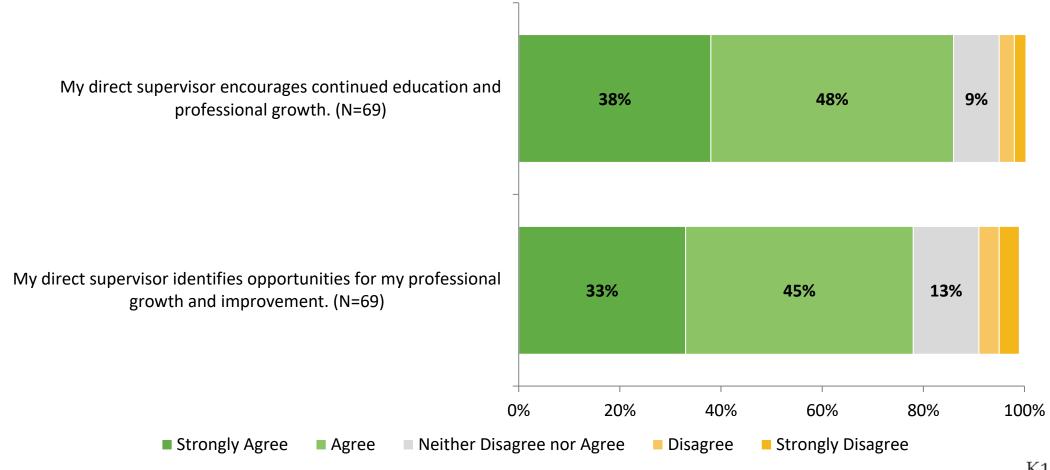




### **Career Growth and Training Opportunities**

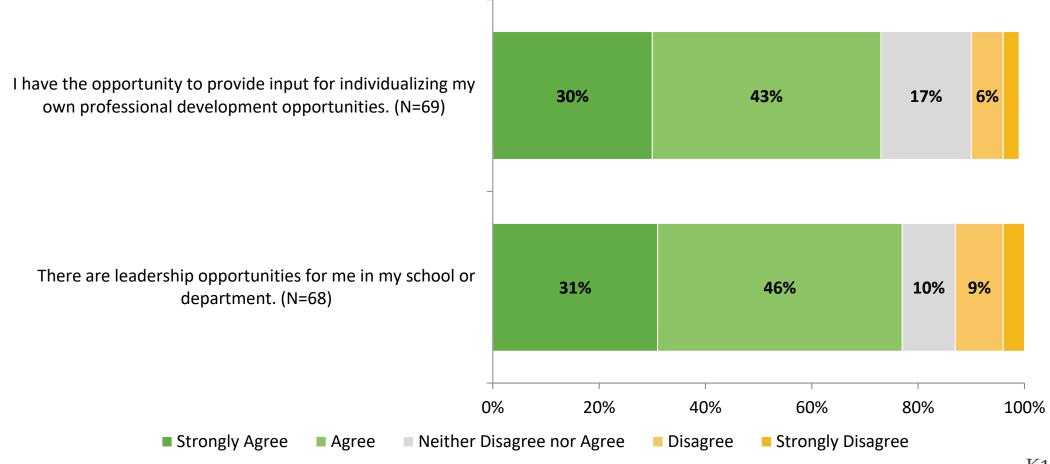


# **Career Growth and Training Opportunities (Continued)**





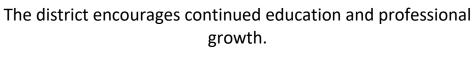
# **Career Growth and Training Opportunities (Continued)**





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

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

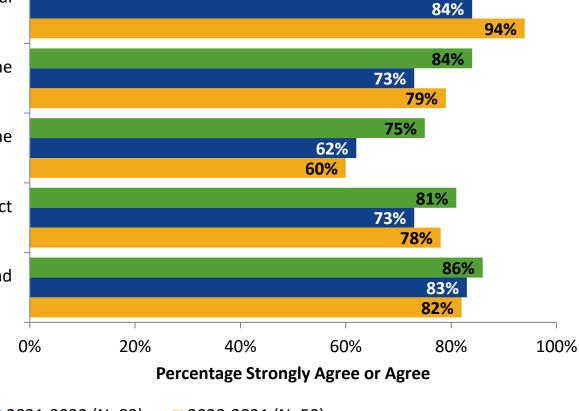


The training I have received from the district has helped me perform my job more effectively.

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.

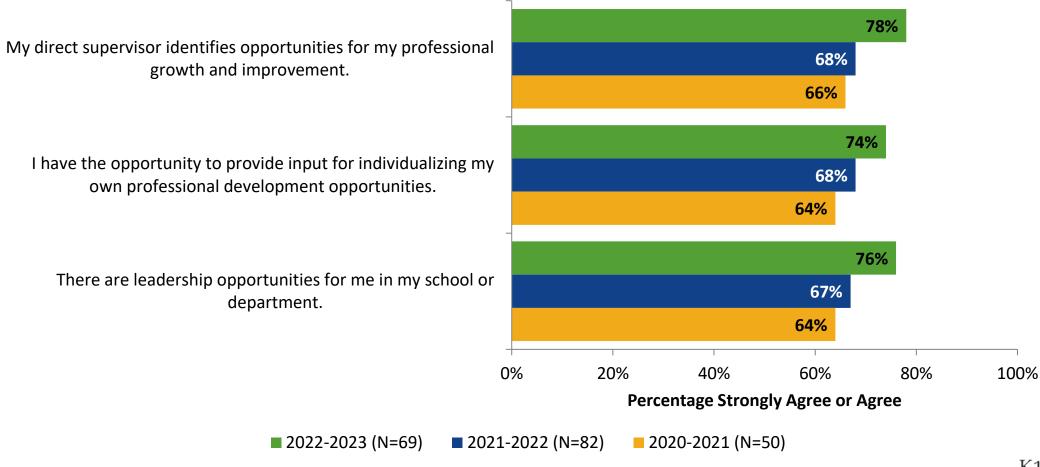


■ 2022-2023 (N=69) ■ 2021-2022 (N=82) ■ 2020-2021 (N=50)



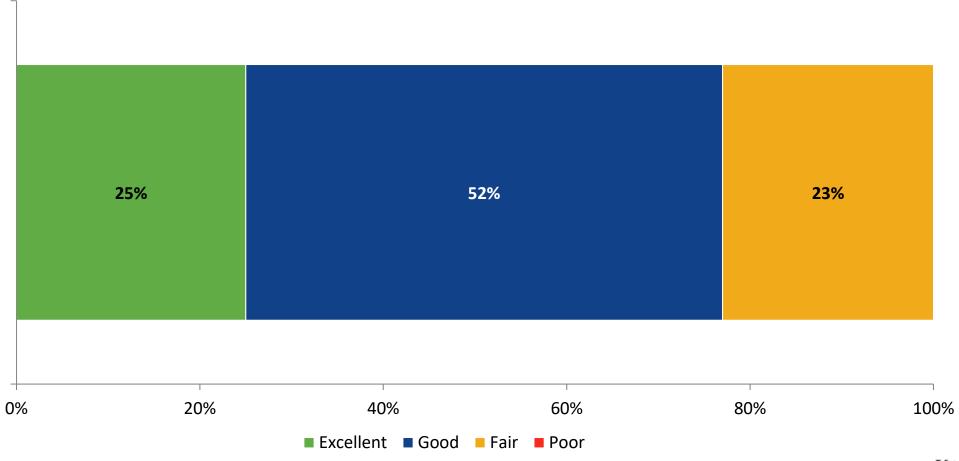
90%

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



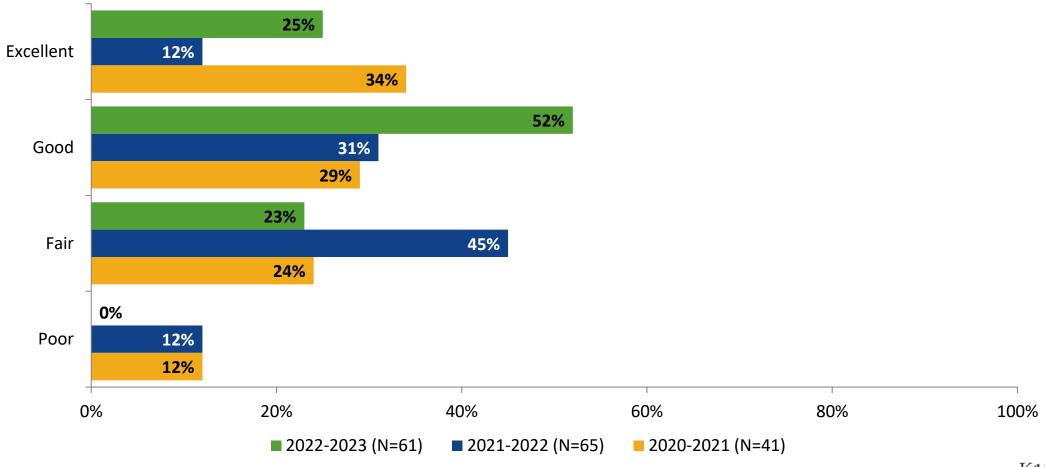
# **Overall Quality**

How would you rate the overall quality of the education at your school? (N=61)

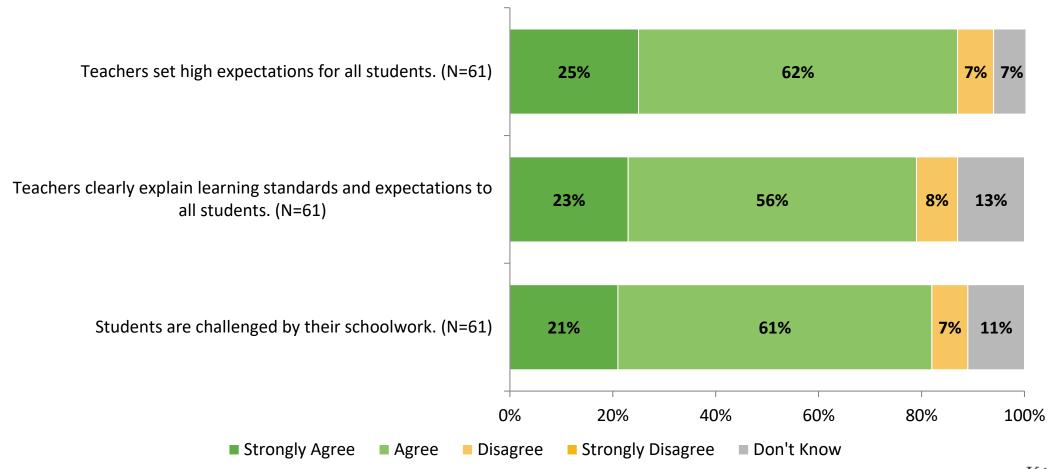


# **Overall Quality: Comparison Over Time**

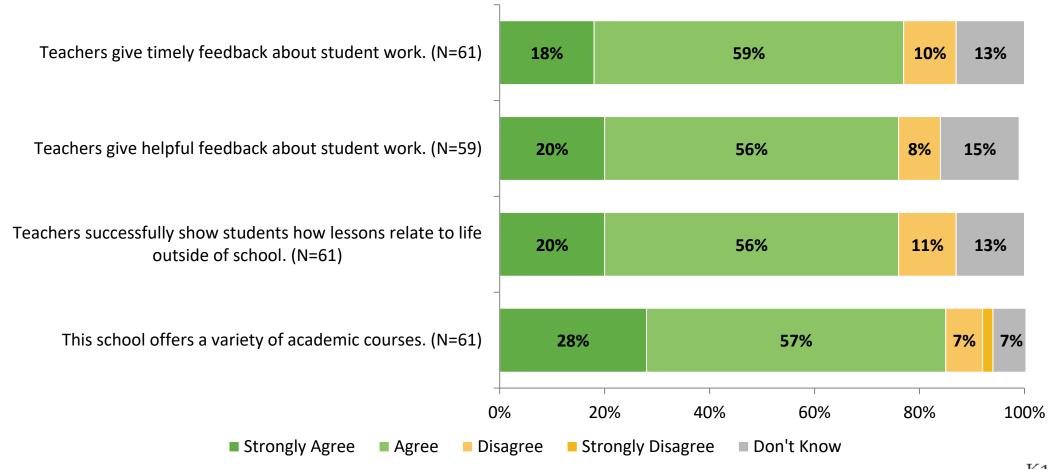
How would you rate the overall quality of the education at your school?



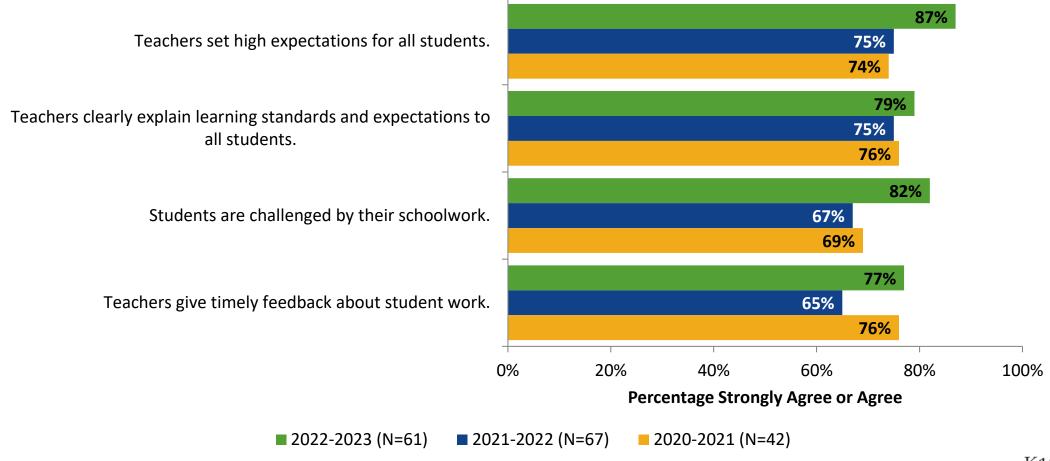
### **Academic Support**

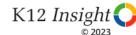


## **Academic Support (Continued)**

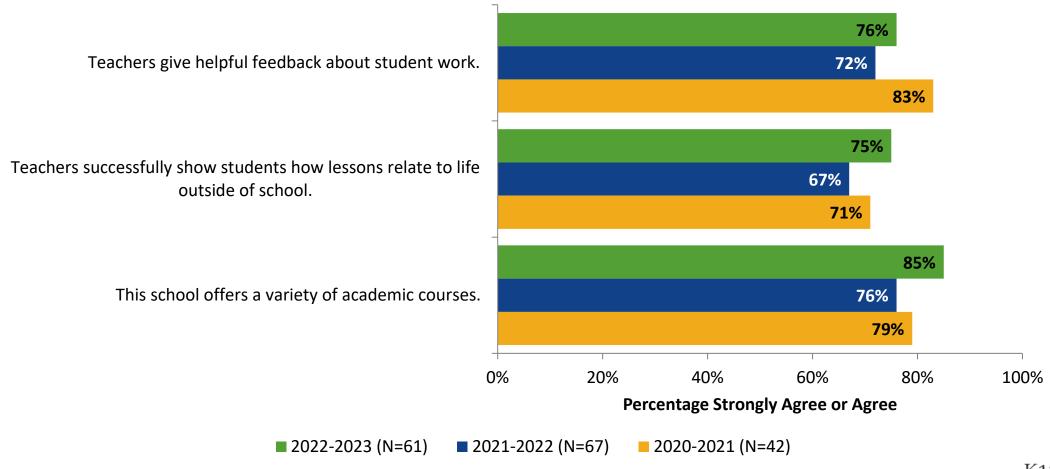


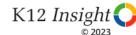
### **Academic Support: Comparison Over Time**



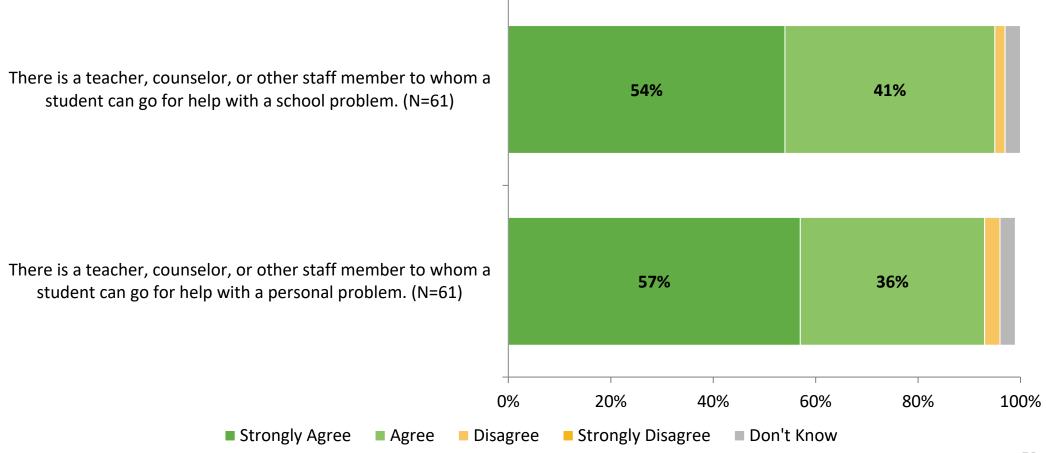


# **Academic Support: Comparison Over Time (Continued)**

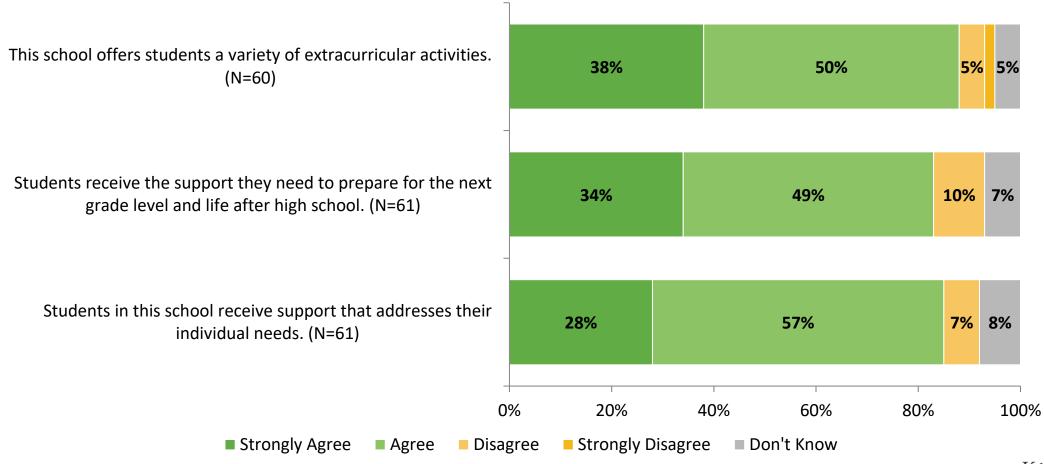




### **Student Support**



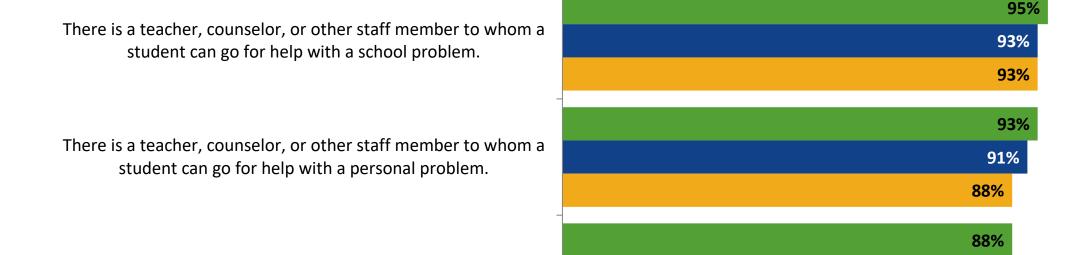
## **Student Support (Continued)**





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

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



■ 2022-2023 (N=61) ■ 2021-2022 (N=67) ■ 2020-2021 (N=41)

20%

0%



100%

76%

80%

61%

**Percentage Strongly Agree or Agree** 

60%

40%

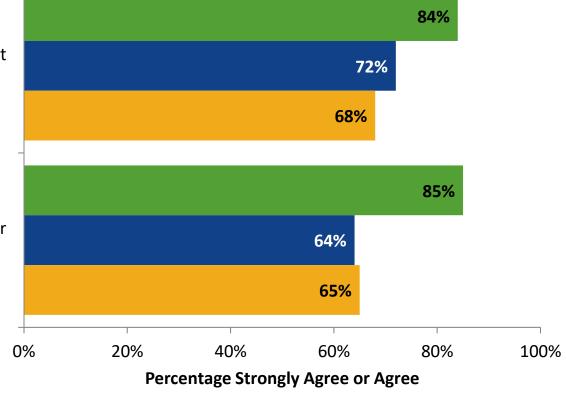
This school offers students a variety of extracurricular activities.

# **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 next grade level and life after high school.

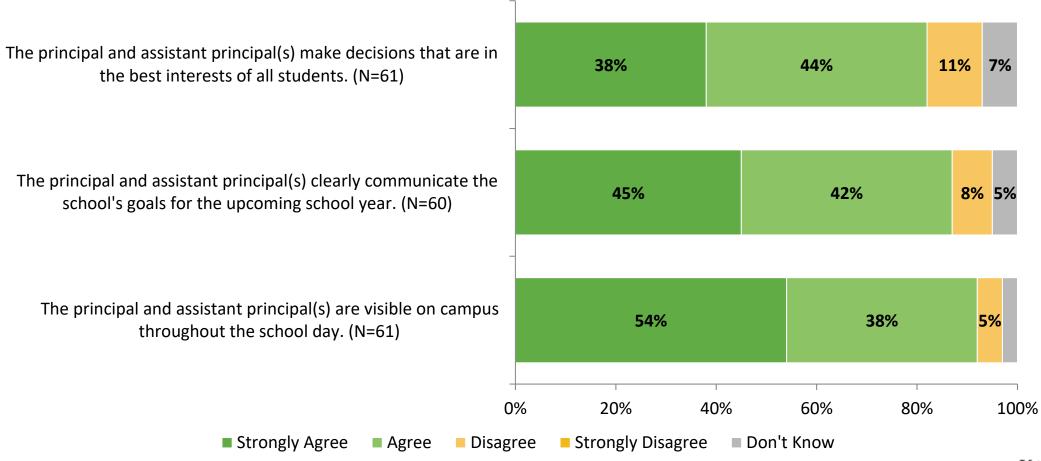
Students in this school receive support that addresses their individual needs.



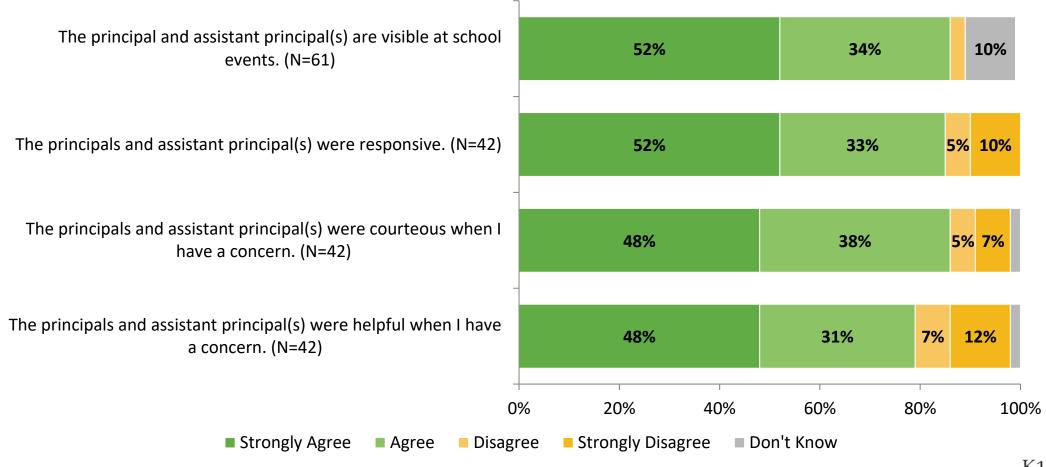
■ 2022-2023 (N=61) ■ 2021-2022 (N=67) ■ 2020-2021 (N=41)



### **School Leadership**



# **School Leadership (Continued)**



# **School Leadership: Comparison Over Time**

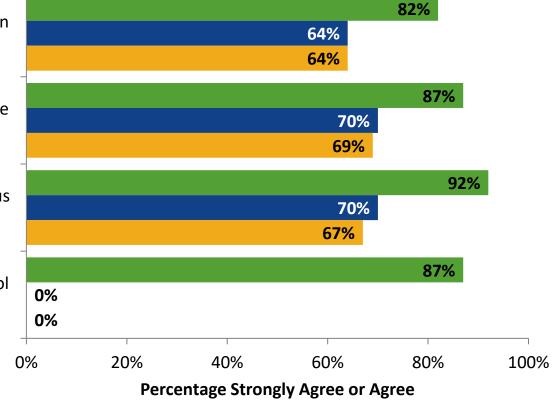
How strongly do you agree or disagree with the following statements?

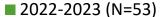
The principal and assistant principal(s) make decisions that are in the best interests of all students.

The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.

The principal and assistant principal(s) are visible on campus throughout the school day.

The principal and assistant principal(s) are visible at school events.



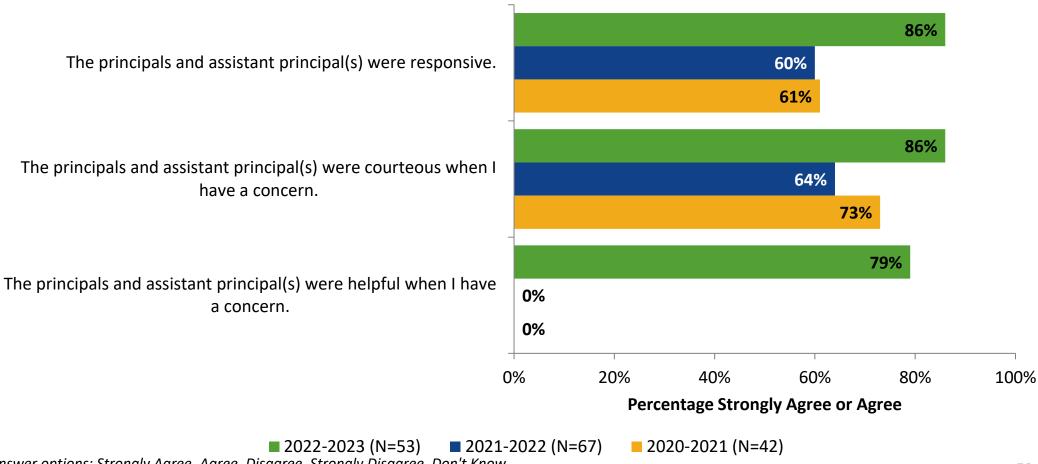


■ 2021-2022 (N=67)

2020-2021 (N=42)



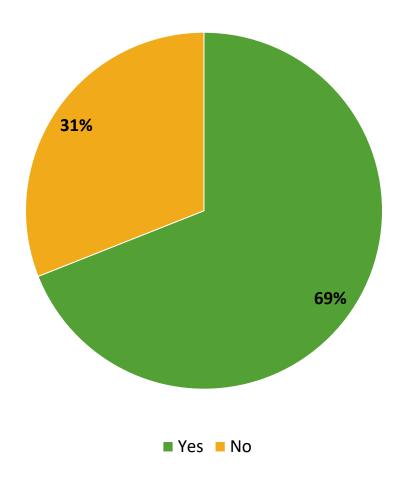
# **School Leadership: Comparison Over Time (Continued)**



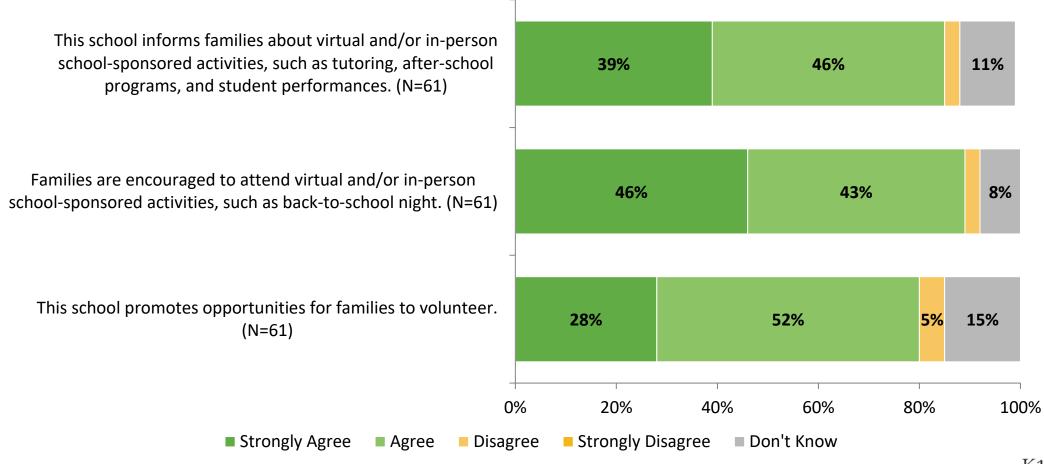


# Interaction with Principals and/or Assistant Principals

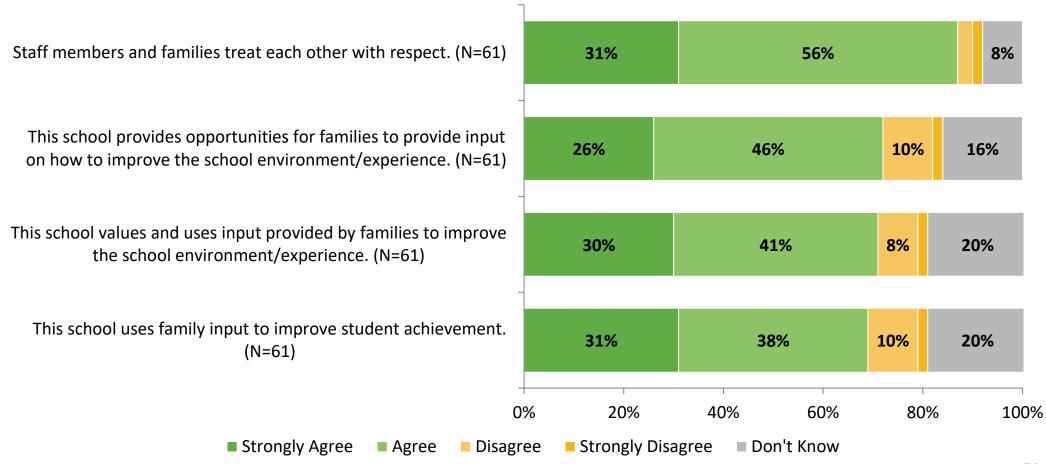
This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=61)



# **Family Involvement**



# **Family Involvement (Continued)**





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

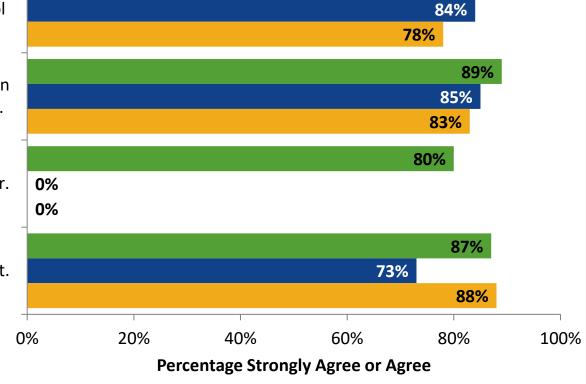
How strongly do you agree or disagree with the following statements?

This school informs families about virtual and/or in-person 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.

This school promotes opportunities for families to volunteer.

Staff members and families treat each other with respect.

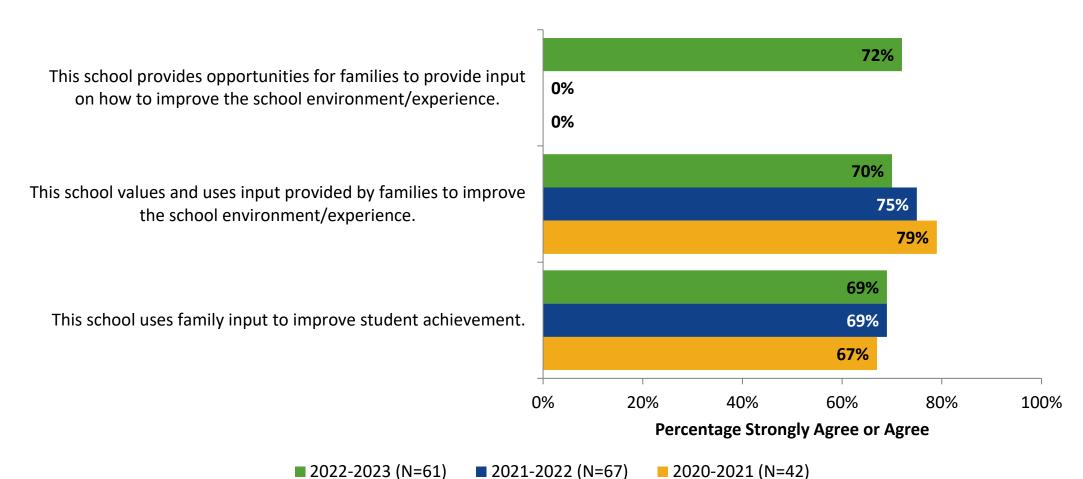


85%

■ 2022-2023 (N=61) ■ 2021-2022 (N=67) ■ 2020-2021 (N=42)

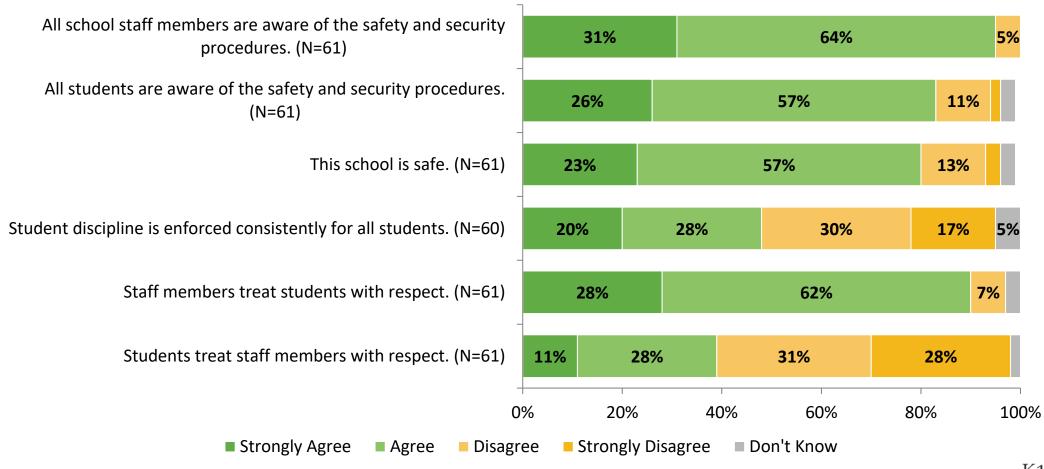


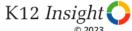
# **Family Involvement: Comparison Over Time (Continued)**



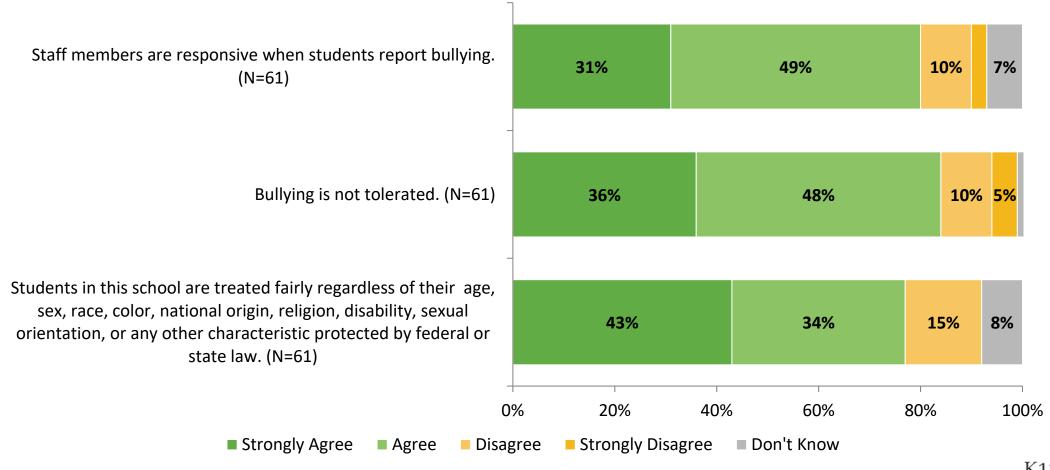


### **Safety and Behavior**



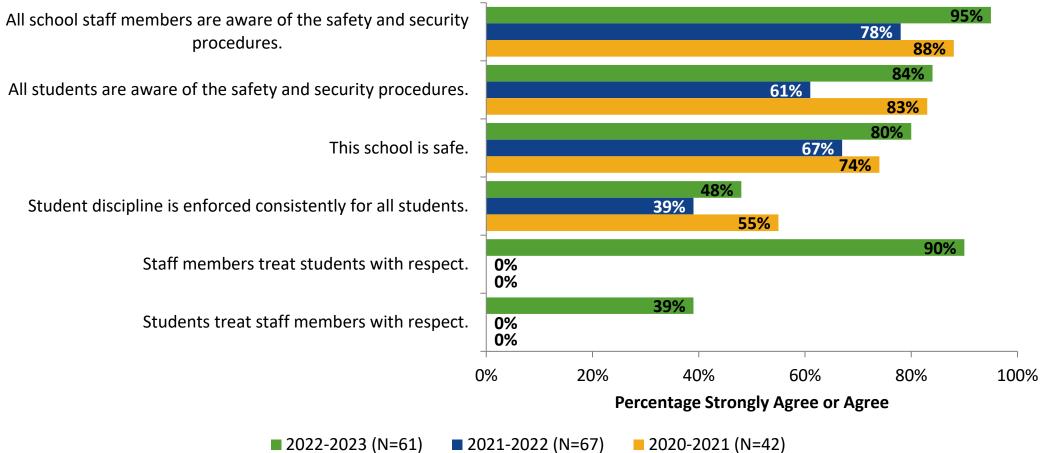


# **Safety and Behavior (Continued)**



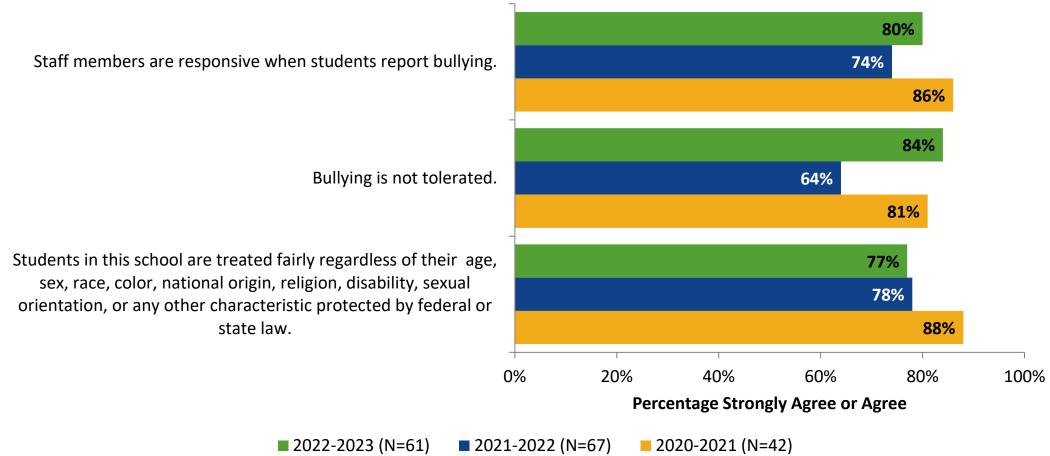


### **Safety and Behavior: Comparison Over Time**





# Safety and Behavior: Comparison Over Time (Continued)





# **Highest Ranking Indicators**

Survey Item	Percentage Strongly Agree or Agree (%)	School Climate Topic
I am engaged in my work.	99%	Overall Engagement
My work is interesting.	97%	Overall Engagement
My colleagues and I are held to high professional standards.	96%	Work Environment
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	95%	Student Support
All school staff members are aware of the safety and security procedures.	95%	Safety and Behavior

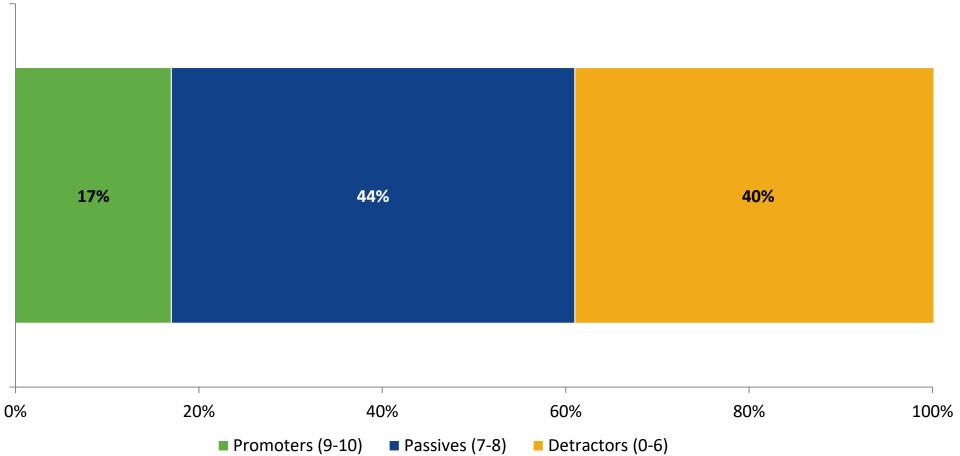


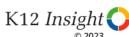
# **Lowest Ranking Indicators**

Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
Students treat staff members with respect.	59%	Safety and Behavior
Student discipline is enforced consistently for all students.	47%	Safety and Behavior
I have the materials I need to do my job.	29%	Work Environment
How would you rate the overall quality of the education at your school?	23%	Overall Quality
I feel appreciated for my work.	20%	Feedback and Recognition

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

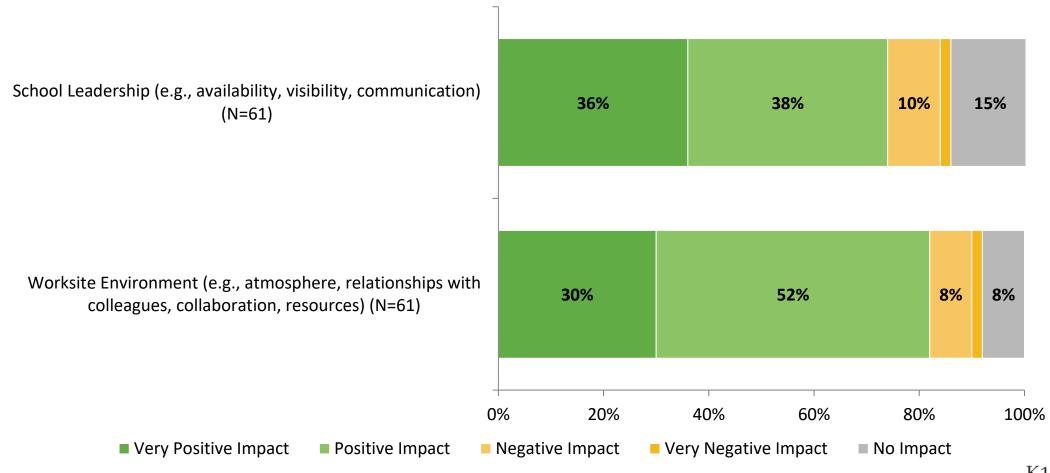
How likely is it that you would recommend your school to a family member or friend? (N=48)

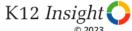




# **Impact on Rating of School**

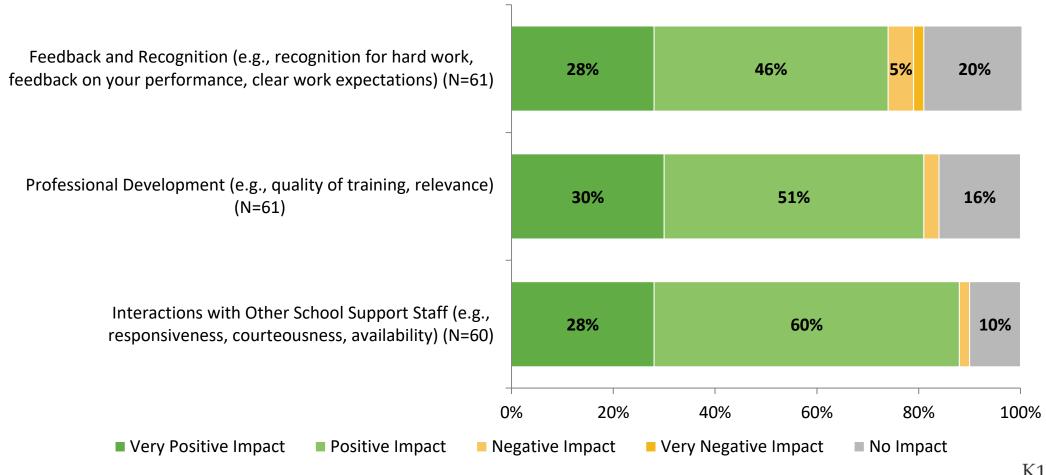
How do the following areas impact your rating of your school?





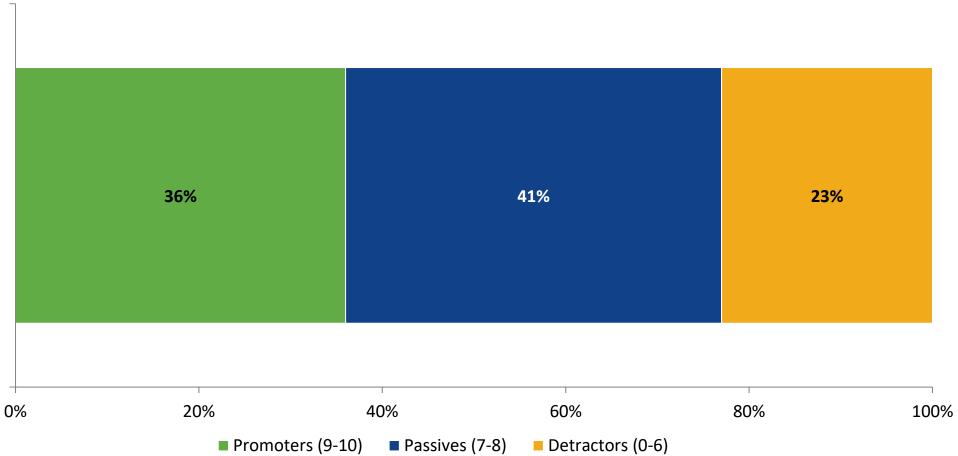
# Impact on Rating of School (Continued)

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



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

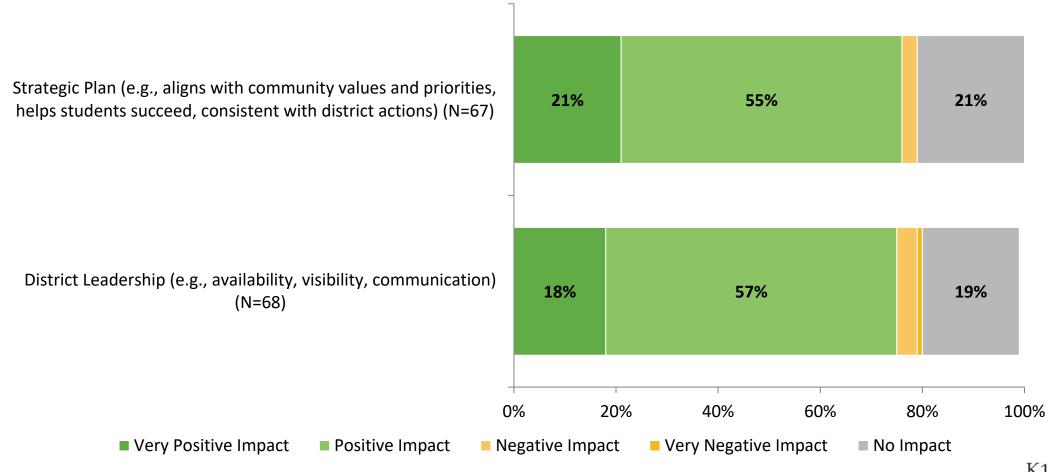
How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=64)





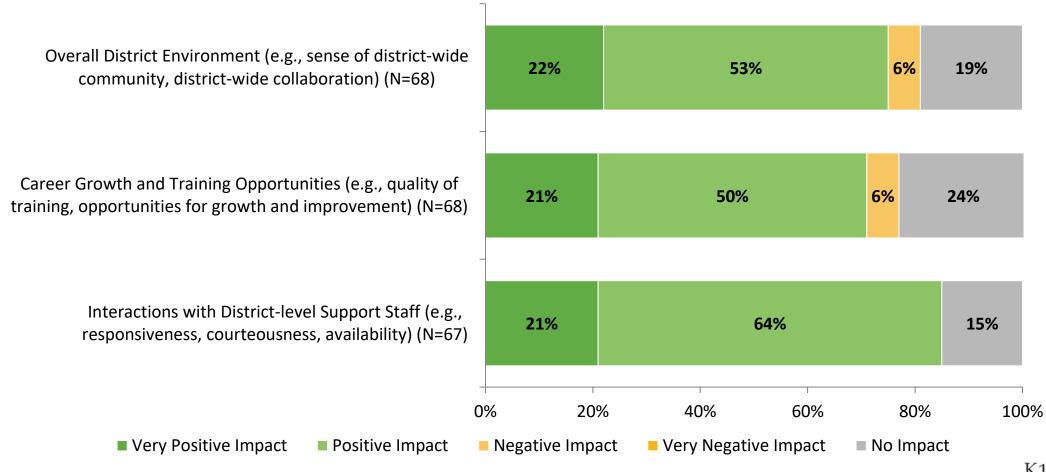
### Impact on Rating of Pinellas County Schools

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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