Employee Survey: Hollins High School

Results

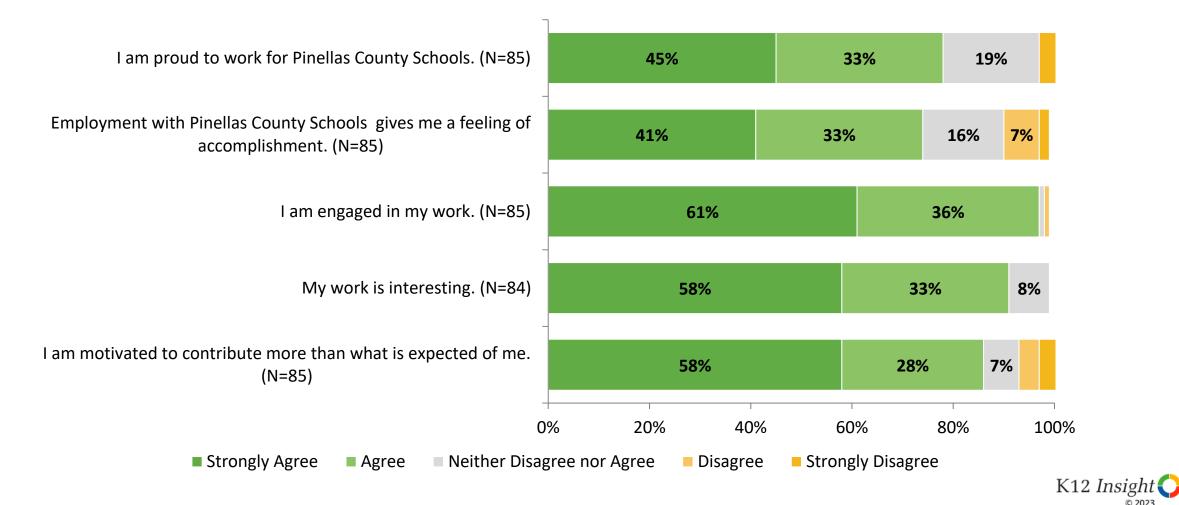
2022-2023 School Year





Overall Engagement

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



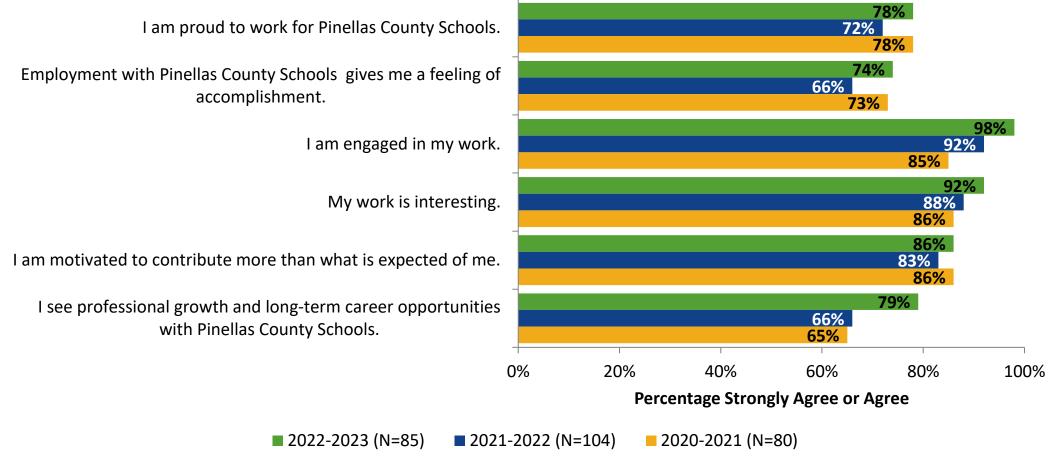
Overall Engagement (Continued)

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

I see professional growth and long-term career opportunities with Pinellas County Schools. (N=85)	42%		36%	9%	7% 5%
I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=85)	42%		31%	18%	6%
I enjoy working with my direct supervisor. (N=85)	66%			25%	9%
I am optimistic about the future of Pinellas County Schools. (N=85)	39%		35%	16%	6%
	% 20% isagree nor Agree	40% Disagree	60% e Strongly Disa	80% gree	100% K12

Overall Engagement: Comparison Over Time

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



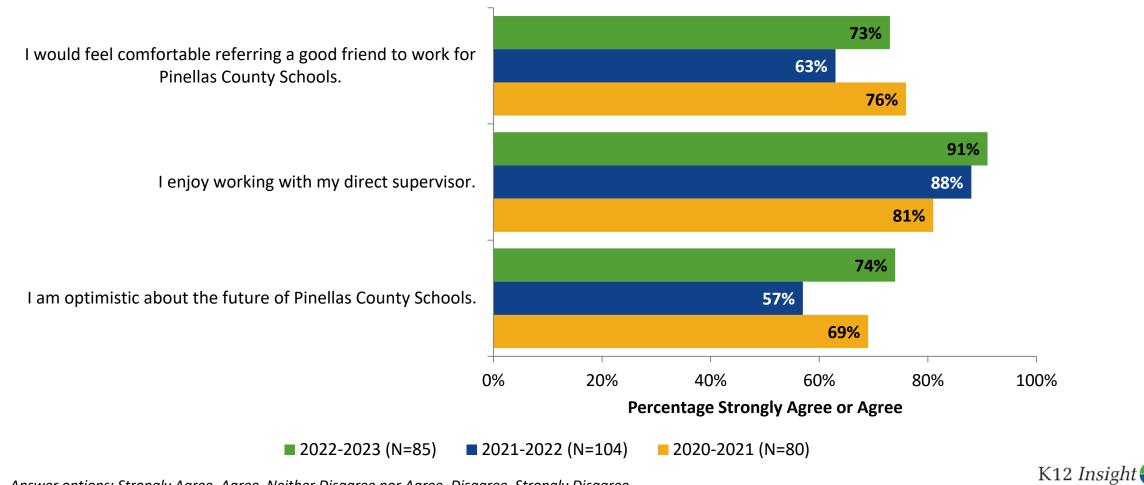
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

4



Overall Engagement: Comparison Over Time (Continued)

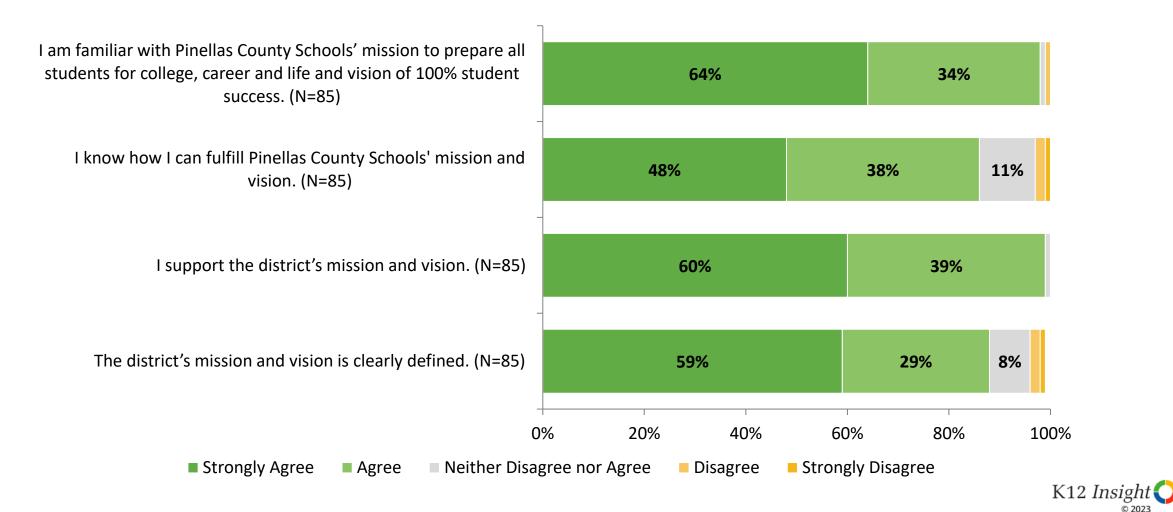
How strongly do you agree or disagree with the following statements?



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

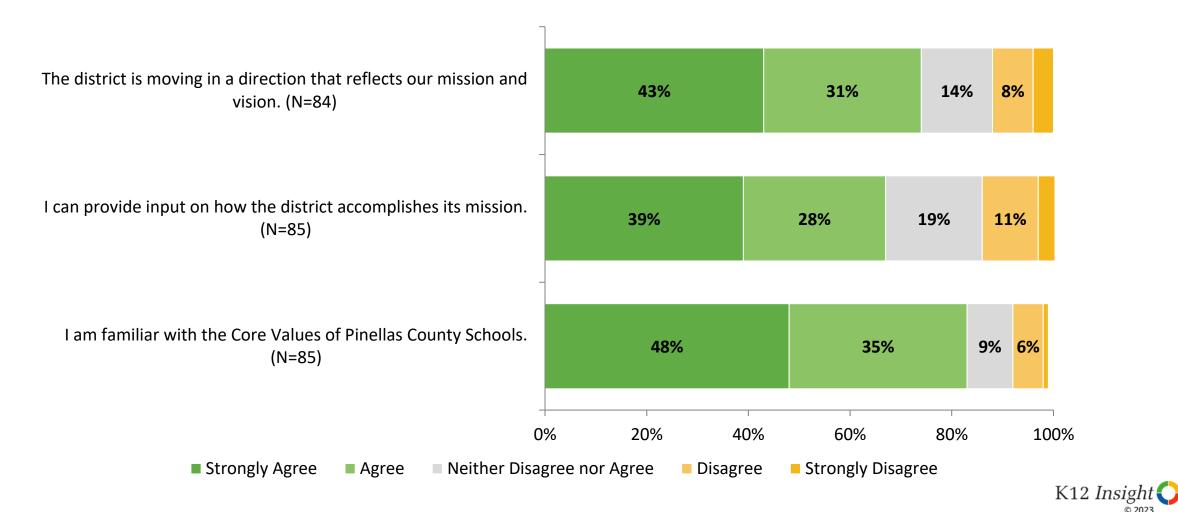
5

Mission and Vision



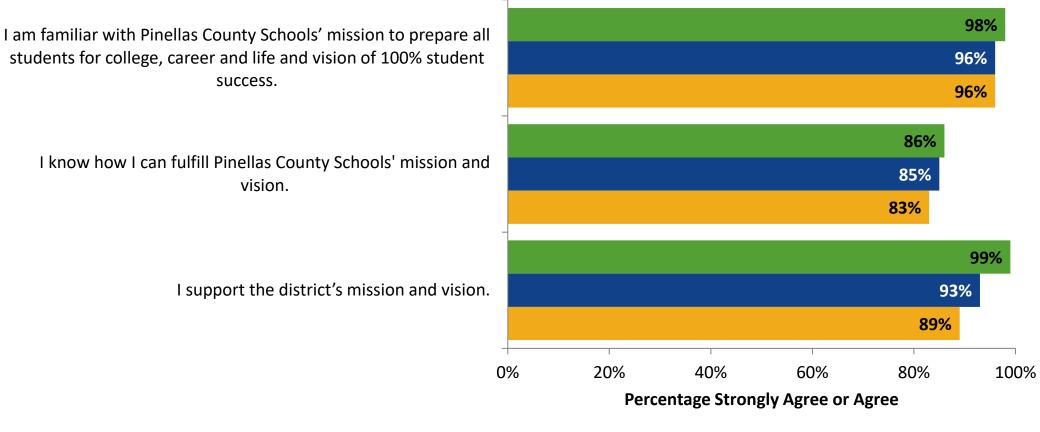
Mission and Vision (Continued)

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=85) ■ 2021-2022 (N=103) Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

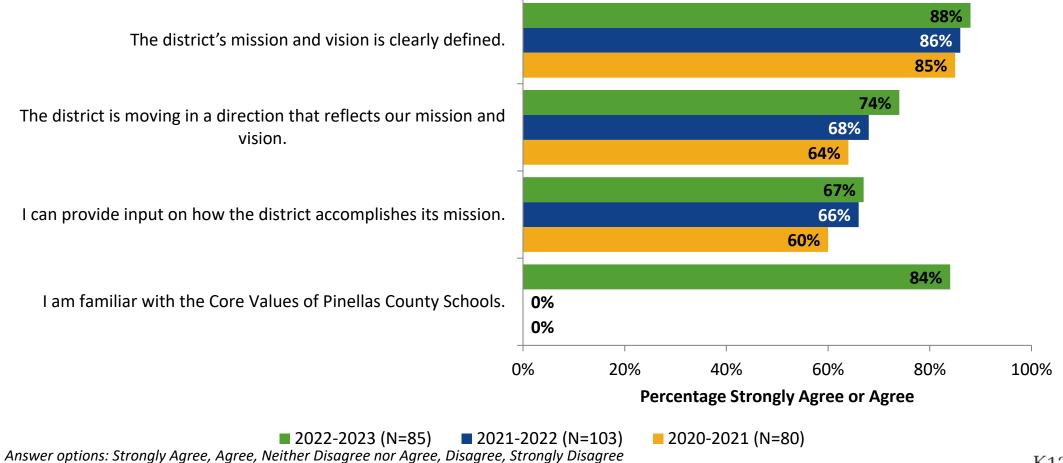
8

2020-2021 (N=80)



Mission and Vision: Comparison Over Time (Continued)

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



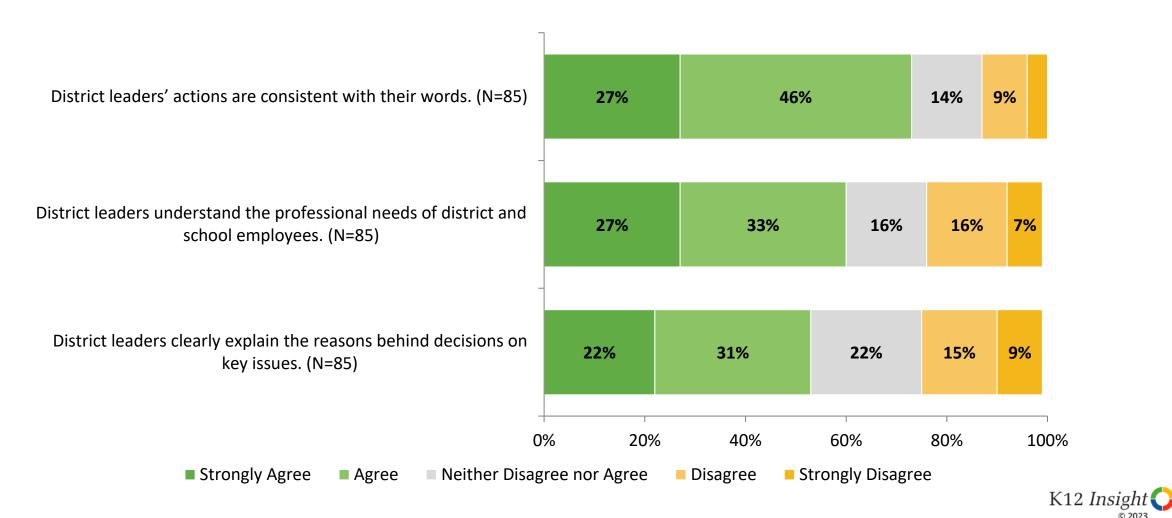
Note: 0% indicates a question was not asked during that survey administration.

9

K12 Insight

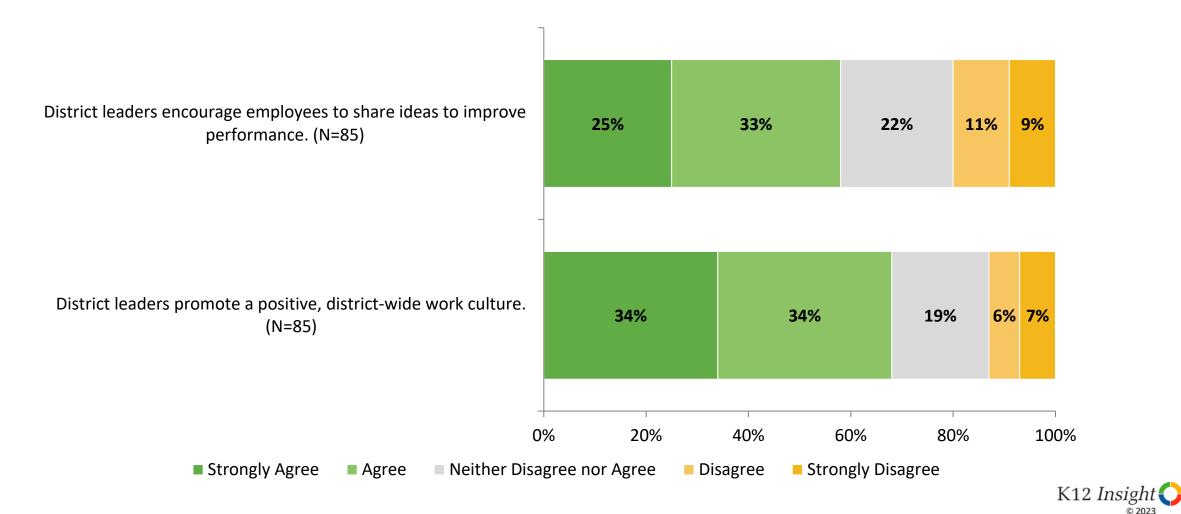
District Leadership

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.

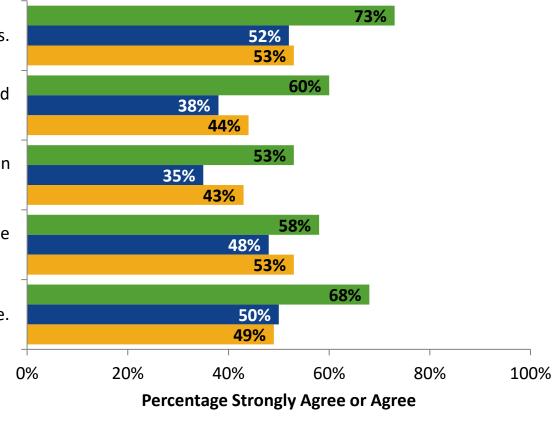
District leaders understand the professional needs of district and school employees.

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.

12



2020-2021 (N=79)

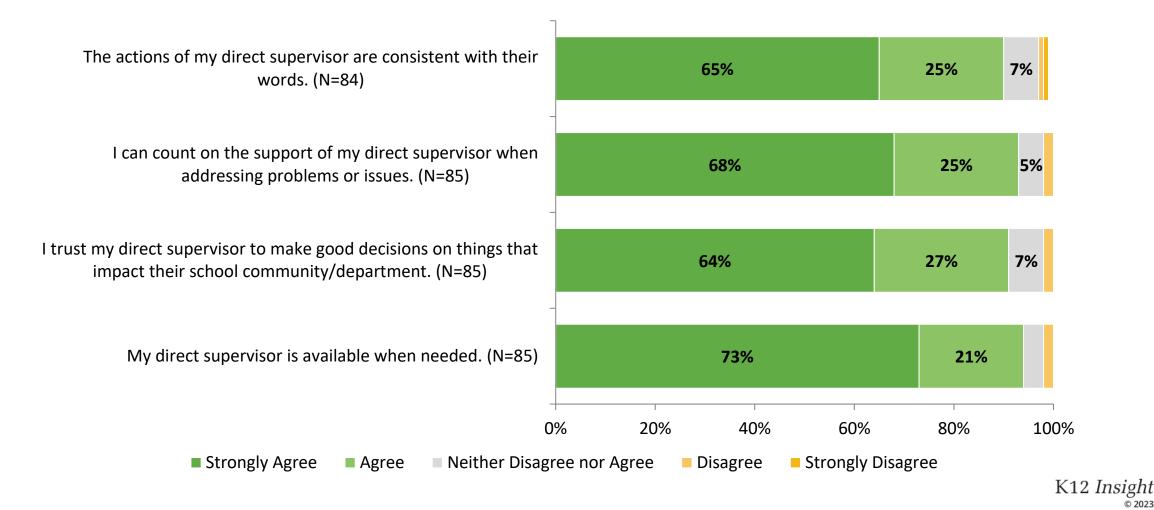
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

2022-2023 (N=85)

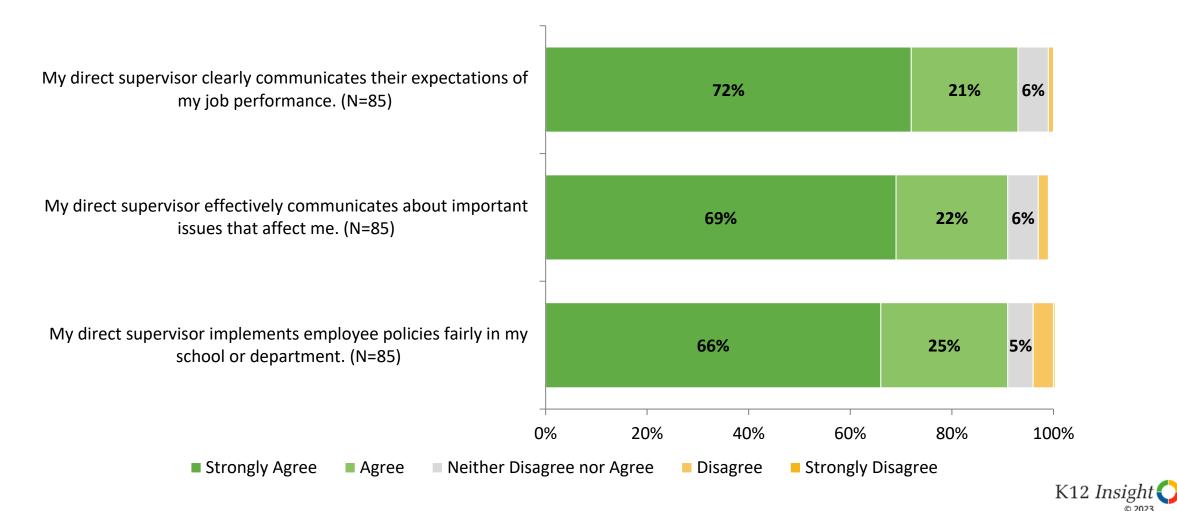
2021-2022 (N=102)



Worksite Leadership

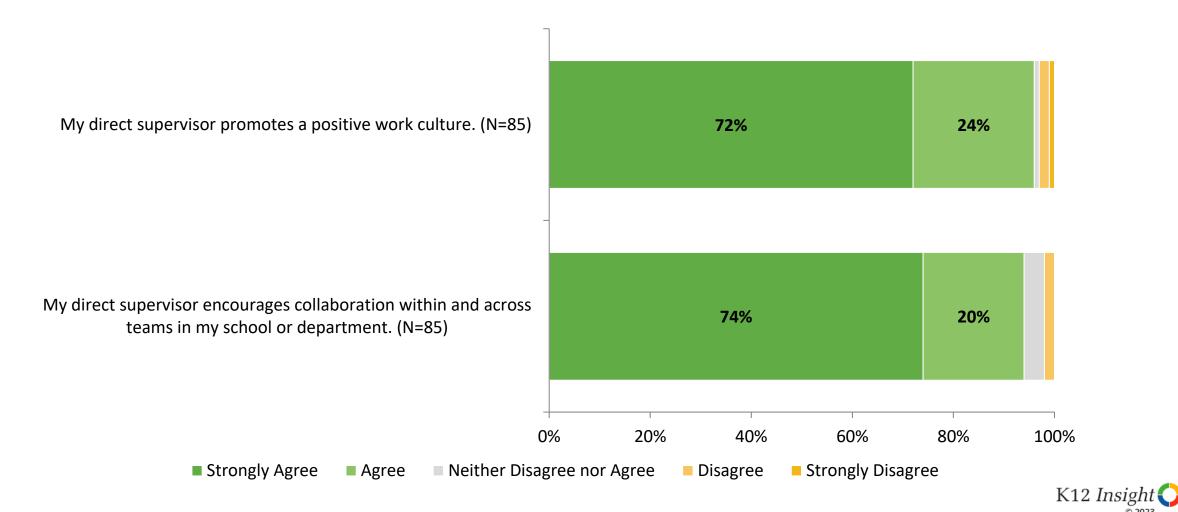


Worksite Leadership (Continued)



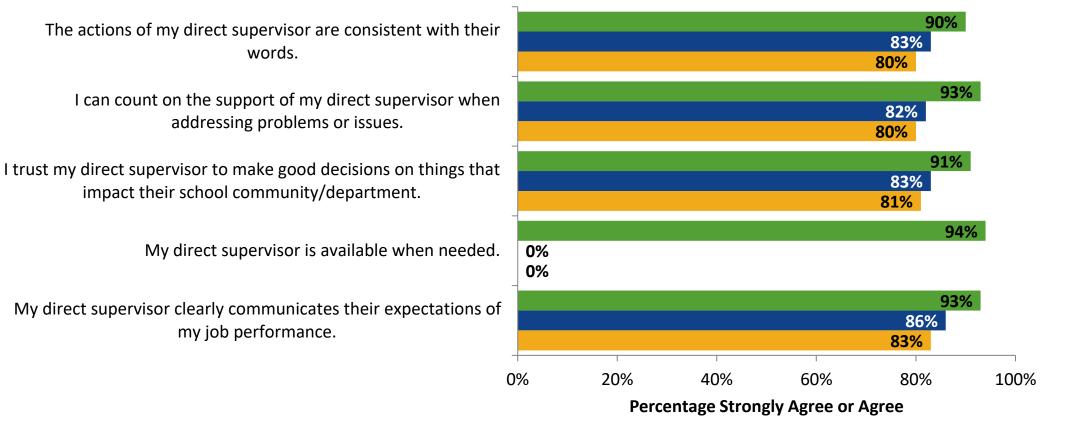
Worksite Leadership (Continued)

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=85) ■ 2021-2022 (N=103) Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

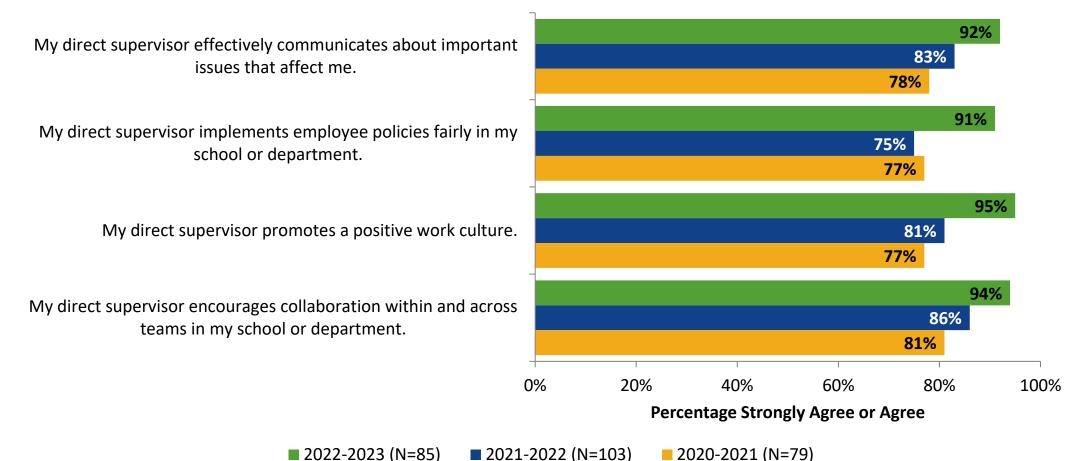
16

2020-2021 (N=79)



Worksite Leadership: Comparison Over Time (Continued)

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



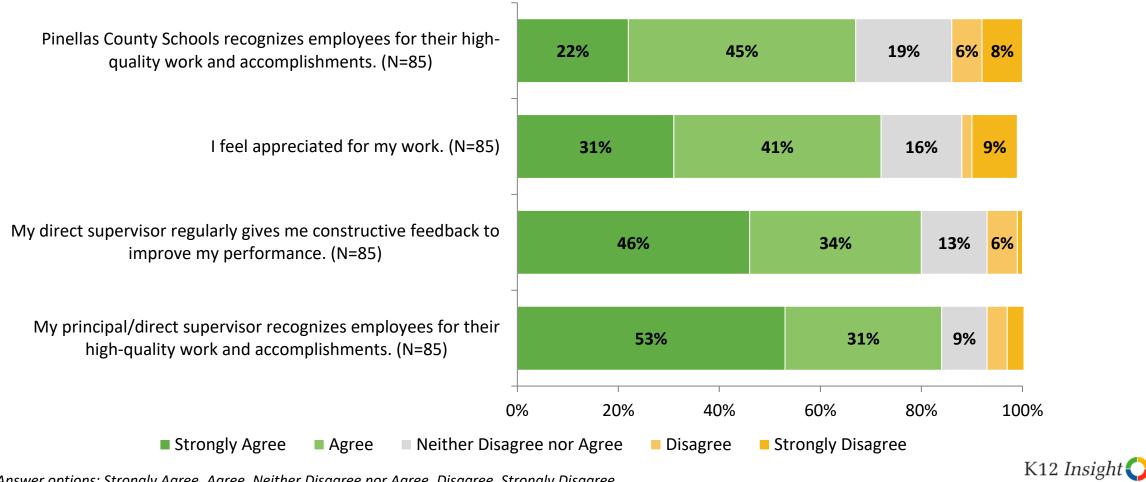
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree Note: 0% indicates a question was not asked during that survey administration.

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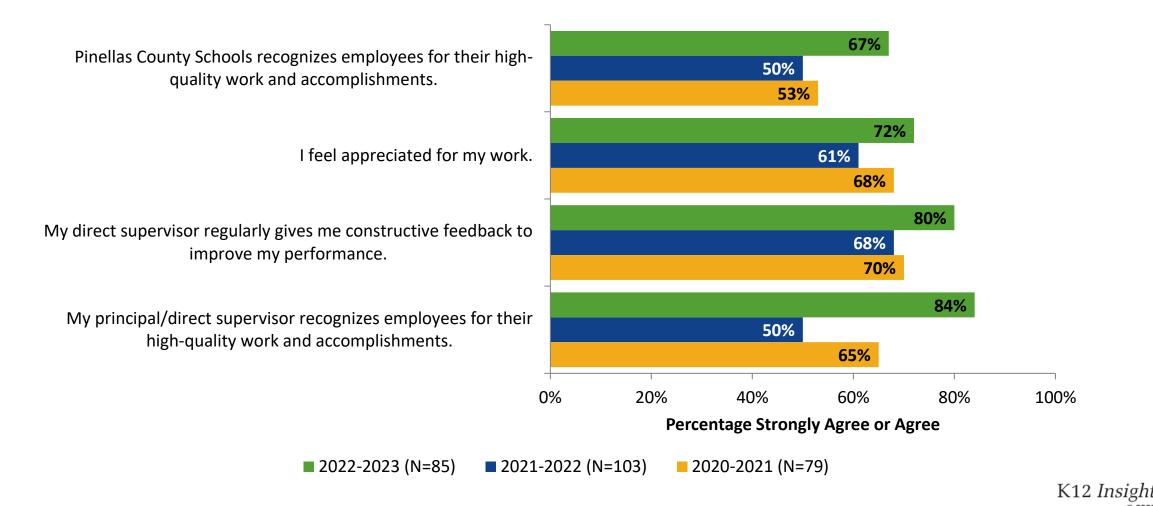
Feedback and Recognition

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



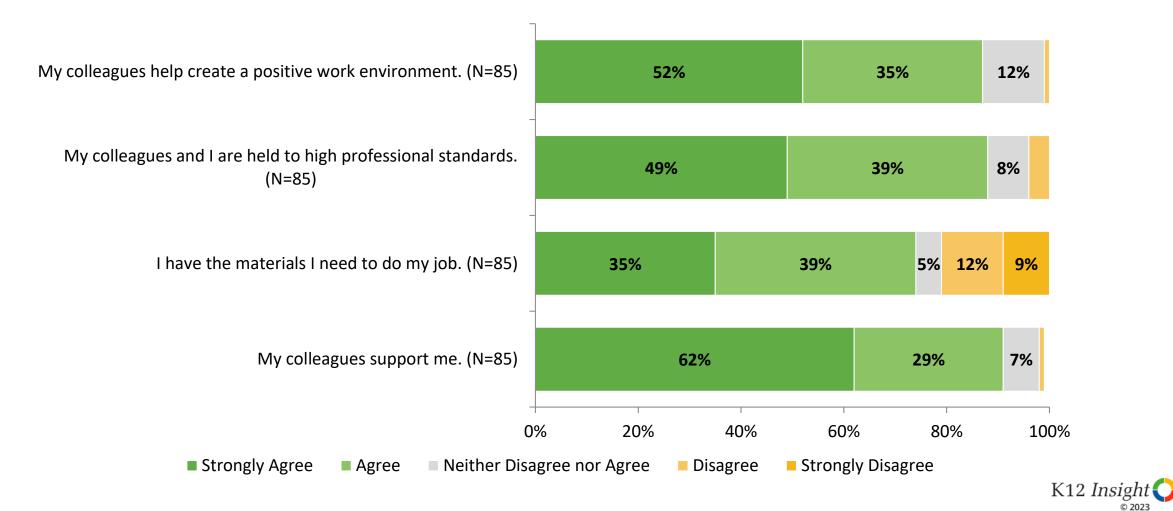
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

Feedback and Recognition: Comparison Over Time



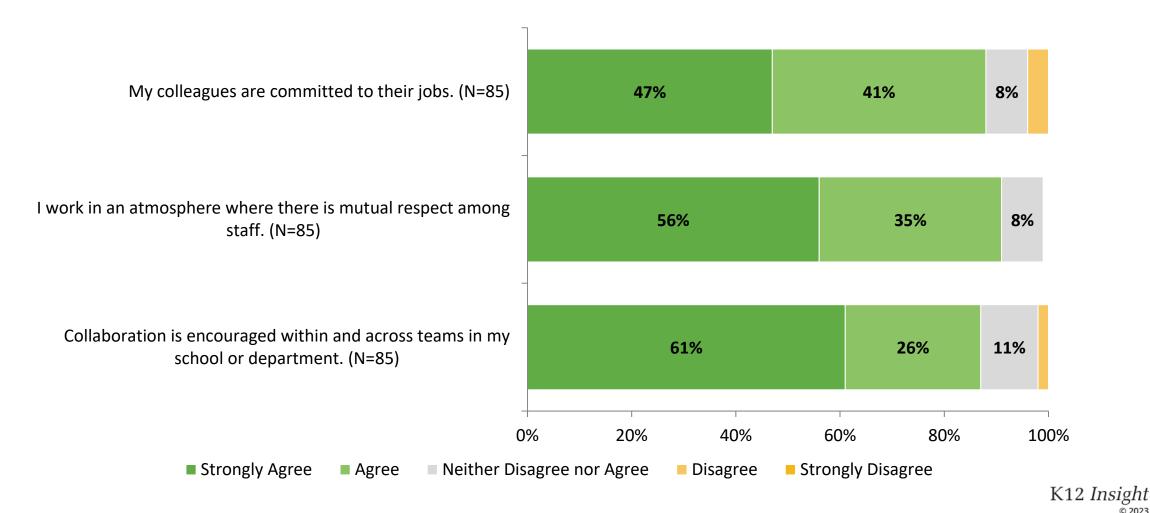
Work Environment

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



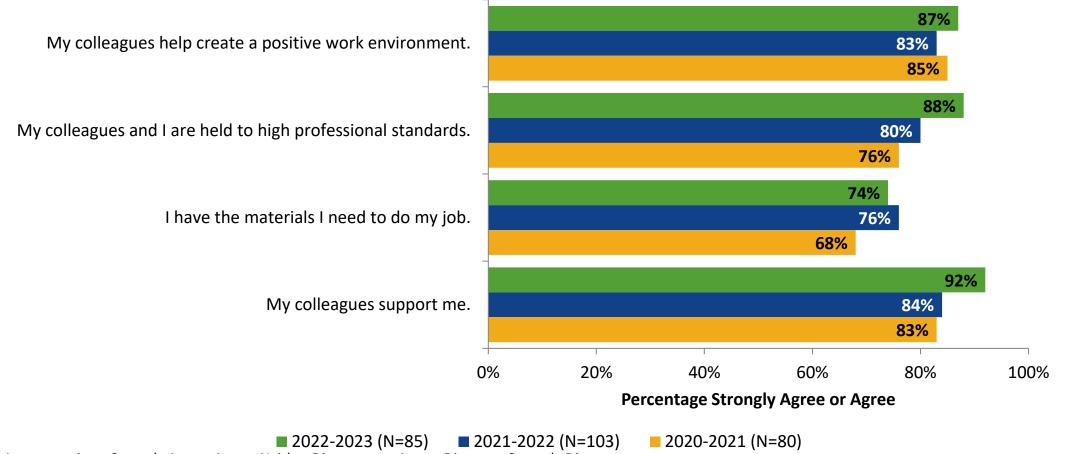
Work Environment (Continued)

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

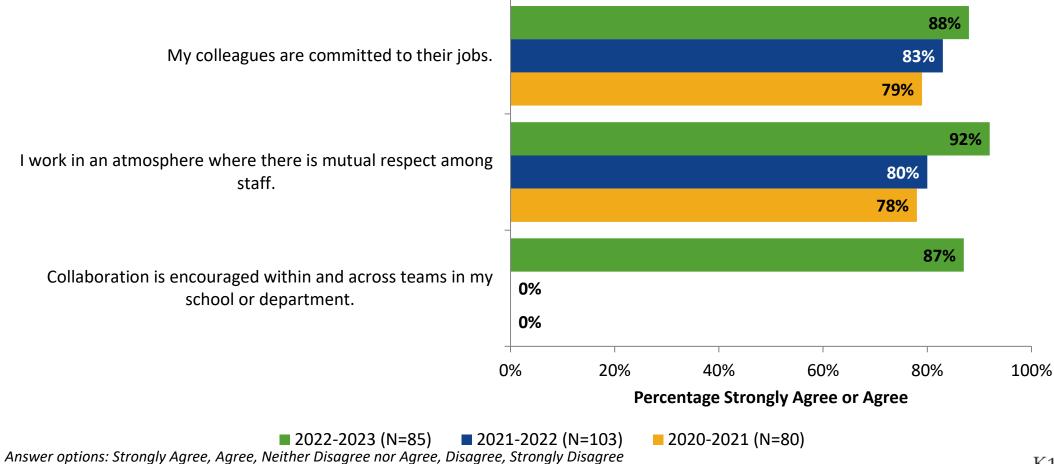
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

22

Work Environment: Comparison Over Time (Continued)

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

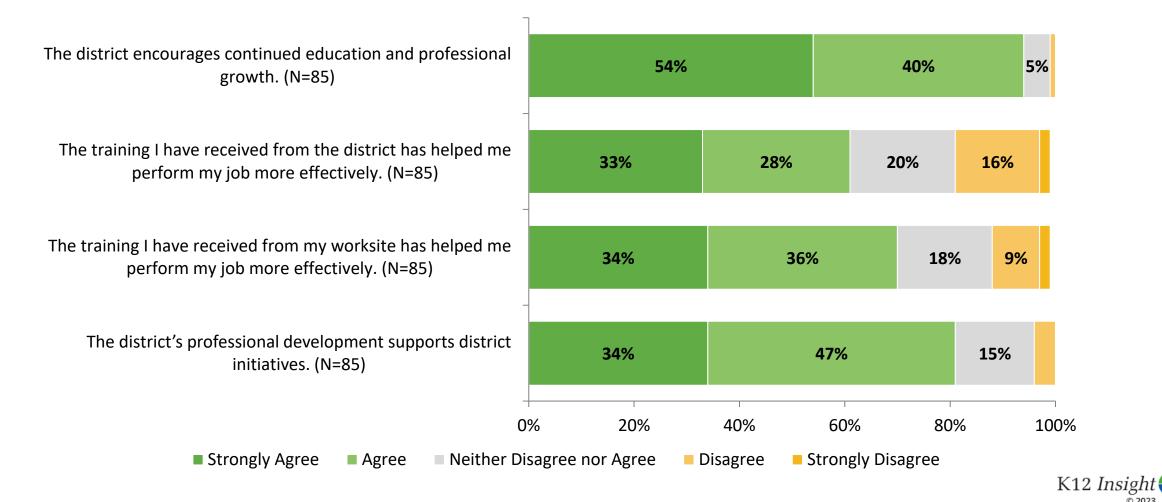


Note: 0% indicates a question was not asked during that survey administration.

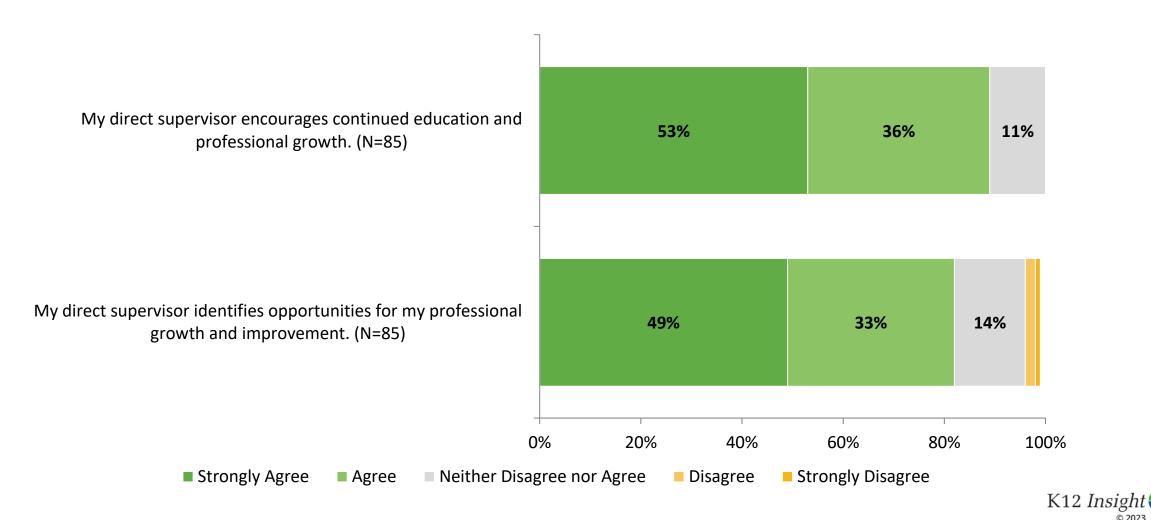
23

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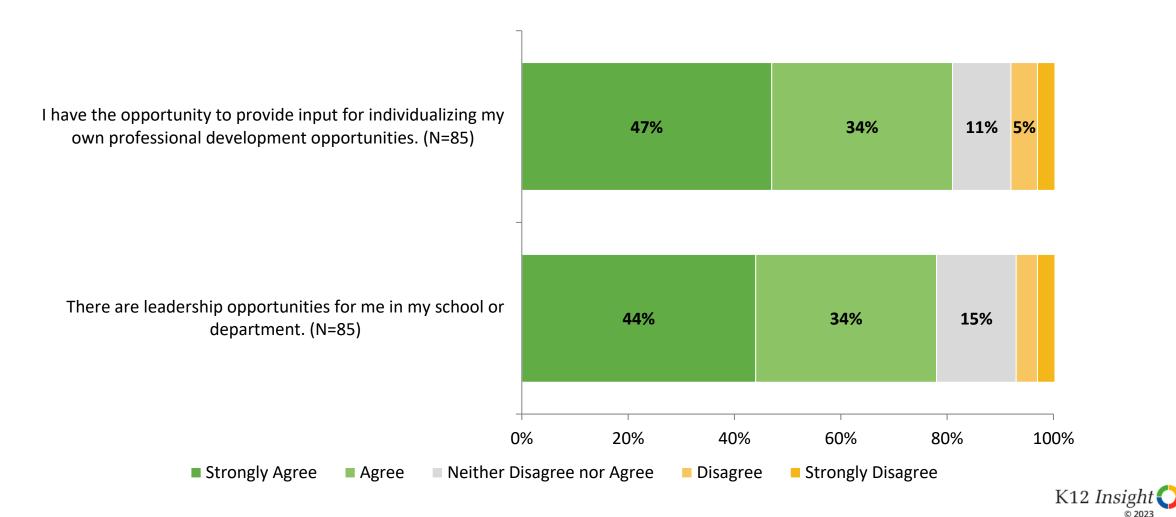
Career Growth and Training Opportunities



Career Growth and Training Opportunities (Continued)

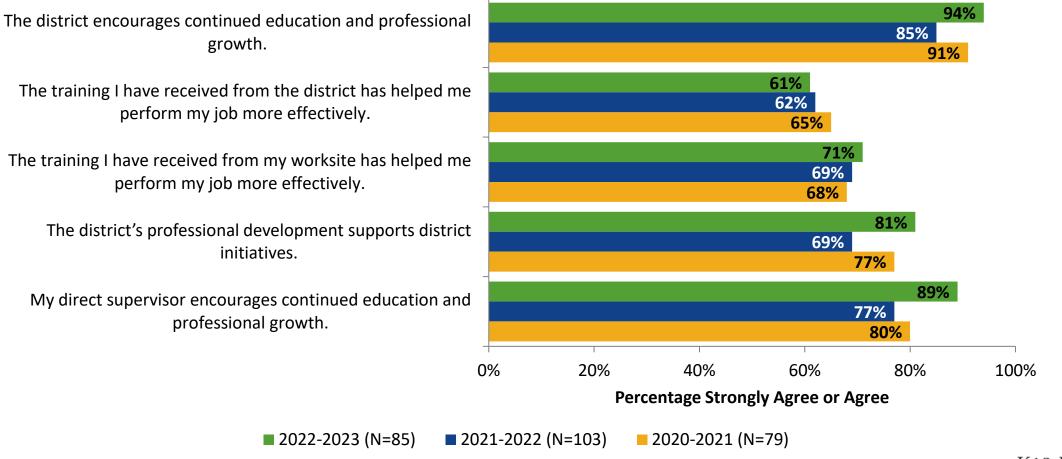


Career Growth and Training Opportunities (Continued)



Career Growth and Training Opportunities: Comparison Over Time

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

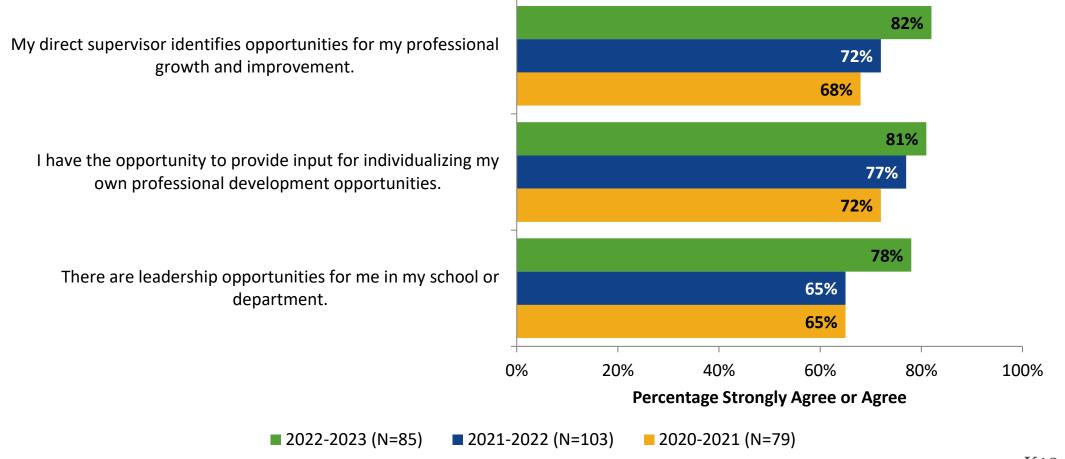


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

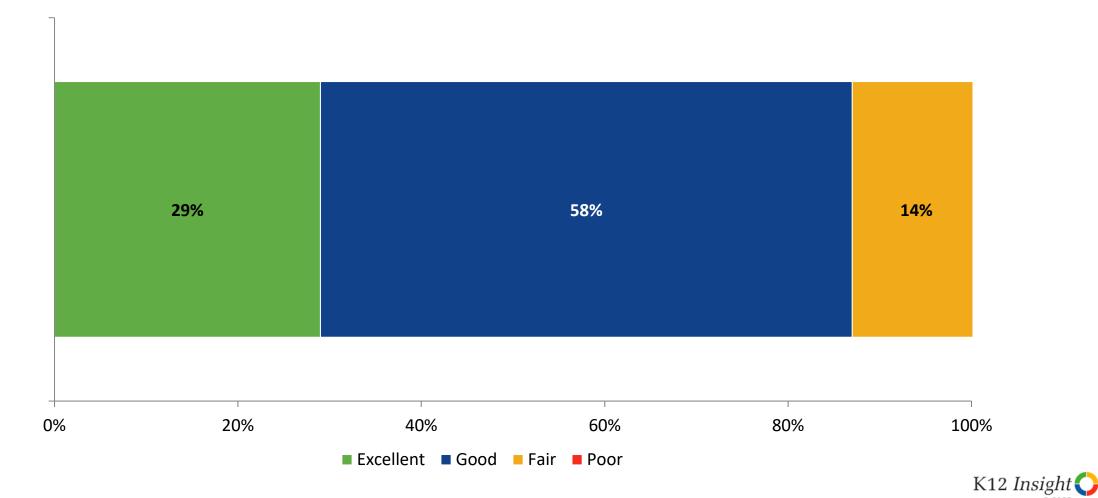


²⁸ Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



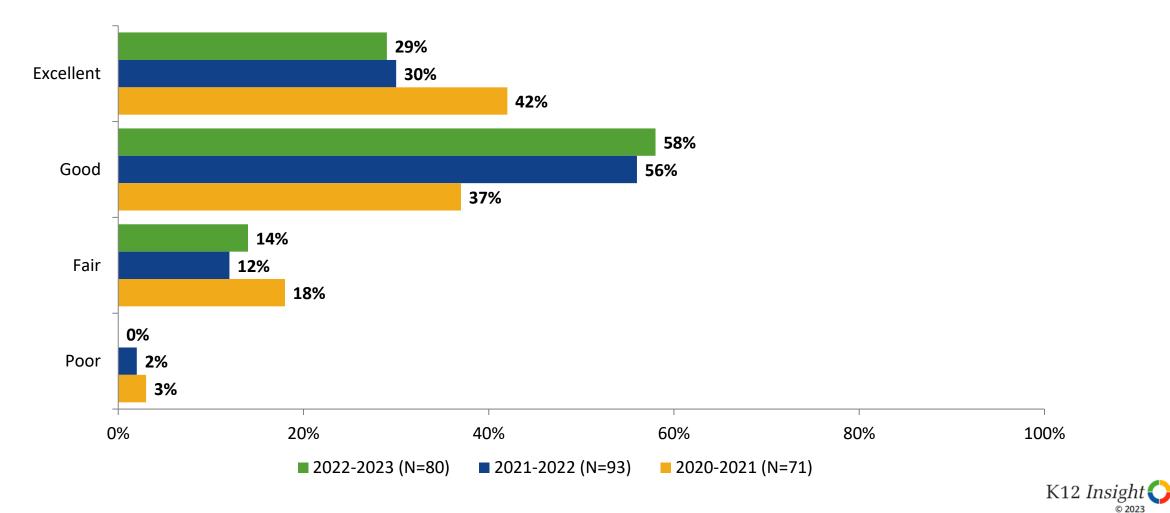
Overall Quality

How would you rate the overall quality of the education at your school? (N=80)



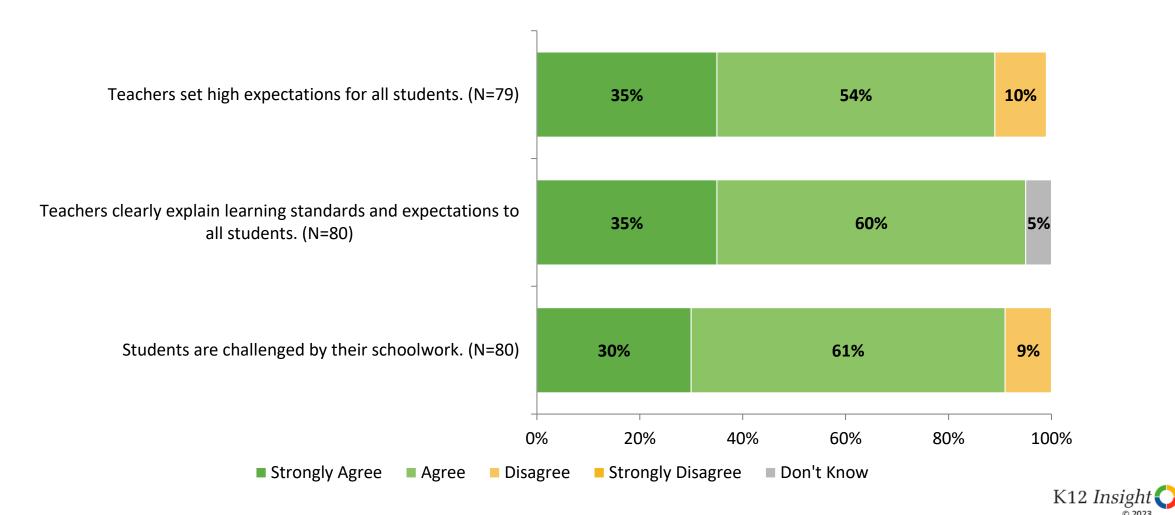
Overall Quality: Comparison Over Time

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

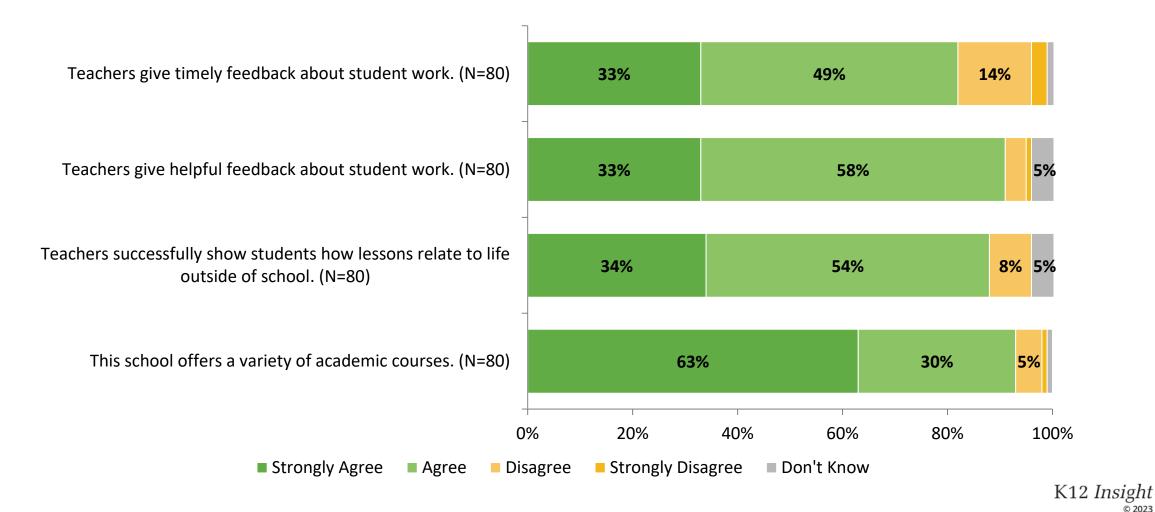


Academic Support

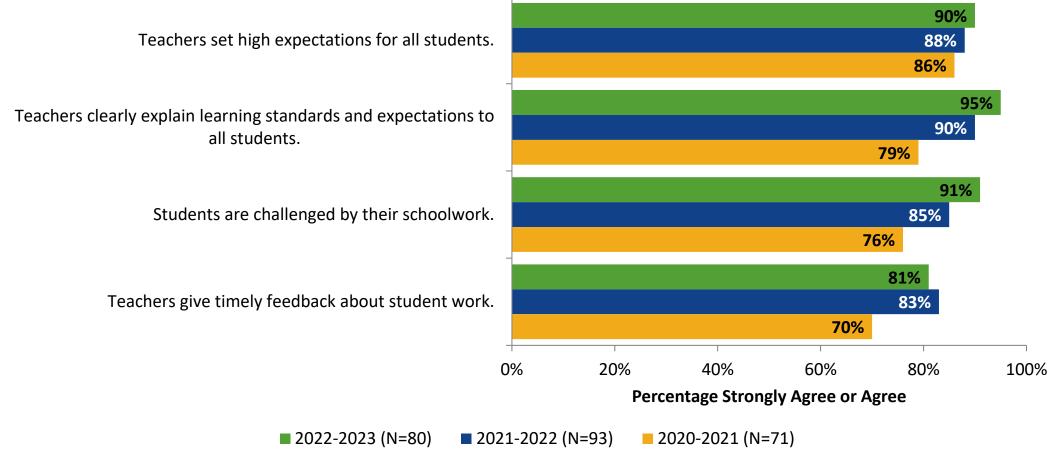
How strongly do you agree or disagree with the following statements?

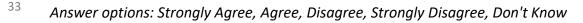


Academic Support (Continued)



Academic Support: Comparison Over Time

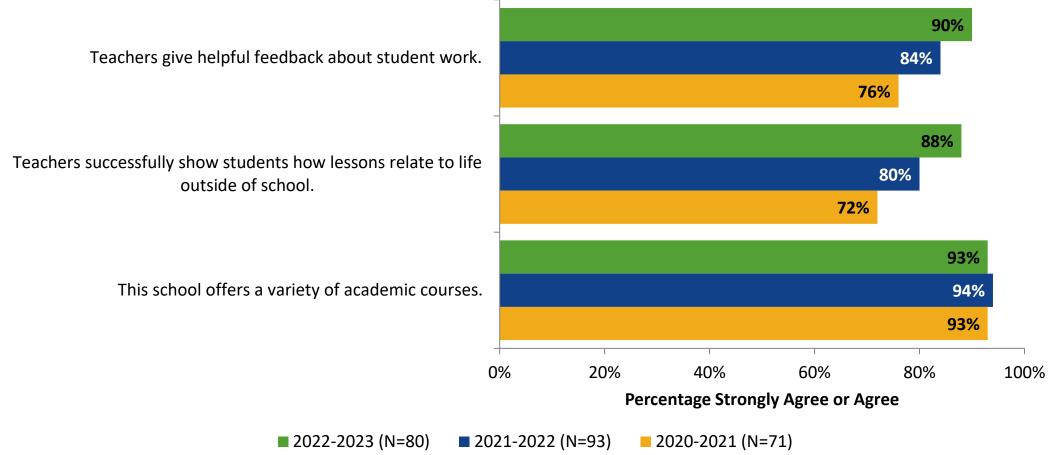






Academic Support: Comparison Over Time (Continued)

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



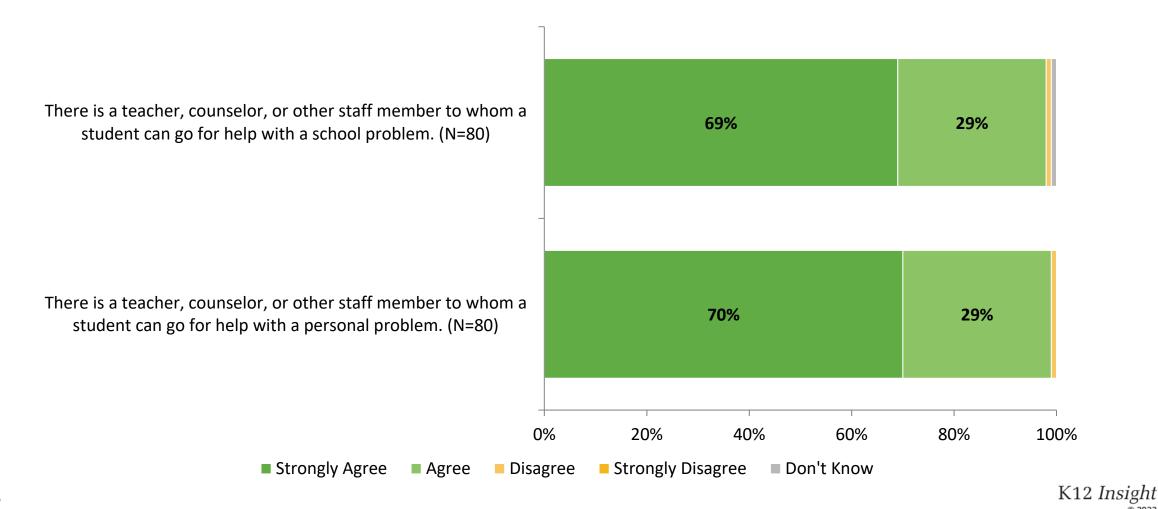
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

34

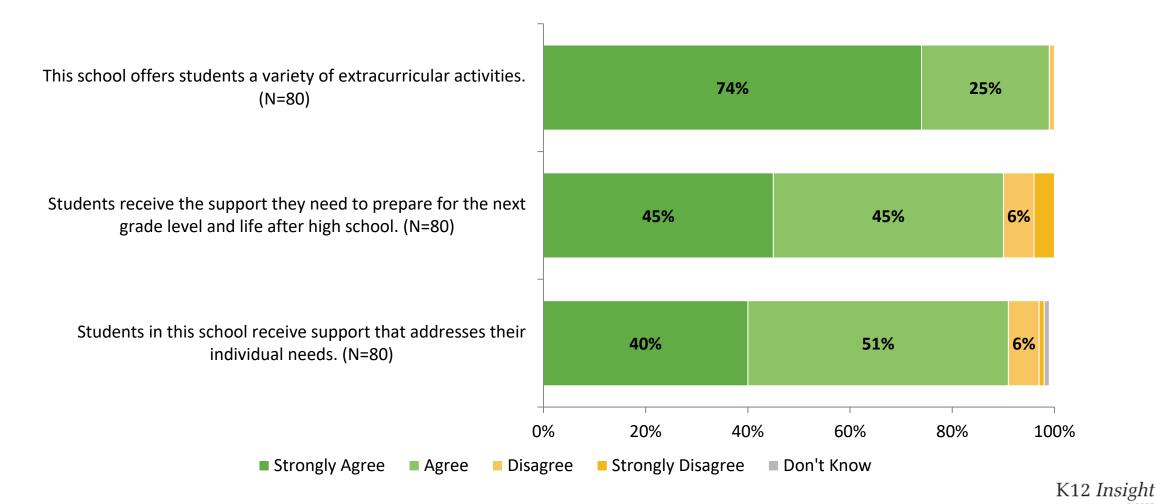
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Student Support

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

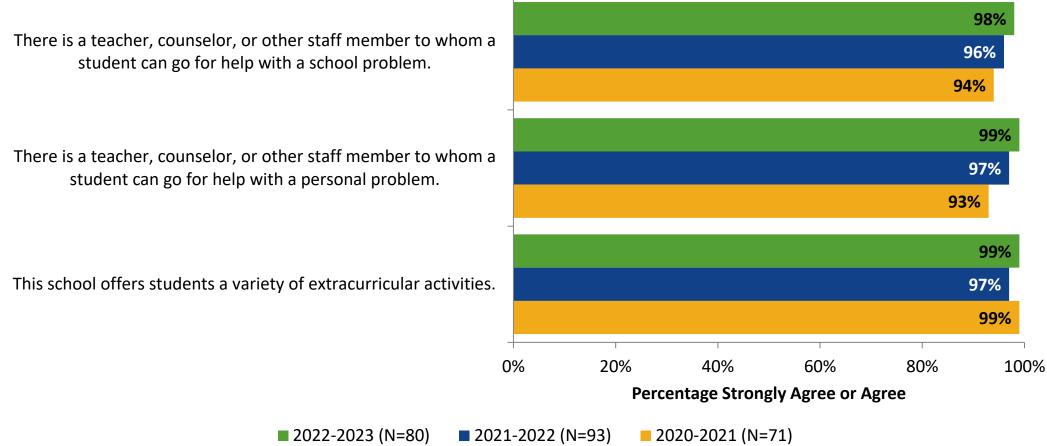


Student Support (Continued)



Student Support: Comparison Over Time

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

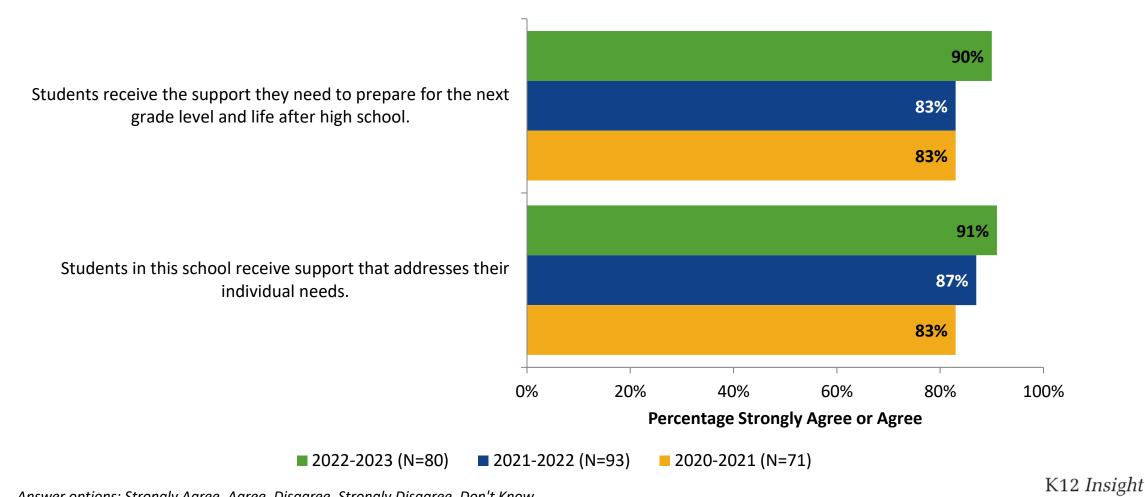


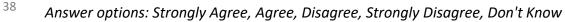


Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

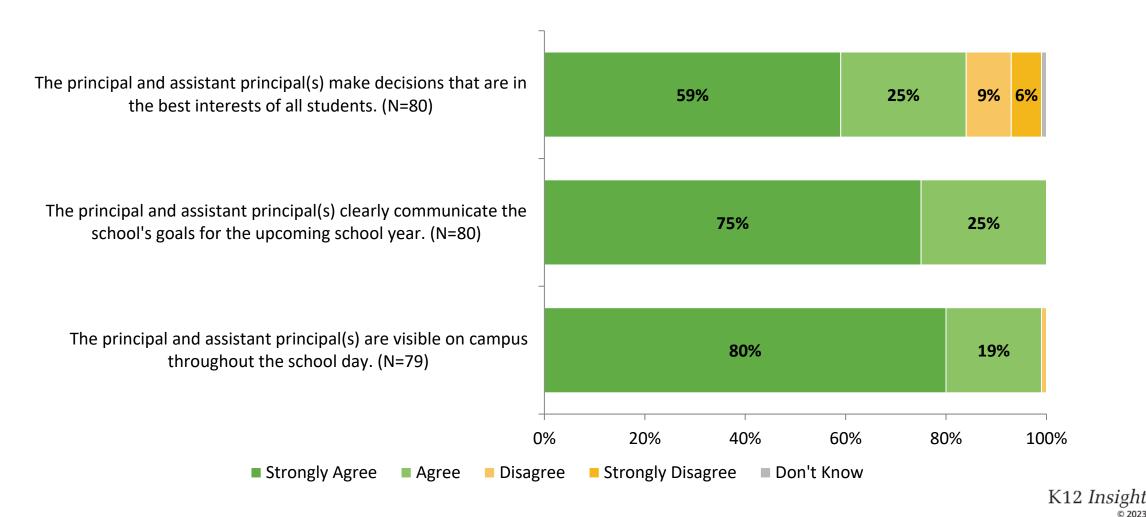
37

Student Support: Comparison Over Time (Continued)

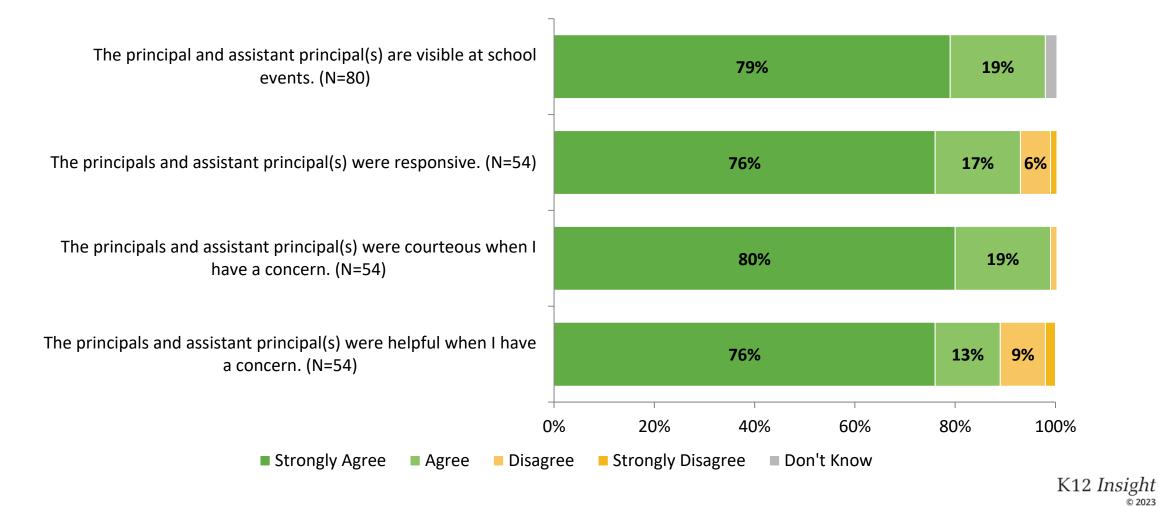




School Leadership

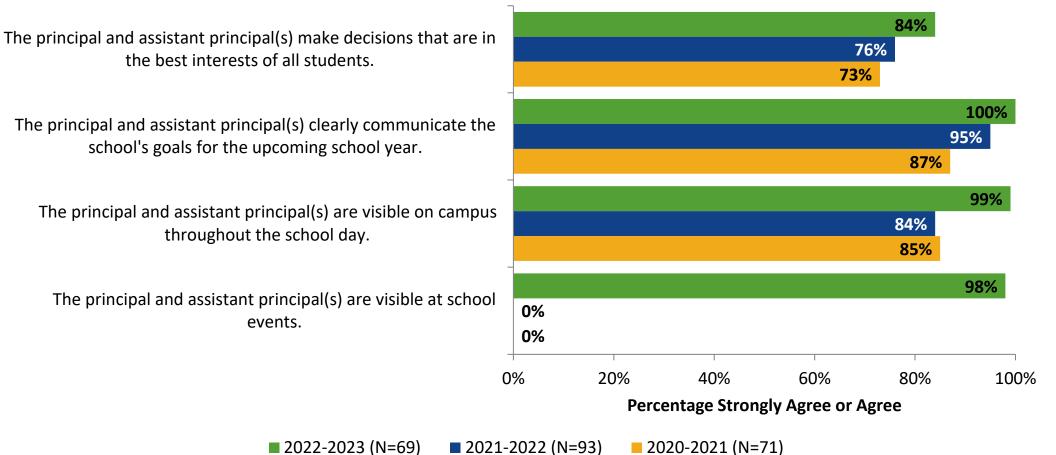


School Leadership (Continued)



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

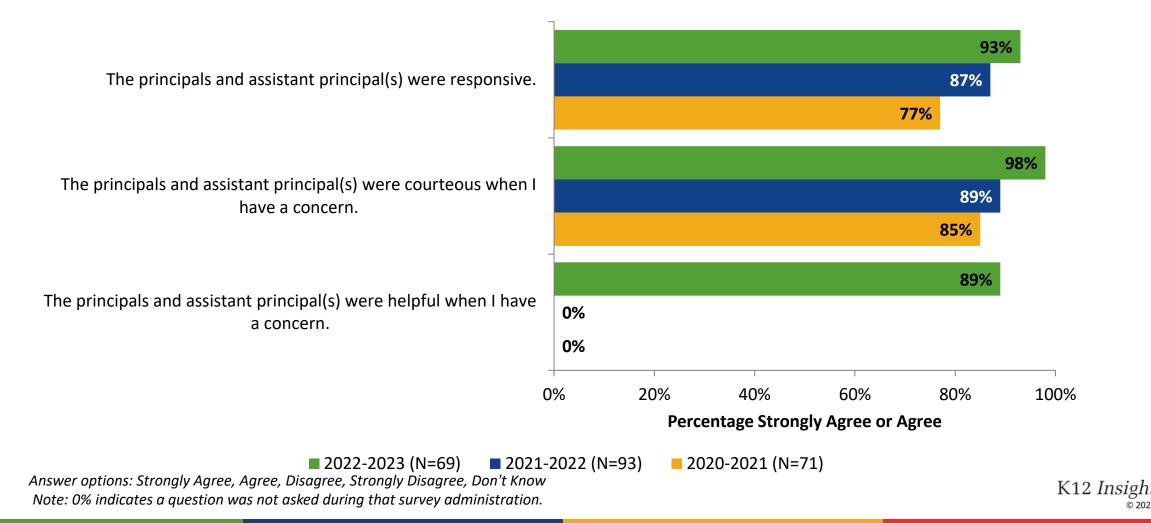
Note: 0% indicates a question was not asked during that survey administration.

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School Leadership: Comparison Over Time (Continued)

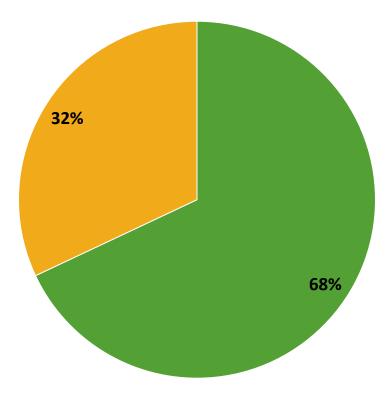
How strongly do you agree or disagree with the following statements?



42

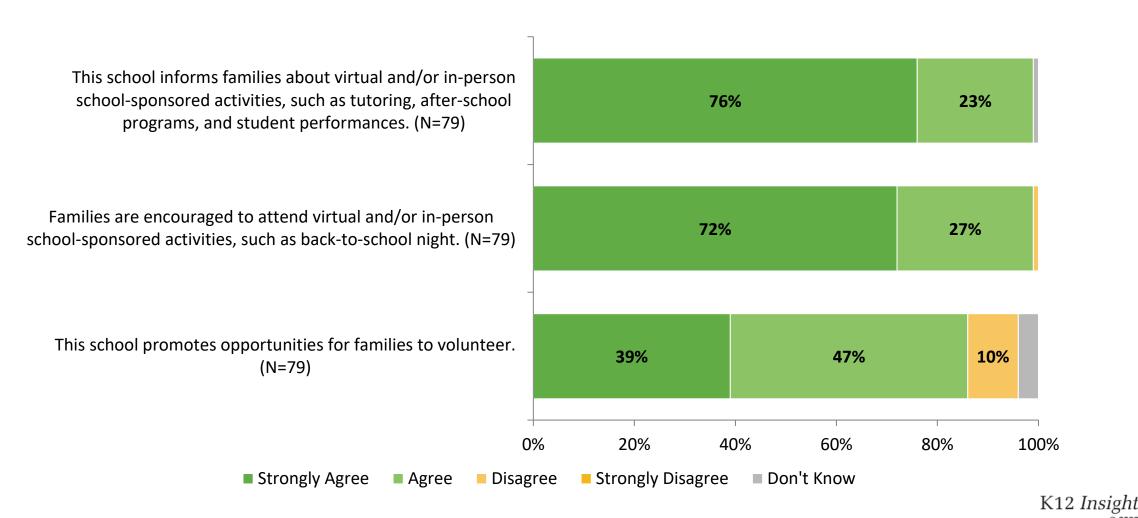
Interaction with Principals and/or Assistant Principals

This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=79)

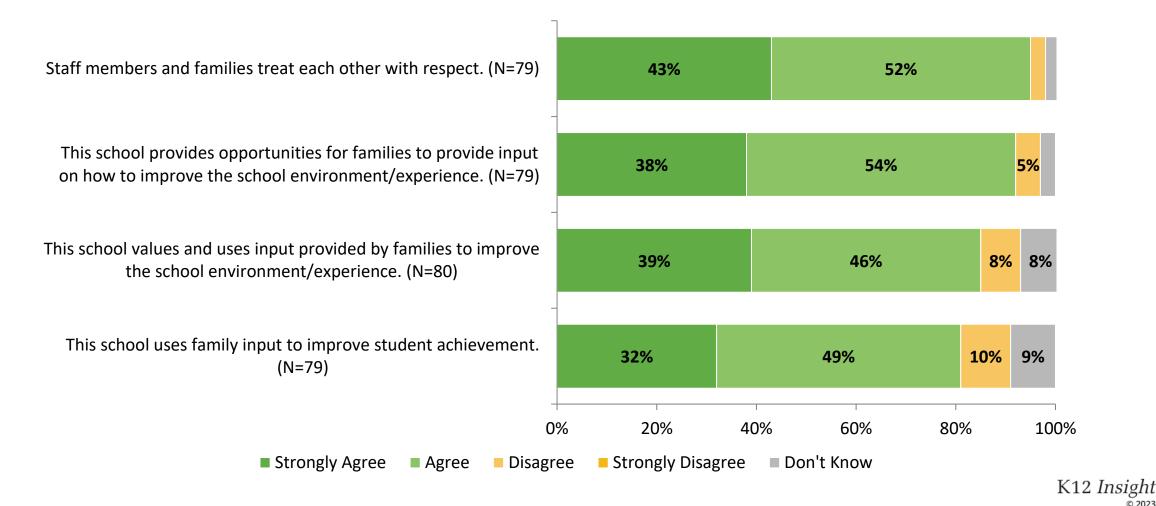




Family Involvement

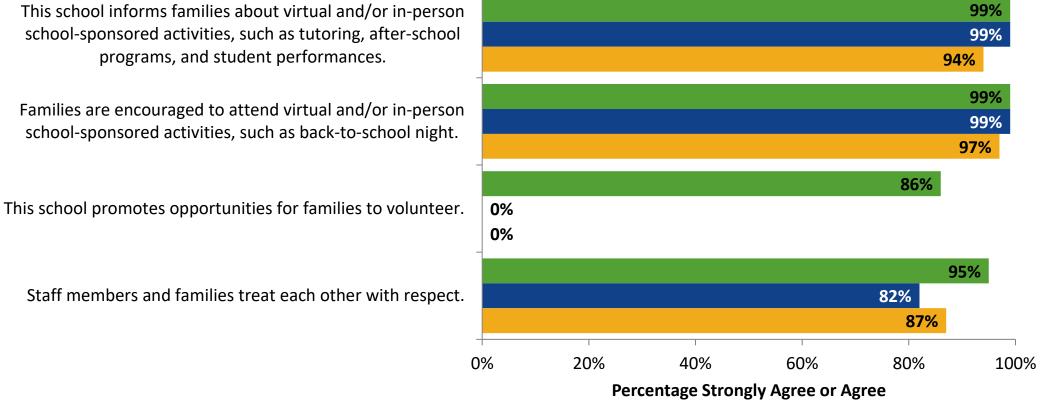


Family Involvement (Continued)



Family Involvement: Comparison Over Time

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



2020-2021 (N=71)

Staff members and families treat each other with respect.

2022-2023 (N=79) 2021-2022 (N=93)

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

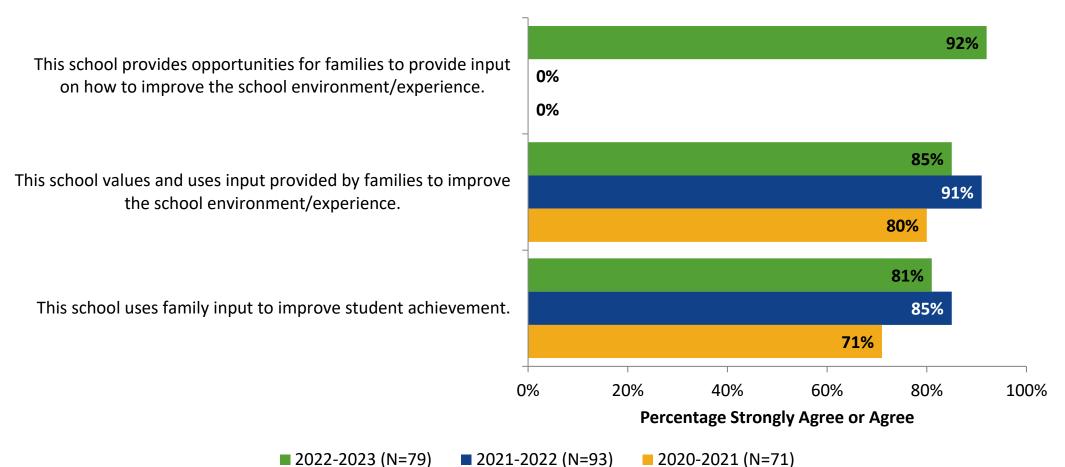
Note: 0% indicates a question was not asked during that survey administration.

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Family Involvement: Comparison Over Time (Continued)

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



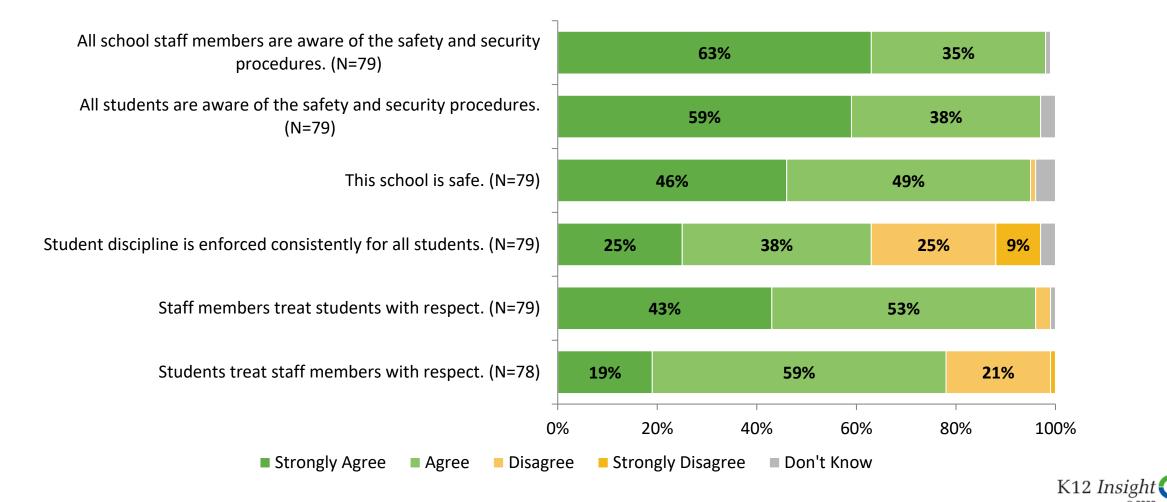
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

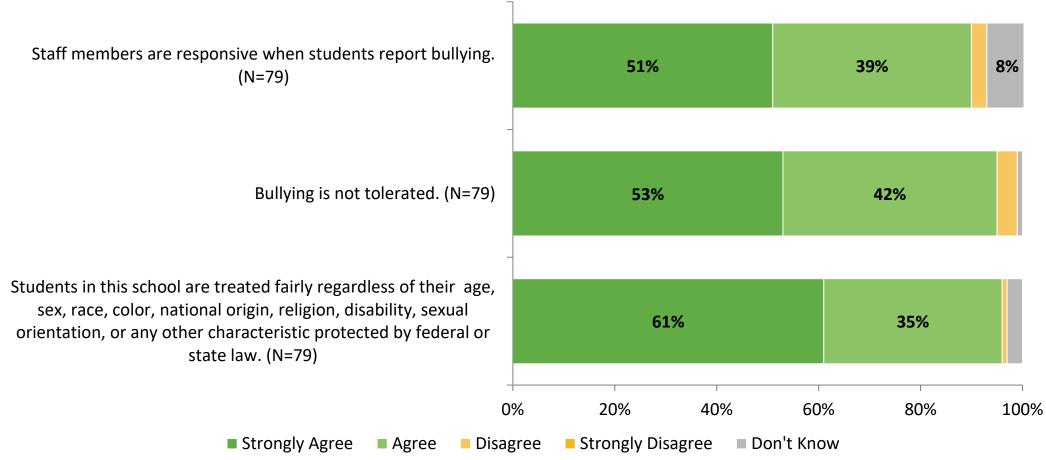
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Safety and Behavior

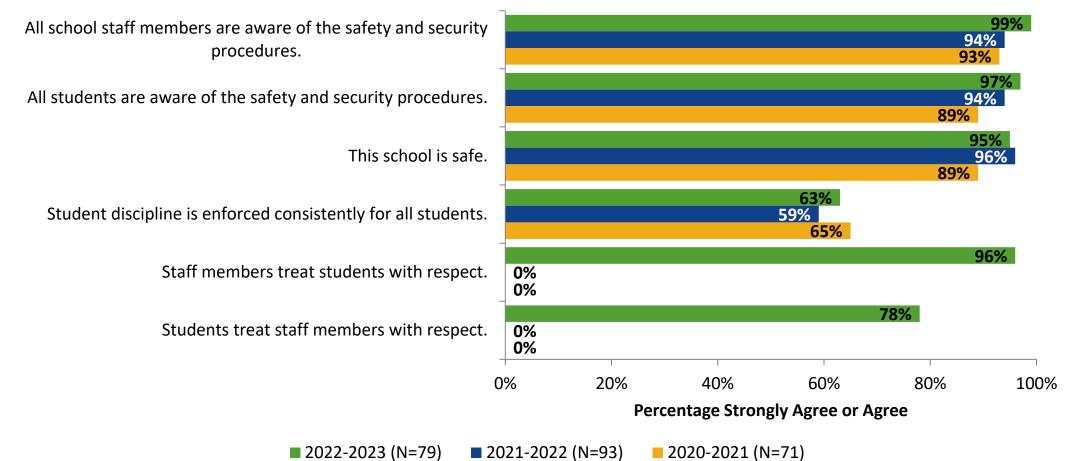


Safety and Behavior (Continued)



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

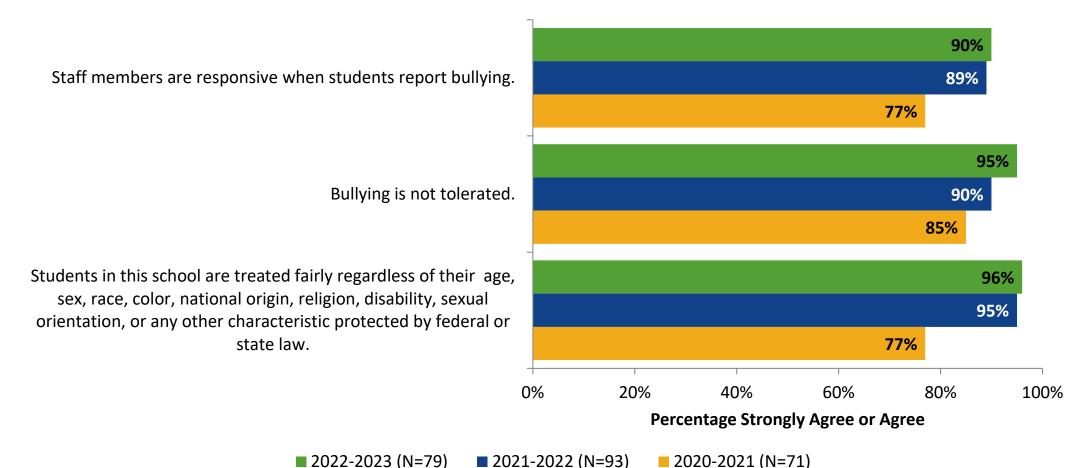
Note: 0% indicates a question was not asked during that survey administration.

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Safety and Behavior: Comparison Over Time (Continued)

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



2022-2023 (N=79) 2021-2022 (N=93)

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
The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.	100%	School Leadership
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	99%	Student Support
This school offers students a variety of extracurricular activities.	99%	Student Support
The principal and assistant principal(s) are visible on campus throughout the school day.	99%	School Leadership
This school informs families about virtual and/or in-person school- sponsored activities, such as tutoring, after-school programs, and student performances.	99%	Family Involvement



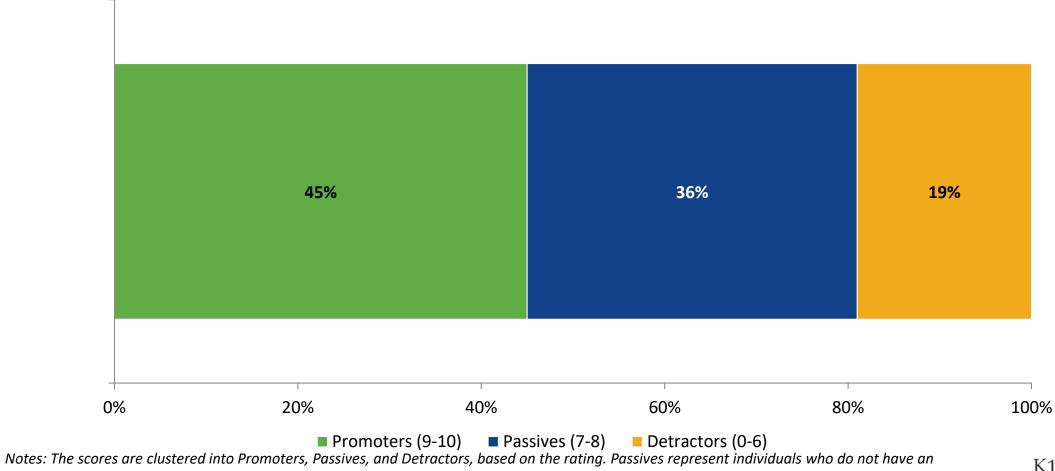
Lowest Ranking Indicators

Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
Student discipline is enforced consistently for all students.	34%	Safety and Behavior
District leaders clearly explain the reasons behind decisions on key issues.	25%	District Leadership
District leaders understand the professional needs of district and school employees.	24%	District Leadership
Students treat staff members with respect.	22%	Safety and Behavior
I have the materials I need to do my job.	21%	Work Environment



Net Promoter Score - School

How likely is it that you would recommend your school to a family member or friend? (N=69)



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?

School Leadership (e.g., availability, visibility, communication) (N=80)

colleagues, collaboration, resources) (N=80)

Positive Impact

Very Positive Impact

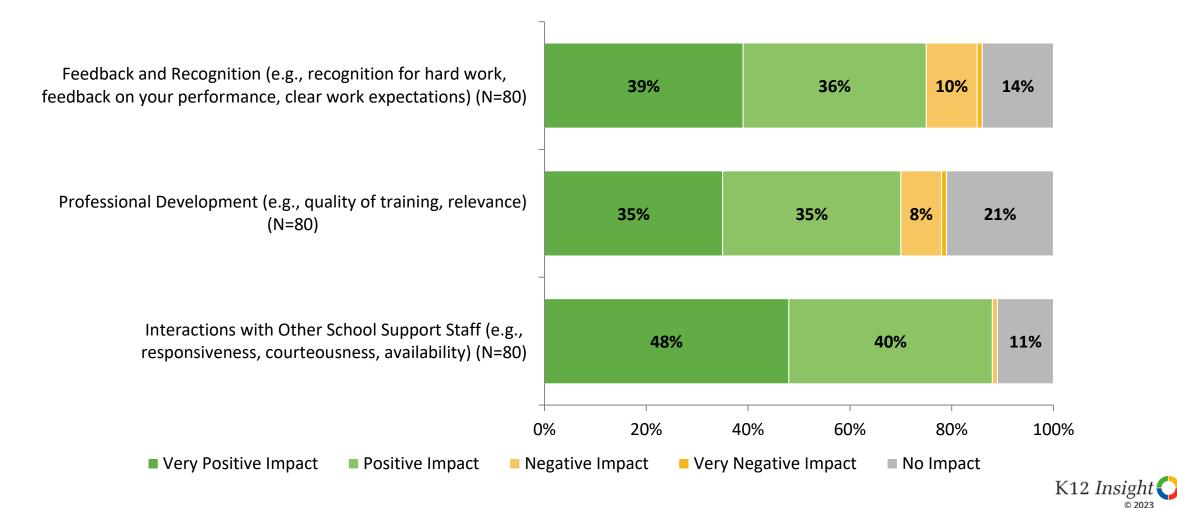
5% 5% 59% 29% Worksite Environment (e.g., atmosphere, relationships with 50% 43% 0% 20% 40% 60% 80% 100% Negative Impact Very Negative Impact ■ No Impact

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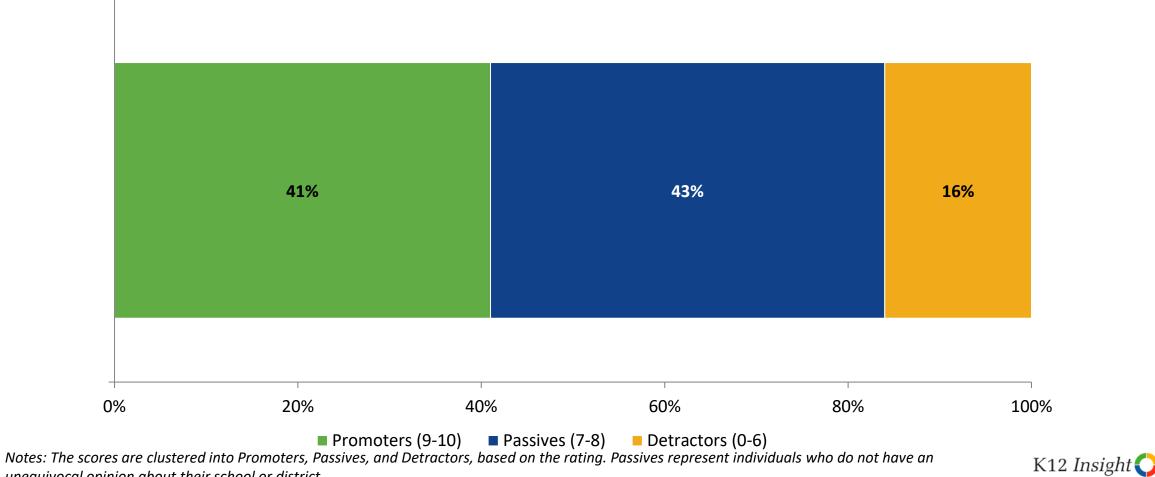
Impact on Rating of School (Continued)

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=81)



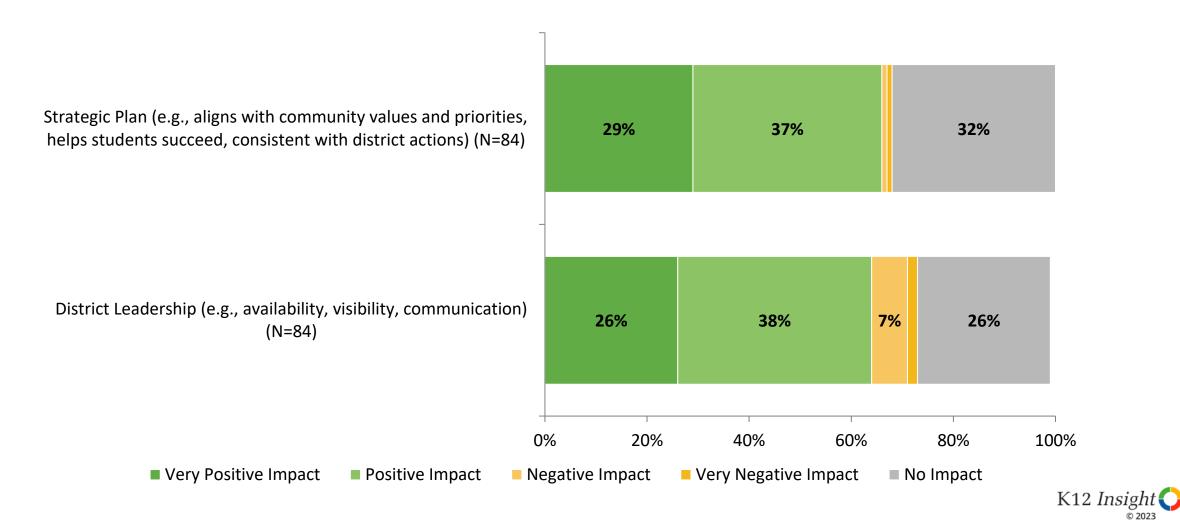
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unequivocal opinion about their school or district.

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Impact on Rating of Pinellas County Schools

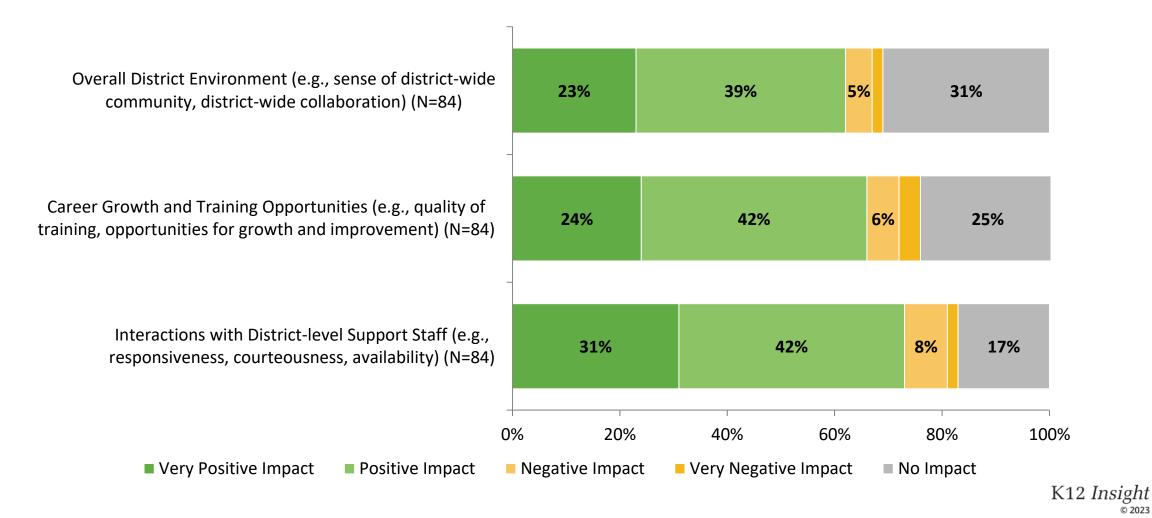
How do the following areas impact your rating of Pinellas County Schools?



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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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