Employee Survey: Highland Lakes Elementary

Results

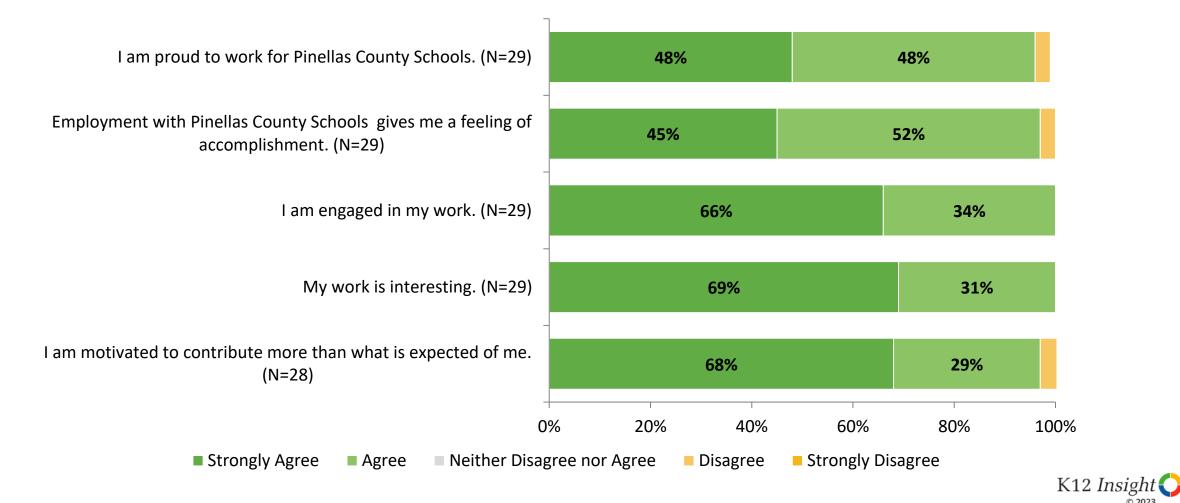
2022-2023 School Year



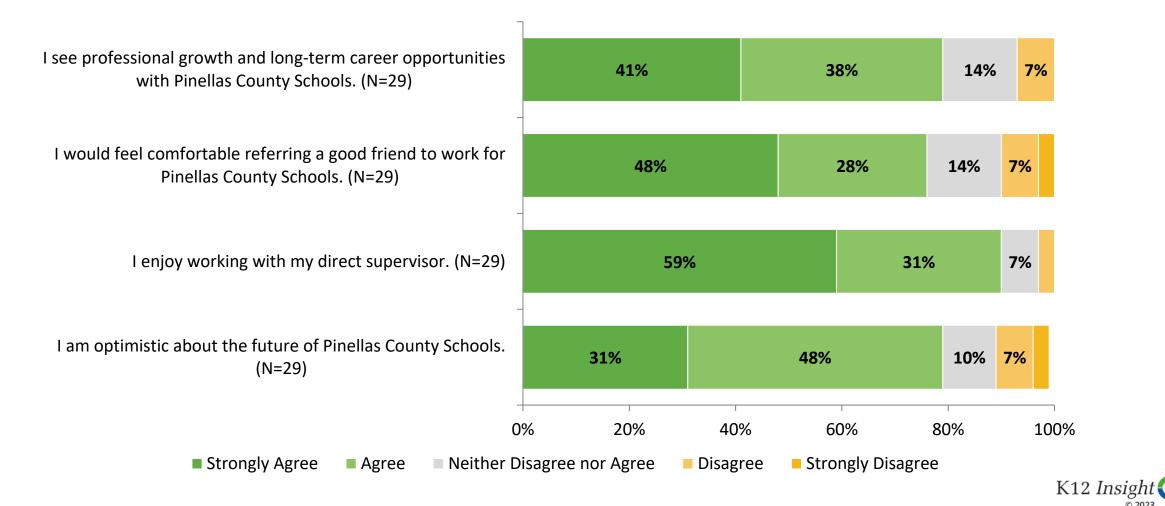


Overall Engagement

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

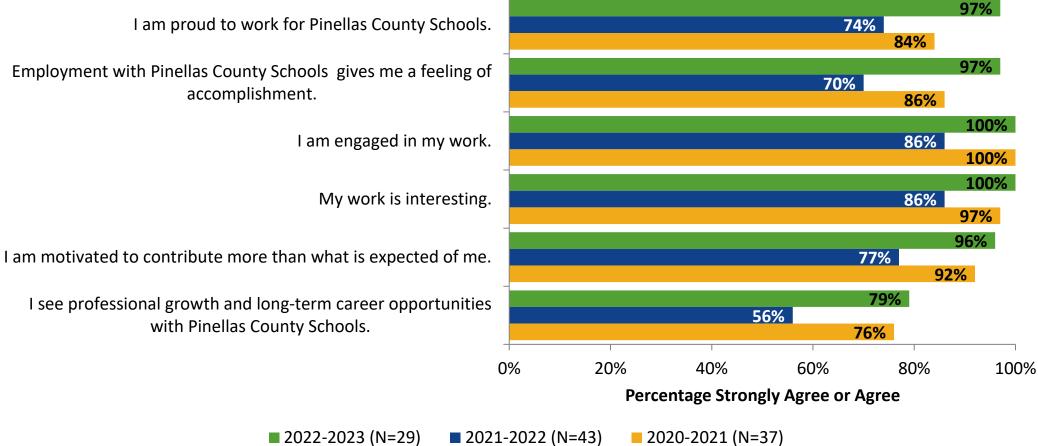


Overall Engagement (Continued)



Overall Engagement: Comparison Over Time

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



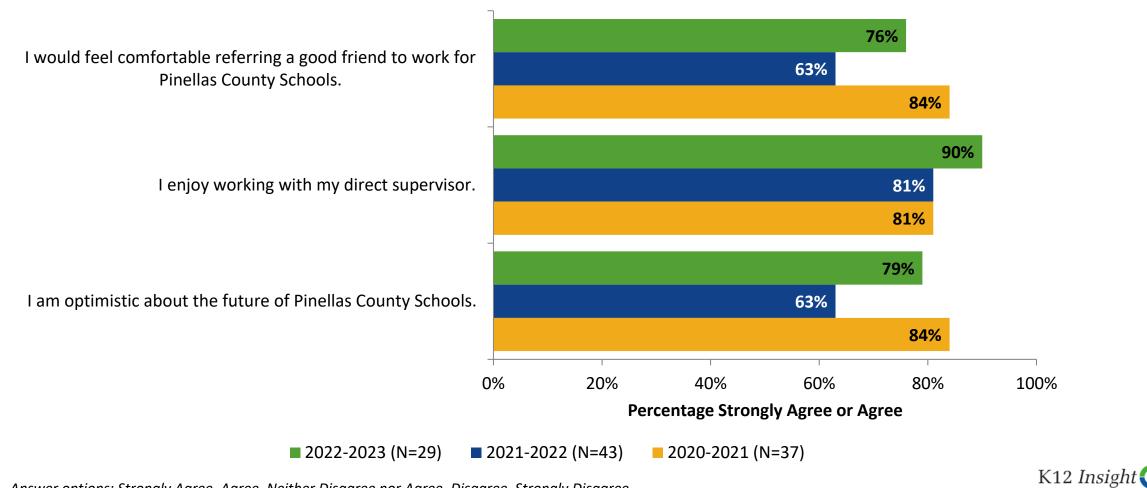
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

4



Overall Engagement: Comparison Over Time (Continued)

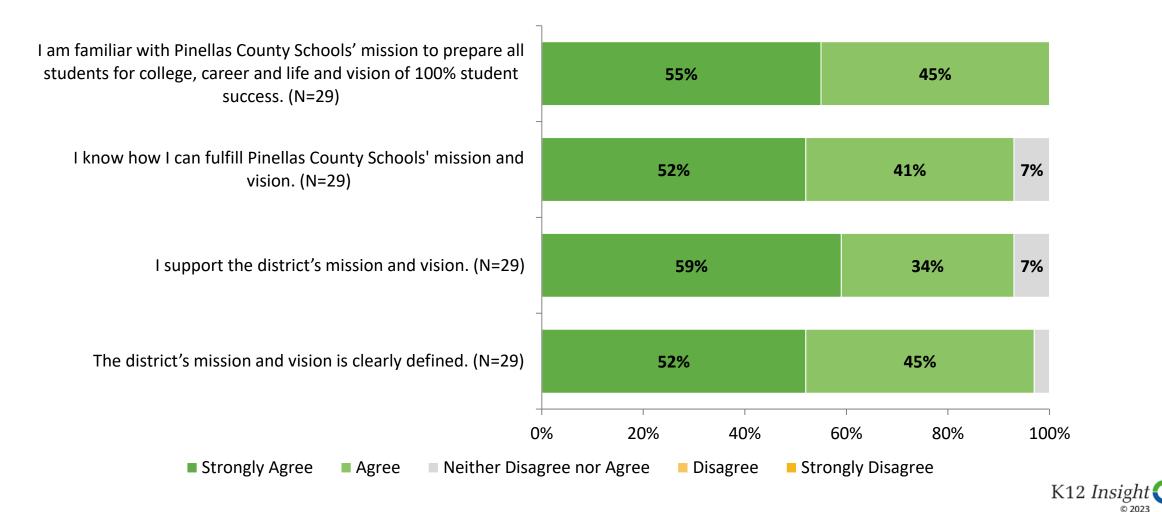
How strongly do you agree or disagree with the following statements?



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

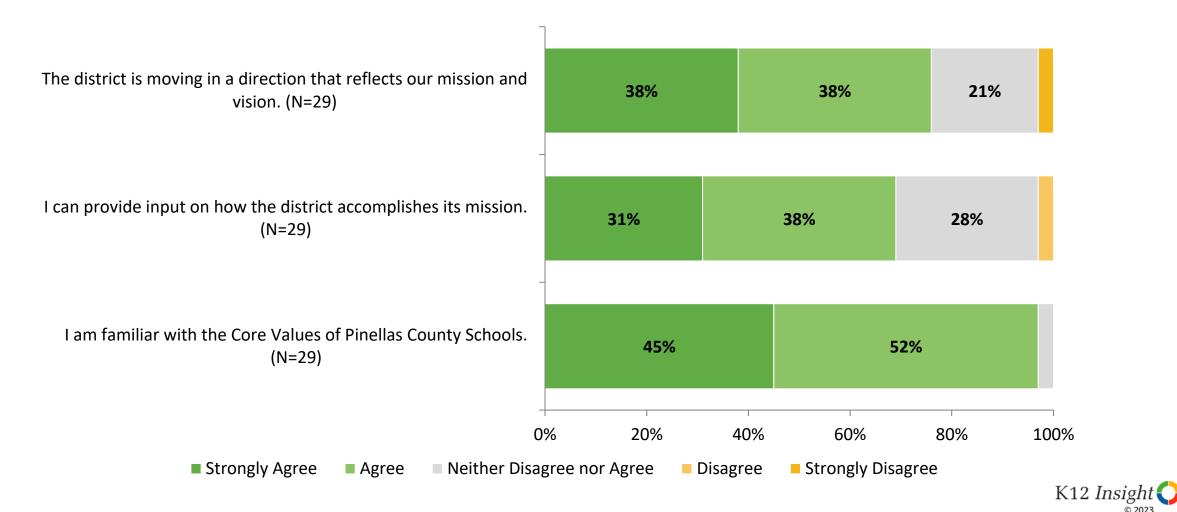
5

Mission and Vision



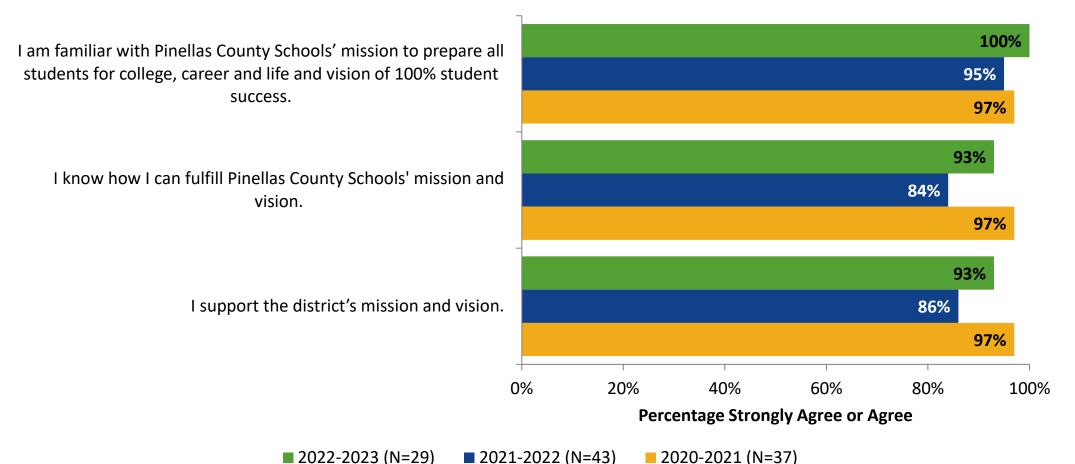
Mission and Vision (Continued)

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=29) ■ 2021-2022 (N=43) Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

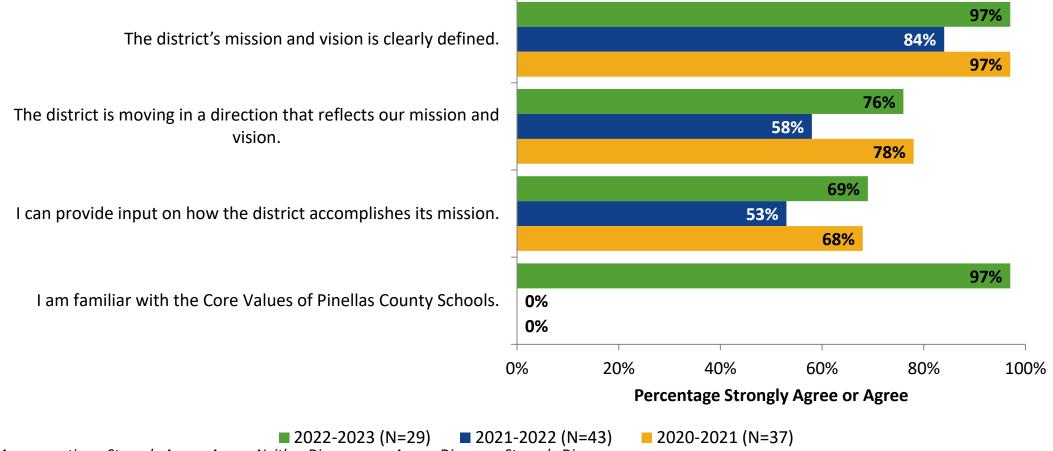
Note: 0% indicates a question was not asked during that survey administration.

8



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

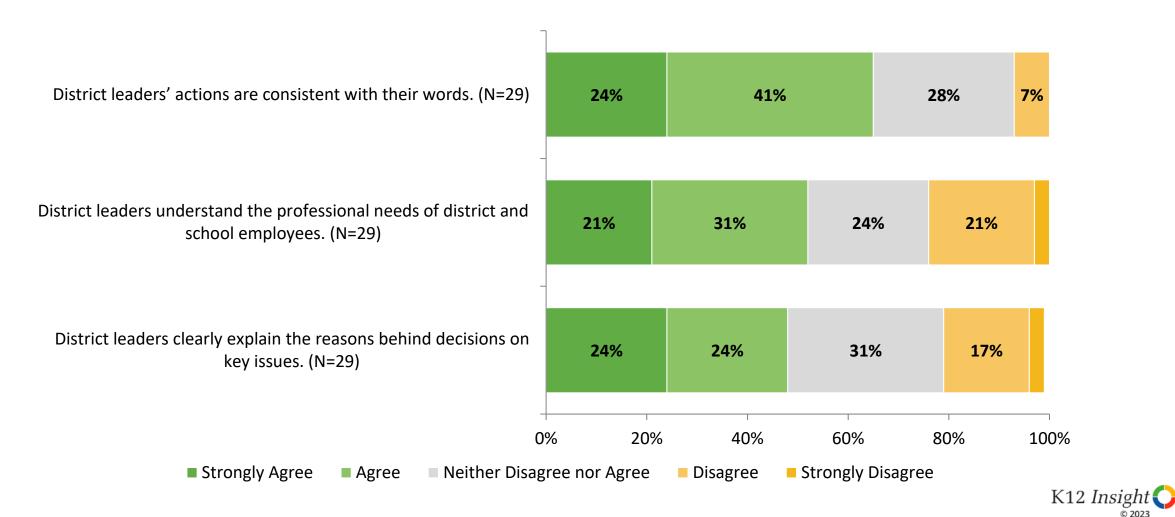
Note: 0% indicates a question was not asked during that survey administration.

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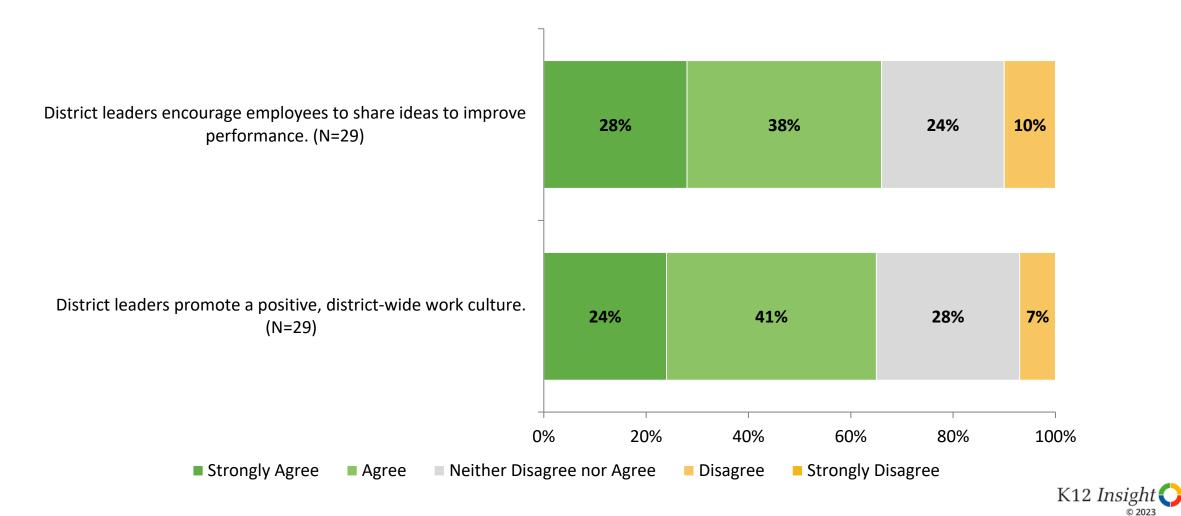
District Leadership

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

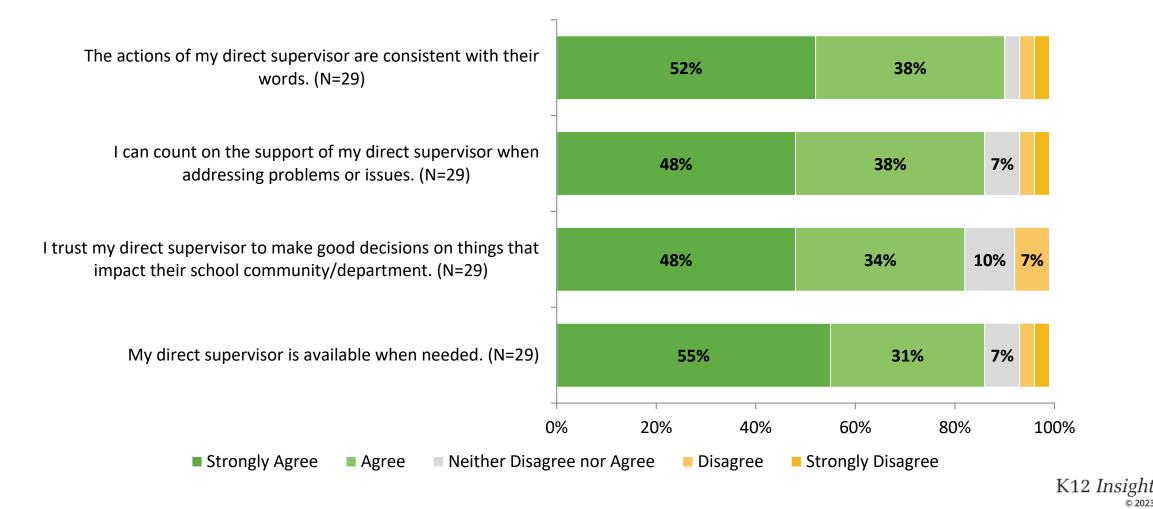
How strongly do you agree or disagree with the following statements?

66% District leaders' actions are consistent with their words. 49% 73% 52% District leaders understand the professional needs of district and 35% school employees. 57% 48% District leaders clearly explain the reasons behind decisions on 37% key issues. 57% 66% District leaders encourage employees to share ideas to improve 45% performance. 62% 66% District leaders promote a positive, district-wide work culture. 51% 70% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree 2022-2023 (N=29) ■ 2021-2022 (N=43) 2020-2021 (N=37)

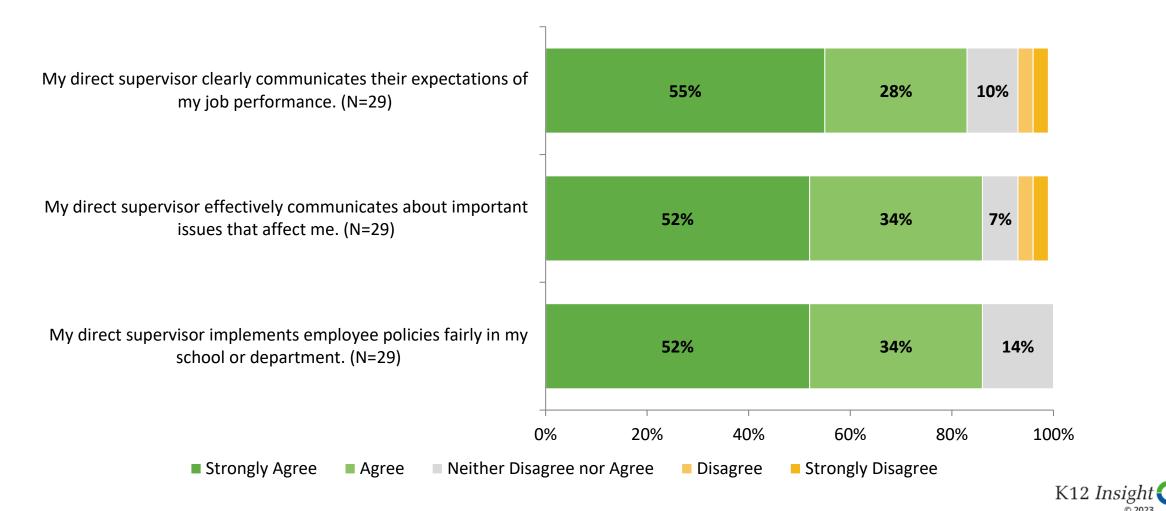
¹² Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



Worksite Leadership

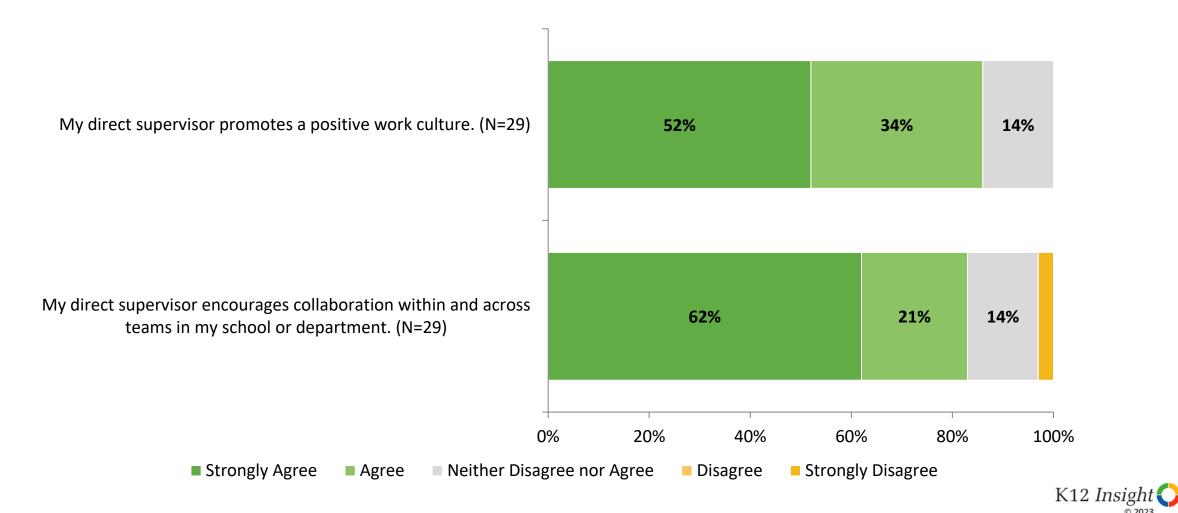


Worksite Leadership (Continued)



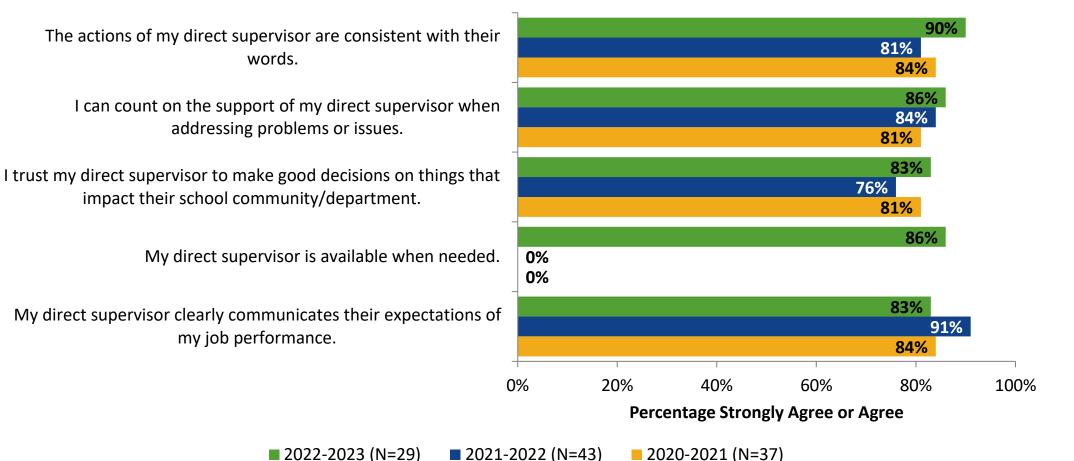
Worksite Leadership (Continued)

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?



K12 Insight

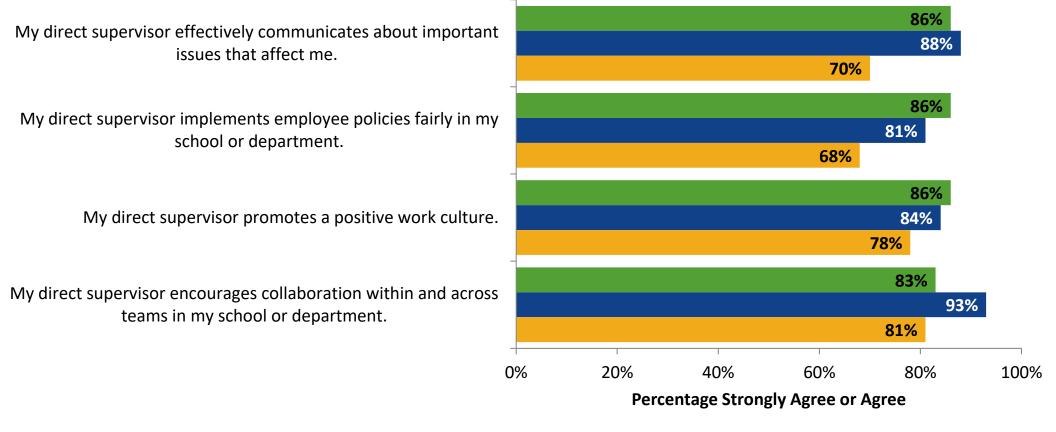
2022-2023 (N=29) 2021-2022 (N=43)

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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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)

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

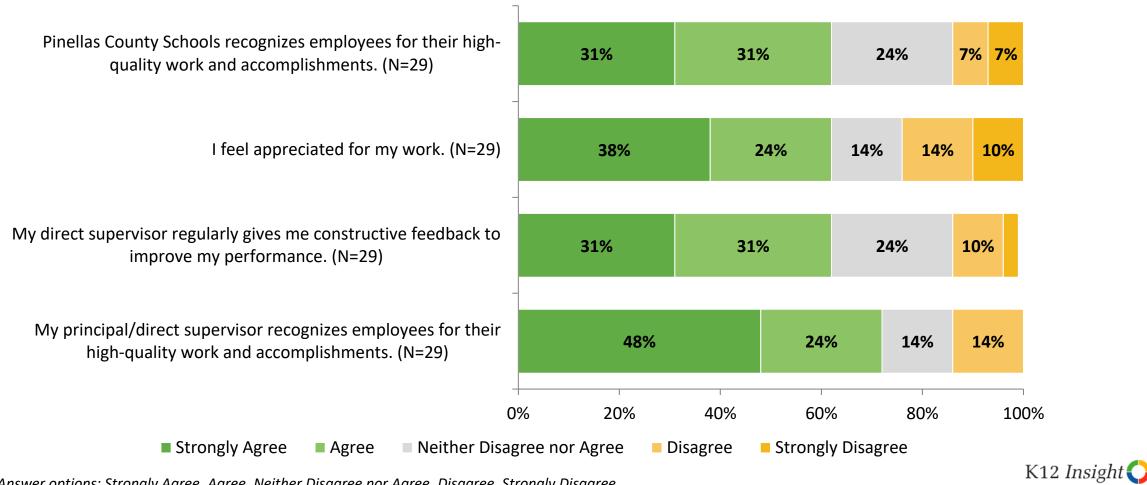
17

2020-2021 (N=37)



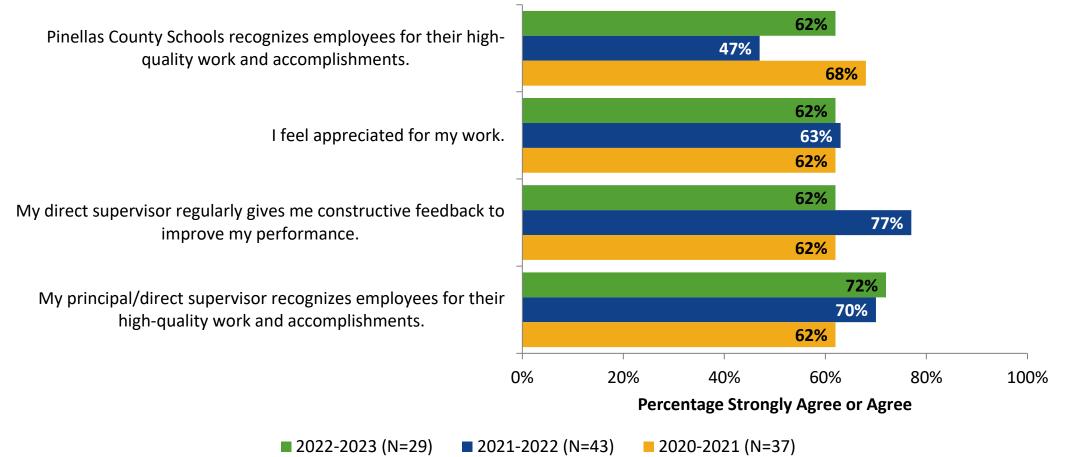
Feedback and Recognition

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



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

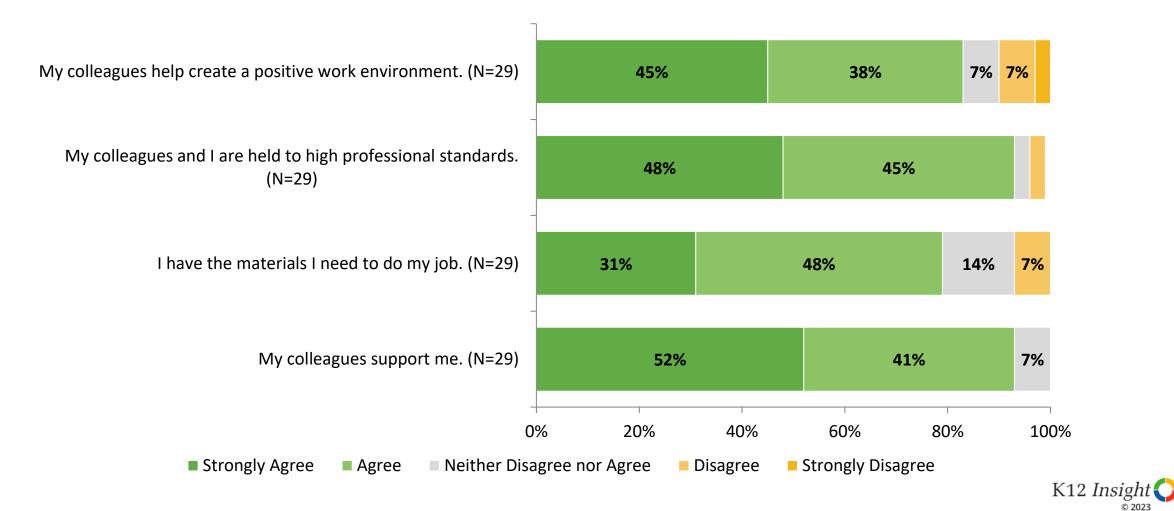
Feedback and Recognition: Comparison Over Time





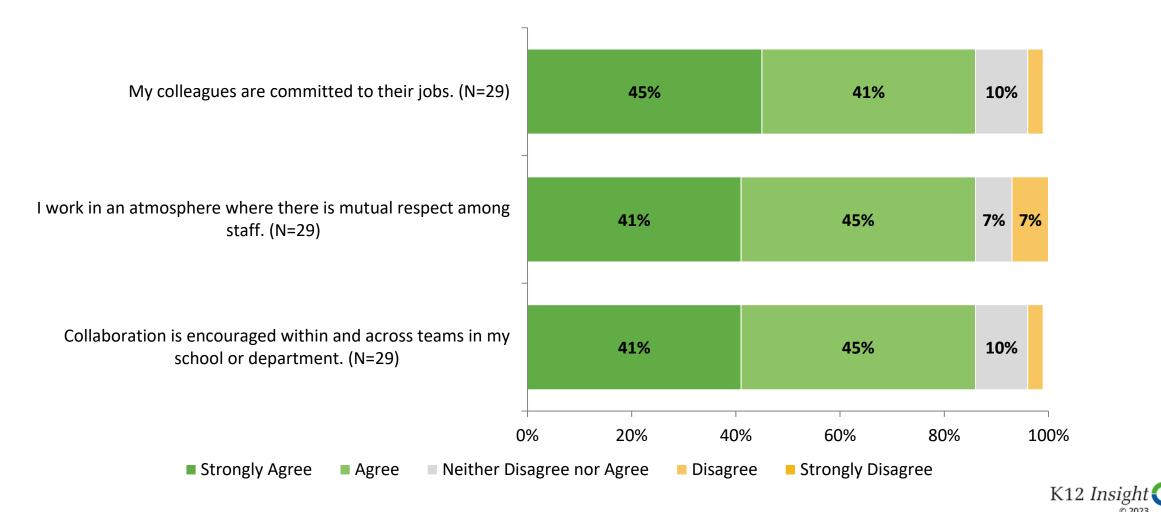
Work Environment

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



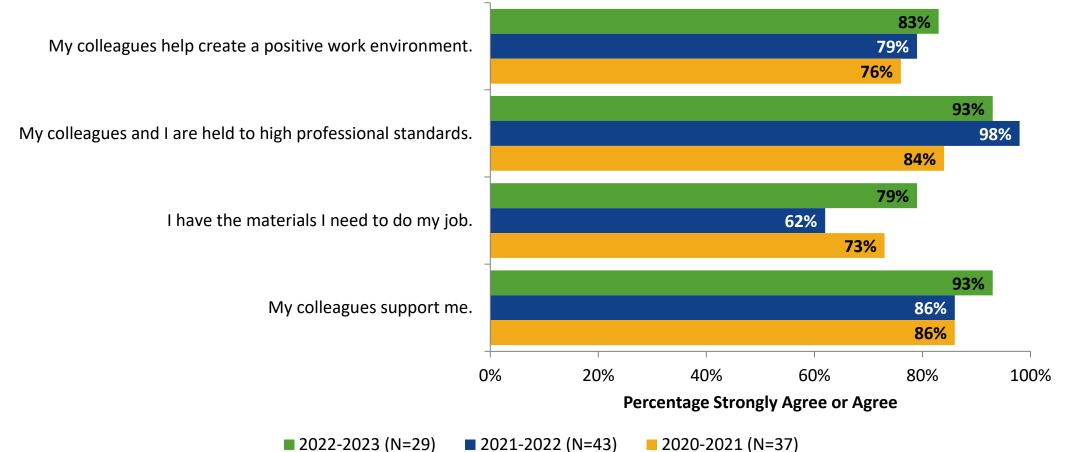
Work Environment (Continued)

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?



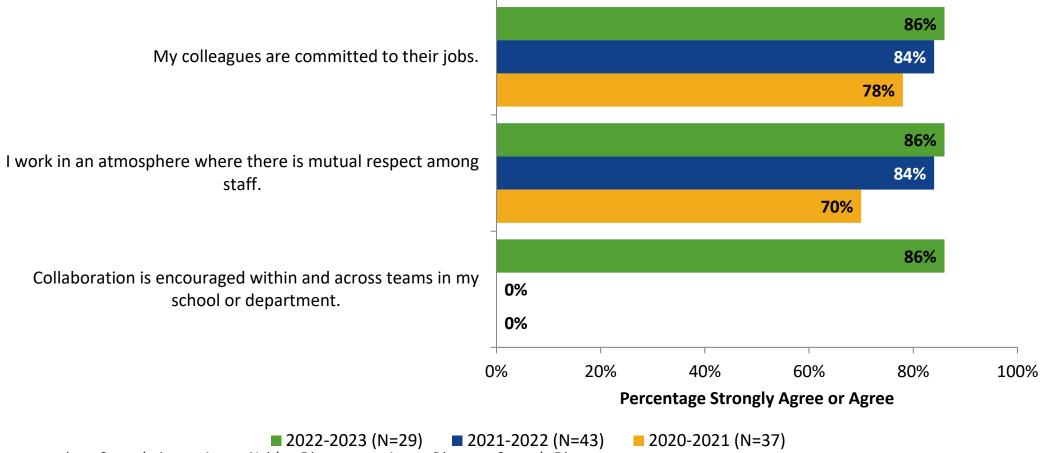
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree Note: 0% indicates a question was not asked during that survey administration.



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Work Environment: Comparison Over Time (Continued)

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



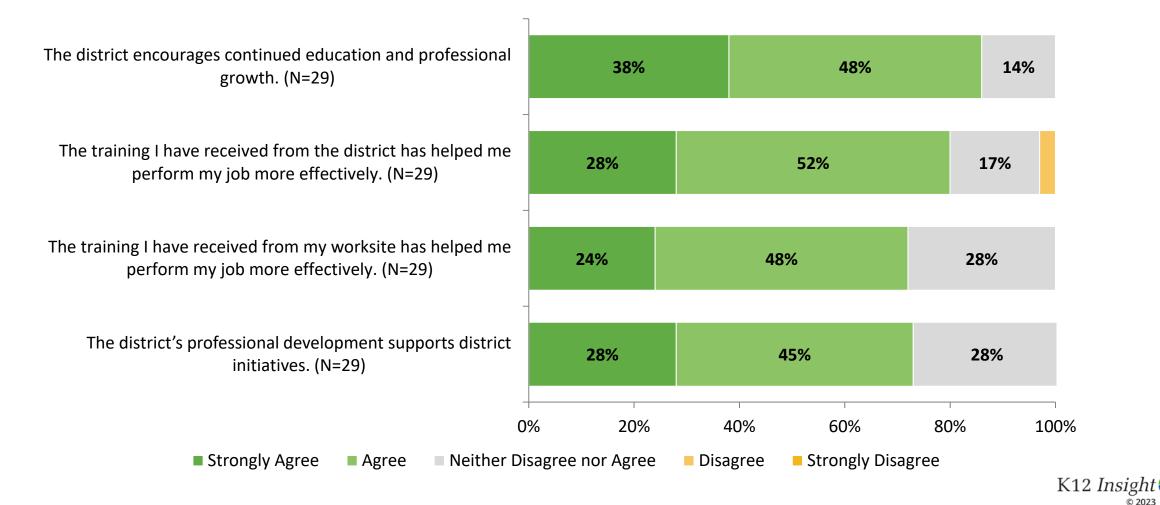
K12 Insight

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

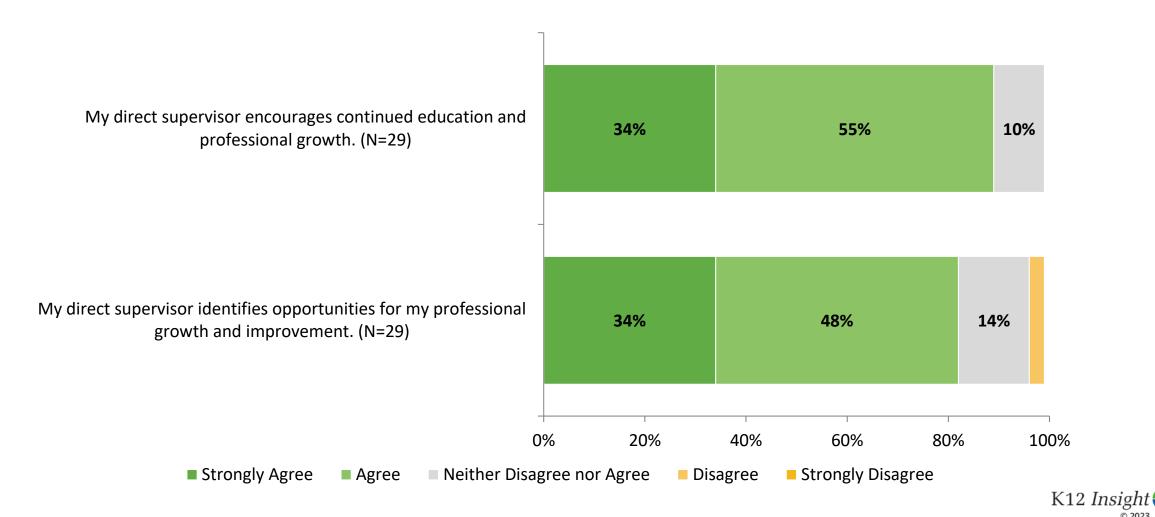
Note: 0% indicates a question was not asked during that survey administration.

23

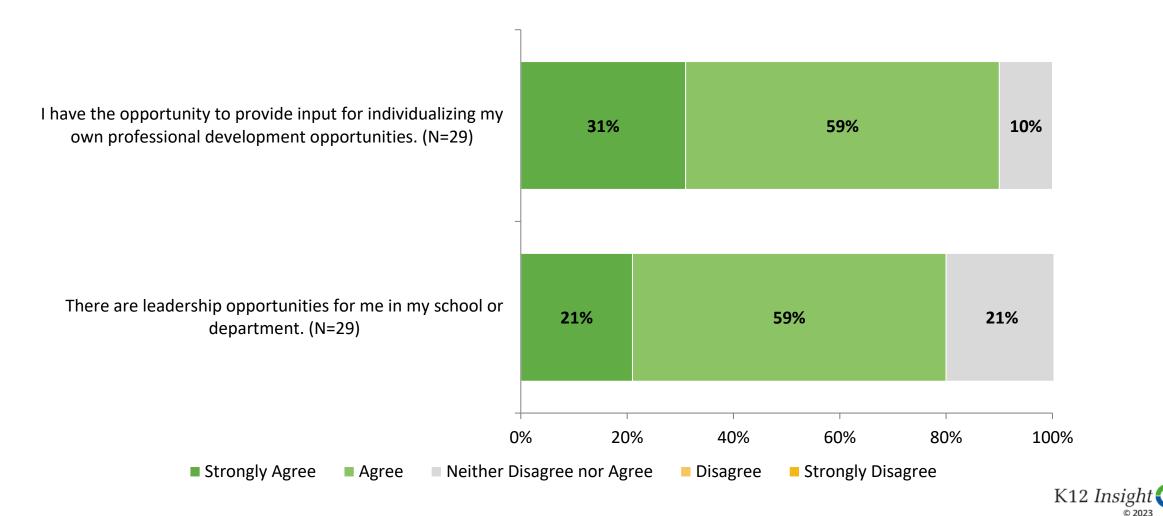
Career Growth and Training Opportunities



Career Growth and Training Opportunities (Continued)

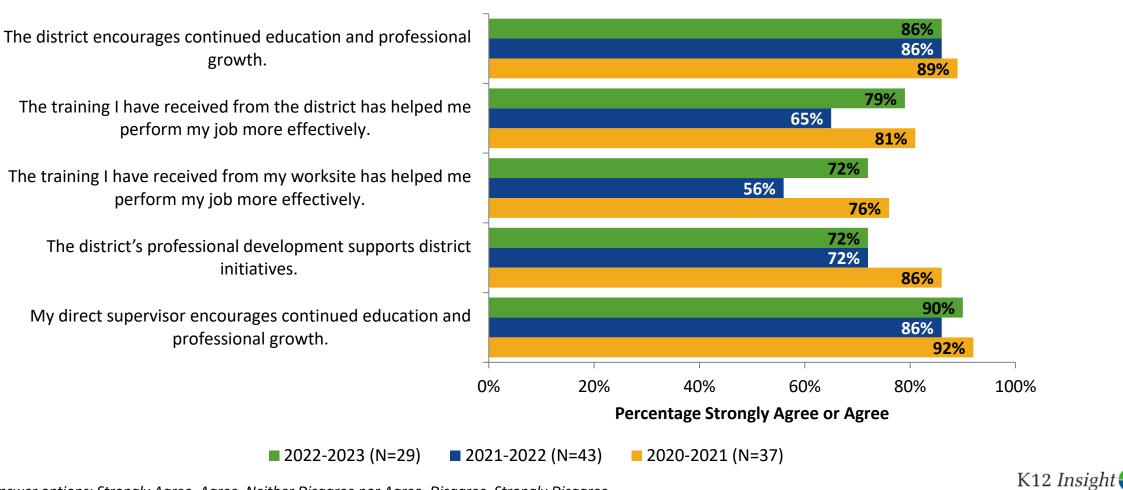


Career Growth and Training Opportunities (Continued)



Career Growth and Training Opportunities: Comparison Over Time

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

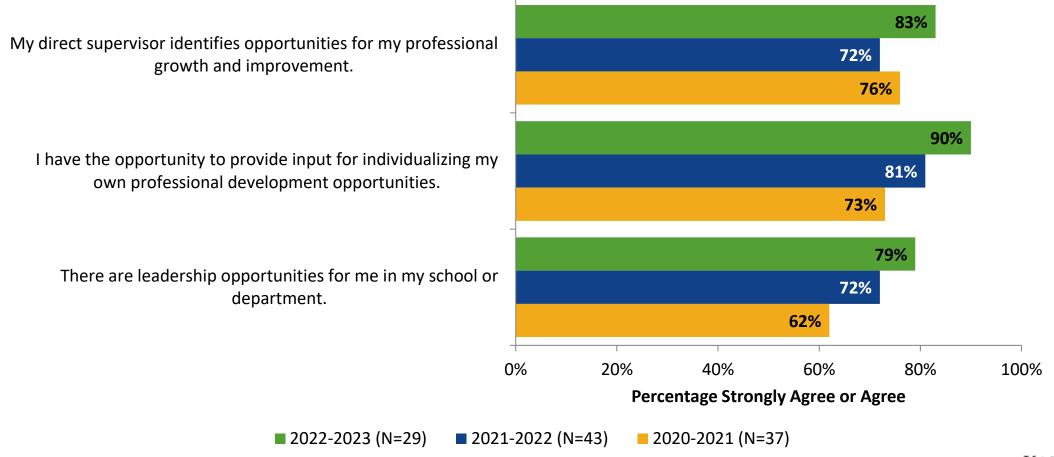


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

27

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

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

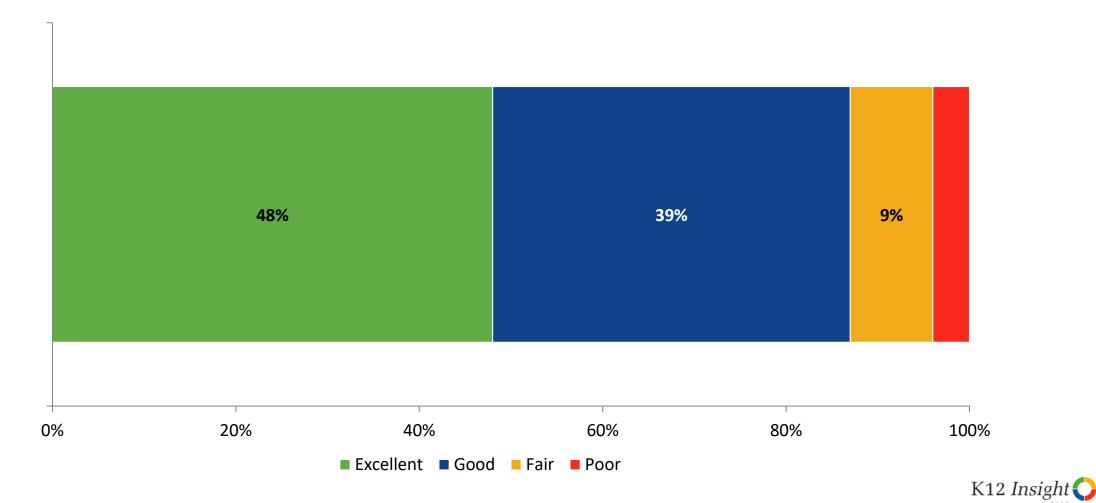


²⁸ Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



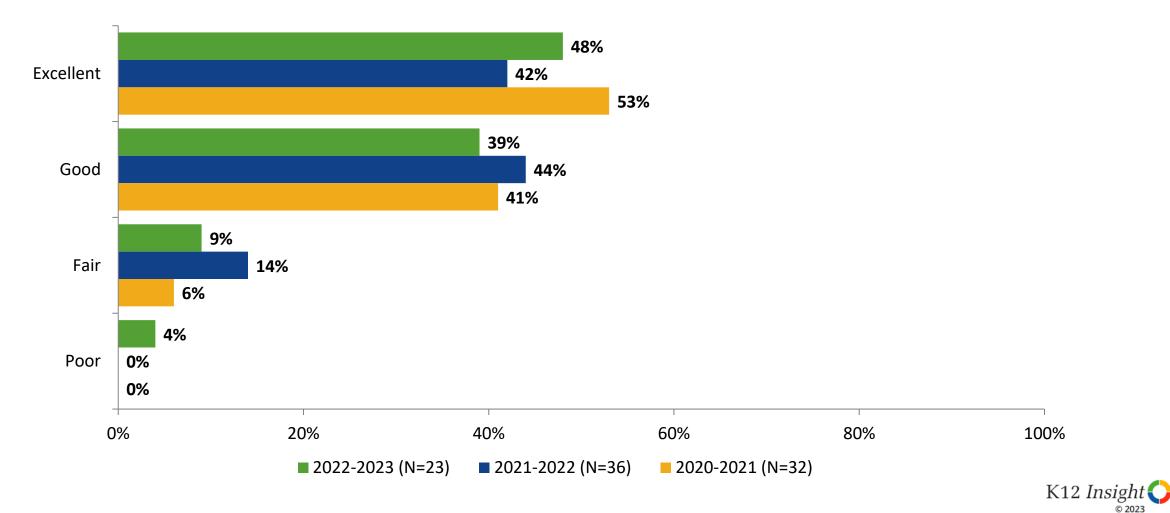
Overall Quality

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



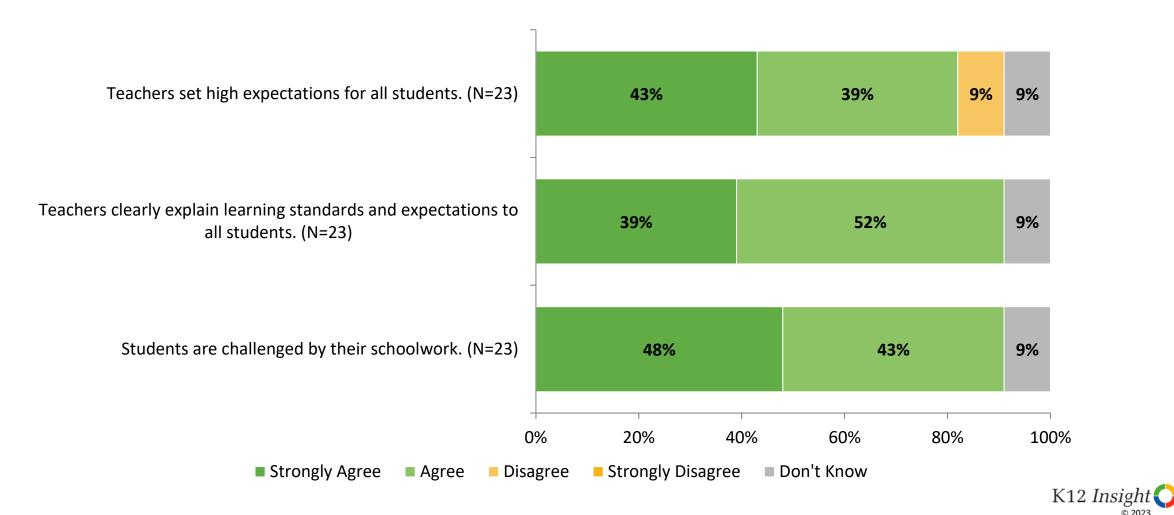
Overall Quality: Comparison Over Time

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

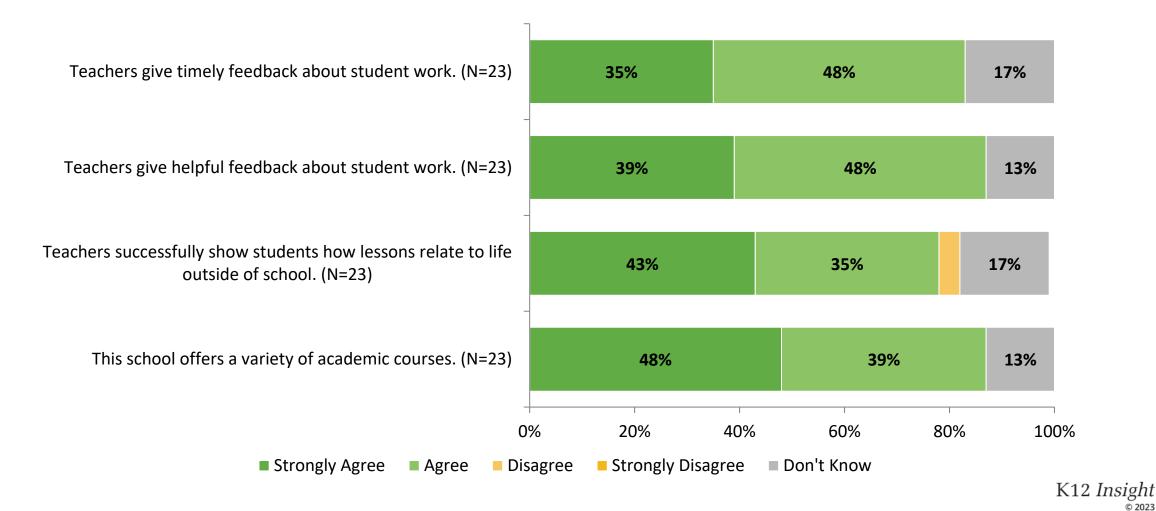


Academic Support

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

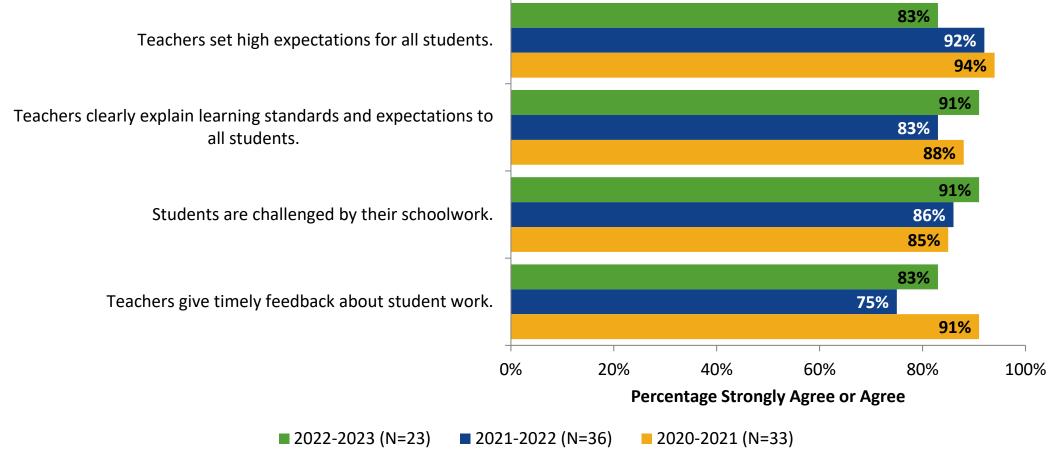


Academic Support (Continued)



Academic Support: Comparison Over Time

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

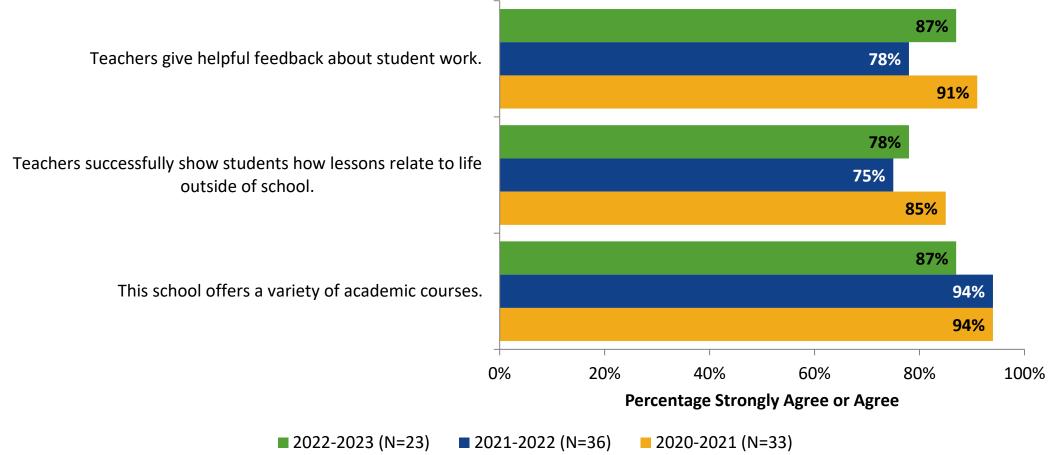


³³ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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Academic Support: Comparison Over Time (Continued)

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



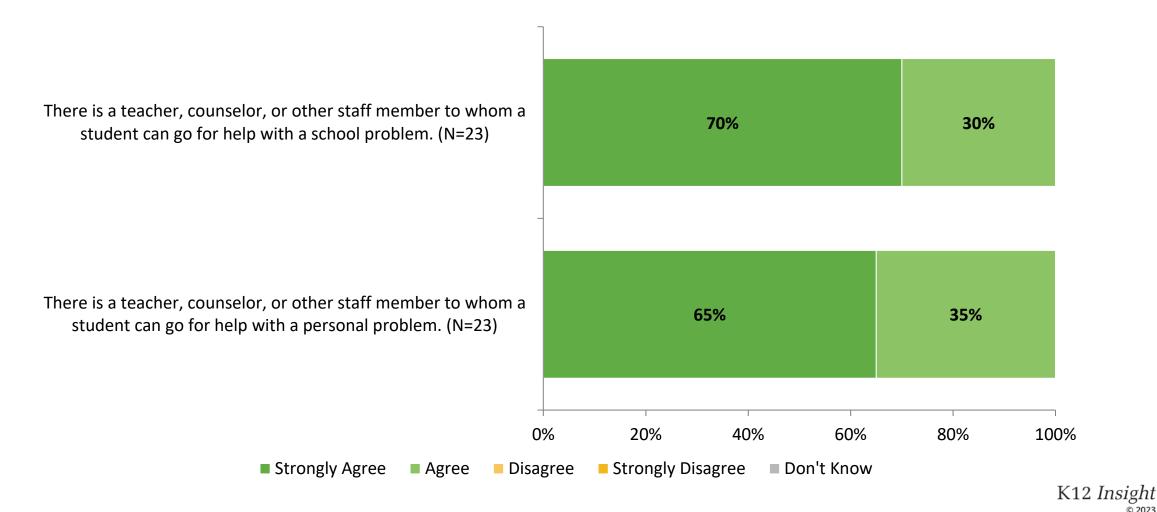
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

34

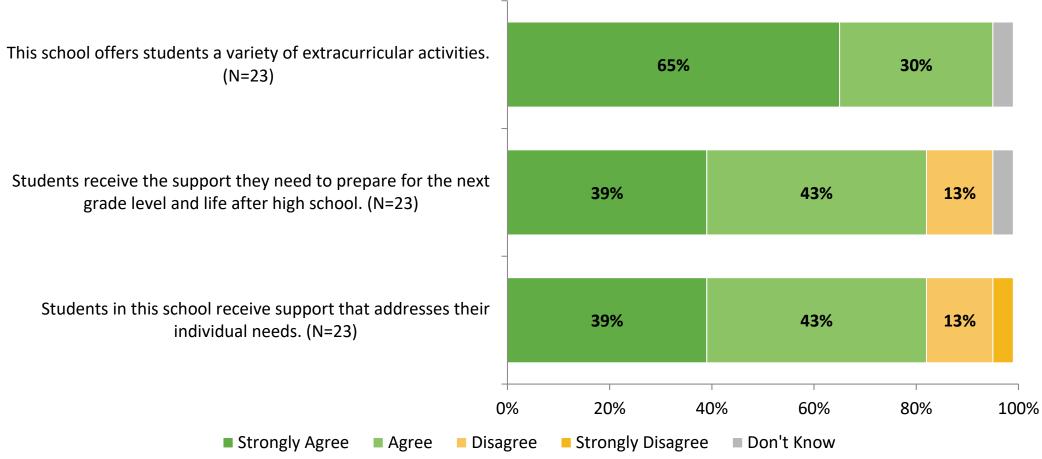
K12 Insight 🔾

Student Support

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



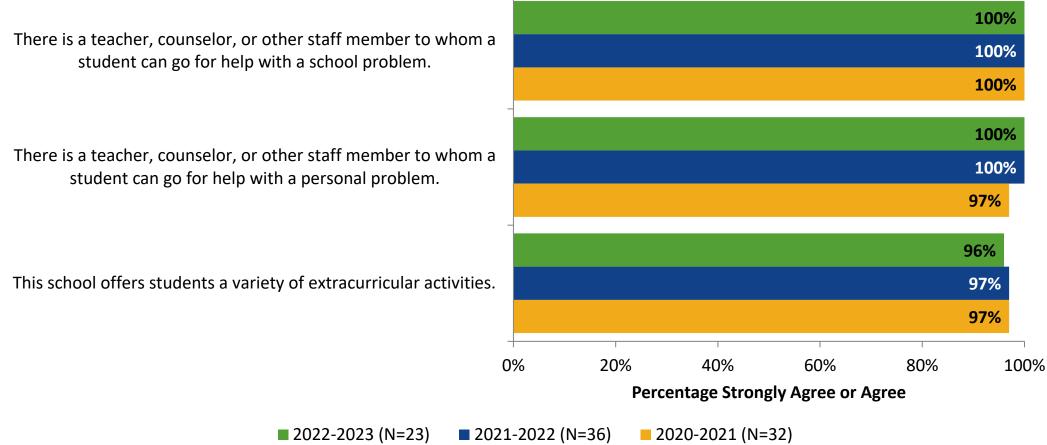
Student Support (Continued)





Student Support: Comparison Over Time

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



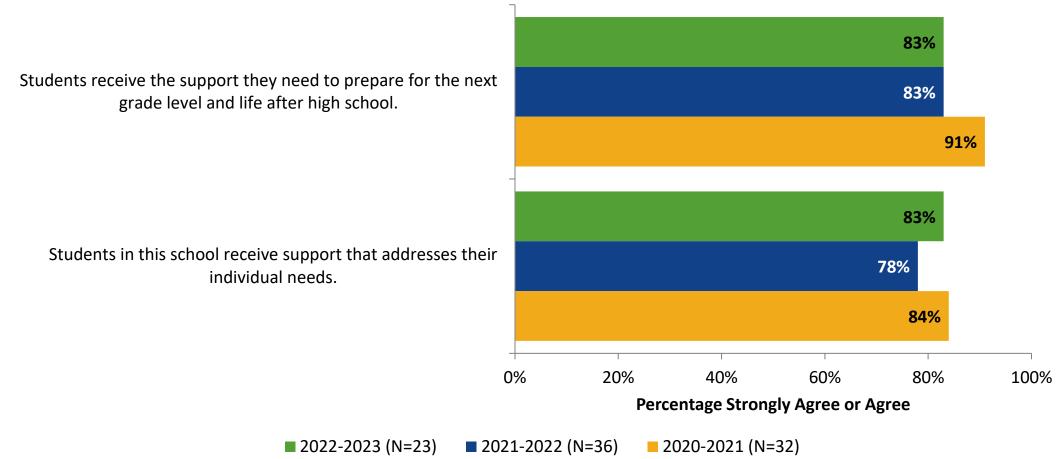
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

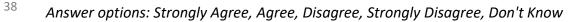
37

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Student Support: Comparison Over Time (Continued)

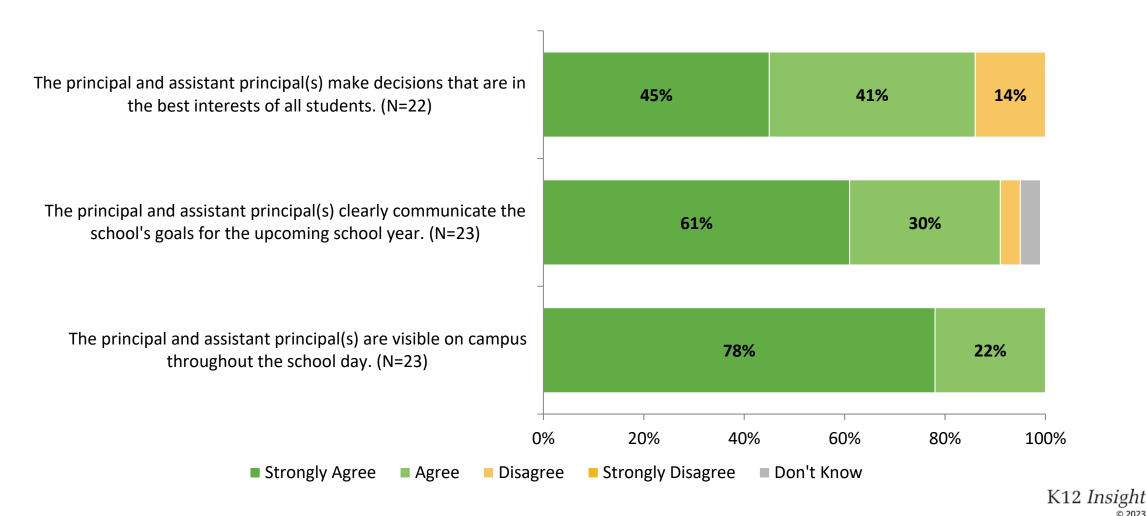
How strongly do you agree or disagree with the following statements?



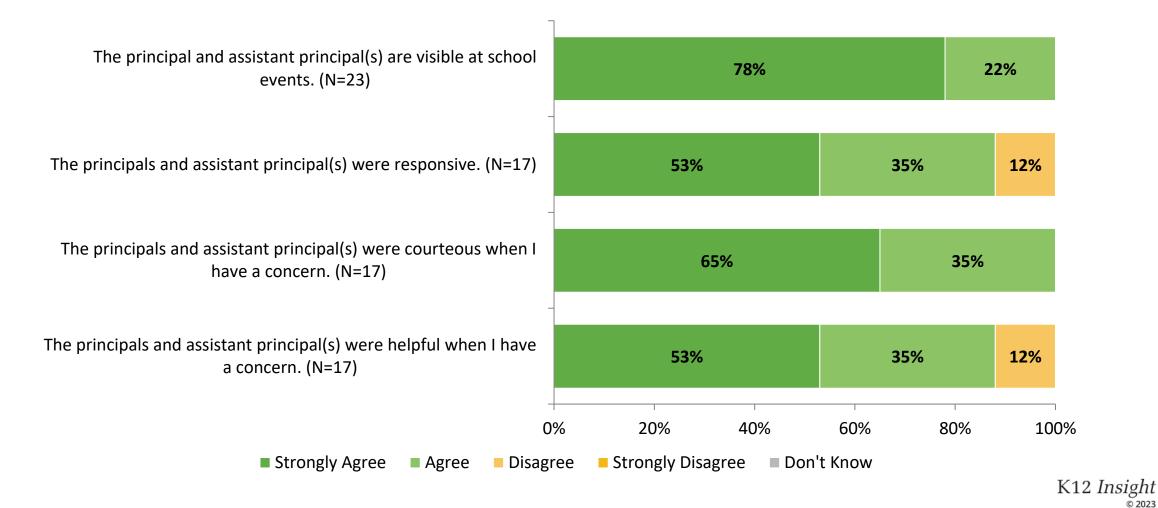


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School Leadership

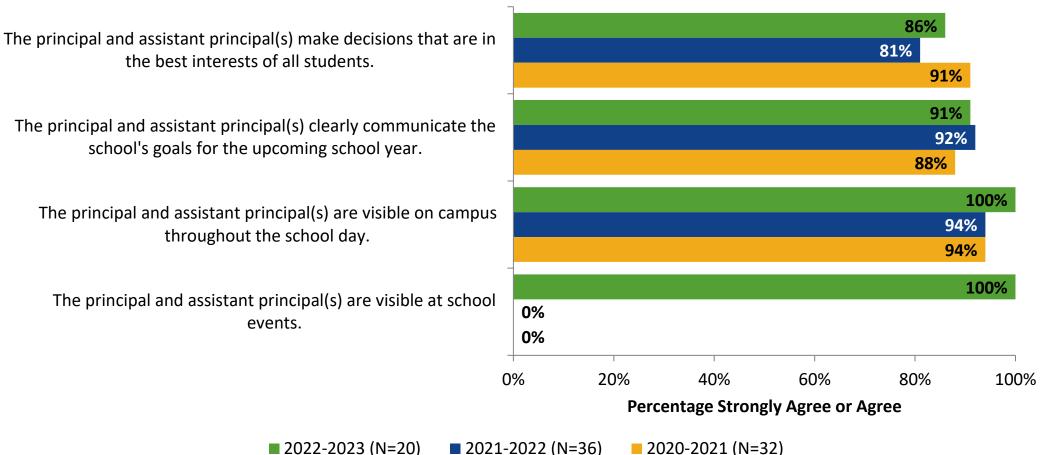


School Leadership (Continued)



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

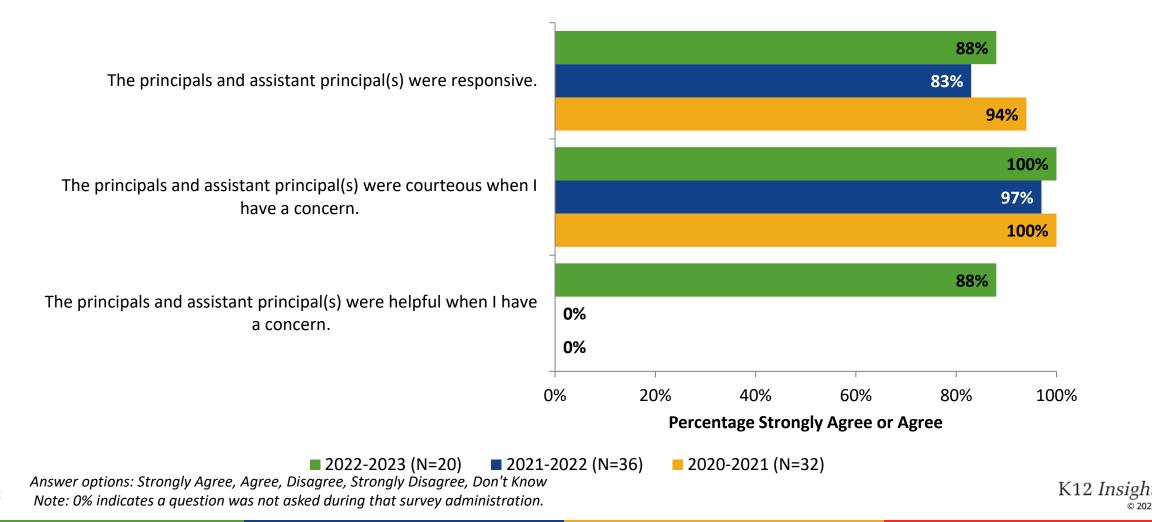
Note: 0% indicates a question was not asked during that survey administration.

41

K12 Insight O

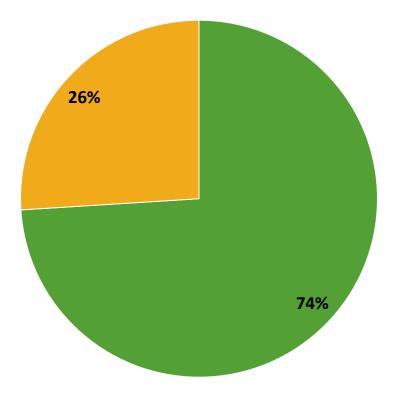
School Leadership: Comparison Over Time (Continued)

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

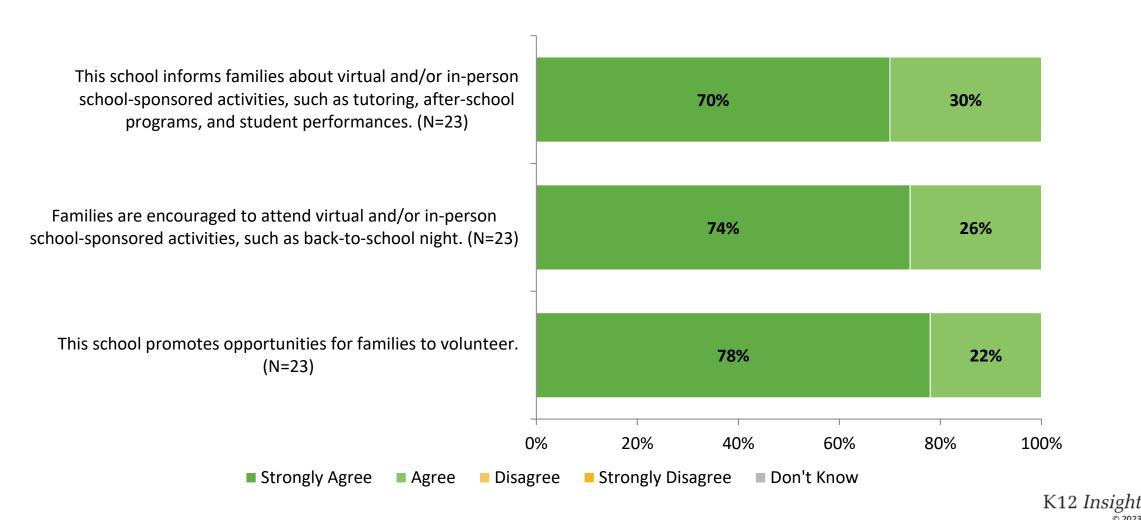


Interaction with Principals and/or Assistant Principals

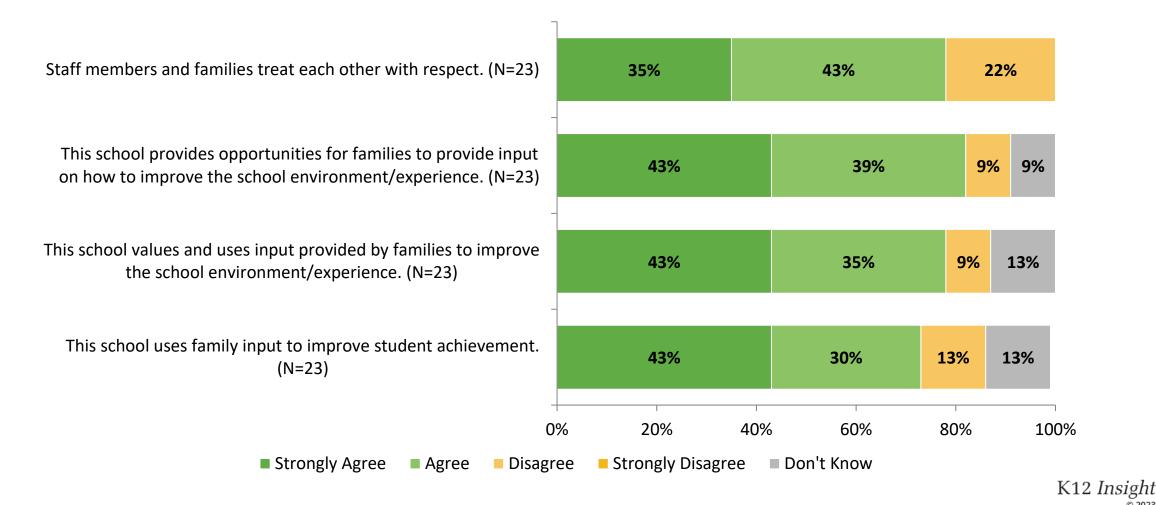
This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=23)



Family Involvement

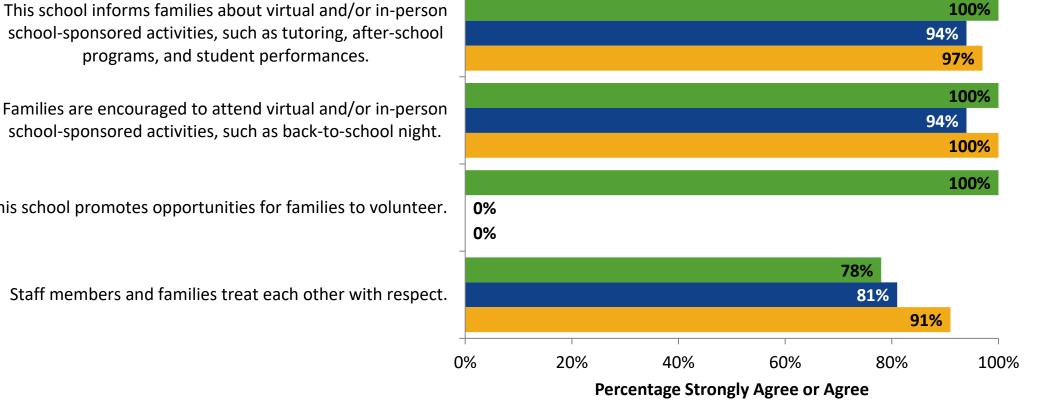


Family Involvement (Continued)



Family Involvement: Comparison Over Time

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



This school promotes opportunities for families to volunteer.

Staff members and families treat each other with respect.

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

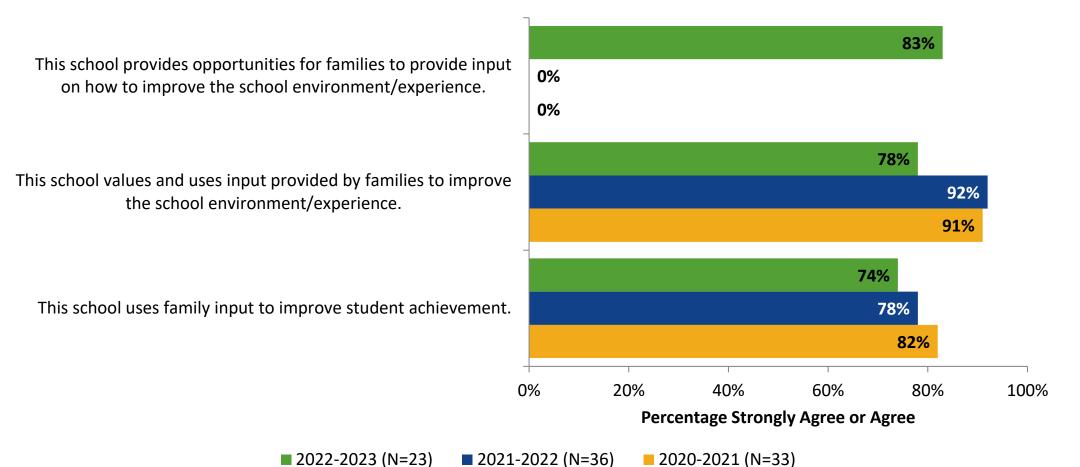
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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?



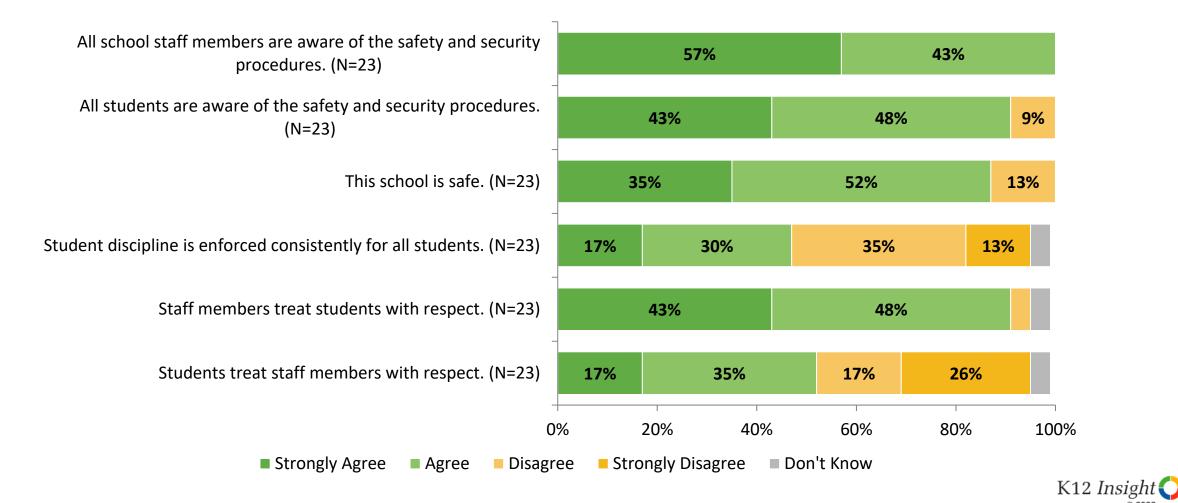
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

47

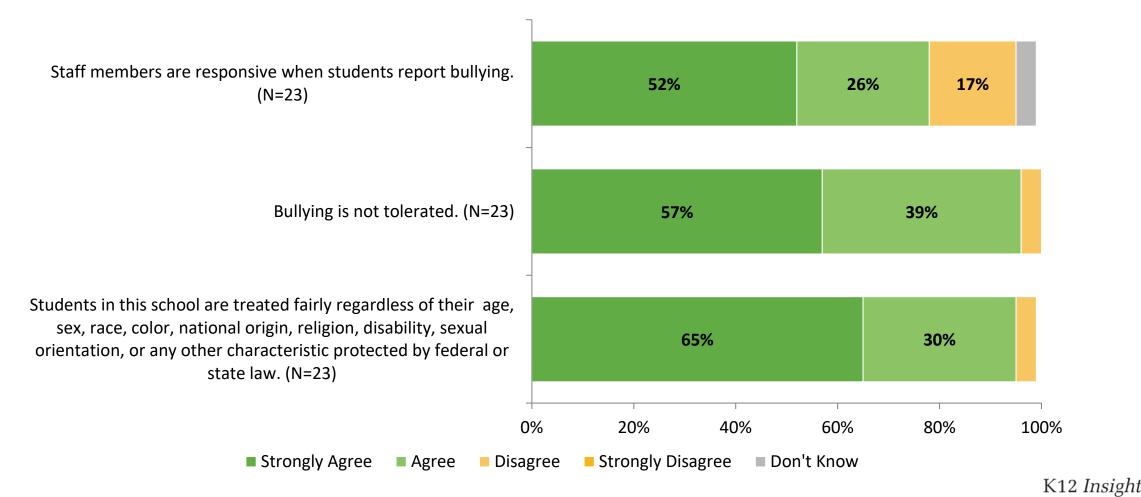
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Safety and Behavior



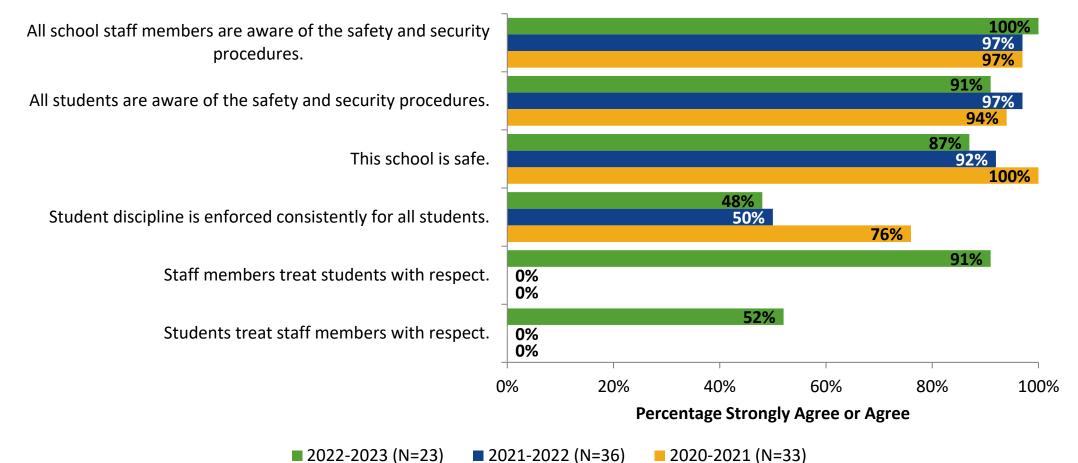
Safety and Behavior (Continued)

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



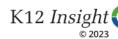
Safety and Behavior: Comparison Over Time

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



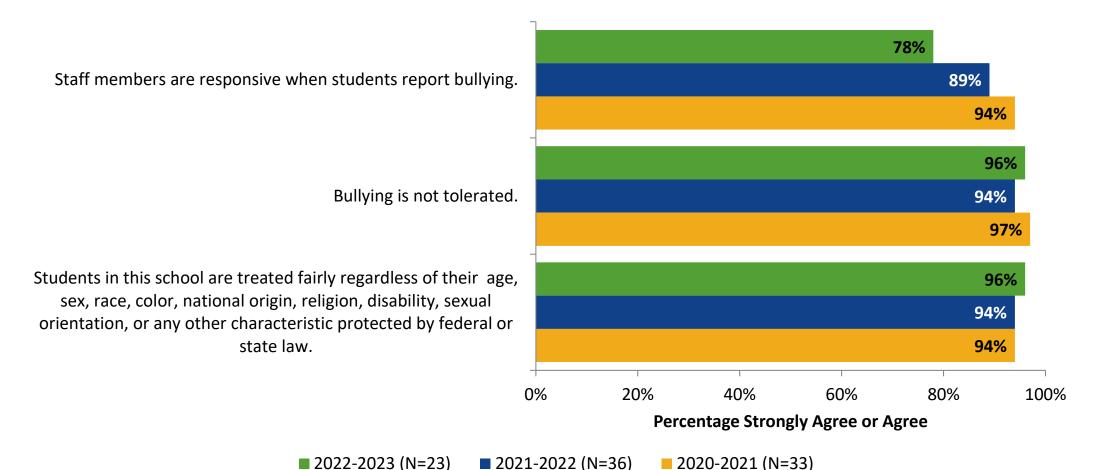
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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)

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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K12 Insight

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



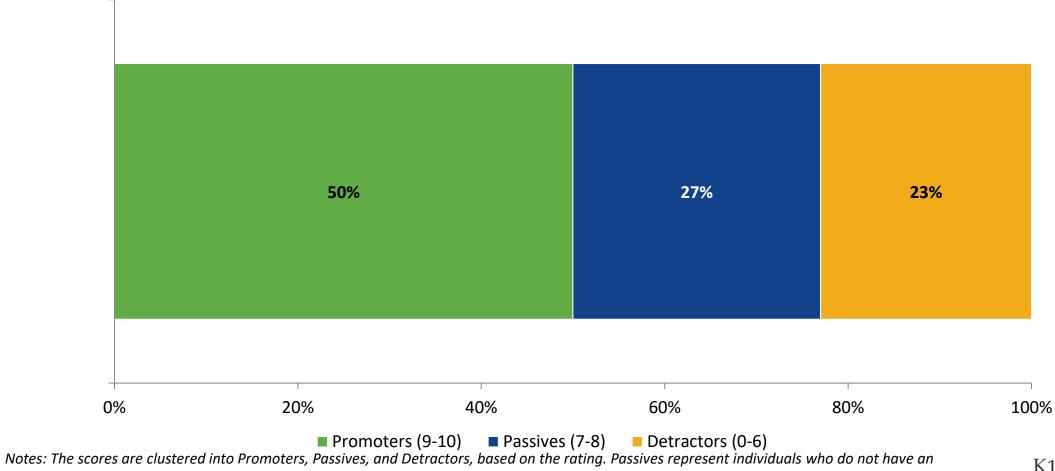
Lowest Ranking Indicators

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)



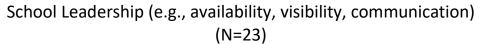
unequivocal opinion about their school or district.

54

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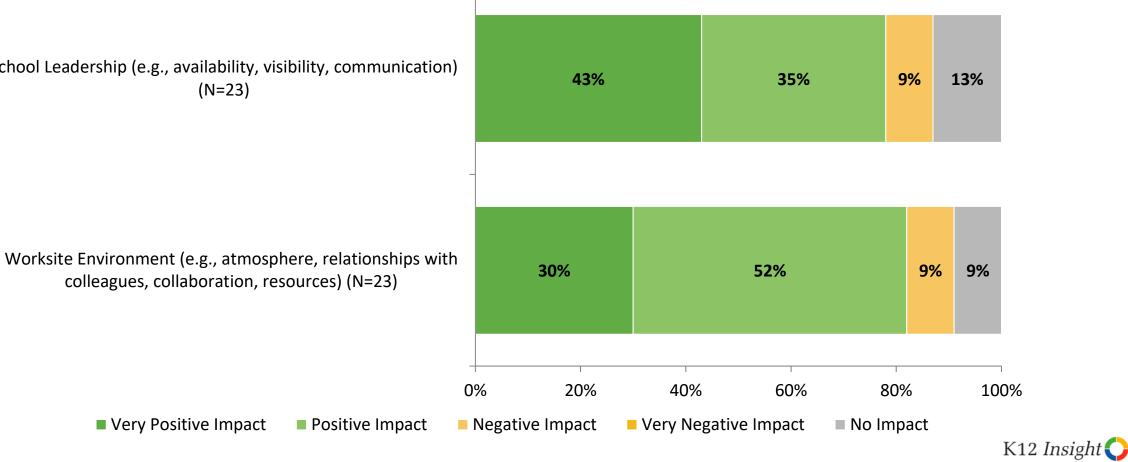
Impact on Rating of School

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



colleagues, collaboration, resources) (N=23)

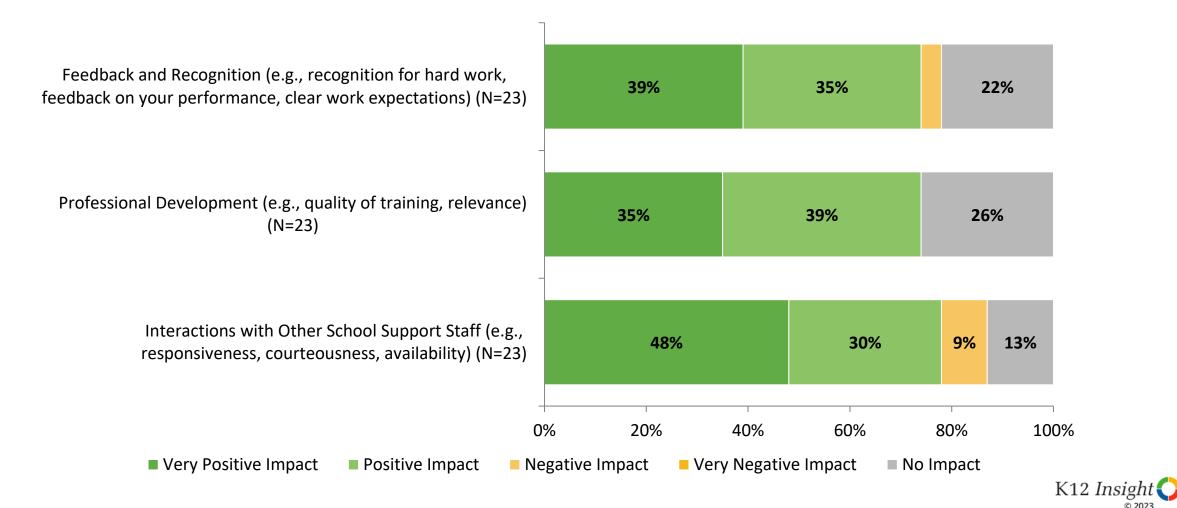
Very Positive Impact



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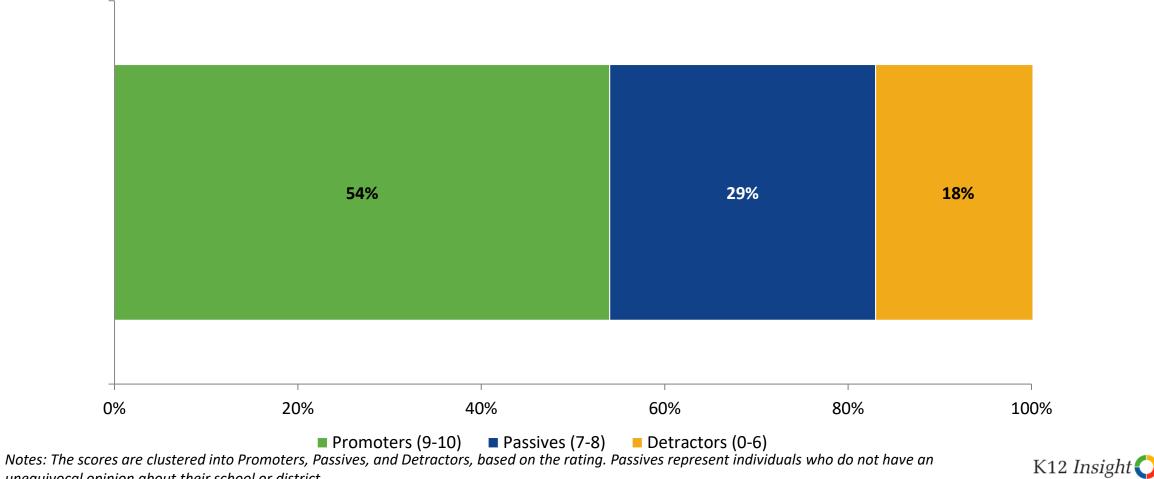
Impact on Rating of School (Continued)

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=28)

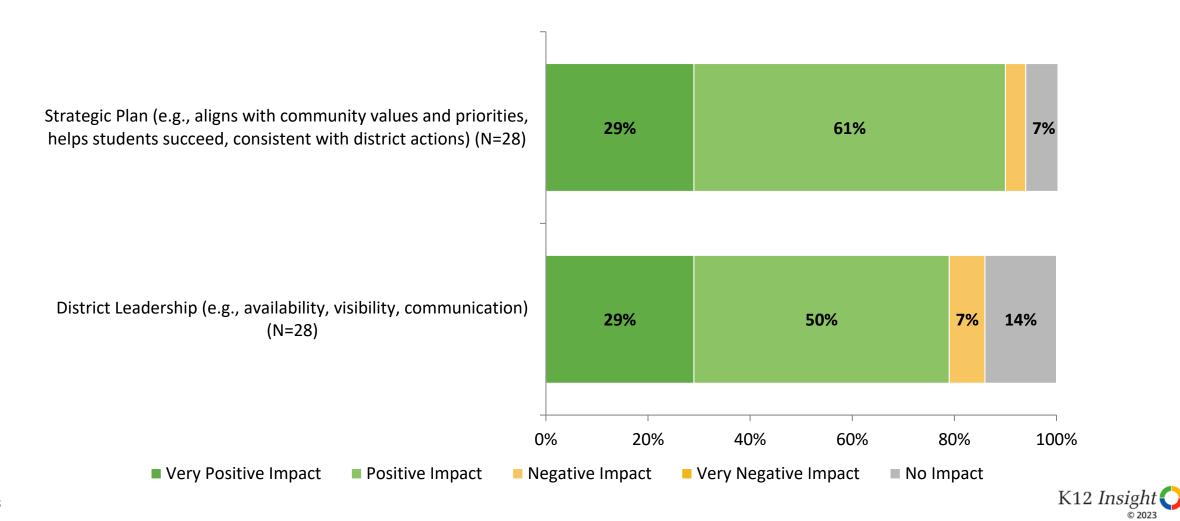


© 202

unequivocal opinion about their school or district.

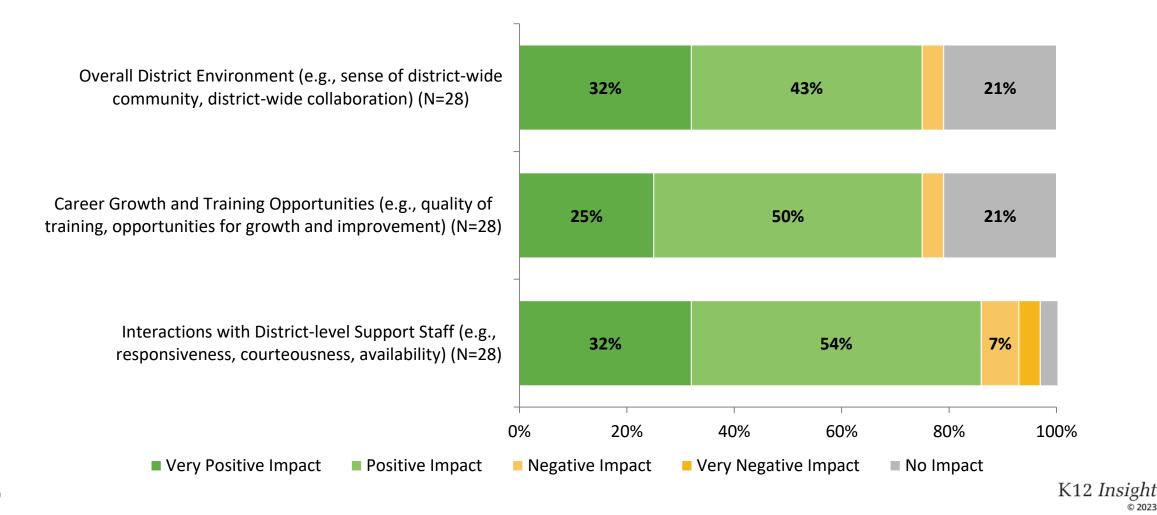
Impact on Rating of Pinellas County Schools

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



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