Employee Survey: Osceola Fundamental High School

Results

2022-2023 School Year





Overall Engagement

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

I am proud to work for Pinellas County Schools. (N=72)	29%	469	%	14% <mark>7</mark> 9	6
- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=72)	26%	38%	17%	14%	6%
I am engaged in my work. (N=72)	56	56%			
My work is interesting. (N=72)	46%		44%	69	6
am motivated to contribute more than what is expected of me. (N=72)	39%	3	1% 1	17% <mark>7%</mark>	7%
	1% 20%	40%		80%	1009
Strongly Agree Agree Neither Disag	gree nor Agree	Disagree St	trongly Disagree	2	K

Overall Engagement (Continued)

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

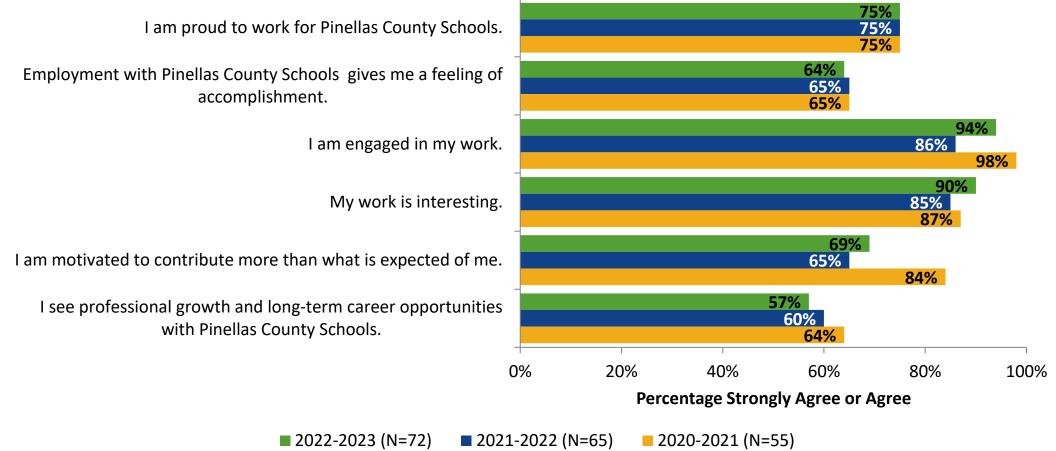
I see professional growth and long-term career opportunities with Pinellas County Schools. (N=72)	25%	32%	17%	14%	13%
I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=72)	26%	36%	14%	17%	7%
I enjoy working with my direct supervisor. (N=72)	40%		5%	18%	6%
I am optimistic about the future of Pinellas County Schools. (N=72)	28%	33%	18%	11%	10%
	% 20% isagree nor Agree		60% rongly Disagr	80% ee	100 F

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Overall Engagement: Comparison Over Time

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

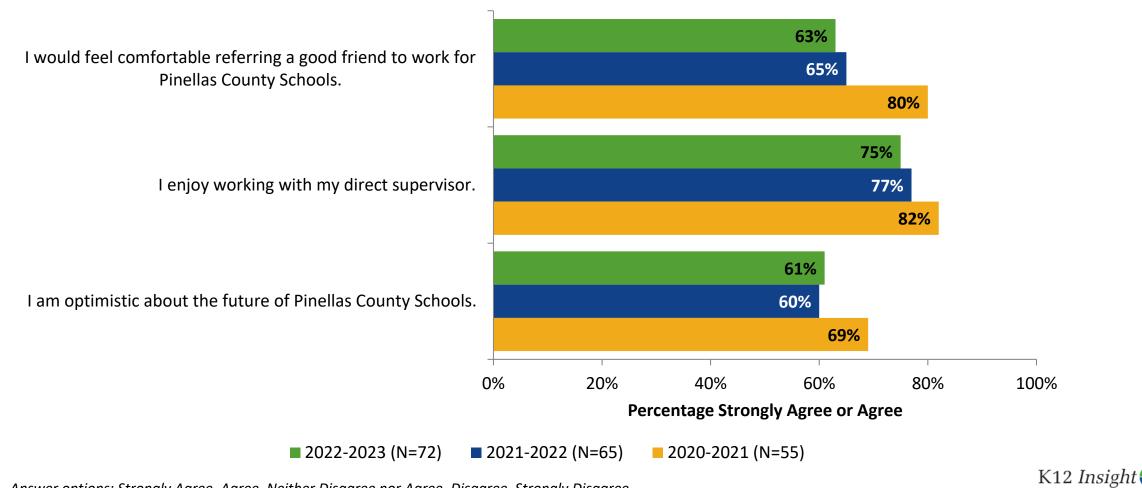


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



Overall Engagement: Comparison Over Time (Continued)

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

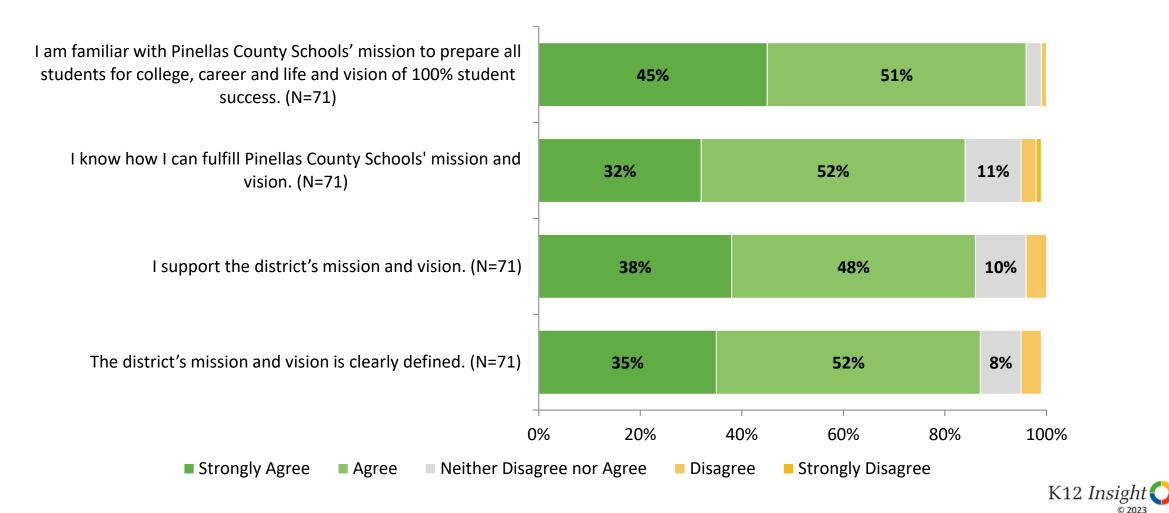


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

5

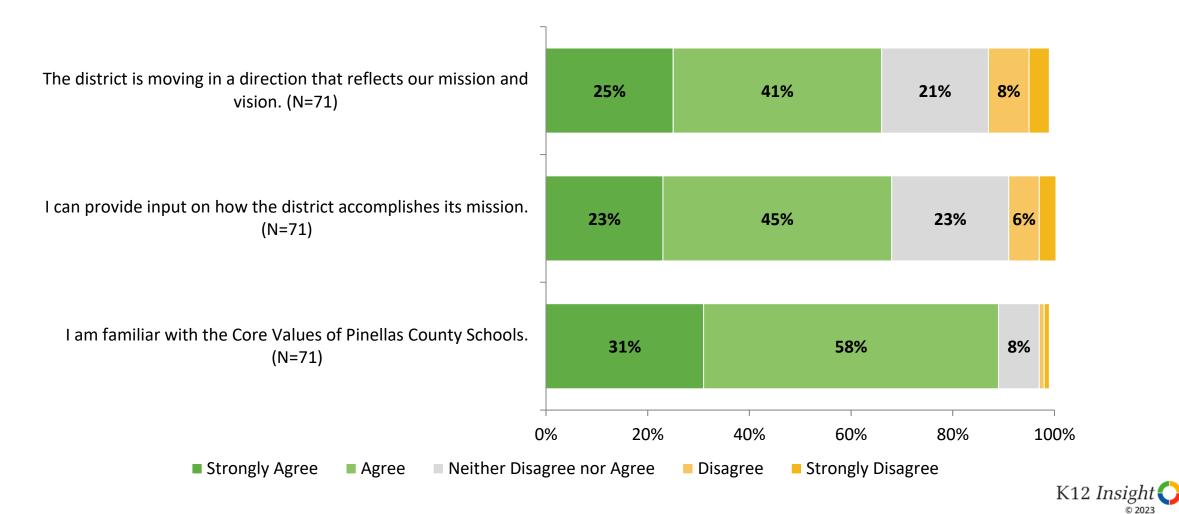
Mission and Vision

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



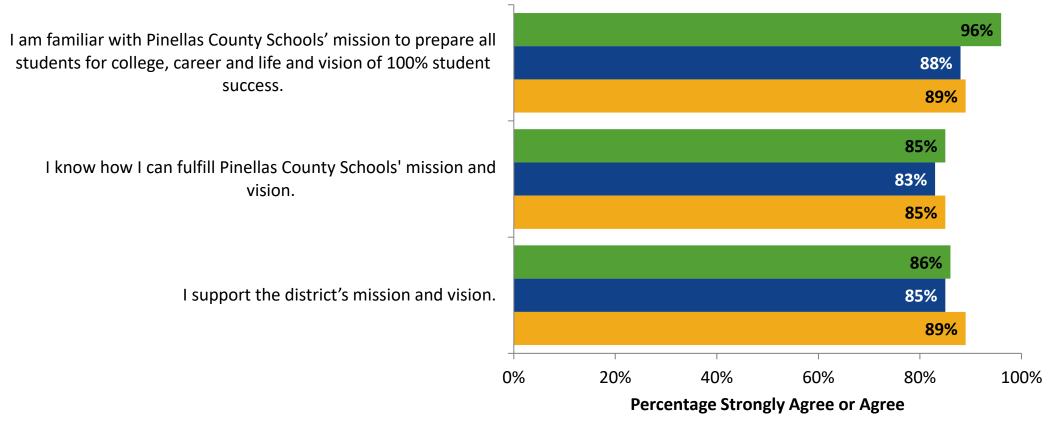
Mission and Vision (Continued)

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?



2021-2022 (N=65)

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

2022-2023 (N=71)

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

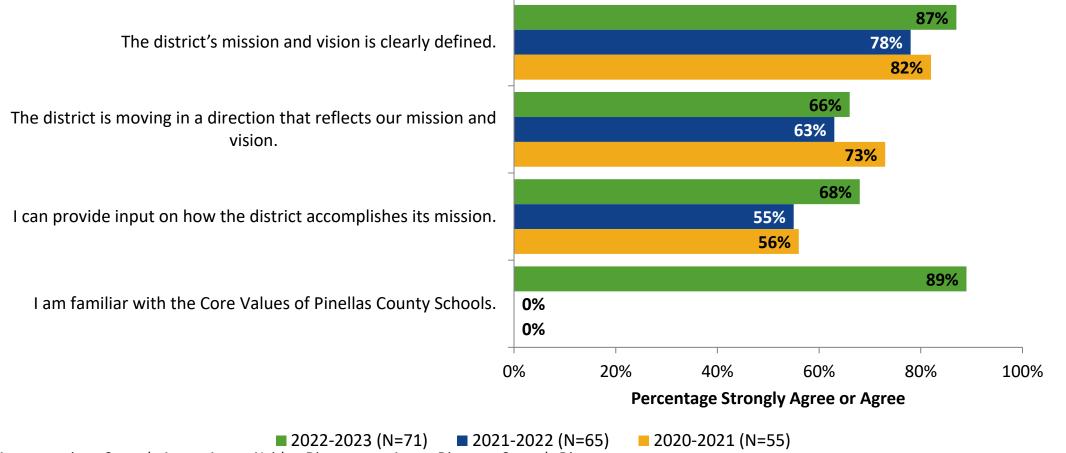
8

2020-2021 (N=55)



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

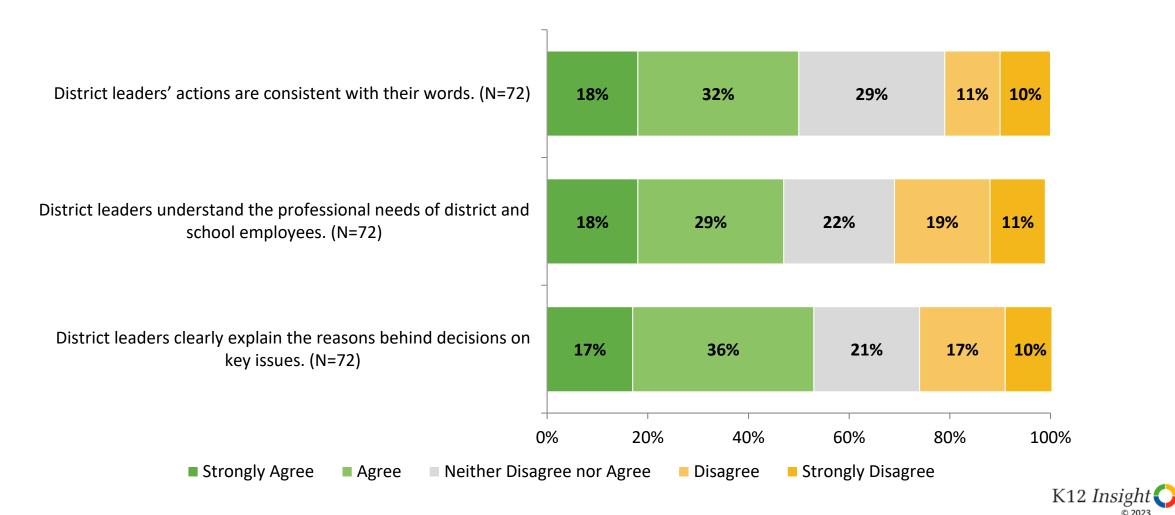
Note: 0% indicates a question was not asked during that survey administration.

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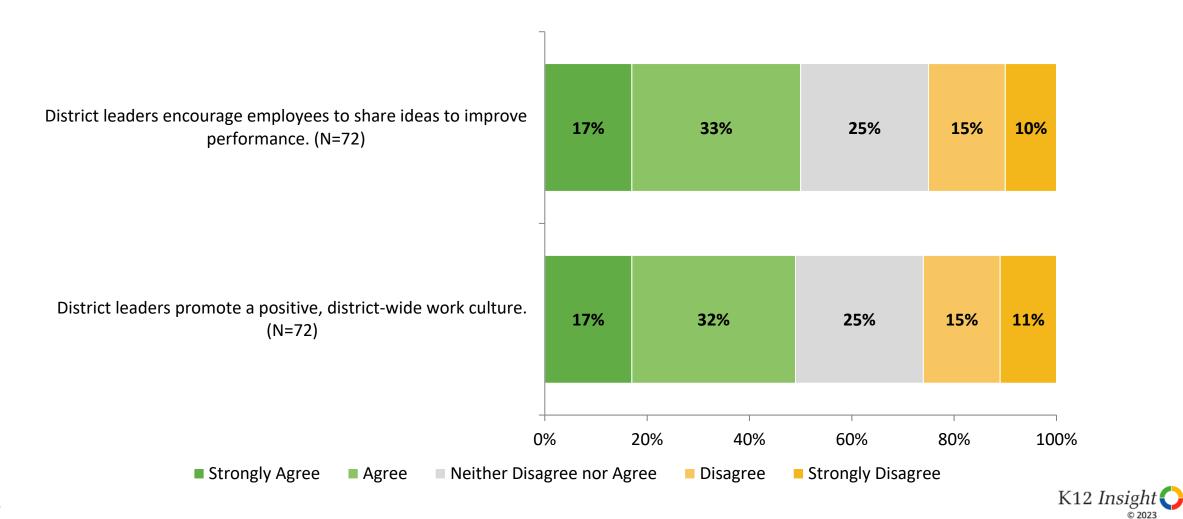
District Leadership

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?

50% District leaders' actions are consistent with their words. 43% 53% 47% District leaders understand the professional needs of district and 28% school employees. 36% 53% District leaders clearly explain the reasons behind decisions on 31% key issues. 44% 50% District leaders encourage employees to share ideas to improve 38% performance. 42% 49% District leaders promote a positive, district-wide work culture. 34% 40% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

2021-2022 (N=65)

2020-2021 (N=55)

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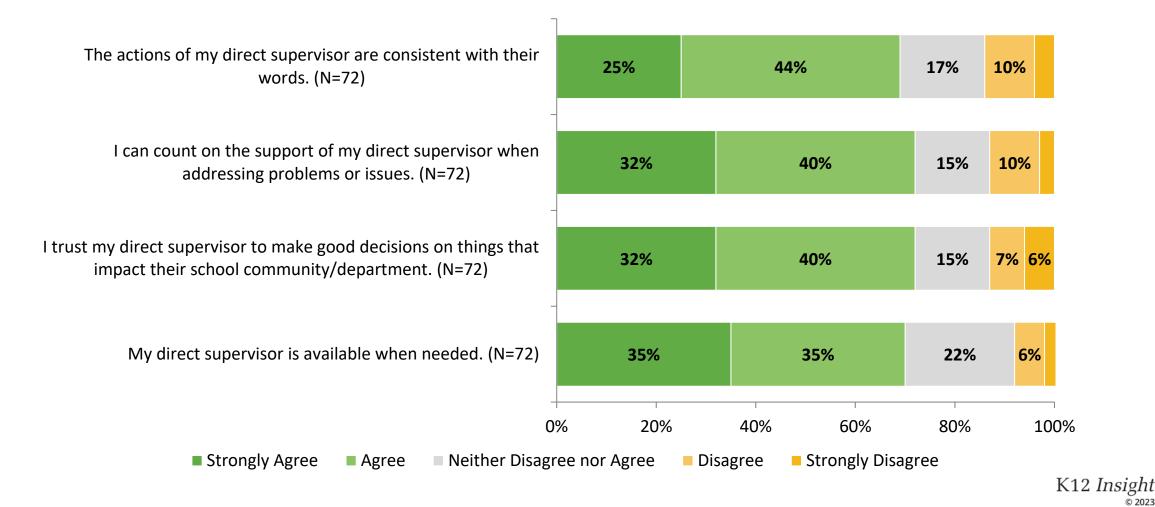
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

12

2022-2023 (N=72)

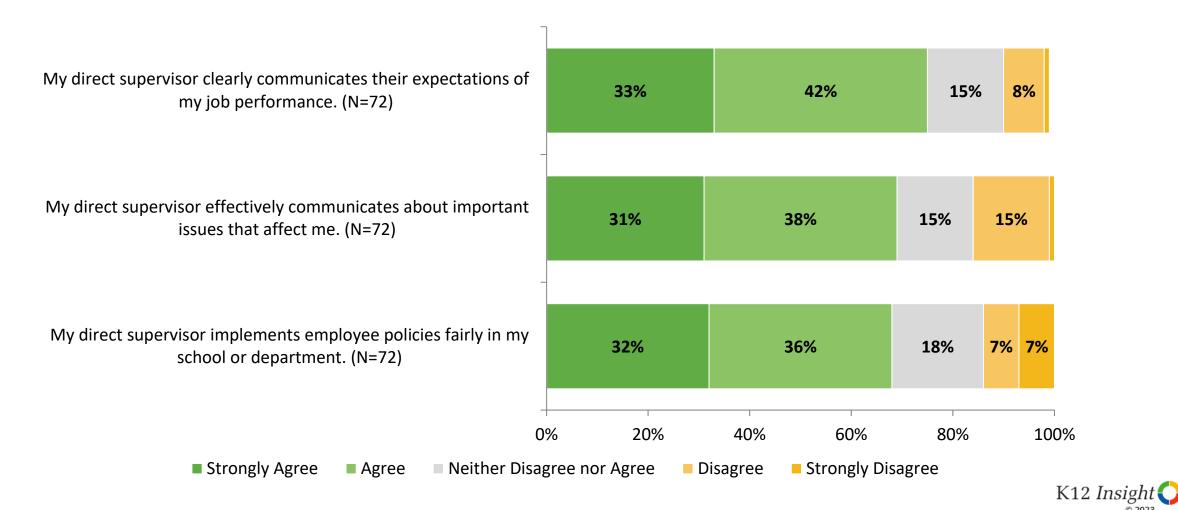
Worksite Leadership

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



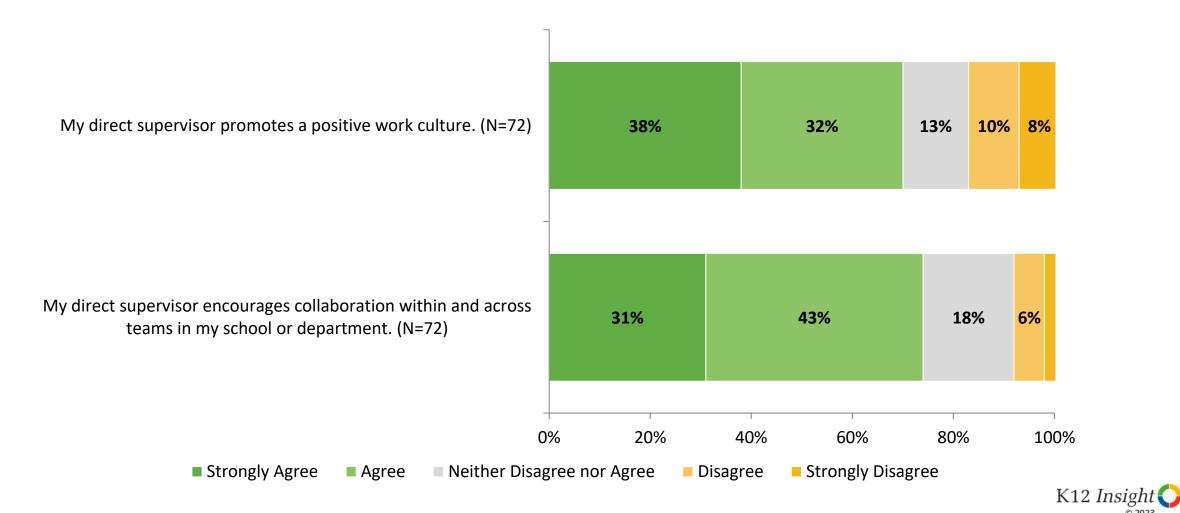
Worksite Leadership (Continued)

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



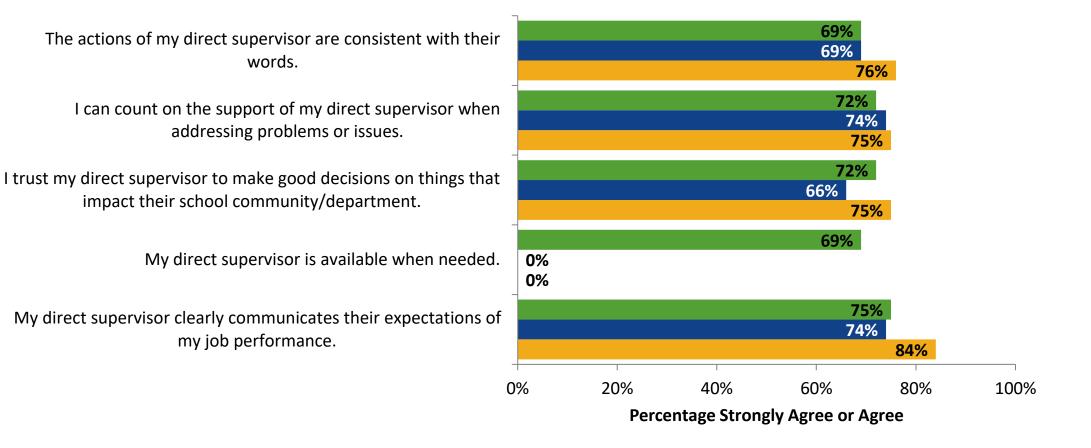
Worksite Leadership (Continued)

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=72) ■ 2021-2022 (N=65)

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

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

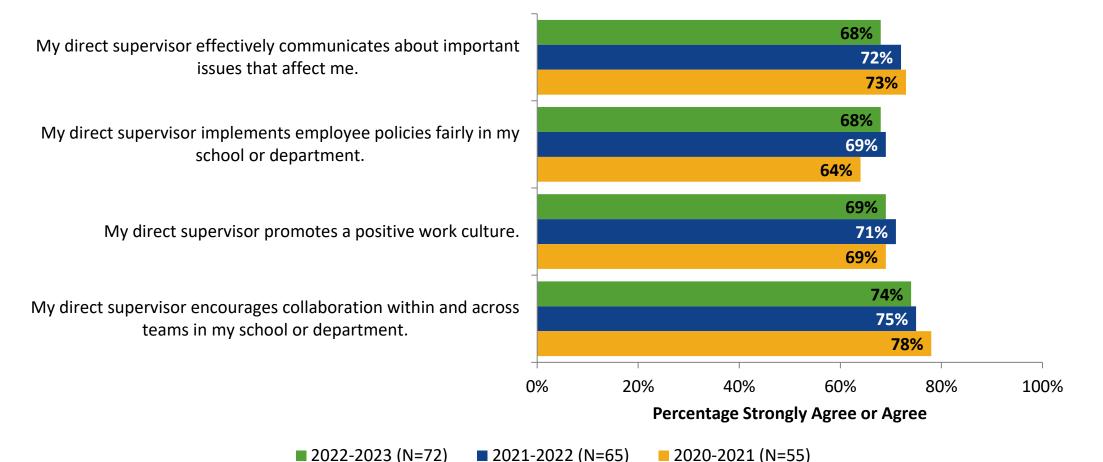
16

2020-2021 (N=55)



Worksite Leadership: Comparison Over Time (Continued)

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



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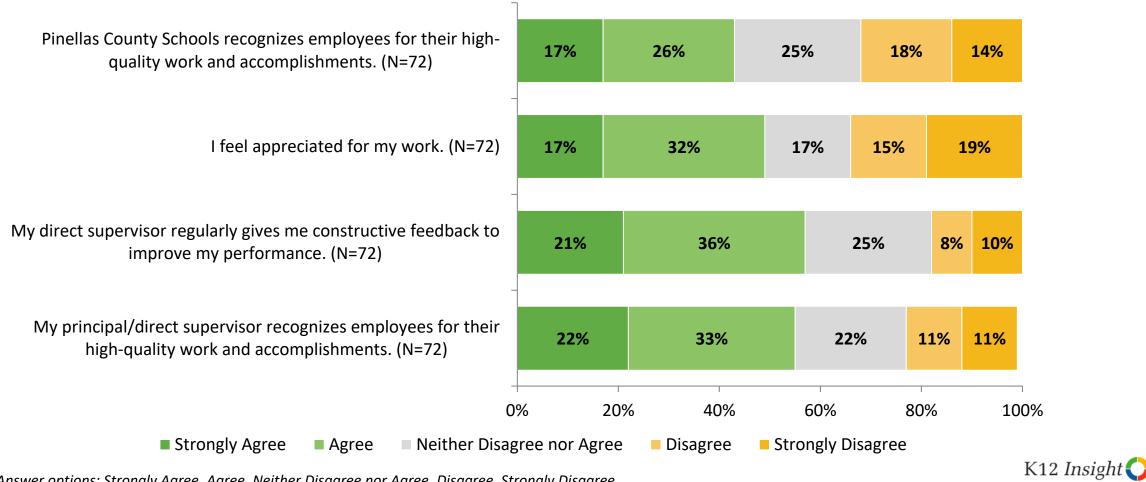
2022-2023 (N=72) 2021-2022 (N=65)

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

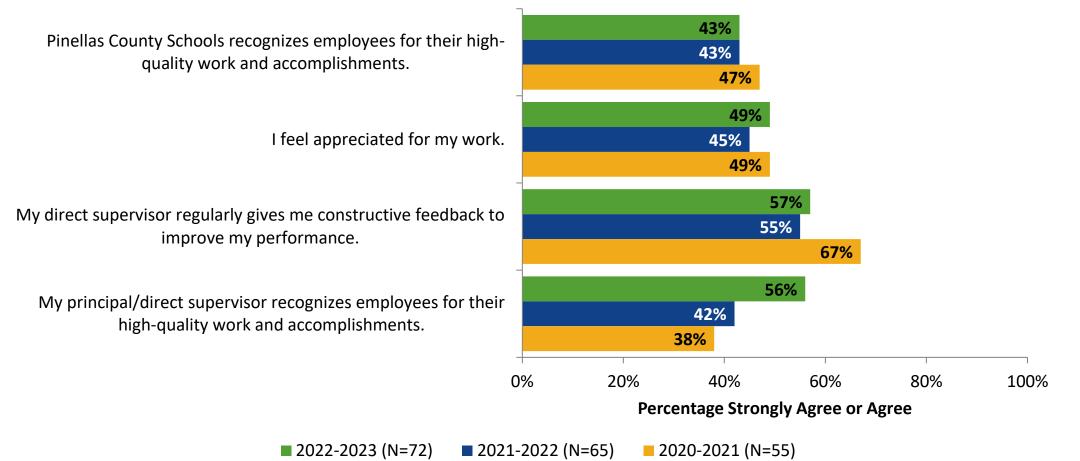
How strongly do you agree or disagree with the following statements?



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

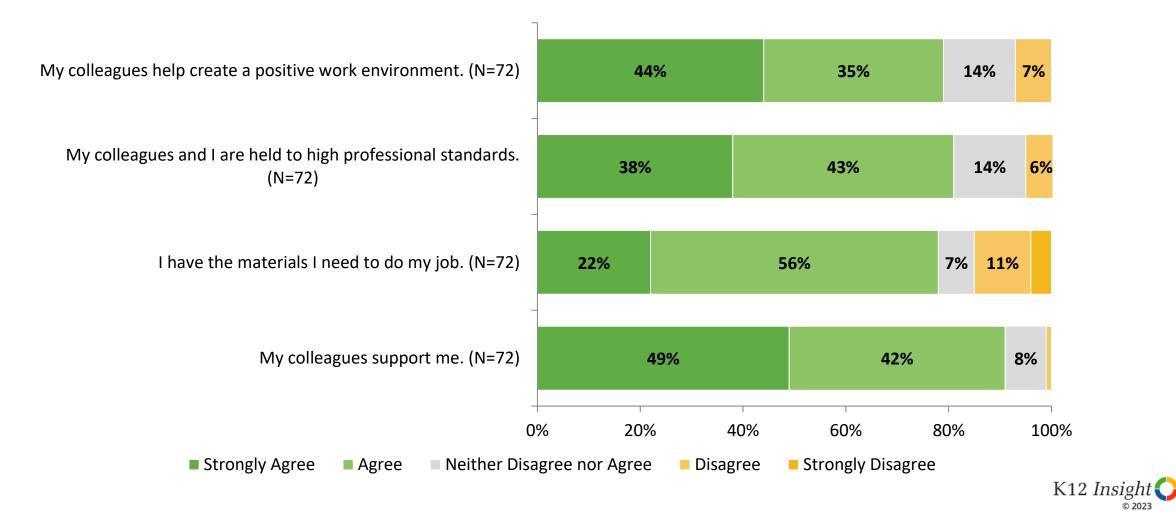
Feedback and Recognition: Comparison Over Time

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



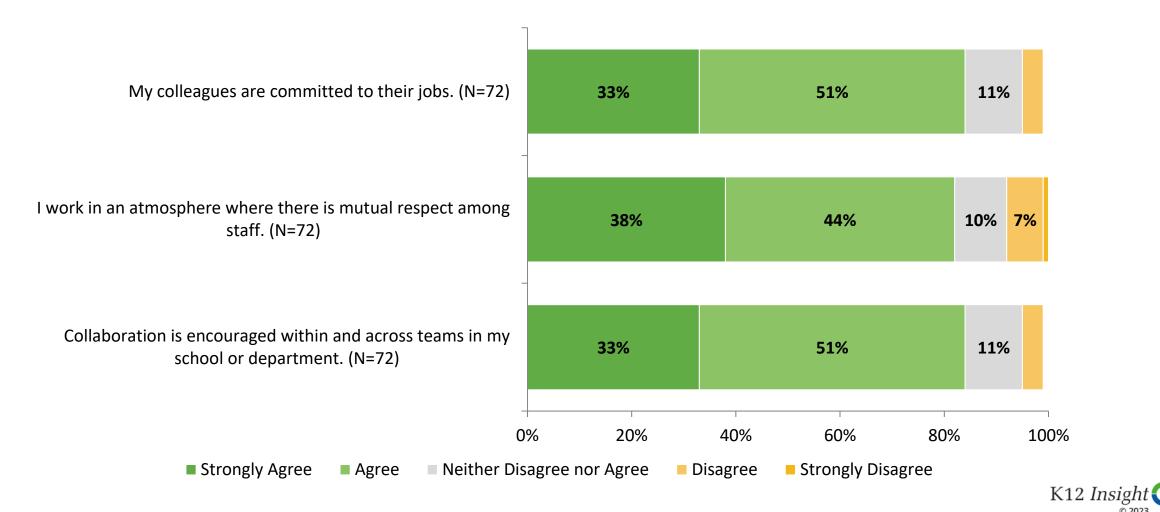
Work Environment

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



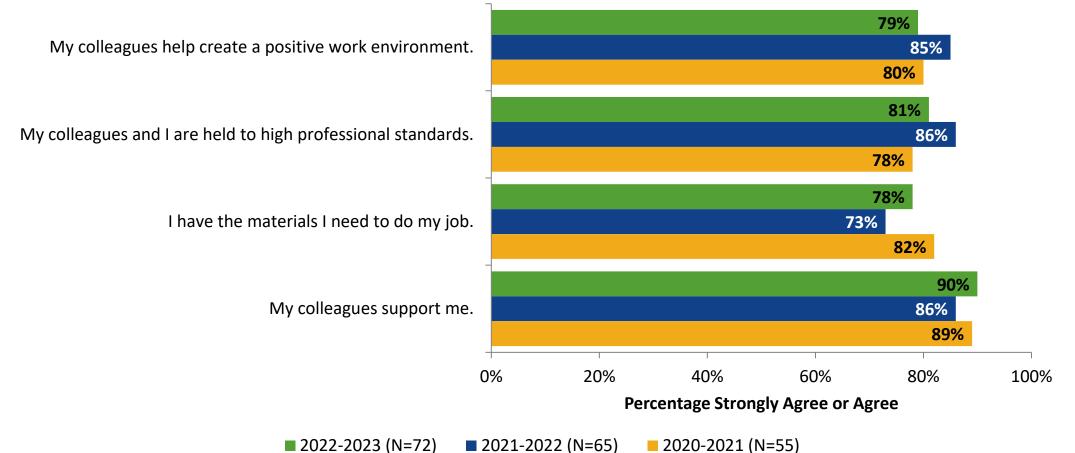
Work Environment (Continued)

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?



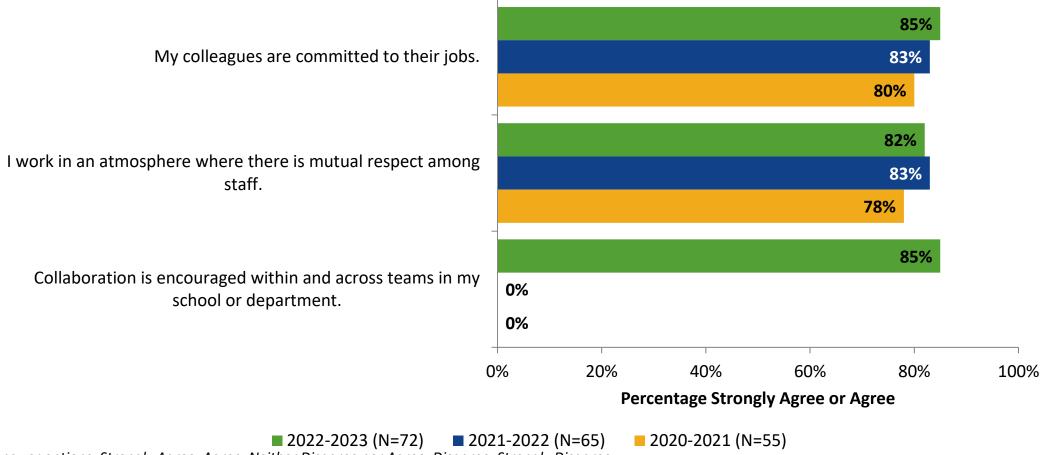
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree Note: 0% indicates a question was not asked during that survey administration.

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Work Environment: Comparison Over Time (Continued)

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



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

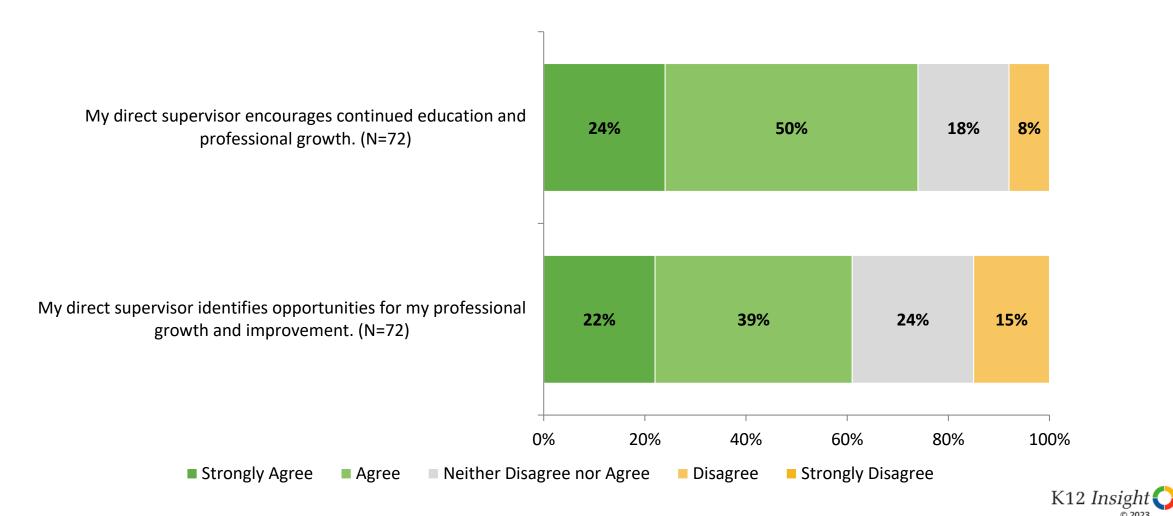
Career Growth and Training Opportunities

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

The district encourages continued education and professional growth. (N=72)	31%		43%		15%	7%	
The training I have received from the district has helped me perform my job more effectively. (N=72)	17%		42%		15%	14%	13%
The training I have received from my worksite has helped me perform my job more effectively. (N=71)	15%		39%		20%	15%	10%
The district's professional development supports district initiatives. (N=71)	20%		37%		32%		8%
	isagree nor A	20% gree	40% Disagree		50% ongly Disag	80% gree	100%
							K

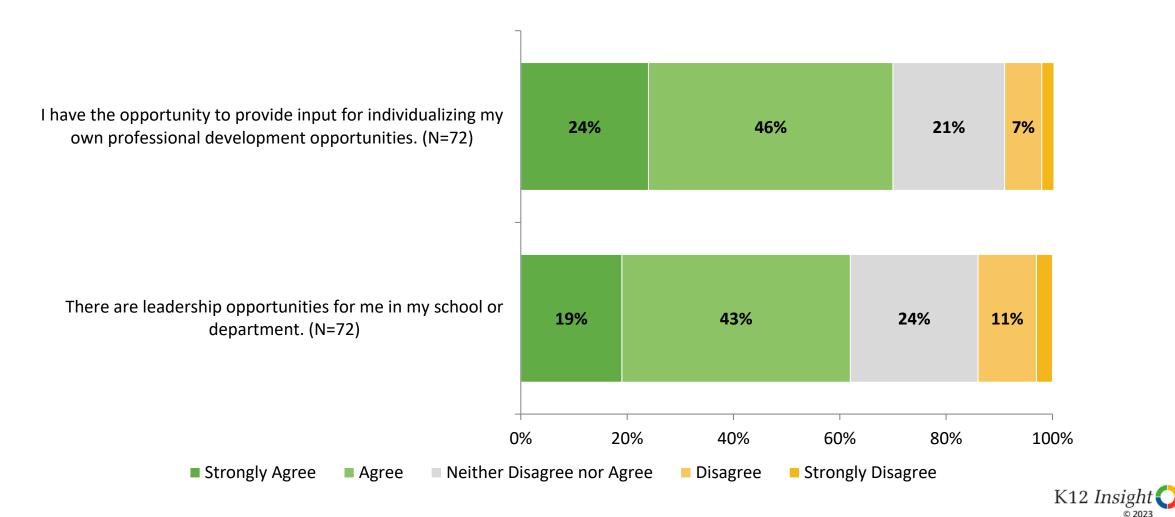
Career Growth and Training Opportunities (Continued)

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



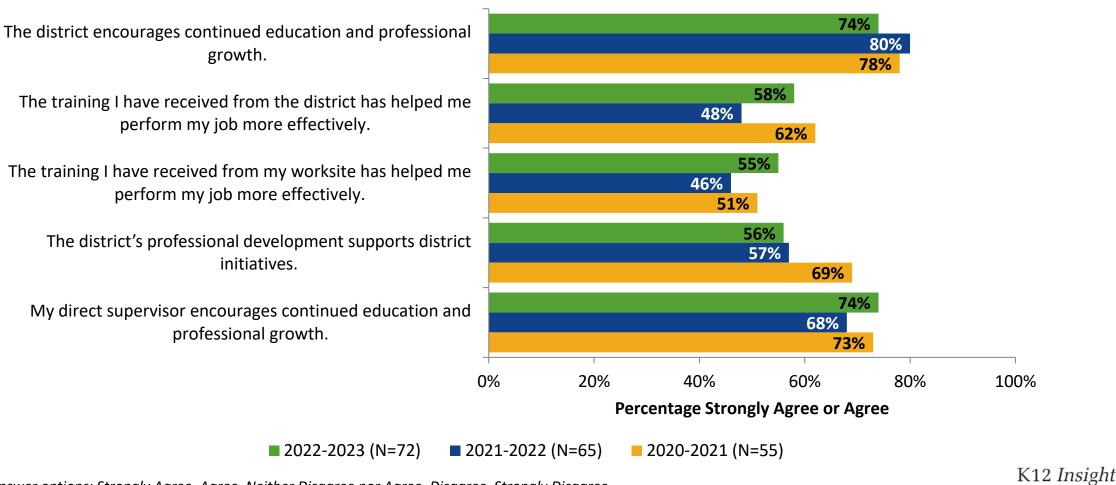
Career Growth and Training Opportunities (Continued)

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



Career Growth and Training Opportunities: Comparison Over Time

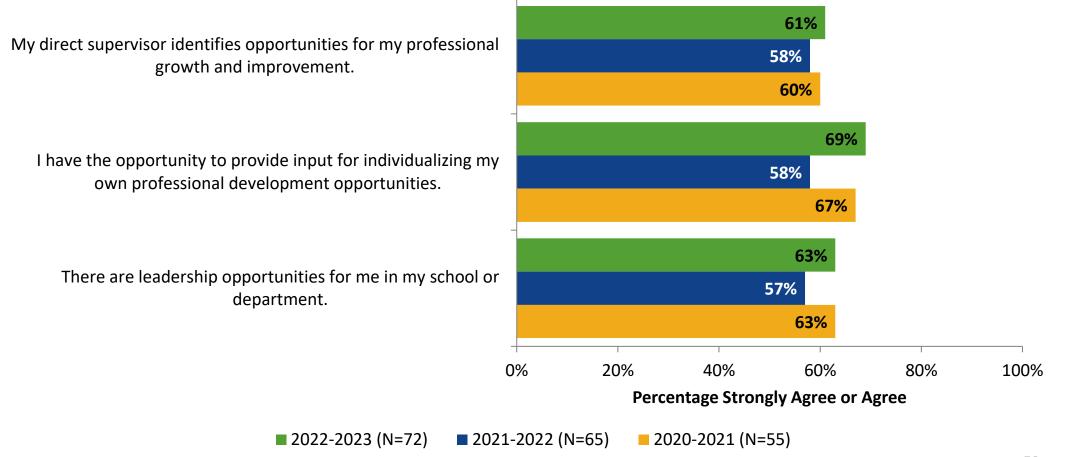
How strongly do you agree or disagree with the following statements?



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?



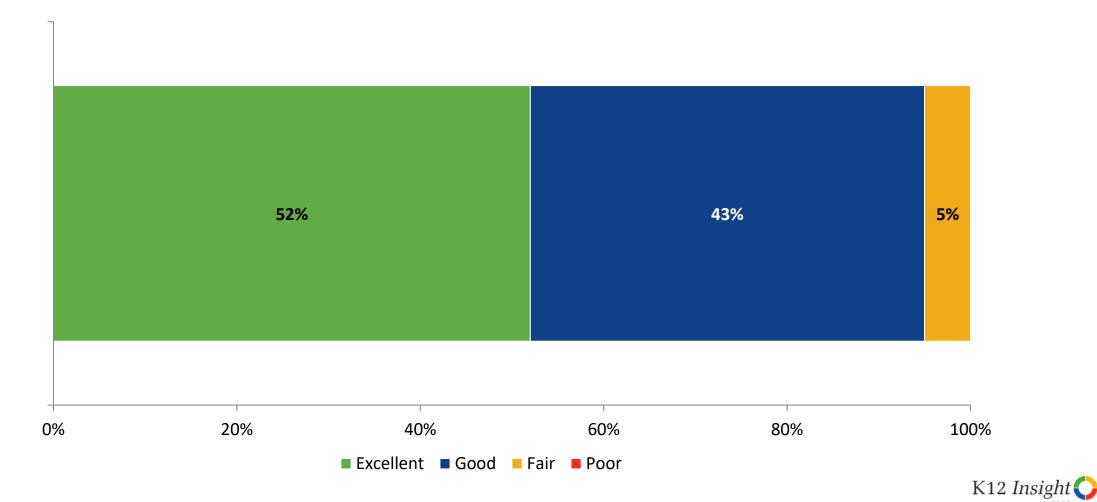
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

28



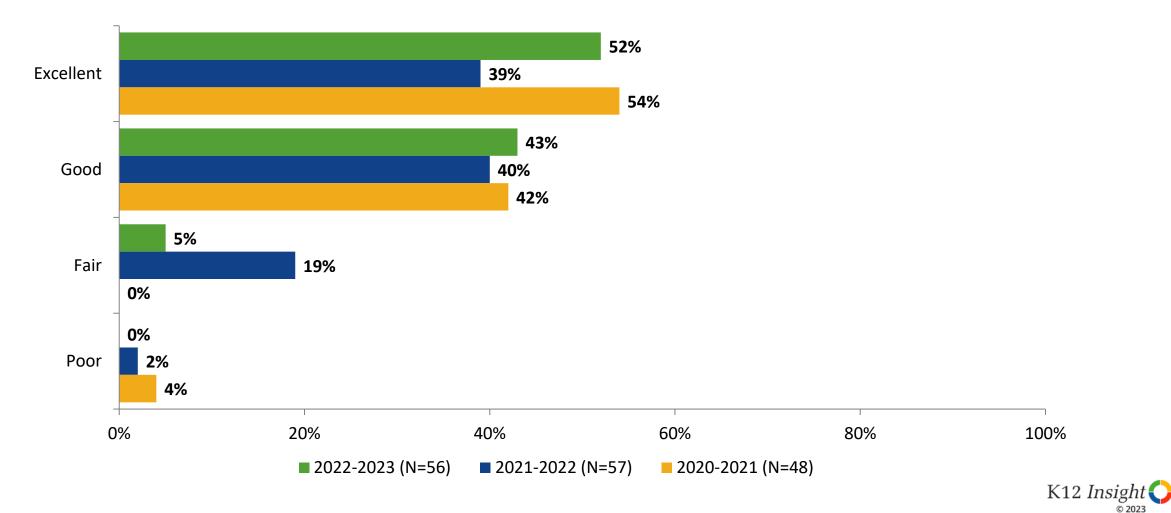
Overall Quality

How would you rate the overall quality of the education at your school? (N=56)



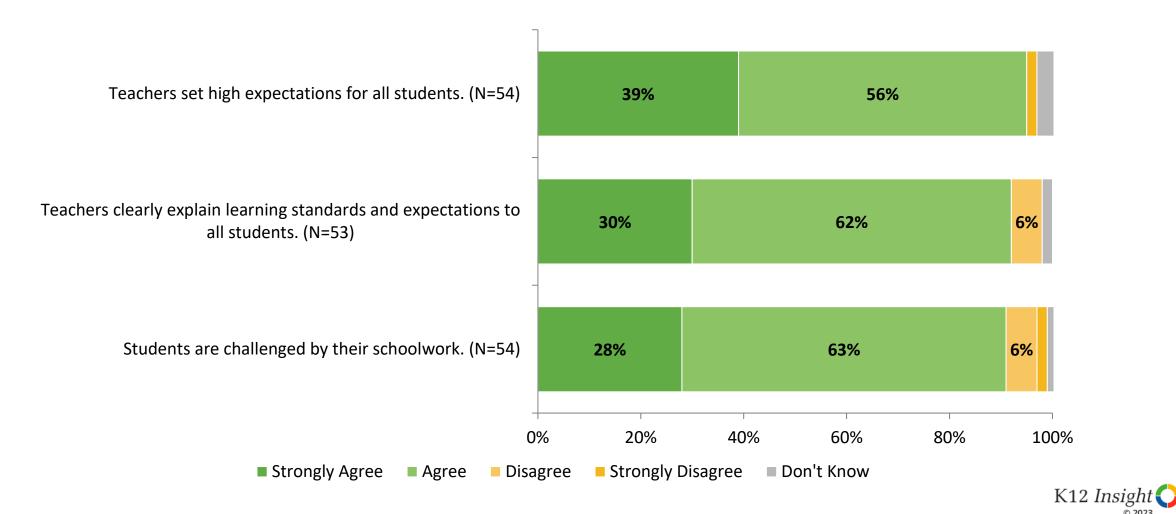
Overall Quality: Comparison Over Time

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



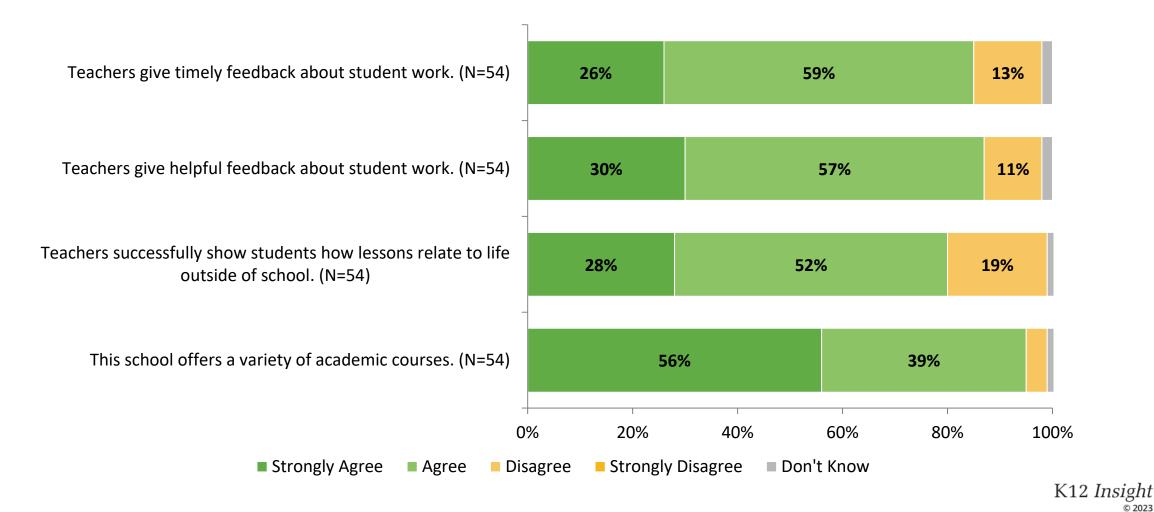
Academic Support

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



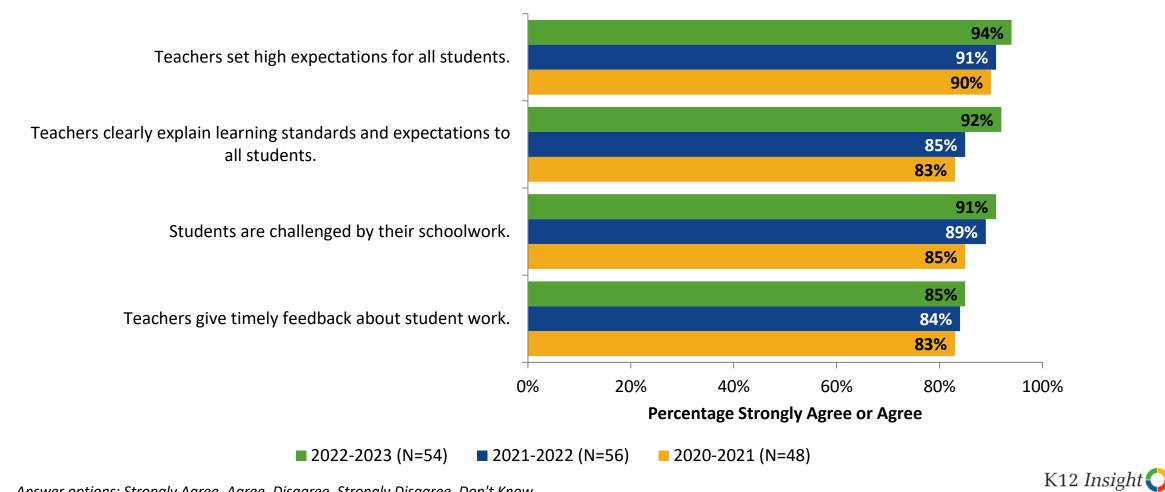
Academic Support (Continued)

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



Academic Support: Comparison Over Time

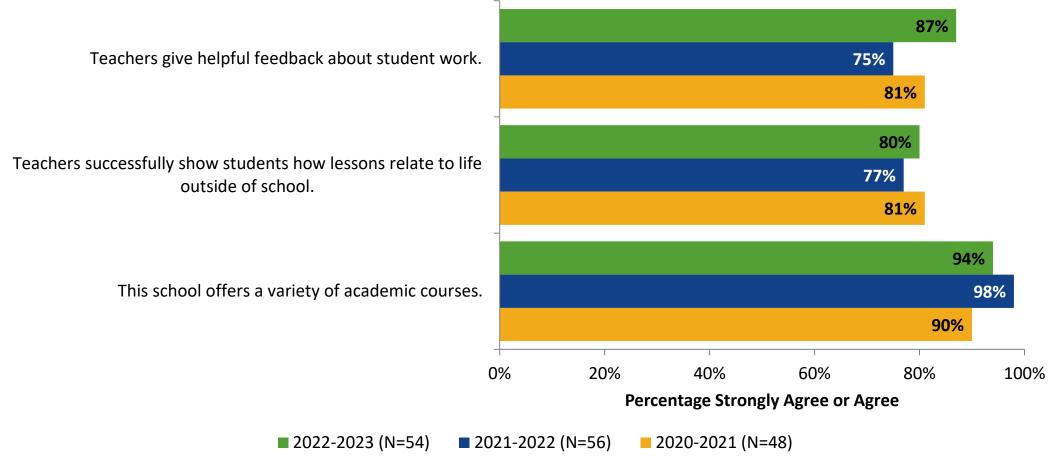
How strongly do you agree or disagree with the following statements?



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?

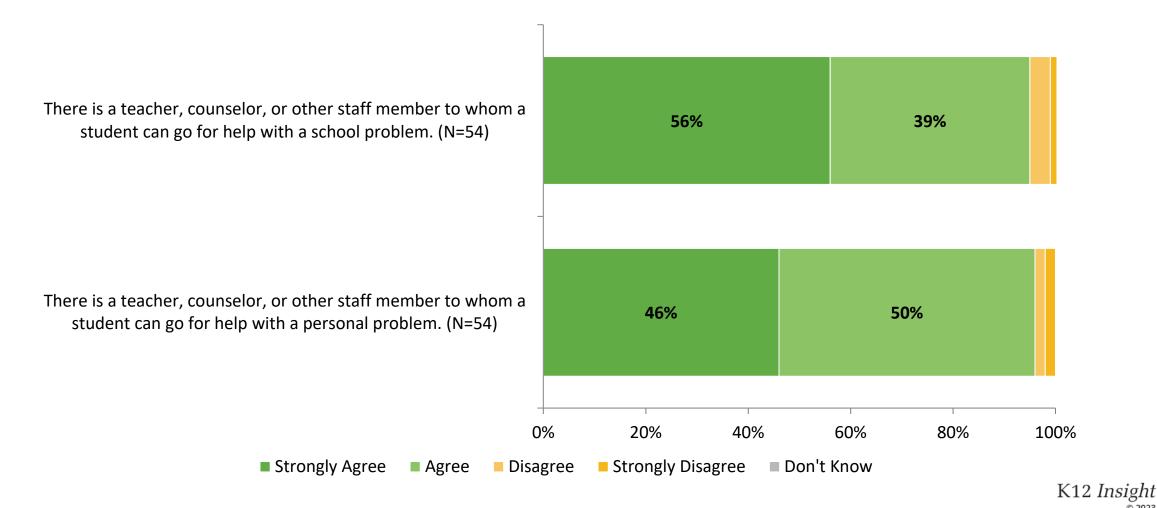


³⁴ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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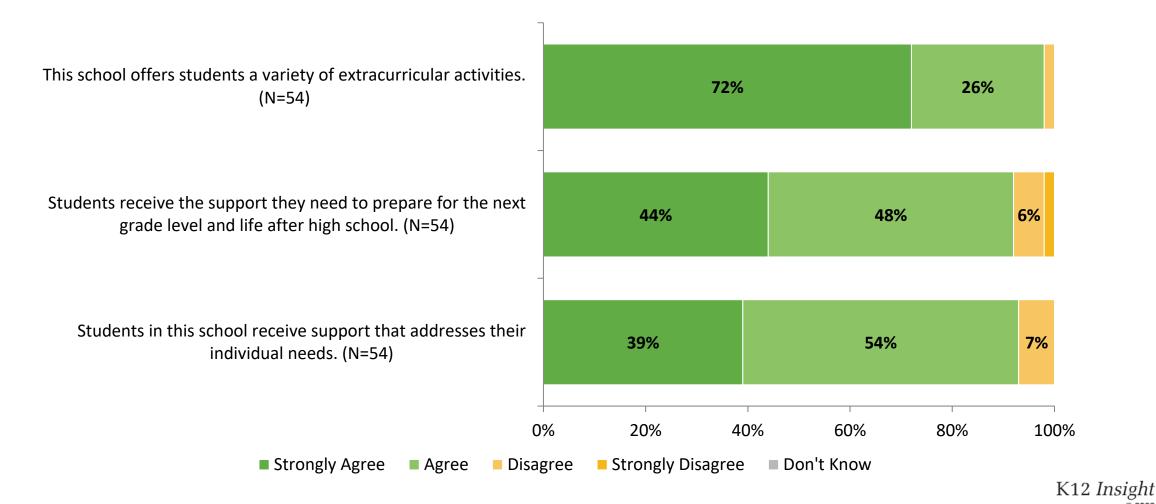
Student Support

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



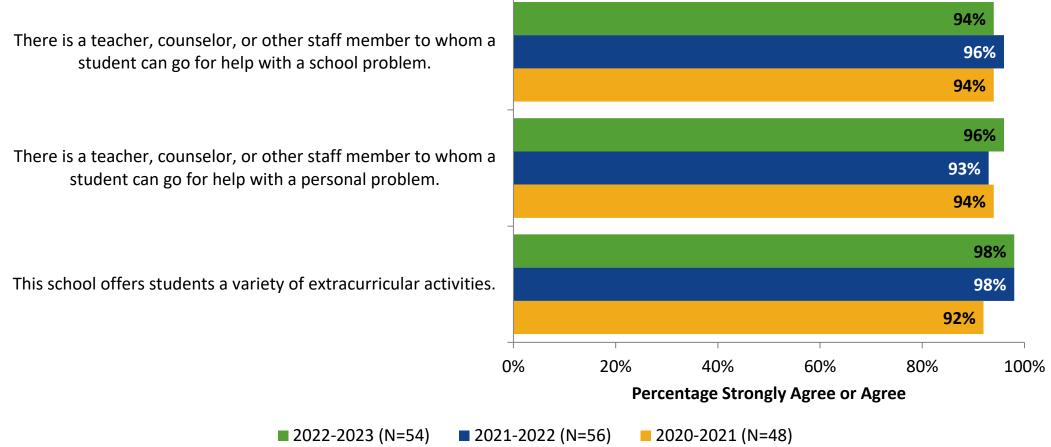
Student Support (Continued)

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



Student Support: Comparison Over Time

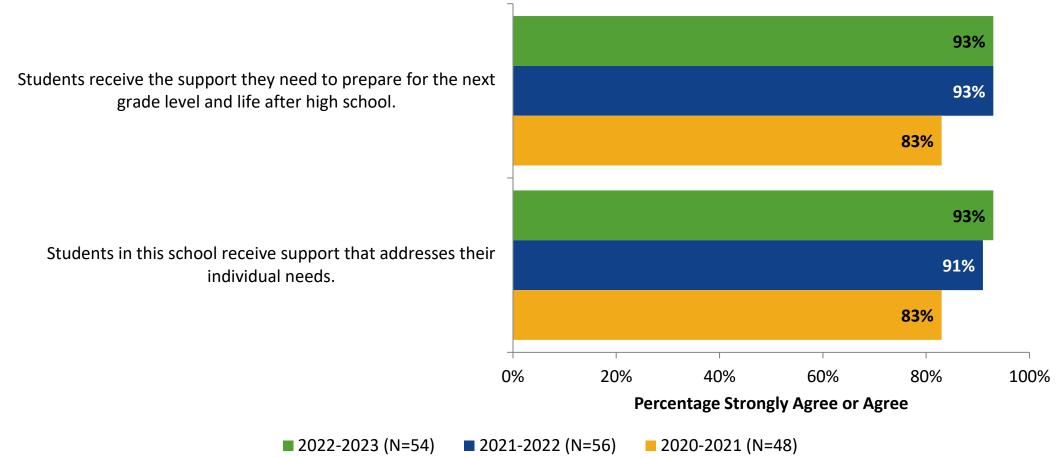
How strongly do you agree or disagree with the following statements?

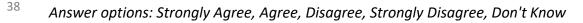


³⁷ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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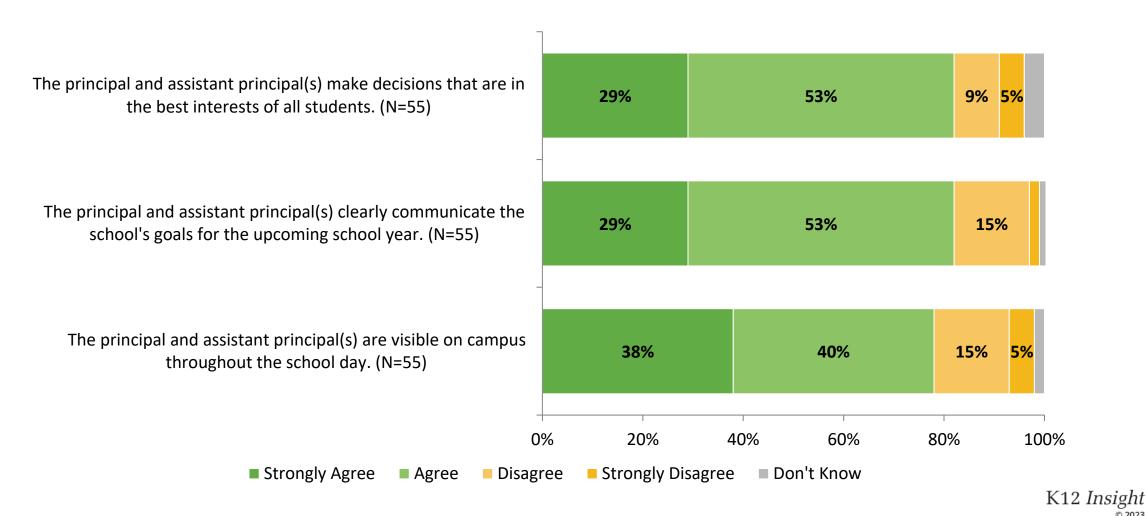
Student Support: Comparison Over Time (Continued)



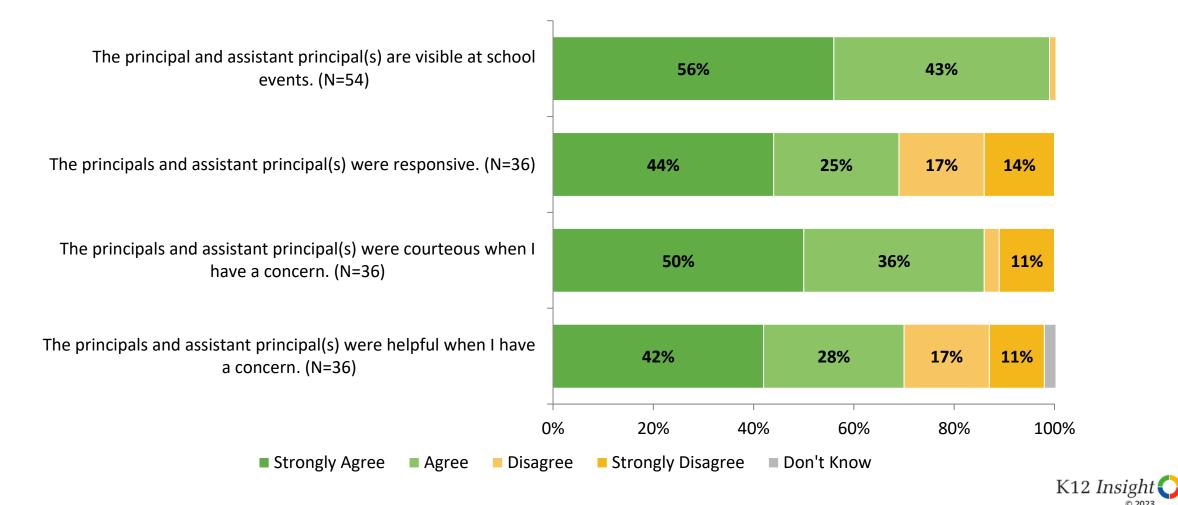




School Leadership

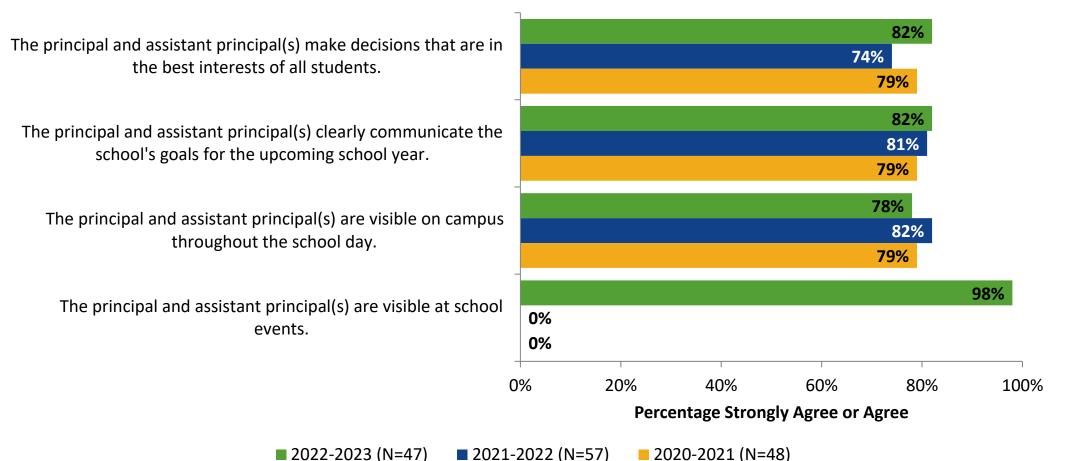


School Leadership (Continued)



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

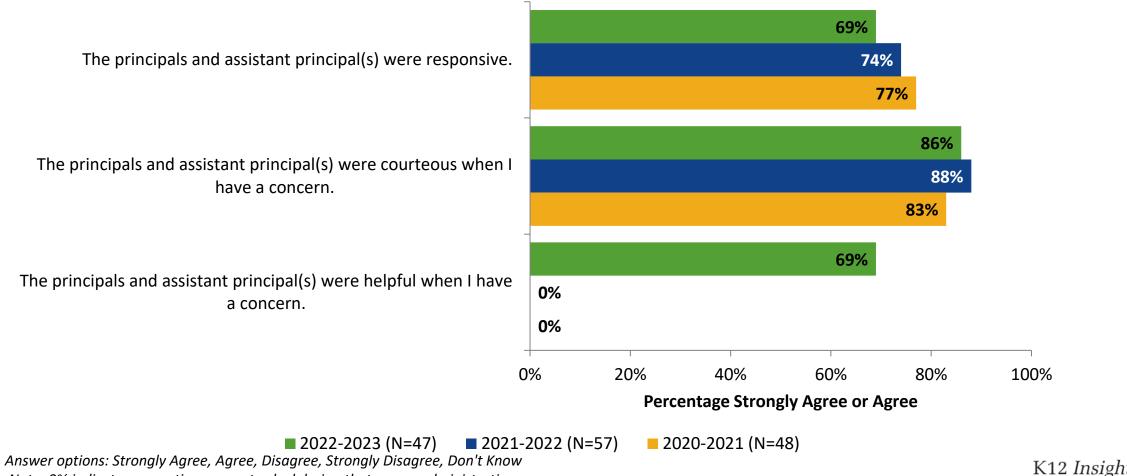
Note: 0% indicates a question was not asked during that survey administration.

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School Leadership: Comparison Over Time (Continued)

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

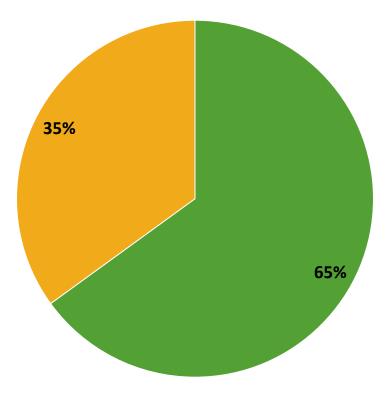


Note: 0% indicates a question was not asked during that survey administration.

42

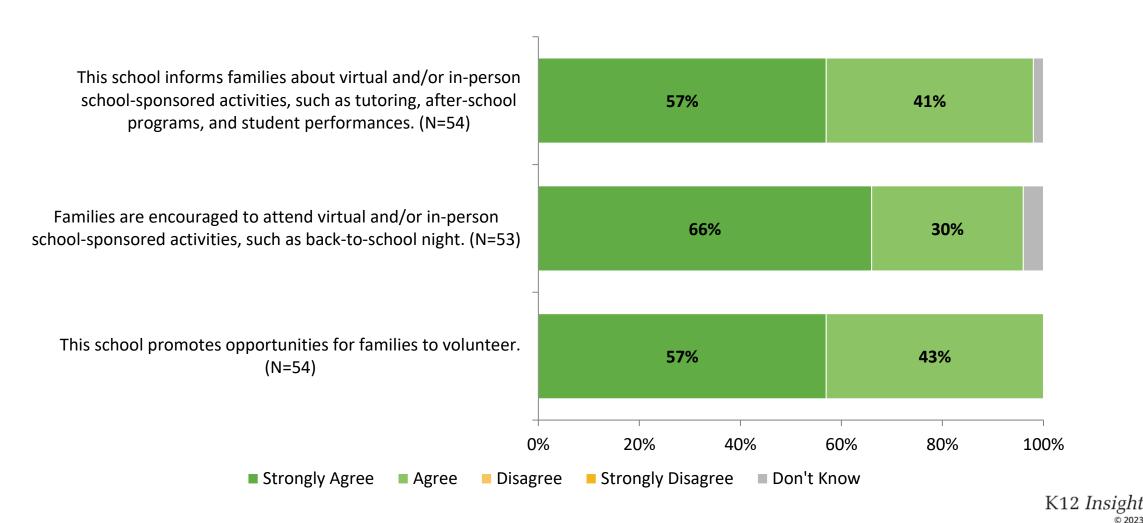
Interaction with Principals and/or Assistant Principals

This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=55)

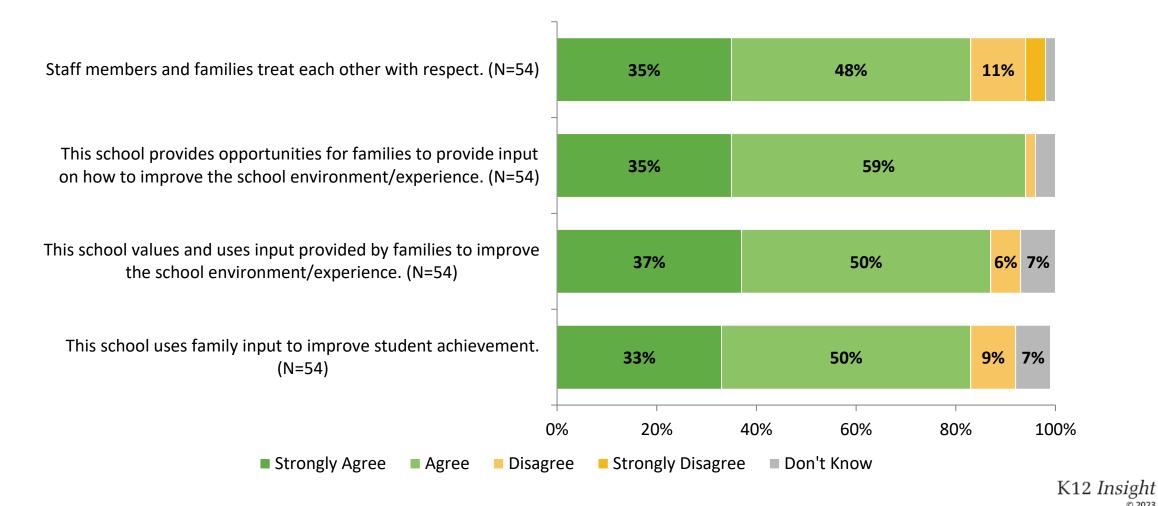




Family Involvement

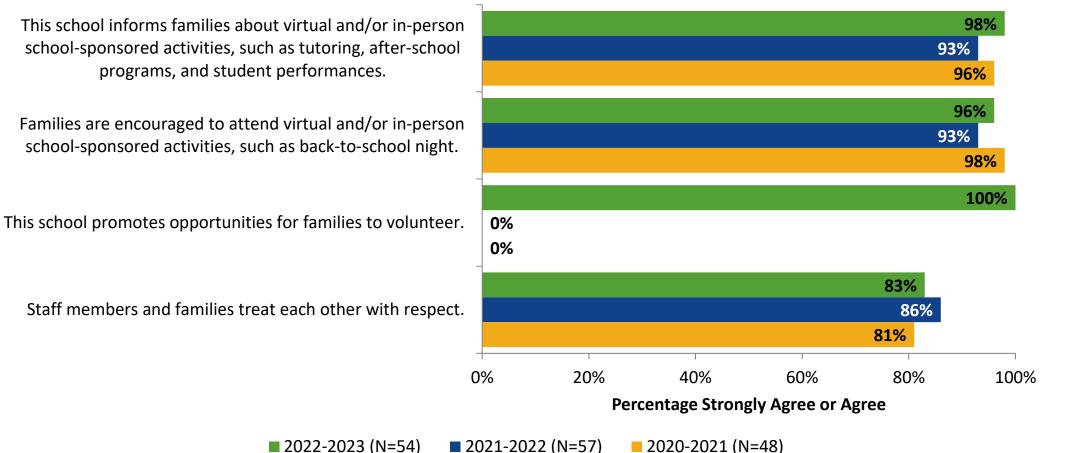


Family Involvement (Continued)



Family Involvement: Comparison Over Time

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



2022-2023 (N=54) 2021-2022 (N=57)

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

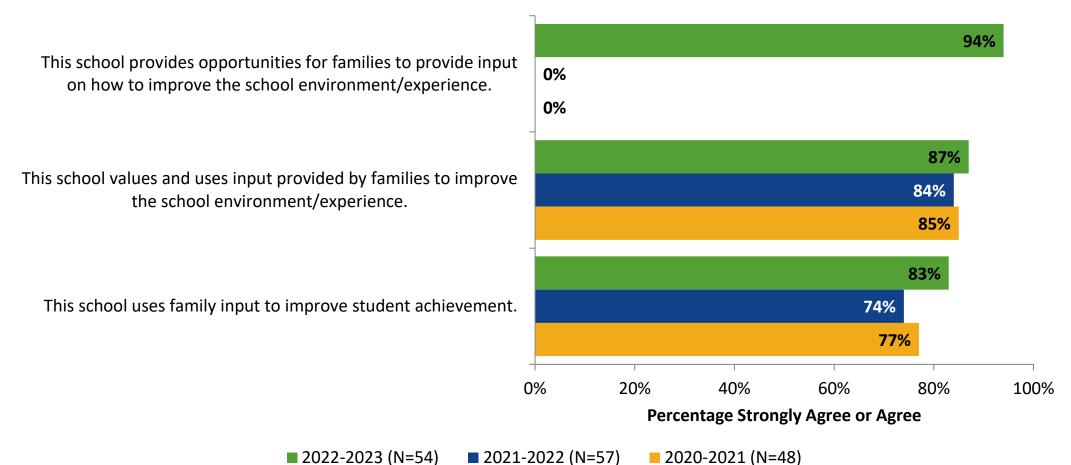
Note: 0% indicates a question was not asked during that survey administration.

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Family Involvement: Comparison Over Time (Continued)

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



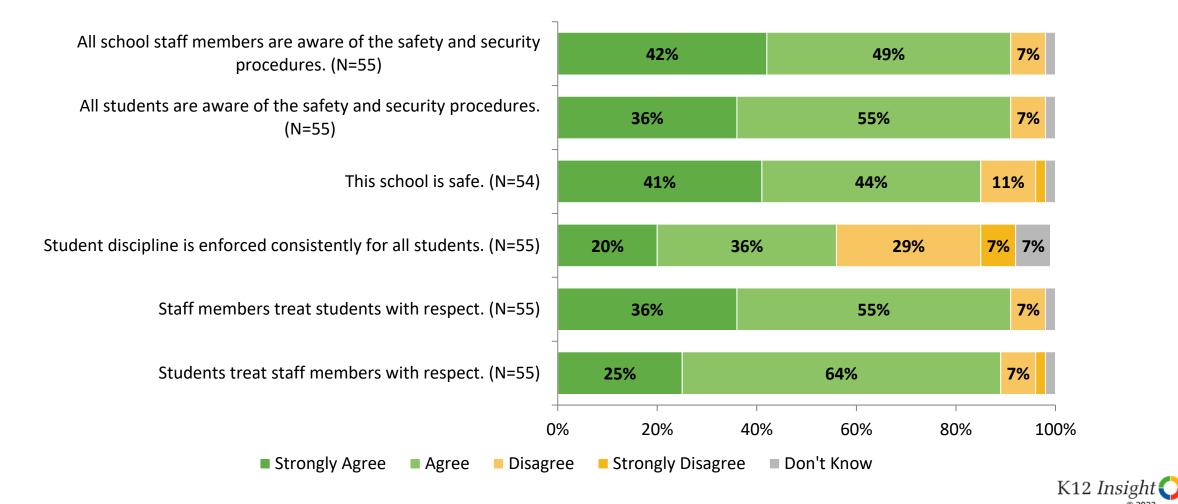
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

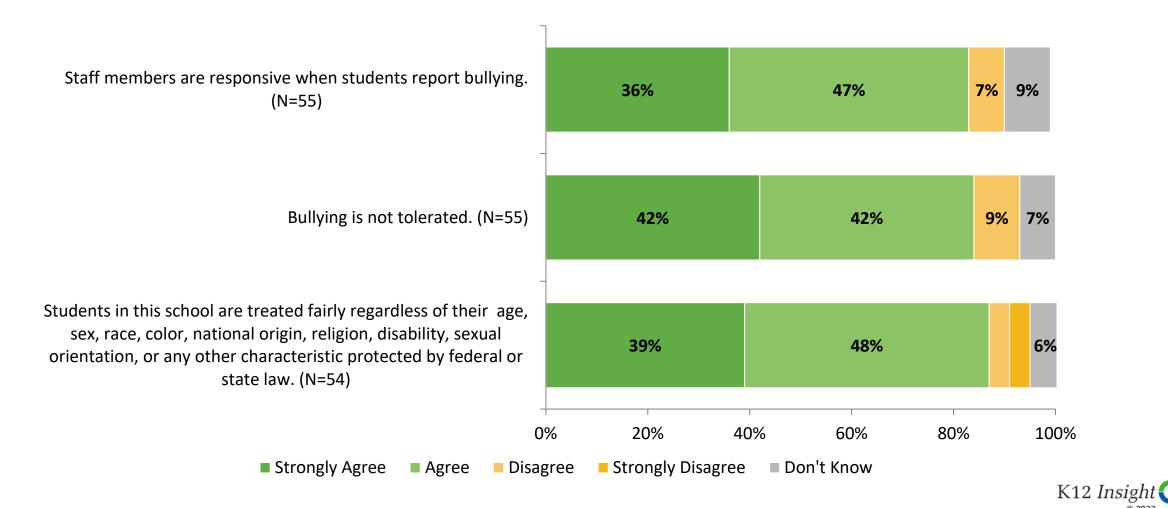
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Safety and Behavior

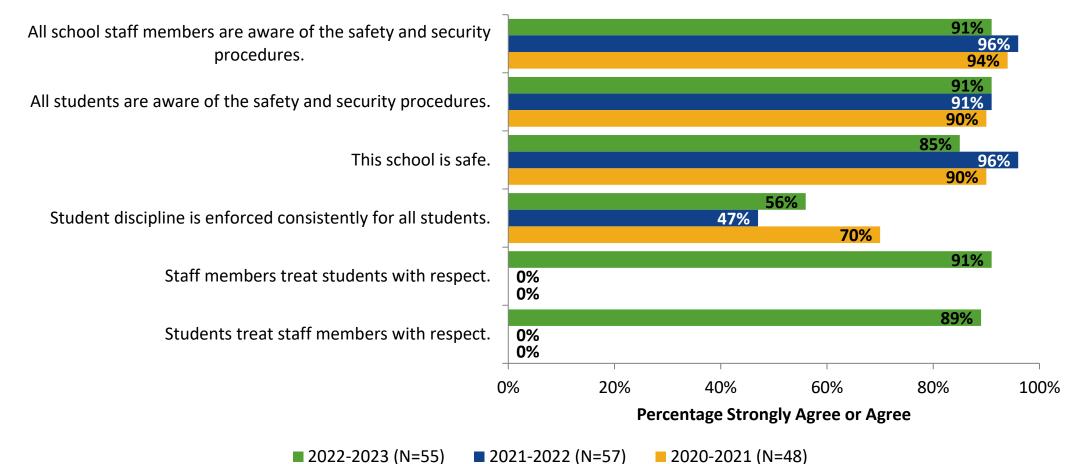


Safety and Behavior (Continued)



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

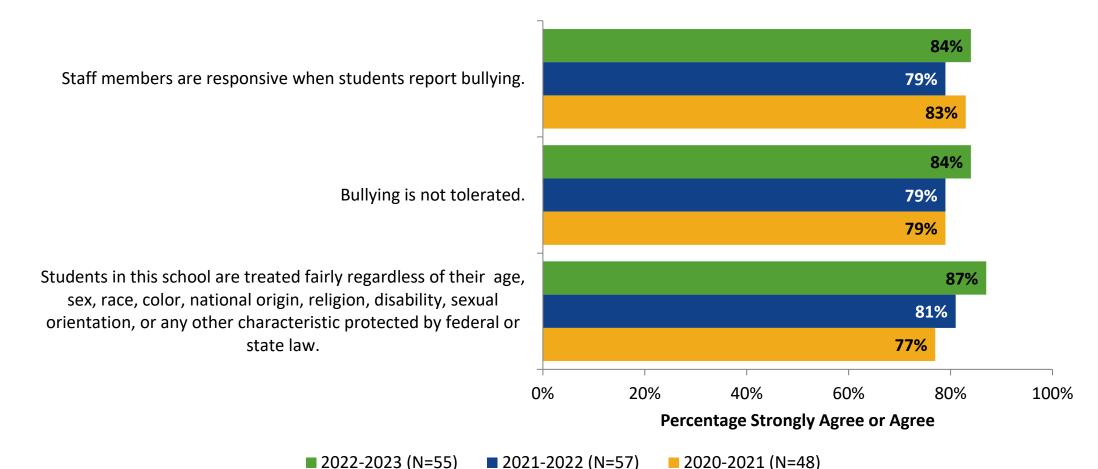
Note: 0% indicates a question was not asked during that survey administration.

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Safety and Behavior: Comparison Over Time (Continued)

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



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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Highest Ranking Indicators

Survey Item	Percentage Strongly Agree or Agree (%)	School Climate Topic
This school promotes opportunities for families to volunteer.	100%	Family Involvement
This school offers students a variety of extracurricular activities.	98%	Student Support
The principal and assistant principal(s) are visible at school events.	98%	School Leadership
This school informs families about virtual and/or in-person school- sponsored activities, such as tutoring, after-school programs, and student performances.	98%	Family Involvement
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	96%	Student Support



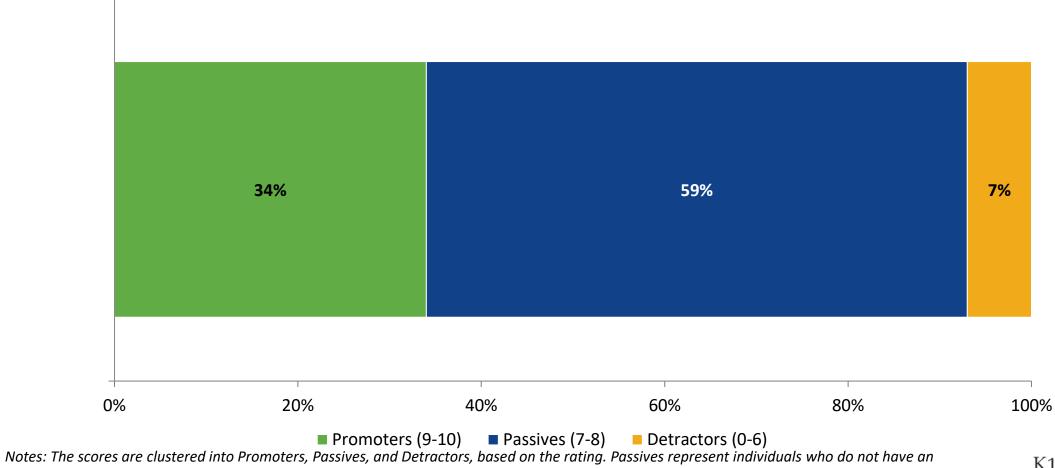
Lowest Ranking Indicators

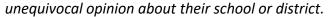
Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
Student discipline is enforced consistently for all students.	36%	Safety and Behavior
I feel appreciated for my work.	35%	Feedback and Recognition
Pinellas County Schools recognizes employees for their high-quality work and accomplishments.	32%	Feedback and Recognition
The principals and assistant principal(s) were responsive.	31%	School Leadership
District leaders understand the professional needs of district and school employees.	31%	District Leadership



Net Promoter Score - School

How likely is it that you would recommend your school to a family member or friend? (N=44)



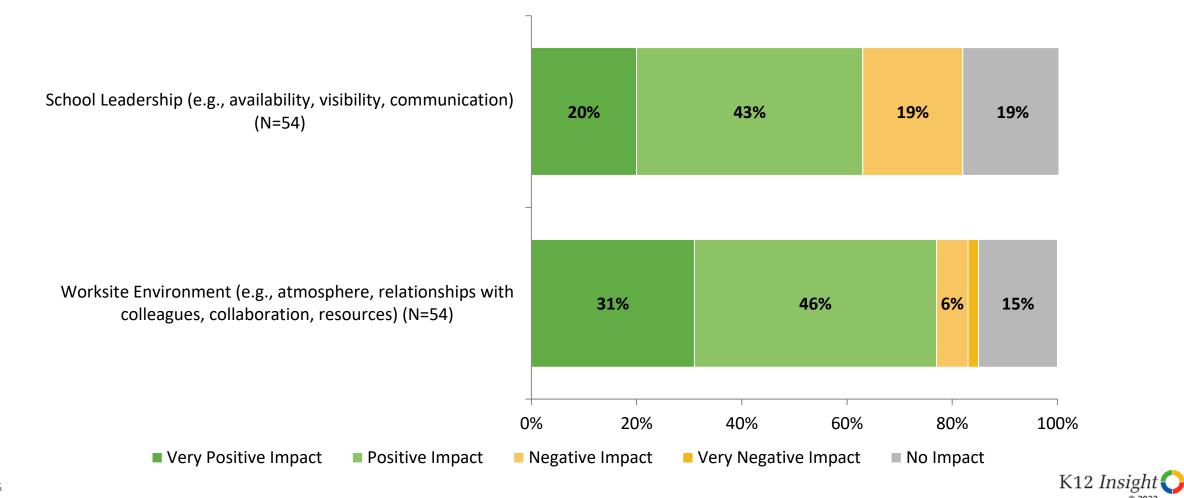


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Impact on Rating of School

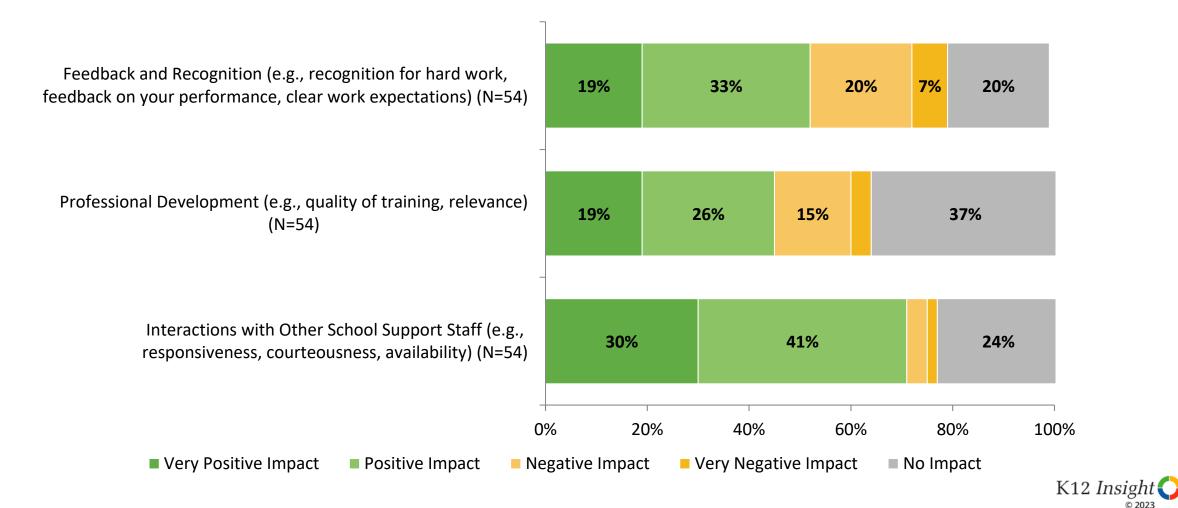
How do the following areas impact your rating of your school?



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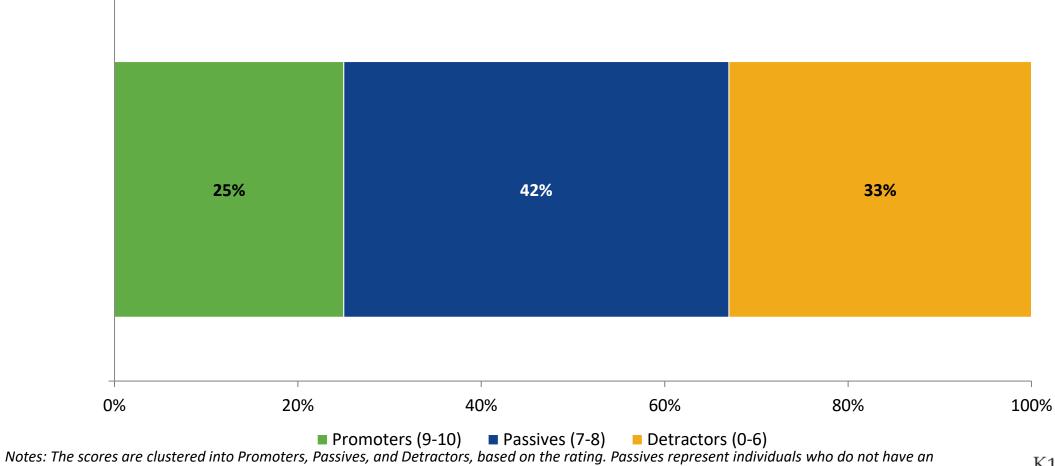
Impact on Rating of School (Continued)

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=67)



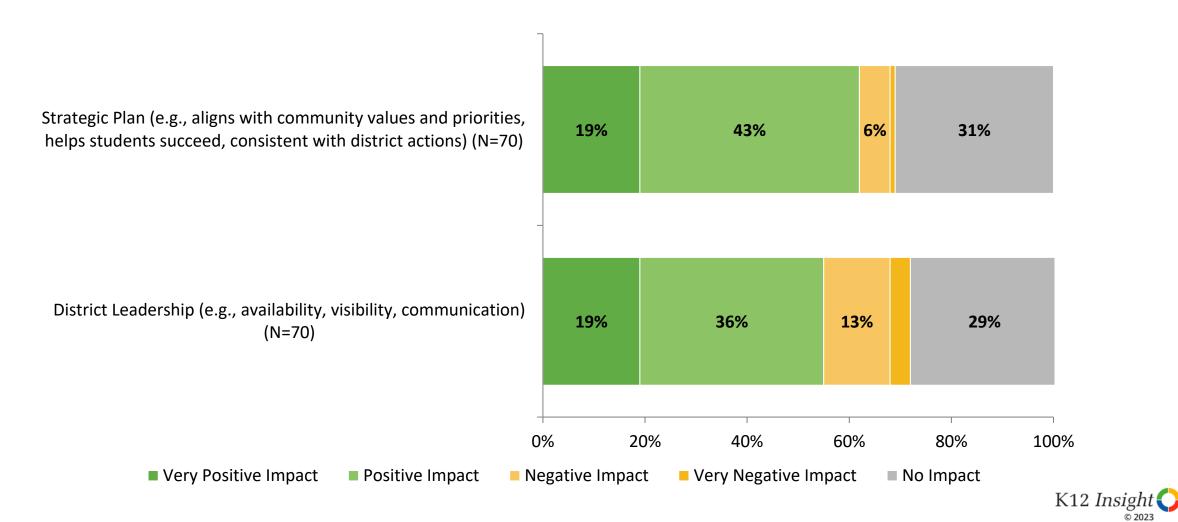
unequivocal opinion about their school or district.

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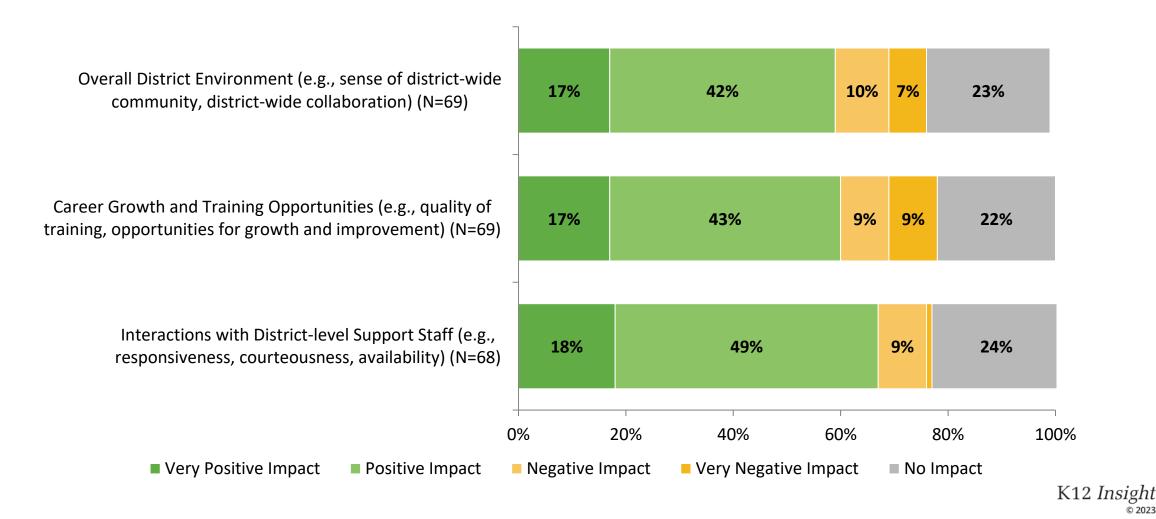
Impact on Rating of Pinellas County Schools

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



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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