

# Employee Survey: Highland Lakes Elementary

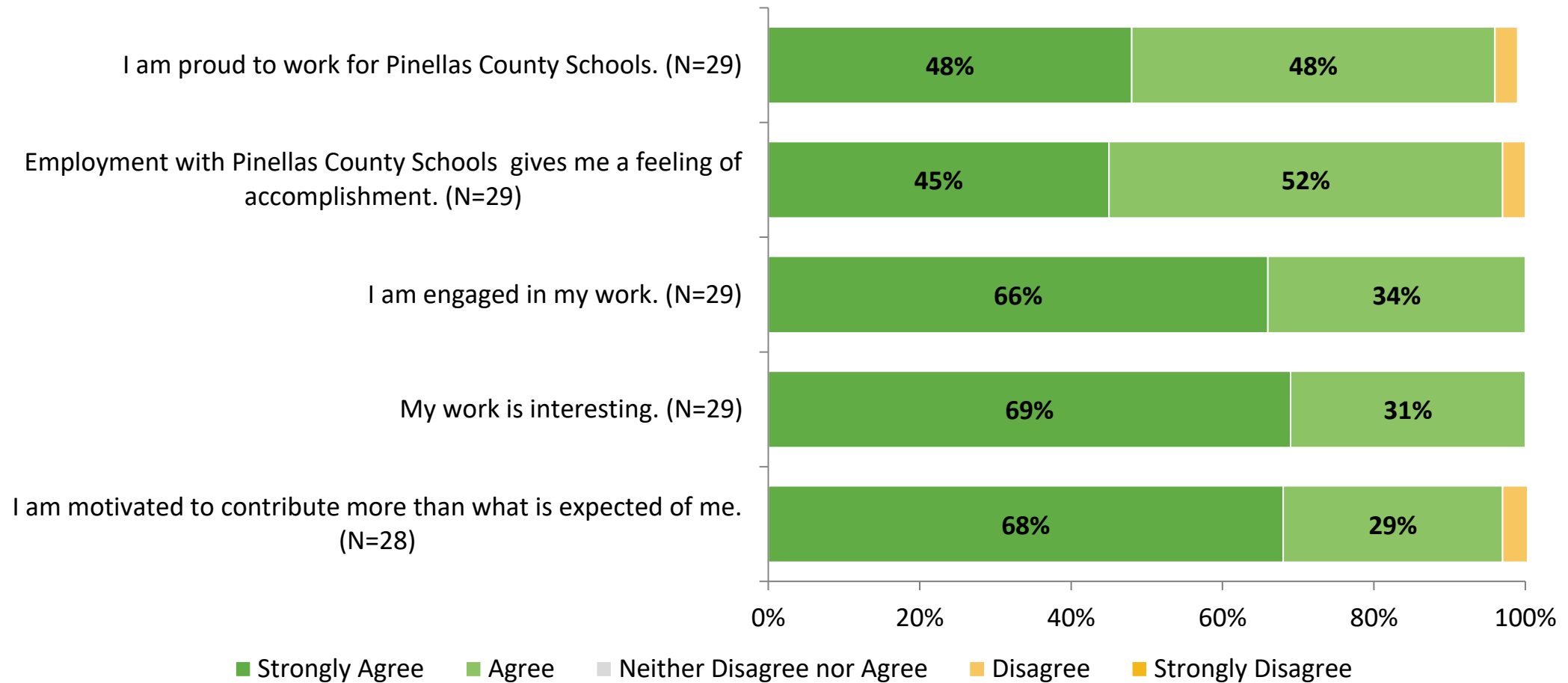
## Results

2022-2023 School Year



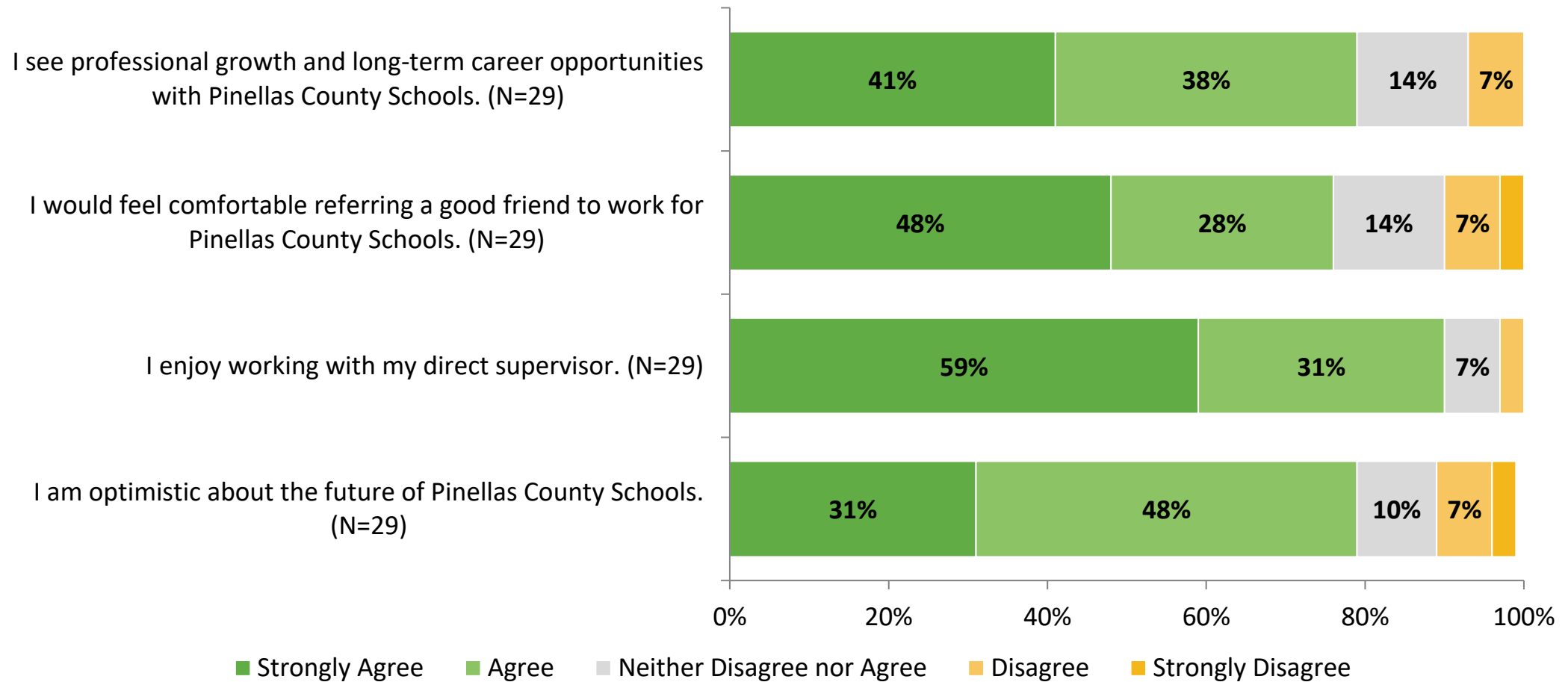
# Overall Engagement

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



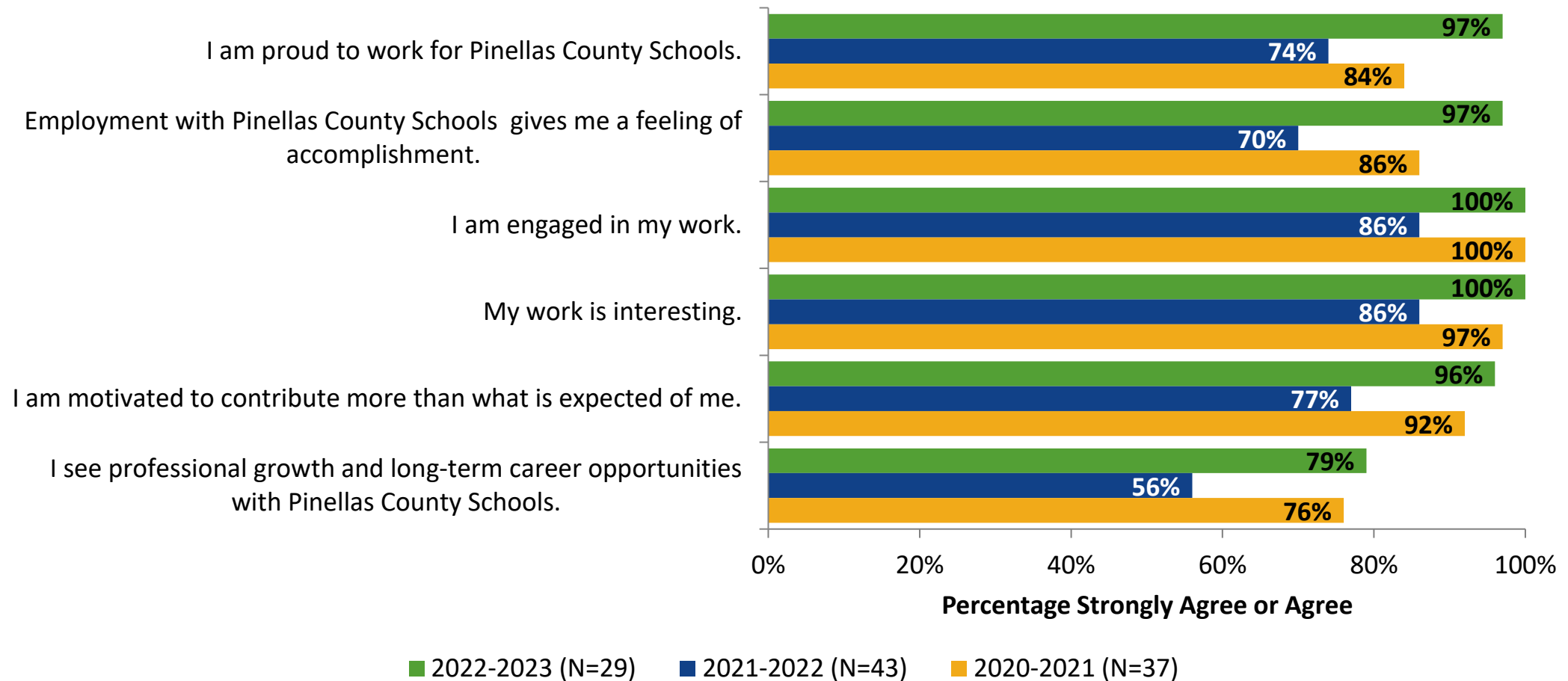
# Overall Engagement (Continued)

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



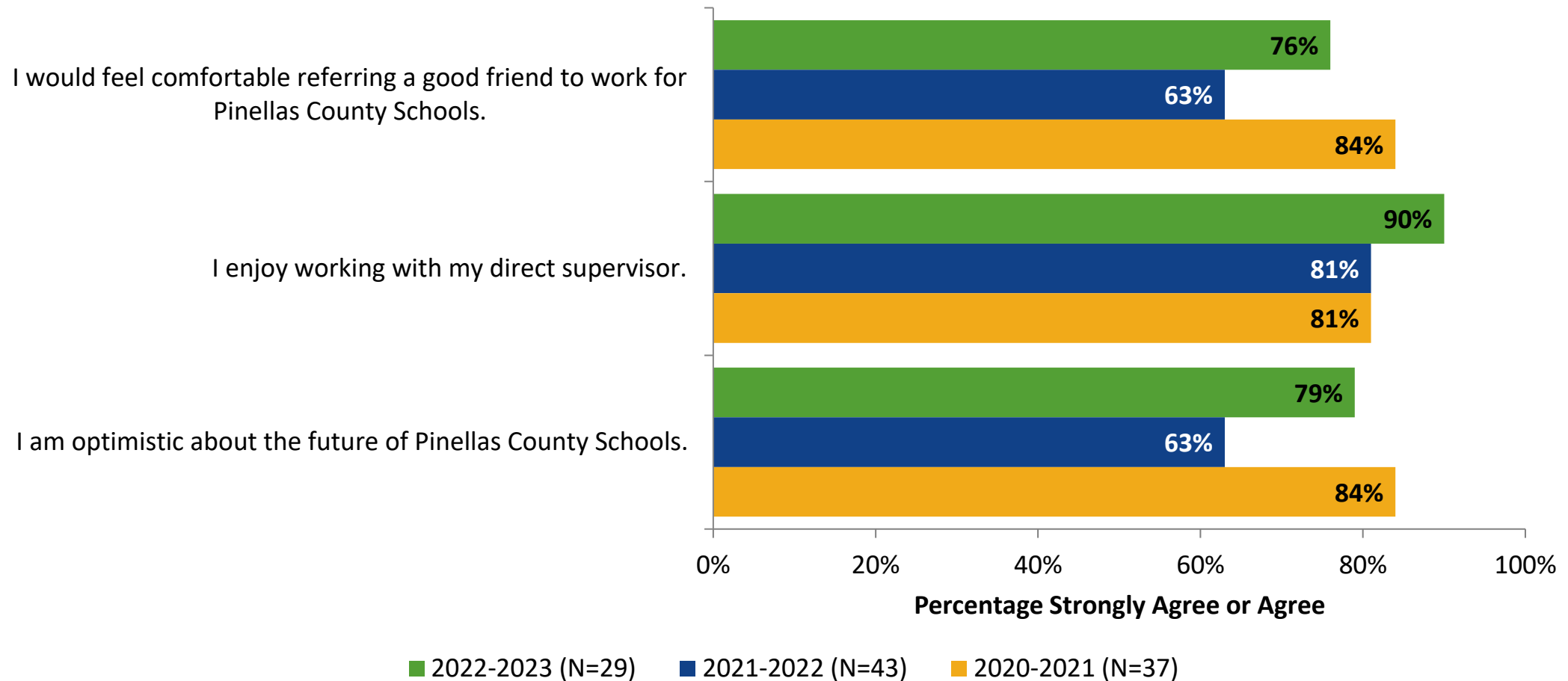
# Overall Engagement: Comparison Over Time

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



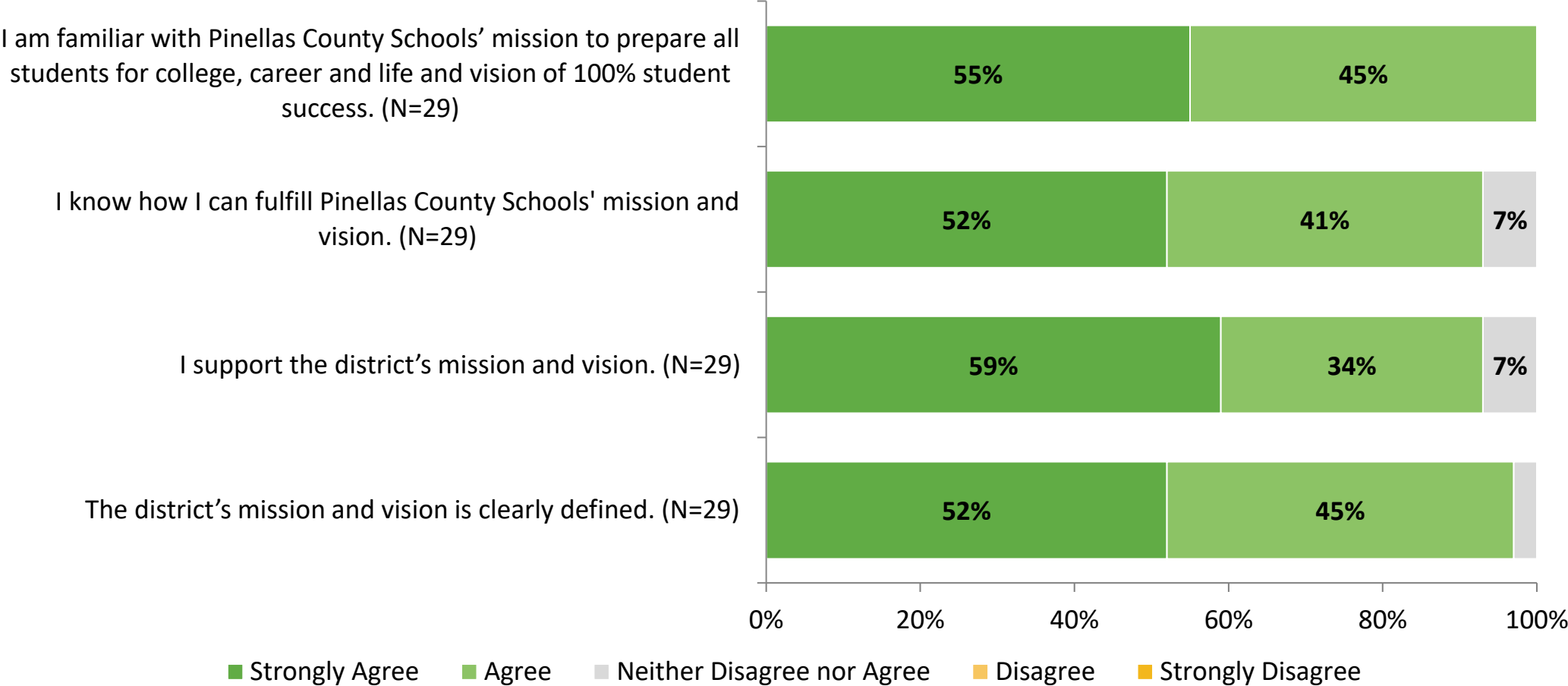
# Overall Engagement: Comparison Over Time (Continued)

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



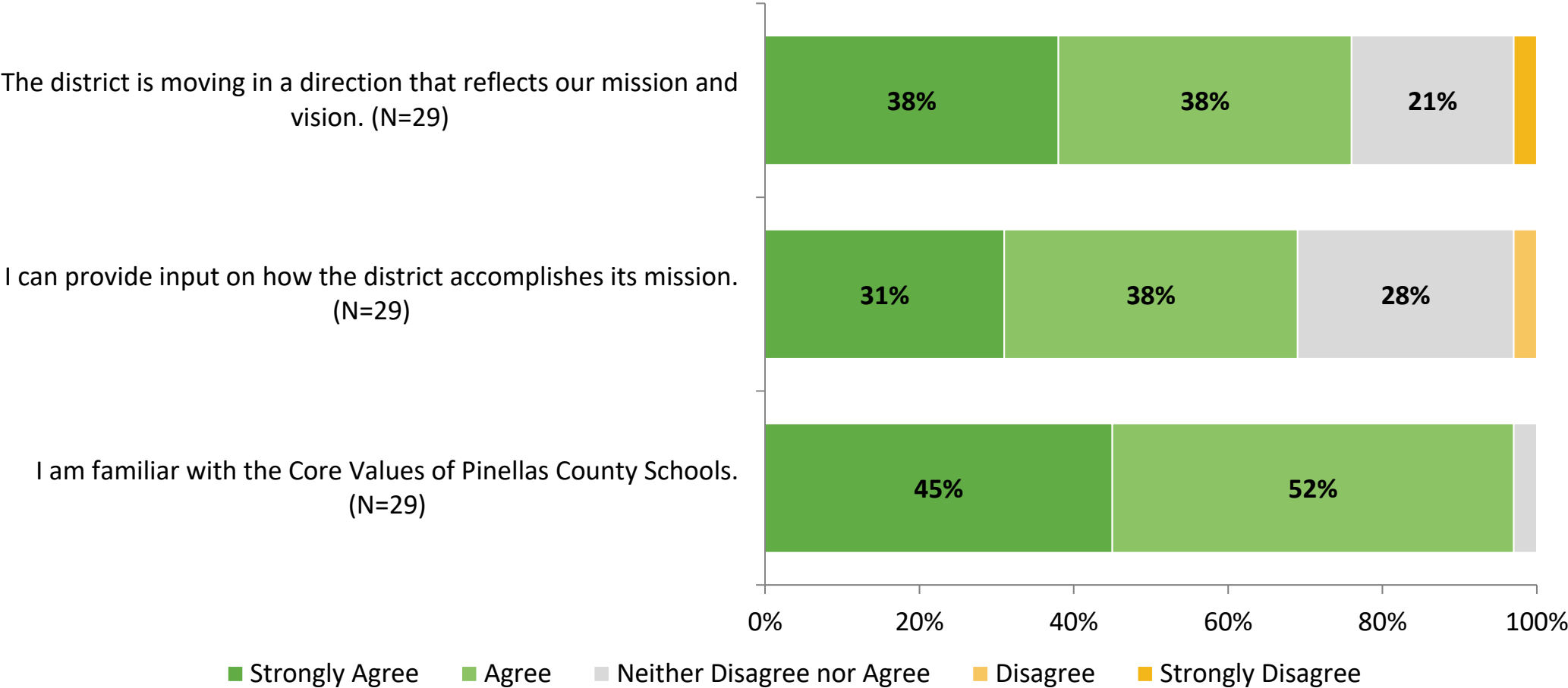
# Mission and Vision

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



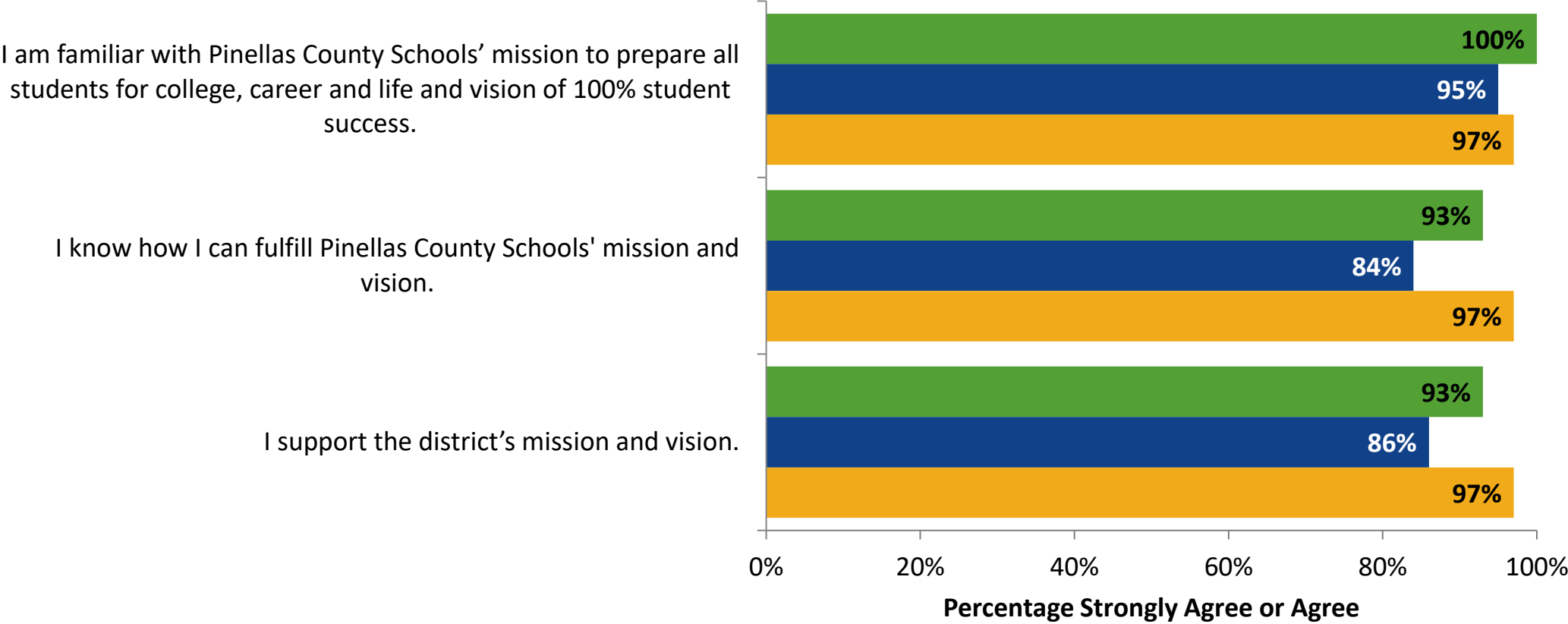
# Mission and Vision (Continued)

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?



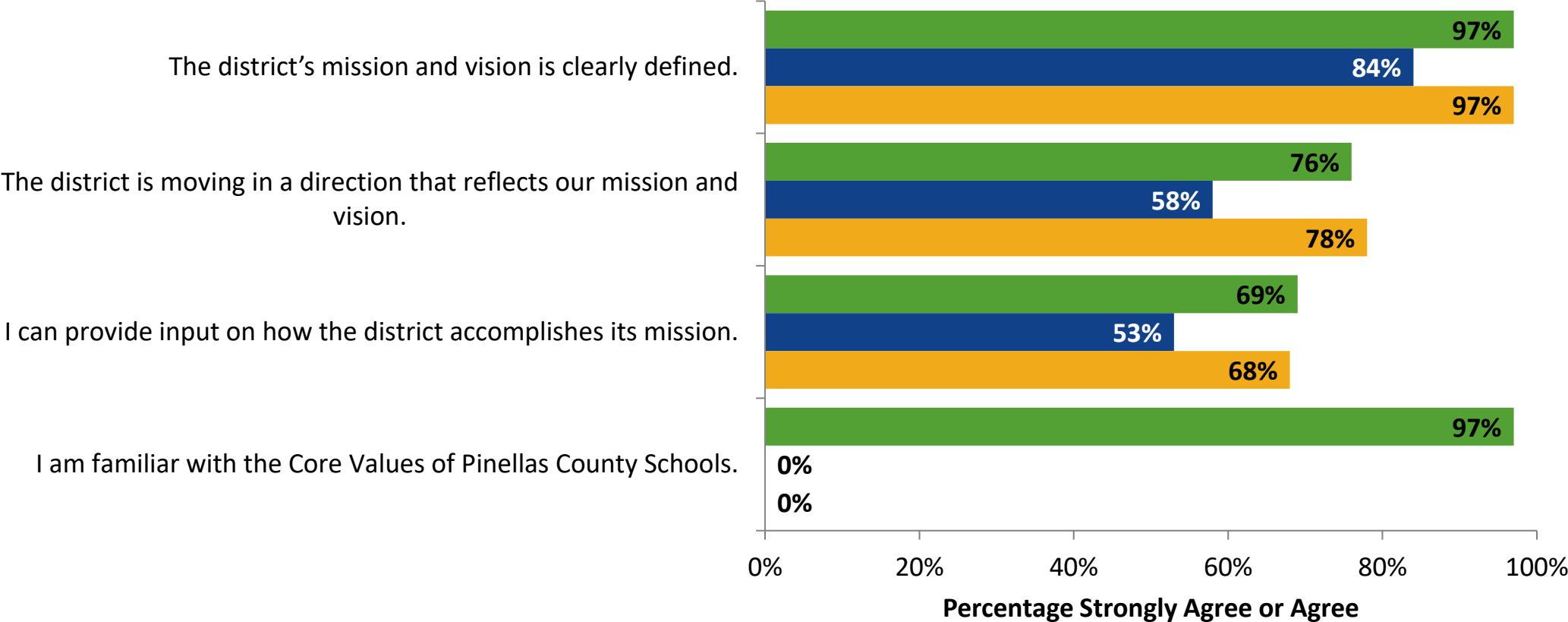
■ 2022-2023 (N=29) ■ 2021-2022 (N=43) ■ 2020-2021 (N=37)

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



# Mission and Vision: Comparison Over Time (Continued)

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

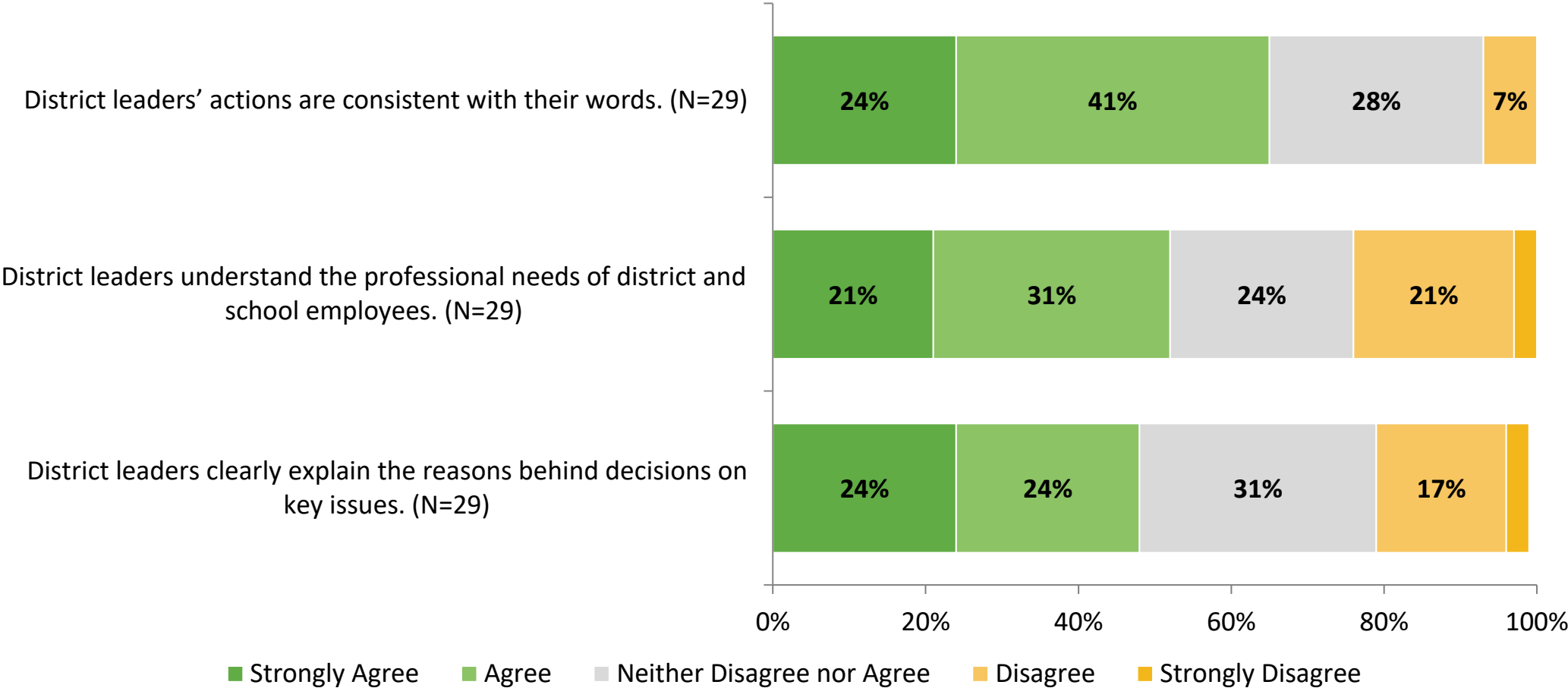


■ 2022-2023 (N=29) ■ 2021-2022 (N=43) ■ 2020-2021 (N=37)

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

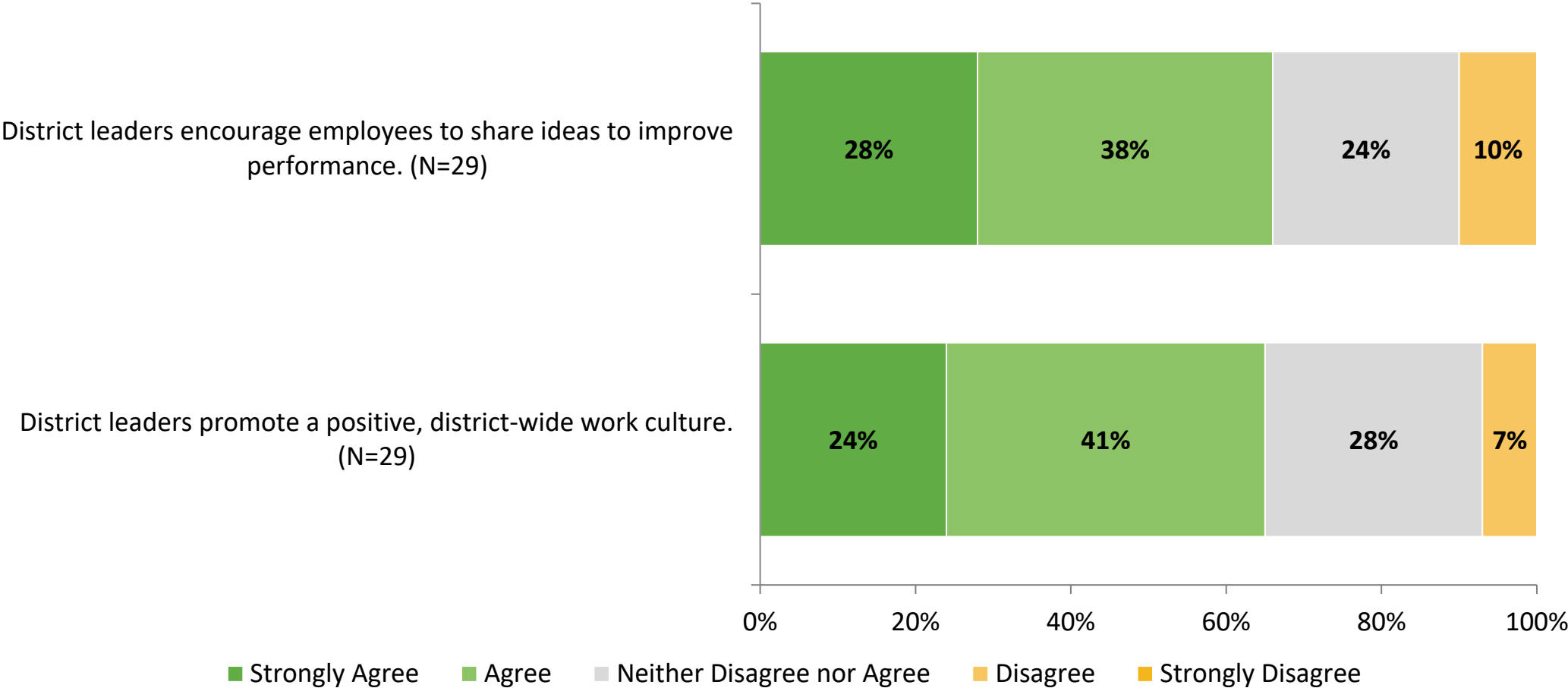
# District Leadership

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



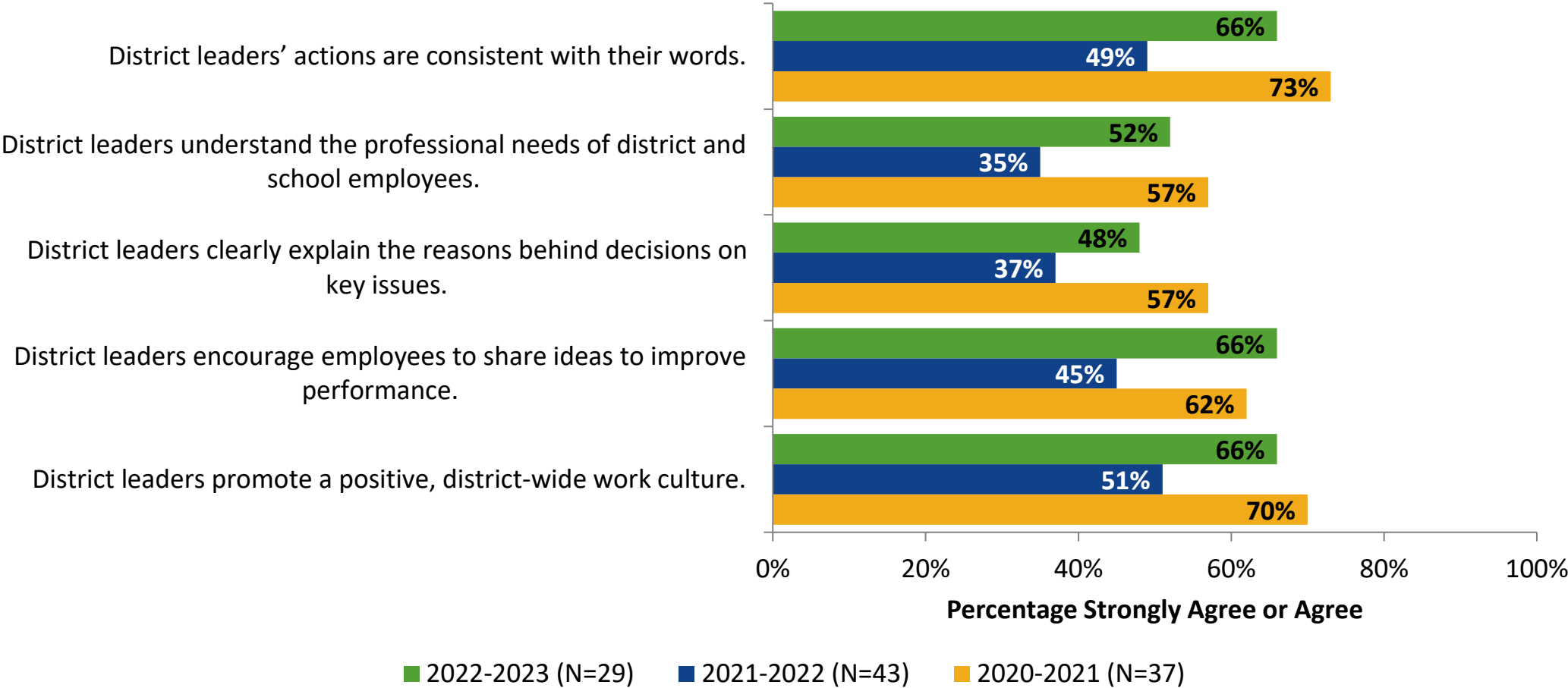
# District Leadership (Continued)

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



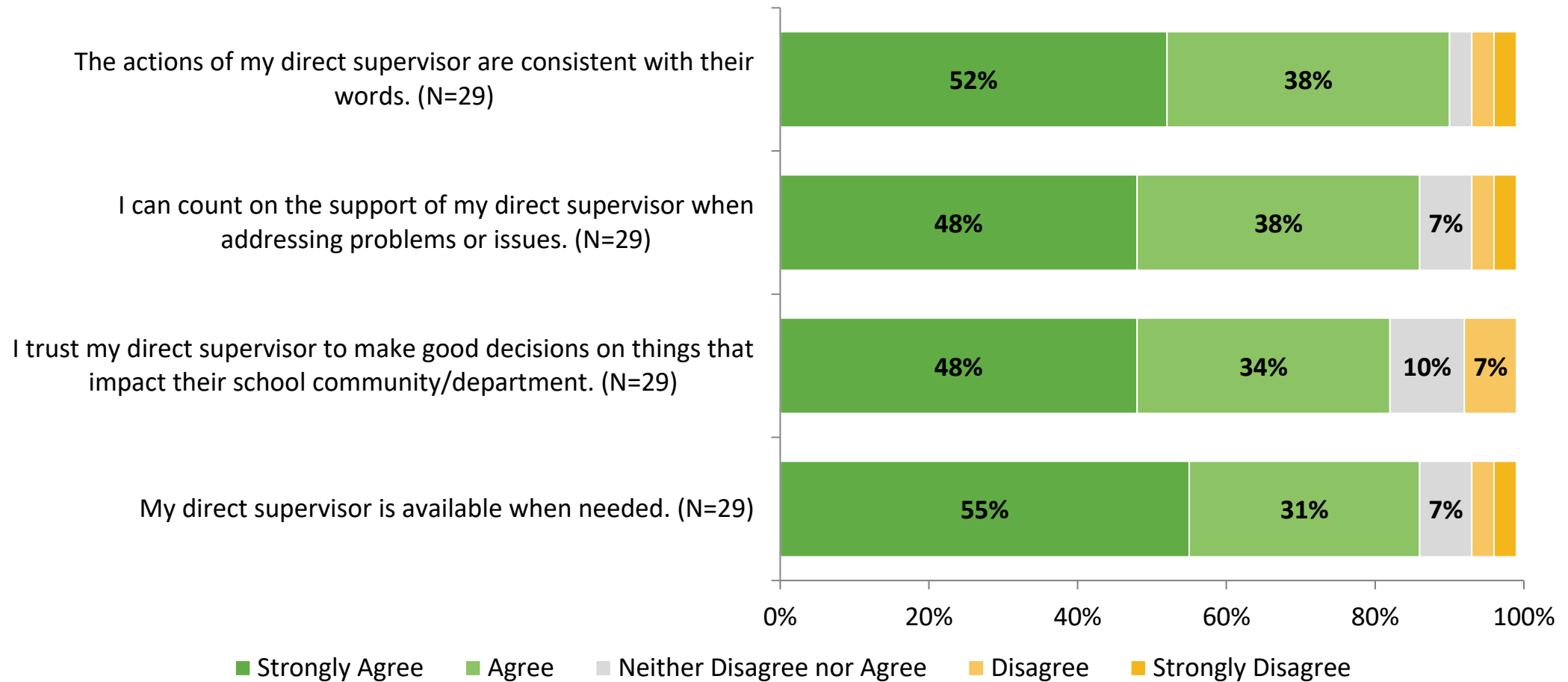
# District Leadership: Comparison Over Time

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



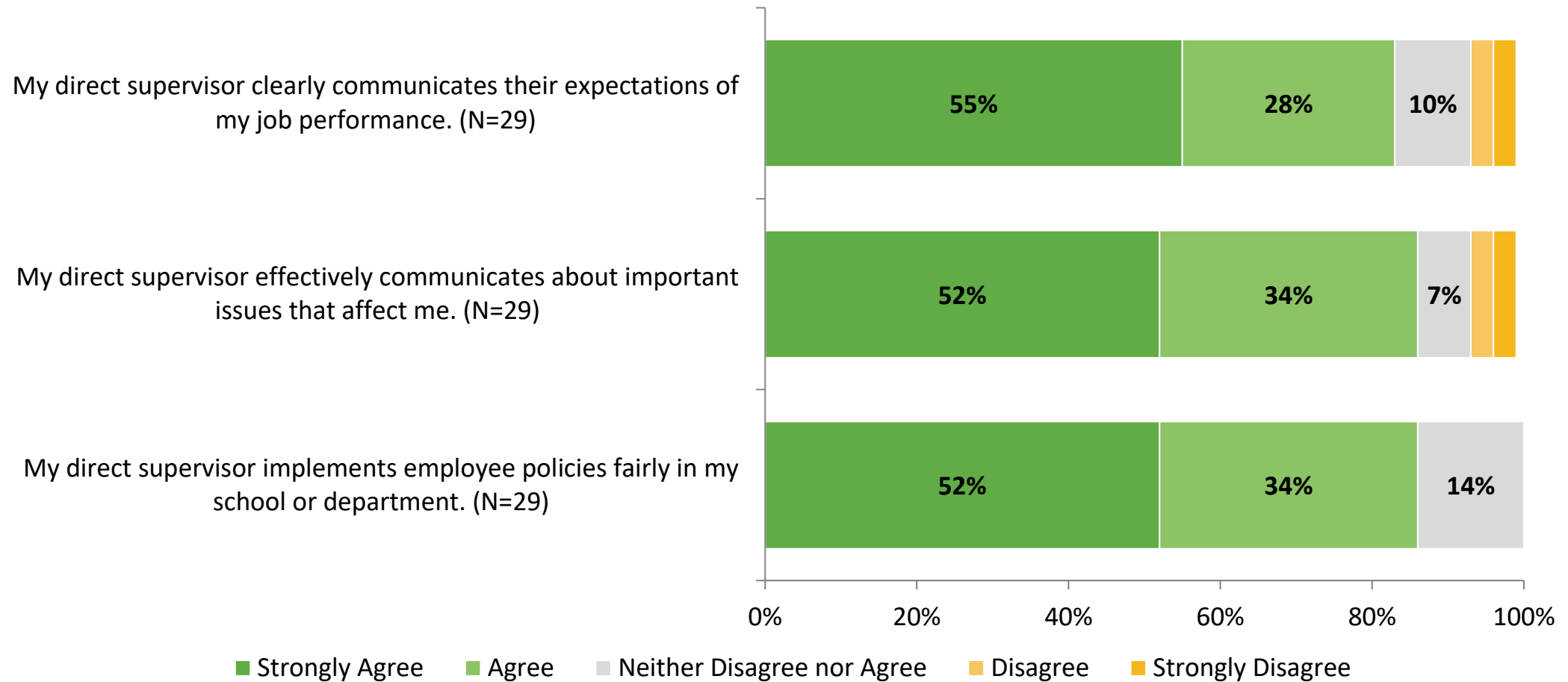
# Worksite Leadership

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



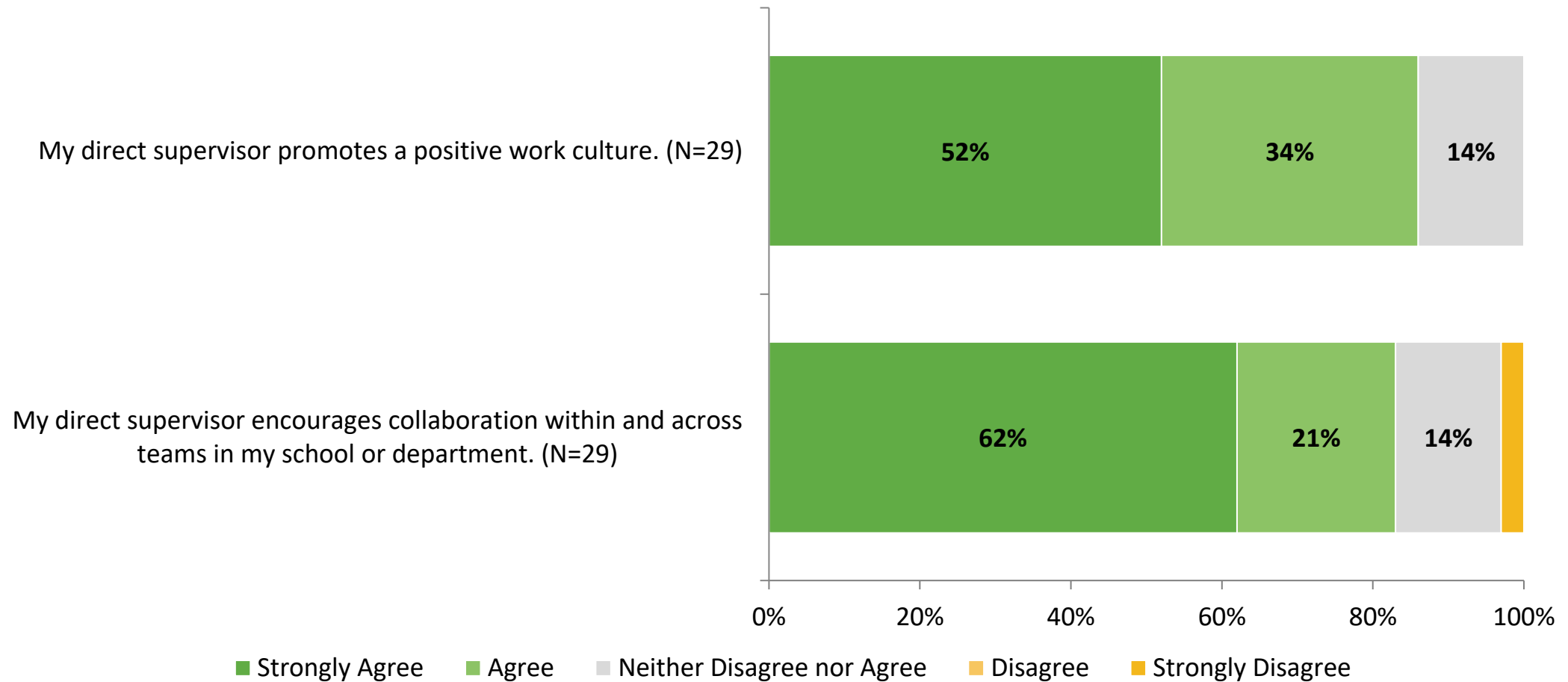
# Worksite Leadership (Continued)

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



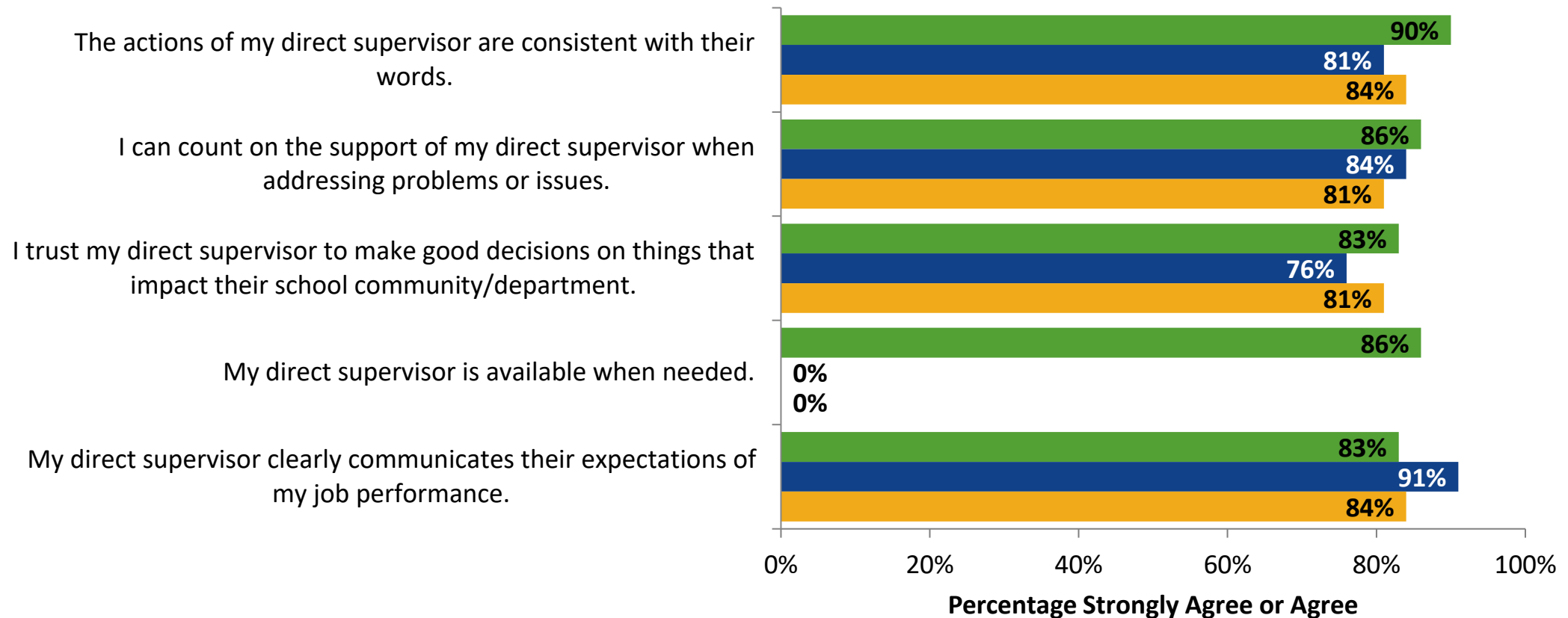
# Worksite Leadership (Continued)

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=29) ■ 2021-2022 (N=43) ■ 2020-2021 (N=37)

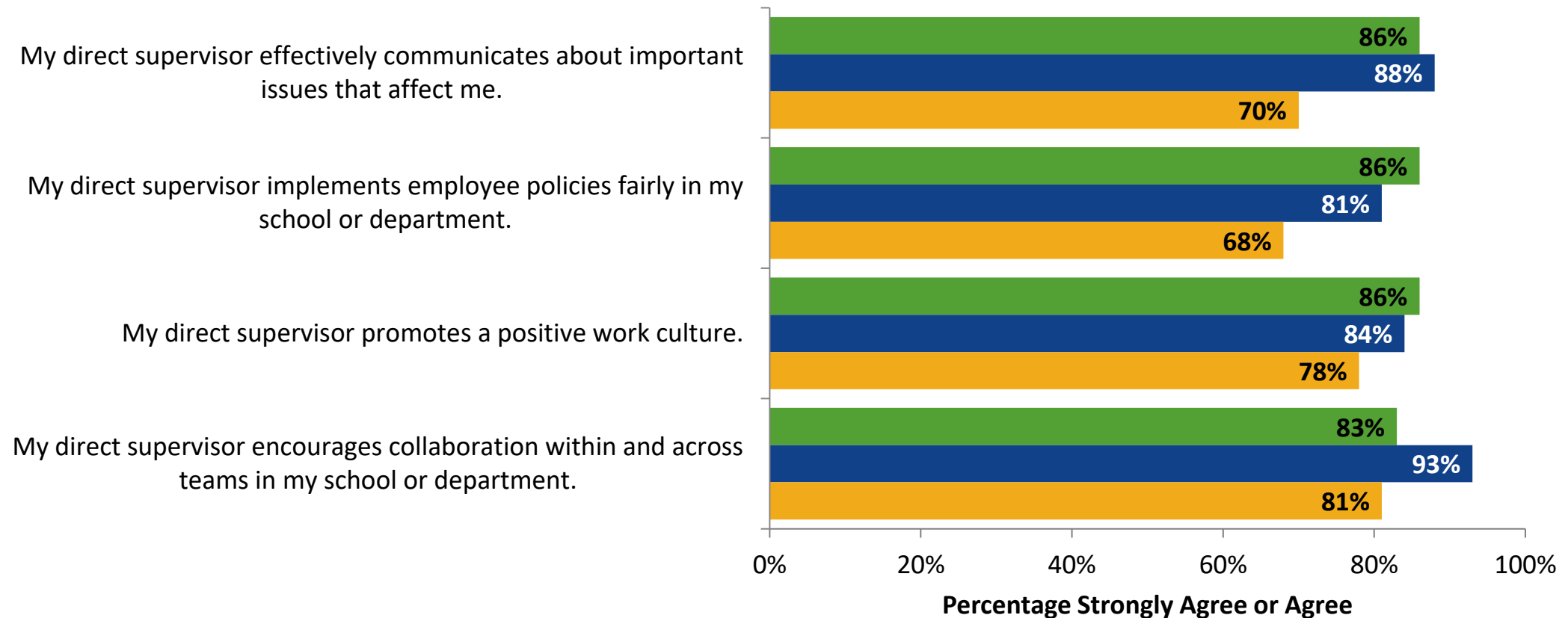
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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



# Worksite Leadership: Comparison Over Time (Continued)

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



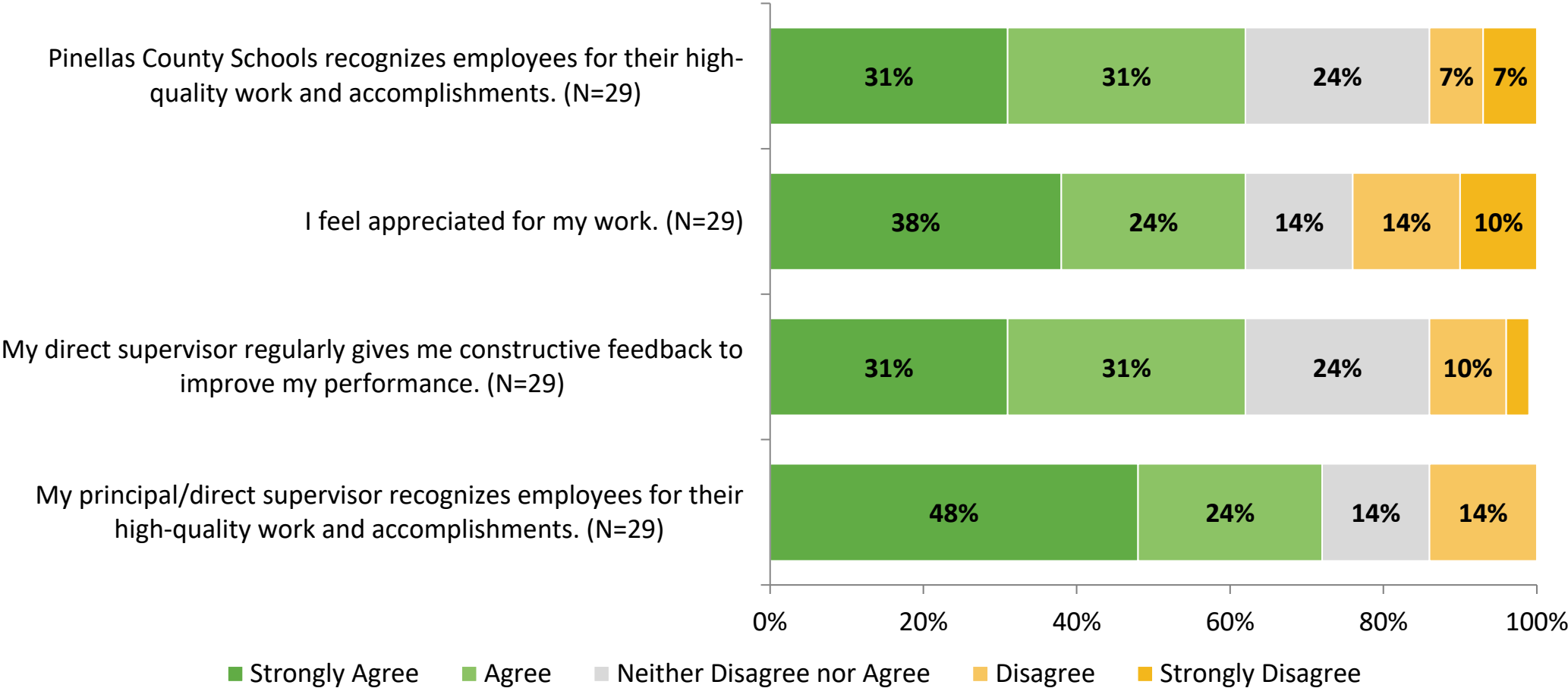
■ 2022-2023 (N=29) ■ 2021-2022 (N=43) ■ 2020-2021 (N=37)

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

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

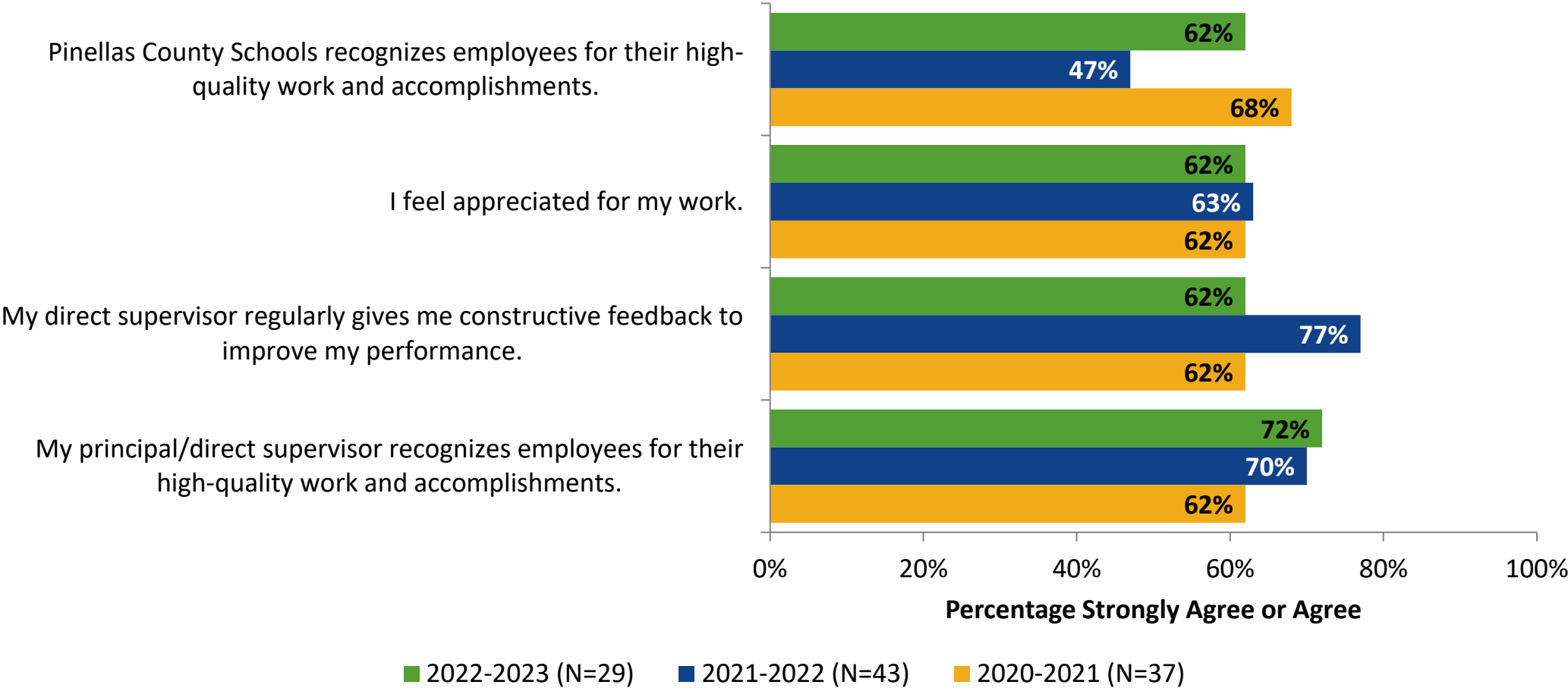
# Feedback and Recognition

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



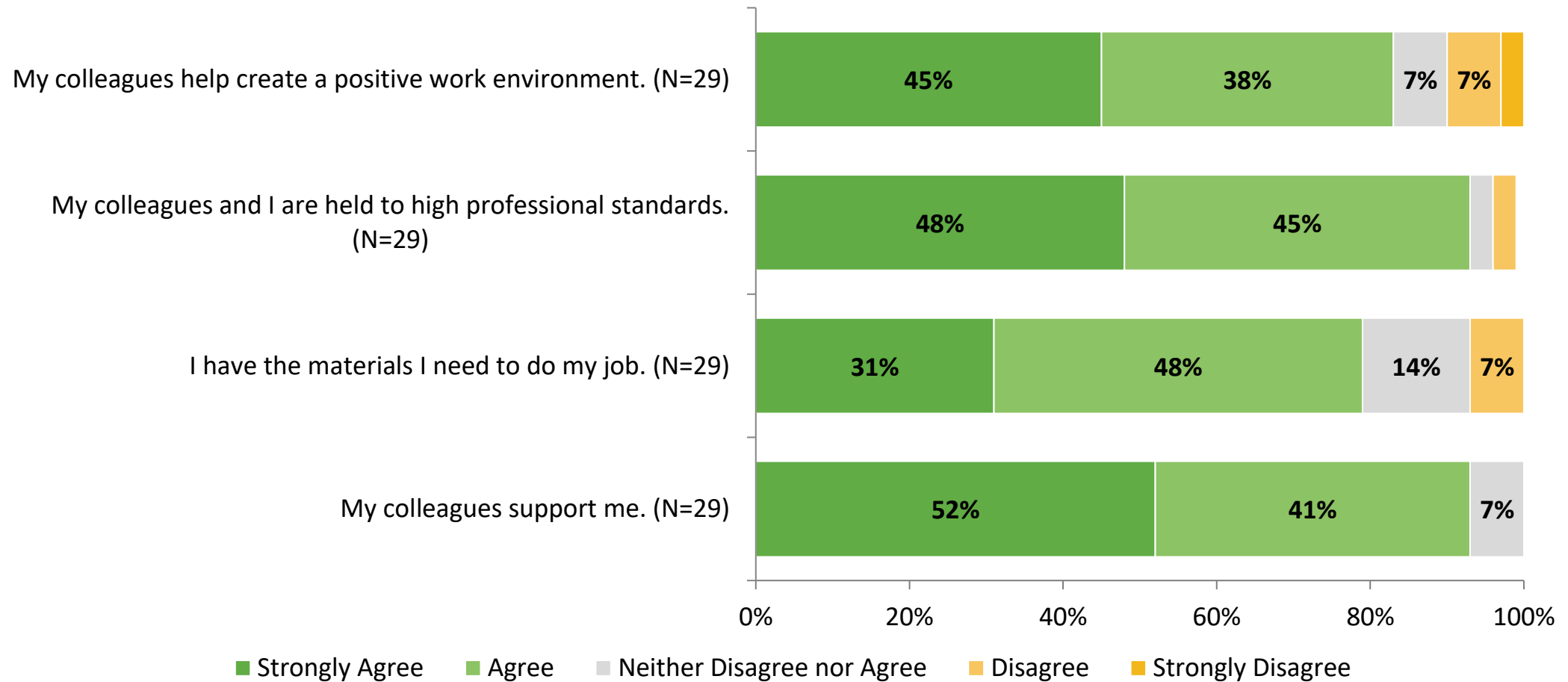
# Feedback and Recognition: Comparison Over Time

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



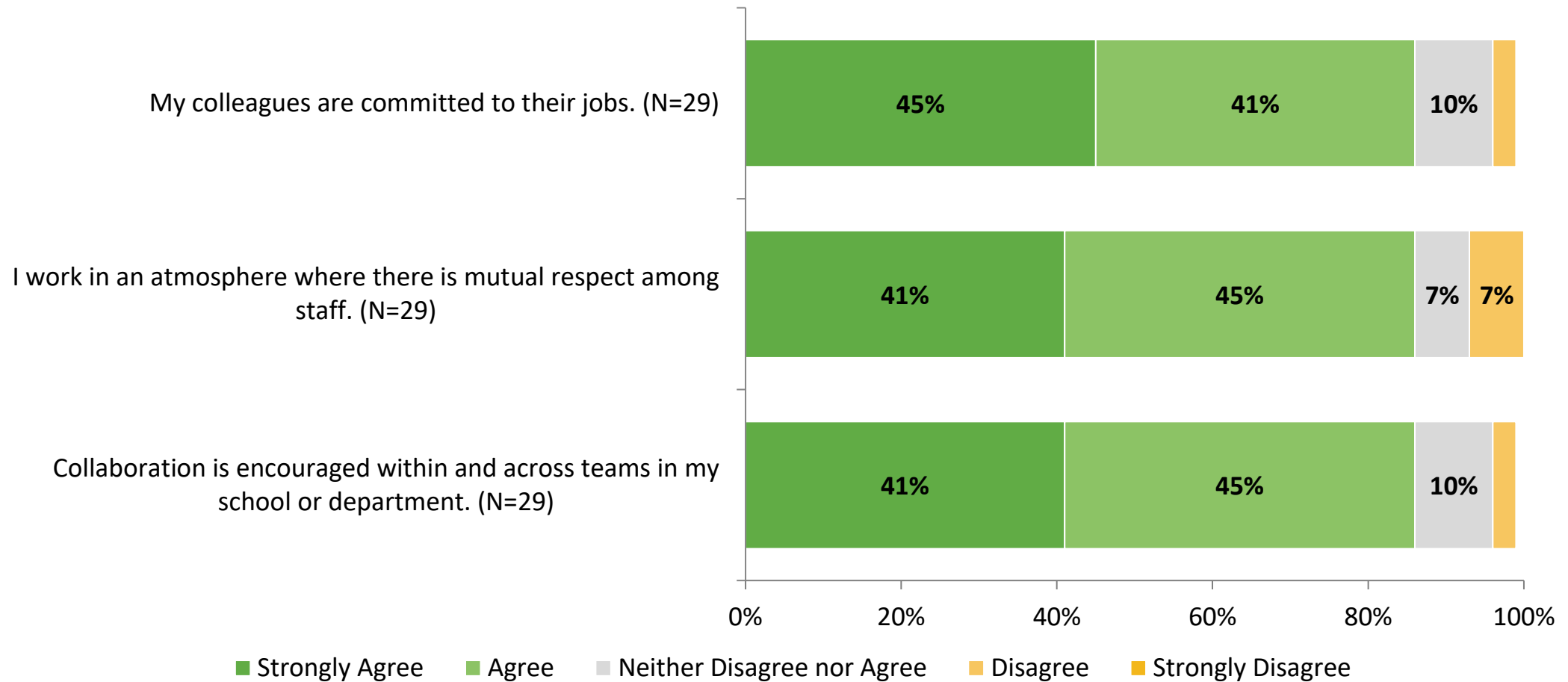
# Work Environment

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



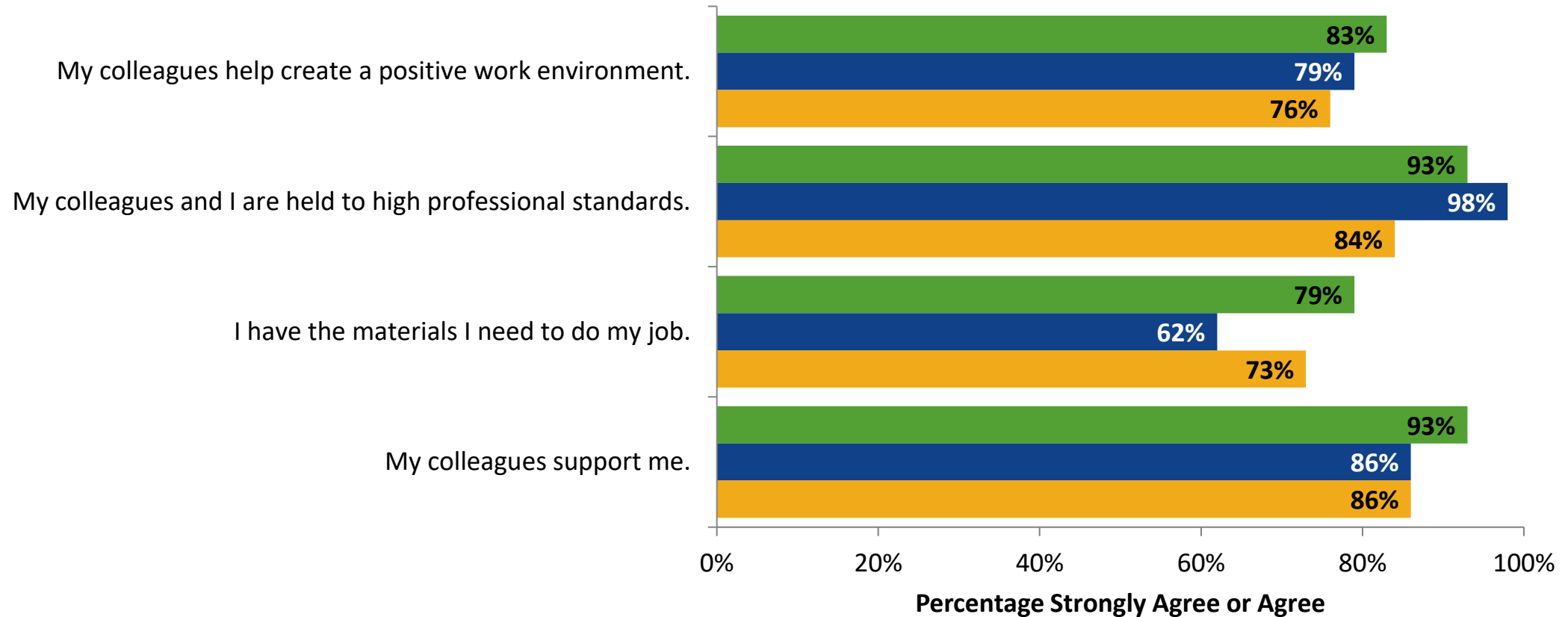
# Work Environment (Continued)

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?



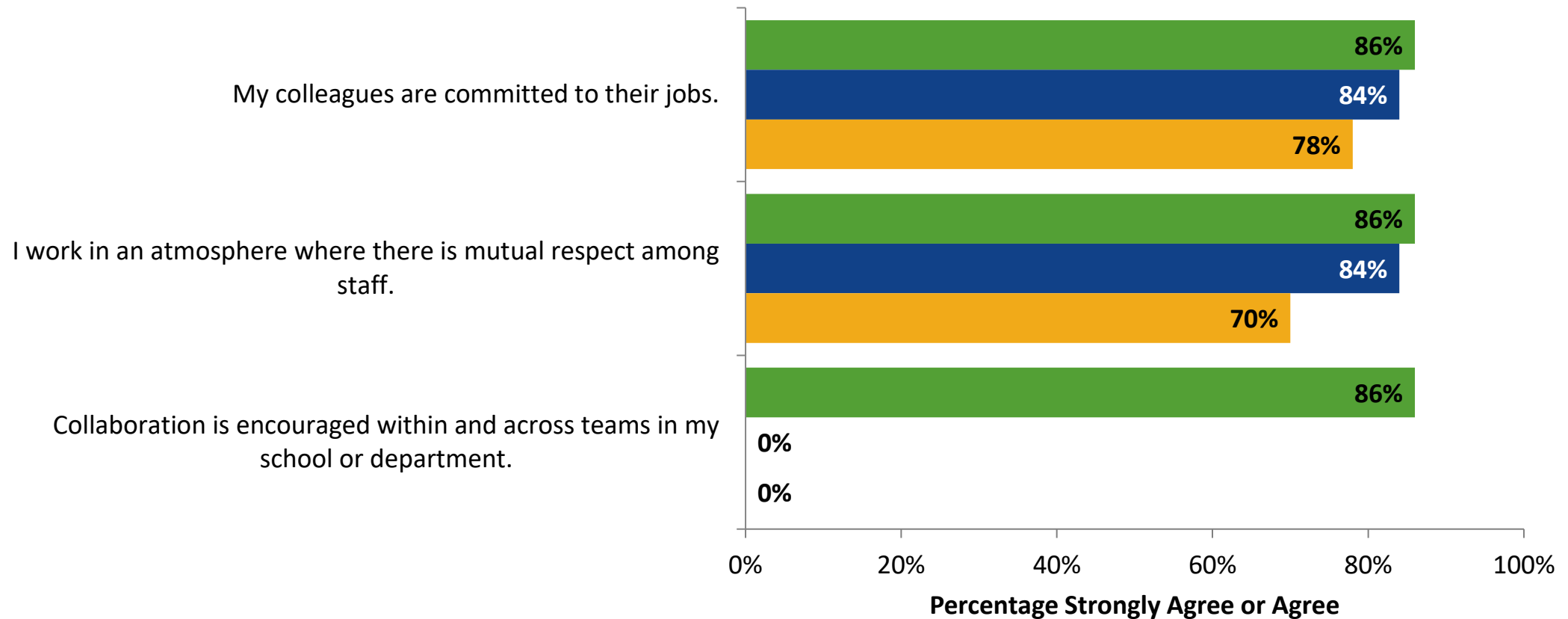
■ 2022-2023 (N=29) ■ 2021-2022 (N=43) ■ 2020-2021 (N=37)

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?



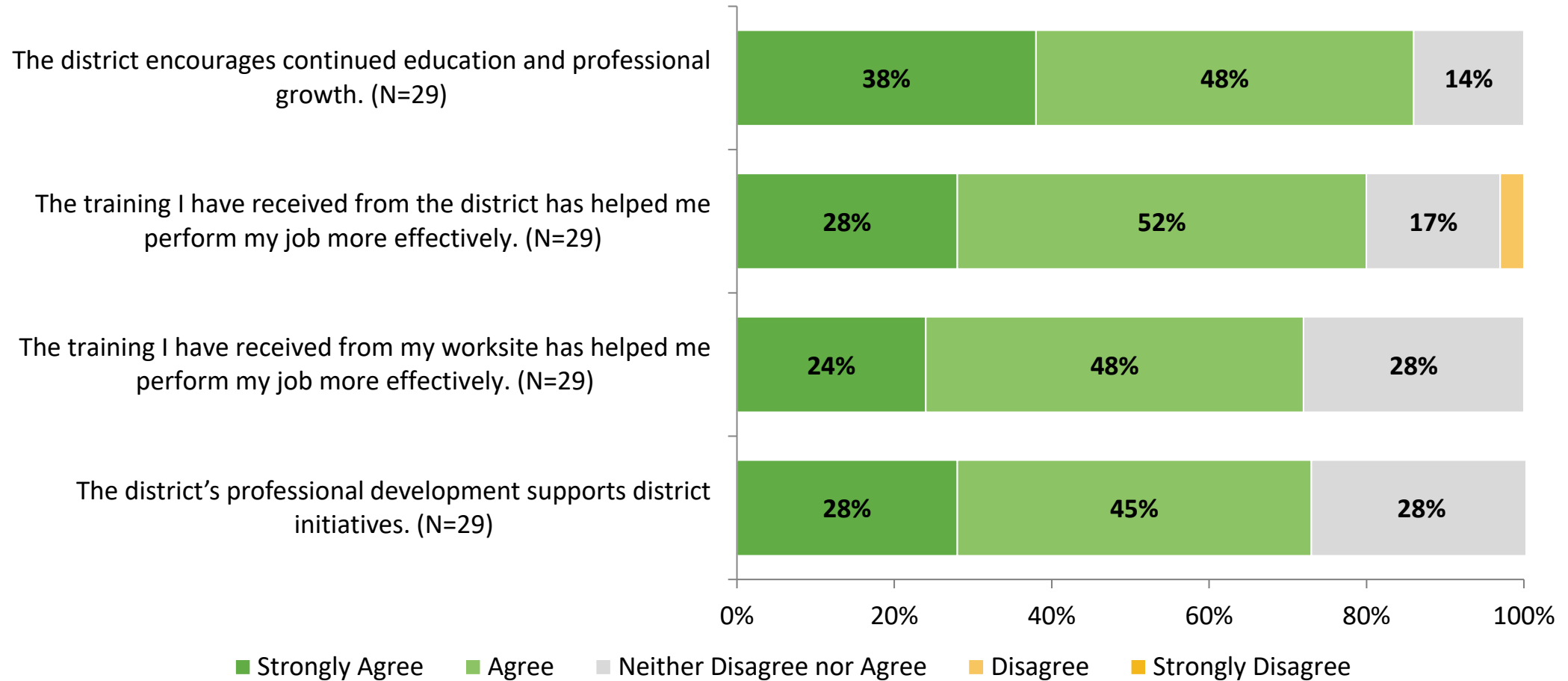
■ 2022-2023 (N=29) ■ 2021-2022 (N=43) ■ 2020-2021 (N=37)

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

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

# Career Growth and Training Opportunities

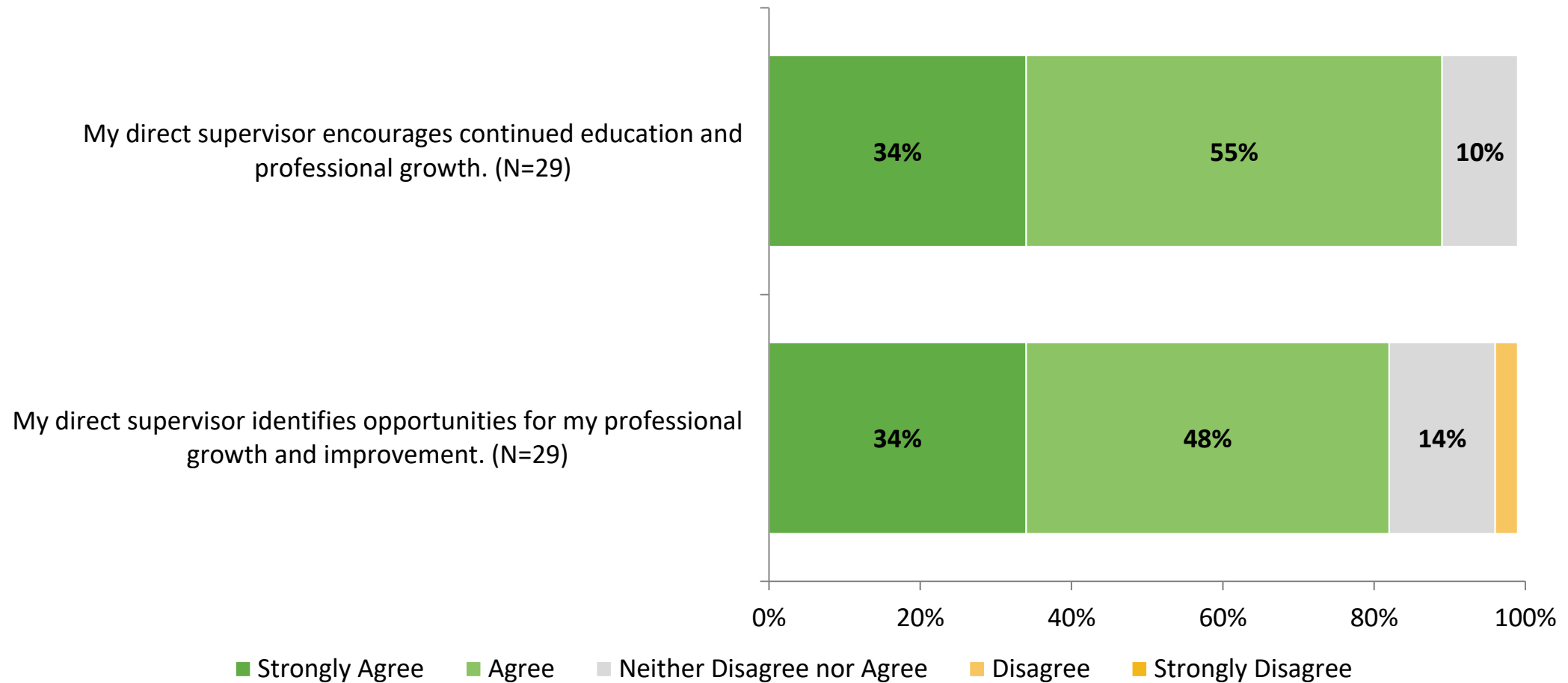
How strongly do you agree or disagree with the following statements?





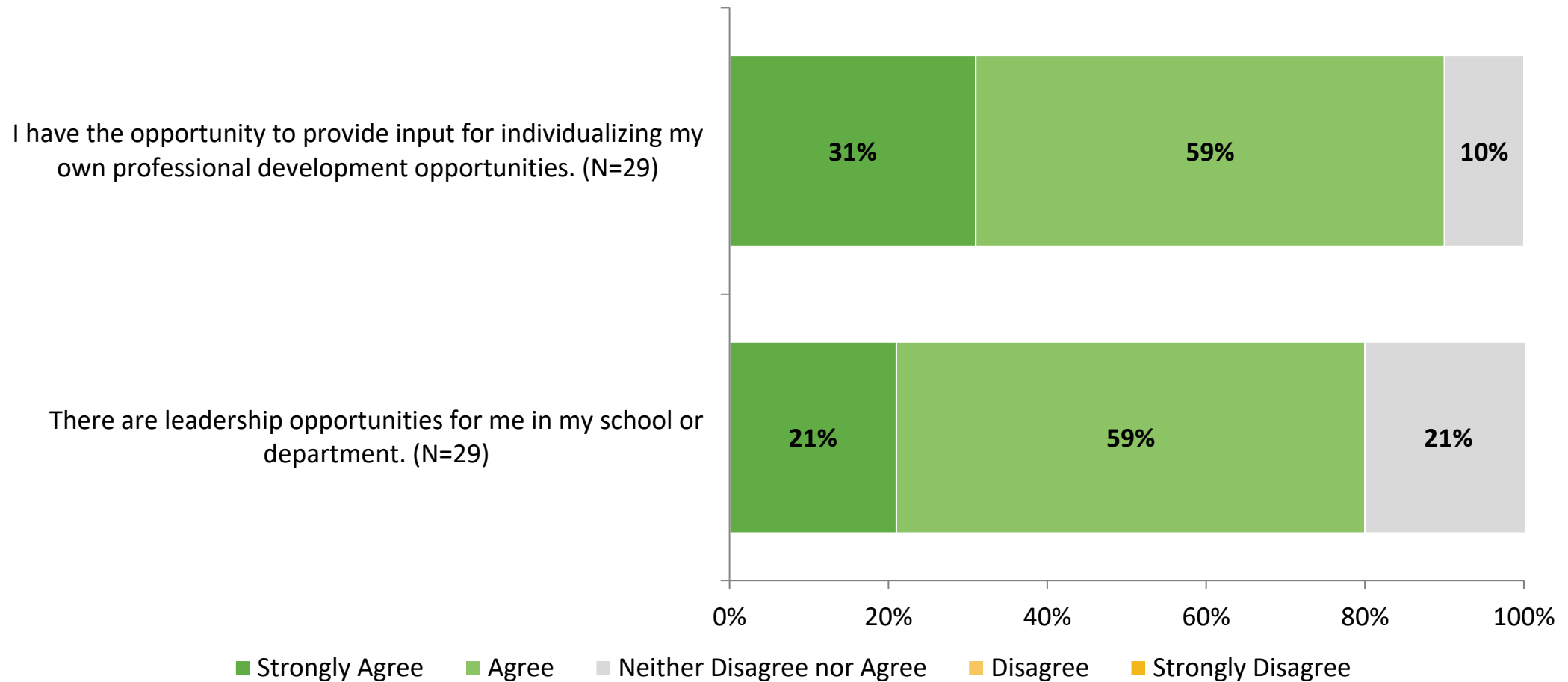
# Career Growth and Training Opportunities (Continued)

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



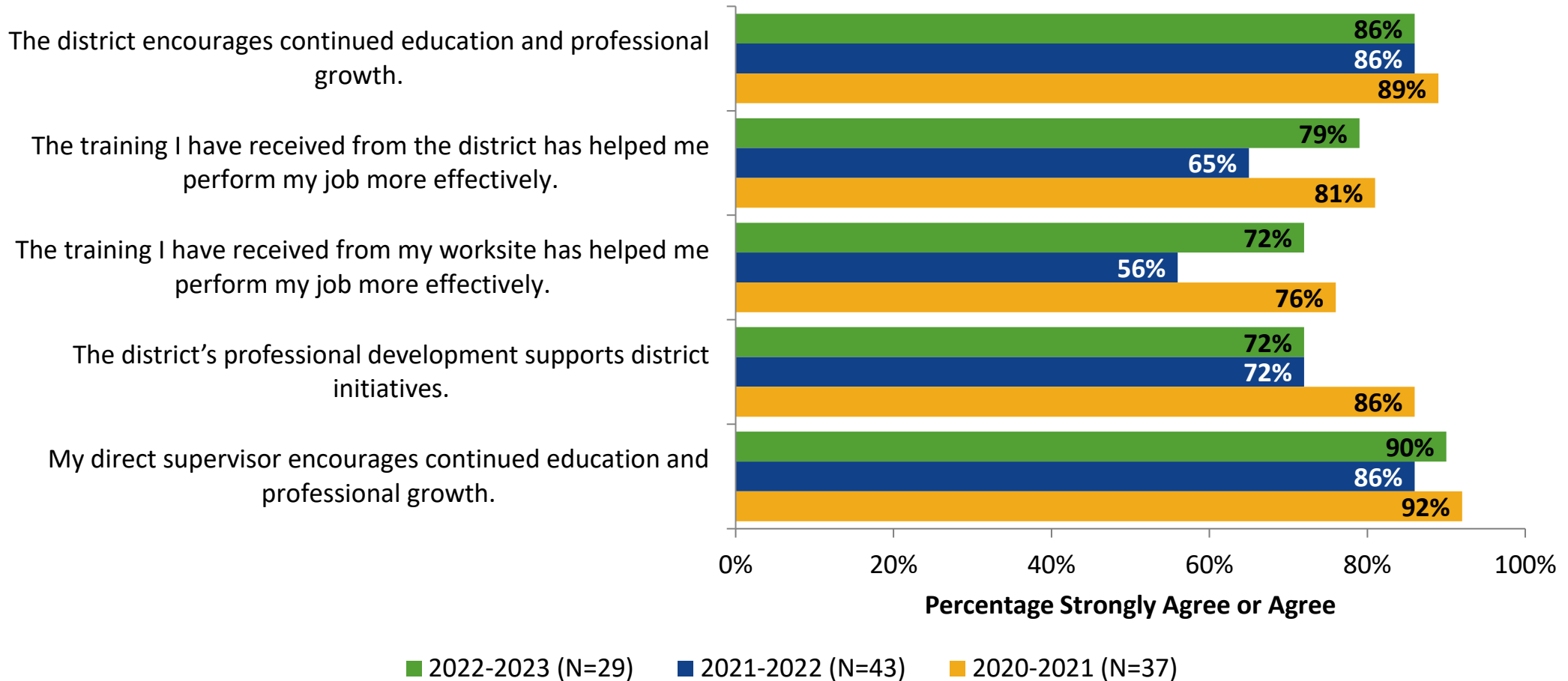
# Career Growth and Training Opportunities (Continued)

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



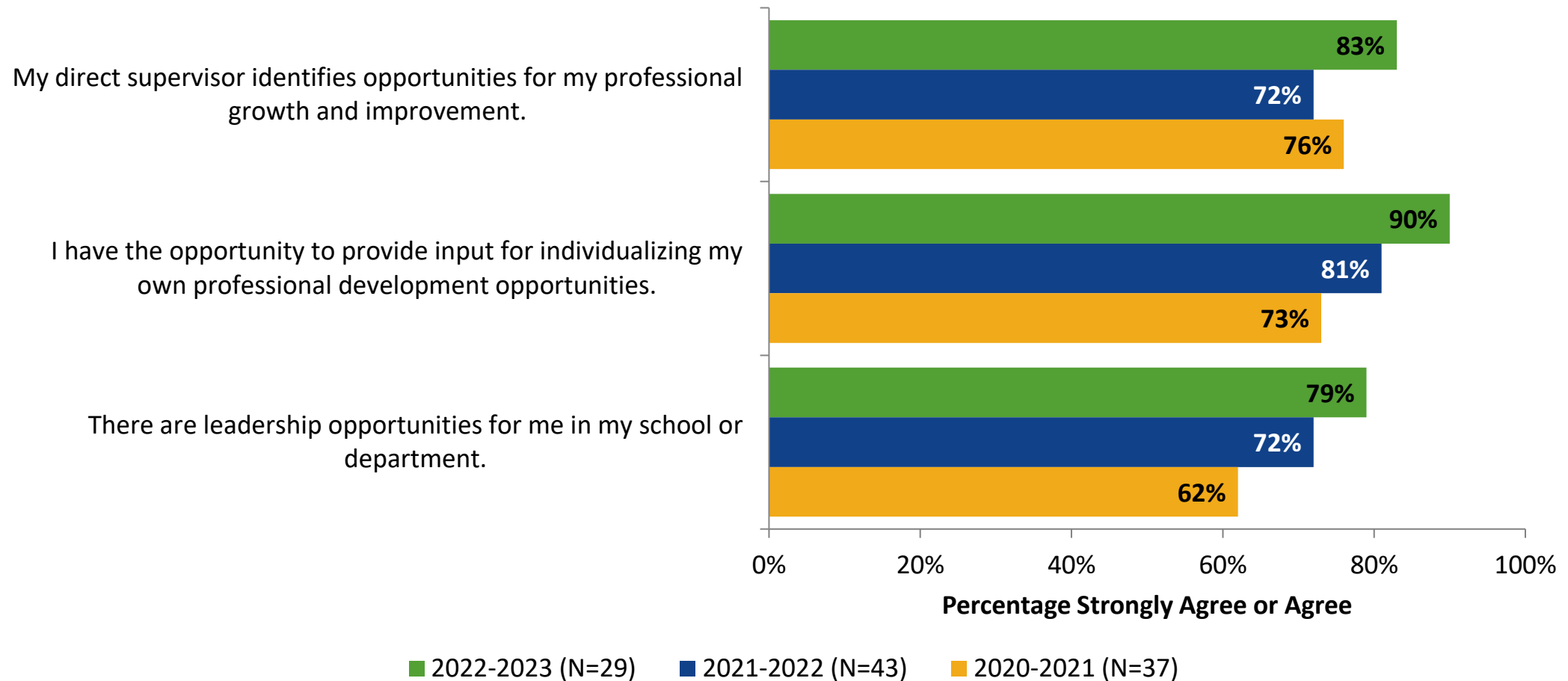
# Career Growth and Training Opportunities: Comparison Over Time

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



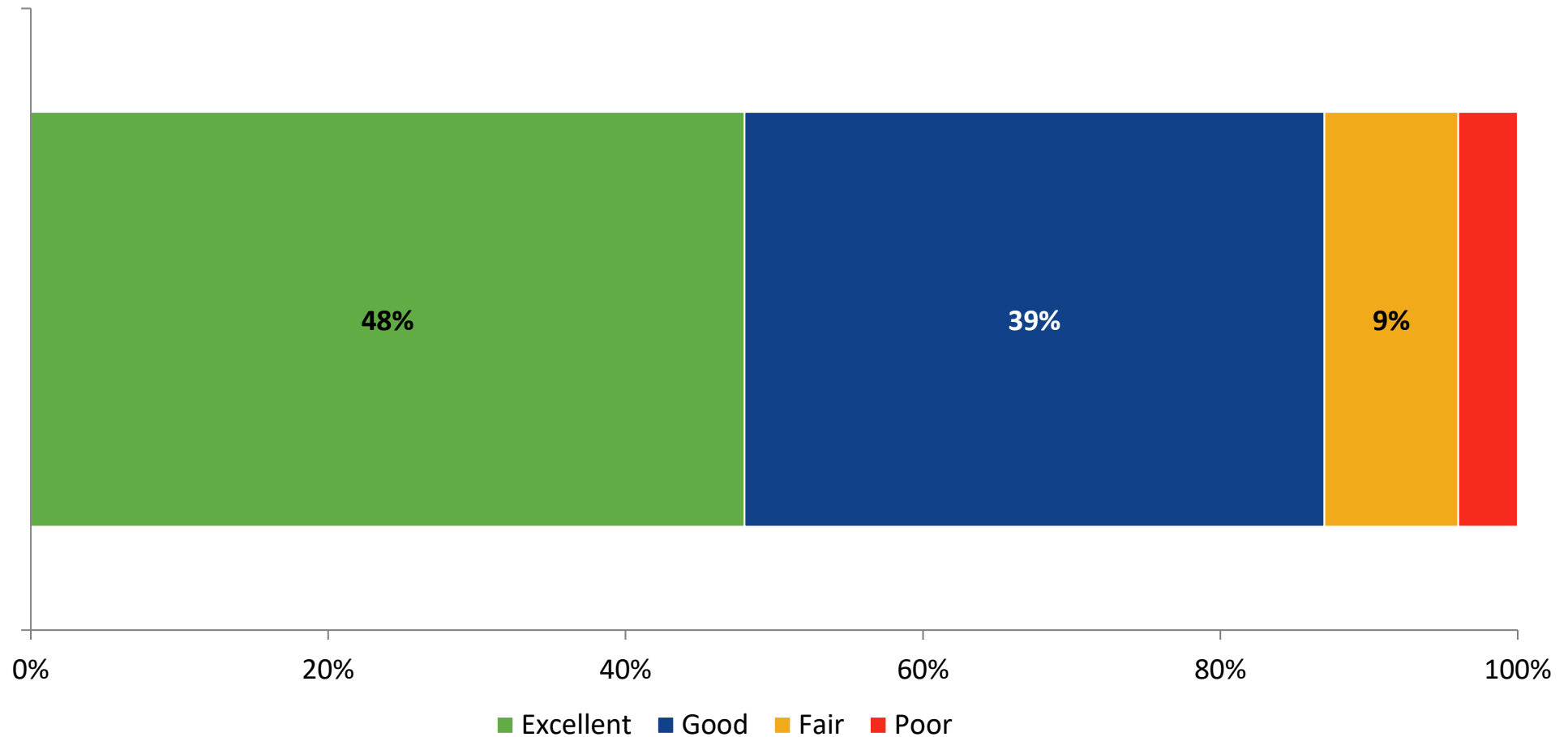
## Career Growth and Training Opportunities: Comparison Over Time (Continued)

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



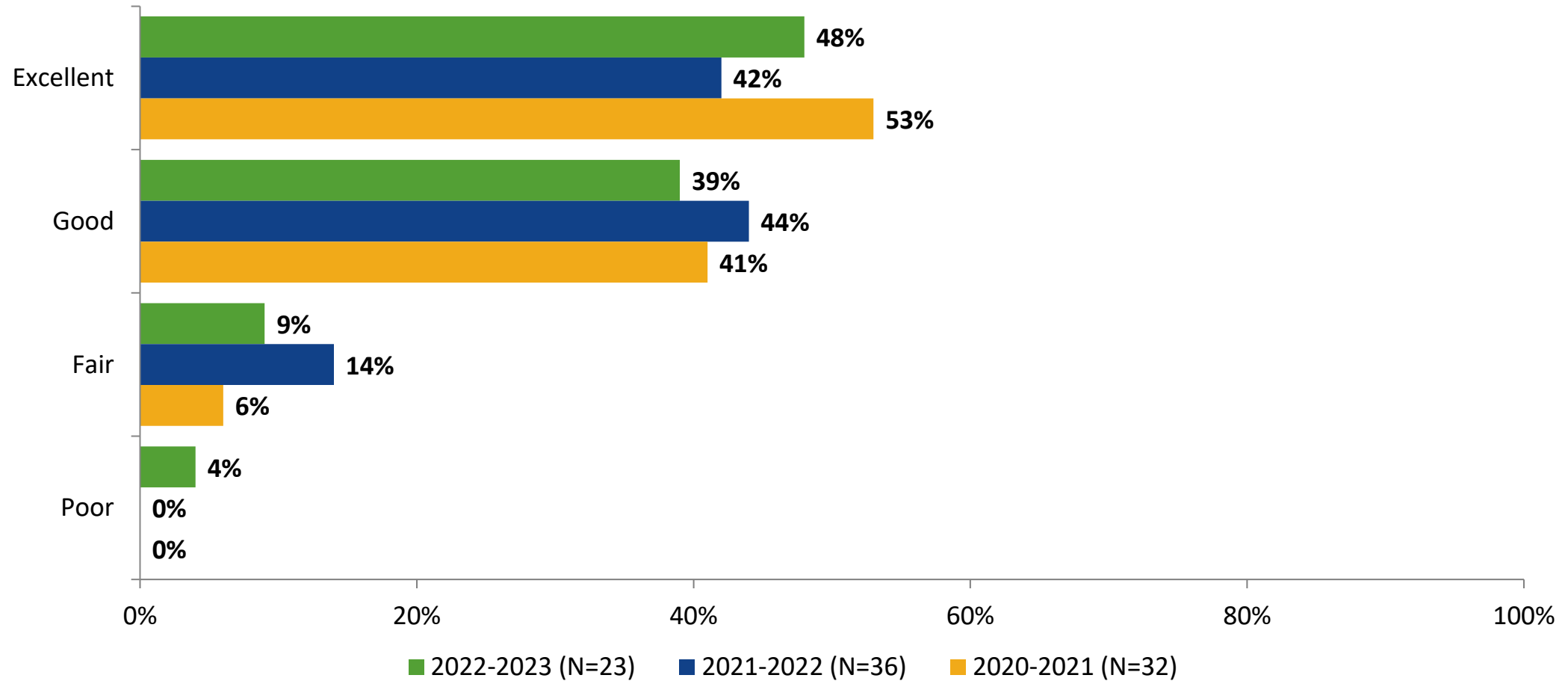
# Overall Quality

How would you rate the overall quality of the education at your school? (N=23)



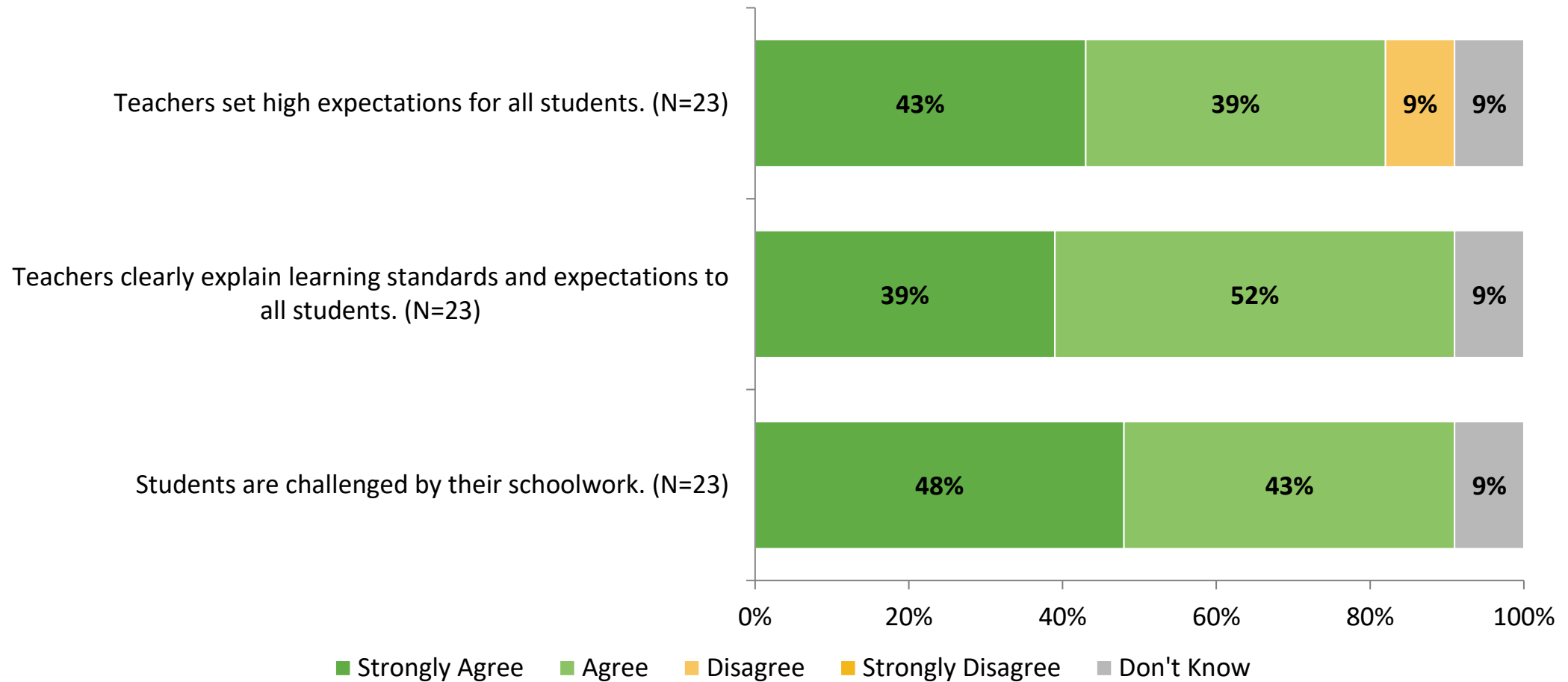
# Overall Quality: Comparison Over Time

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



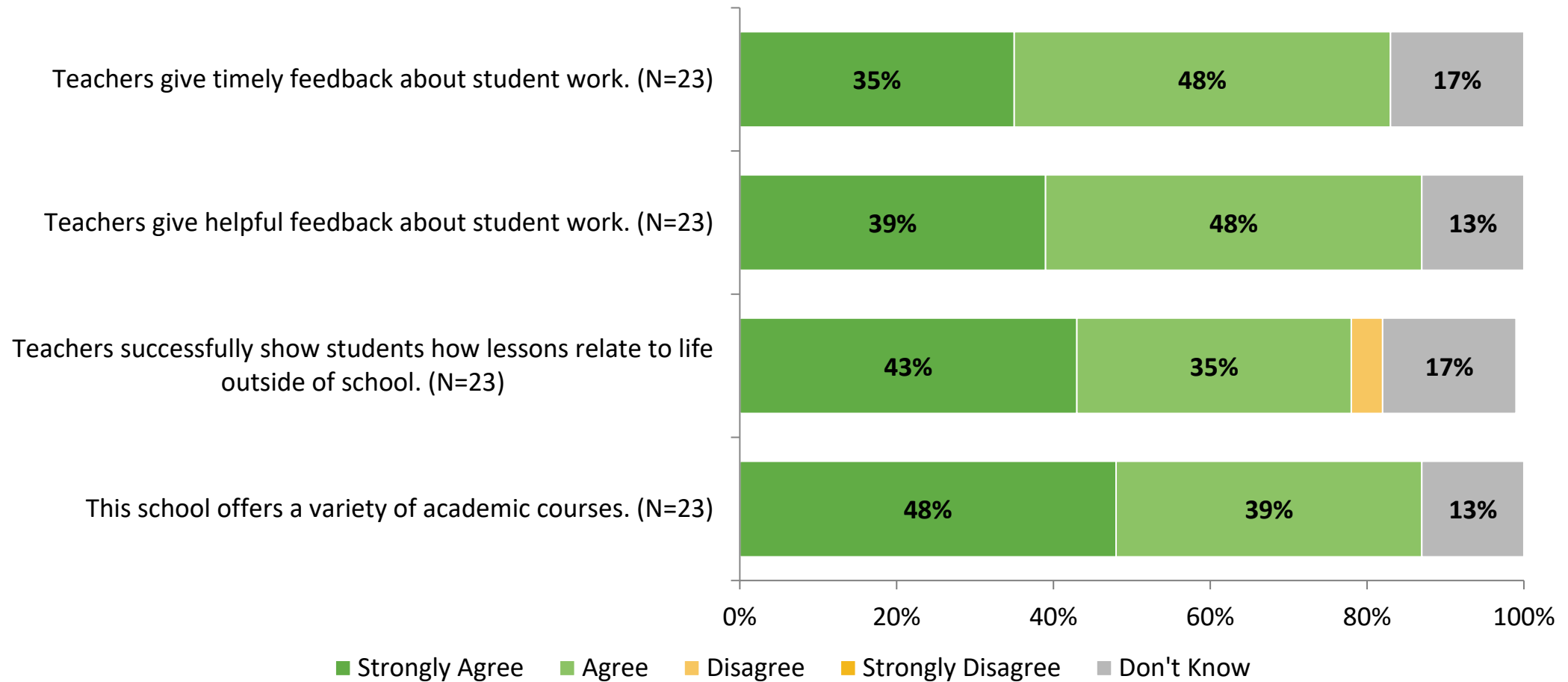
# Academic Support

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



# Academic Support (Continued)

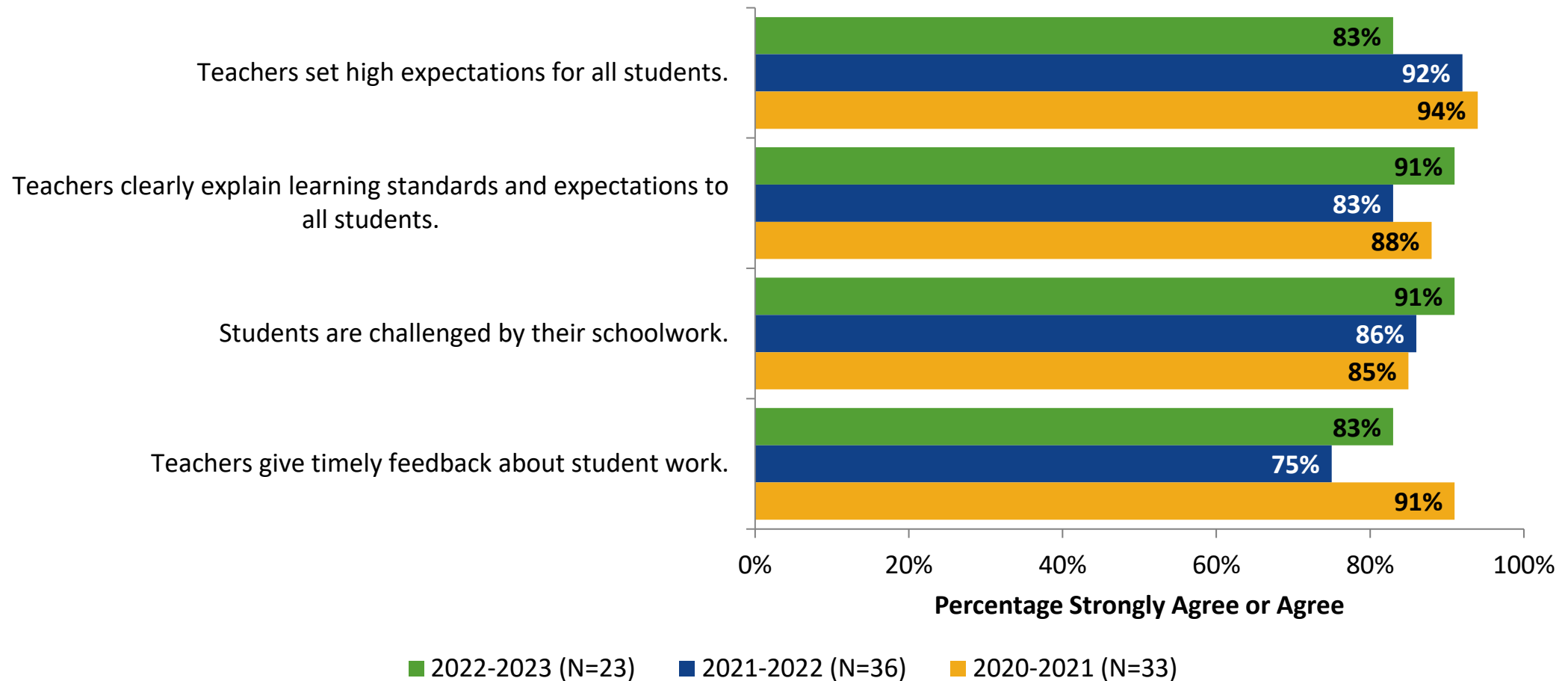
How strongly do you agree or disagree with the following statements?





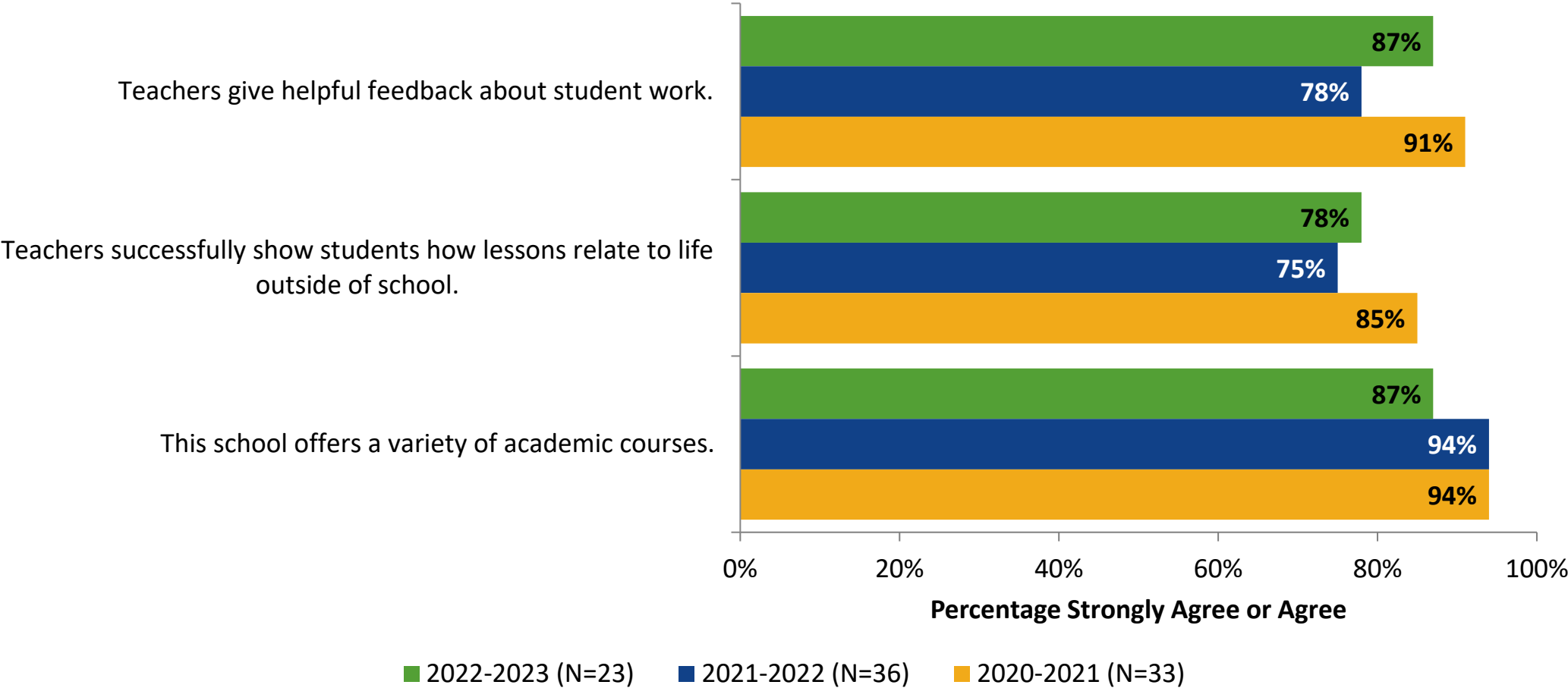
# Academic Support: Comparison Over Time

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



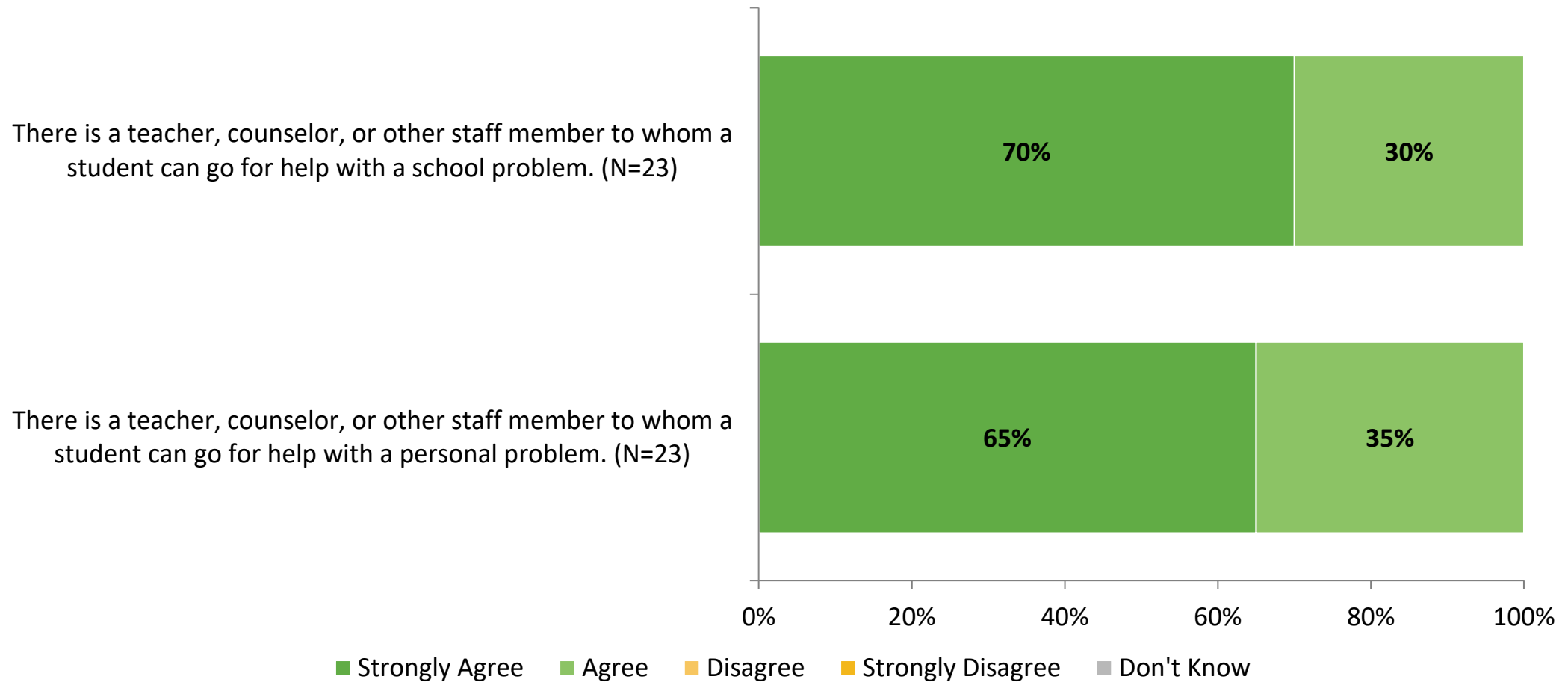
# Academic Support: Comparison Over Time (Continued)

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



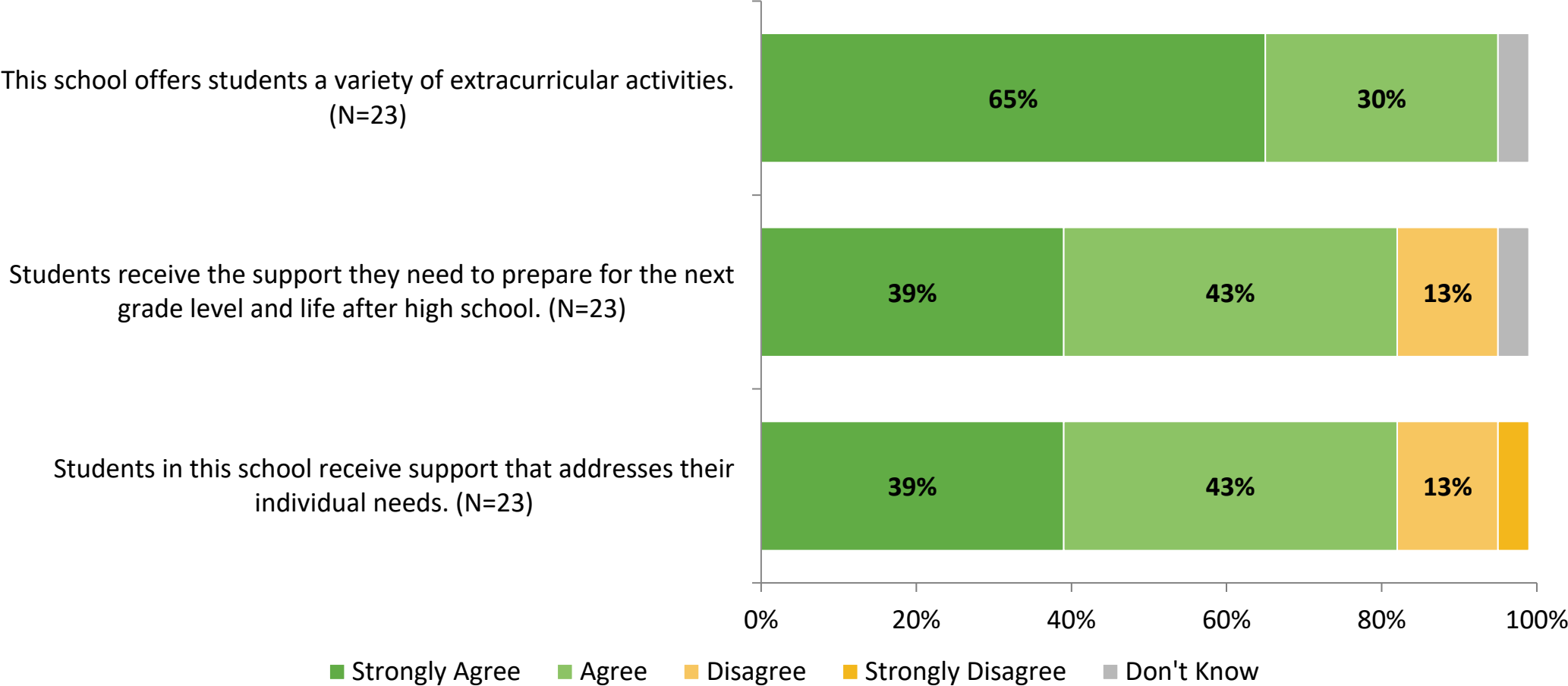
# Student Support

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



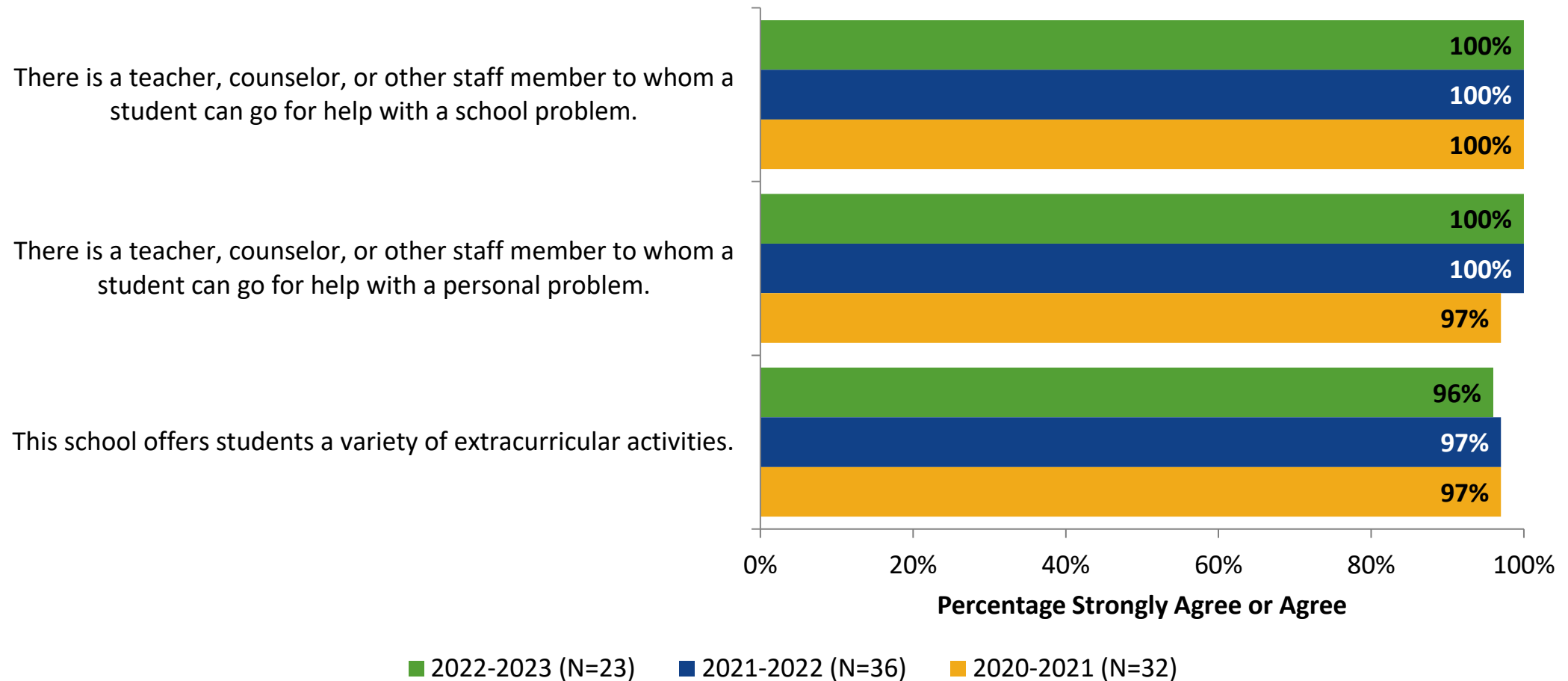
# Student Support (Continued)

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



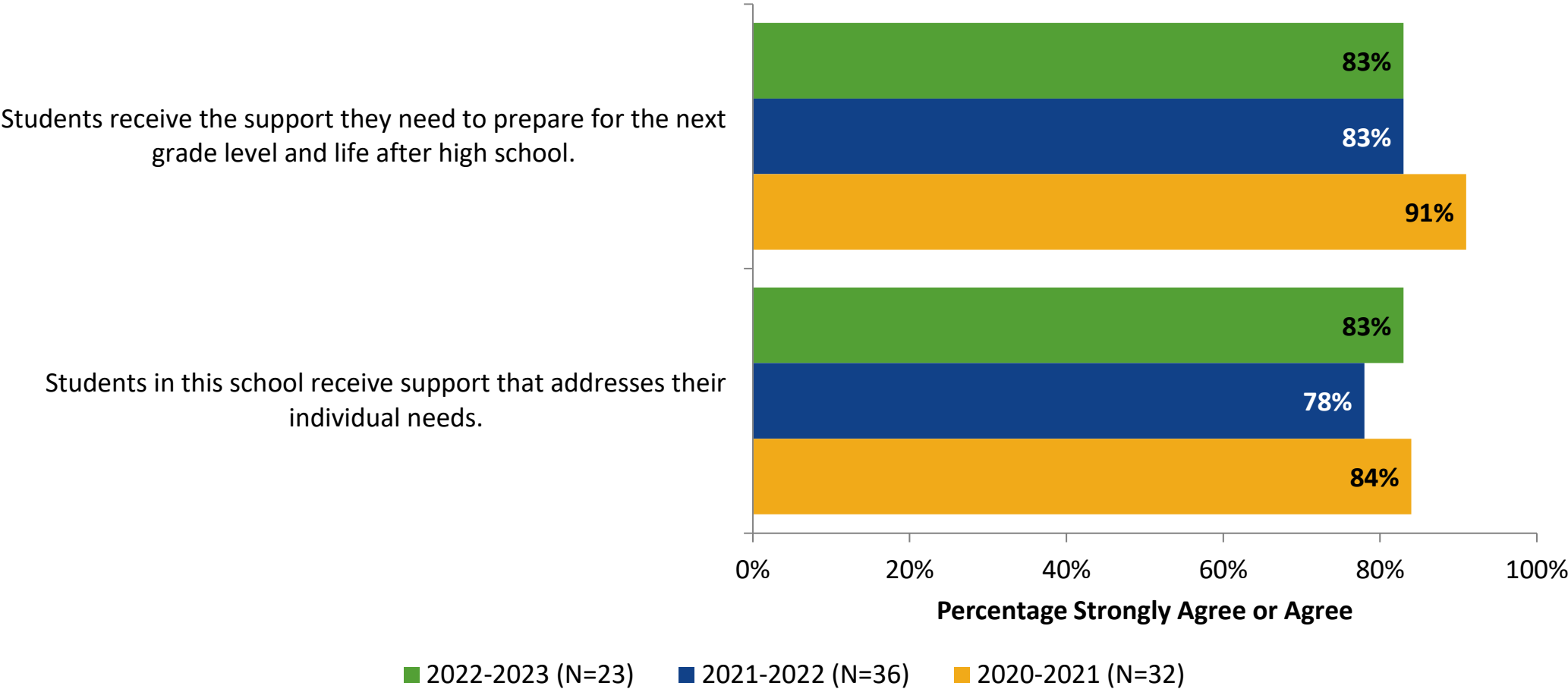
# Student Support: Comparison Over Time

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



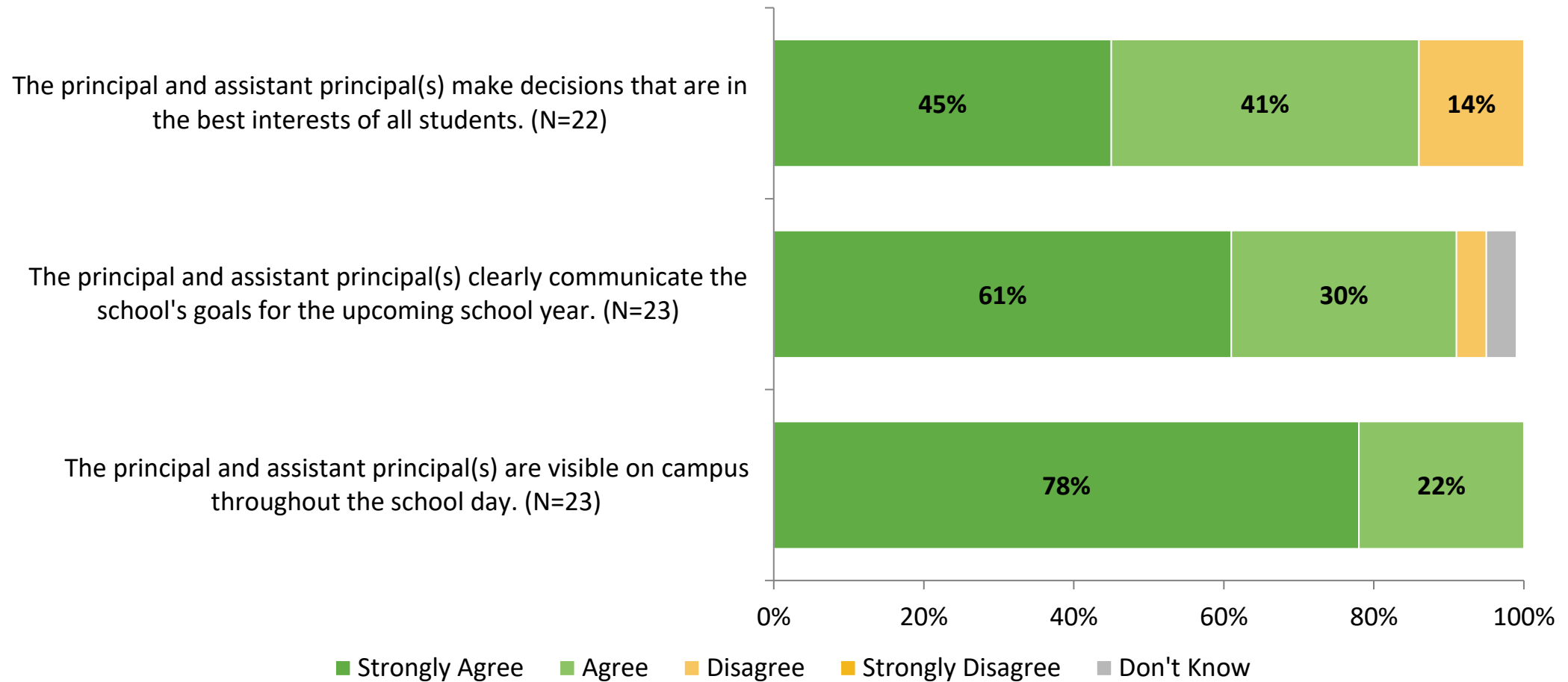
# Student Support: Comparison Over Time (Continued)

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



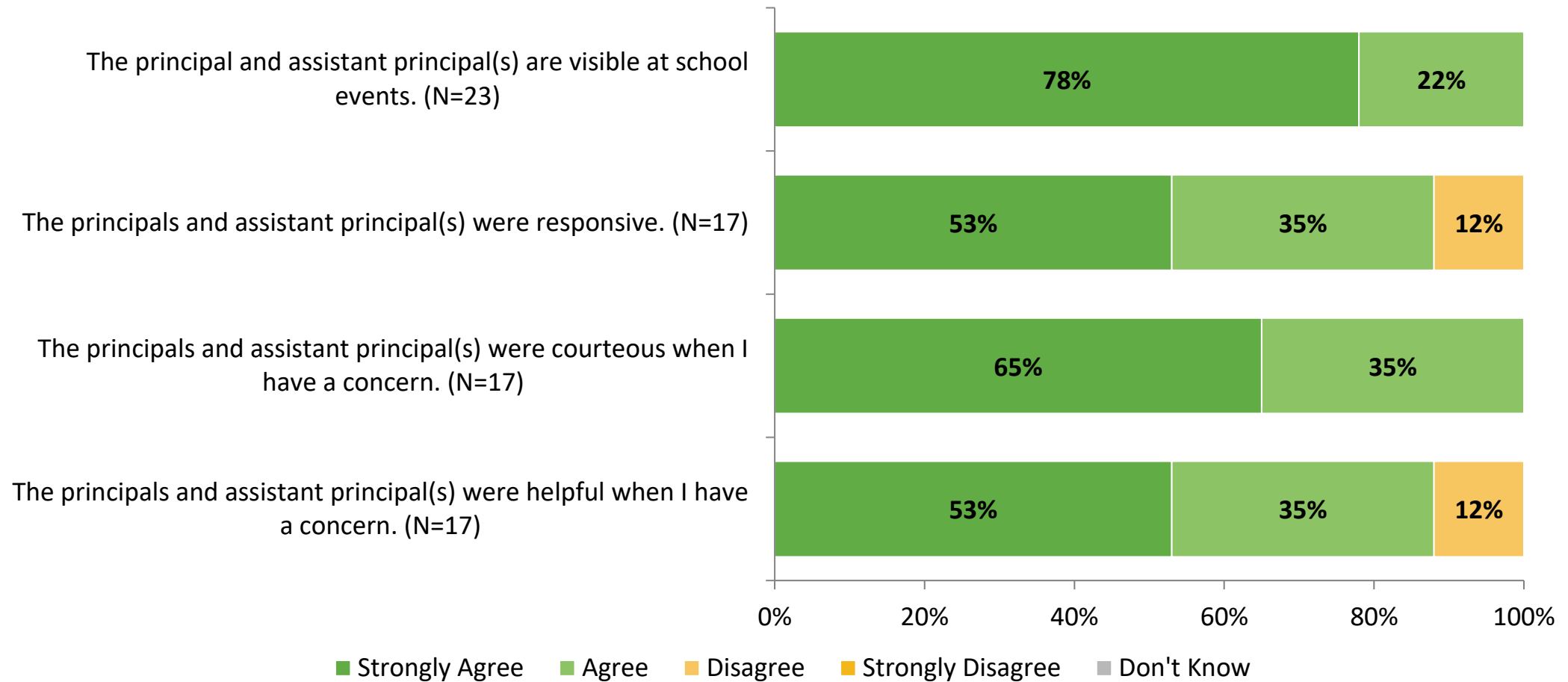
# School Leadership

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



# School Leadership (Continued)

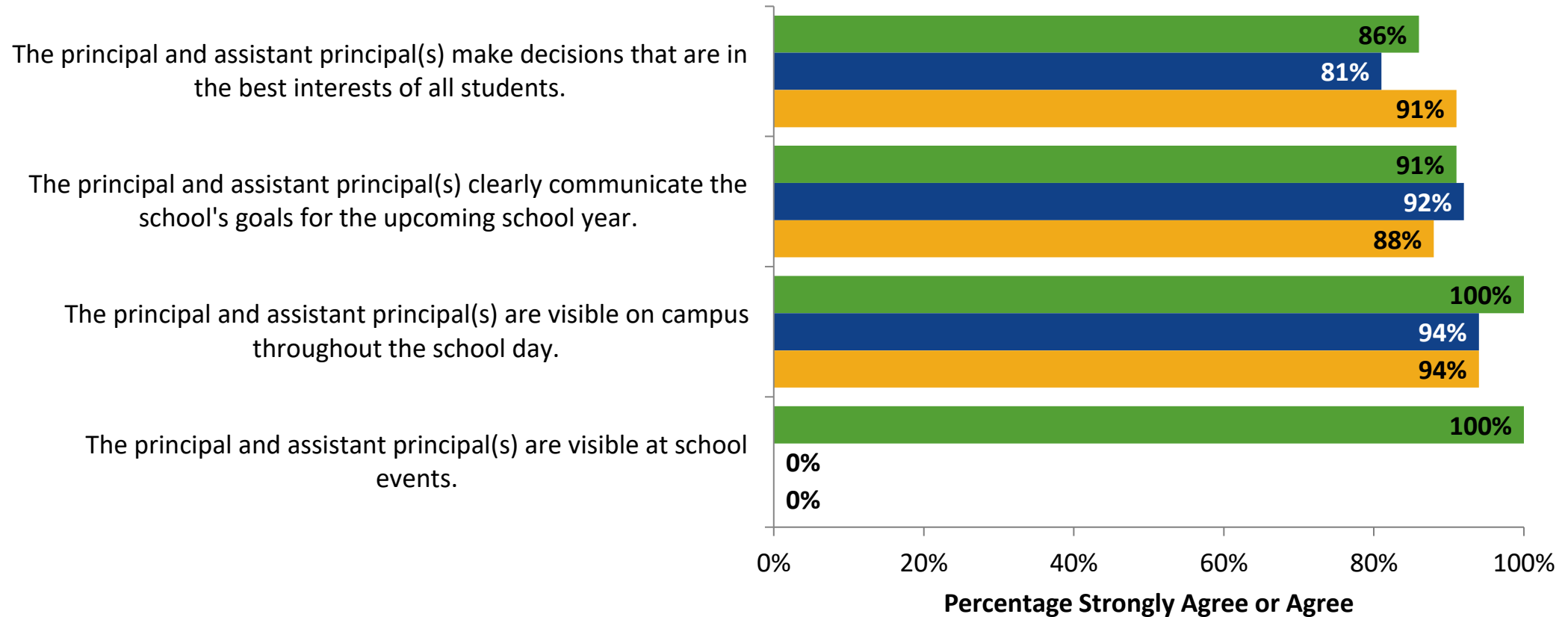
How strongly do you agree or disagree with the following statements?





# School Leadership: Comparison Over Time

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

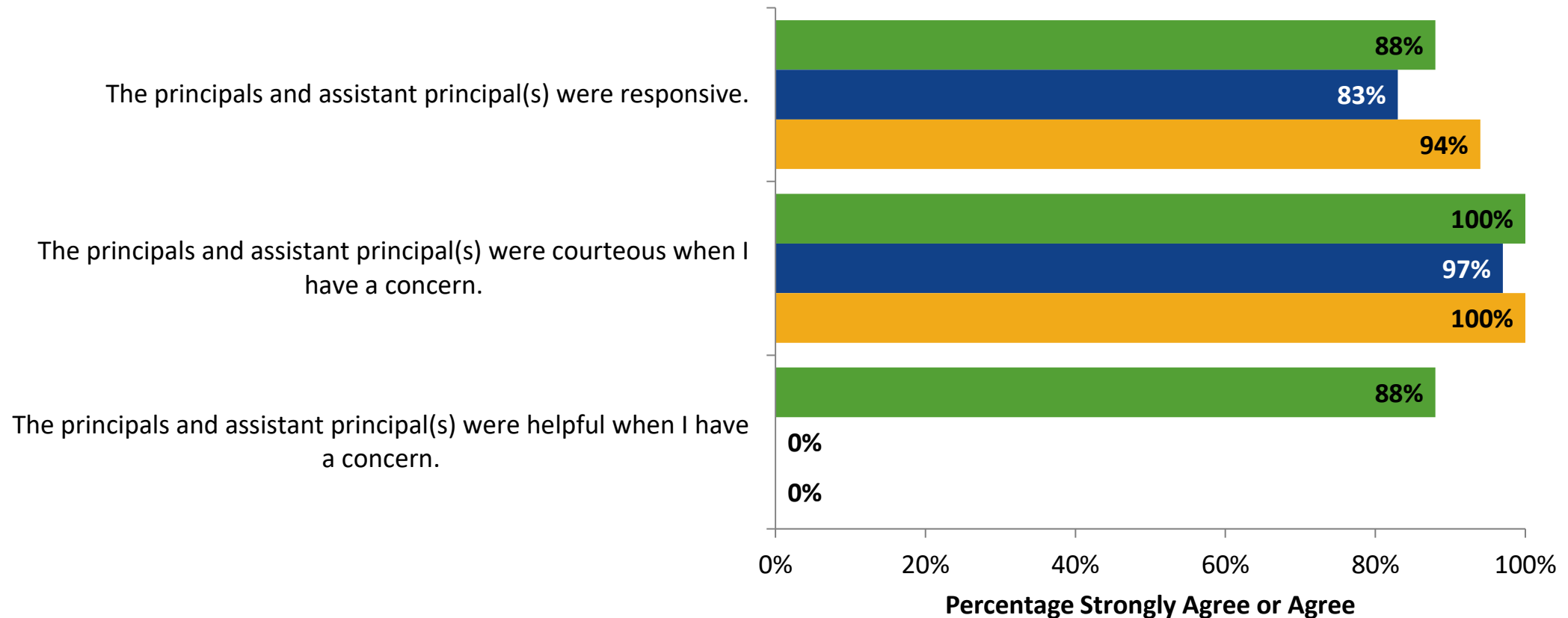


■ 2022-2023 (N=20) ■ 2021-2022 (N=36) ■ 2020-2021 (N=32)

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know  
Note: 0% indicates a question was not asked during that survey administration.

# School Leadership: Comparison Over Time (Continued)

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



■ 2022-2023 (N=20) ■ 2021-2022 (N=36) ■ 2020-2021 (N=32)

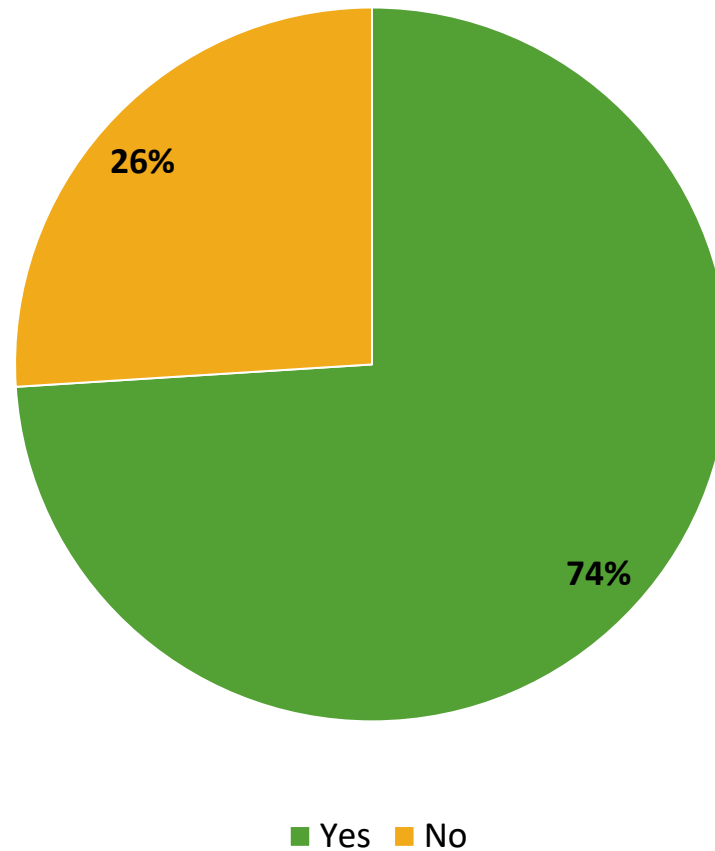
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

# Interaction with Principals and/or Assistant Principals

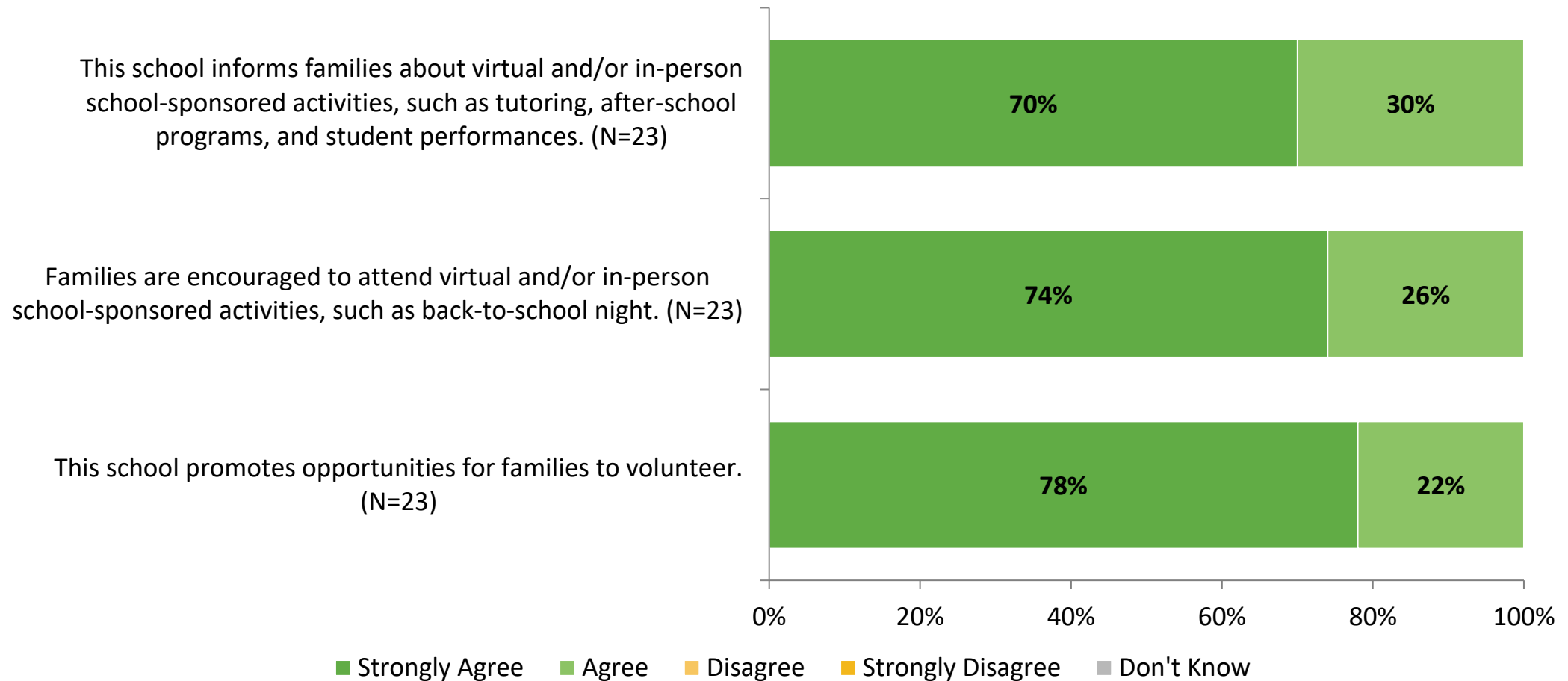
---

This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=23)



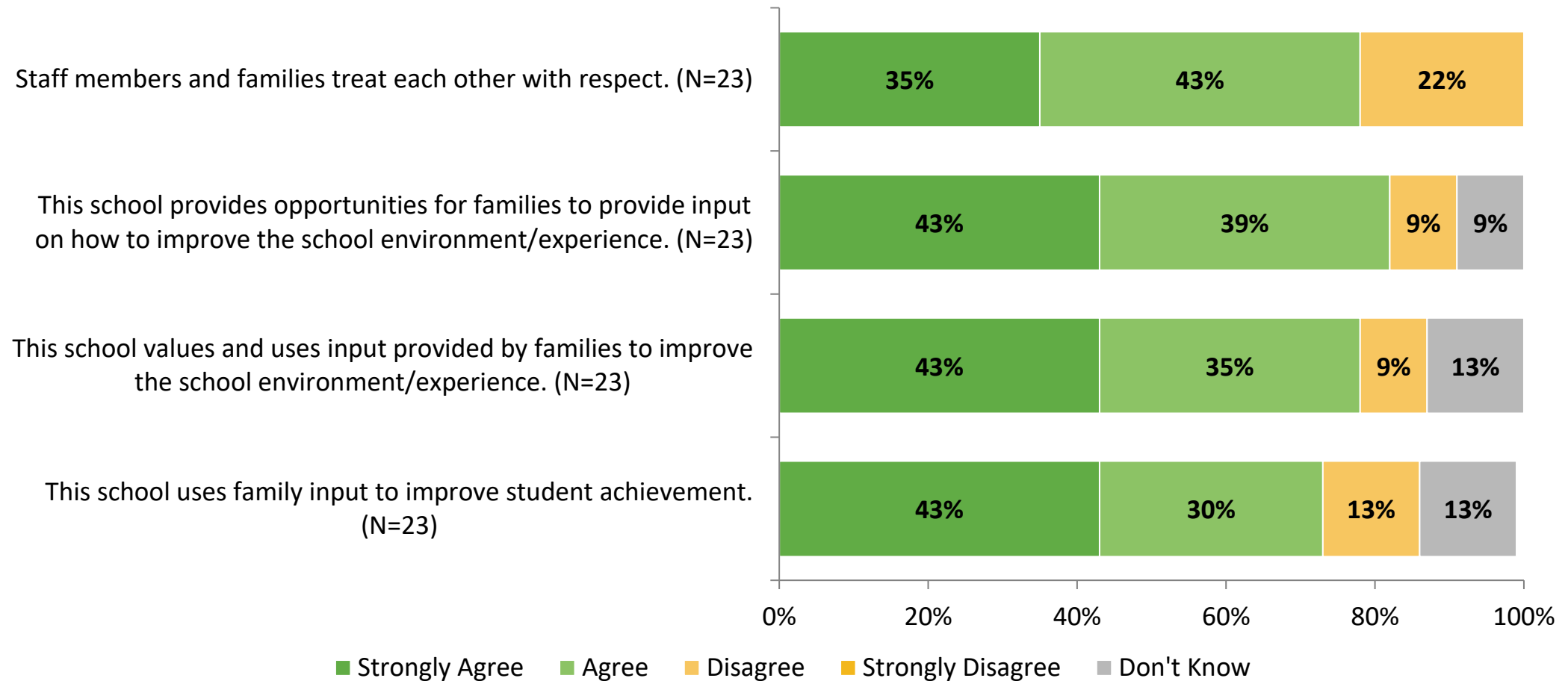
# Family Involvement

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



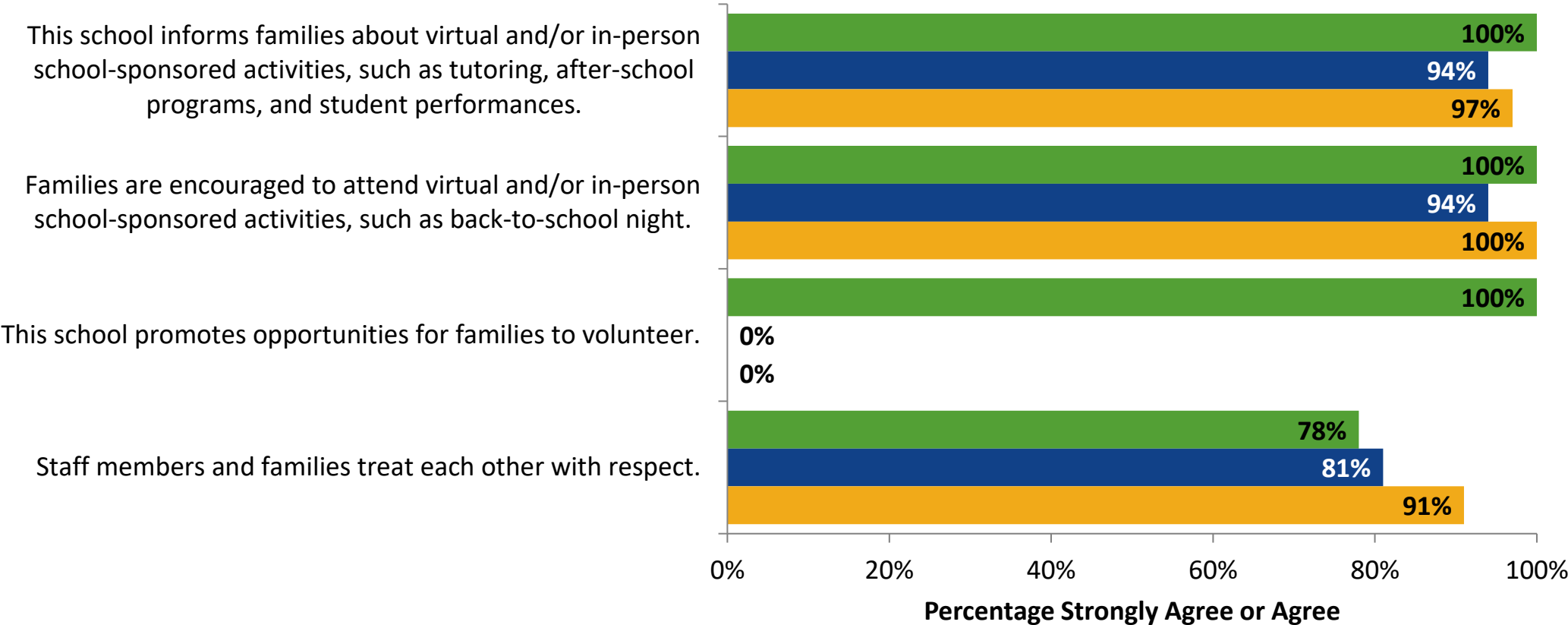
# Family Involvement (Continued)

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



# Family Involvement: Comparison Over Time

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

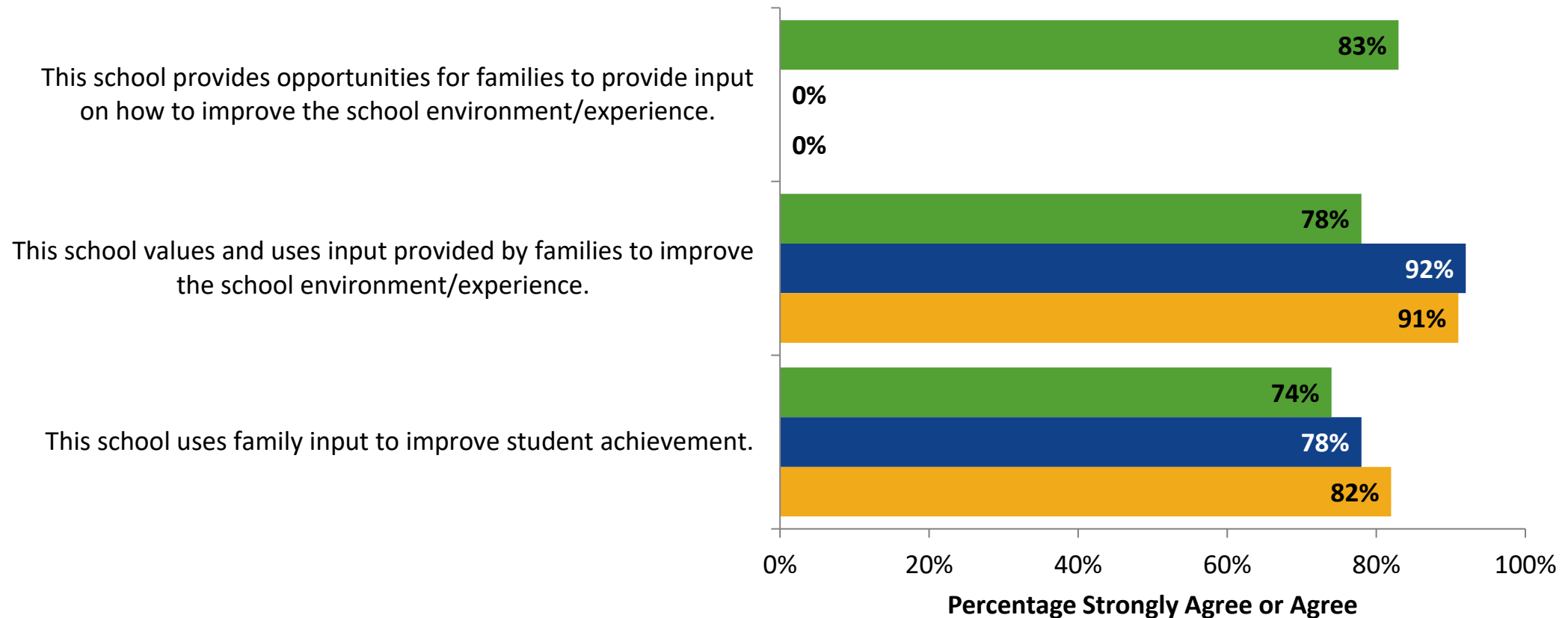


■ 2022-2023 (N=23) ■ 2021-2022 (N=36) ■ 2020-2021 (N=33)

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know  
Note: 0% indicates a question was not asked during that survey administration.

# Family Involvement: Comparison Over Time (Continued)

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

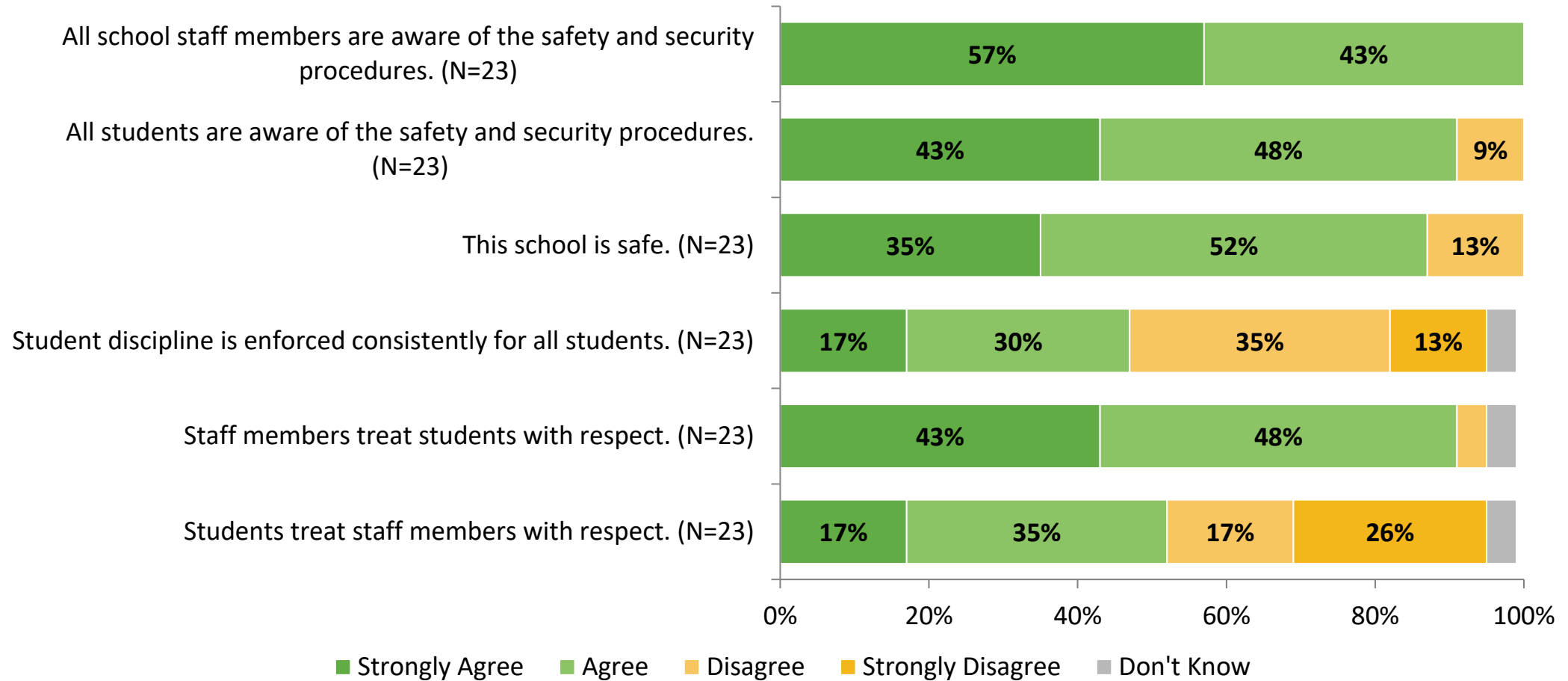


■ 2022-2023 (N=23) ■ 2021-2022 (N=36) ■ 2020-2021 (N=33)

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know  
Note: 0% indicates a question was not asked during that survey administration.

# Safety and Behavior

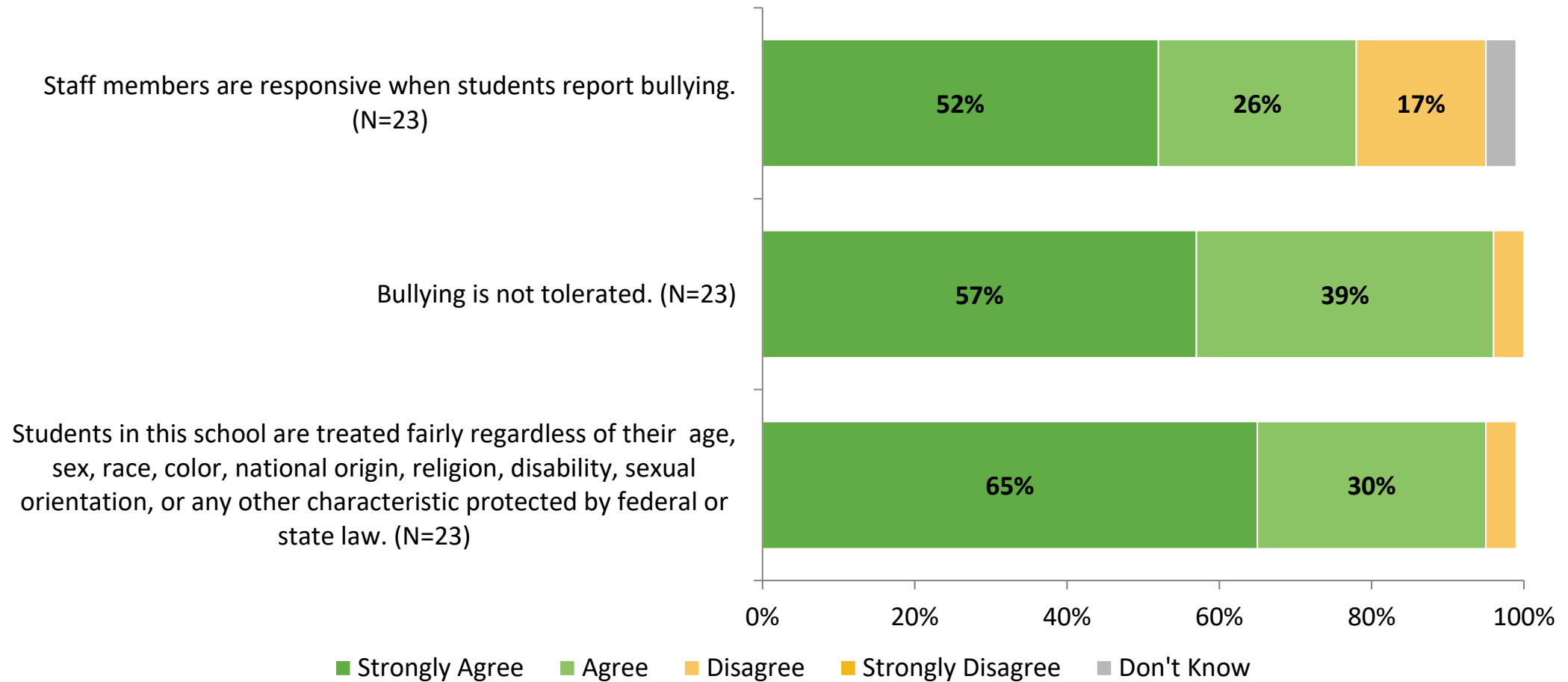
How strongly do you agree or disagree with the following statements?





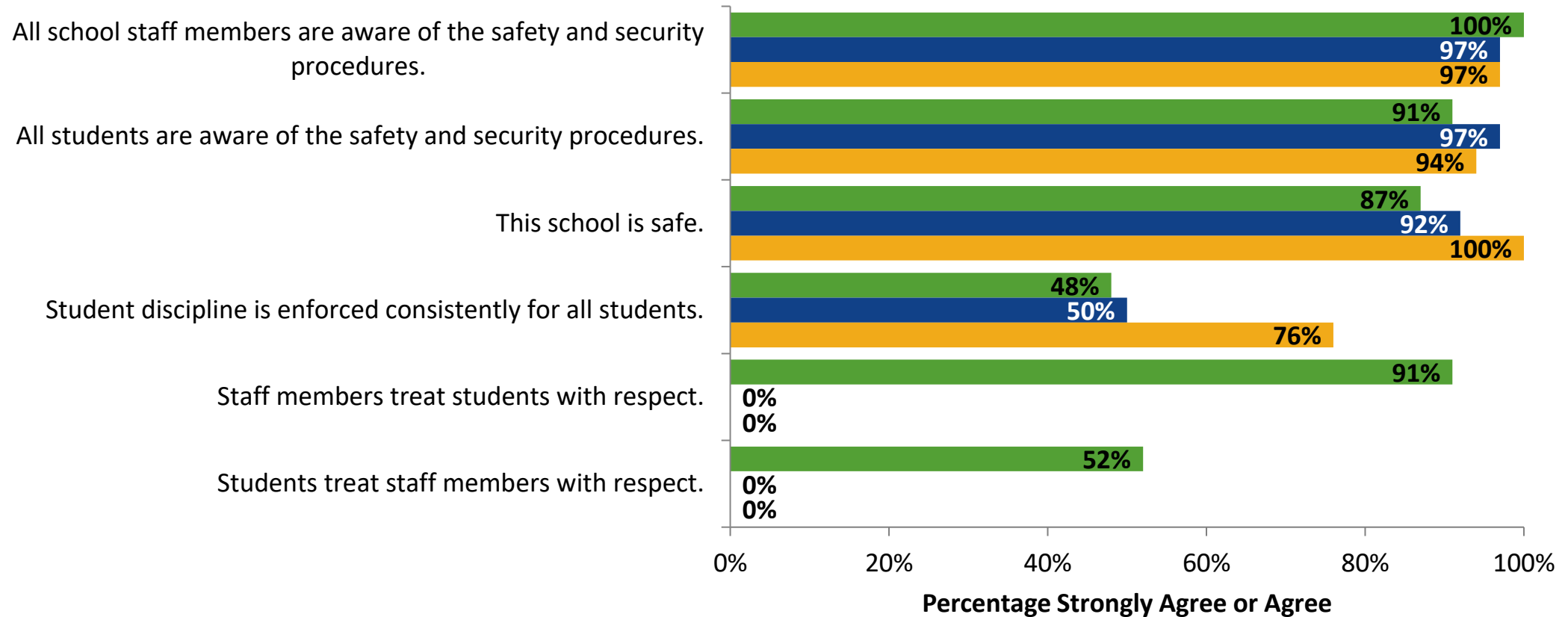
# Safety and Behavior (Continued)

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



# Safety and Behavior: Comparison Over Time

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



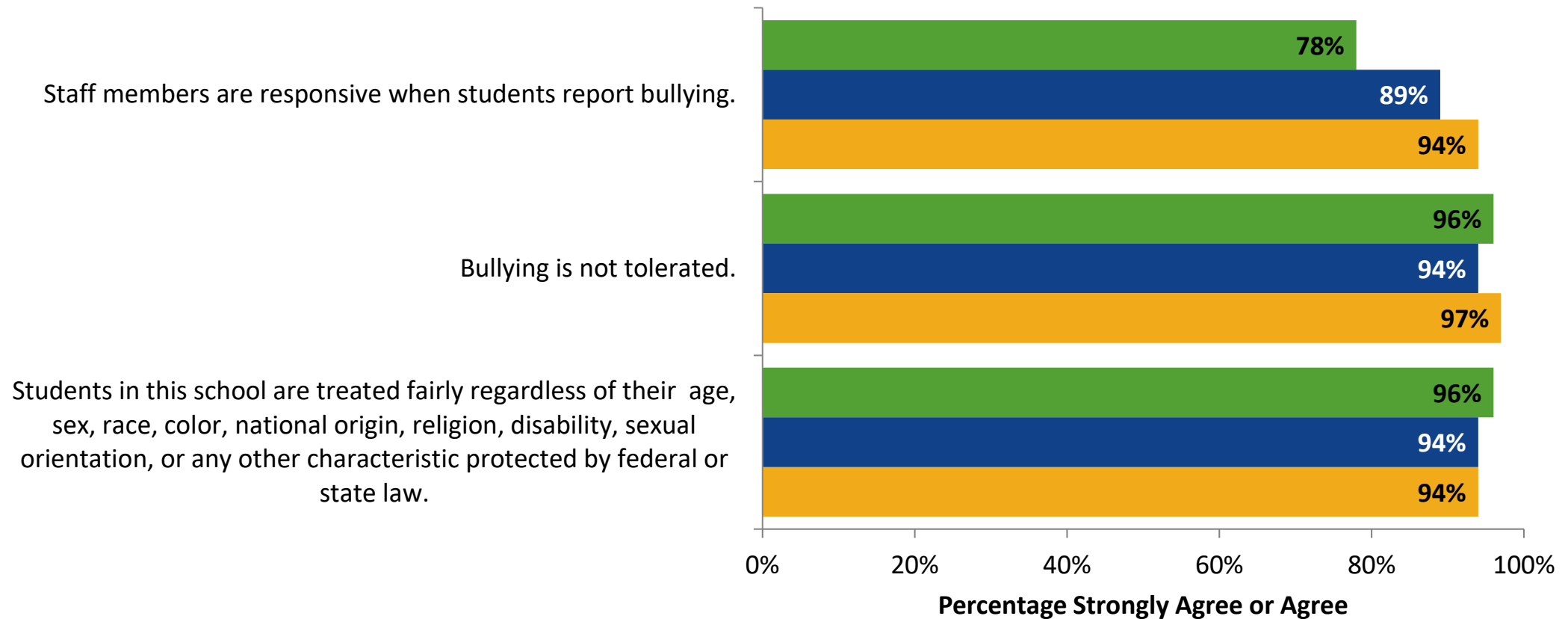
■ 2022-2023 (N=23) ■ 2021-2022 (N=36) ■ 2020-2021 (N=33)

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

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

# Safety and Behavior: Comparison Over Time (Continued)

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



■ 2022-2023 (N=23) ■ 2021-2022 (N=36) ■ 2020-2021 (N=33)

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know  
Note: 0% indicates a question was not asked during that survey administration.

# 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 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 courteous when I have a concern.	100%	School Leadership

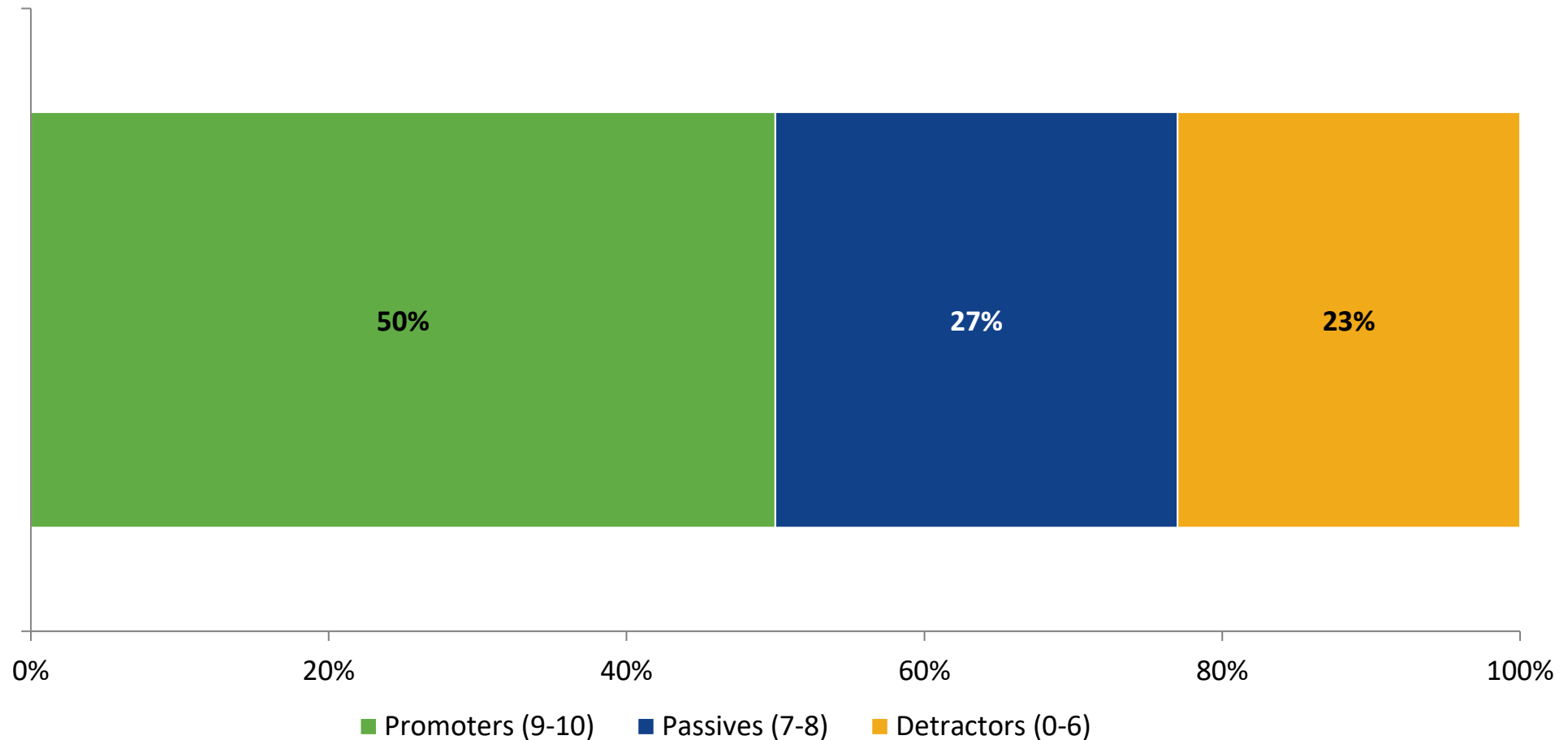
# Lowest Ranking Indicators

---

Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
Student discipline is enforced consistently for all students.	48%	Safety and Behavior
Students treat staff members with respect.	43%	Safety and Behavior
I feel appreciated for my work.	24%	Feedback and Recognition
District leaders understand the professional needs of district and school employees.	24%	District Leadership
Staff members and families treat each other with respect.	22%	Family Involvement

# Net Promoter Score - School

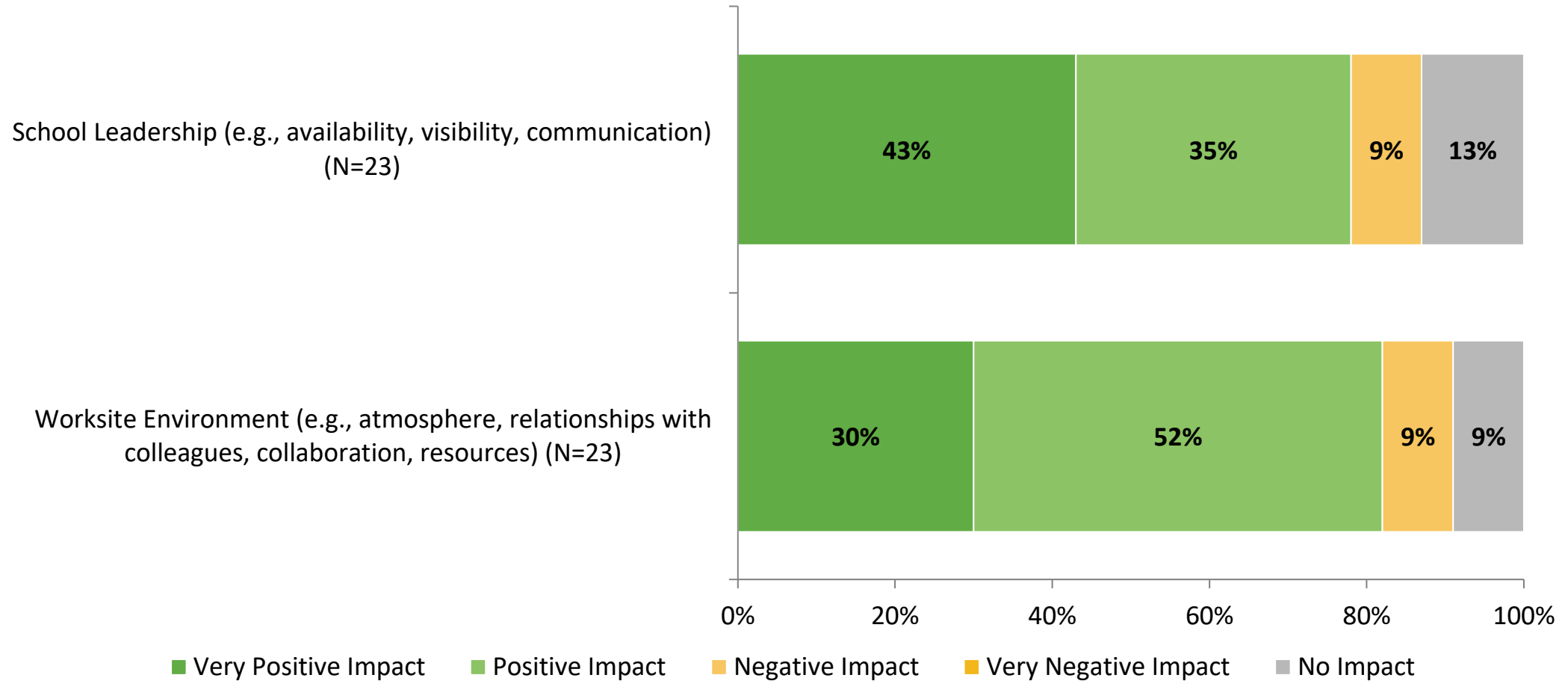
How likely is it that you would recommend your school to a family member or friend? (N=22)



Notes: The scores are clustered into Promoters, Passives, and Detractors, based on the rating. Passives represent individuals who do not have an unequivocal opinion about their school or district.

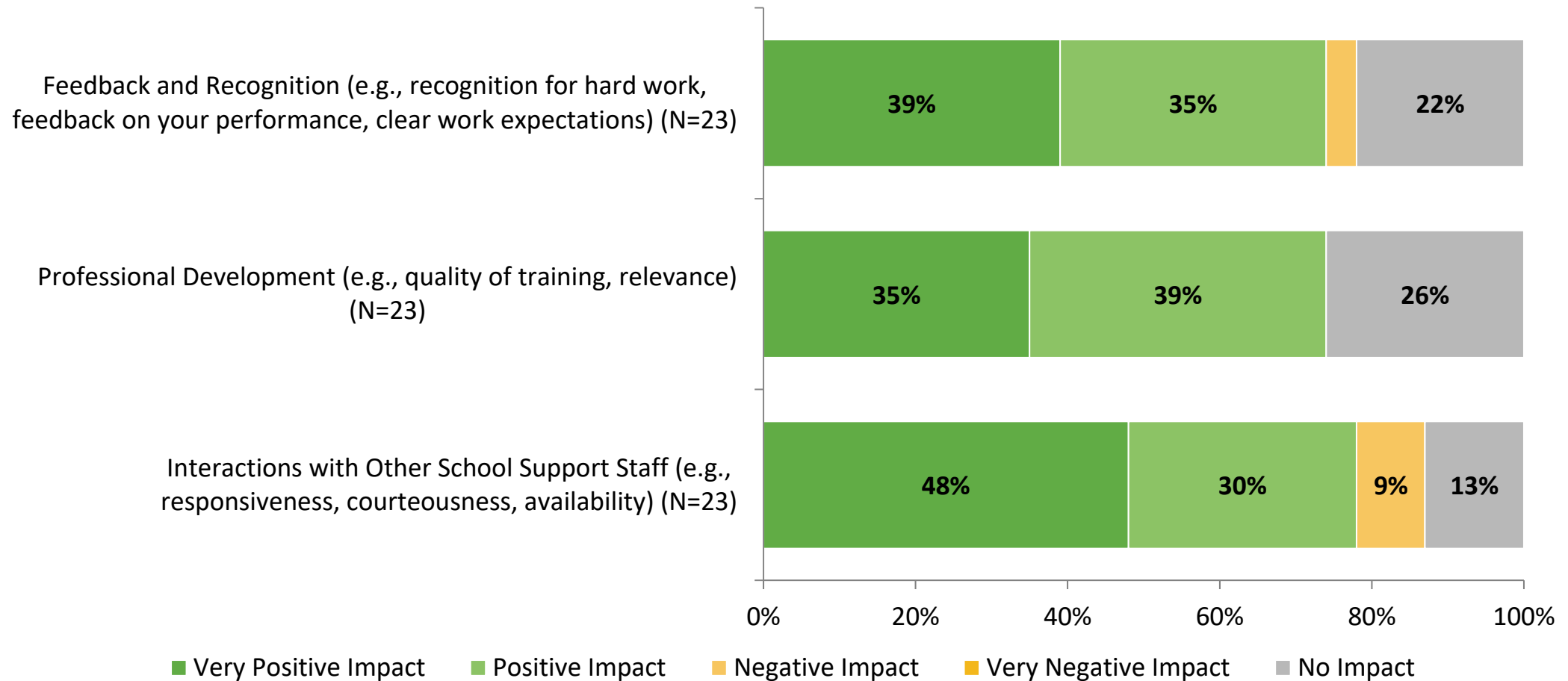
# Impact on Rating of School

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



# Impact on Rating of School (Continued)

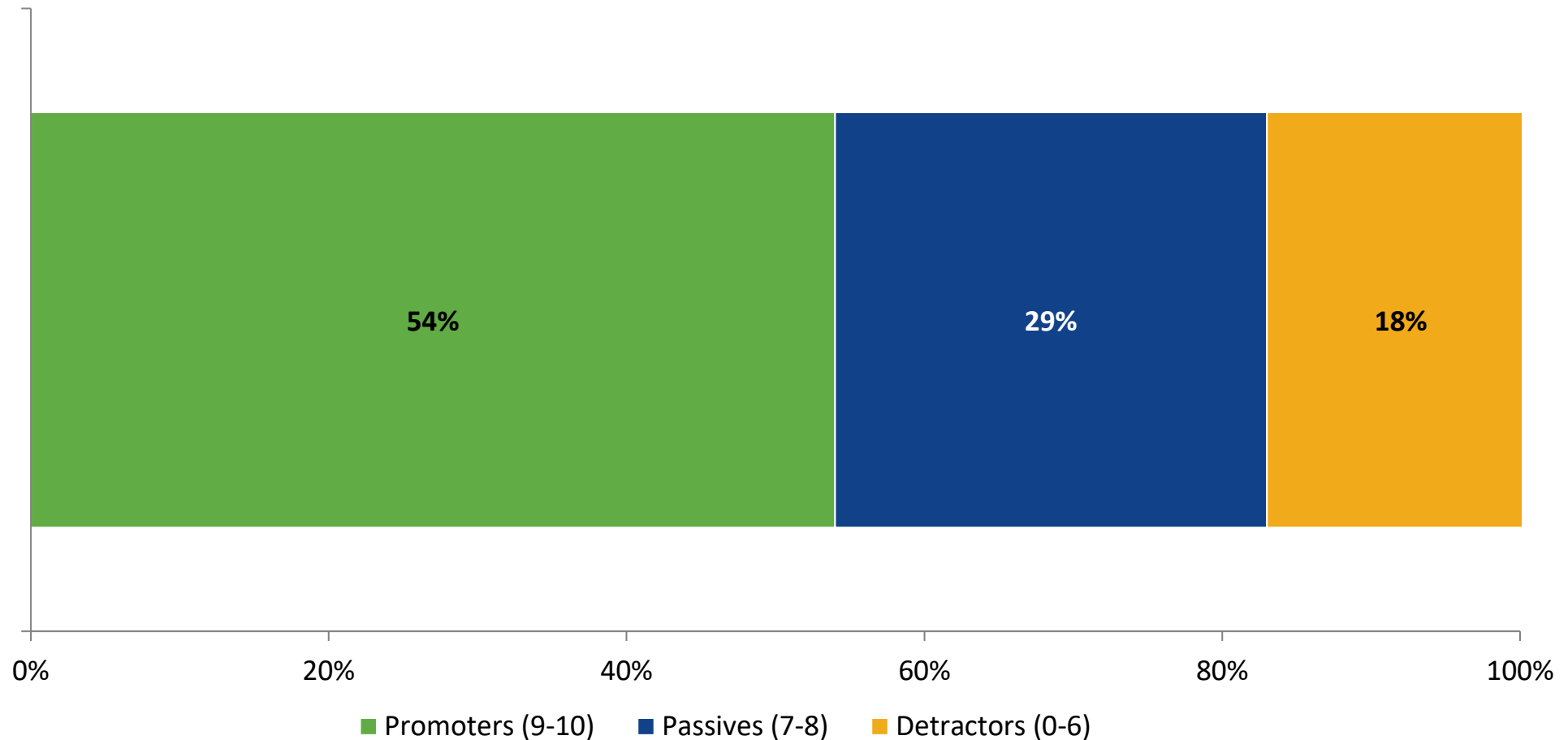
How do the following areas impact your rating of your school?





# Net Promoter Score - District

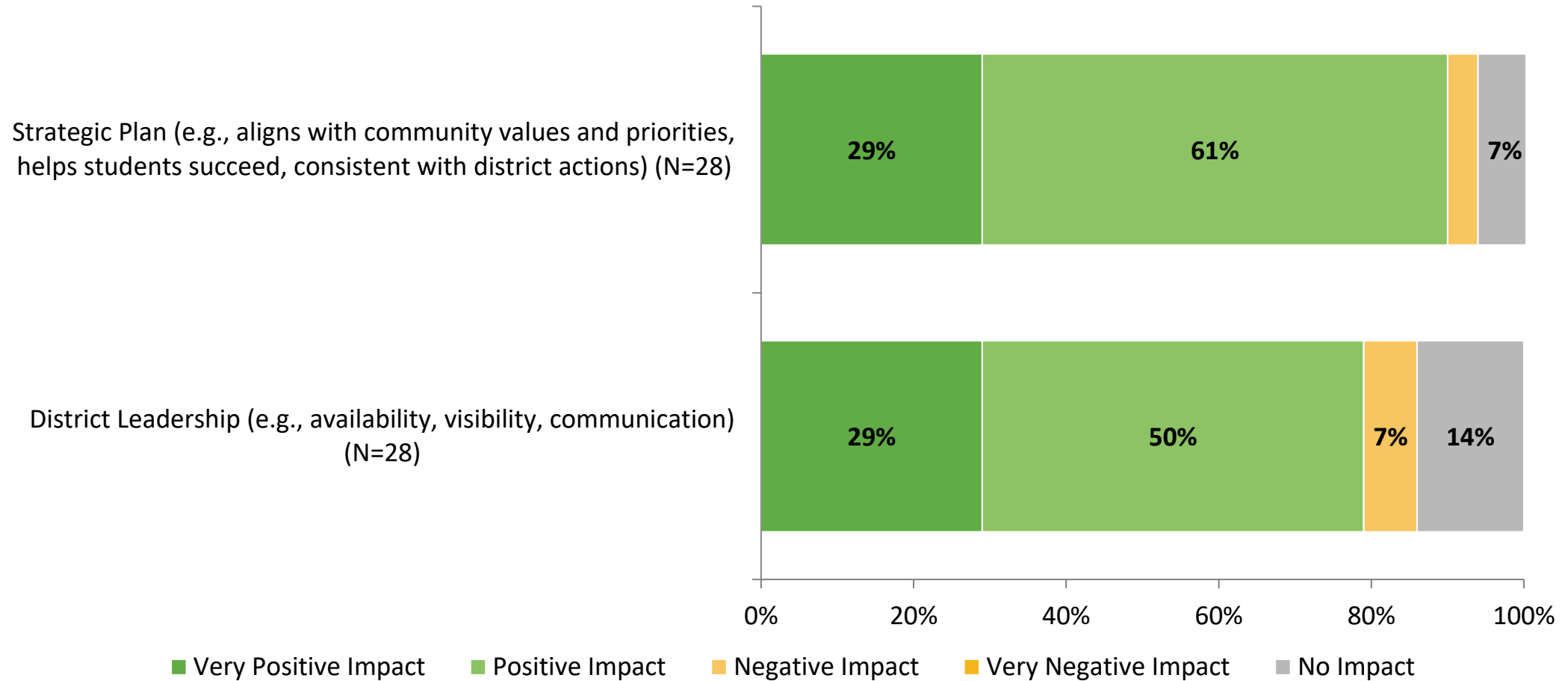
How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=28)



Notes: The scores are clustered into Promoters, Passives, and Detractors, based on the rating. Passives represent individuals who do not have an unequivocal opinion about their school or district.

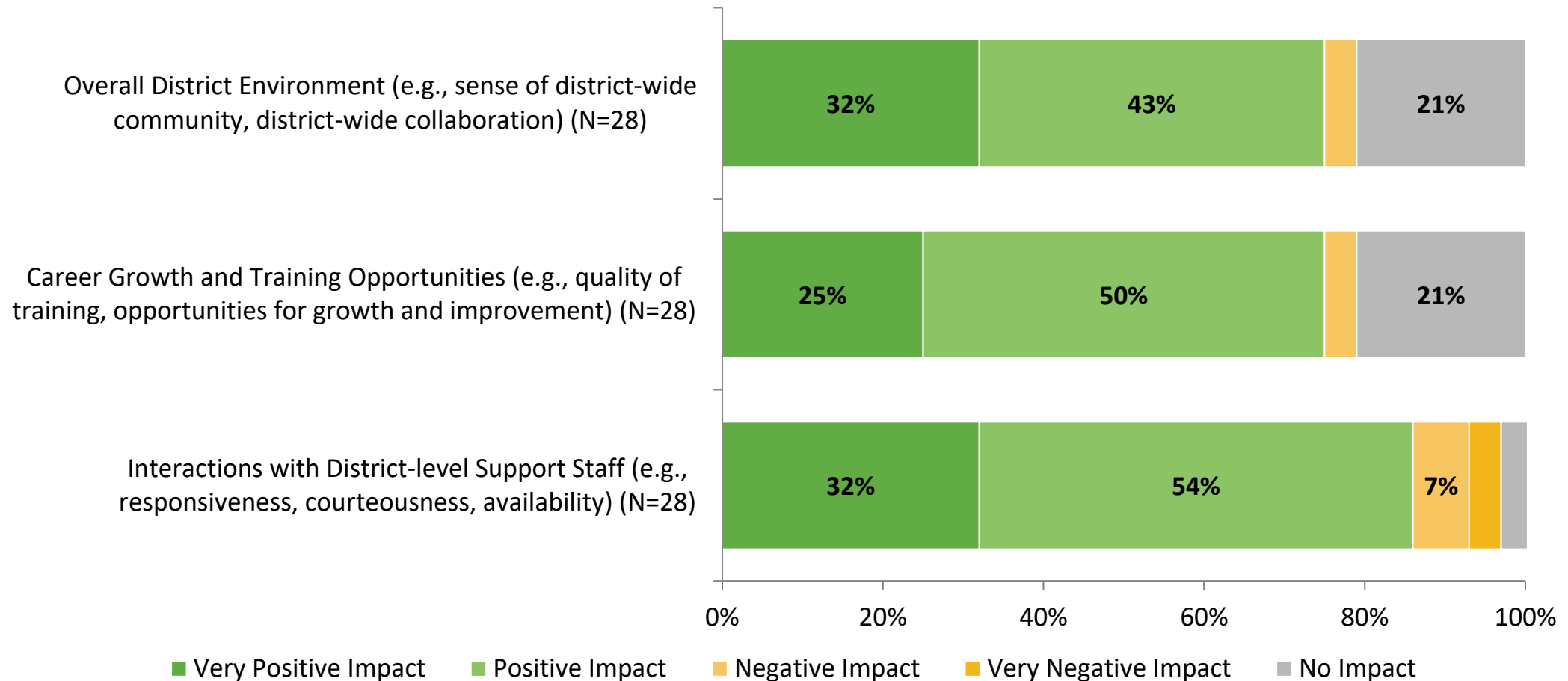
# Impact on Rating of Pinellas County Schools

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



Follow us on Twitter: @k12insight  
[www.k12insight.com](http://www.k12insight.com)