Employee Survey: Rawlings Elementary

Results

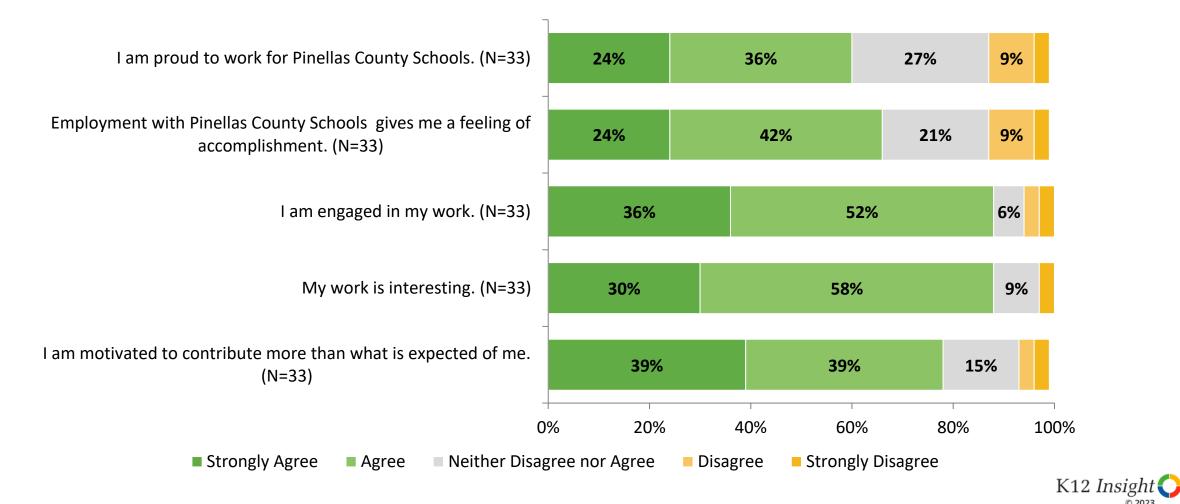
2022-2023 School Year



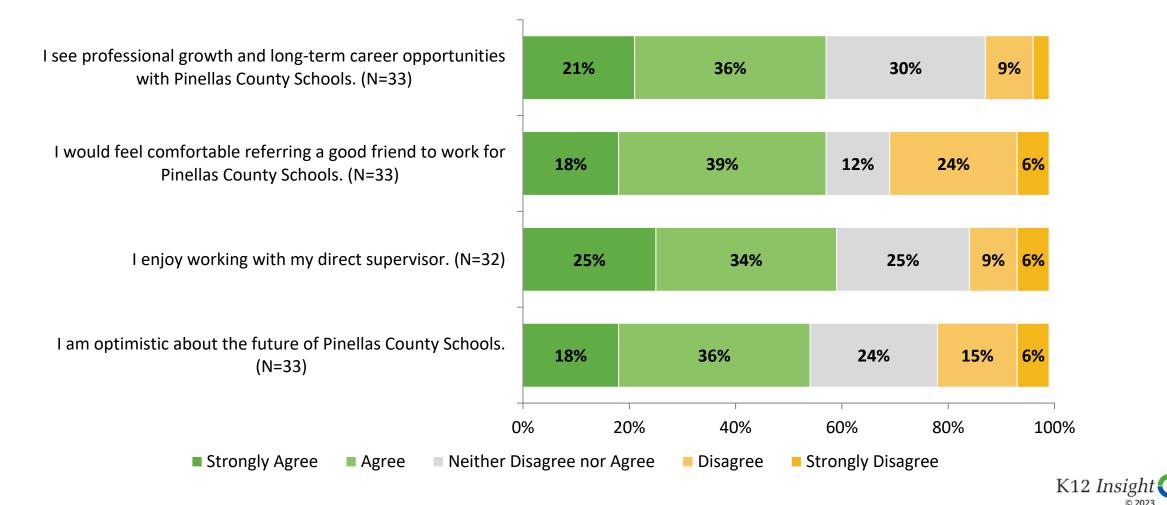


Overall Engagement

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

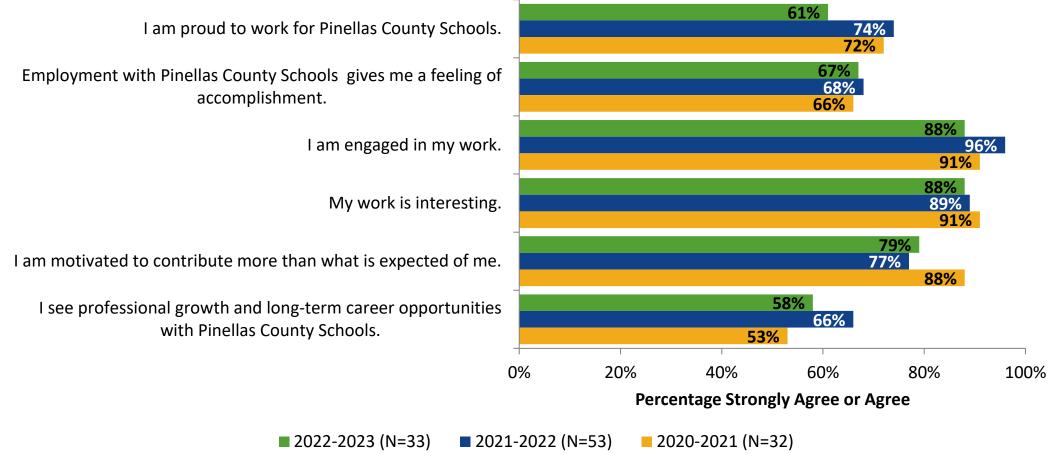


Overall Engagement (Continued)



Overall Engagement: Comparison Over Time

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

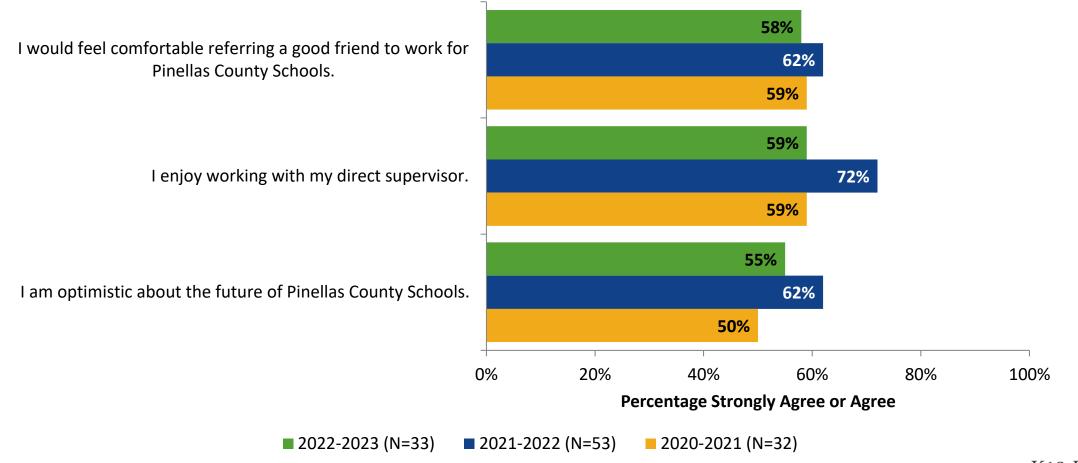


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



Overall Engagement: Comparison Over Time (Continued)

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

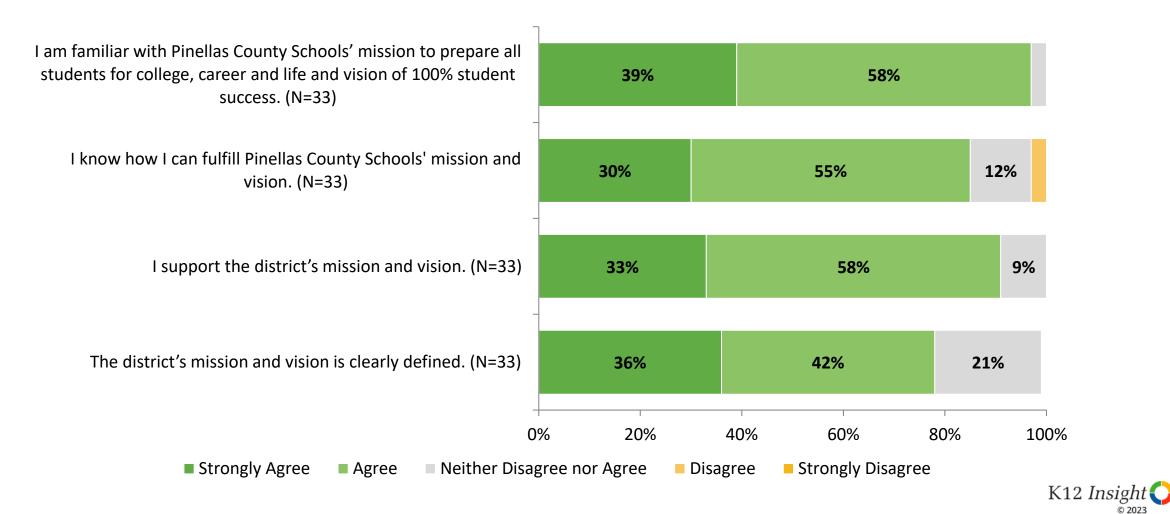


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

5

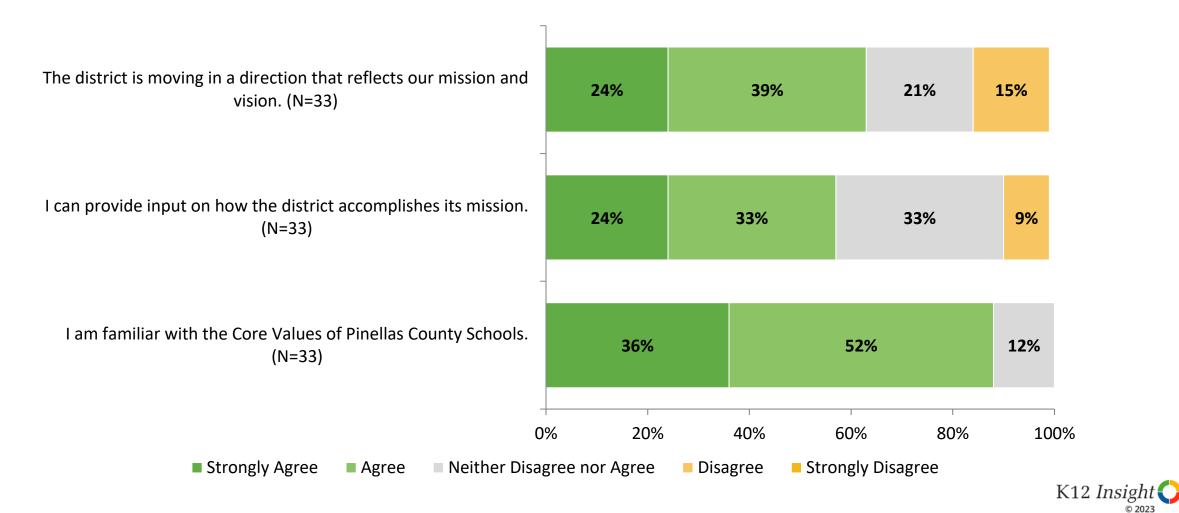


Mission and Vision



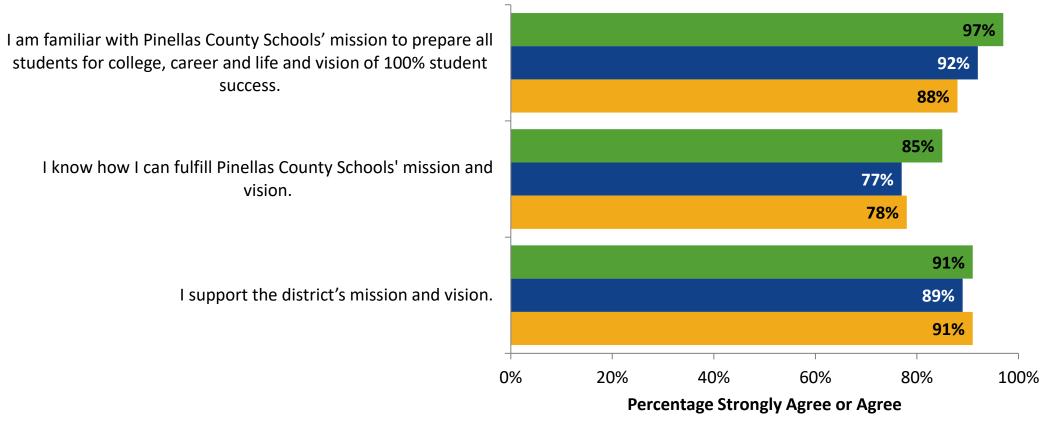
Mission and Vision (Continued)

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?



2021-2022 (N=53)

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

2022-2023 (N=33)

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

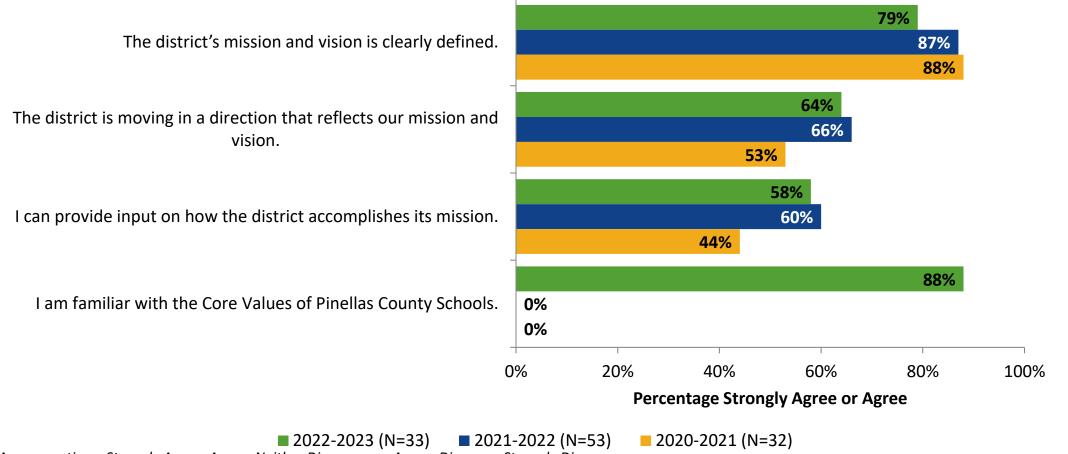
8

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

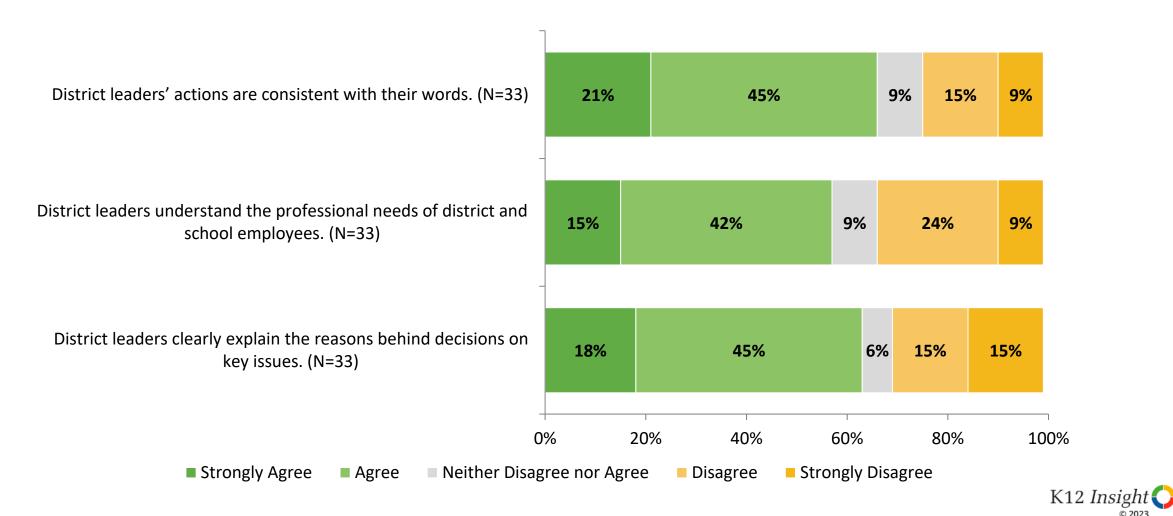
Note: 0% indicates a question was not asked during that survey administration.

9

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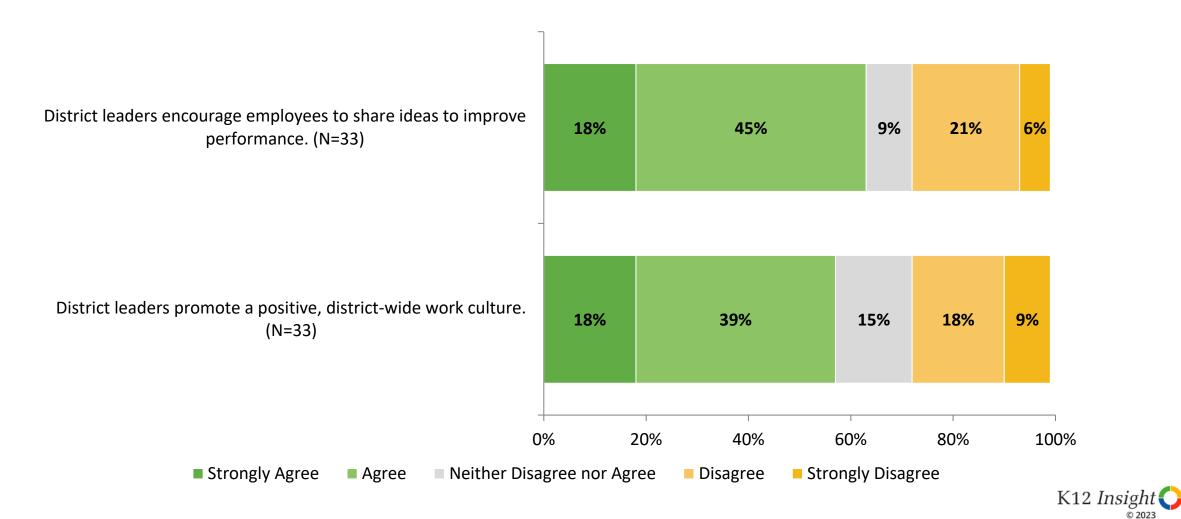
District Leadership

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?



© 202

11

District Leadership: Comparison Over Time

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

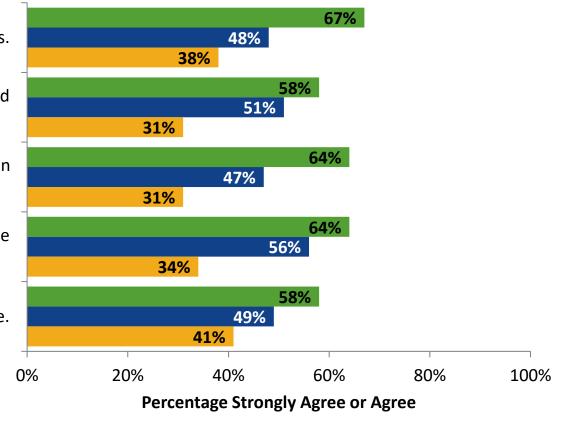
District leaders' actions are consistent with their words.

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.

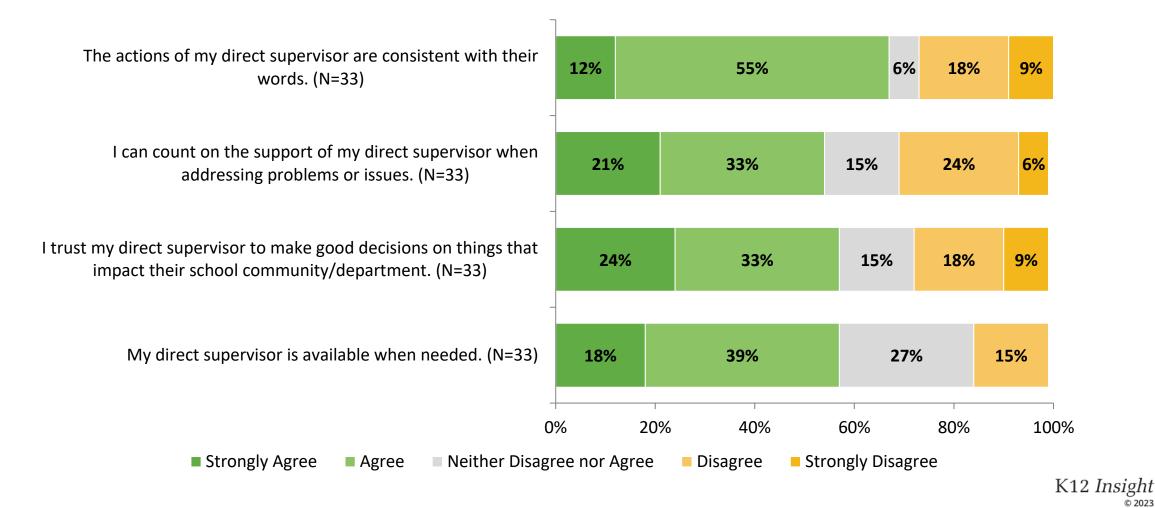


■ 2022-2023 (N=33) ■ 2021-2022 (N=53) ■ 2020-2021 (N=32)

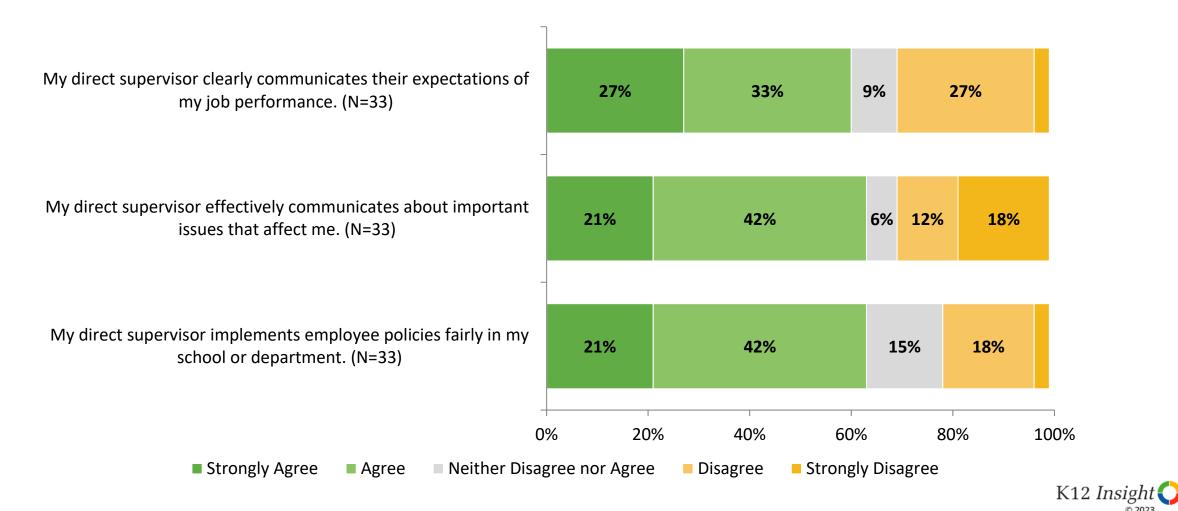


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

Worksite Leadership

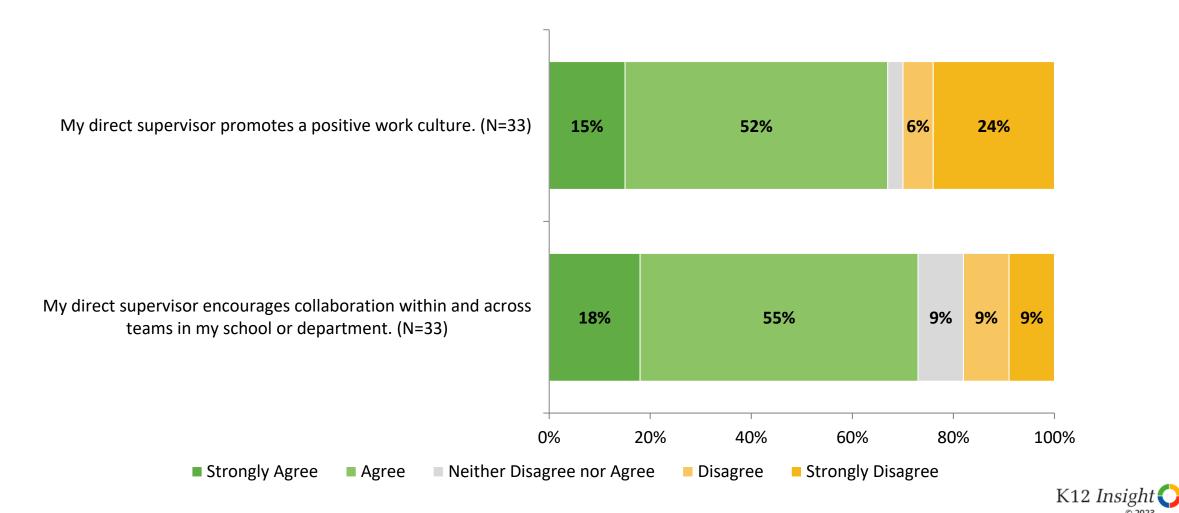


Worksite Leadership (Continued)



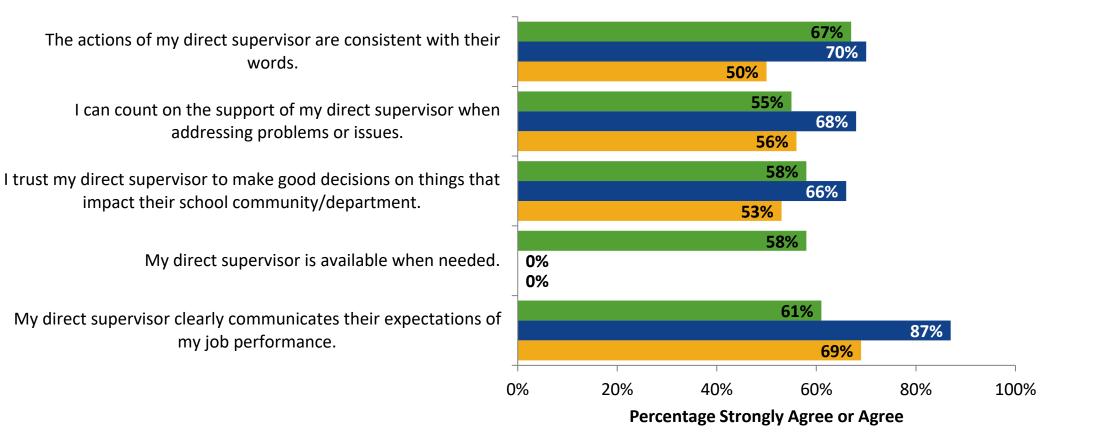
Worksite Leadership (Continued)

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



Worksite Leadership: Comparison Over Time

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



■ 2022-2023 (N=33) ■ 2021-2022 (N=53)

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

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

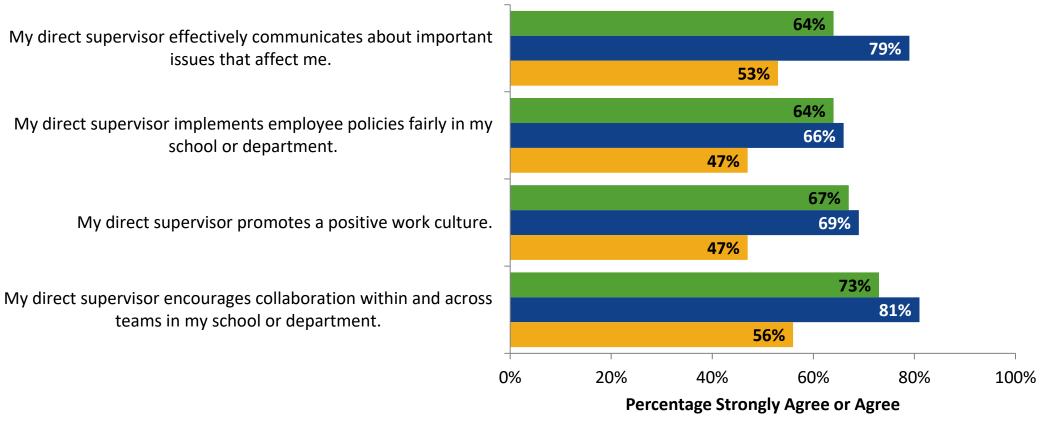
16

2020-2021 (N=32)



Worksite Leadership: Comparison Over Time (Continued)

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



2021-2022 (N=53)

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

2022-2023 (N=33)

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

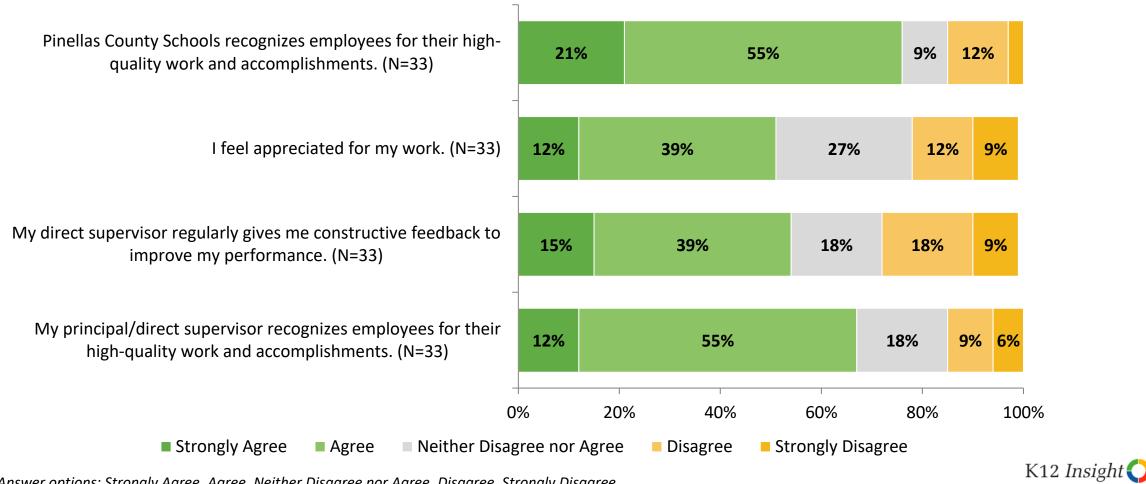
17

2020-2021 (N=32)



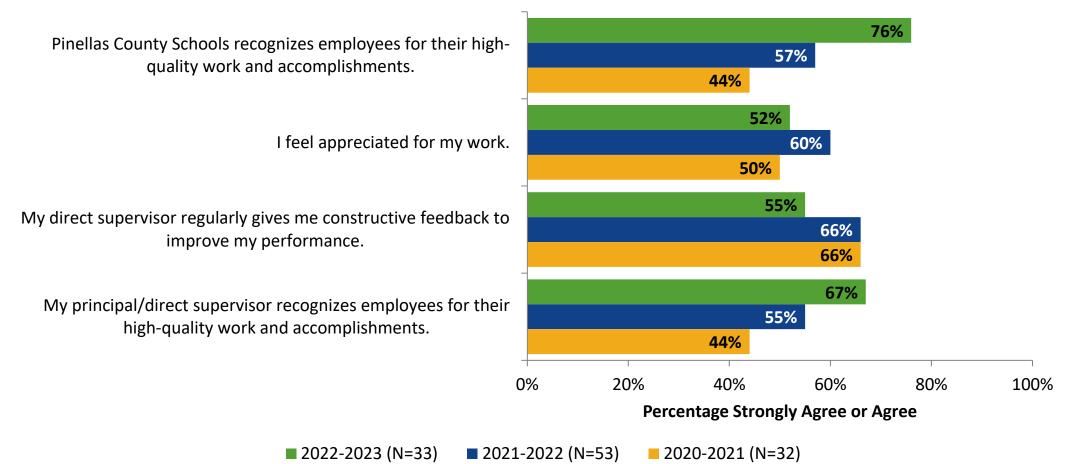
Feedback and Recognition

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

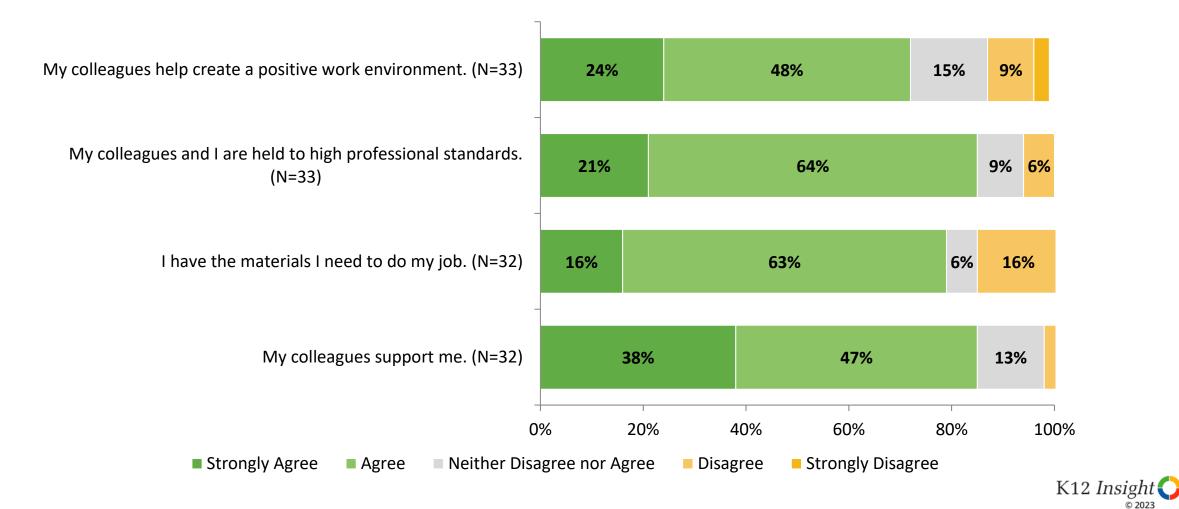


18 Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

Feedback and Recognition: Comparison Over Time

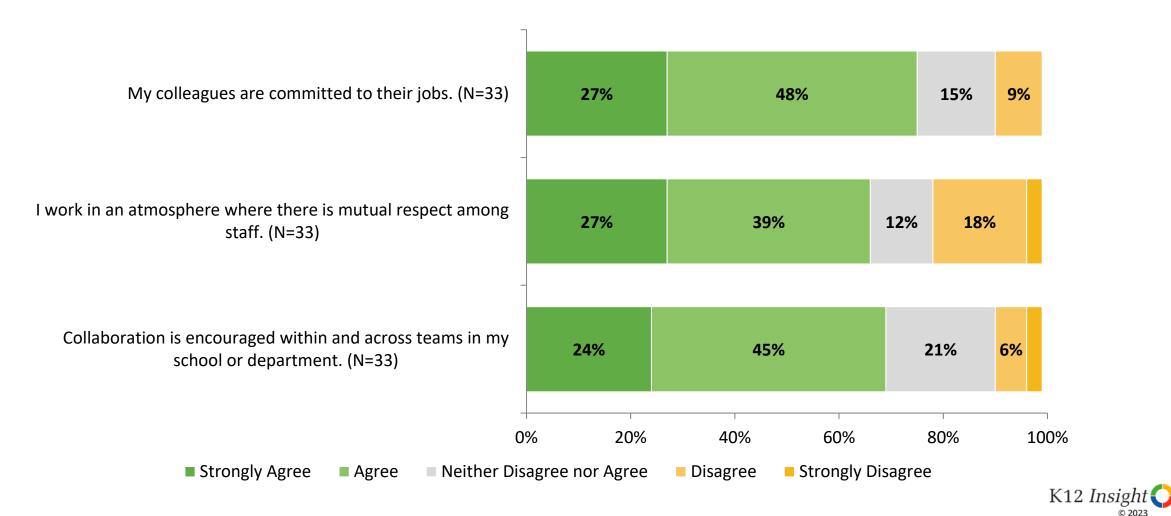


Work Environment



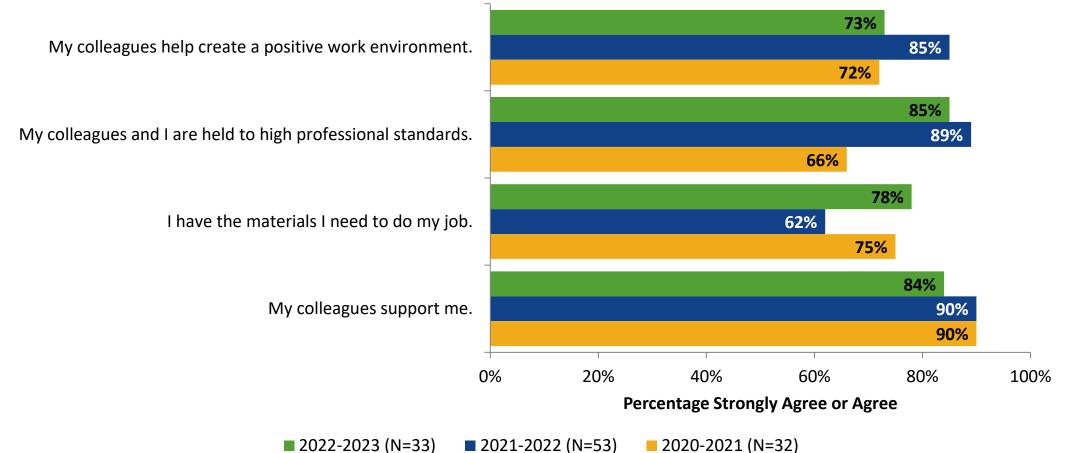
Work Environment (Continued)

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

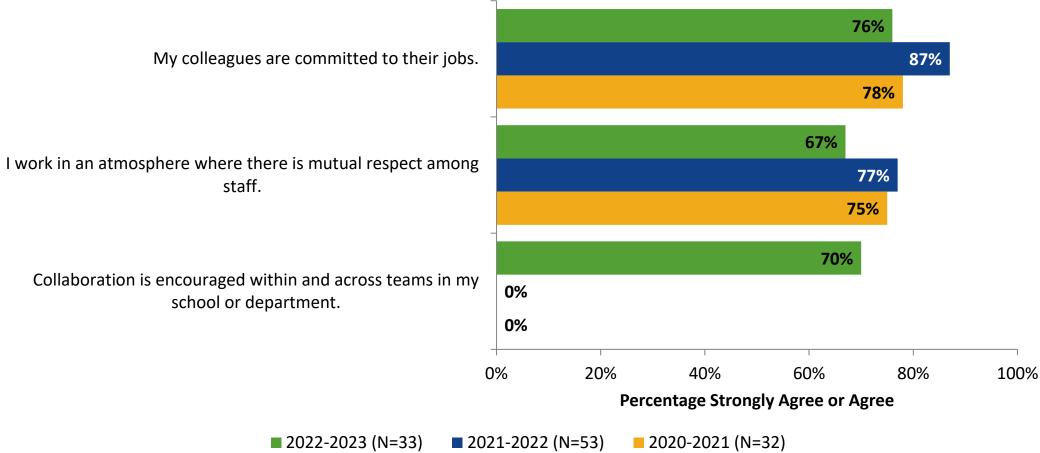
Note: 0% indicates a question was not asked during that survey administration.

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Work Environment: Comparison Over Time (Continued)

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



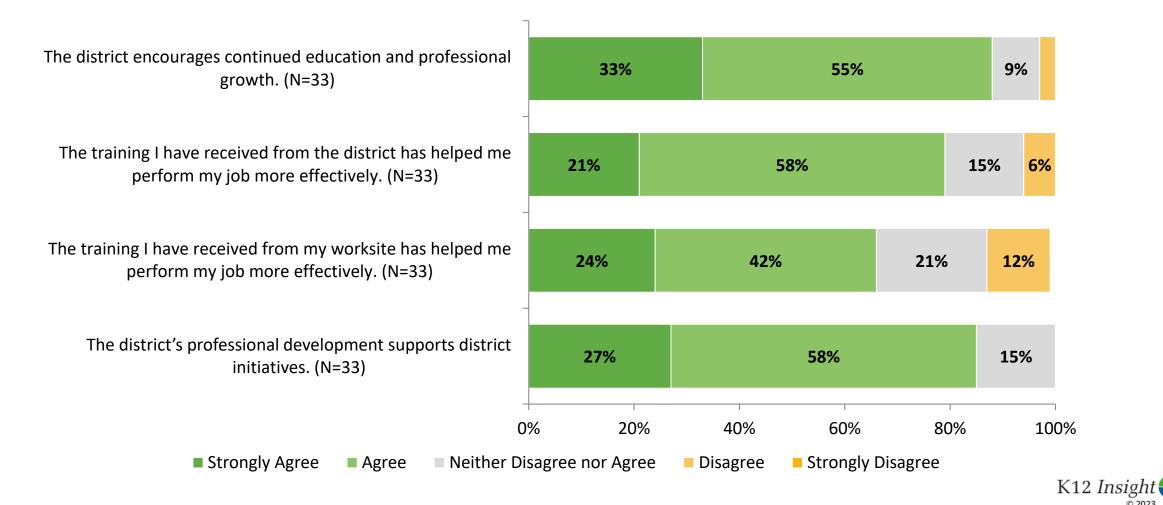
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

23

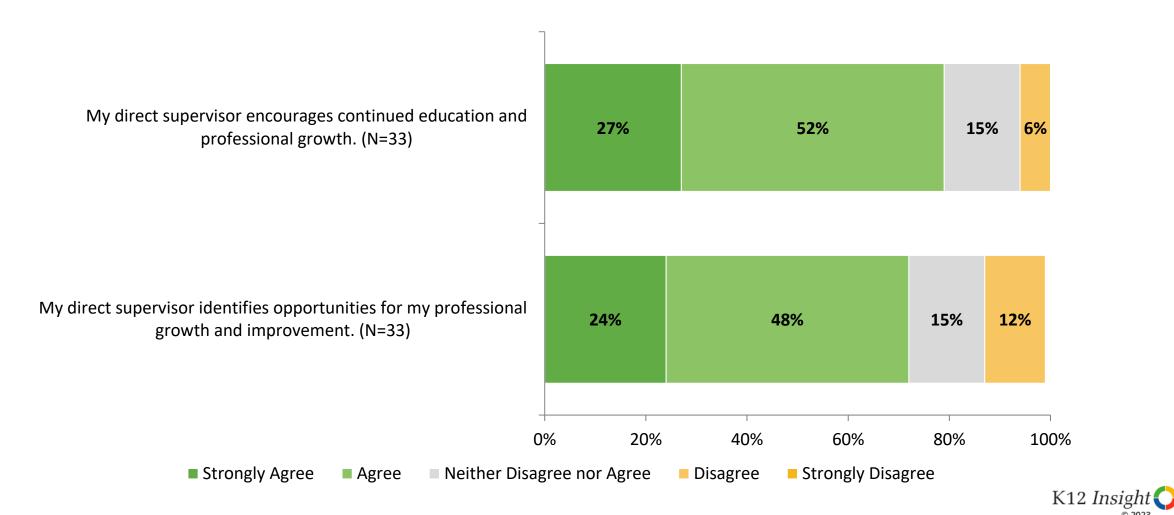
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Career Growth and Training Opportunities

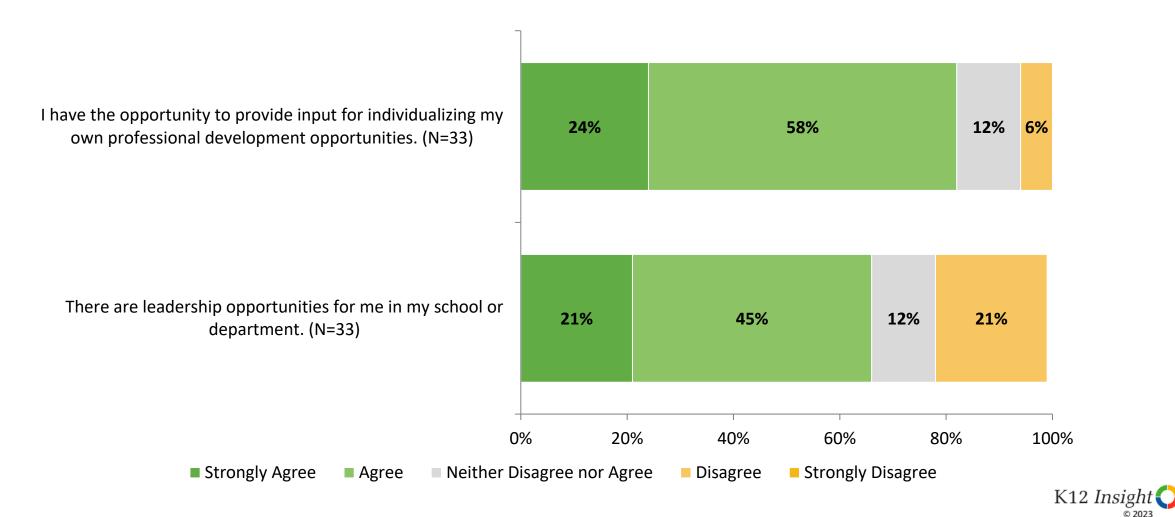


Career Growth and Training Opportunities (Continued)

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

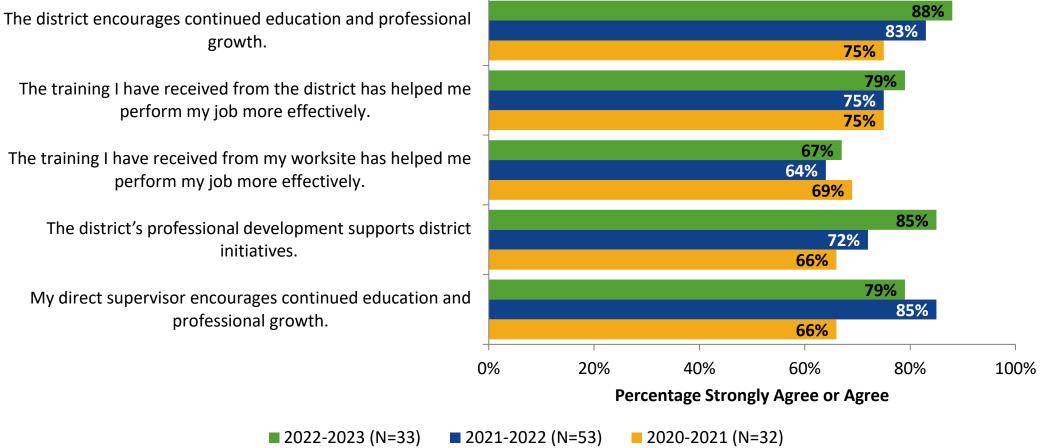


Career Growth and Training Opportunities (Continued)



Career Growth and Training Opportunities: Comparison Over Time

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



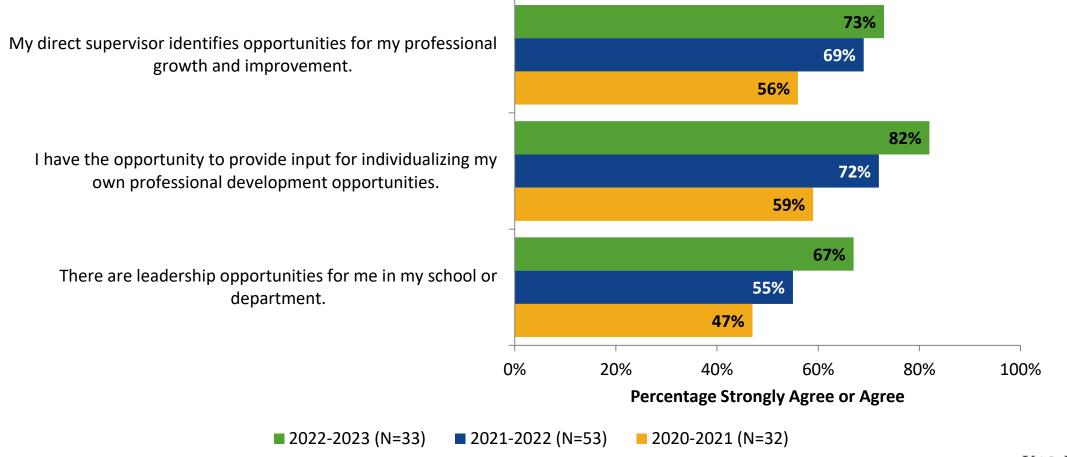
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

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

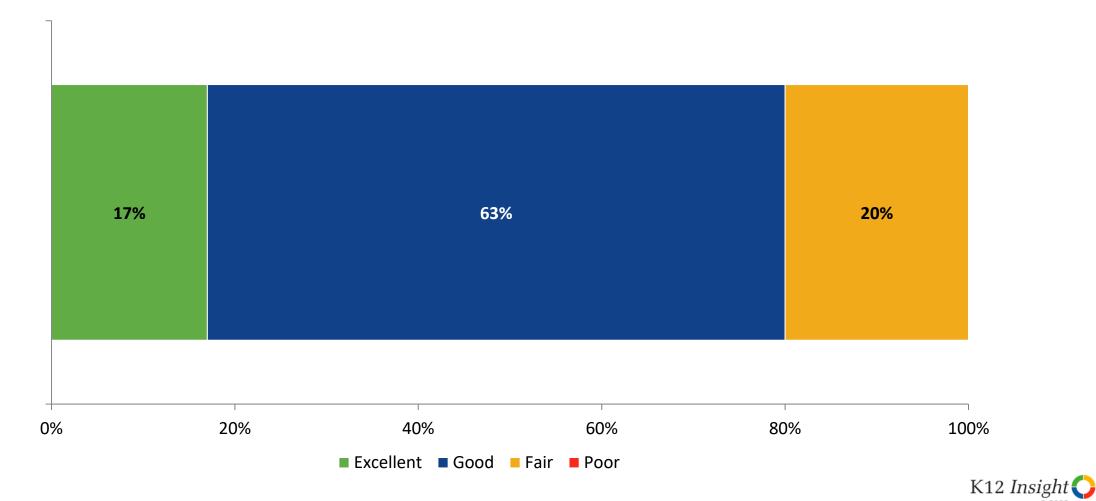


²⁸ Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



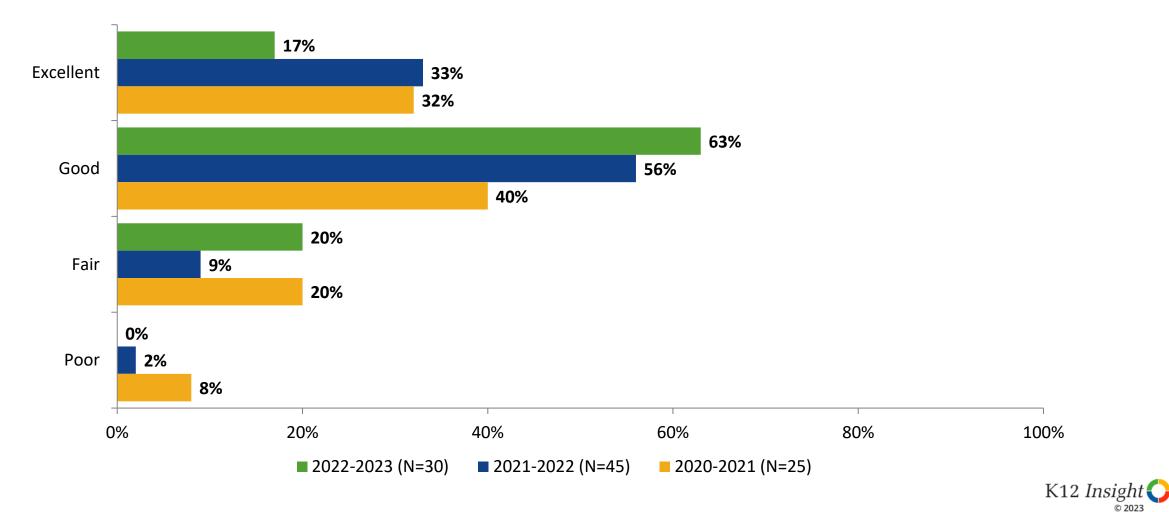
Overall Quality

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



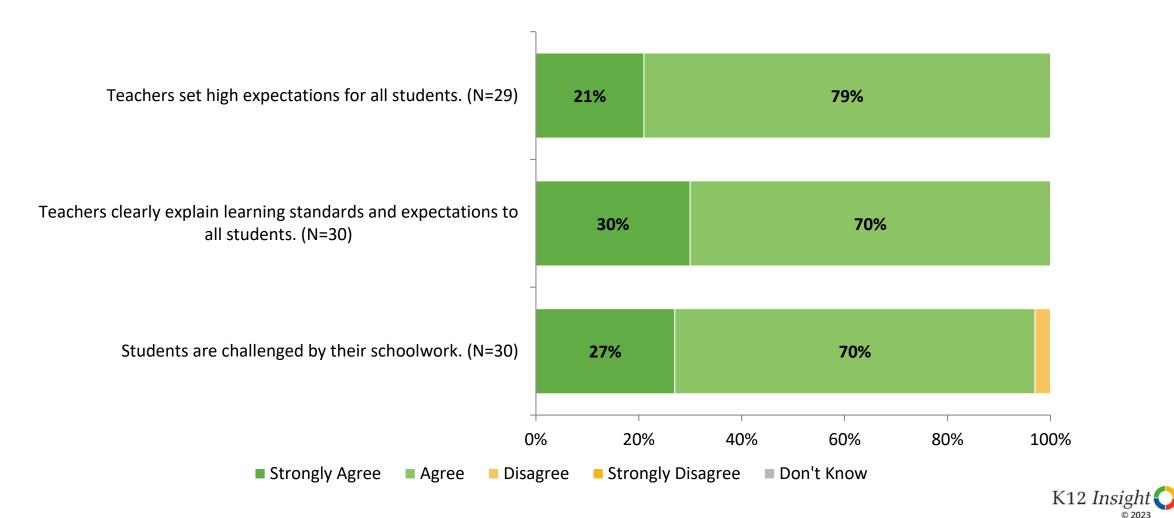
Overall Quality: Comparison Over Time

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

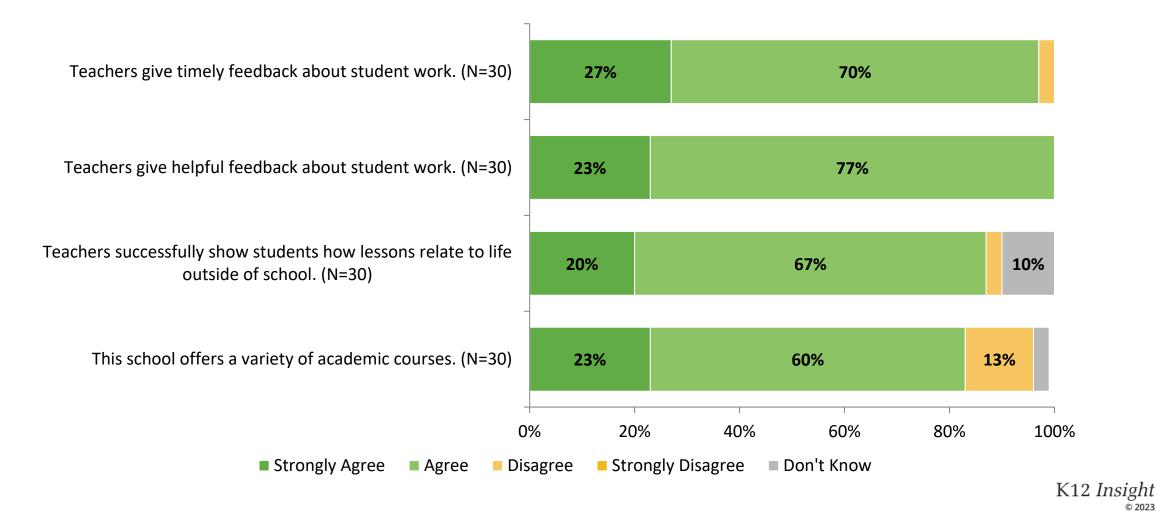


Academic Support

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

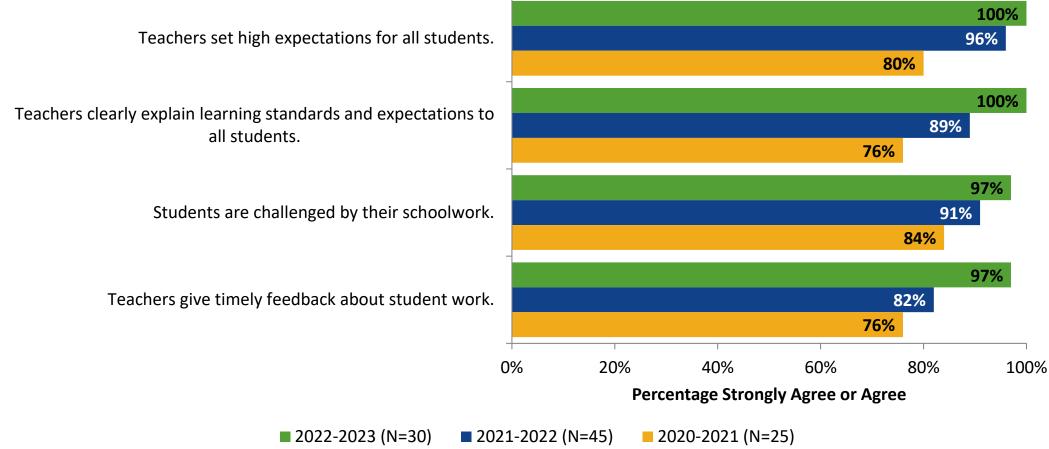


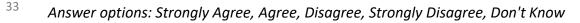
Academic Support (Continued)



Academic Support: Comparison Over Time

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

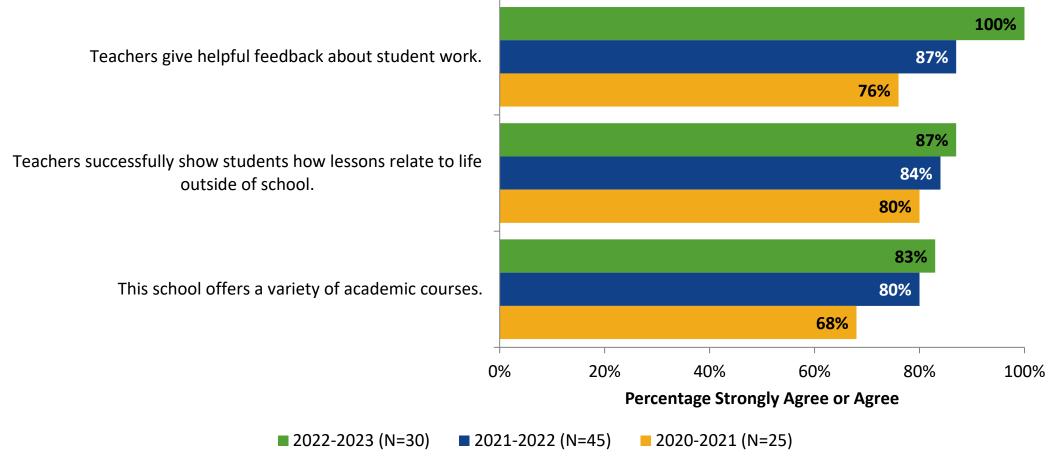




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Academic Support: Comparison Over Time (Continued)

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



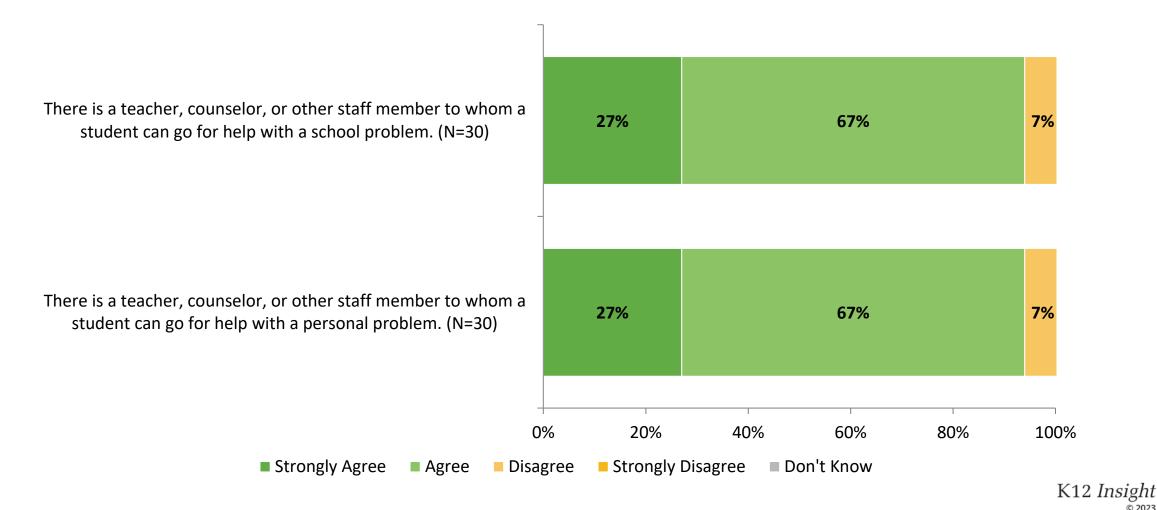
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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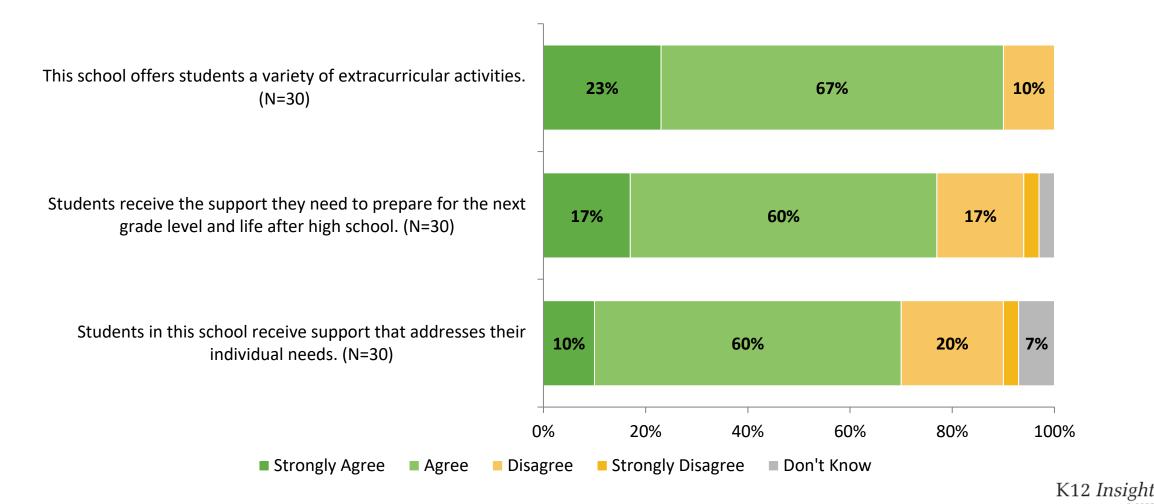
Student Support

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



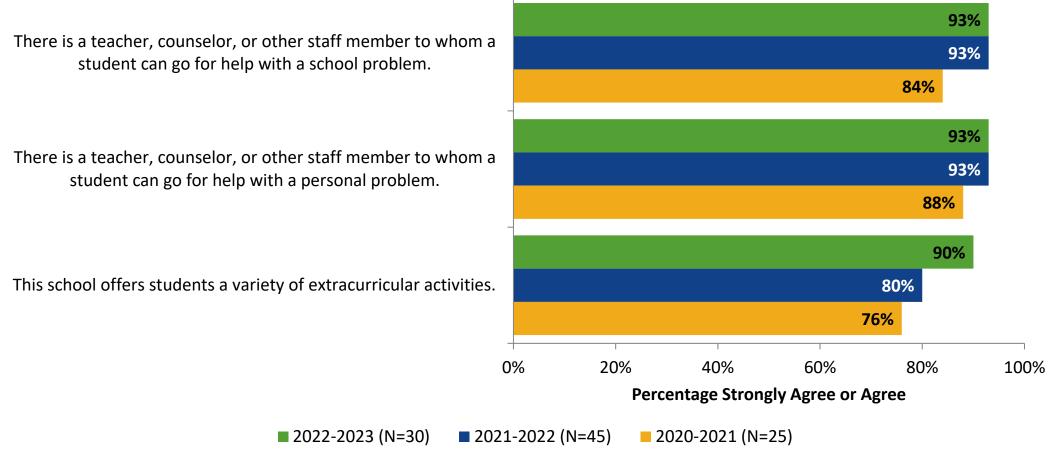
Student Support (Continued)

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



Student Support: Comparison Over Time

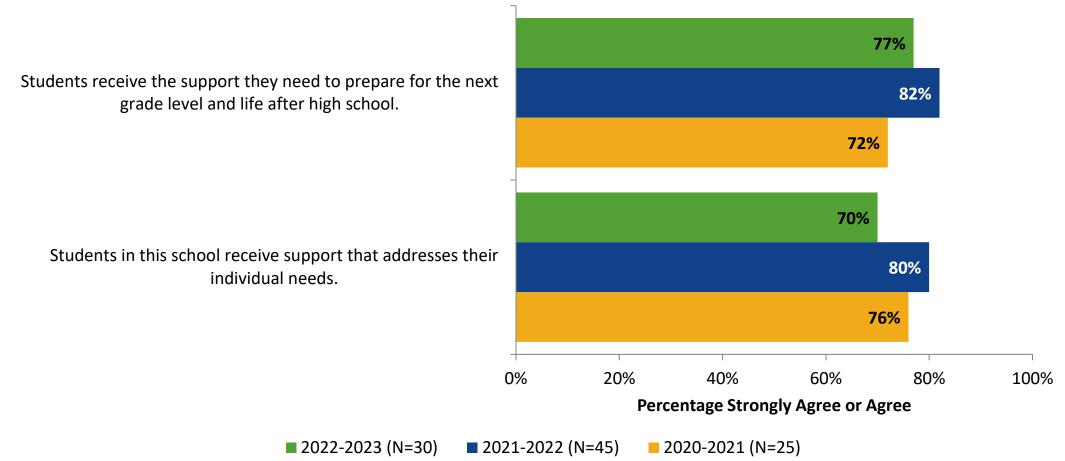
How strongly do you agree or disagree with the following statements?



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

Student Support: Comparison Over Time (Continued)

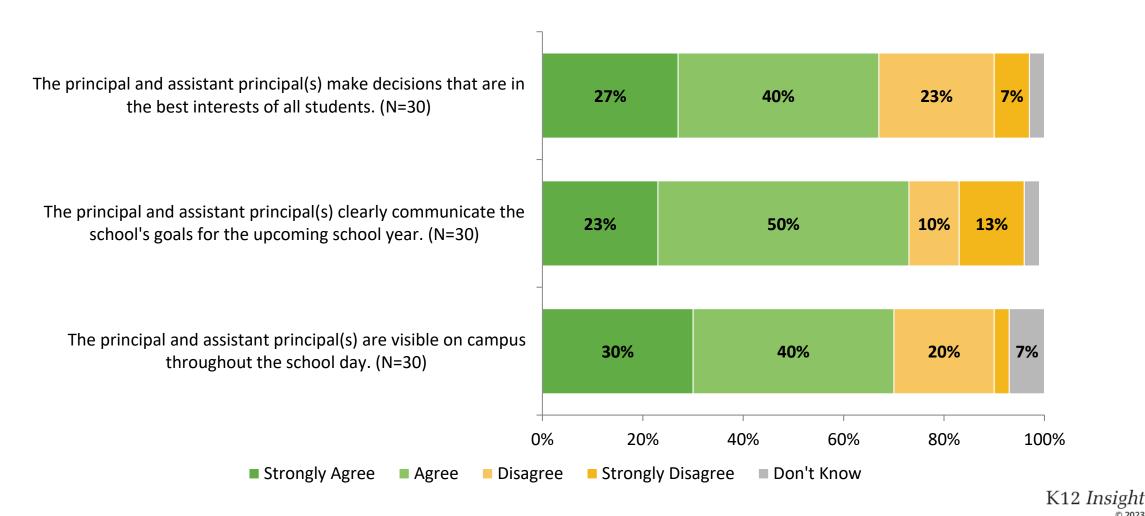
How strongly do you agree or disagree with the following statements?



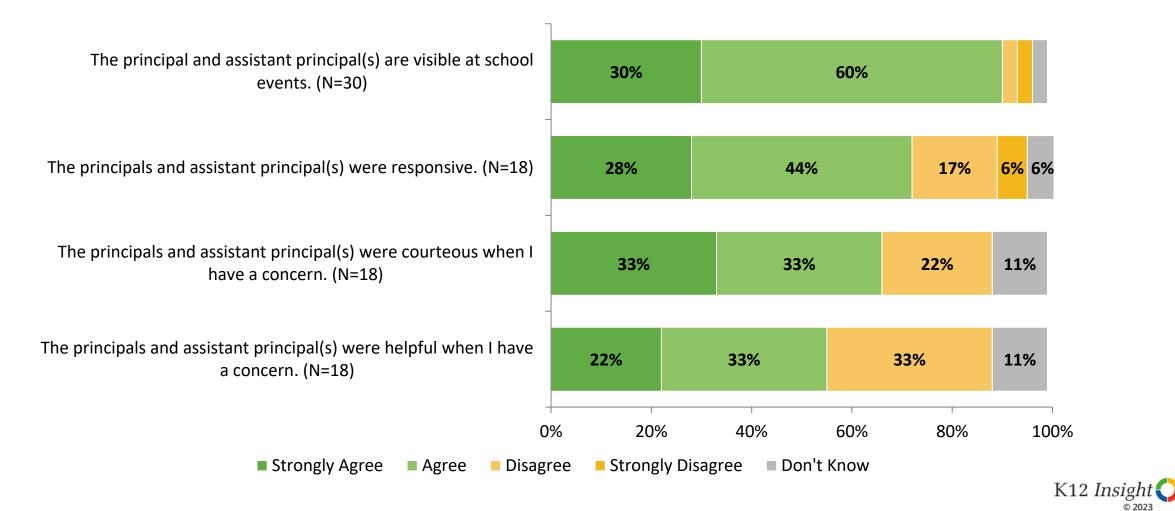
³⁸ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know



School Leadership

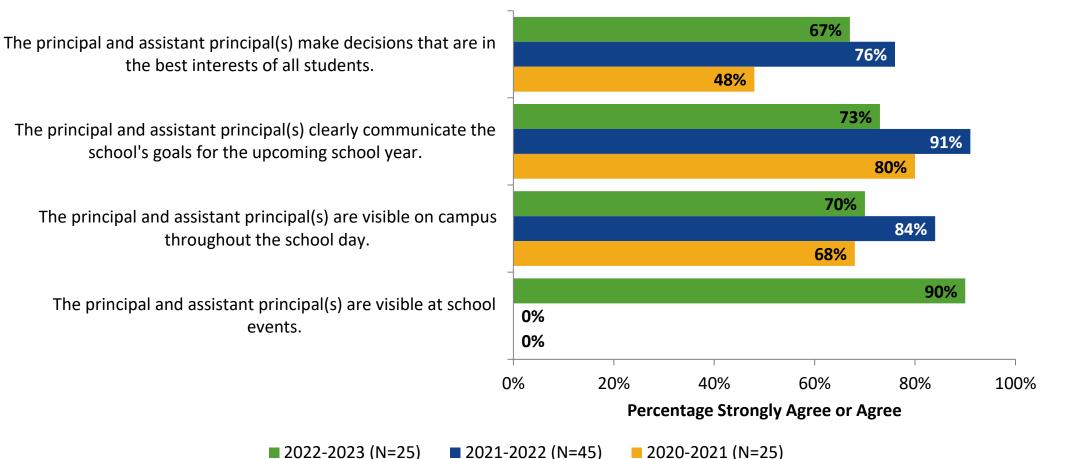


School Leadership (Continued)



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

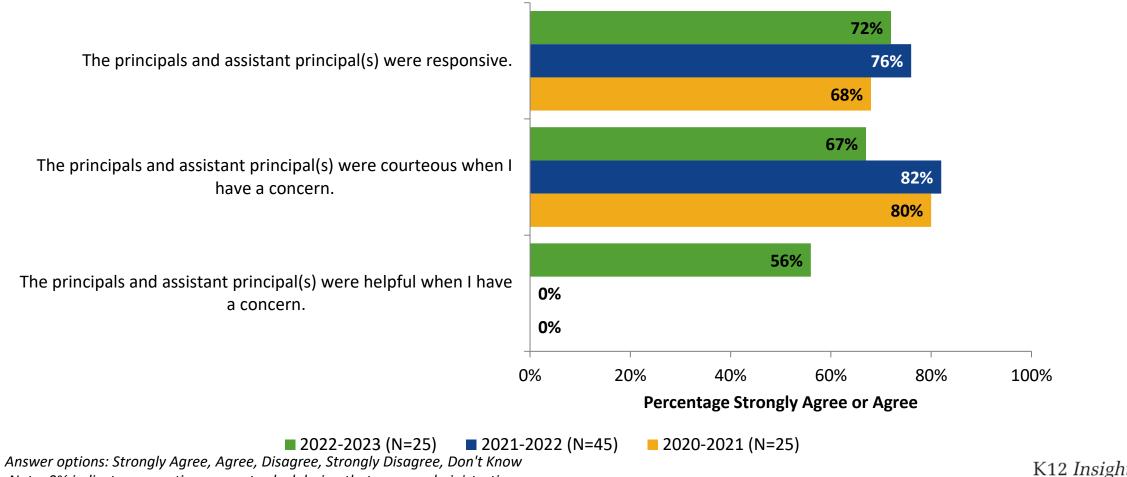
Note: 0% indicates a question was not asked during that survey administration.

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School Leadership: Comparison Over Time (Continued)

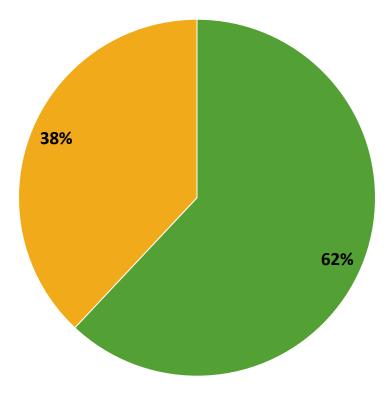
How strongly do you agree or disagree with the following statements?



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

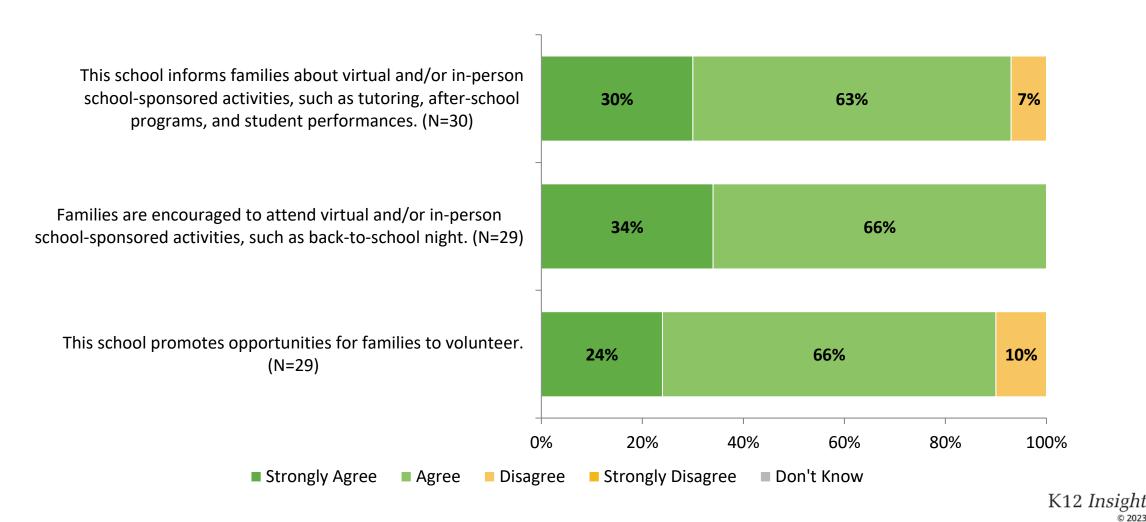
Interaction with Principals and/or Assistant Principals

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

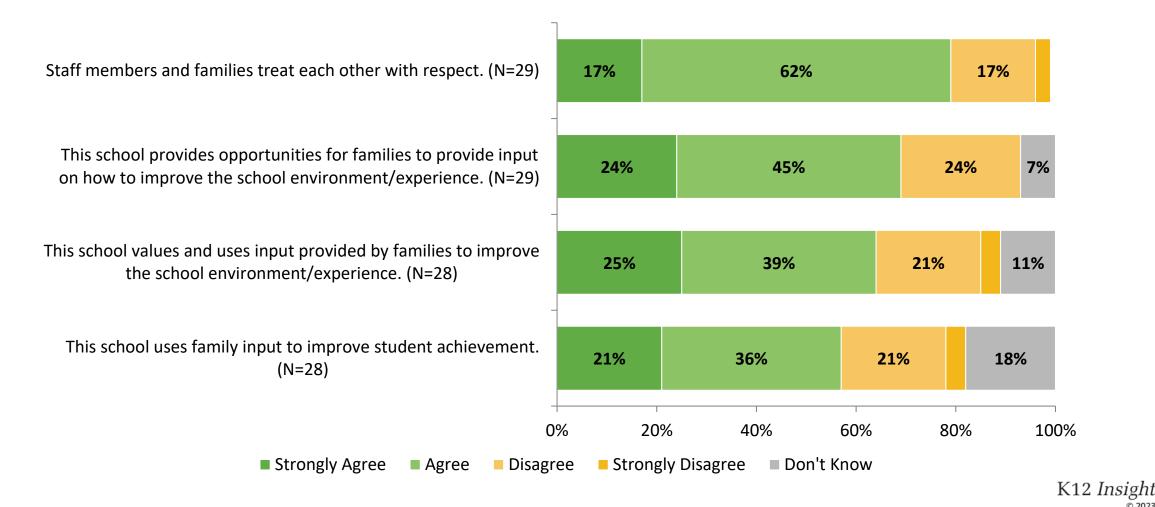




Family Involvement



Family Involvement (Continued)



Family Involvement: Comparison Over Time

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

93% This school informs families about virtual and/or in-person school-sponsored activities, such as tutoring, after-school 93% programs, and student performances. 92% 100% Families are encouraged to attend virtual and/or in-person 93% school-sponsored activities, such as back-to-school night. 84% 90% This school promotes opportunities for families to volunteer. 0% 0% **79%** Staff members and families treat each other with respect. 89% 79% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

2020-2021 (N=25)

■ 2022-2023 (N=29) ■ 2021-2022 (N=45)

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

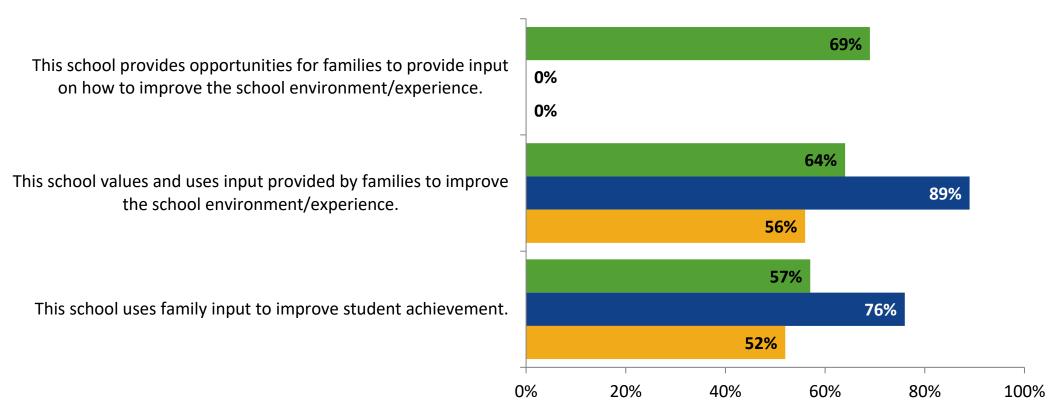
Note: 0% indicates a question was not asked during that survey administration.

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Family Involvement: Comparison Over Time (Continued)

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



Percentage Strongly Agree or Agree

2020-2021 (N=25)

■ 2022-2023 (N=29) ■ 2021-2022 (N=45)

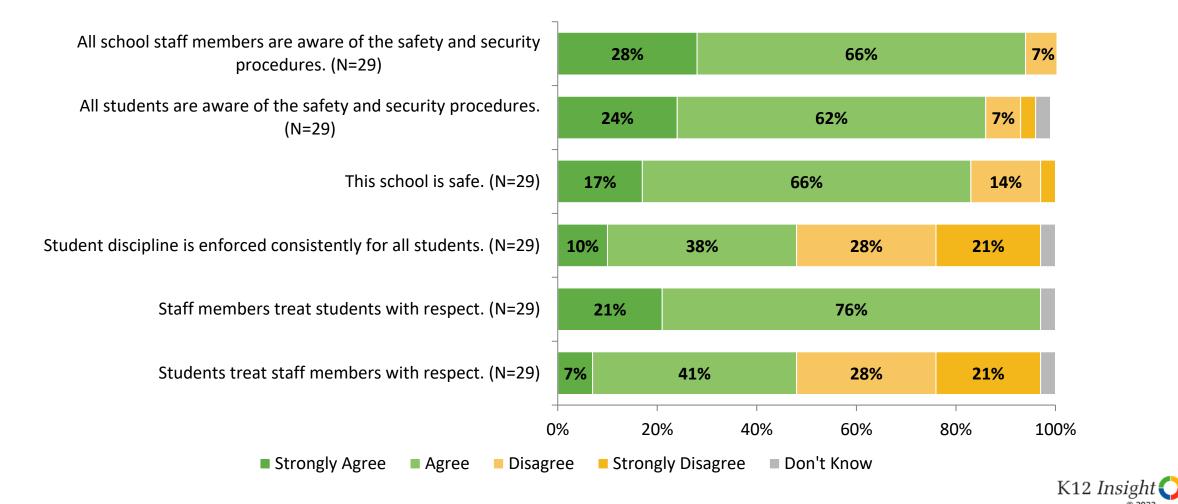
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

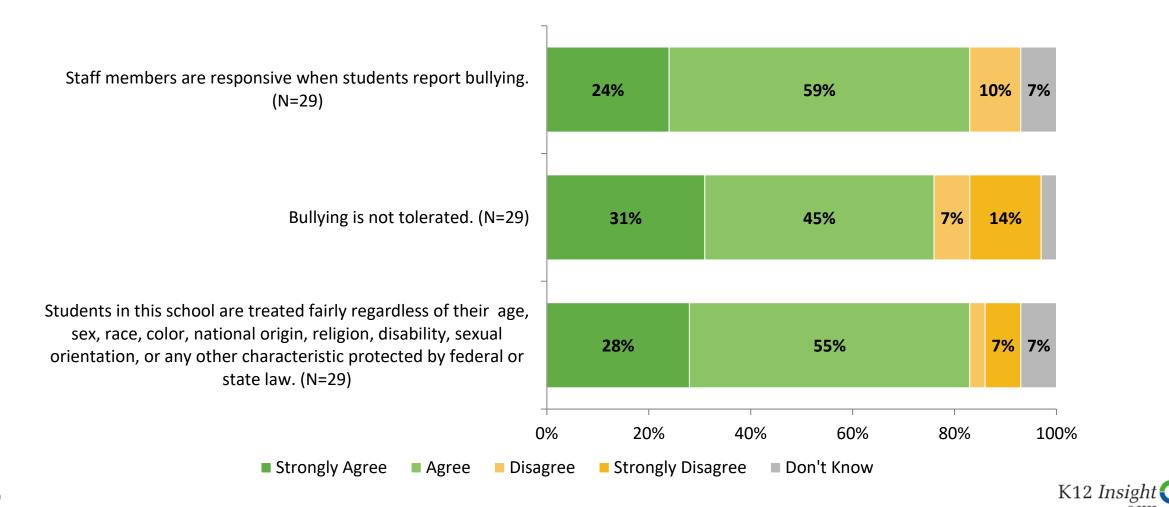
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Safety and Behavior

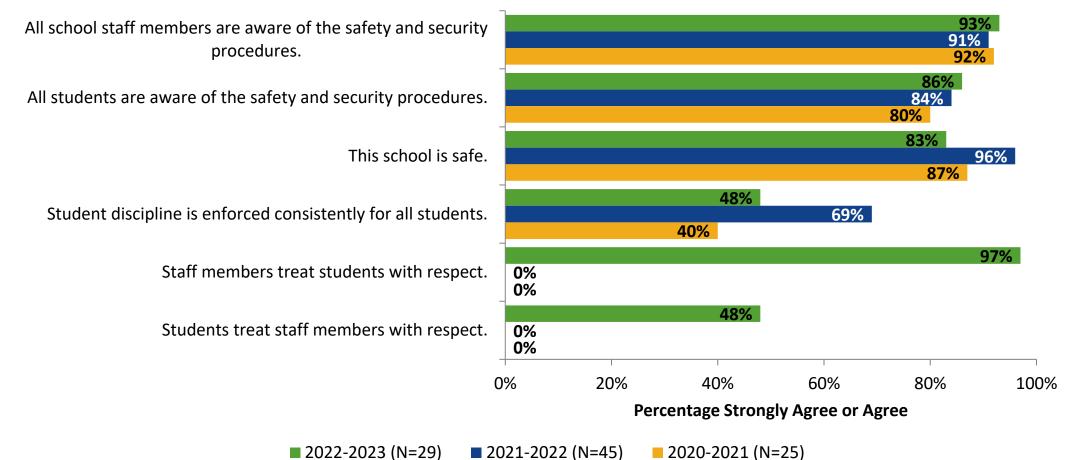


Safety and Behavior (Continued)



Safety and Behavior: Comparison Over Time

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

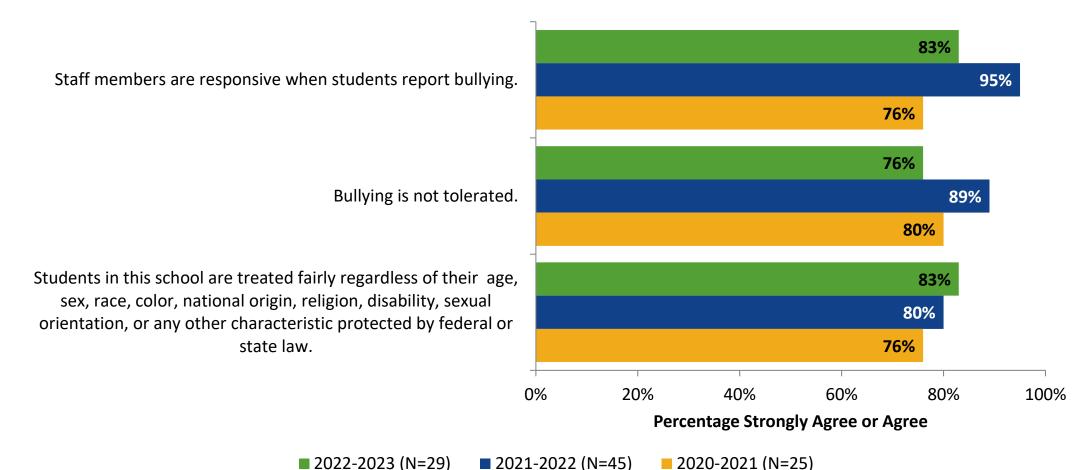


Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

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.



Highest Ranking Indicators

Survey Item	Percentage Strongly Agree or Agree (%)	School Climate Topic
Families are encouraged to attend virtual and/or in-person school- sponsored activities, such as back-to-school night.	100%	Family Involvement
Staff members treat students with respect.	97%	Safety and Behavior
I am familiar with Pinellas County Schools' mission to prepare all students for college, career and life and vision of 100% student success.	97%	Mission and Vision
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	93%	Student Support
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	93%	Student Support



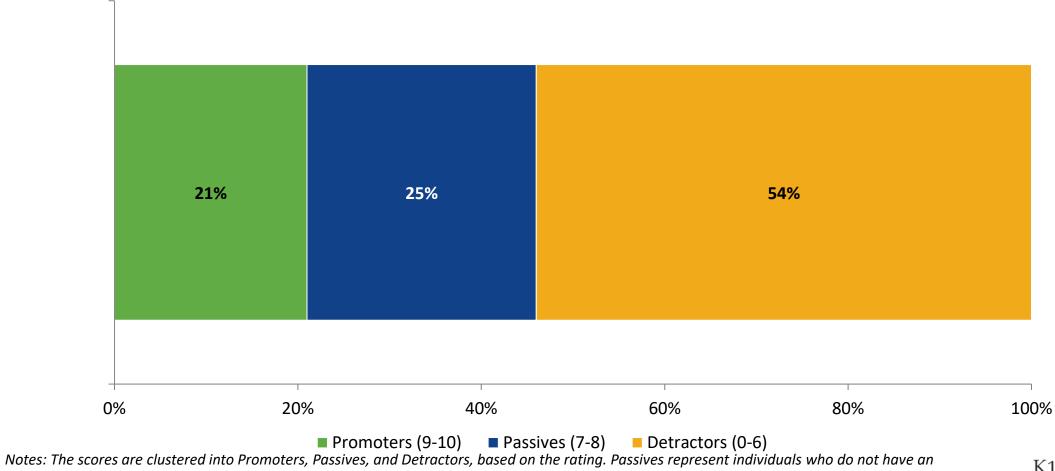
Lowest Ranking Indicators

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 understand the professional needs of district and school employees.	33%	District Leadership
The principals and assistant principal(s) were helpful when I have a concern.	33%	School Leadership
The principal and assistant principal(s) make decisions that are in the best interests of all students.	30%	School Leadership



Net Promoter Score - School

How likely is it that you would recommend your school to a family member or friend? (N=28)

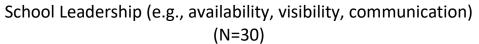


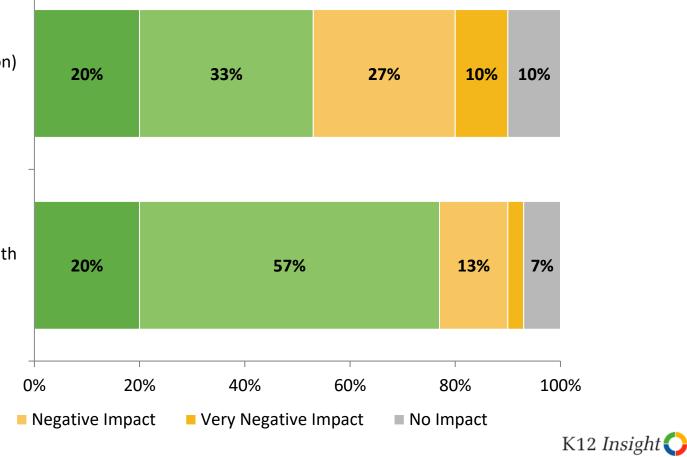
unequivocal opinion about their school or district.

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Impact on Rating of School

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





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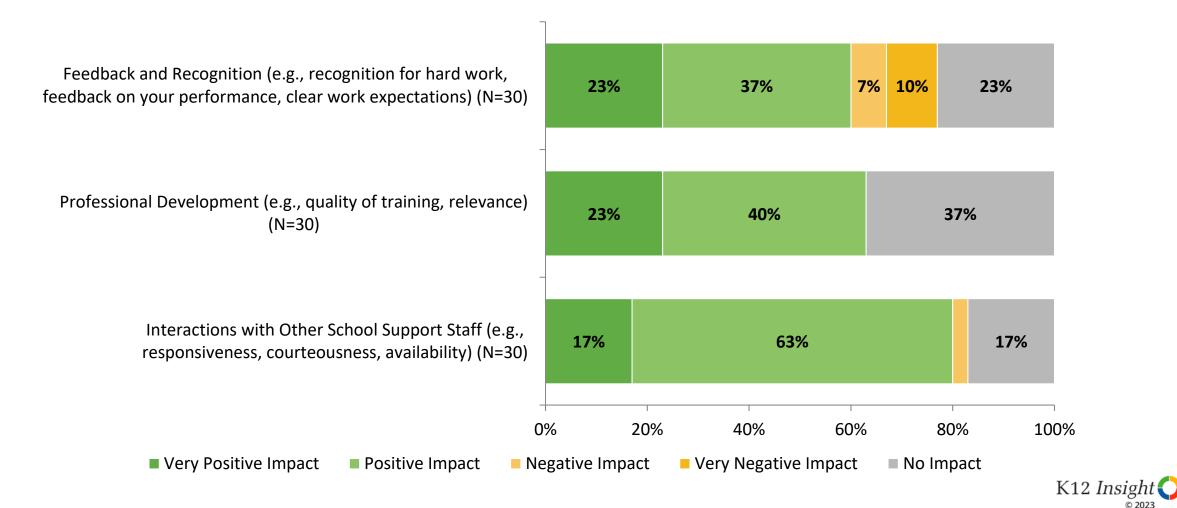
Worksite Environment (e.g., atmosphere, relationships with colleagues, collaboration, resources) (N=30)

Positive Impact

Very Positive Impact

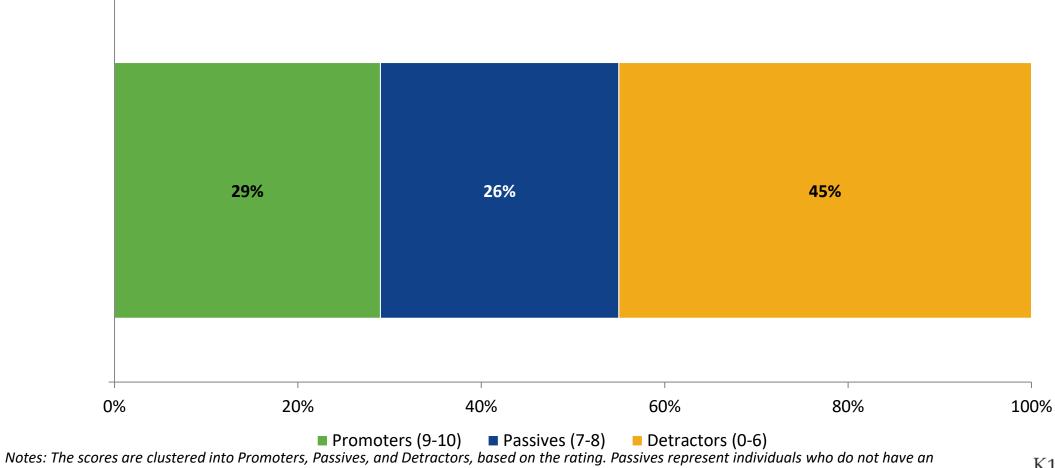
Impact on Rating of School (Continued)

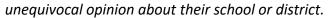
How do the following areas impact your rating of your school?



Net Promoter Score - District

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=31)

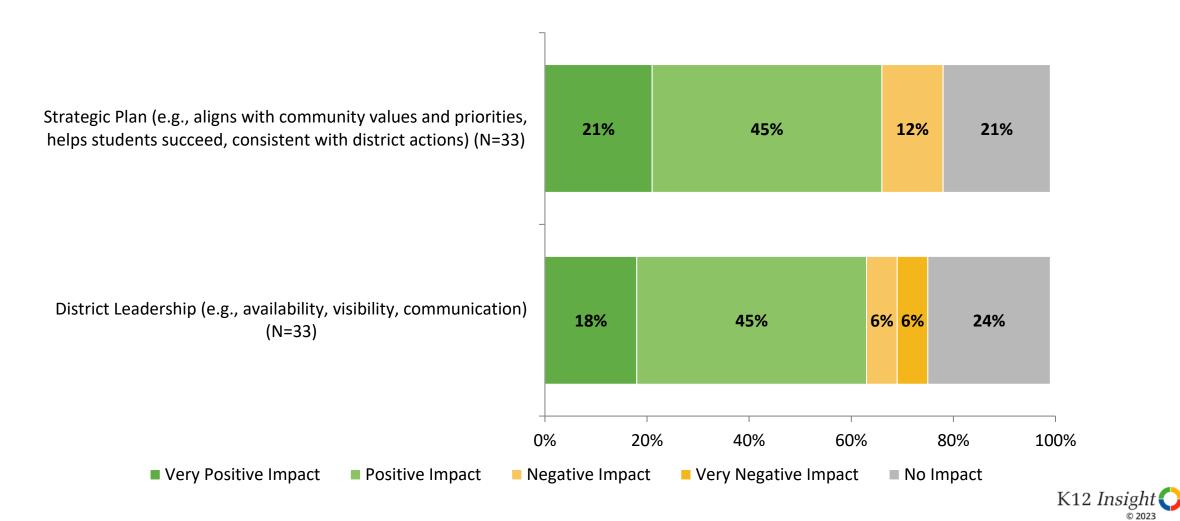






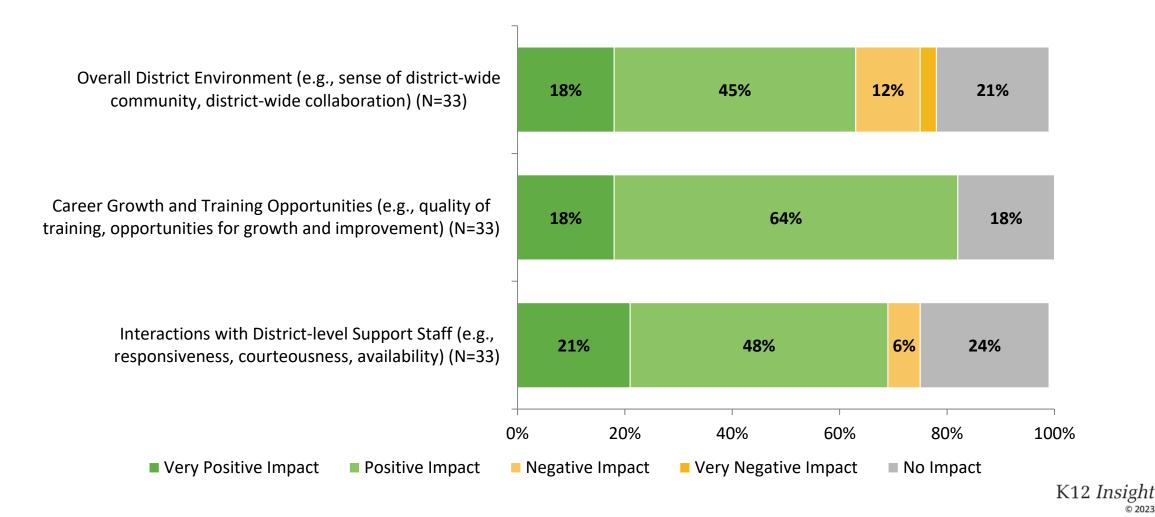
Impact on Rating of Pinellas County Schools

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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