#### **Employee Survey: Oldsmar Elementary**

Results

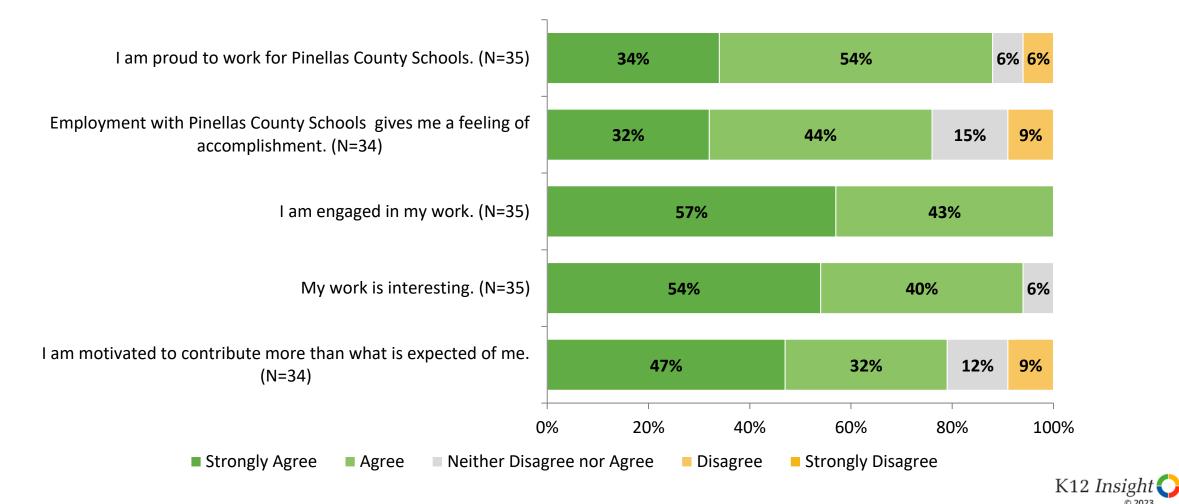
2022-2023 School Year





## **Overall Engagement**

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



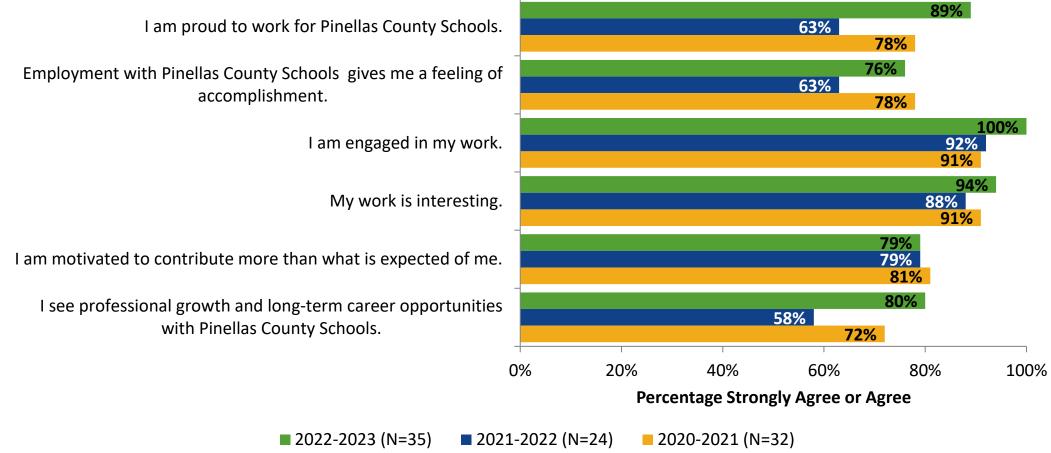
# **Overall Engagement (Continued)**

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

I see professional growth and long-term career opportunities with Pinellas County Schools. (N=35)	26%	54%	14% <mark>6%</mark>
I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=35)	31%	49%	6% 11%
I enjoy working with my direct supervisor. (N=35)	46%	40%	14%
I am optimistic about the future of Pinellas County Schools. (N=35)	31%	46%	14% 9%
	% 20% isagree nor Agree	40% 60% Disagree Strongly Disag	80% 100 gree k

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

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



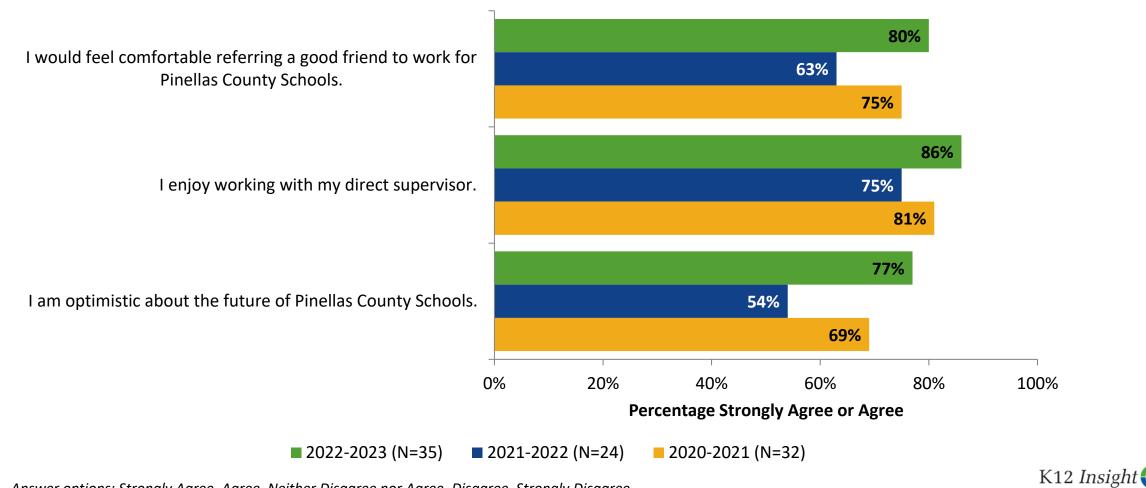
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

4



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

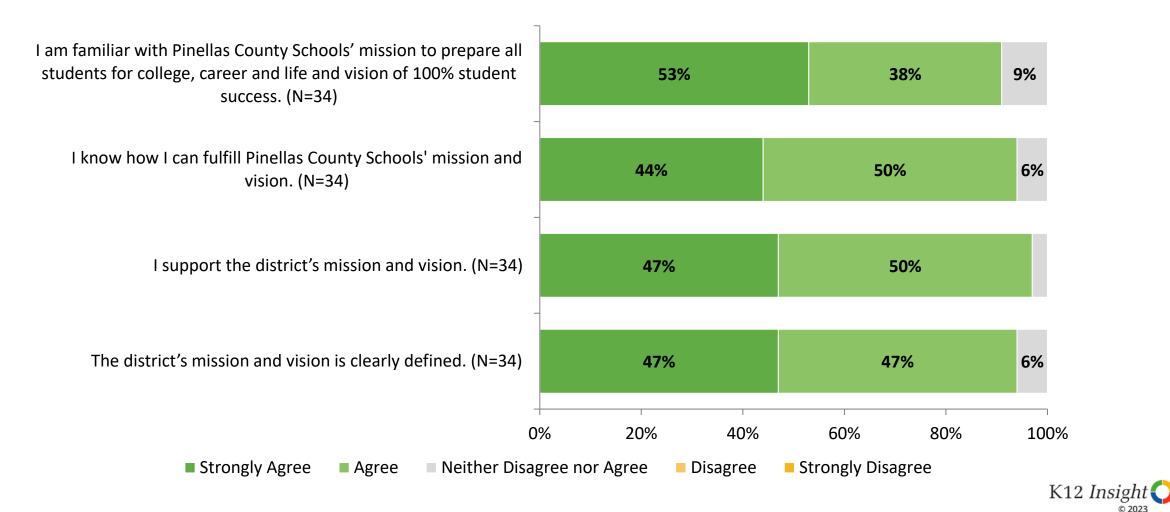
How strongly do you agree or disagree with the following statements?



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

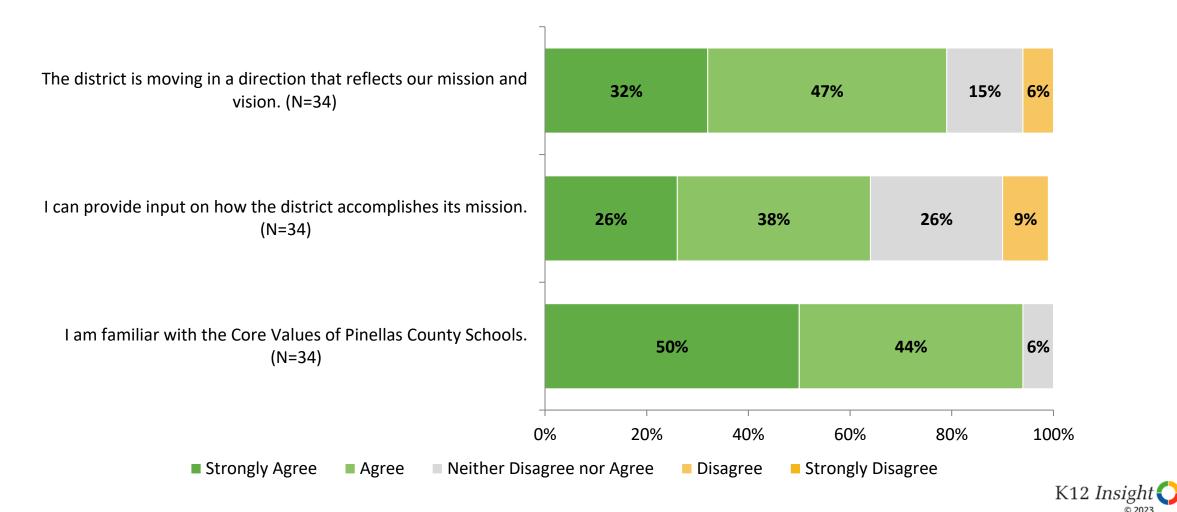
5

## **Mission and Vision**



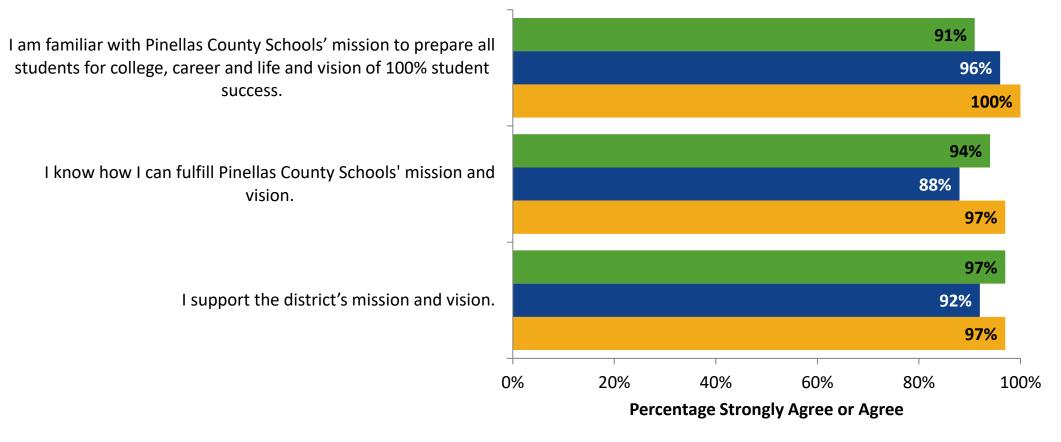
# **Mission and Vision (Continued)**

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=34) ■ 2021-2022 (N=24) Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

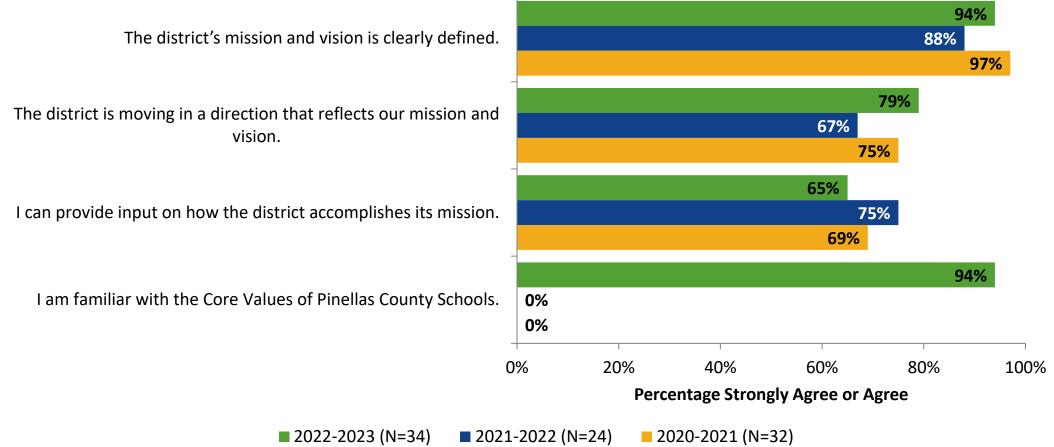
8

2020-2021 (N=32)



## 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

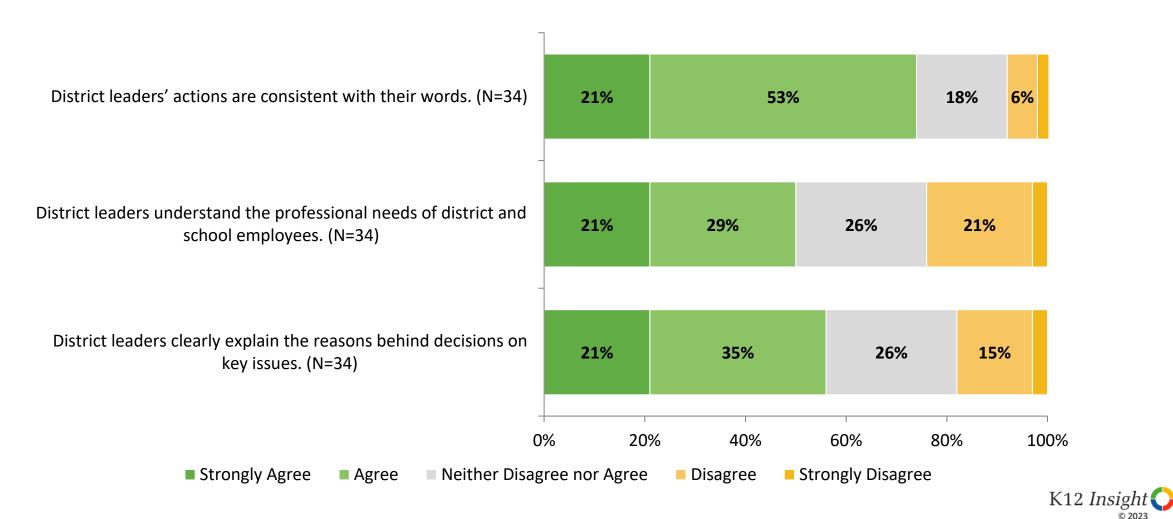
Note: 0% indicates a question was not asked during that survey administration.

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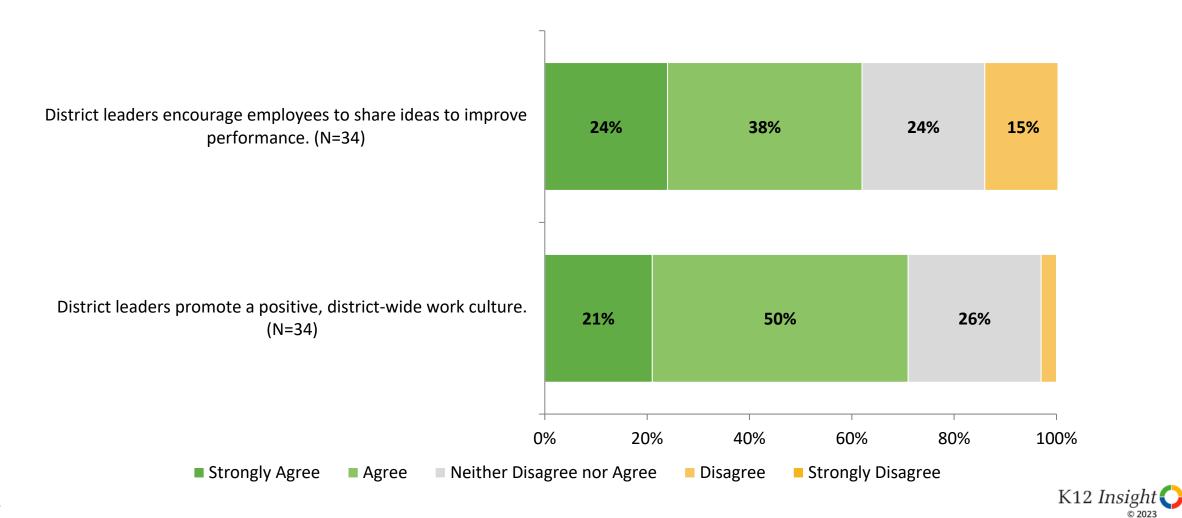
# **District Leadership**

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



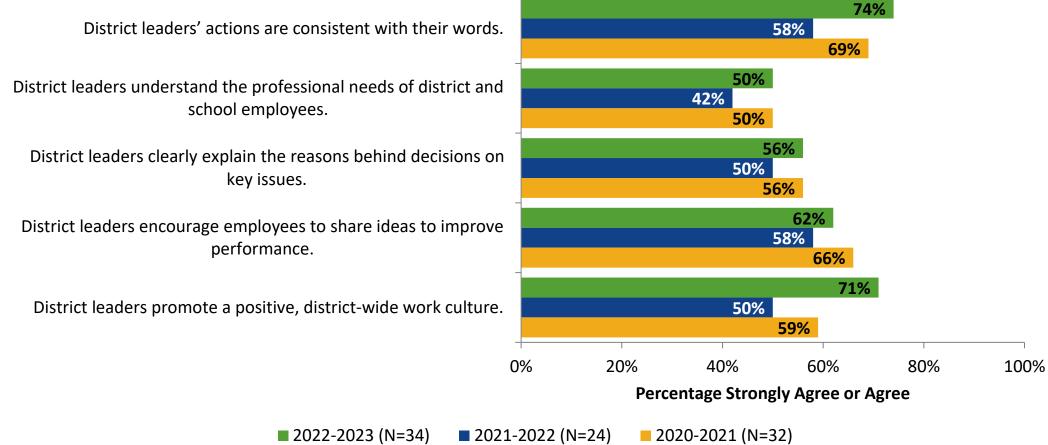
# **District Leadership (Continued)**

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



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

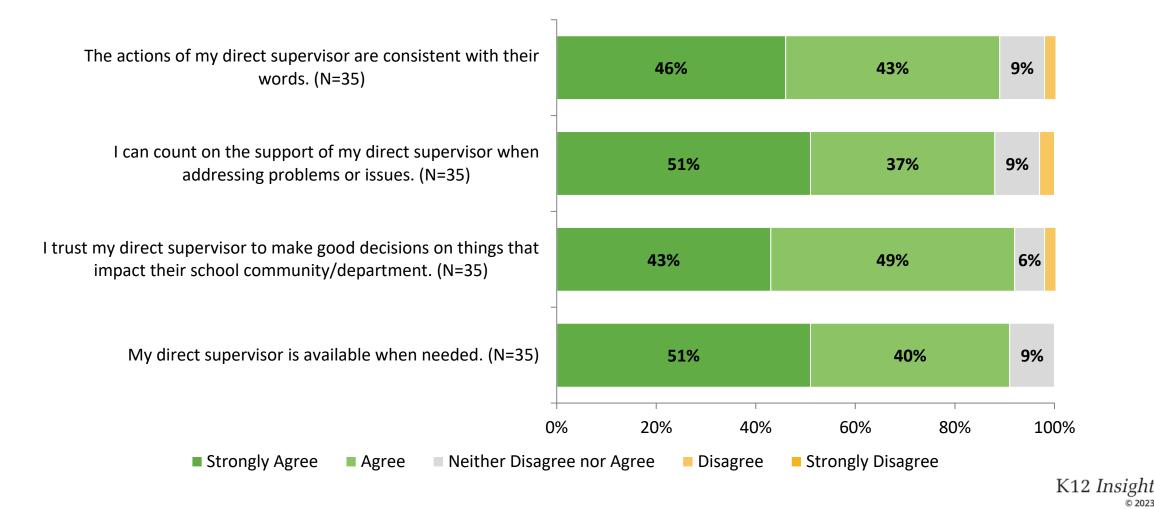
How strongly do you agree or disagree with the following statements?



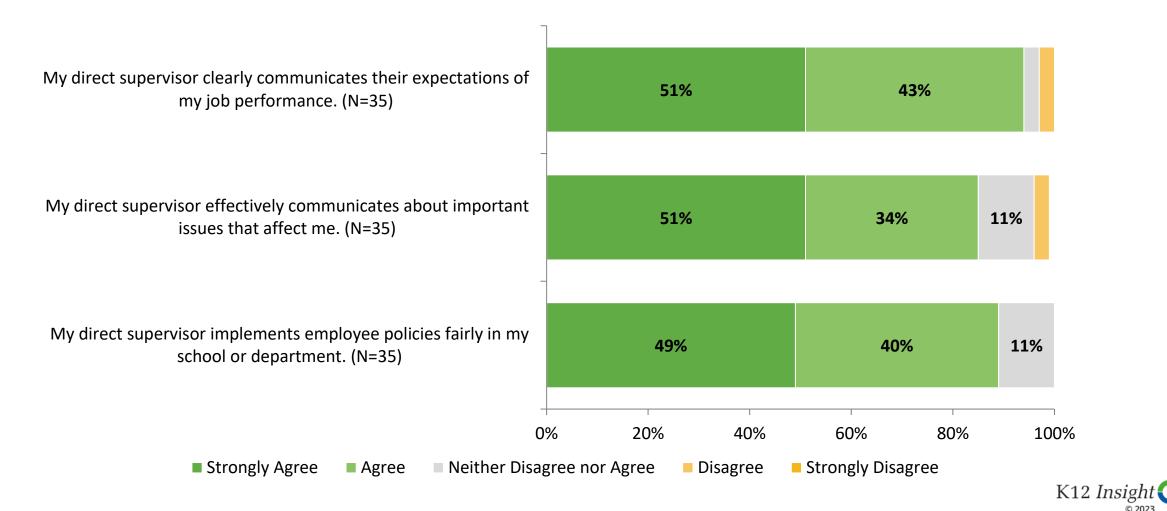
<sup>12</sup> Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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# **Worksite Leadership**

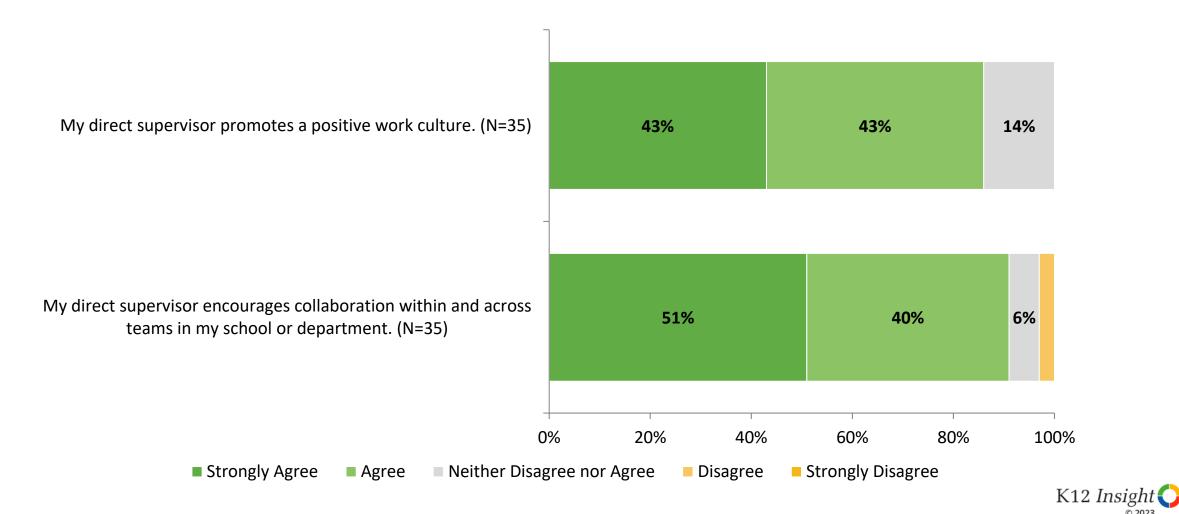


# **Worksite Leadership (Continued)**



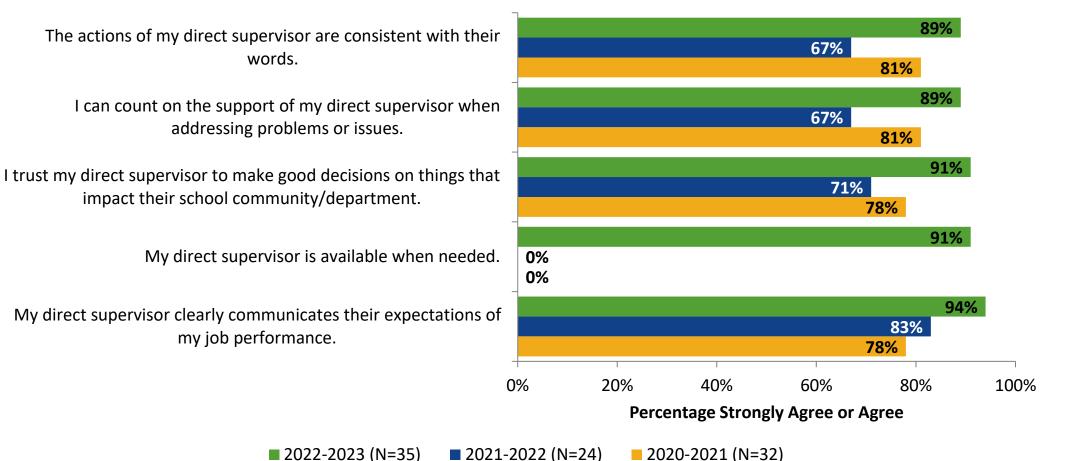
# **Worksite Leadership (Continued)**

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=35) ■ 2021-2022 (N=24)

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

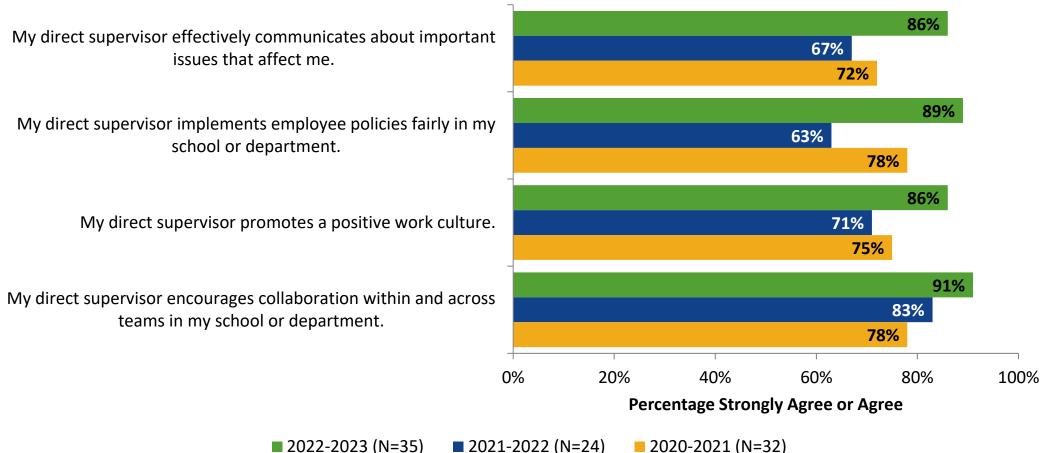
Note: 0% indicates a question was not asked during that survey administration.

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## Worksite Leadership: Comparison Over Time (Continued)

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



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2022-2023 (N=35) ■ 2021-2022 (N=24)

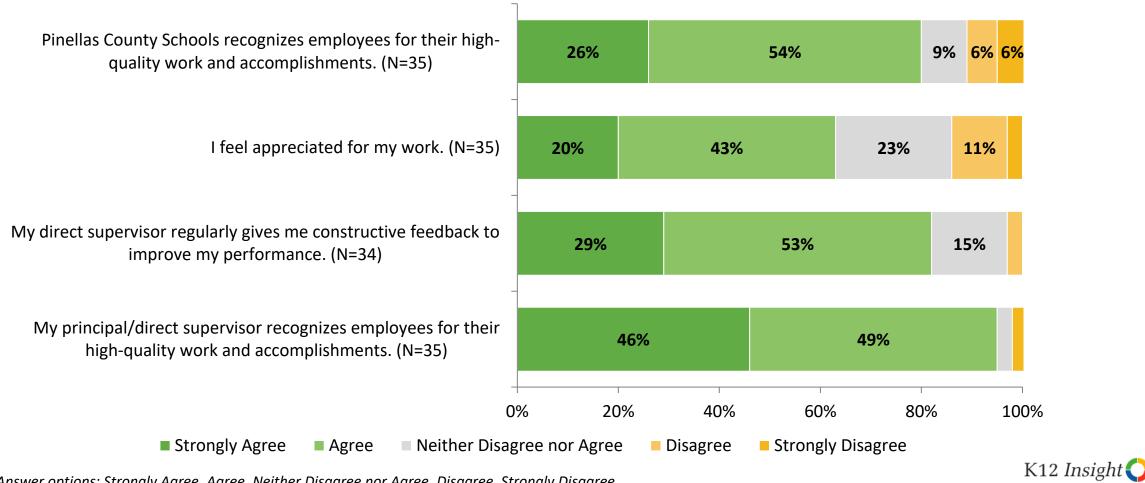
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

17

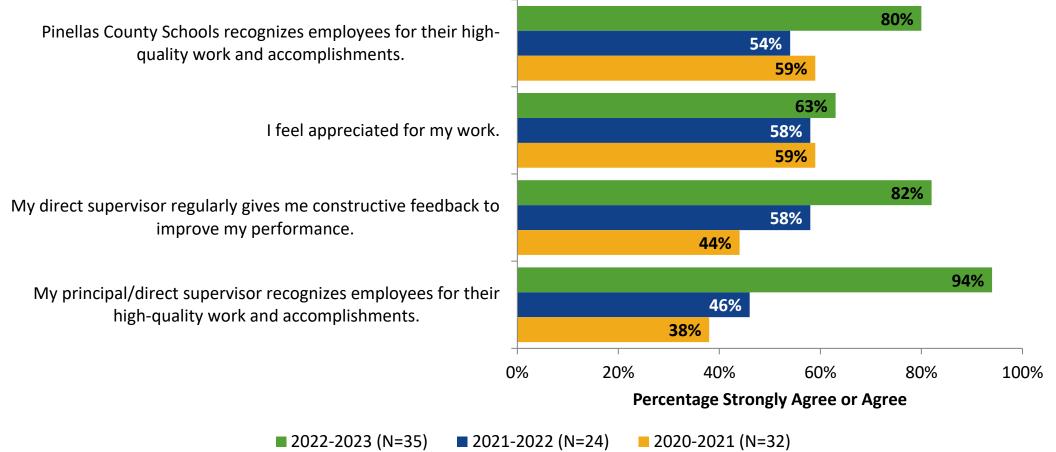
## **Feedback and Recognition**

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



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

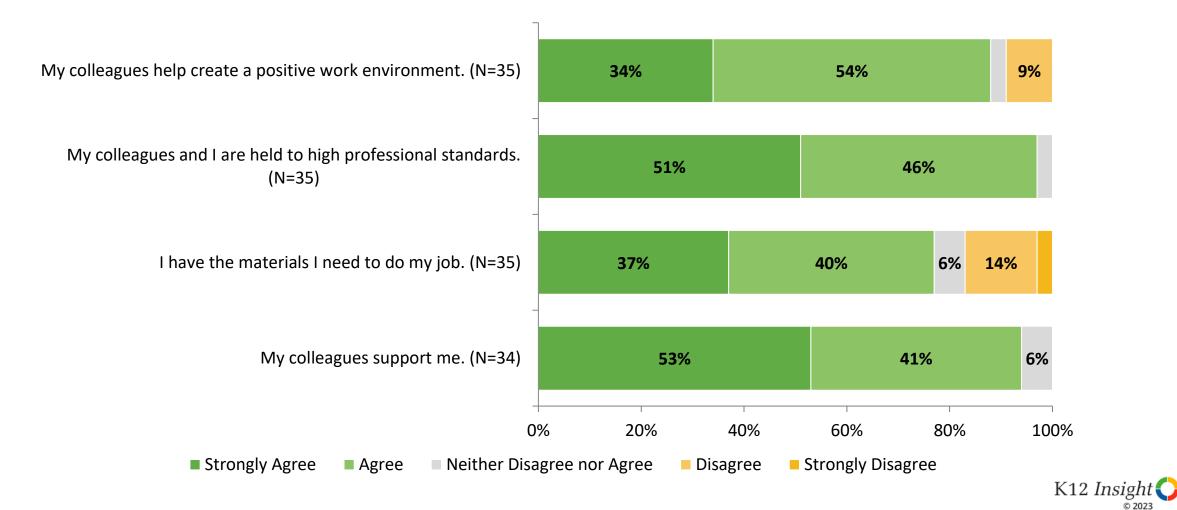
#### Feedback and Recognition: Comparison Over Time





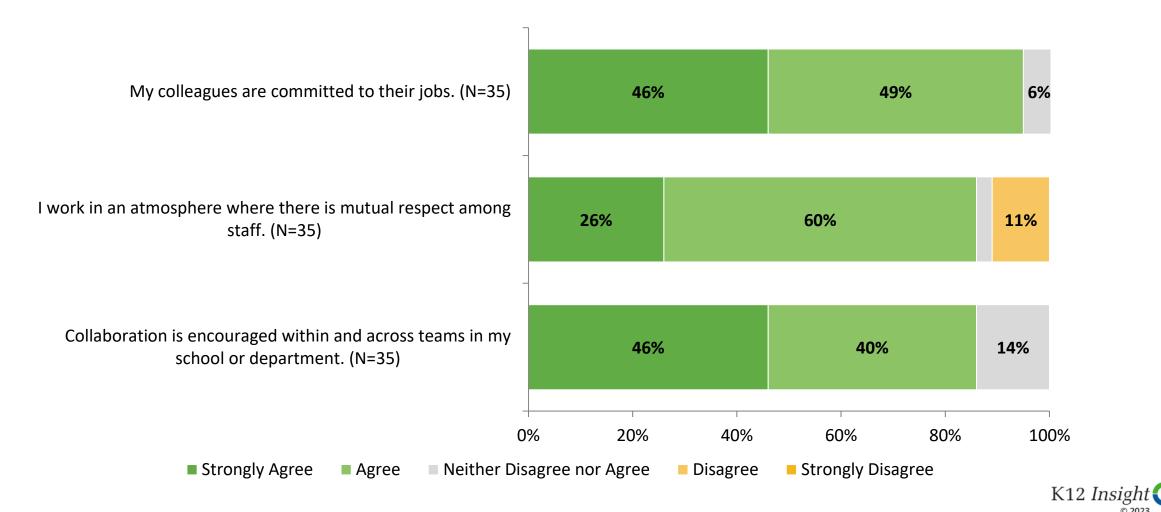
# **Work Environment**

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



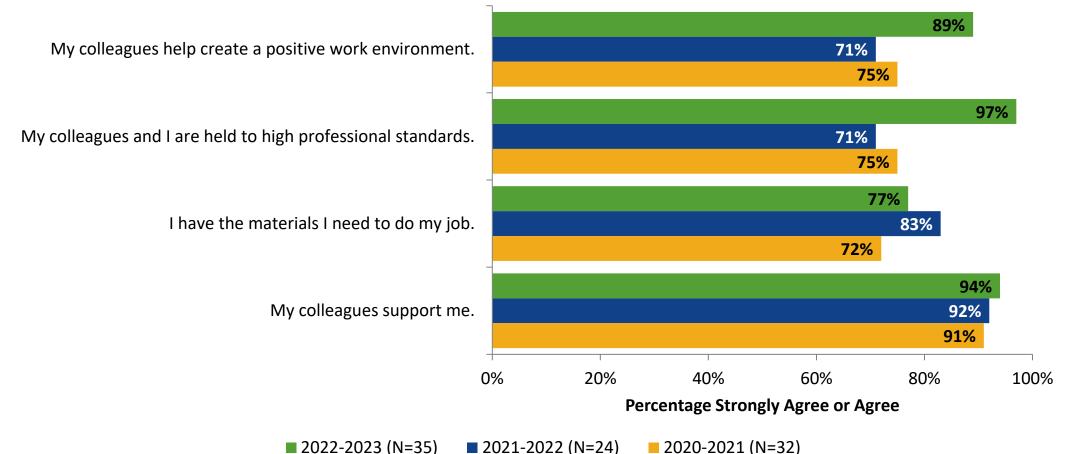
# **Work Environment (Continued)**

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?

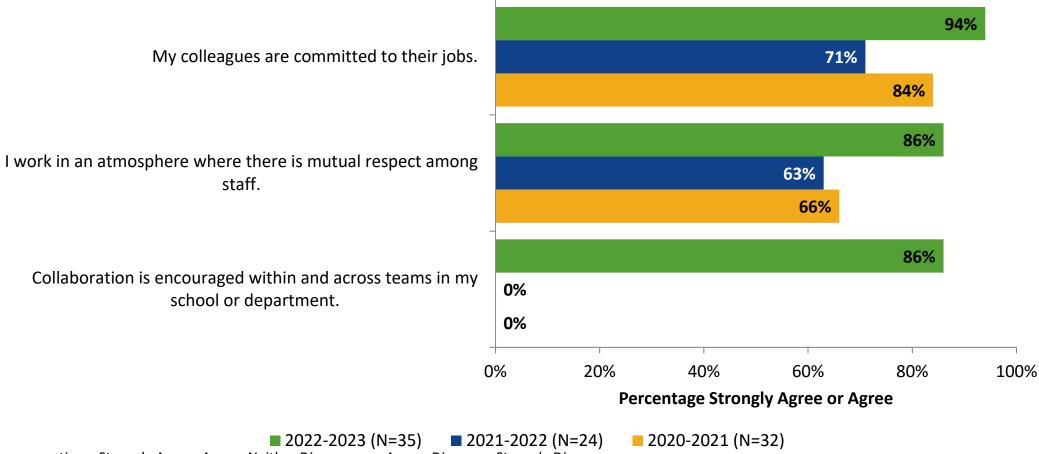


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree Note: 0% indicates a question was not asked during that survey administration.



# Work Environment: Comparison Over Time (Continued)

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



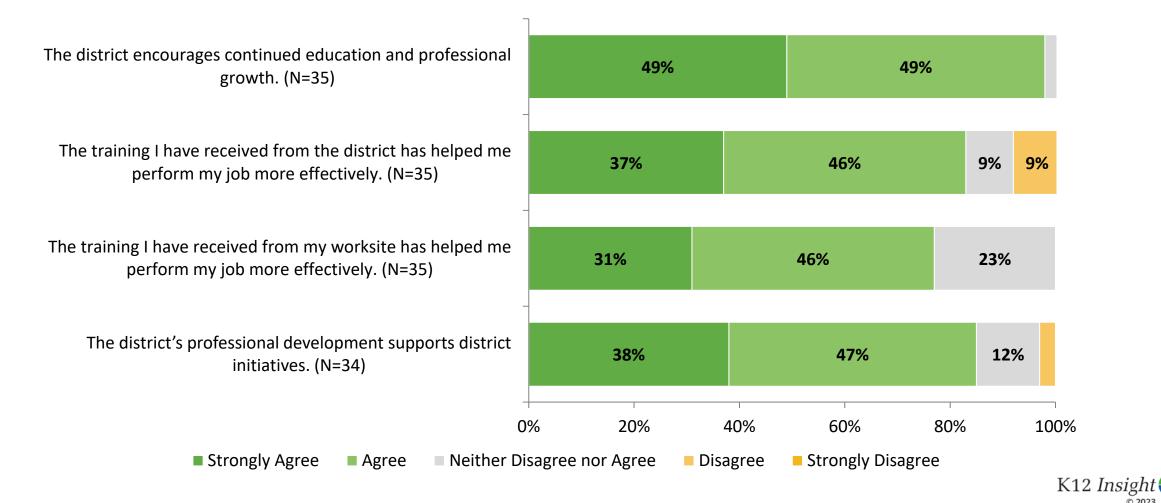
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

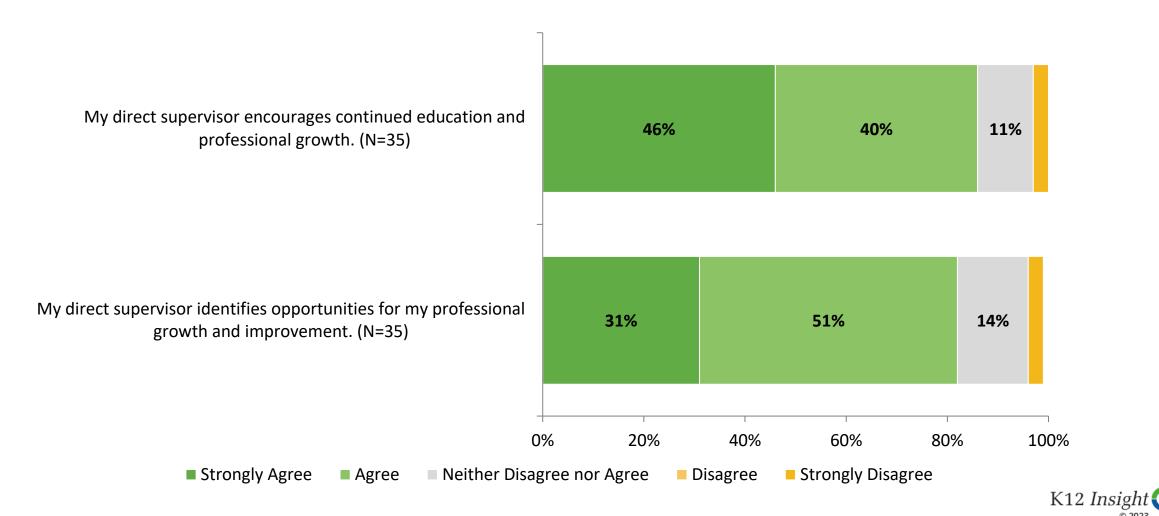
23

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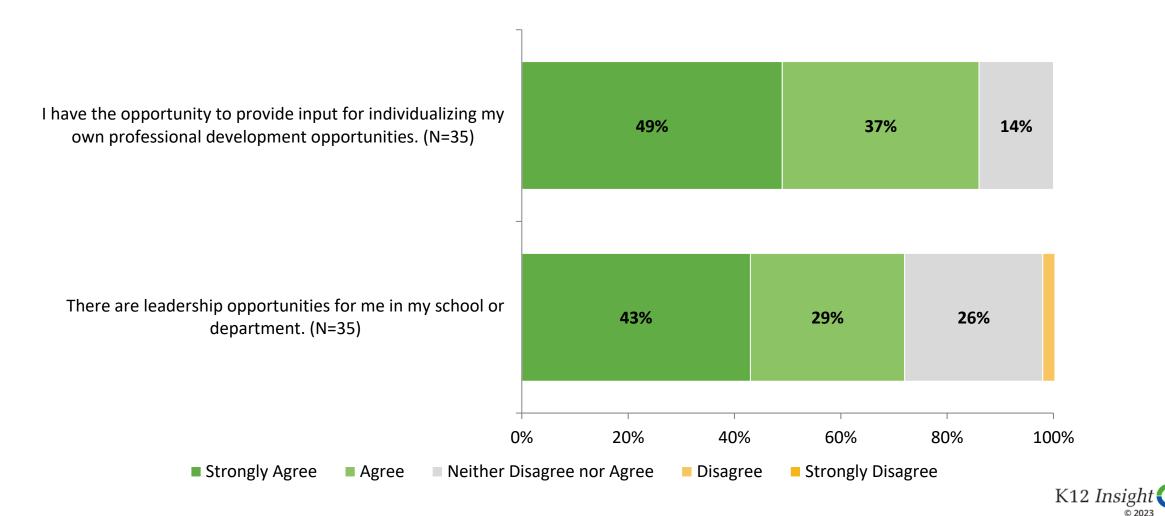
### **Career Growth and Training Opportunities**



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

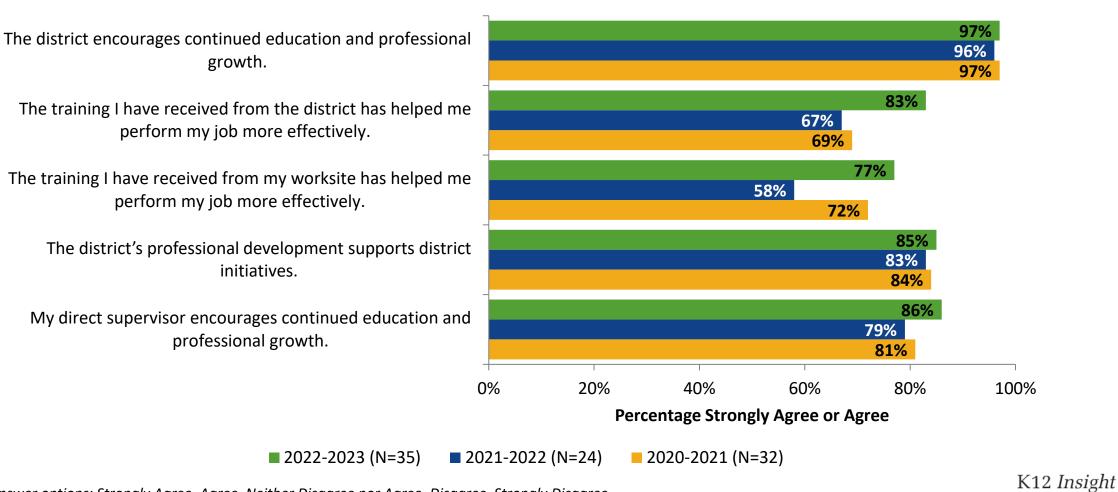


## **Career Growth and Training Opportunities (Continued)**



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

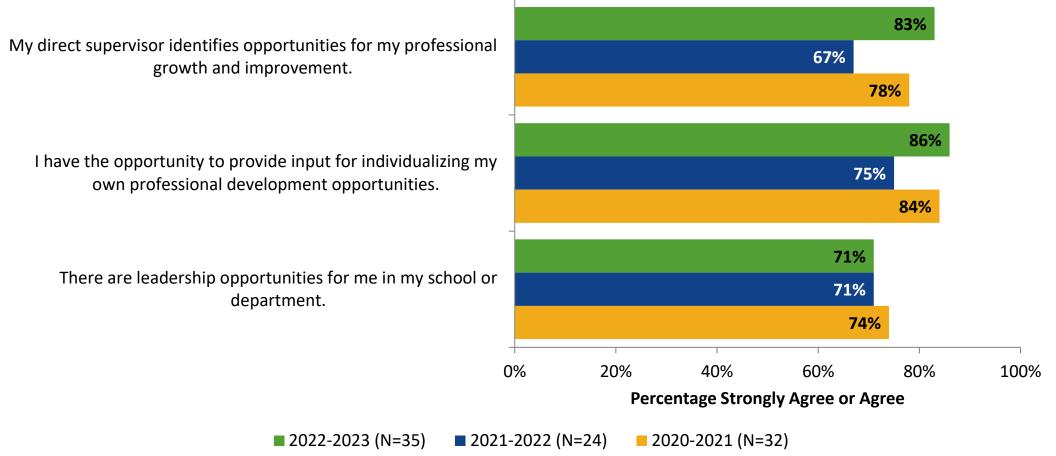
How strongly do you agree or disagree with the following statements?



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?



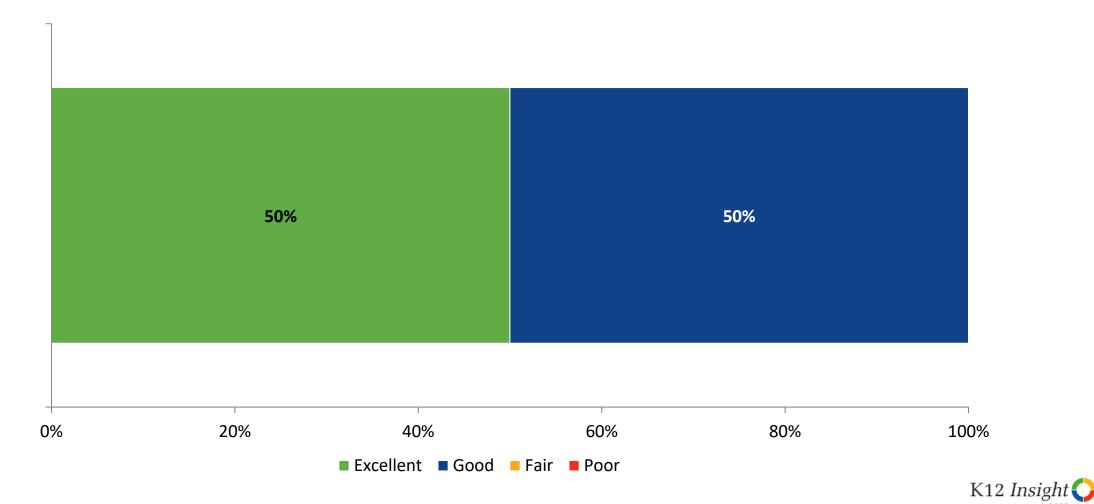
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

28

K12 Insight O

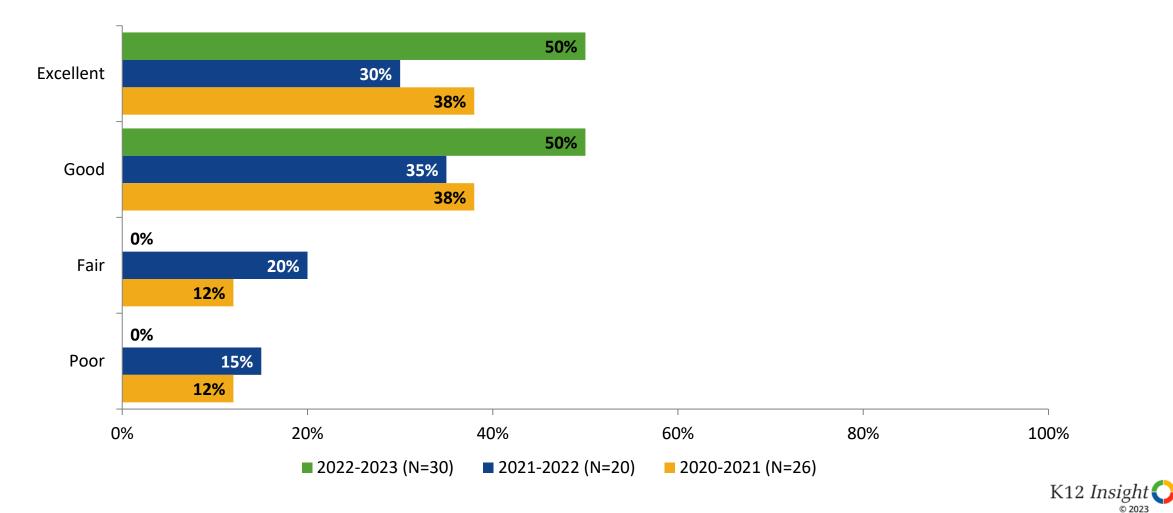
# **Overall Quality**

How would you rate the overall quality of the education at your school? (N=30)



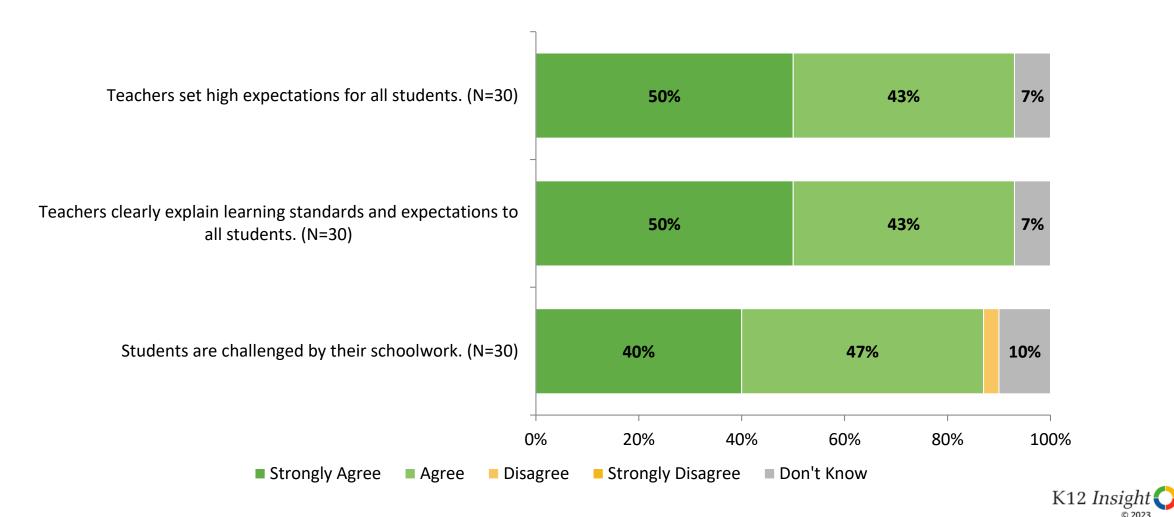
## **Overall Quality: Comparison Over Time**

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

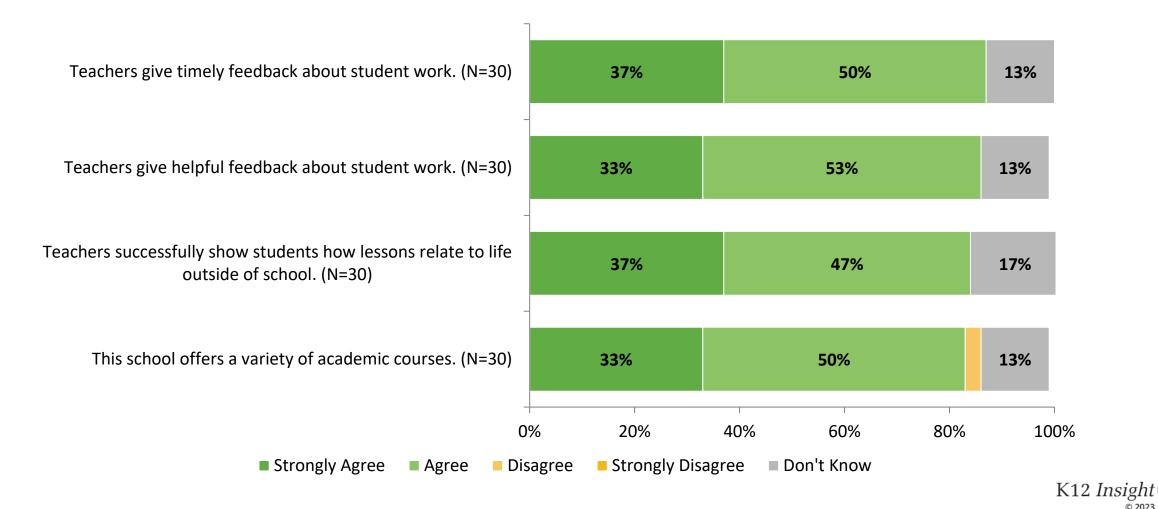


# **Academic Support**

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

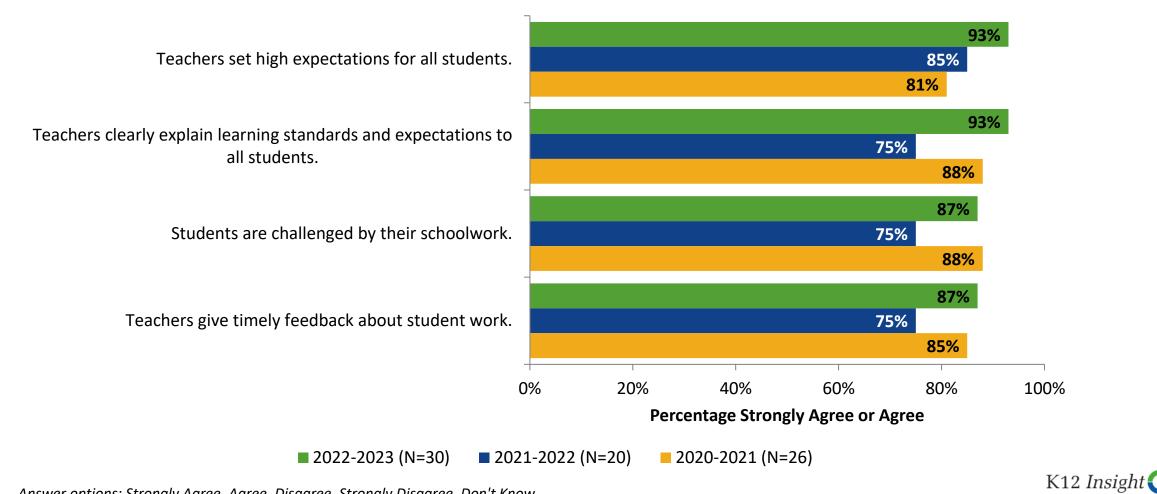


# **Academic Support (Continued)**



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

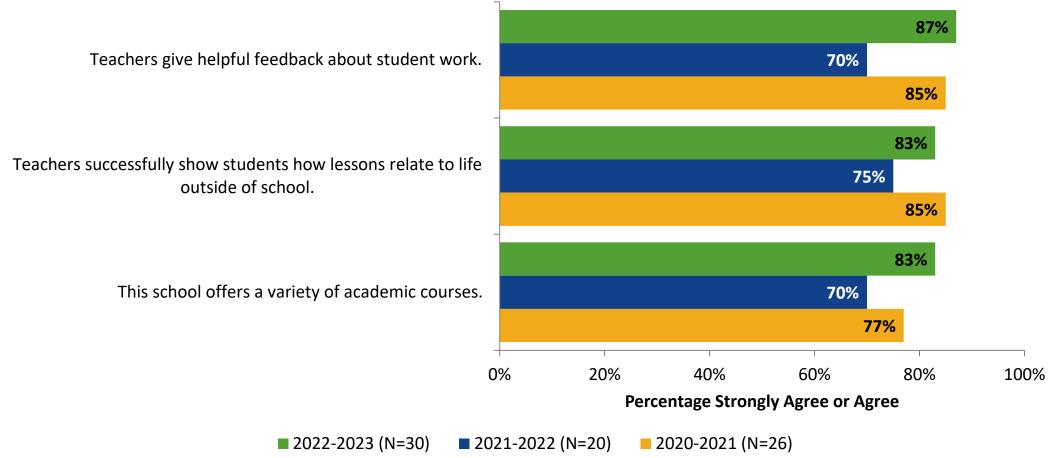
How strongly do you agree or disagree with the following statements?



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?



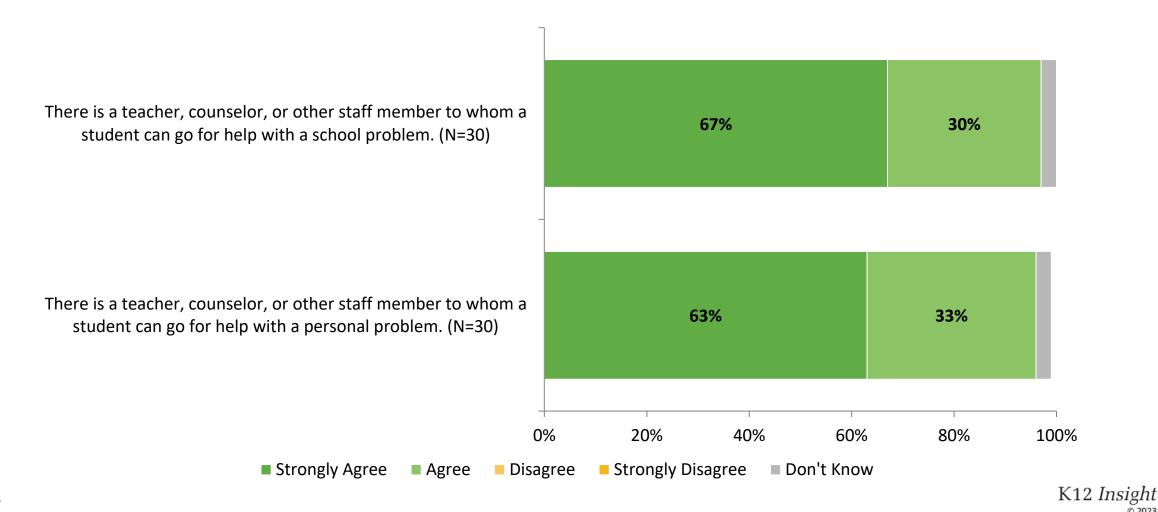
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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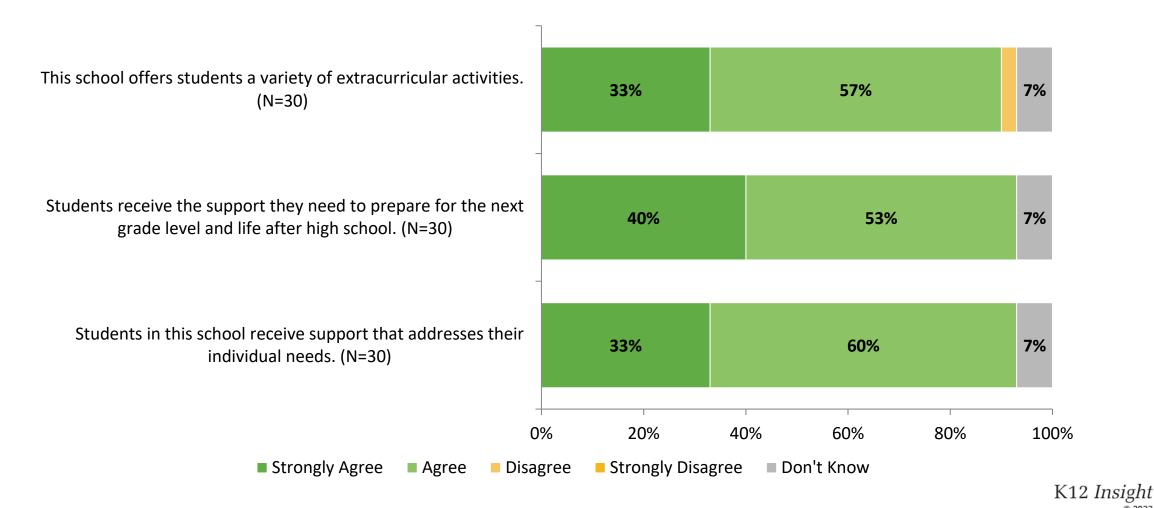
## **Student Support**

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



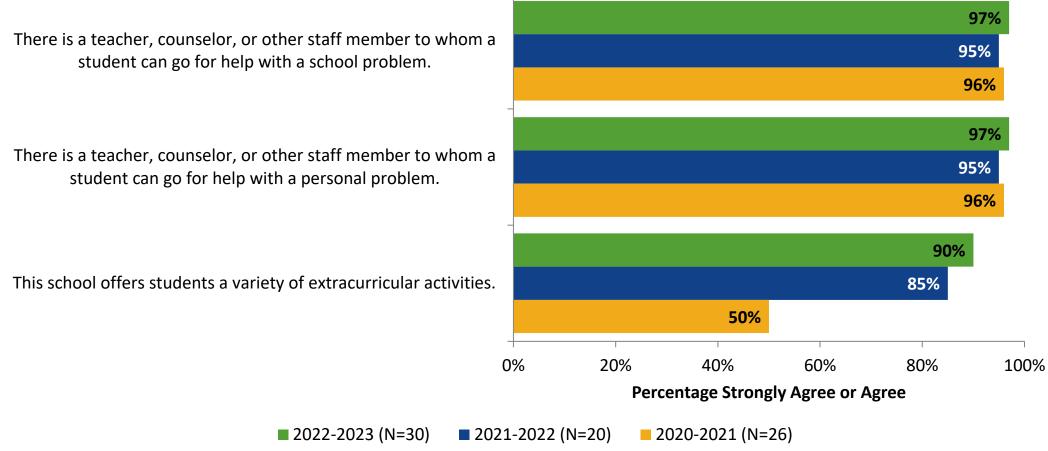
# **Student Support (Continued)**

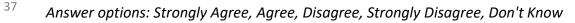
How strongly do you agree or disagree with the following statements?



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

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

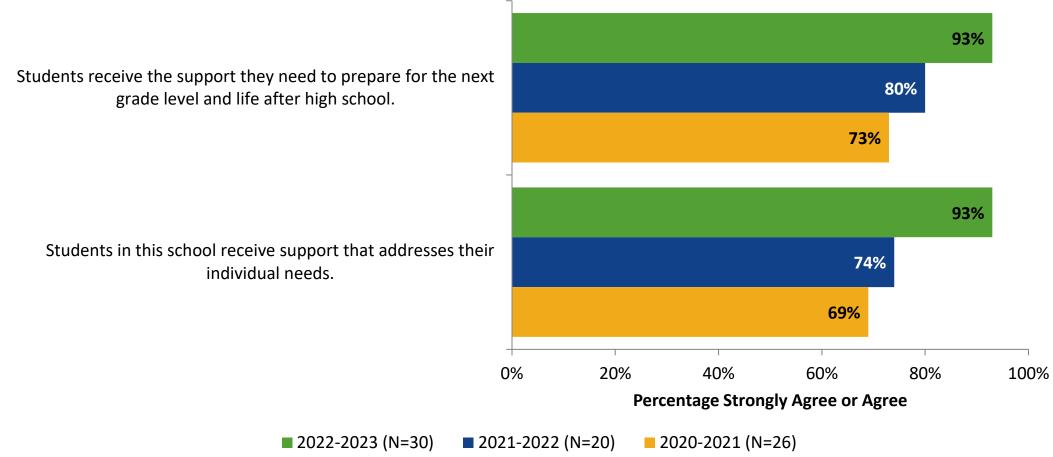




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### **Student Support: Comparison Over Time (Continued)**

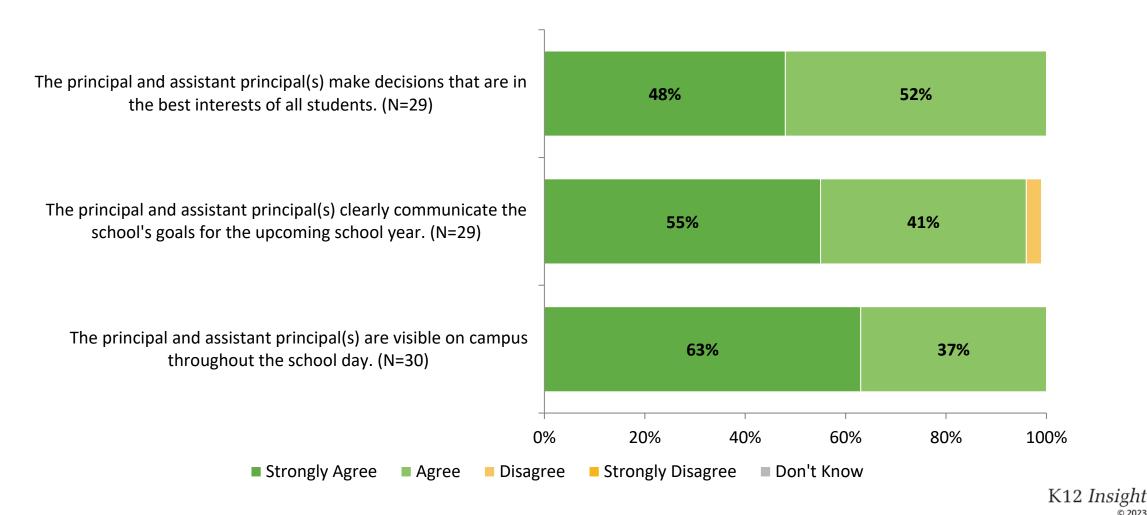
How strongly do you agree or disagree with the following statements?



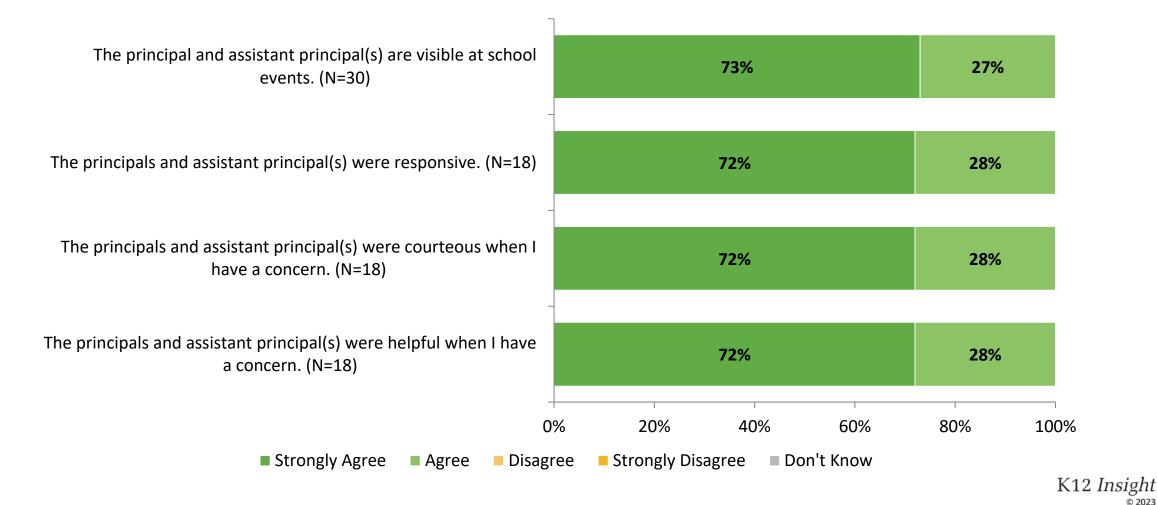
<sup>38</sup> Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know



# **School Leadership**

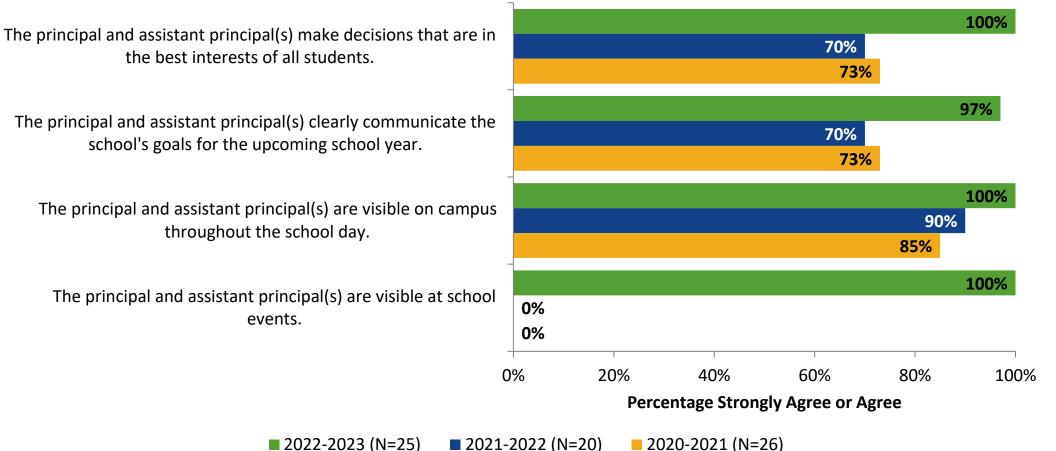


# **School Leadership (Continued)**



## **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

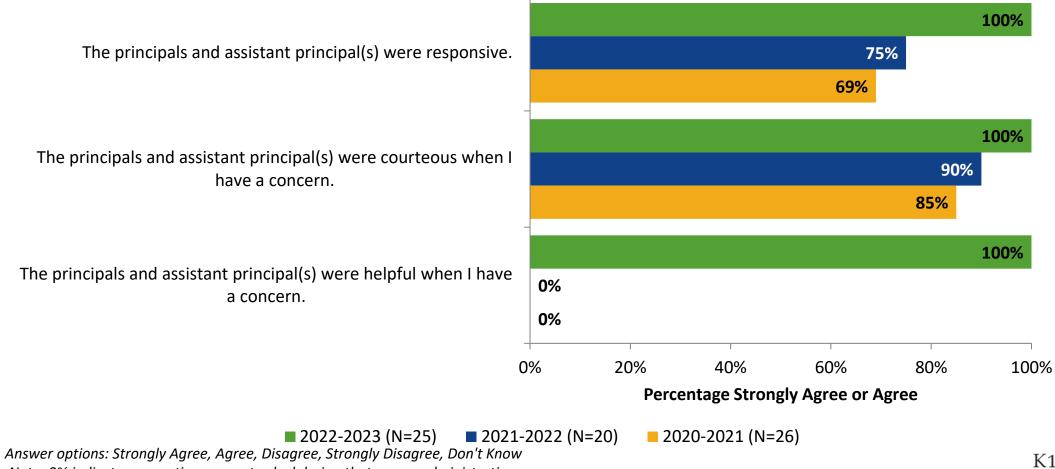
Note: 0% indicates a question was not asked during that survey administration.

41

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

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



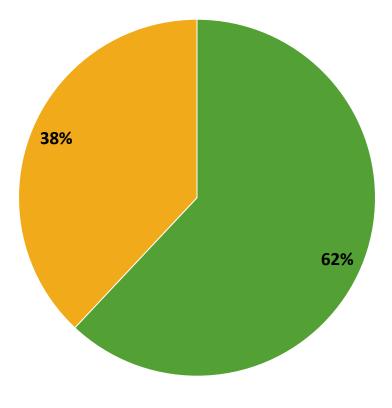
Note: 0% indicates a question was not asked during that survey administration.

42

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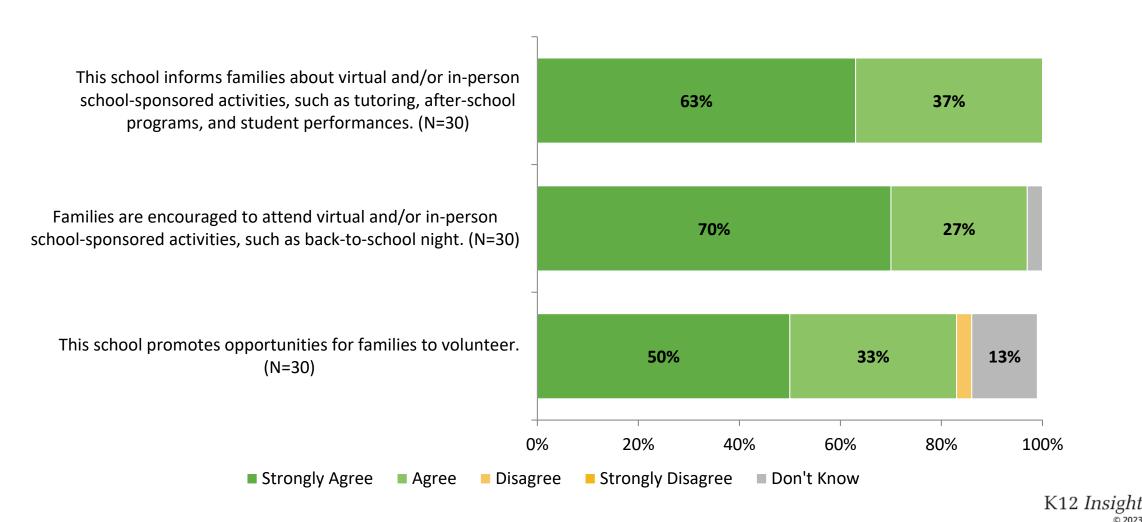
## **Interaction with Principals and/or Assistant Principals**

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

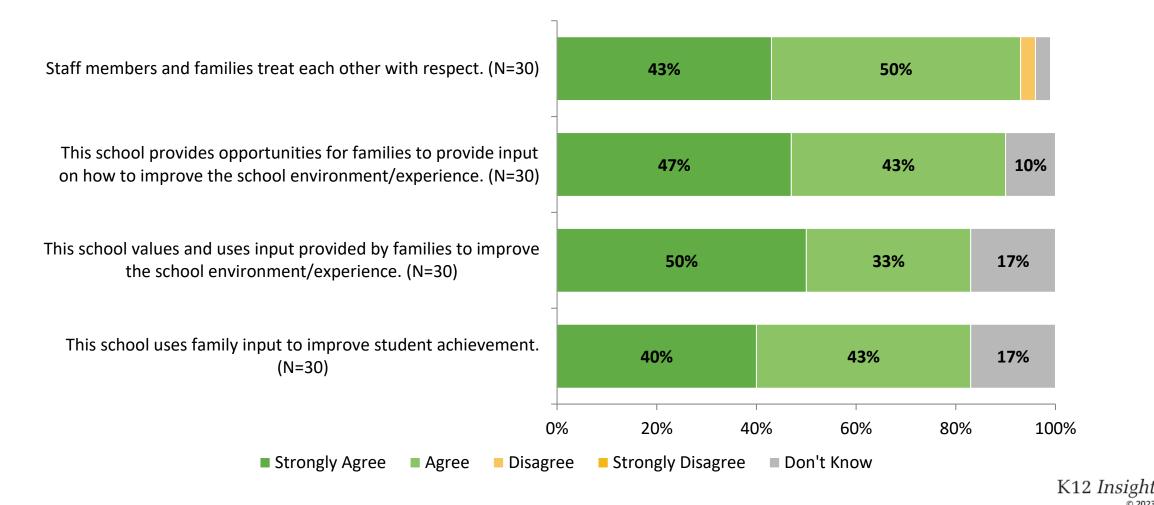




# **Family Involvement**



# **Family Involvement (Continued)**



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

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

100% This school informs families about virtual and/or in-person school-sponsored activities, such as tutoring, after-school 80% programs, and student performances. 85% 97% Families are encouraged to attend virtual and/or in-person 85% school-sponsored activities, such as back-to-school night. 92% 83% This school promotes opportunities for families to volunteer. 0% 0% 93% Staff members and families treat each other with respect. 70% 77% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

2020-2021 (N=26)

■ 2022-2023 (N=30) ■ 2021-2022 (N=20)

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

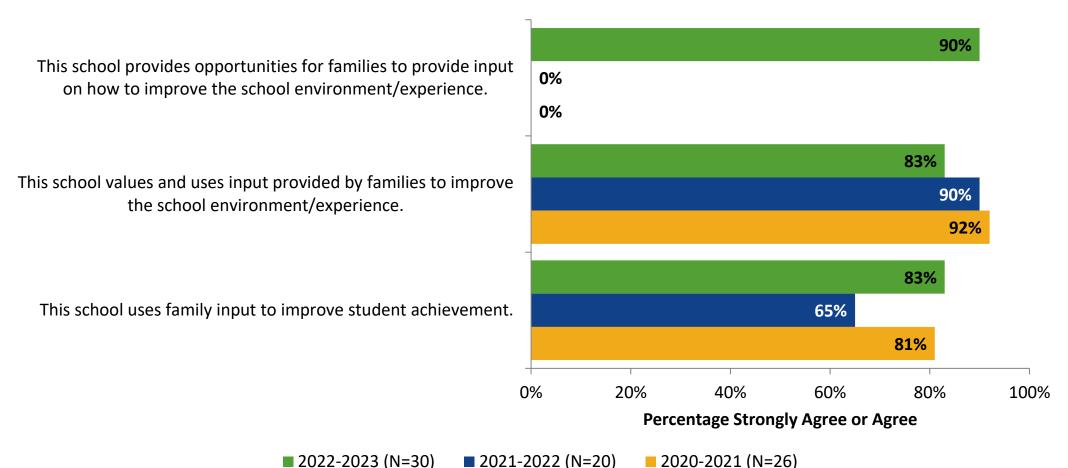
Note: 0% indicates a question was not asked during that survey administration.

46



## Family Involvement: Comparison Over Time (Continued)

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



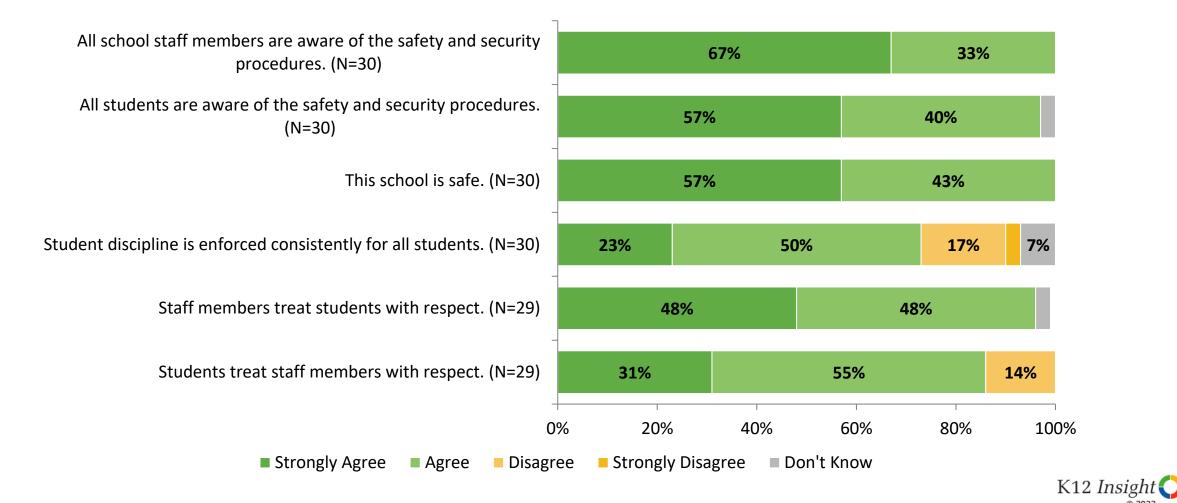
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

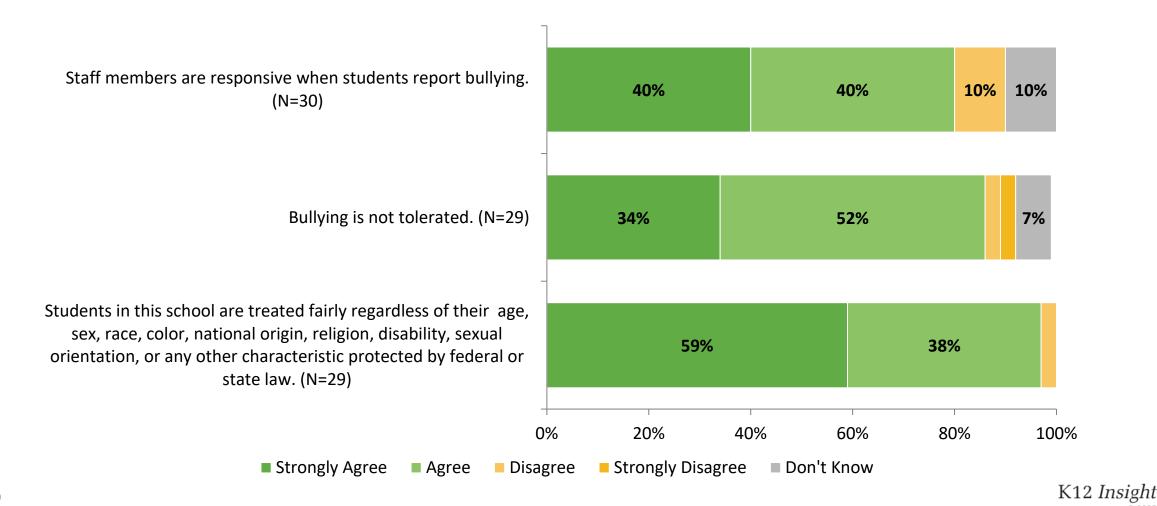
47

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# **Safety and Behavior**

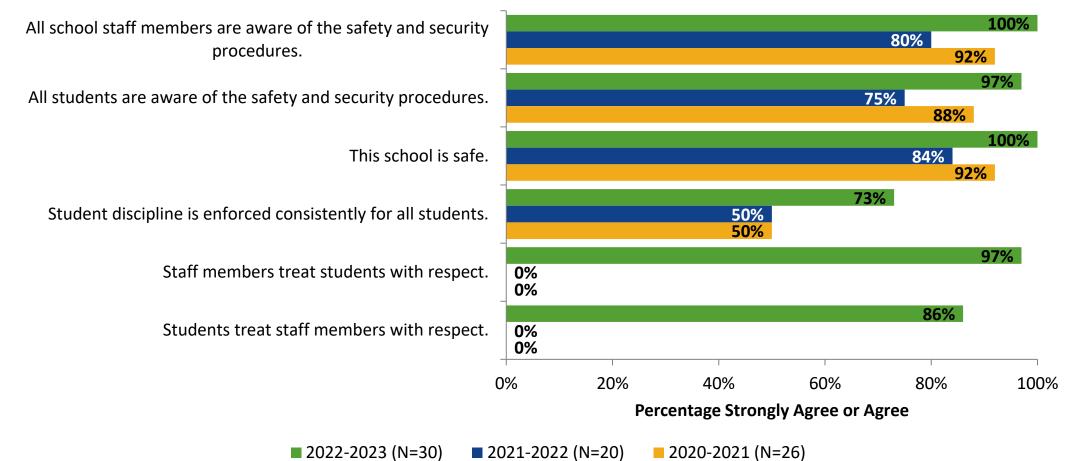


# Safety and Behavior (Continued)



### **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

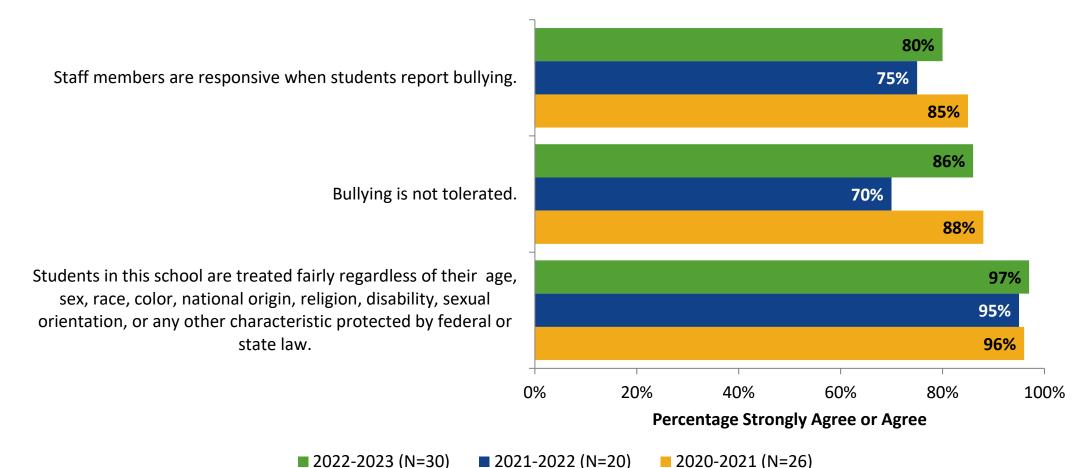
Note: 0% indicates a question was not asked during that survey administration.

50

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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=30) 2021-2022 (N=20)

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

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

51

### **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) make decisions that are in the best interests of all students.	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



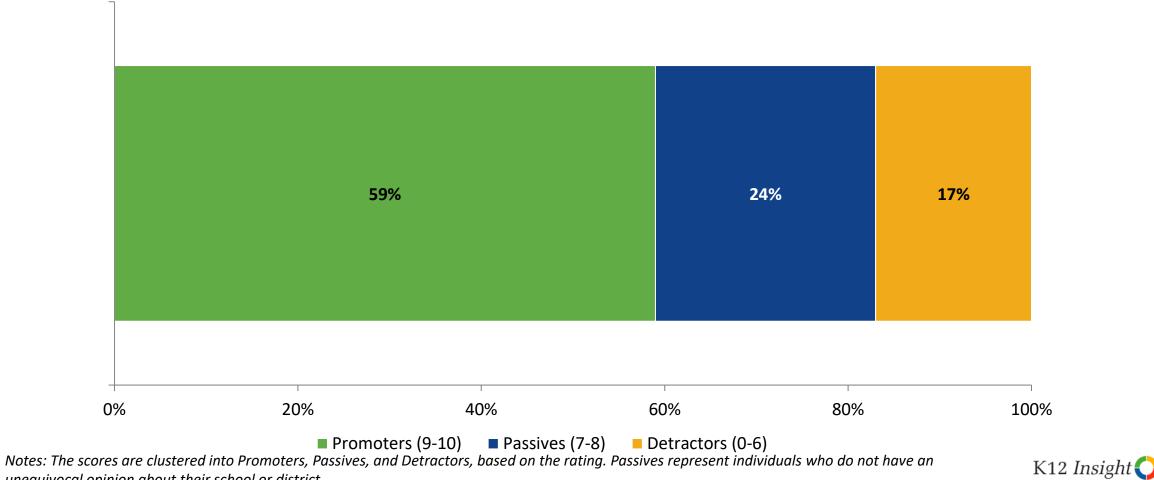
#### **Lowest Ranking Indicators**

Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
District leaders understand the professional needs of district and school employees.	24%	District Leadership
Student discipline is enforced consistently for all students.	20%	Safety and Behavior
District leaders clearly explain the reasons behind decisions on key issues.	18%	District Leadership
I have the materials I need to do my job.	17%	Work Environment
District leaders encourage employees to share ideas to improve performance.	15%	District Leadership



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

How likely is it that you would recommend your school to a family member or friend? (N=29)



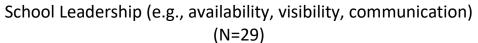
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unequivocal opinion about their school or district.

54

### **Impact on Rating of School**

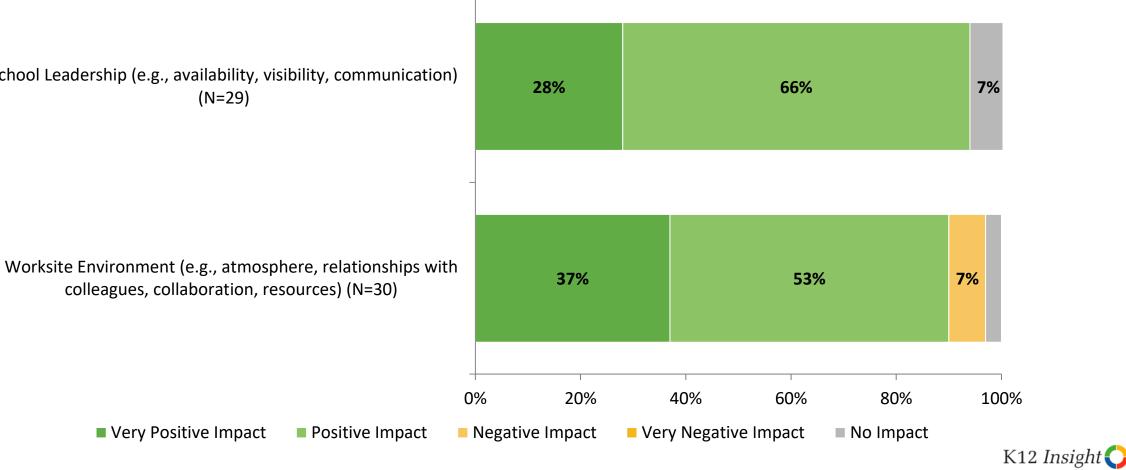
How do the following areas impact your rating of your school?



colleagues, collaboration, resources) (N=30)

Positive Impact

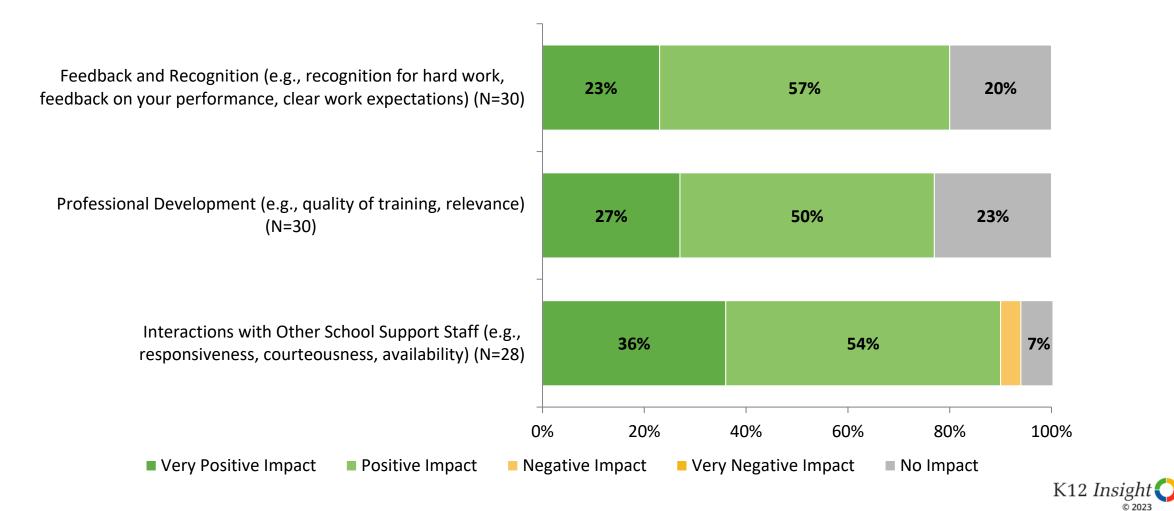
Very Positive Impact



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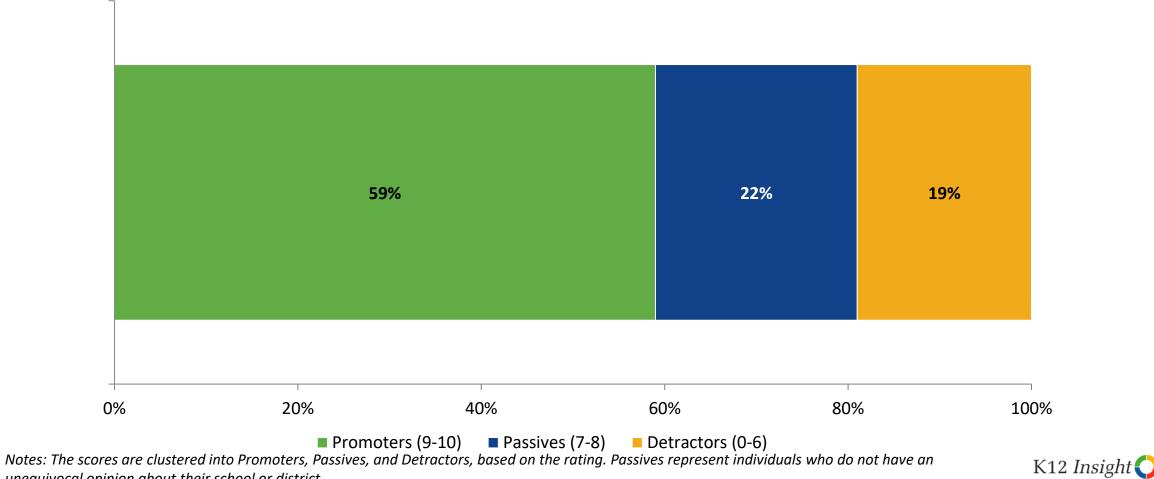
### Impact on Rating of School (Continued)

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=32)



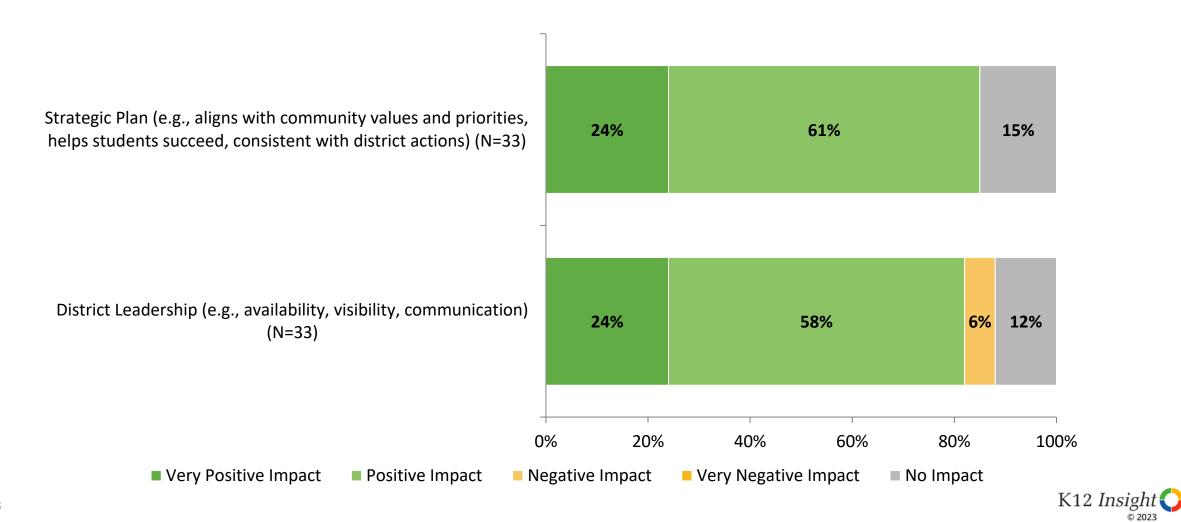
© 202

unequivocal opinion about their school or district.

57

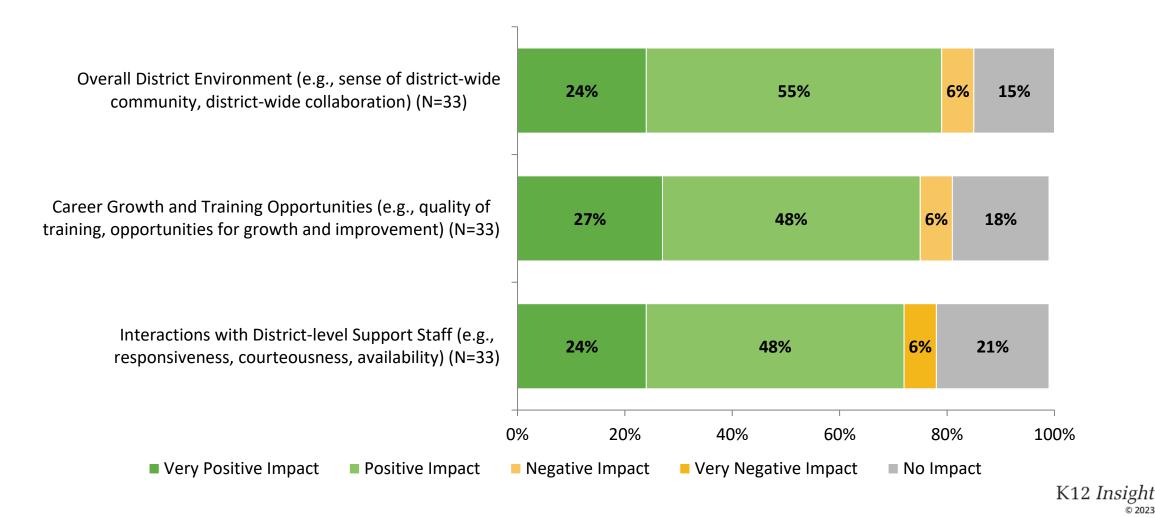
#### **Impact on Rating of Pinellas County Schools**

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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