Employee Survey: Osceola Middle School

Results

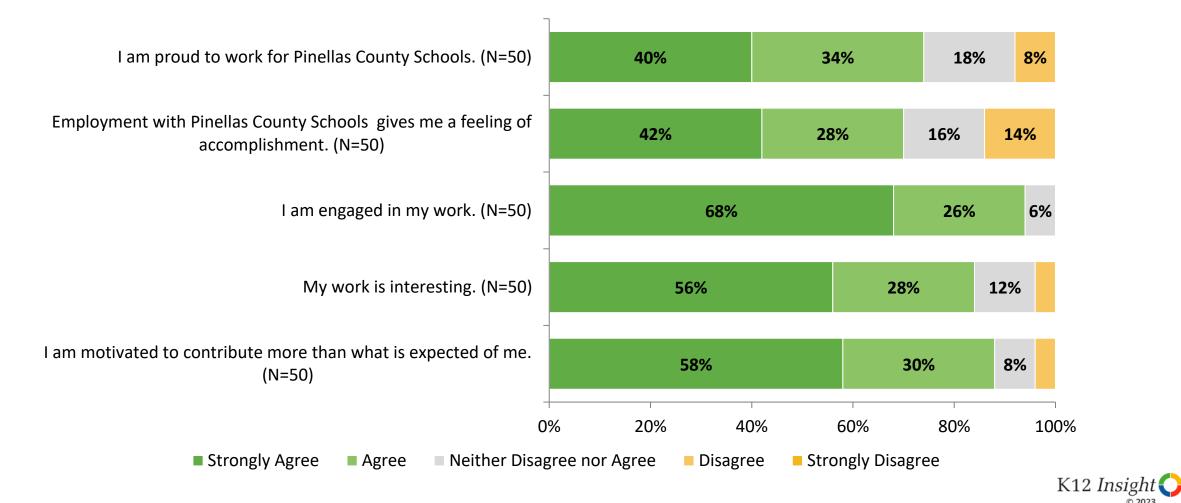
2022-2023 School Year





Overall Engagement

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



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2

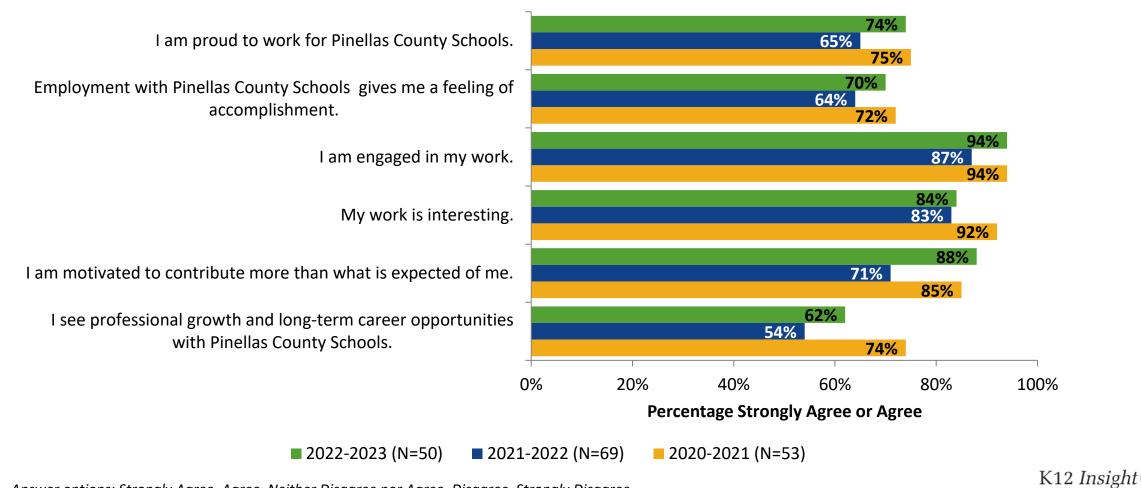
Overall Engagement (Continued)

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=50) 	34%	28%	10%	18%	10%
- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=50)	34%	22%	18%	18%	8%
I enjoy working with my direct supervisor. (N=50)	62%	6	225	% 6%	8%
I am optimistic about the future of Pinellas County Schools. (N=50)	34%	22%	18%	20%	6%
	% 20% isagree nor Agree 🗕		50% ongly Disagi	80% ree	1009 K

Overall Engagement: Comparison Over Time

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

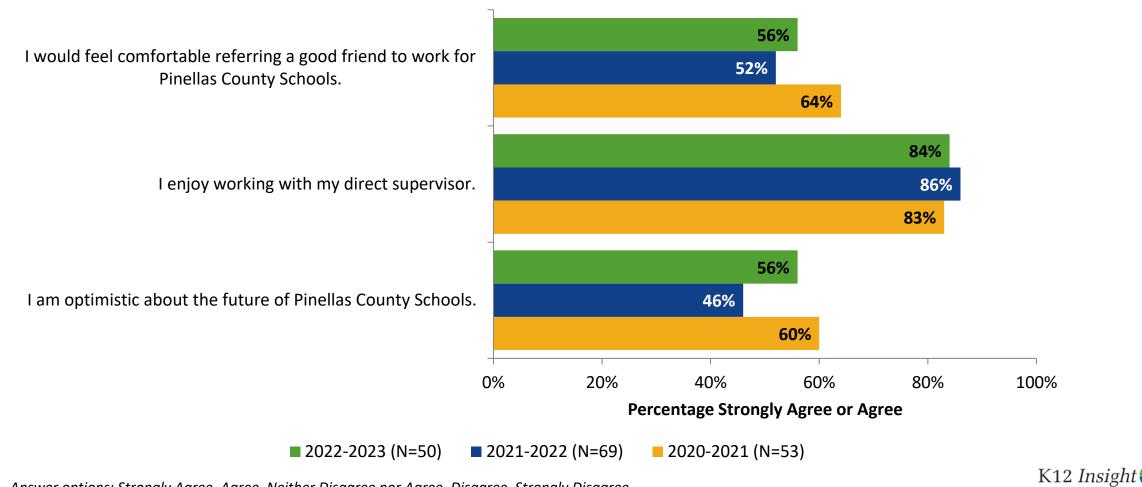


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

4

Overall Engagement: Comparison Over Time (Continued)

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

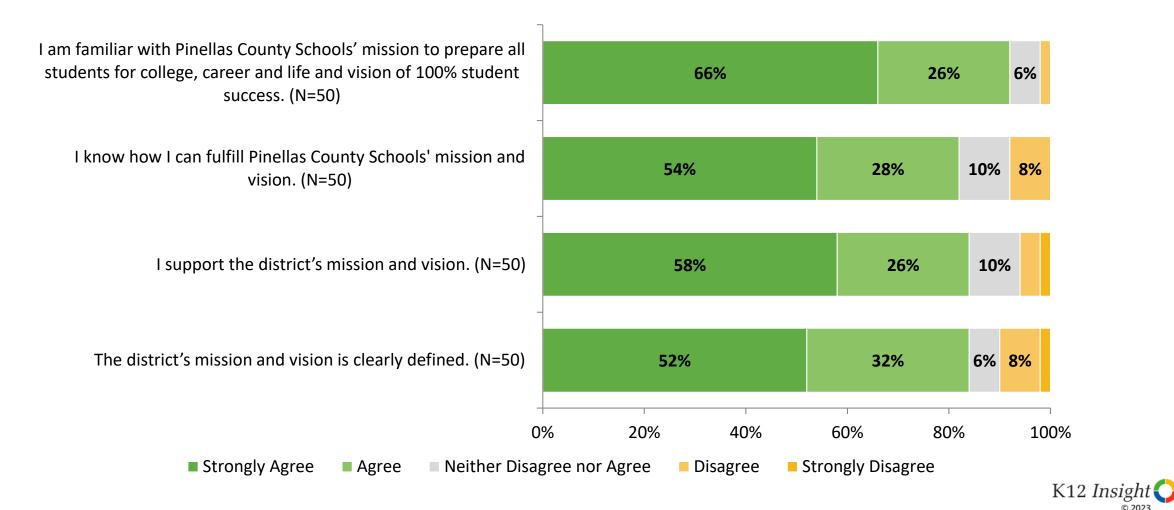


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

5

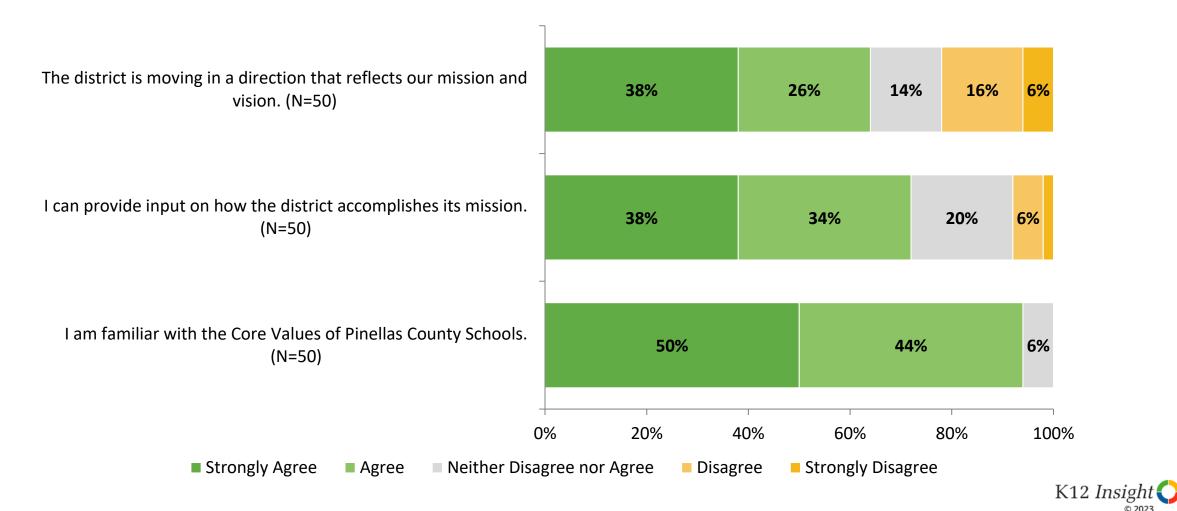
Mission and Vision

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



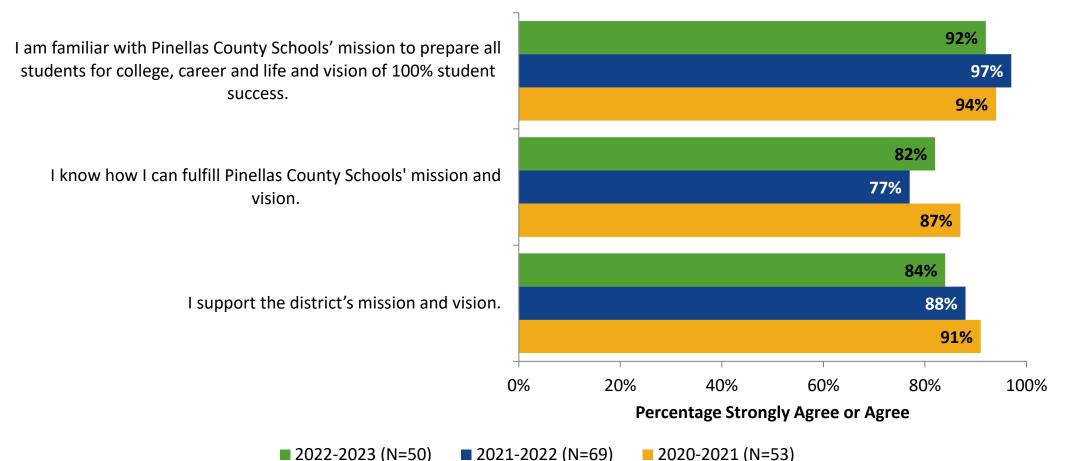
Mission and Vision (Continued)

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?



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

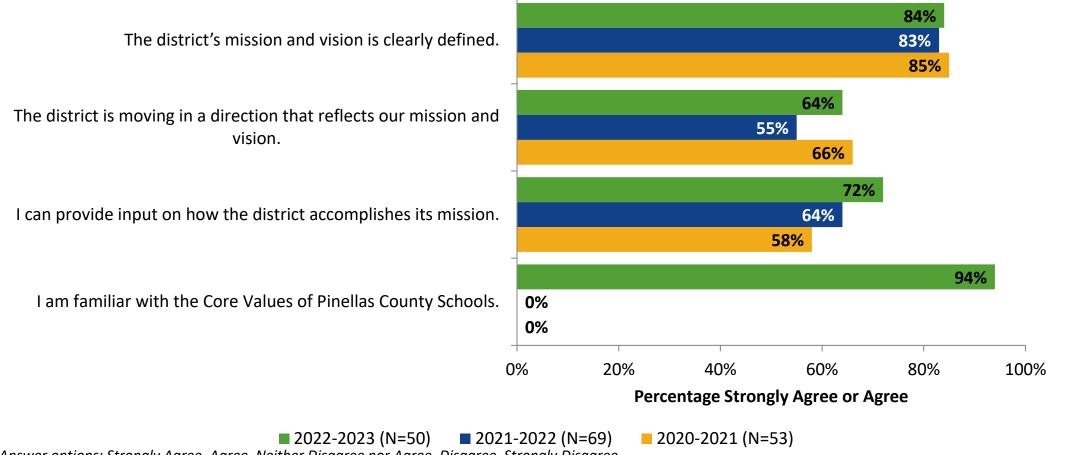
Note: 0% indicates a question was not asked during that survey administration.

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Mission and Vision: Comparison Over Time (Continued)

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



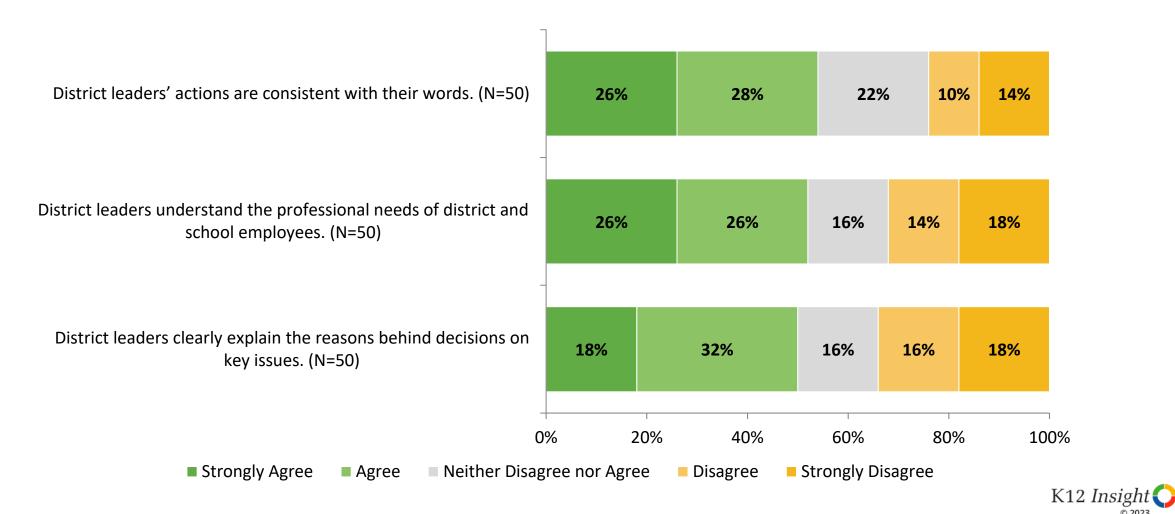
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree Note: 0% indicates a question was not asked during that survey administration.

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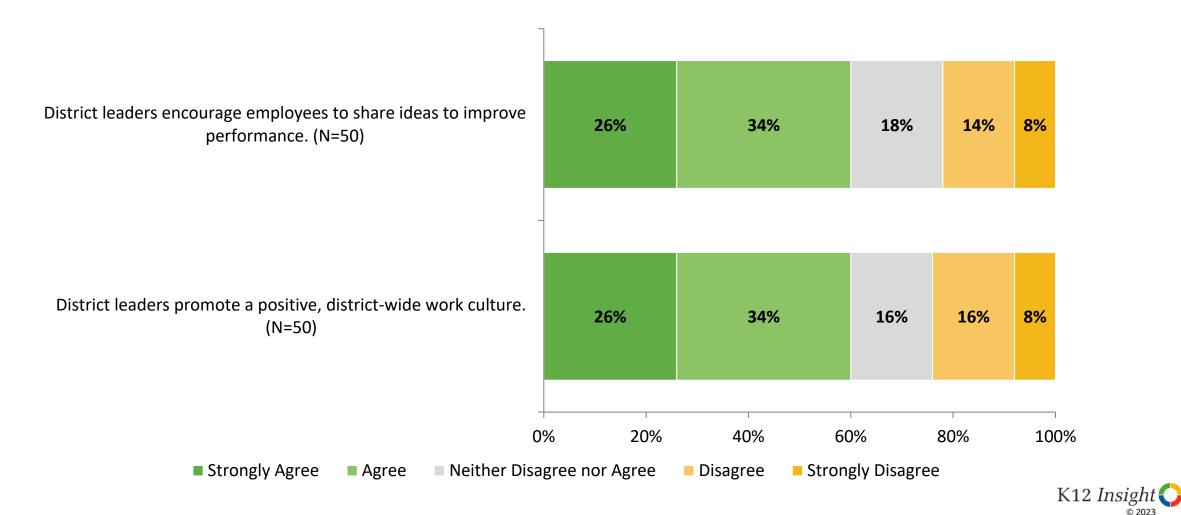
District Leadership

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



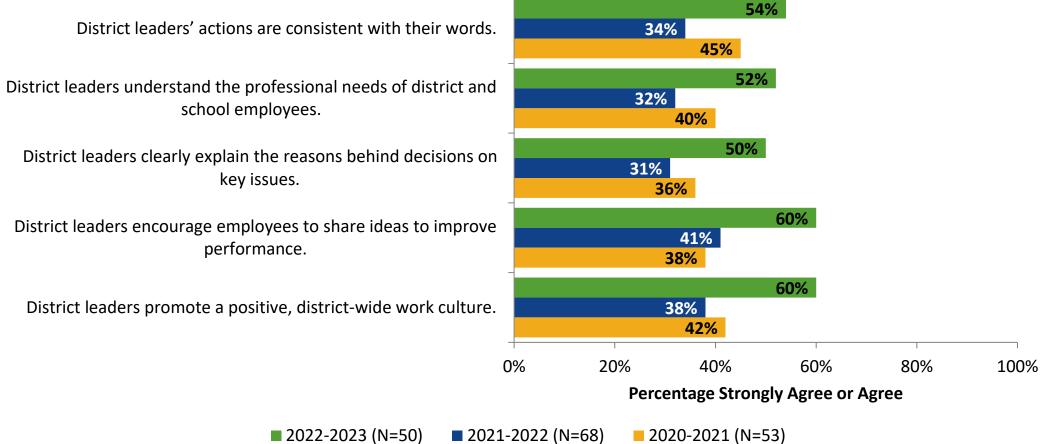
District Leadership (Continued)

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?

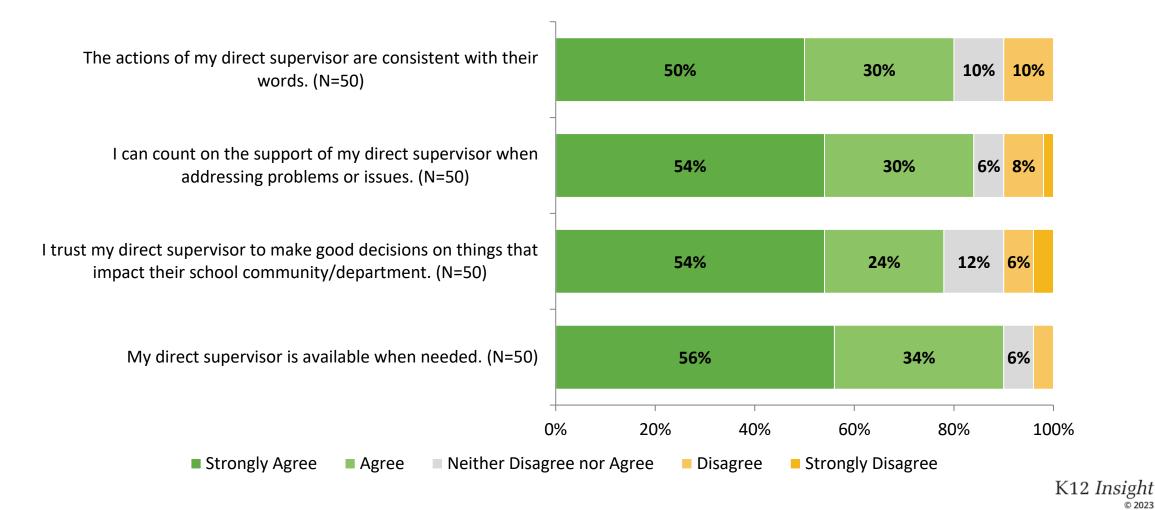


¹² Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



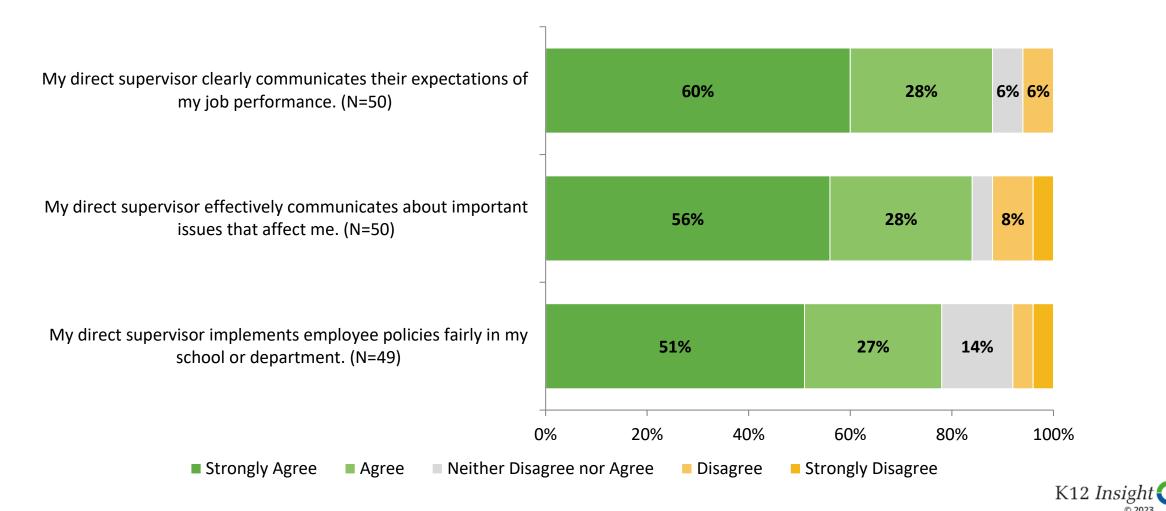
Worksite Leadership

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



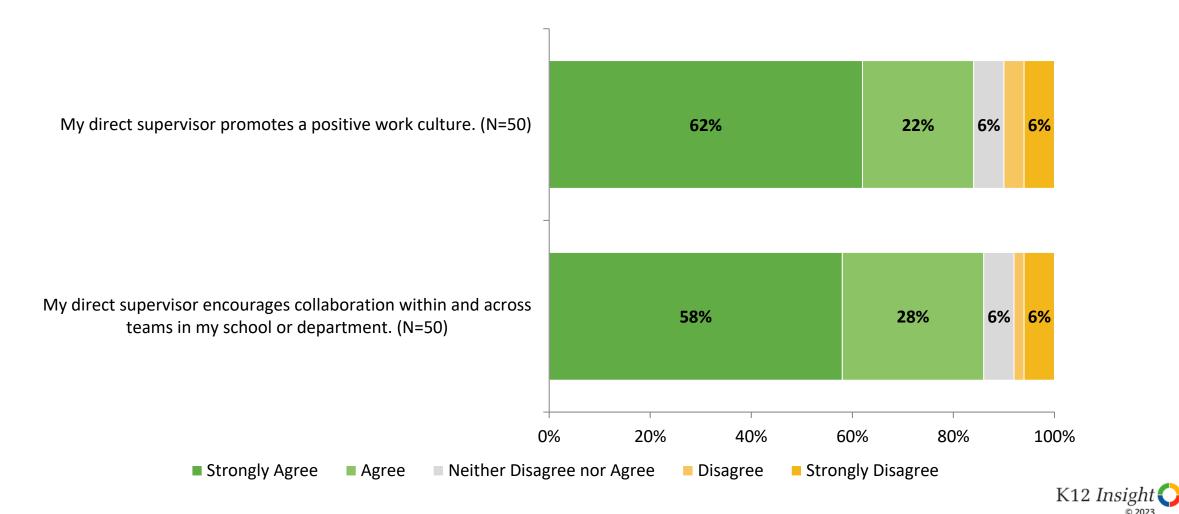
Worksite Leadership (Continued)

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



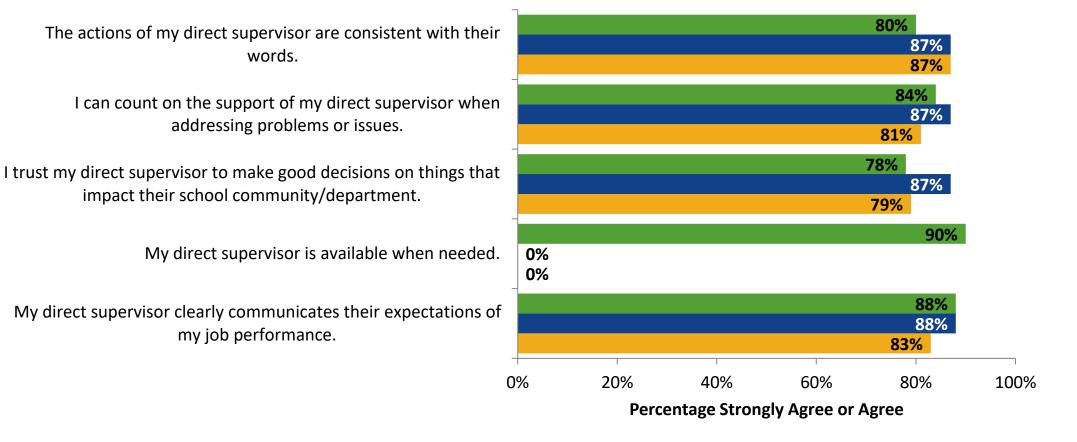
Worksite Leadership (Continued)

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=50) ■ 2021-2022 (N=68)

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

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

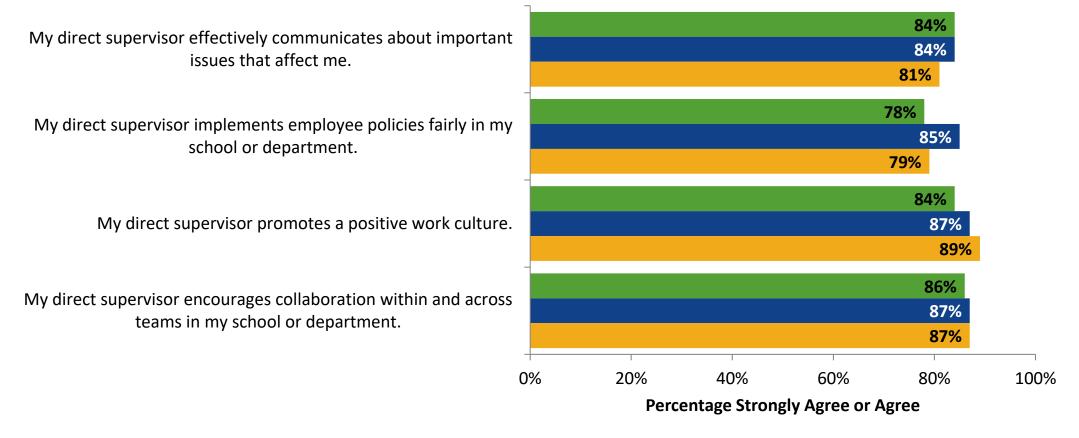
16

2020-2021 (N=53)



Worksite Leadership: Comparison Over Time (Continued)

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



■ 2022-2023 (N=50) ■ 2021-2022 (N=68)

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

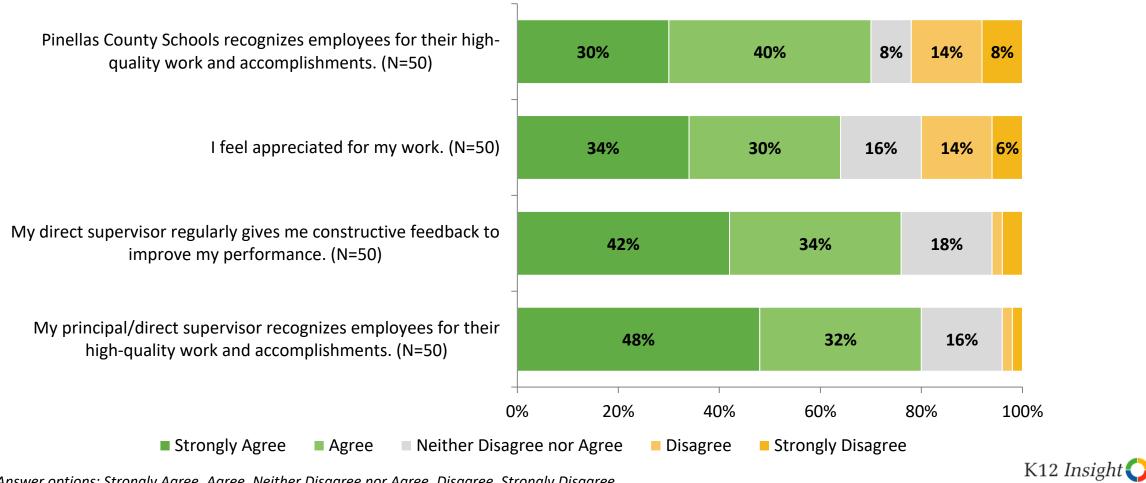
17

2020-2021 (N=53)



Feedback and Recognition

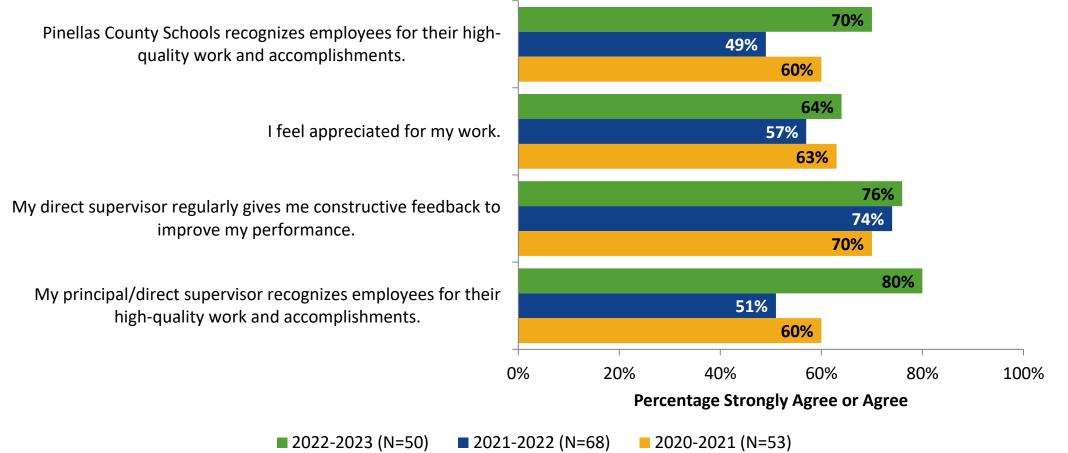
How strongly do you agree or disagree with the following statements?



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

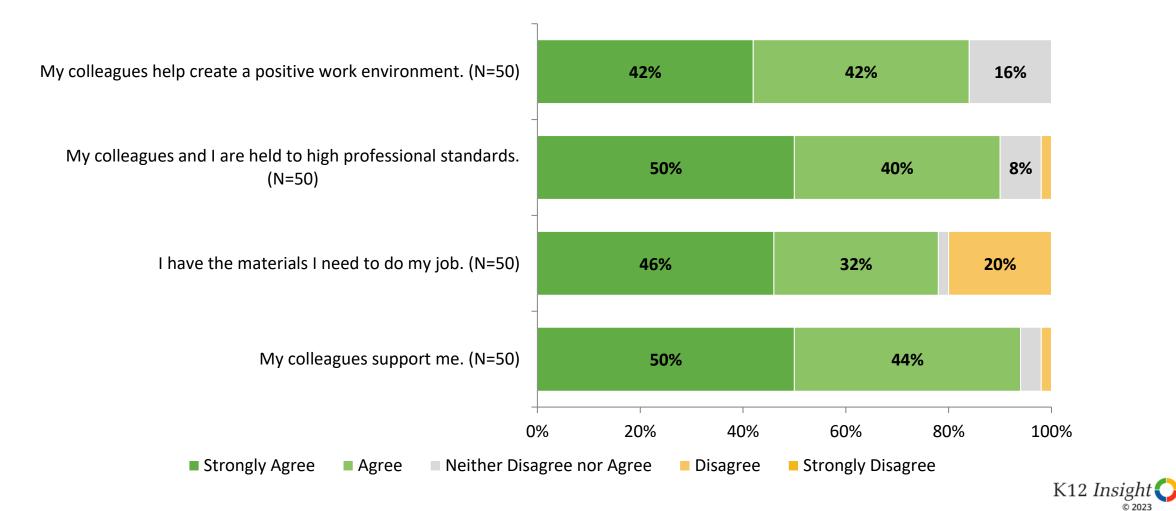
Feedback and Recognition: Comparison Over Time

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



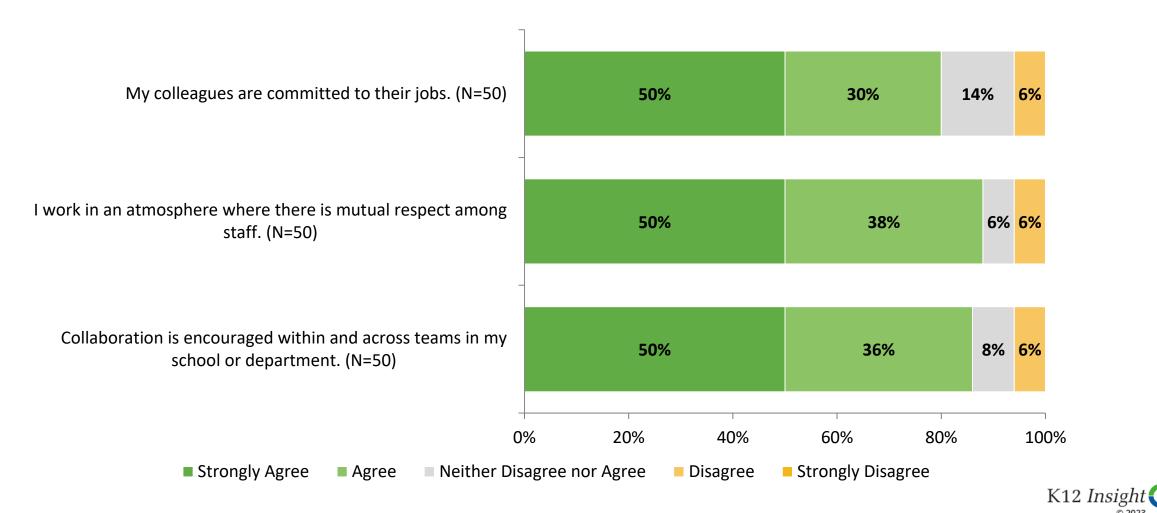
Work Environment

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



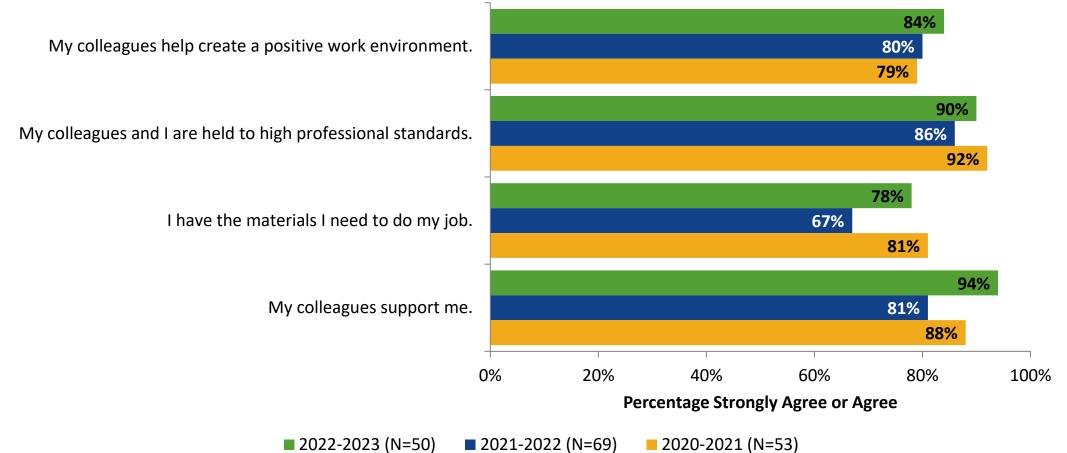
Work Environment (Continued)

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

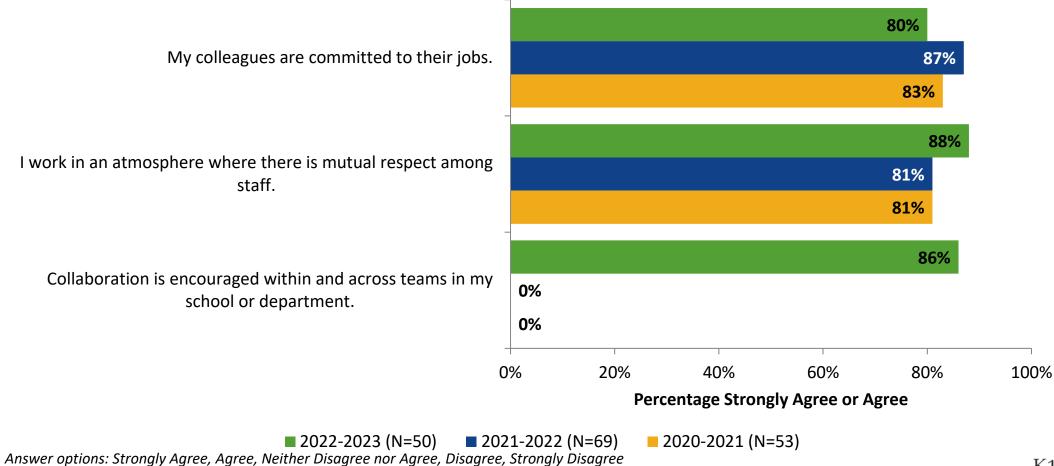
Note: 0% indicates a question was not asked during that survey administration.

22

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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



Career Growth and Training Opportunities

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

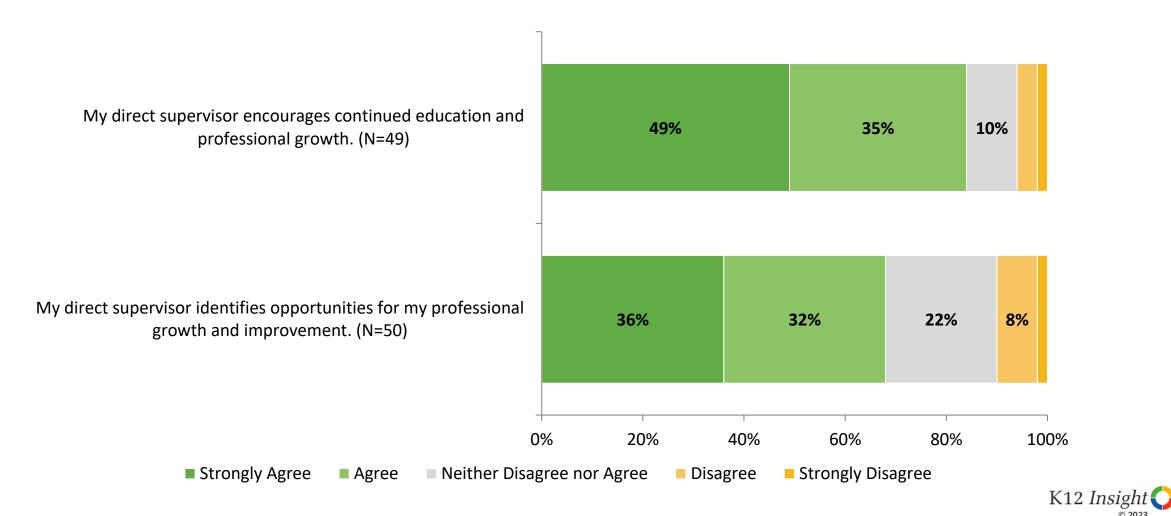
The district encourages continued education and professional growth. (N=50)	34%	50%		10%
The training I have received from the district has helped me perform my job more effectively. (N=50)	30%	34%	24%	8%
The training I have received from my worksite has helped me perform my job more effectively. (N=50)	32%	34%	20%	10%
The district's professional development supports district initiatives. (N=50)	34%	36%	20%	8%
	% 20% sagree nor Agree 🗕	40% 60% Disagree Strongly	80% Disagree	100%
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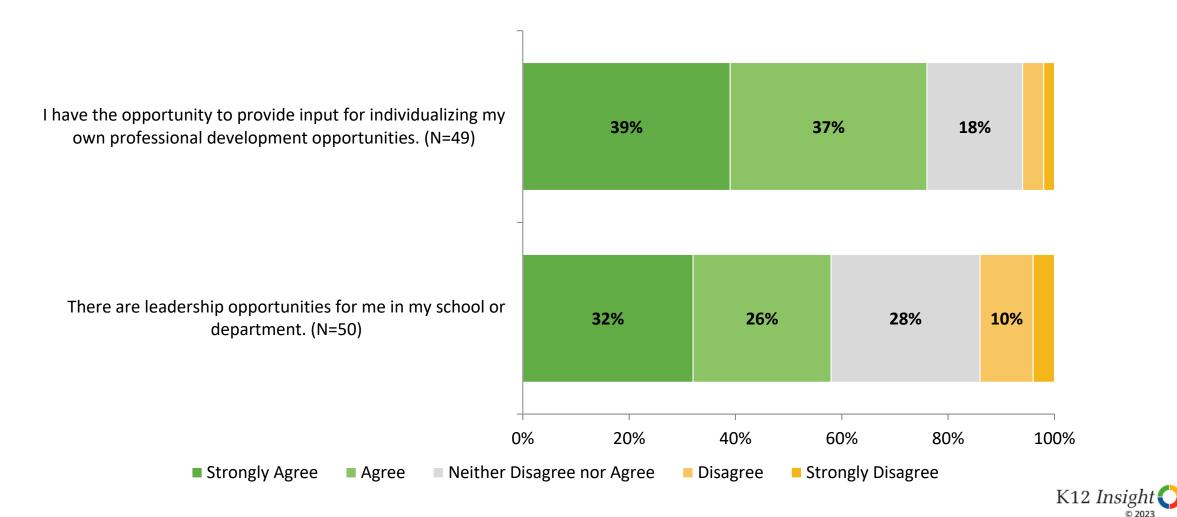
Career Growth and Training Opportunities (Continued)

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



Career Growth and Training Opportunities (Continued)

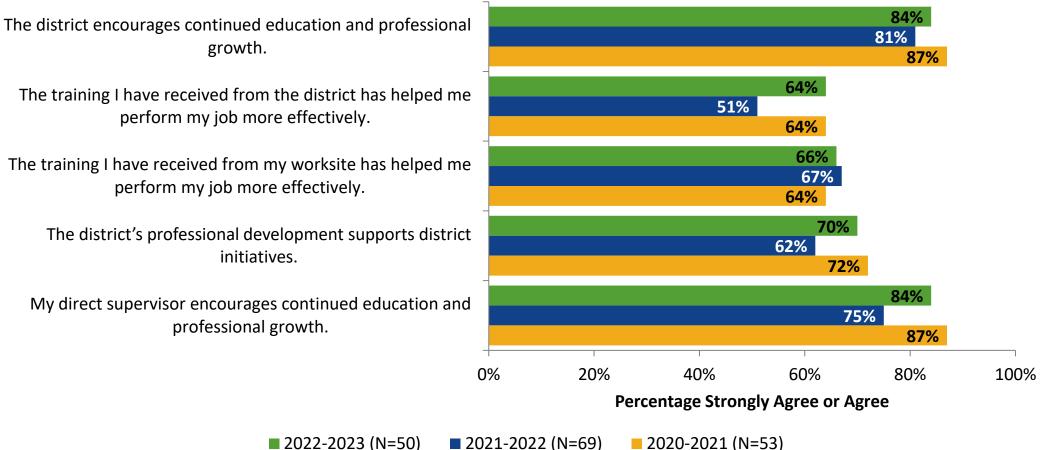
How strongly do you agree or disagree with the following statements?



Career Growth and Training Opportunities: Comparison Over Time

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

growth.



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The district's professional development supports district initiatives.

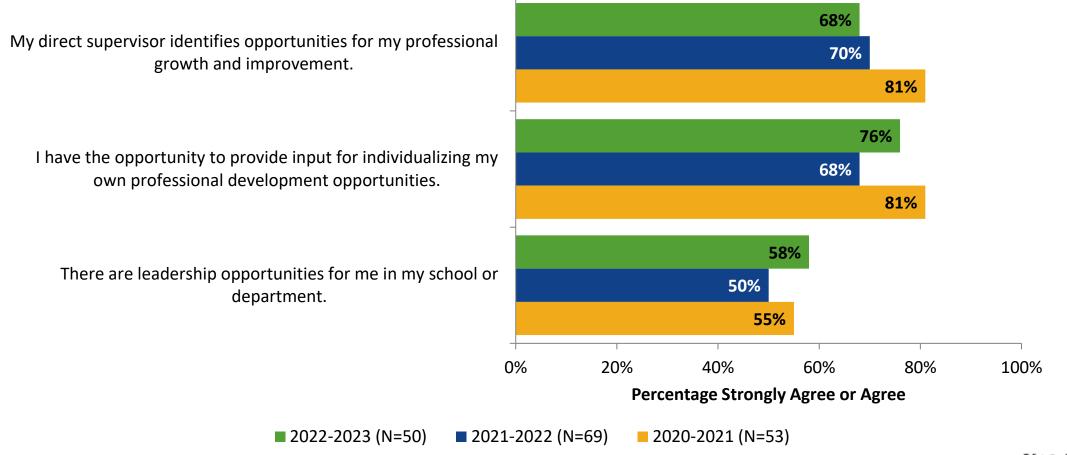
My direct supervisor encourages continued education and professional growth.

27

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?



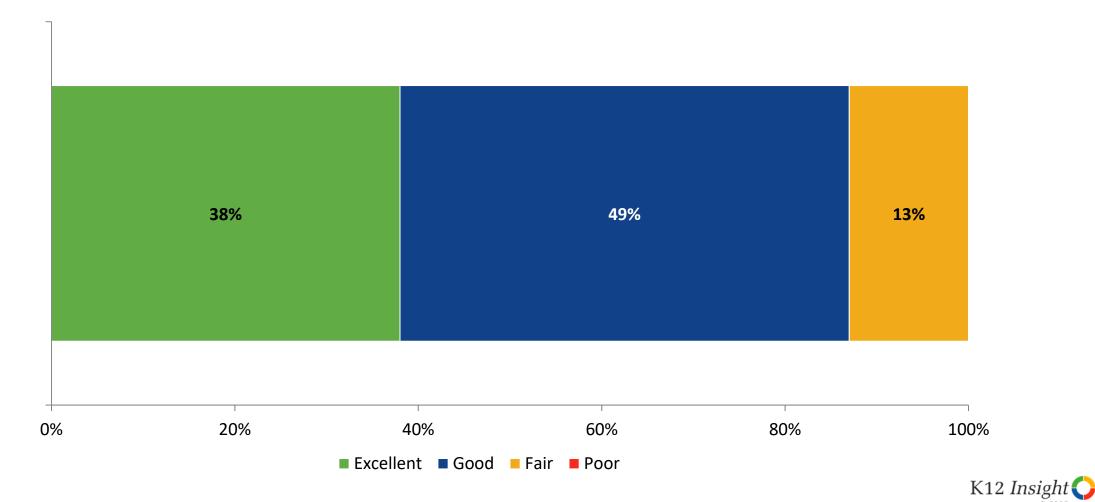
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

28



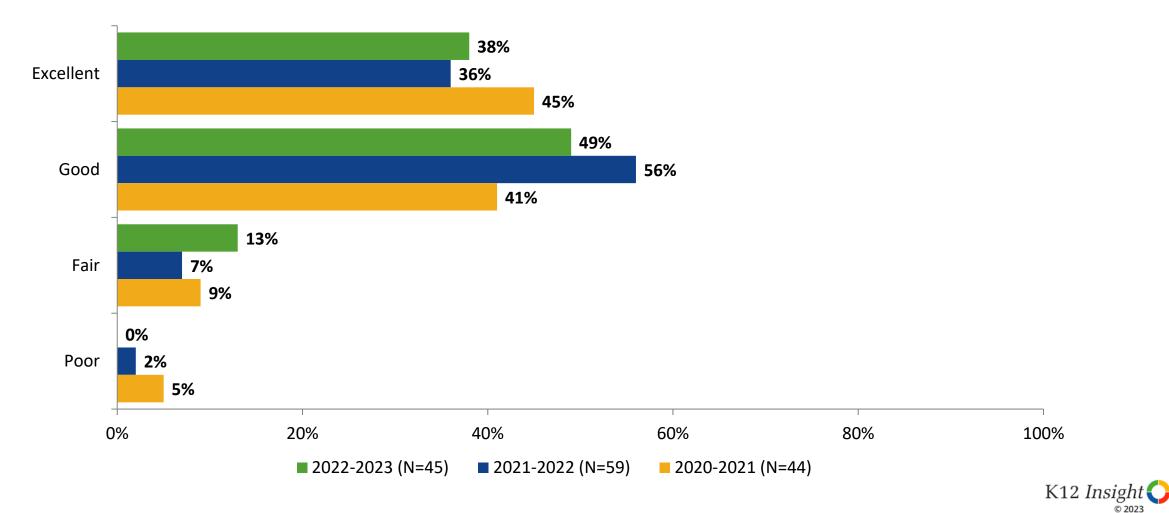
Overall Quality

How would you rate the overall quality of the education at your school? (N=45)



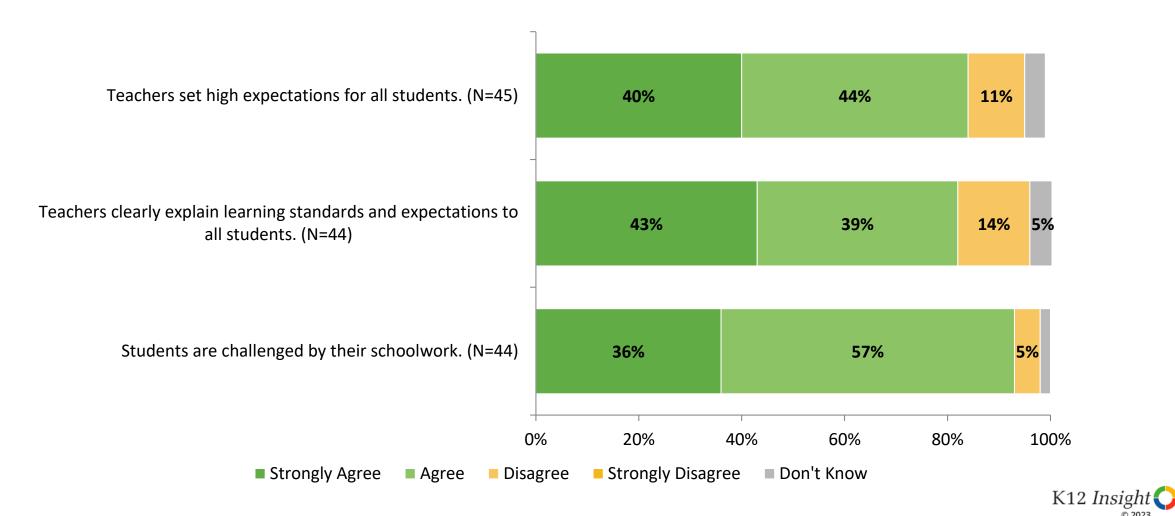
Overall Quality: Comparison Over Time

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



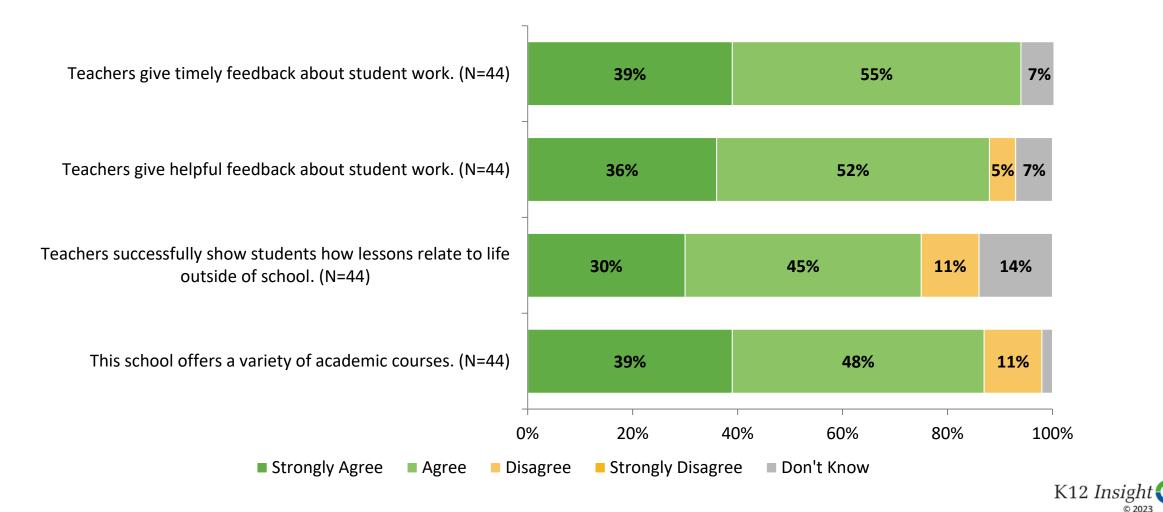
Academic Support

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



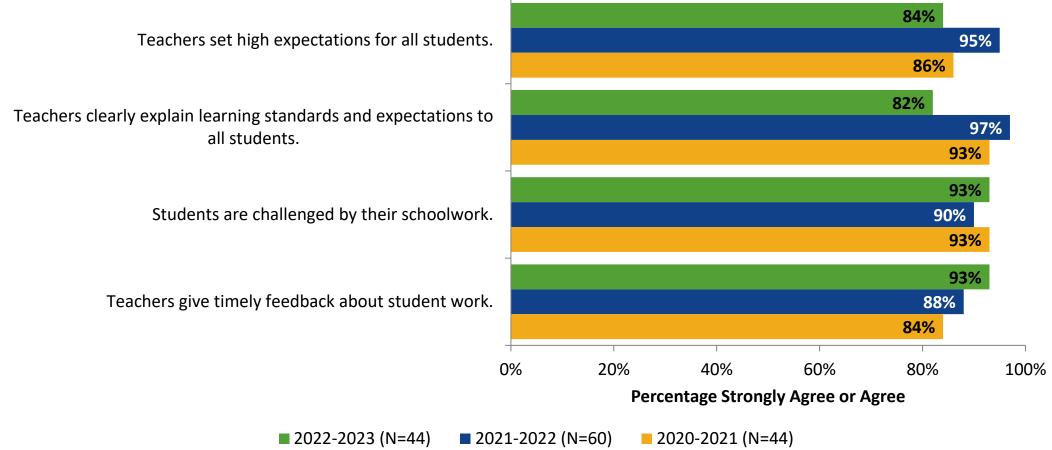
Academic Support (Continued)

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?

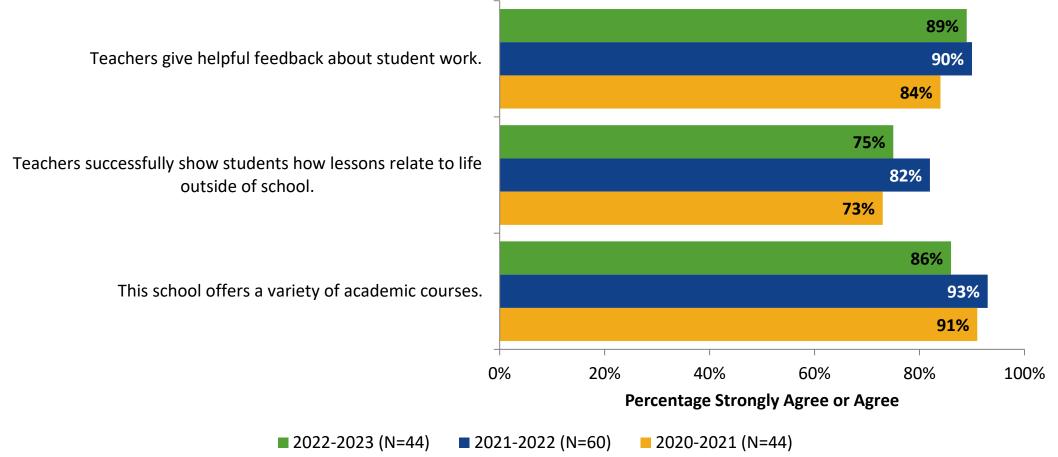


³³ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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Academic Support: Comparison Over Time (Continued)

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

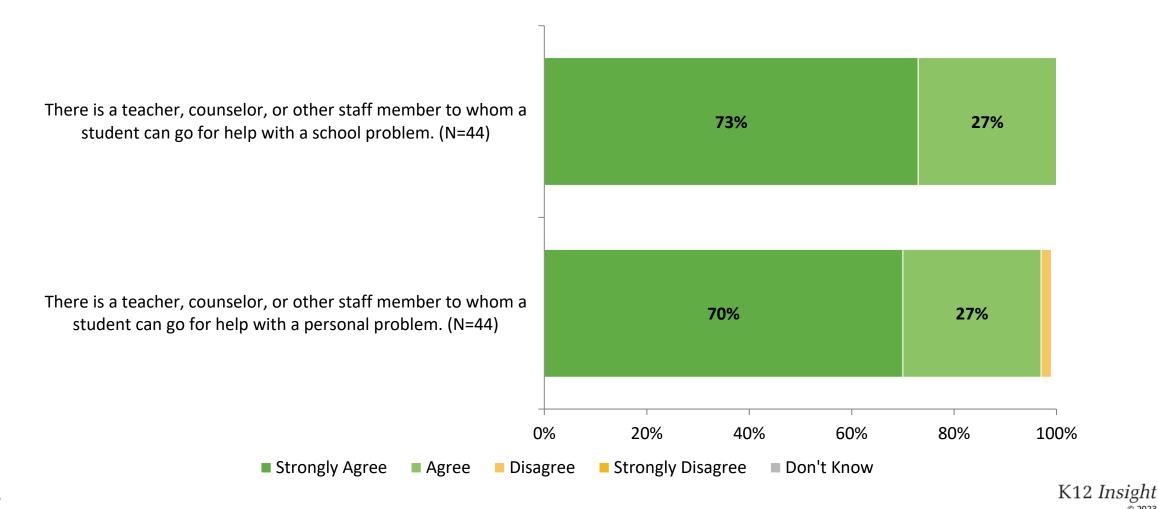


³⁴ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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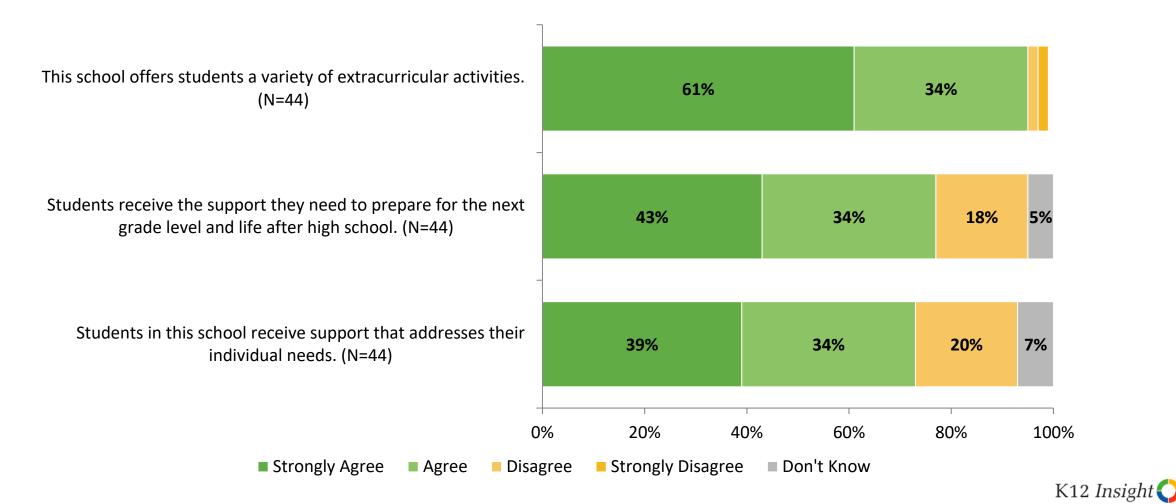
Student Support

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



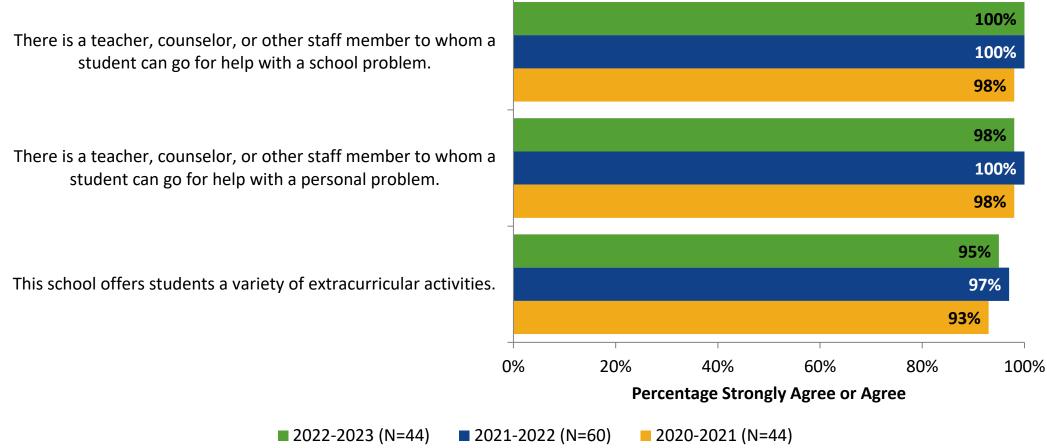
Student Support (Continued)

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?

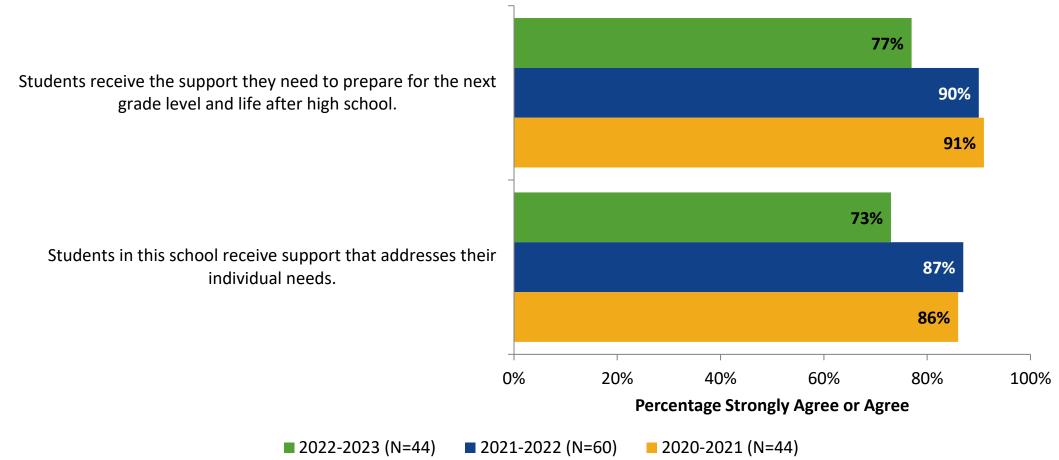


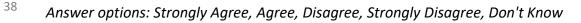
³⁷ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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Student Support: Comparison Over Time (Continued)

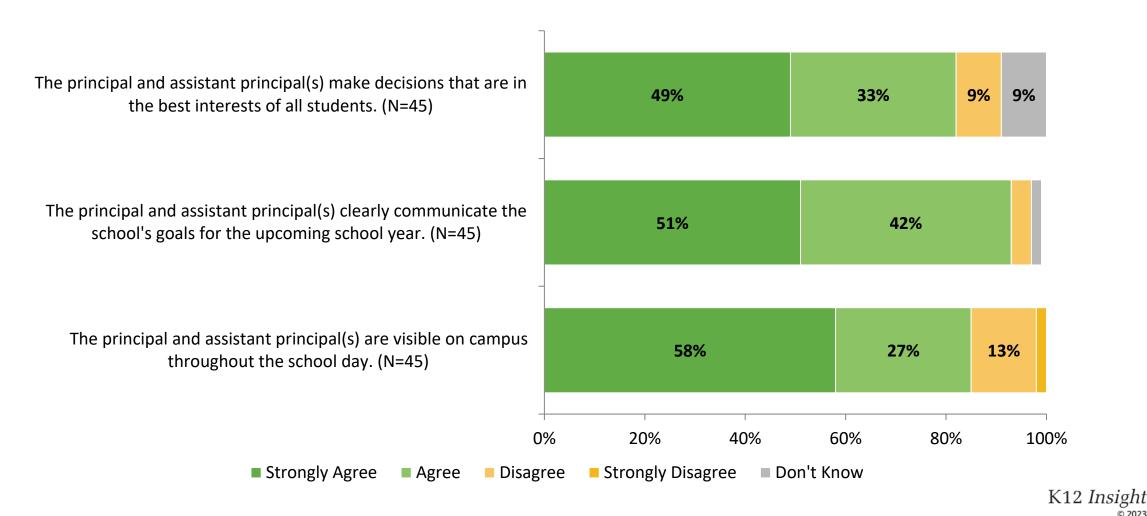
How strongly do you agree or disagree with the following statements?



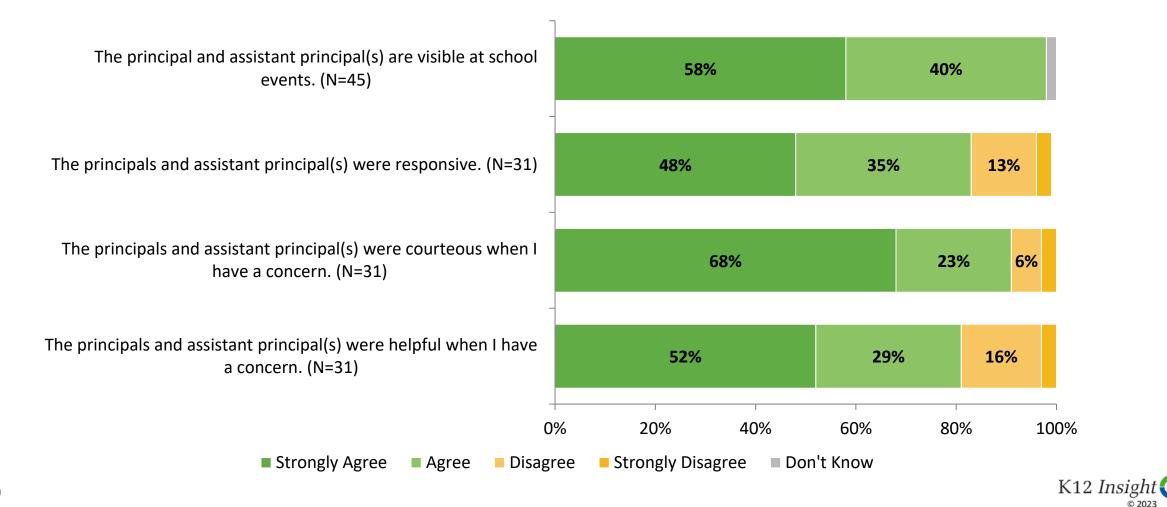


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School Leadership

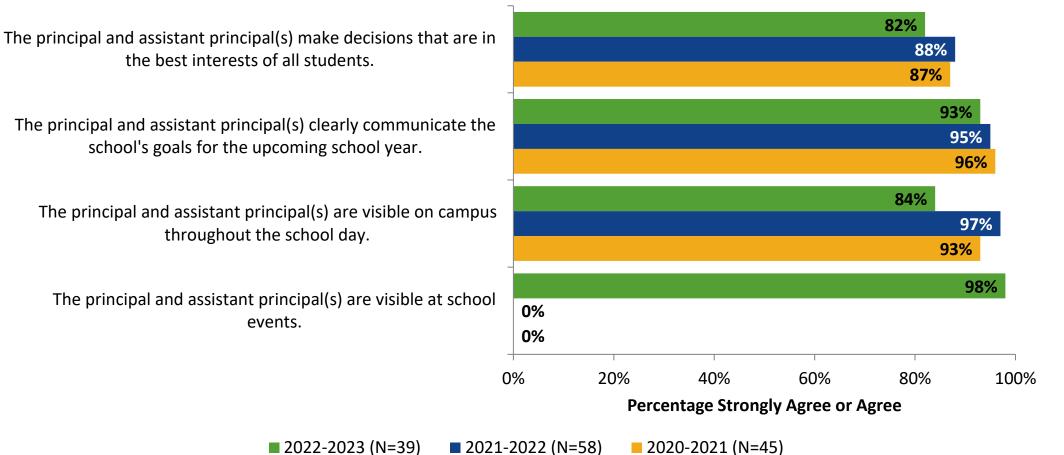


School Leadership (Continued)



School Leadership: Comparison Over Time

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



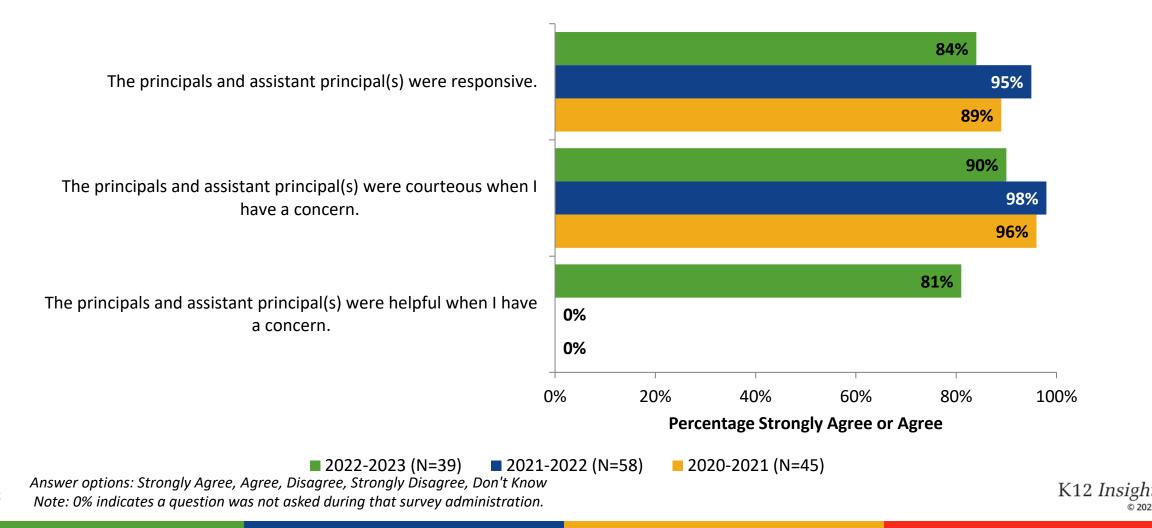
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

41

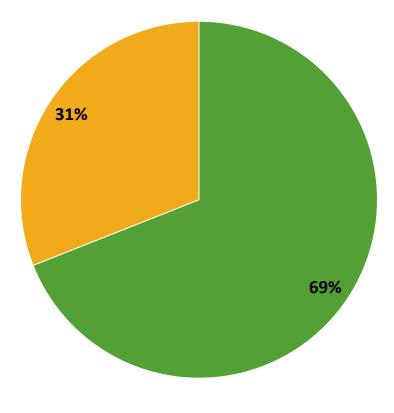
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School Leadership: Comparison Over Time (Continued)



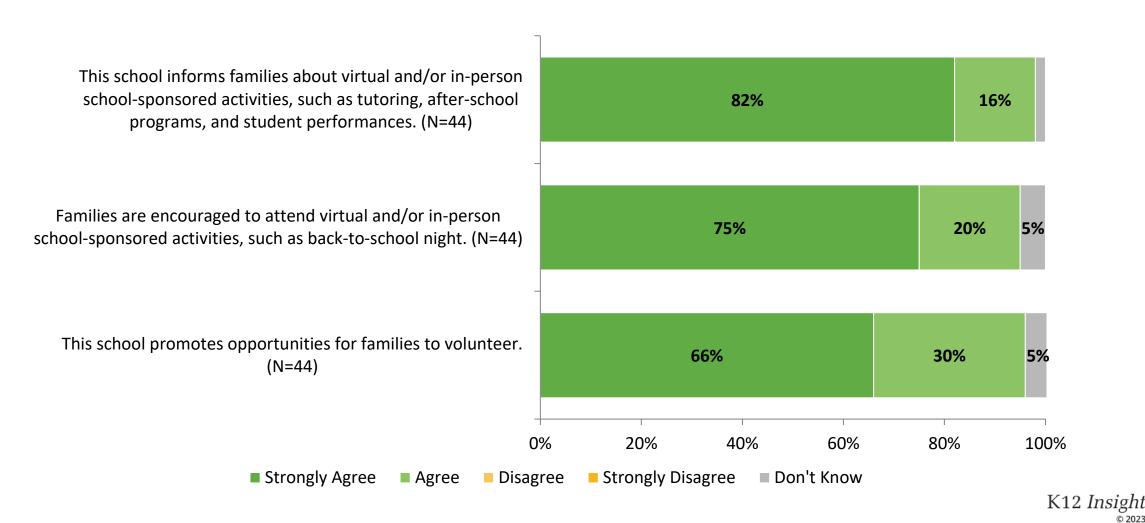
Interaction with Principals and/or Assistant Principals

This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=45)

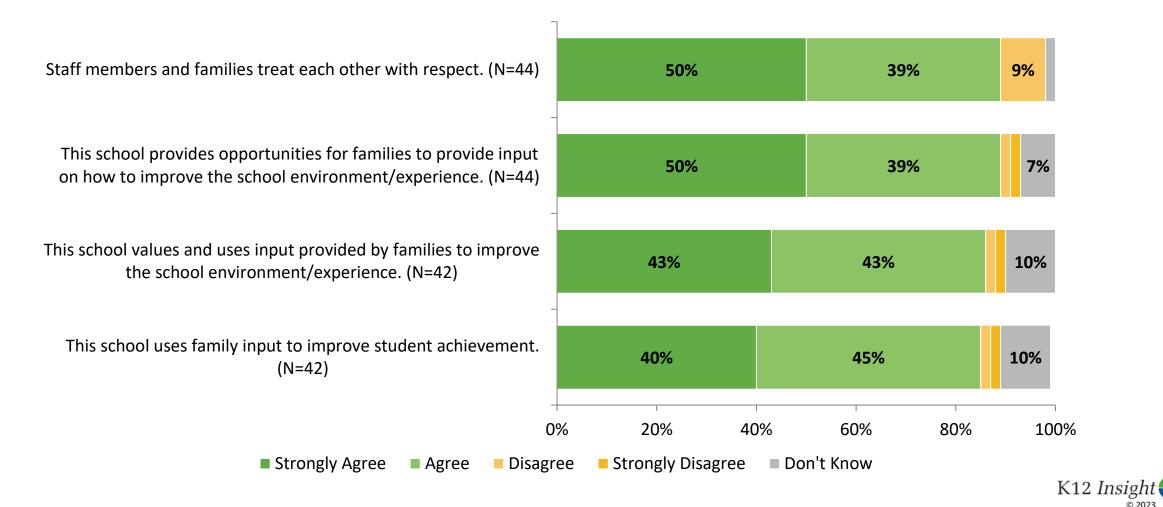




Family Involvement

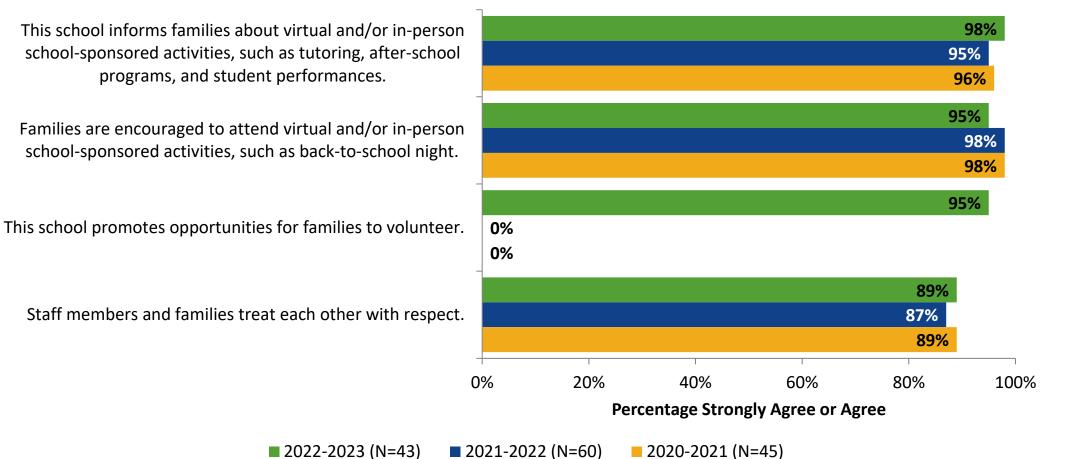


Family Involvement (Continued)



Family Involvement: 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

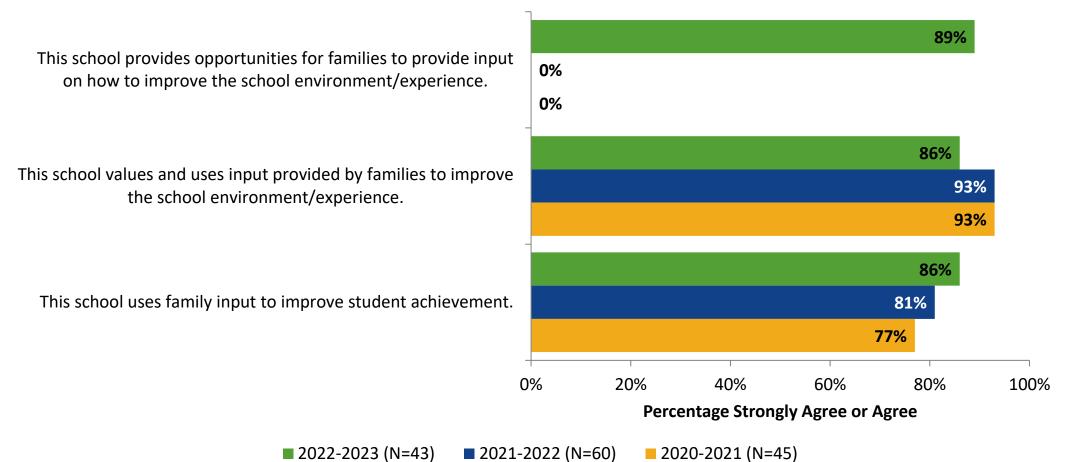
46

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?



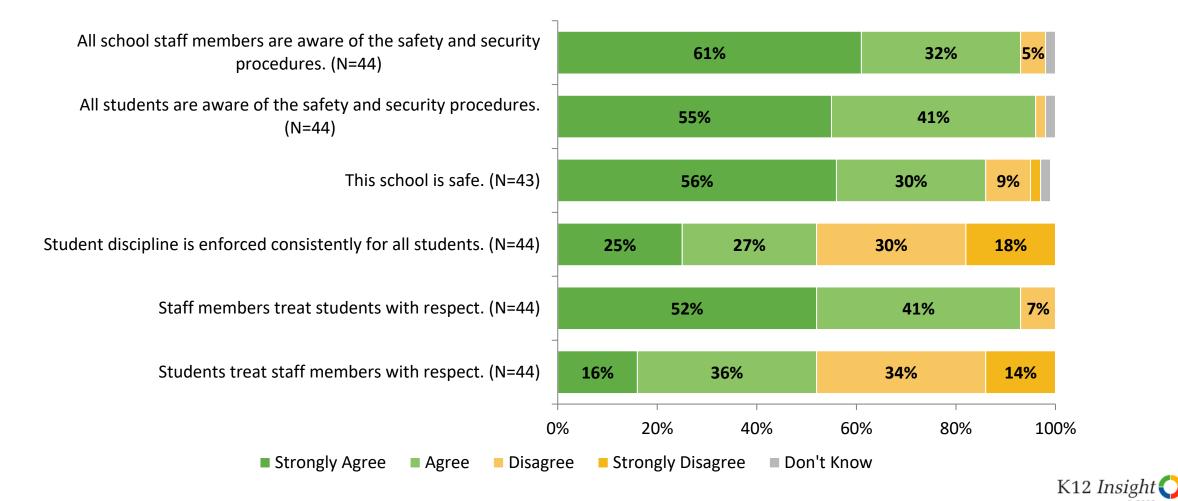
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

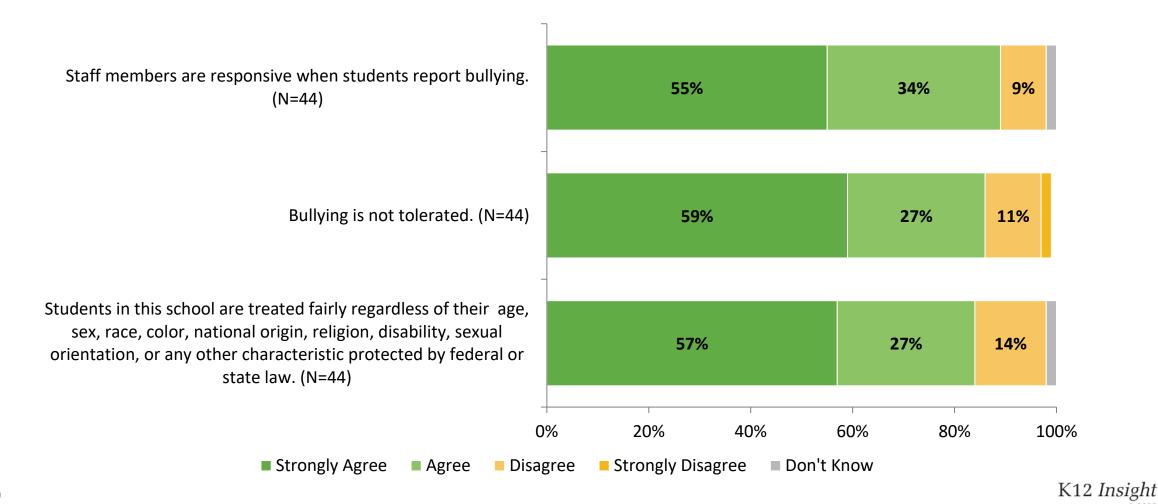
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Safety and Behavior

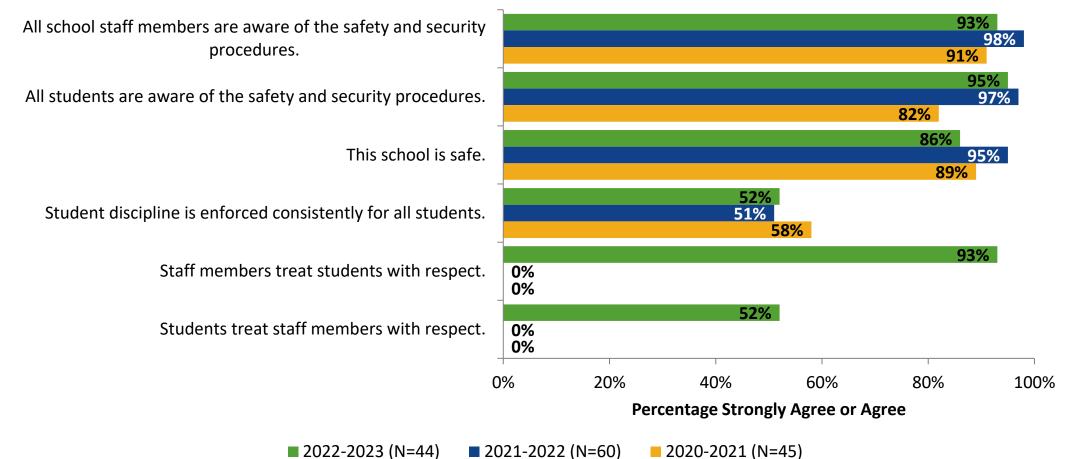


Safety and Behavior (Continued)



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

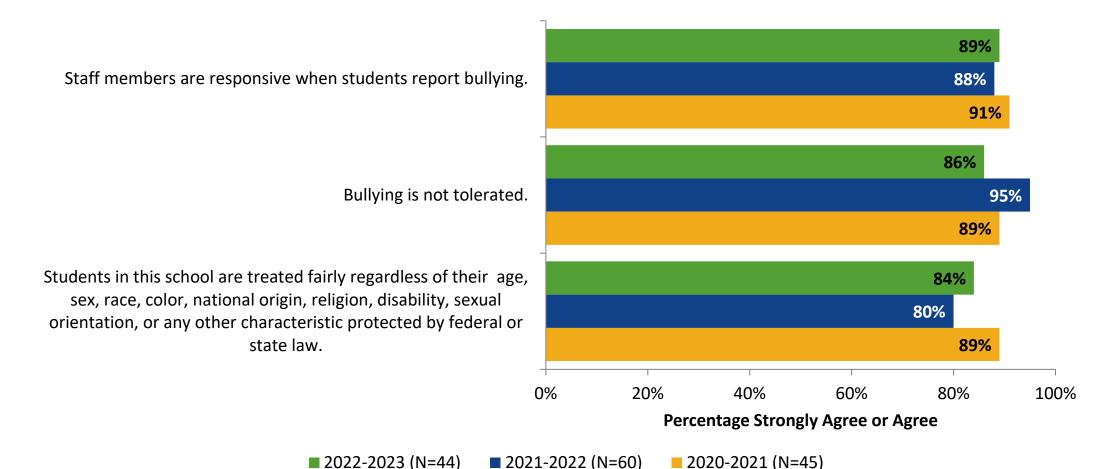
Note: 0% indicates a question was not asked during that survey administration.

50



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
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.	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
This school offers students a variety of extracurricular activities.	95%	Student Support



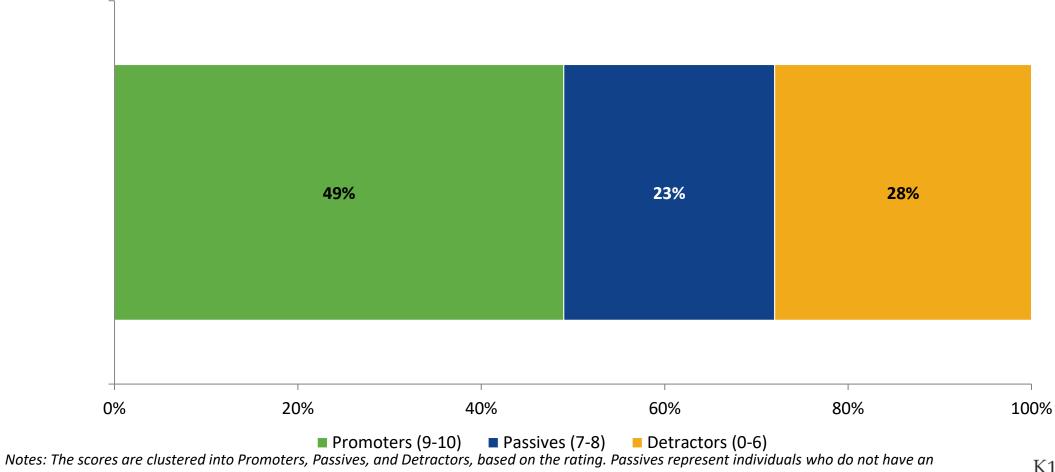
Lowest Ranking Indicators

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.	48%	Safety and Behavior
District leaders clearly explain the reasons behind decisions on key issues.	34%	District Leadership
District leaders understand the professional needs of district and school employees.	32%	District Leadership
I see professional growth and long-term career opportunities with Pinellas County Schools.	28%	Overall Engagement



Net Promoter Score - School

How likely is it that you would recommend your school to a family member or friend? (N=39)





unequivocal opinion about their school or district.

54

Impact on Rating of School

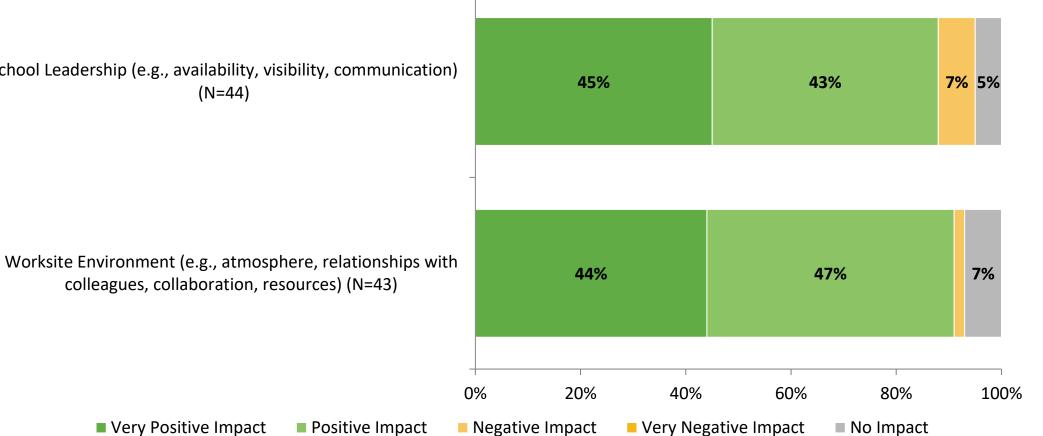
How do the following areas impact your rating of your school?

School Leadership (e.g., availability, visibility, communication) (N=44)

colleagues, collaboration, resources) (N=43)

Positive Impact

Very Positive Impact

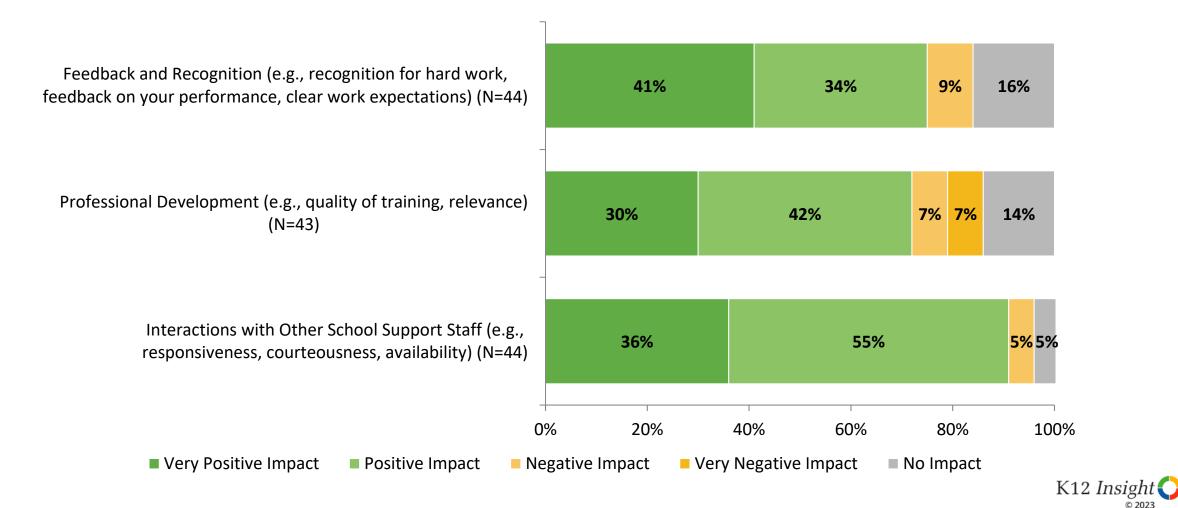


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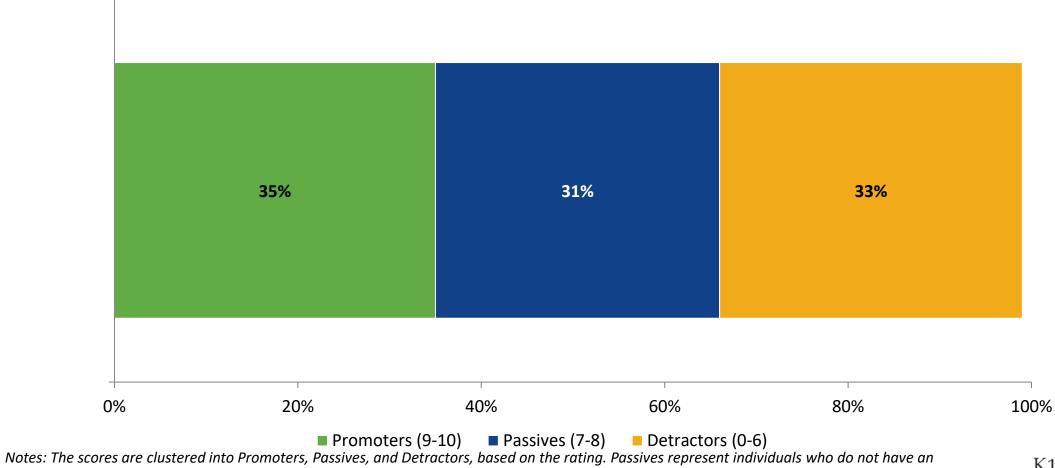
Impact on Rating of School (Continued)

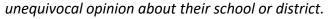
How do the following areas impact your rating of your school?



Net Promoter Score - District

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=48)



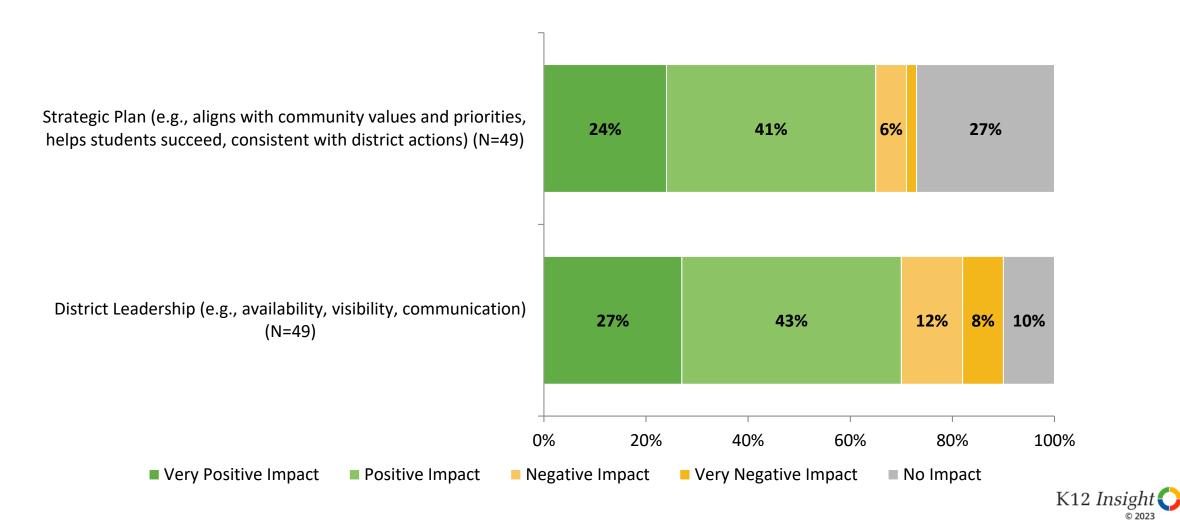


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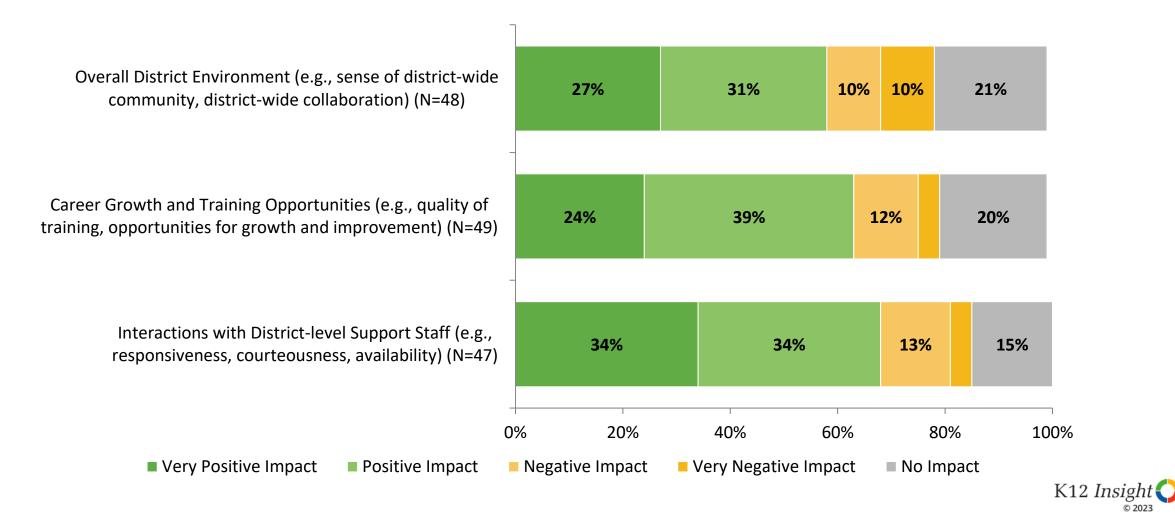
Impact on Rating of Pinellas County Schools

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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