## **Employee Survey: Tarpon Springs Fundamental Elementary**

Results

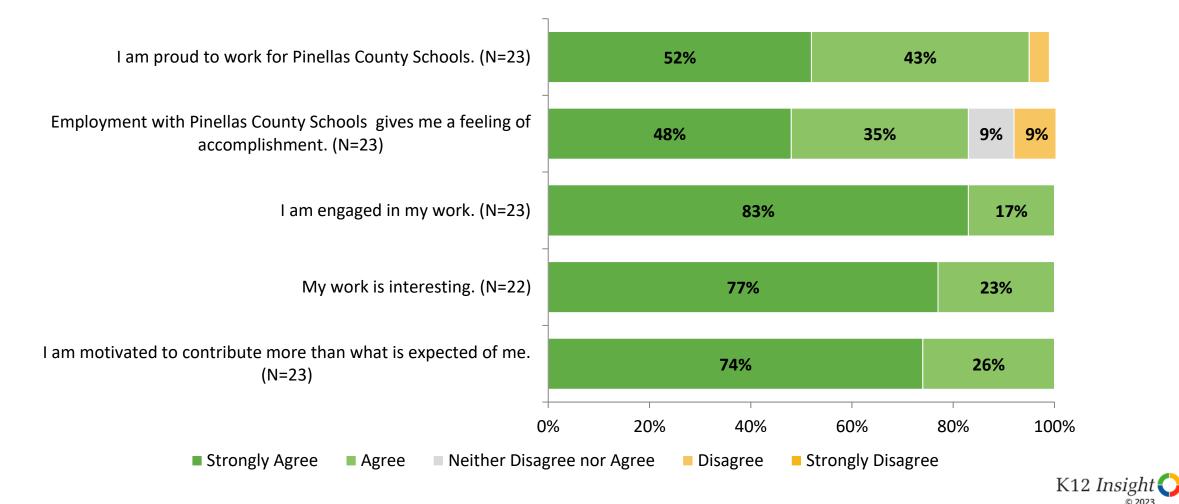
2022-2023 School Year



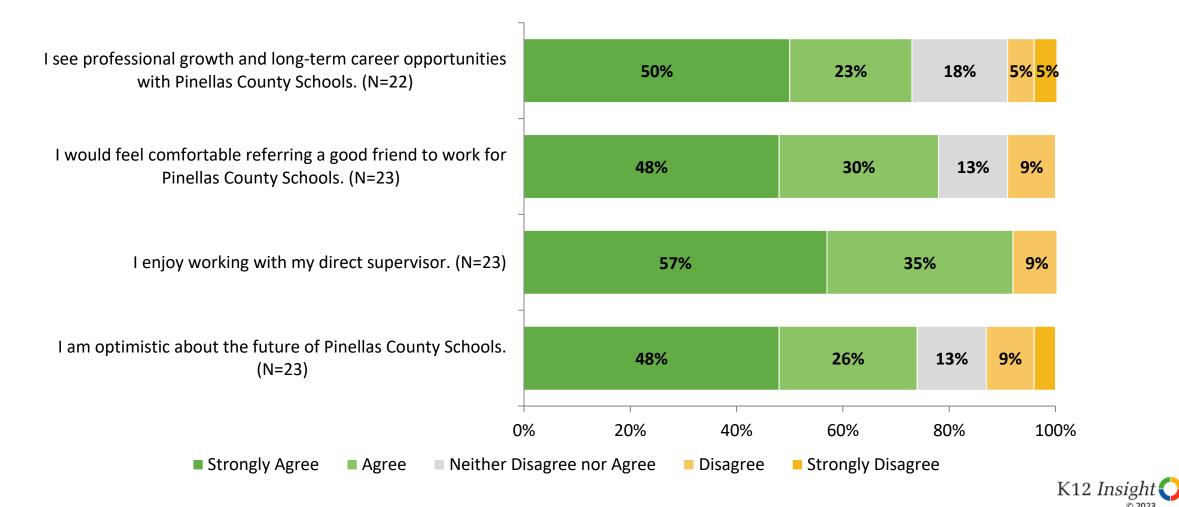


# **Overall Engagement**

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

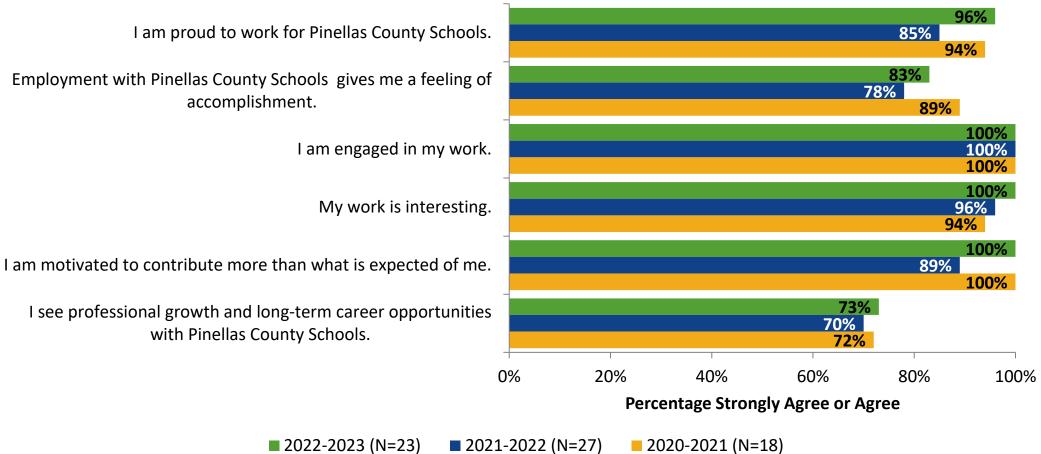


# **Overall Engagement (Continued)**



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

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



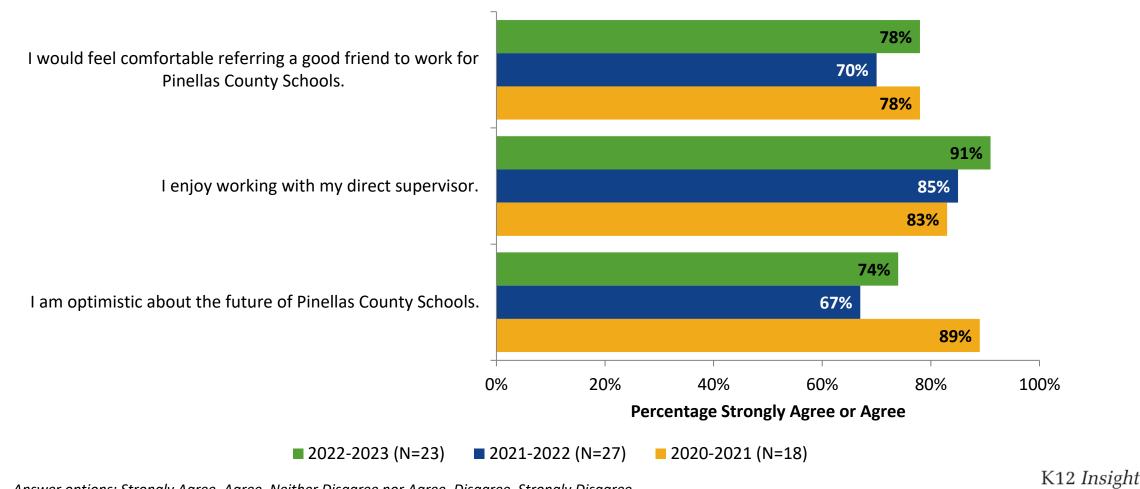
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

4



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

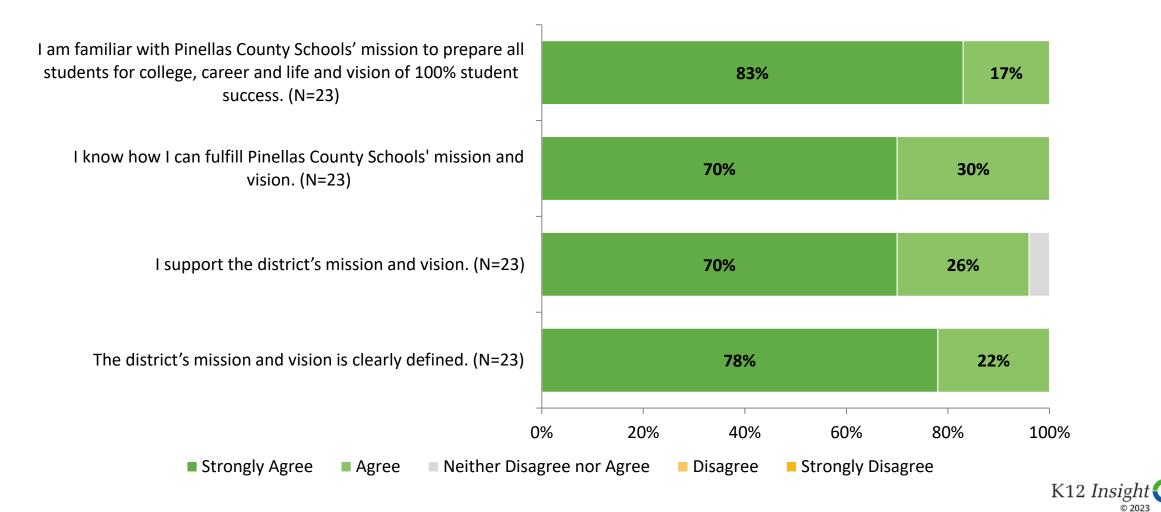
How strongly do you agree or disagree with the following statements?



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

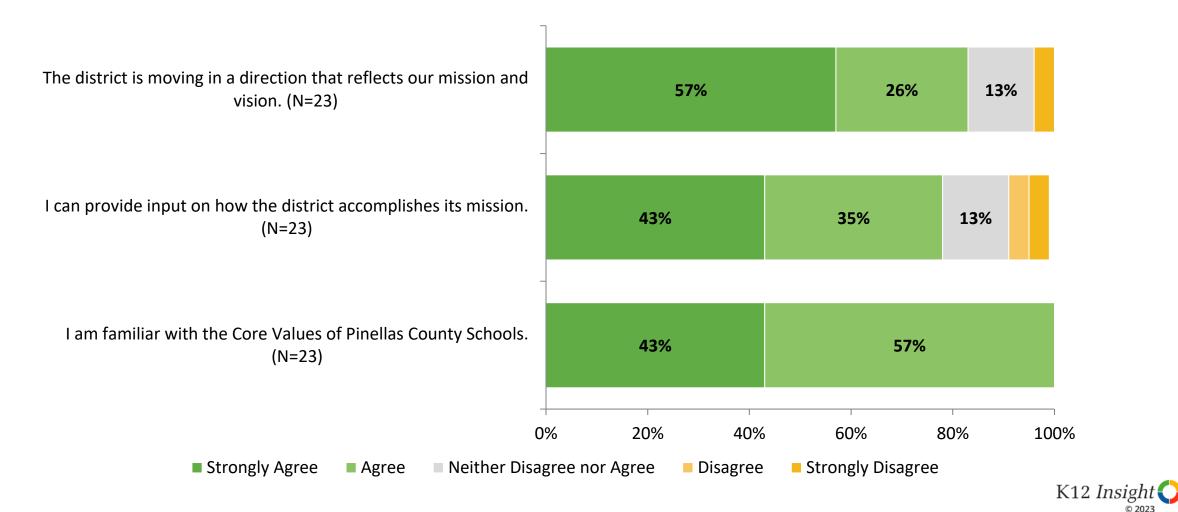
5

## **Mission and Vision**



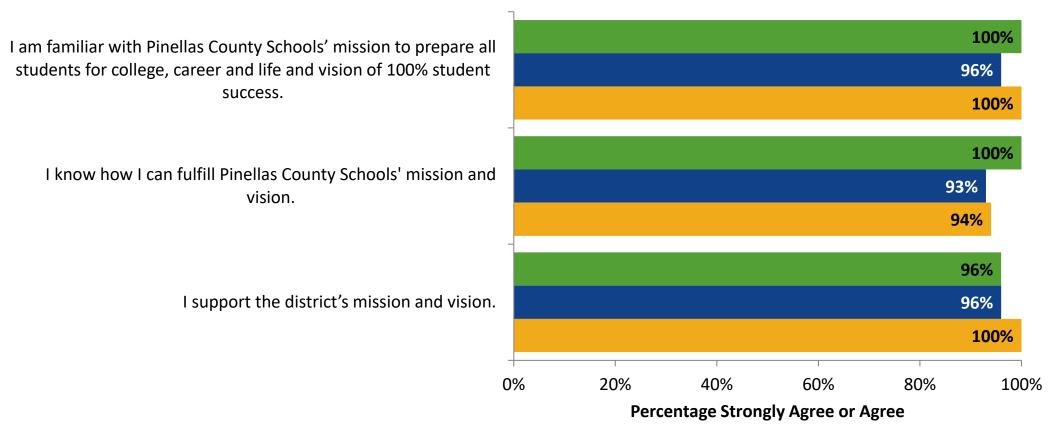
# **Mission and Vision (Continued)**

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=23) ■ 2021-2022 (N=27)

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

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

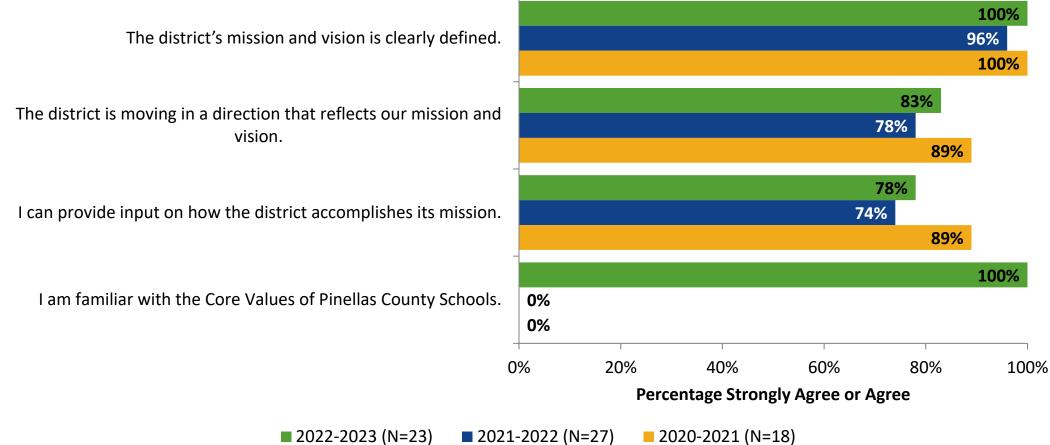
8

2020-2021 (N=18)



## 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

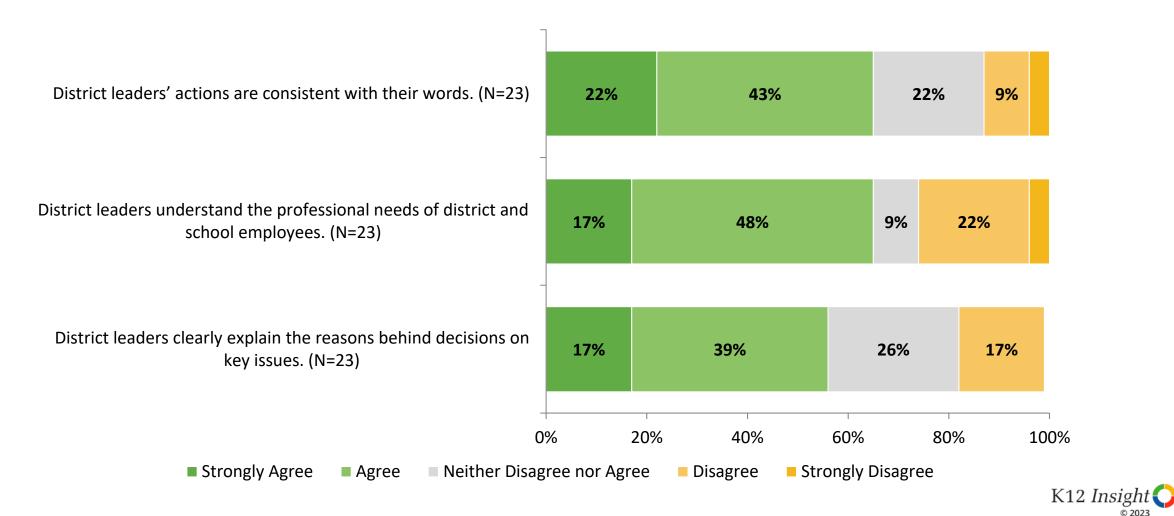
Note: 0% indicates a question was not asked during that survey administration.

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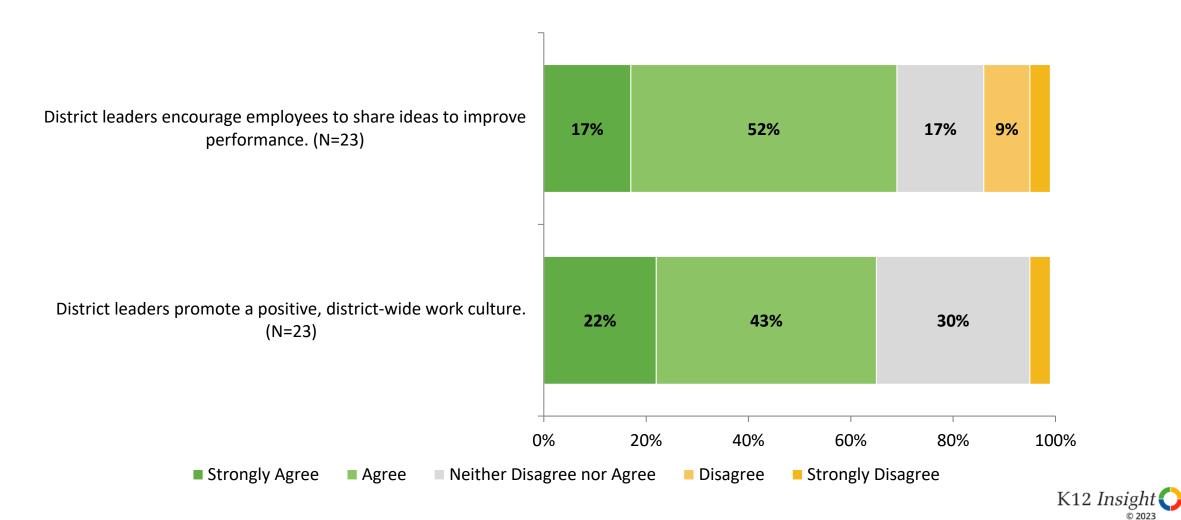
# **District Leadership**

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?



© 202

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

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

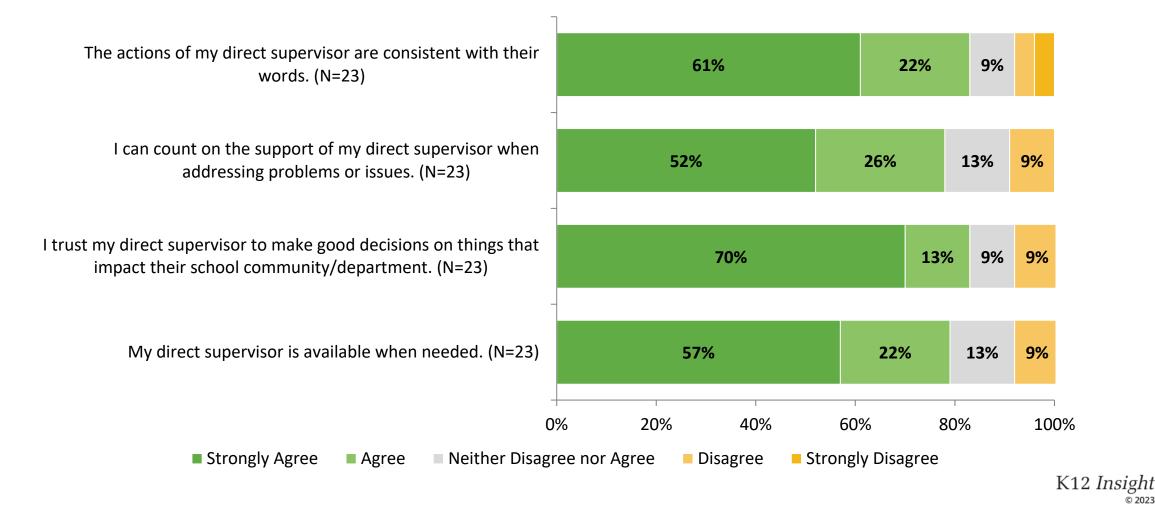
65% District leaders' actions are consistent with their words. 48% 67% 65% District leaders understand the professional needs of district and 33% school employees. 50% 57% District leaders clearly explain the reasons behind decisions on 33% key issues. 67% 70% District leaders encourage employees to share ideas to improve 44% performance. 56% 65% District leaders promote a positive, district-wide work culture. 41% 56% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

■ 2022-2023 (N=23) ■ 2021-2022 (N=27) ■ 2020-2021 (N=18)

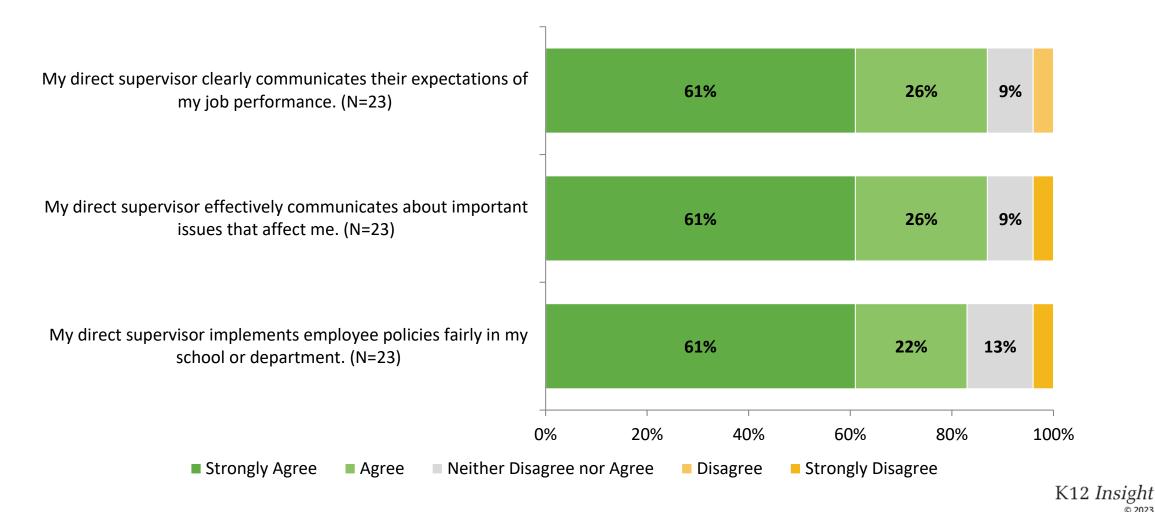
<sup>12</sup> Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



# **Worksite Leadership**

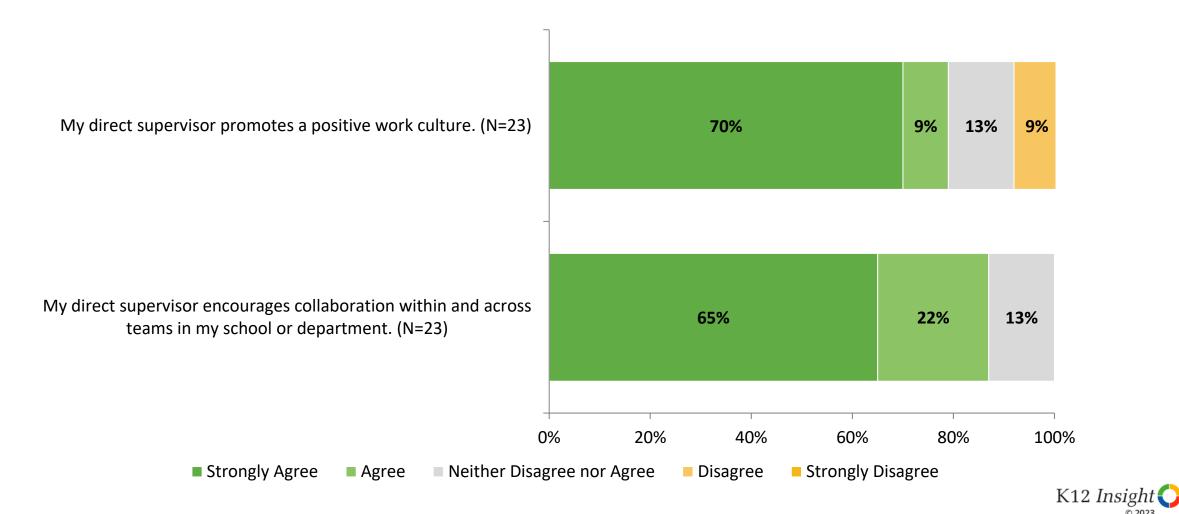


# **Worksite Leadership (Continued)**



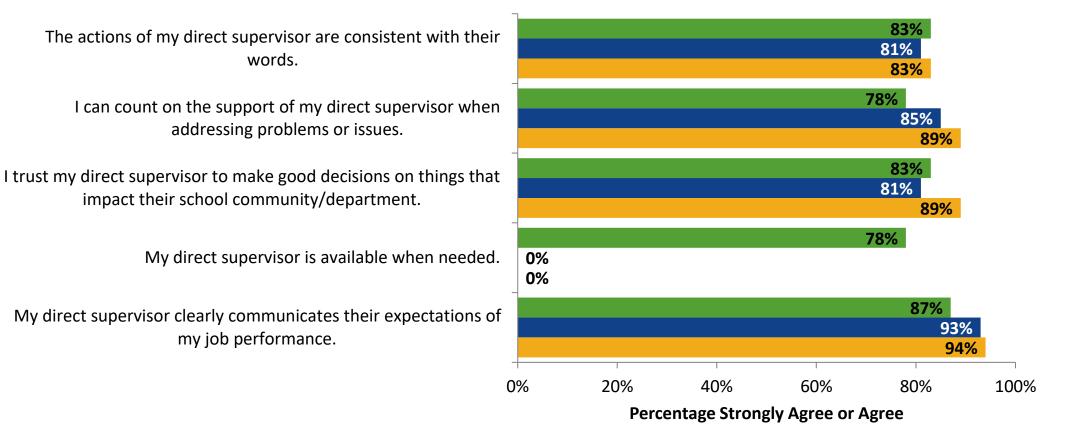
# **Worksite Leadership (Continued)**

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=23) ■ 2021-2022 (N=27)

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

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

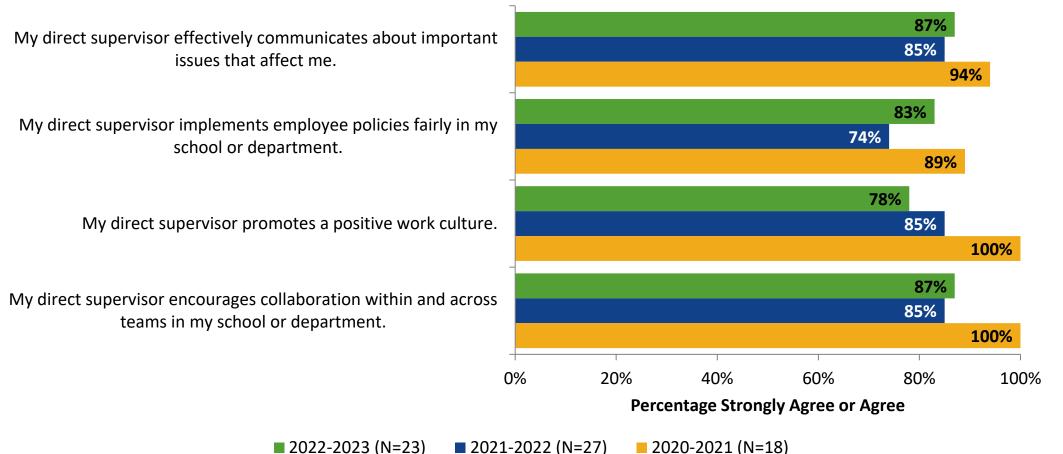
16

2020-2021 (N=18)



## Worksite Leadership: Comparison Over Time (Continued)

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



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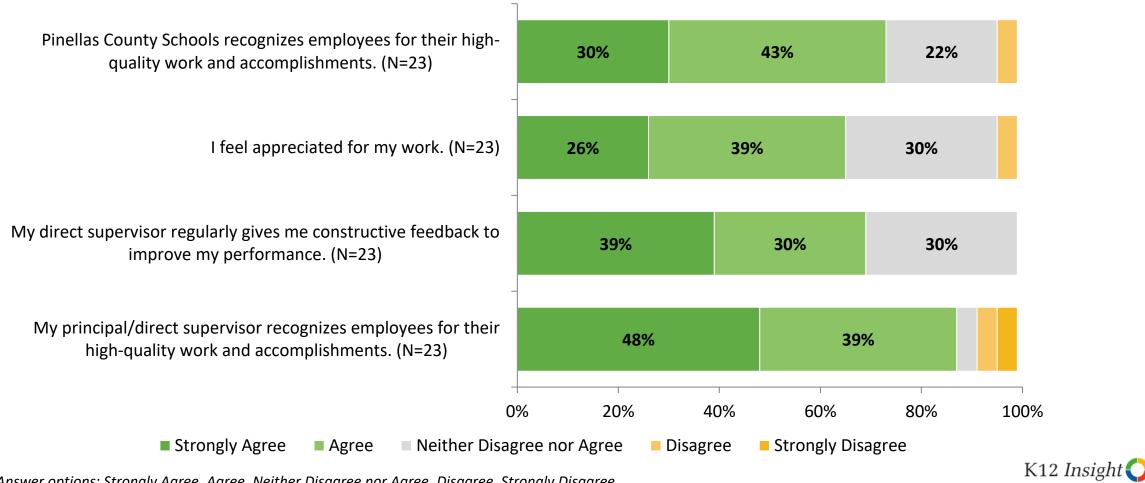
2022-2023 (N=23) 2021-2022 (N=27)

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

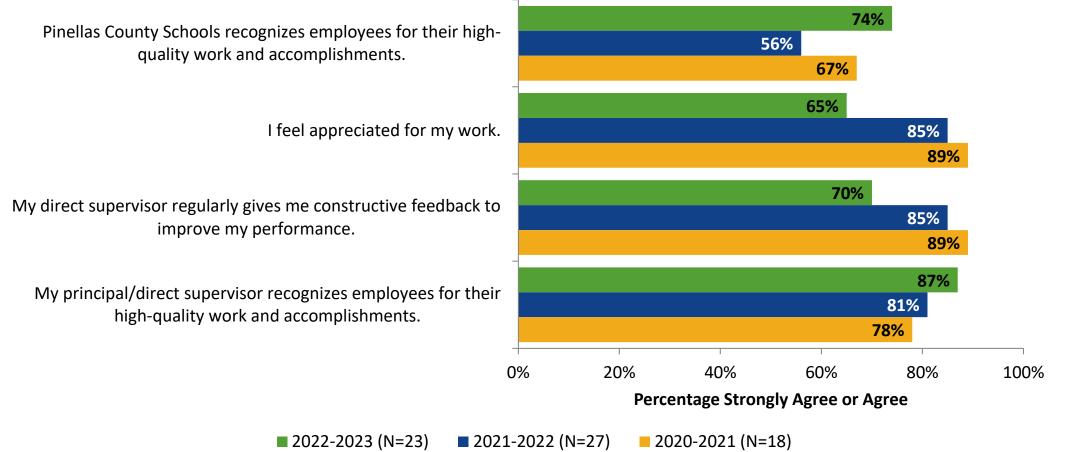
# **Feedback and Recognition**

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

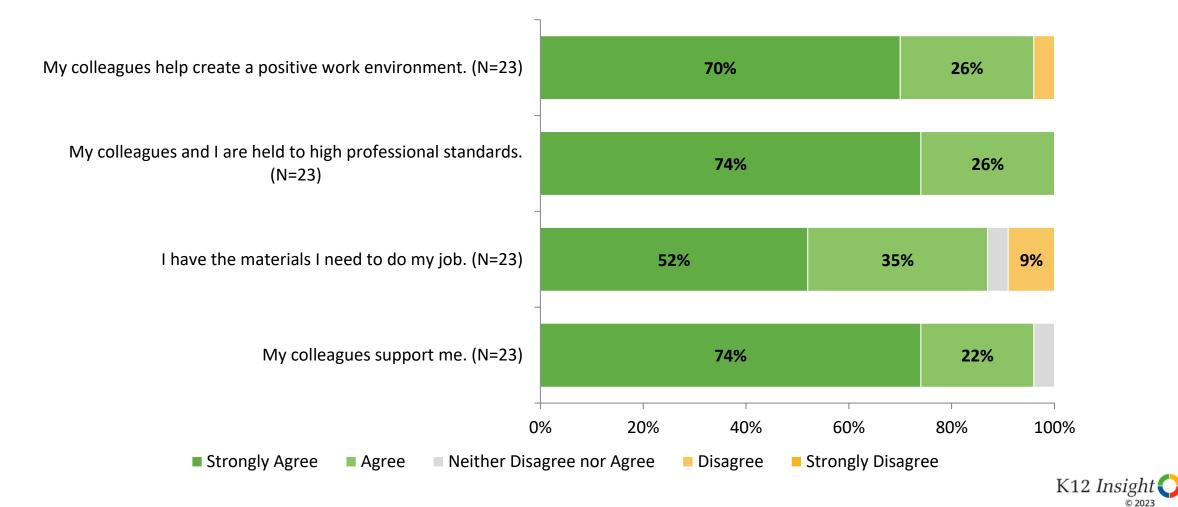


18 Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

#### Feedback and Recognition: Comparison Over Time

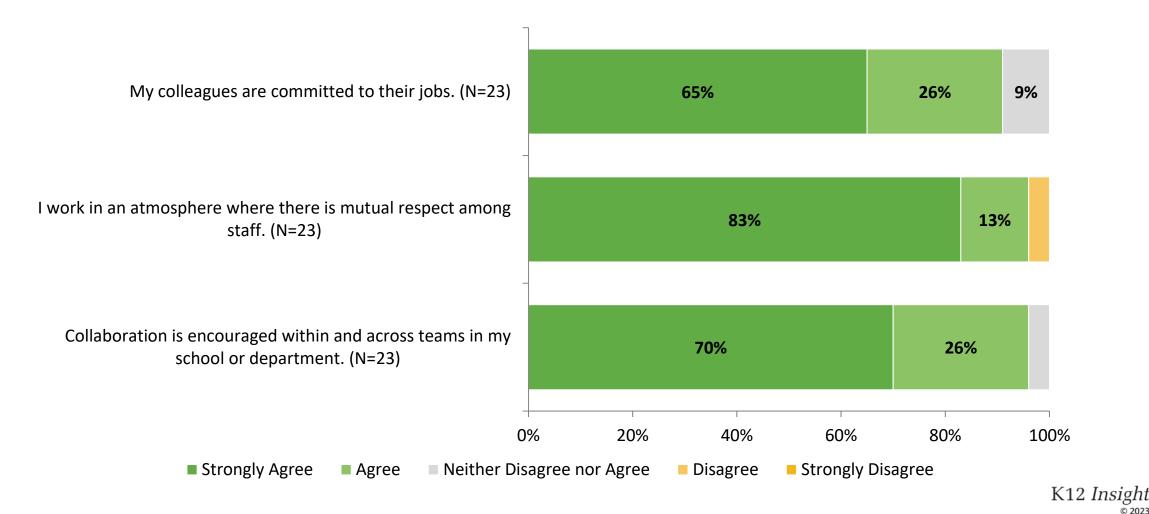


# **Work Environment**



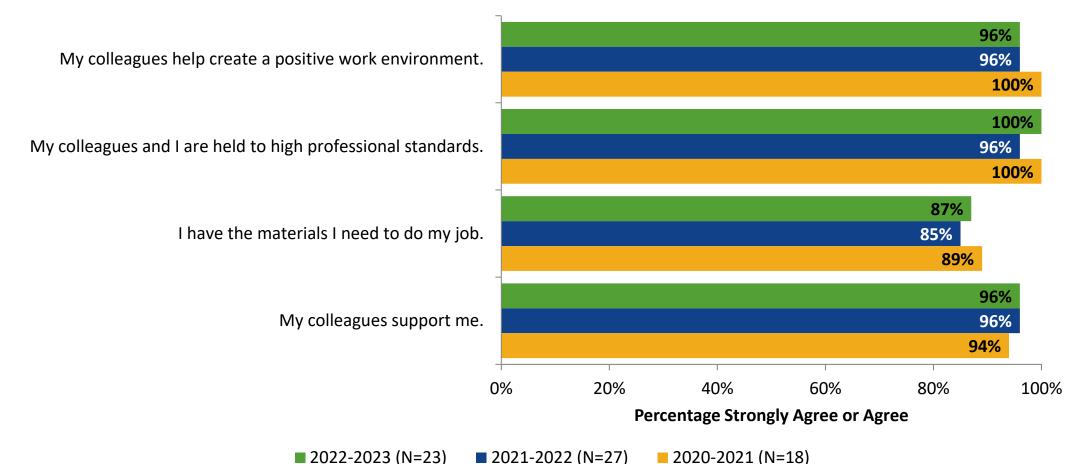
# **Work Environment (Continued)**

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

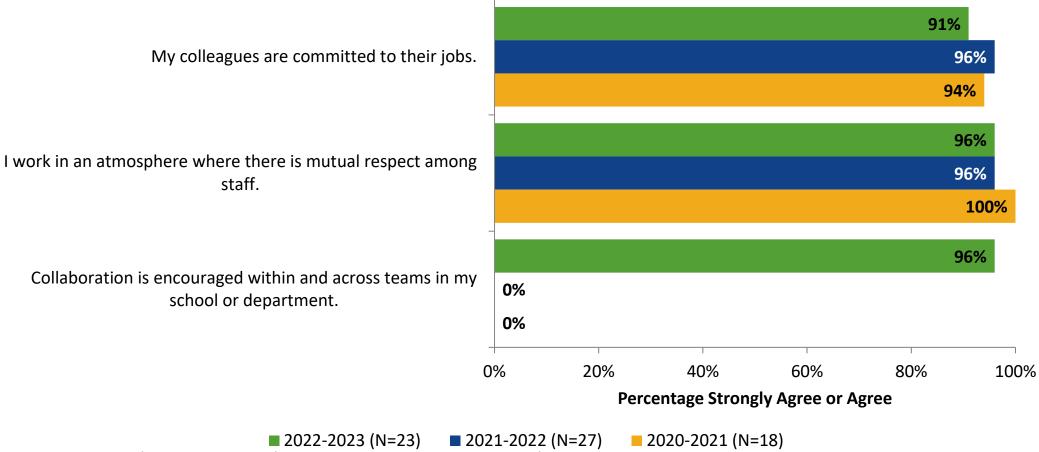
Note: 0% indicates a question was not asked during that survey administration.

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# Work Environment: Comparison Over Time (Continued)

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



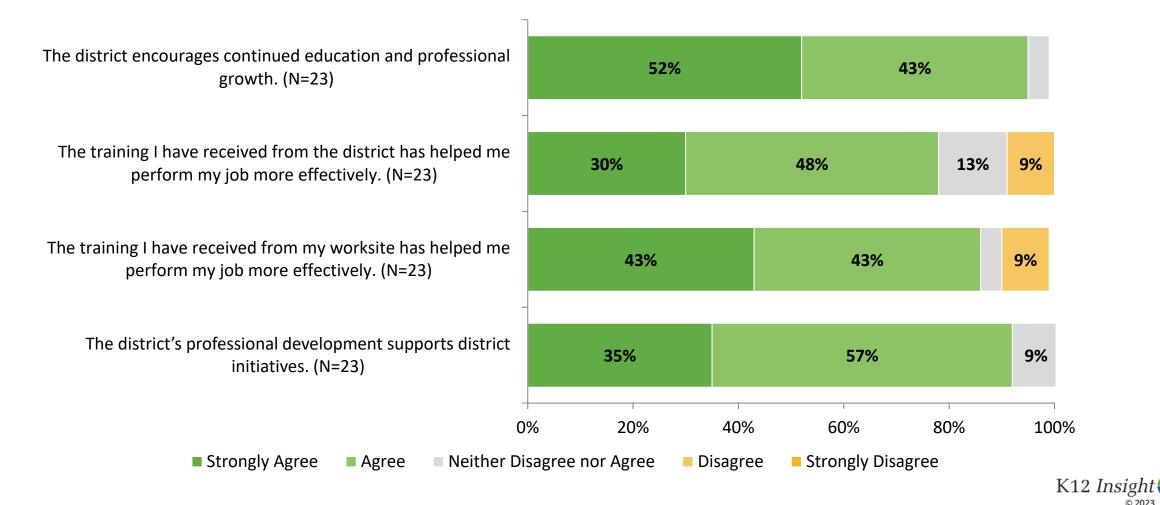
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Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

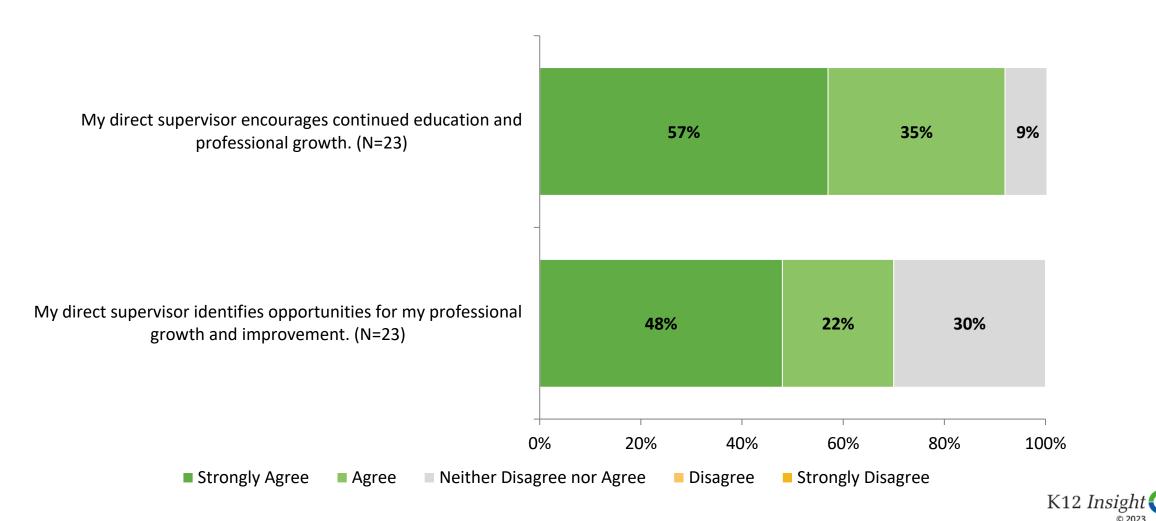
Note: 0% indicates a question was not asked during that survey administration.

23

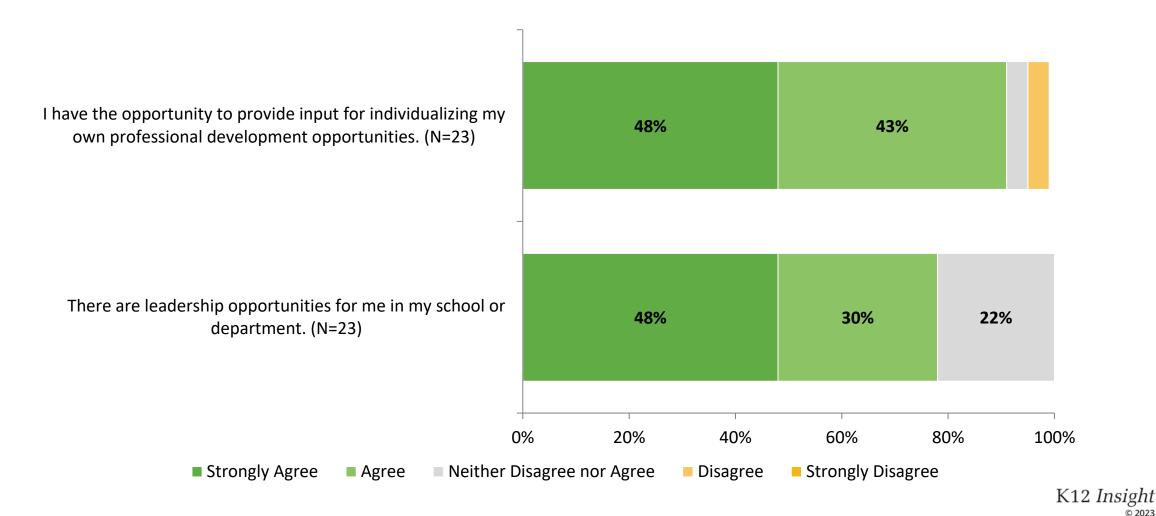
## **Career Growth and Training Opportunities**



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

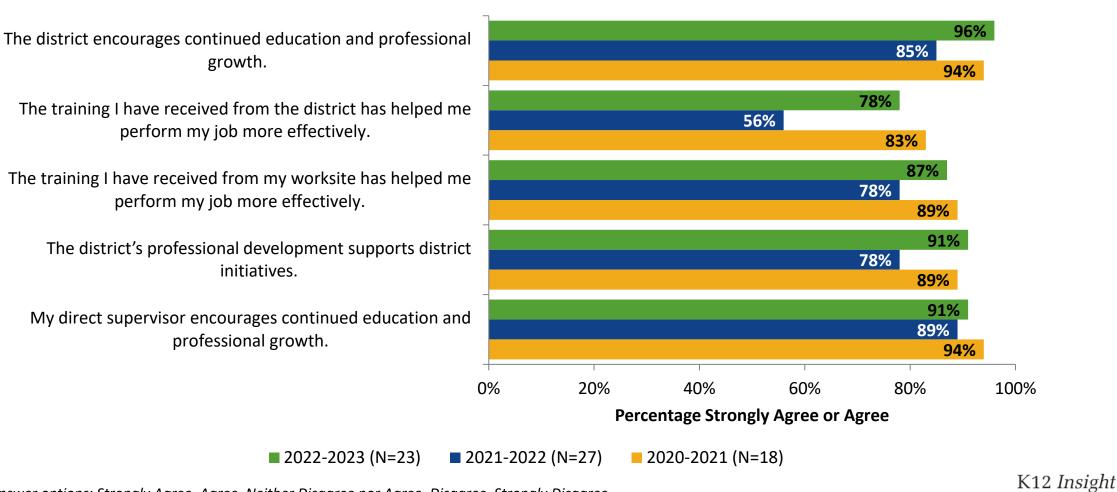


## **Career Growth and Training Opportunities (Continued)**



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

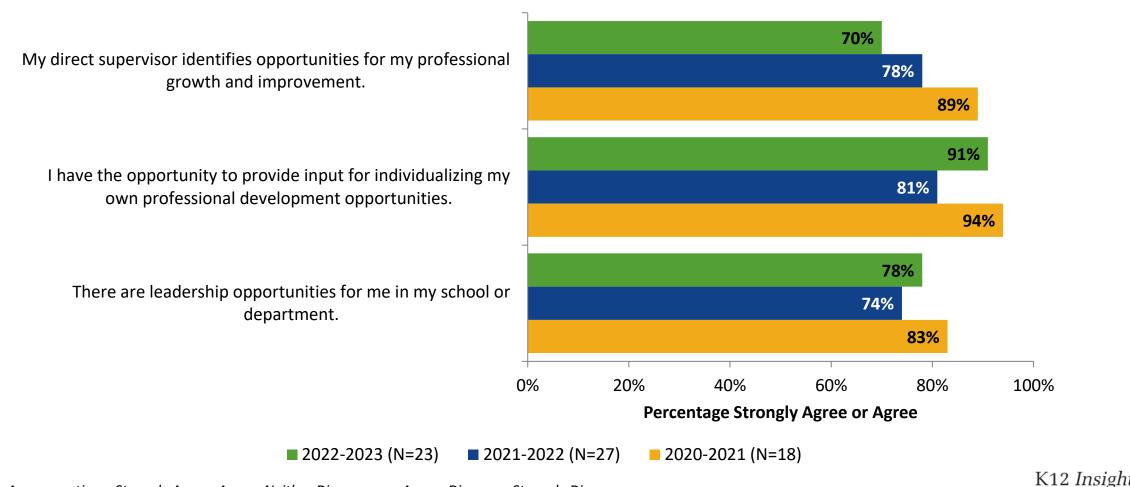
How strongly do you agree or disagree with the following statements?



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?

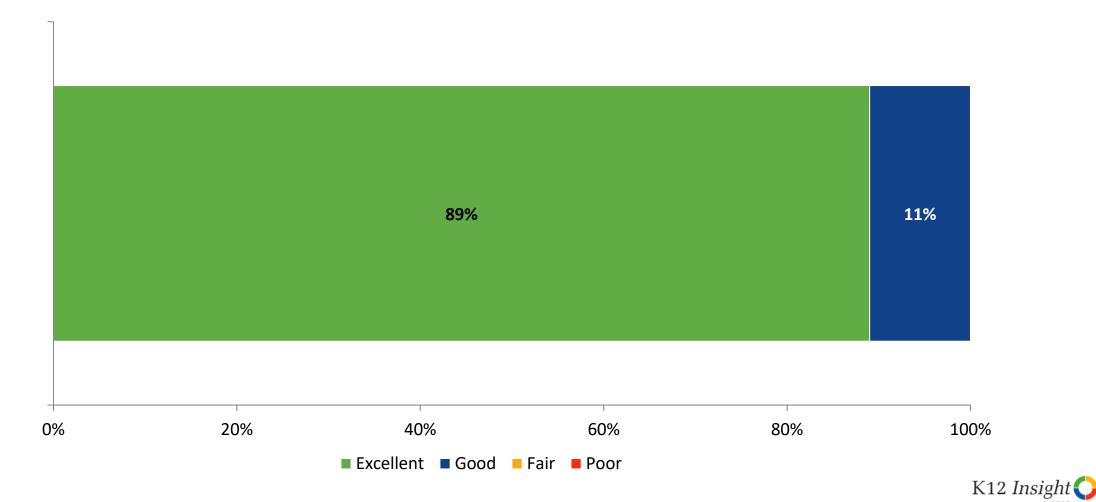


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

28

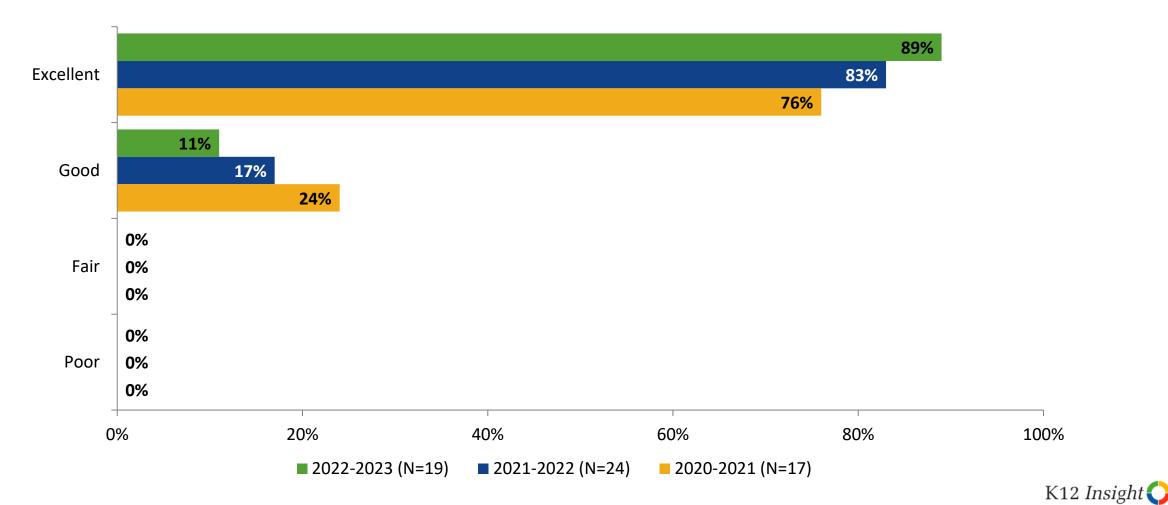
# **Overall Quality**

How would you rate the overall quality of the education at your school? (N=19)



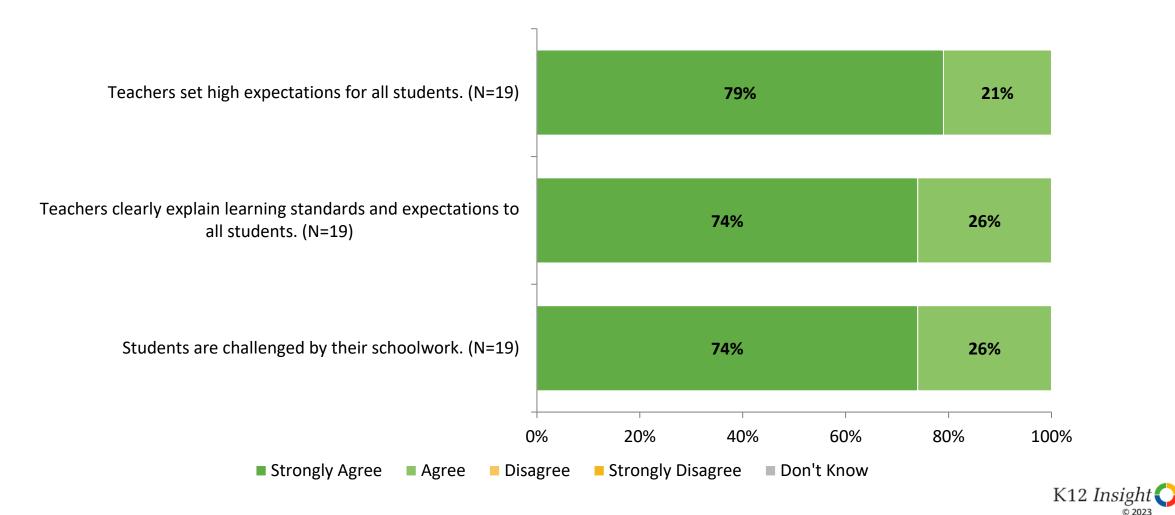
## **Overall Quality: Comparison Over Time**

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

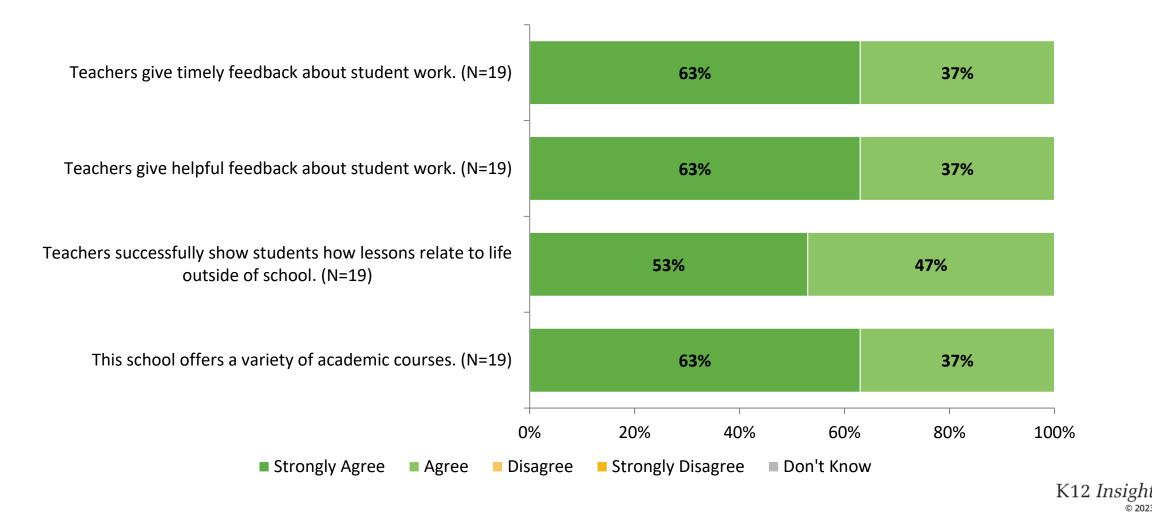


# **Academic Support**

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

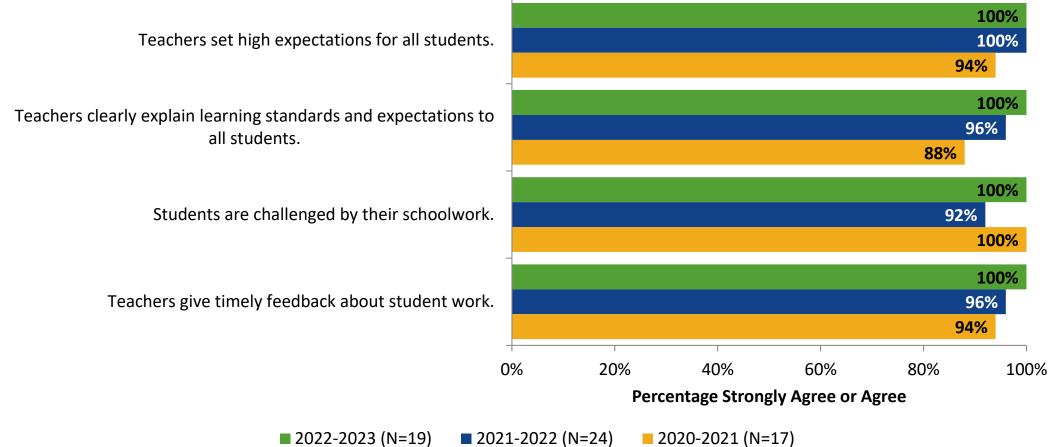


# **Academic Support (Continued)**



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

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

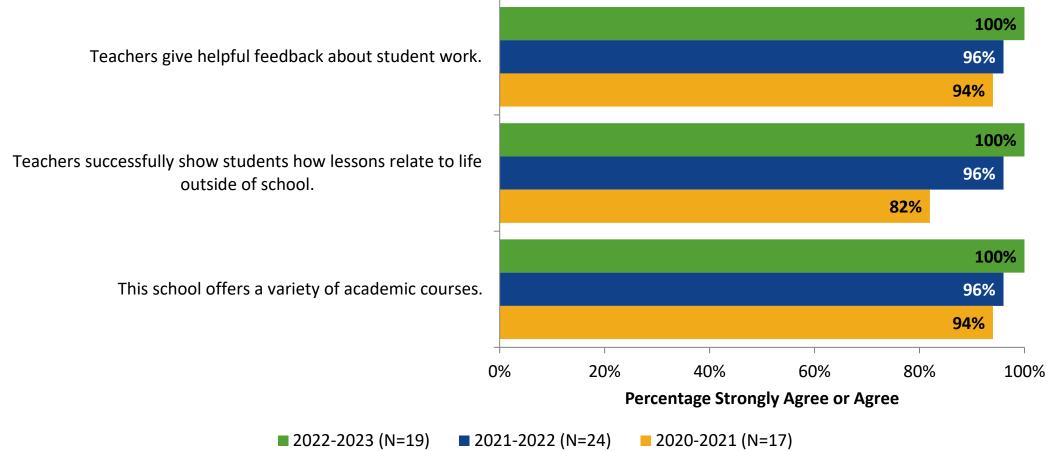


<sup>33</sup> Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know



## Academic Support: Comparison Over Time (Continued)

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

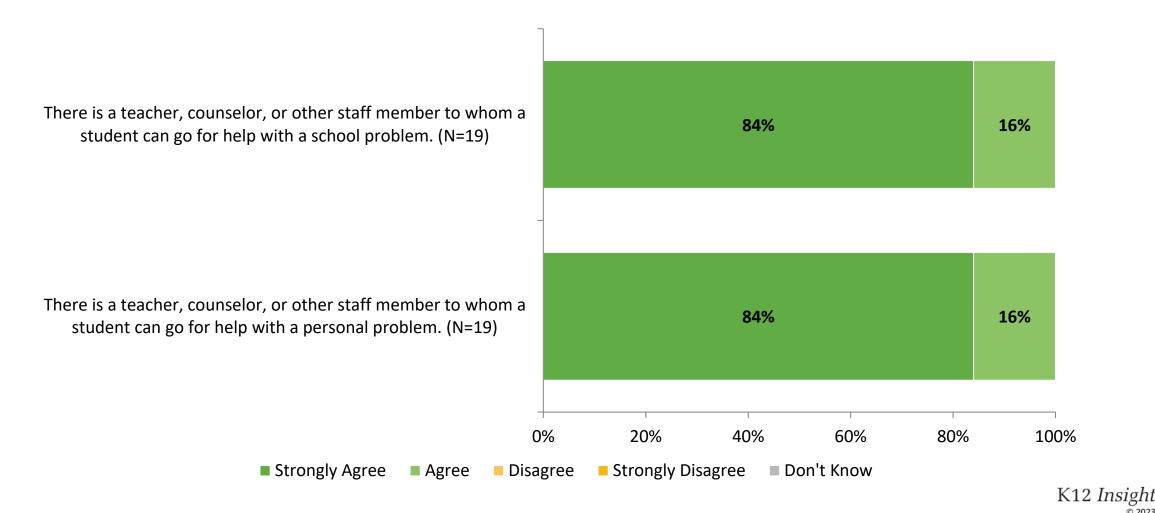


<sup>34</sup> Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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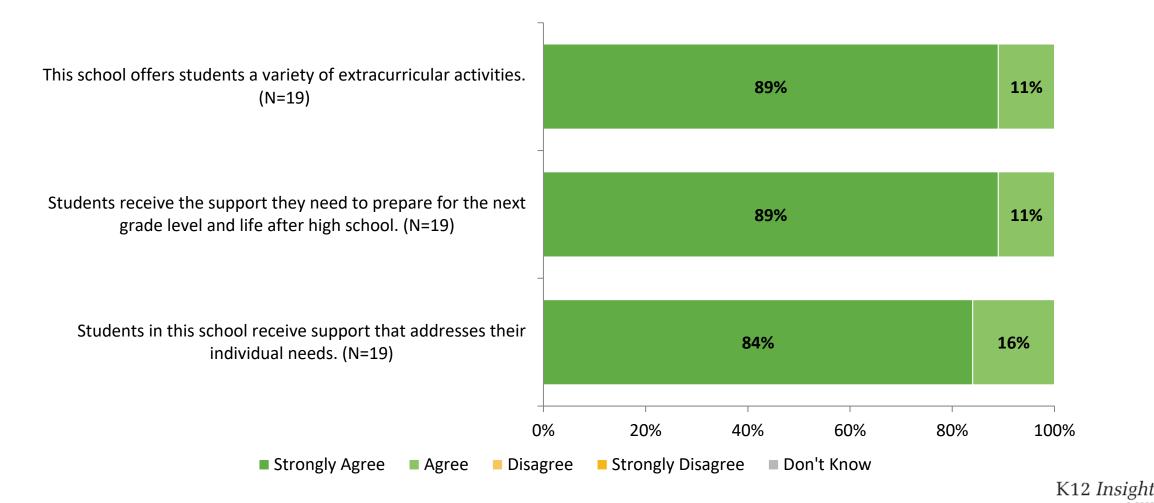
## **Student Support**

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



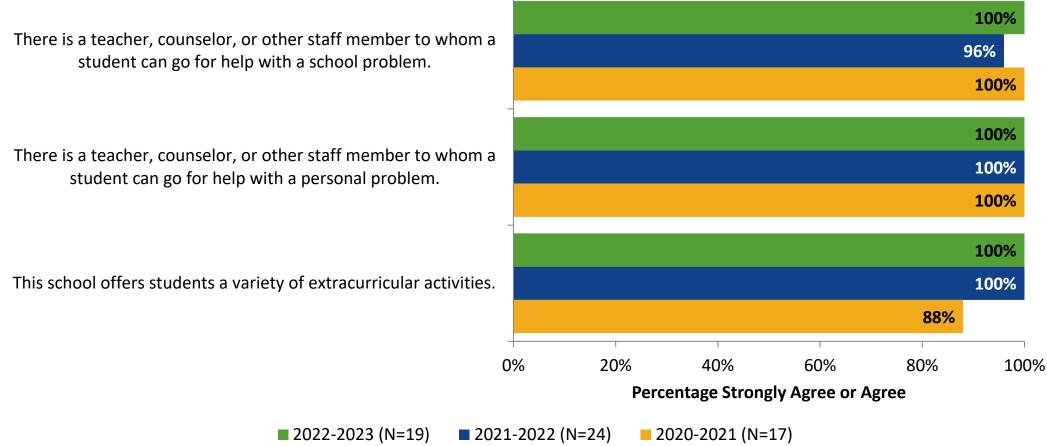
# **Student Support (Continued)**

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



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

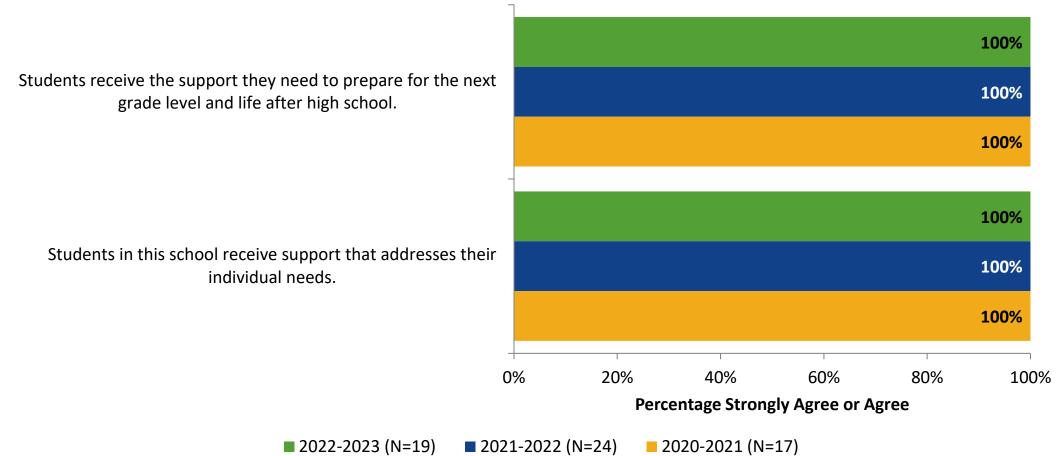
How strongly do you agree or disagree with the following statements?

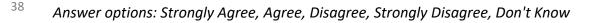


<sup>37</sup> Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know



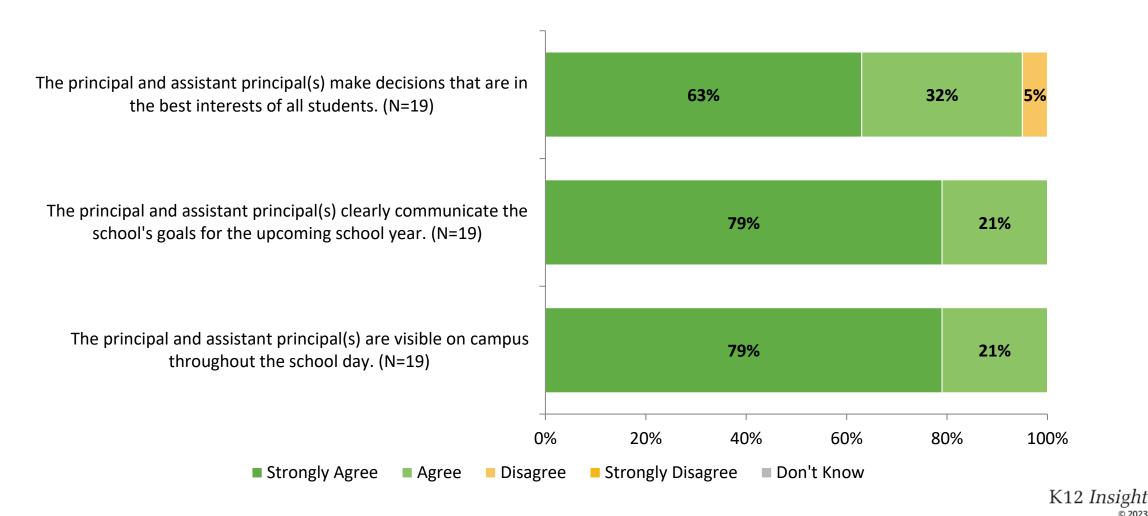
### **Student Support: Comparison Over Time (Continued)**



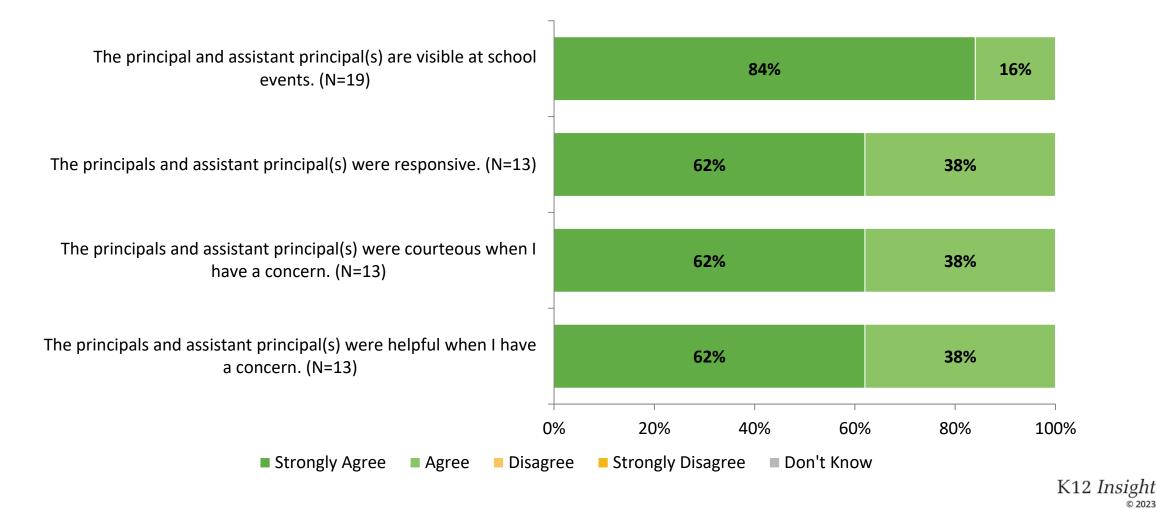




# **School Leadership**

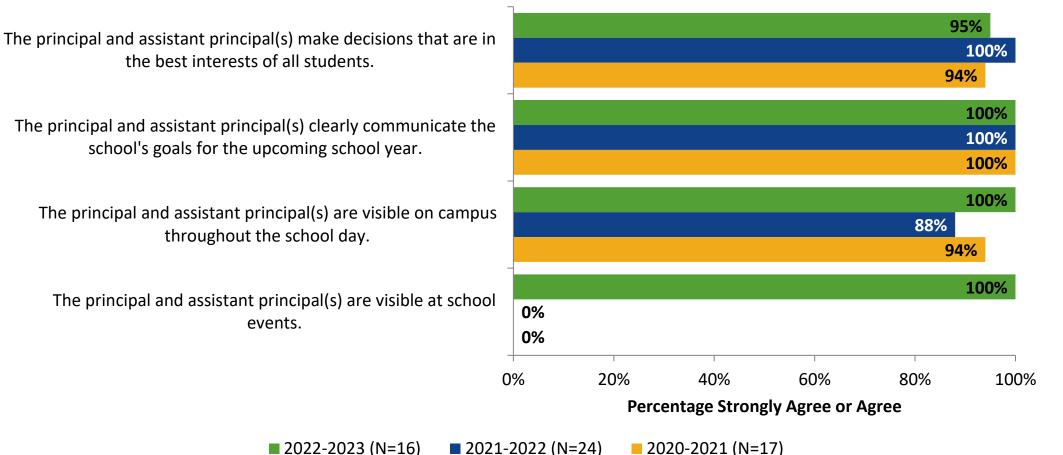


# **School Leadership (Continued)**



## **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

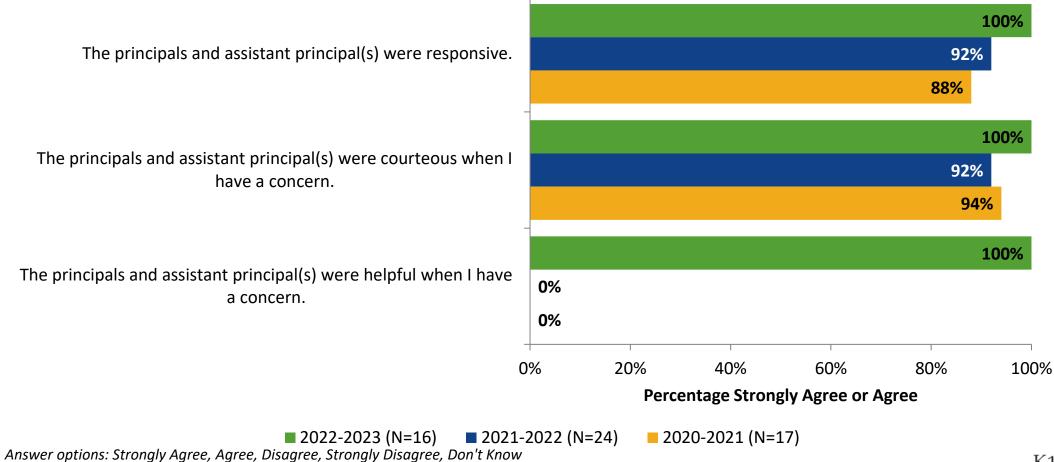
Note: 0% indicates a question was not asked during that survey administration.

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

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



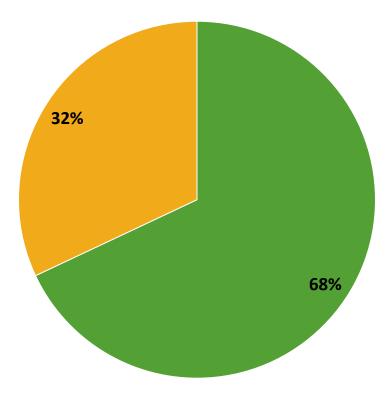
Note: 0% indicates a question was not asked during that survey administration.

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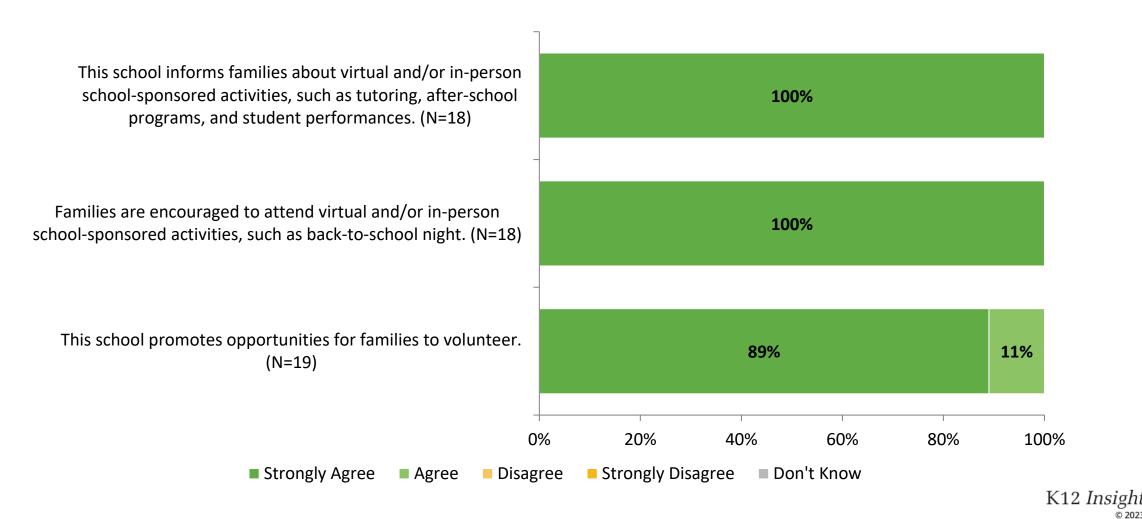
## **Interaction with Principals and/or Assistant Principals**

This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=19)

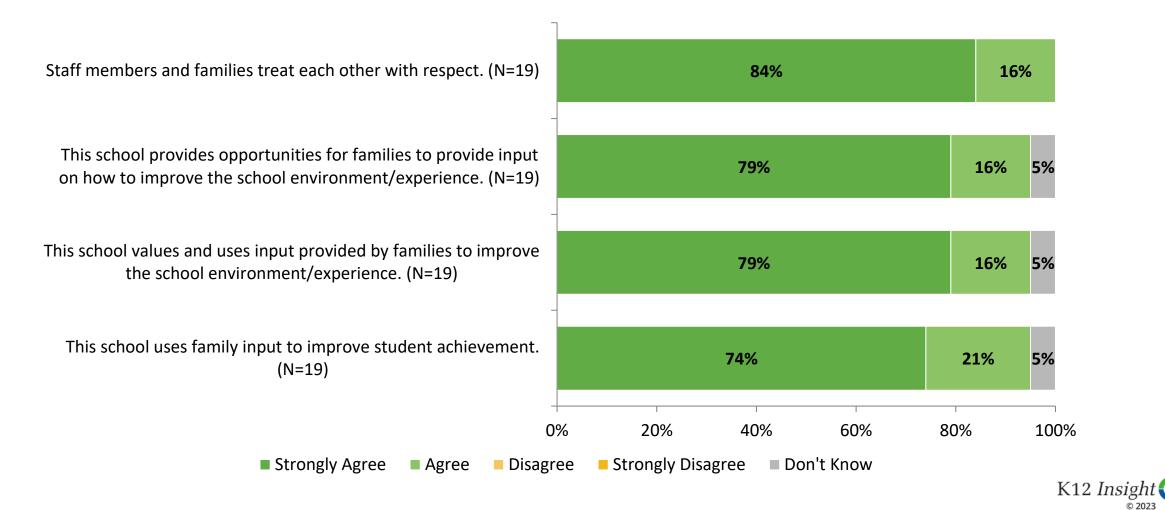




# **Family Involvement**



# **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 100% programs, and student performances. 100% 100% Families are encouraged to attend virtual and/or in-person 100% school-sponsored activities, such as back-to-school night. 94% 100% This school promotes opportunities for families to volunteer. 0% 0% 100% 96% 100% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

2020-2021 (N=17)

Staff members and families treat each other with respect.

2022-2023 (N=19) 2021-2022 (N=24)

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

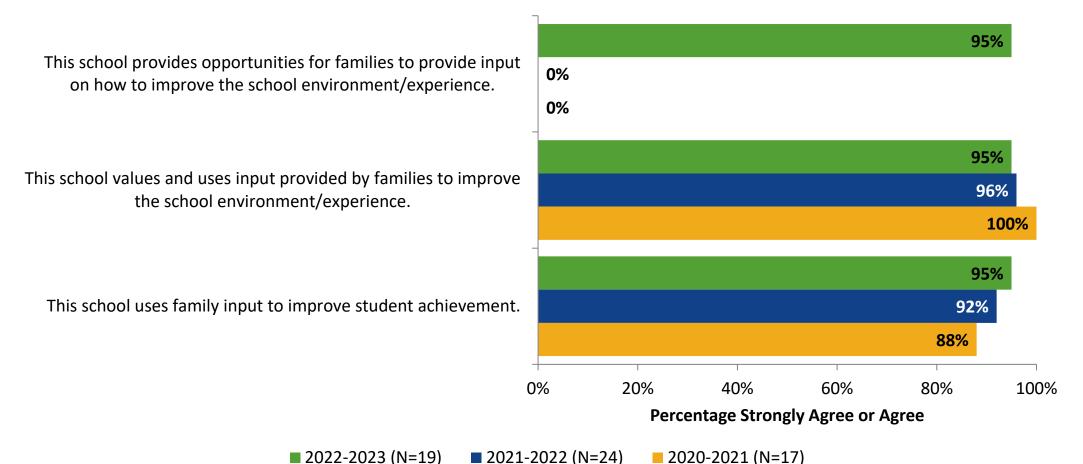
Note: 0% indicates a question was not asked during that survey administration.

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## Family Involvement: Comparison Over Time (Continued)

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



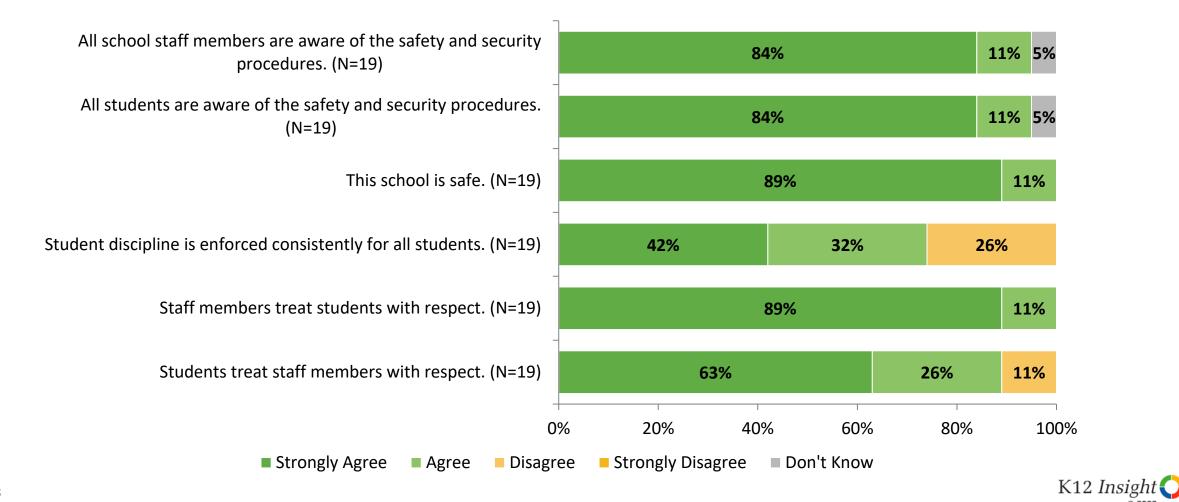
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

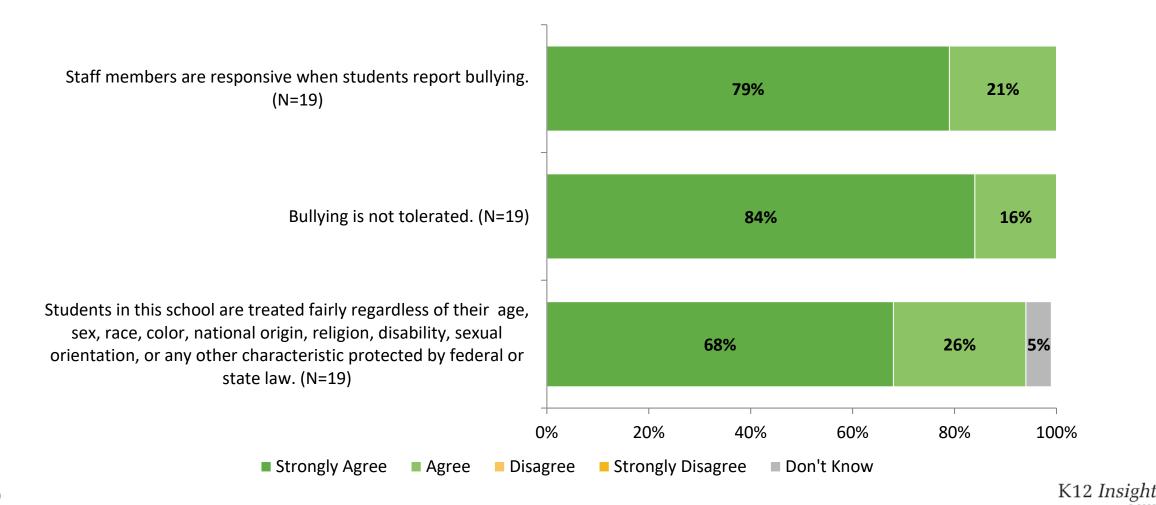
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# **Safety and Behavior**

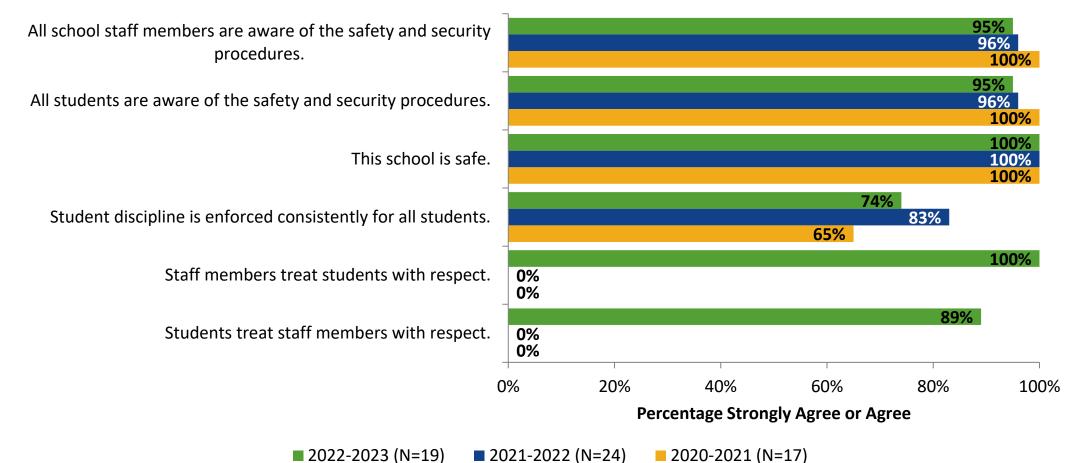


# **Safety and Behavior (Continued)**



### **Safety and Behavior: Comparison Over Time**

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



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

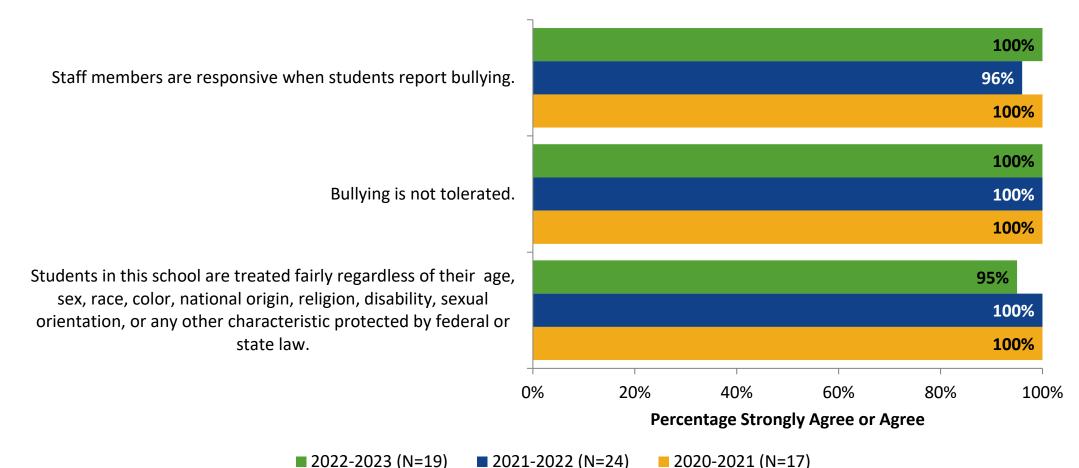
Note: 0% indicates a question was not asked during that survey administration.

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## Safety and Behavior: Comparison Over Time (Continued)

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



2022-2023 (N=19) 2021-2022 (N=24)

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<br>Agree or Agree (%) | School Climate Topic |
|---|---|----------------------|
| How would you rate the overall quality of the education at your school?   | 100%                                      | Overall Quality      |
| 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. | 100%                                      | Student Support      |
| This school offers students a variety of extracurricular activities.  | 100%                                      | Student Support      |
| Students receive the support they need to prepare for the next grade level and life after high school.          | 100%                                      | Student Support      |



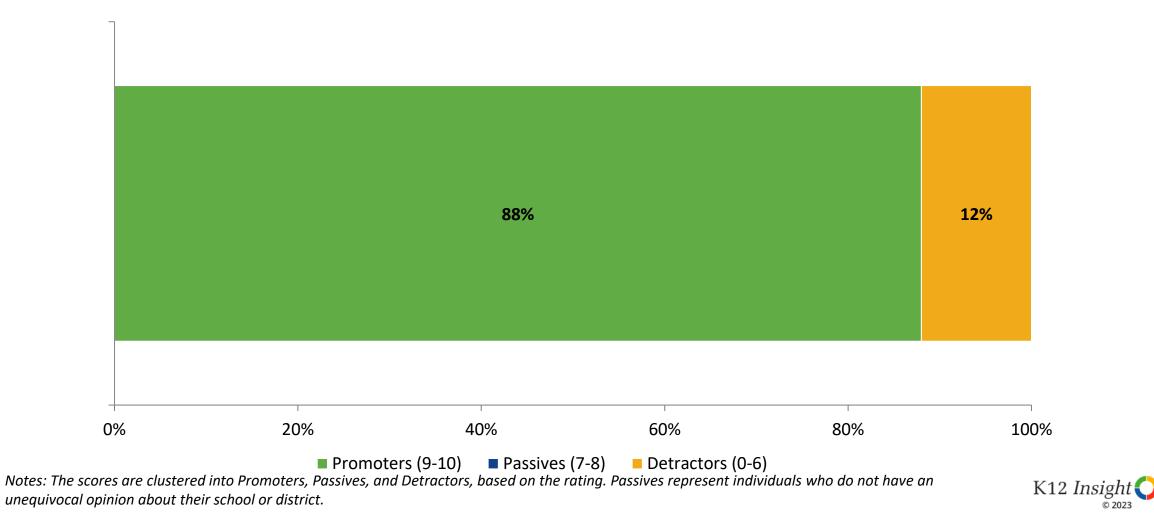
#### **Lowest Ranking Indicators**

| Survey Item  | Percentage Strongly<br>Disagree or Disagree<br>(%) | School Climate Topic |
|--|--|----------------------|
| Student discipline is enforced consistently for all students.                        | 26%  | Safety and Behavior  |
| District leaders understand the professional needs of district and school employees. | 26%  | District Leadership  |
| District leaders clearly explain the reasons behind decisions on key issues.         | 17%  | District Leadership  |
| I am optimistic about the future of Pinellas County Schools.                         | 13%  | Overall Engagement   |
| District leaders encourage employees to share ideas to improve performance.          | 13%  | District Leadership  |



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

How likely is it that you would recommend your school to a family member or friend? (N=17)

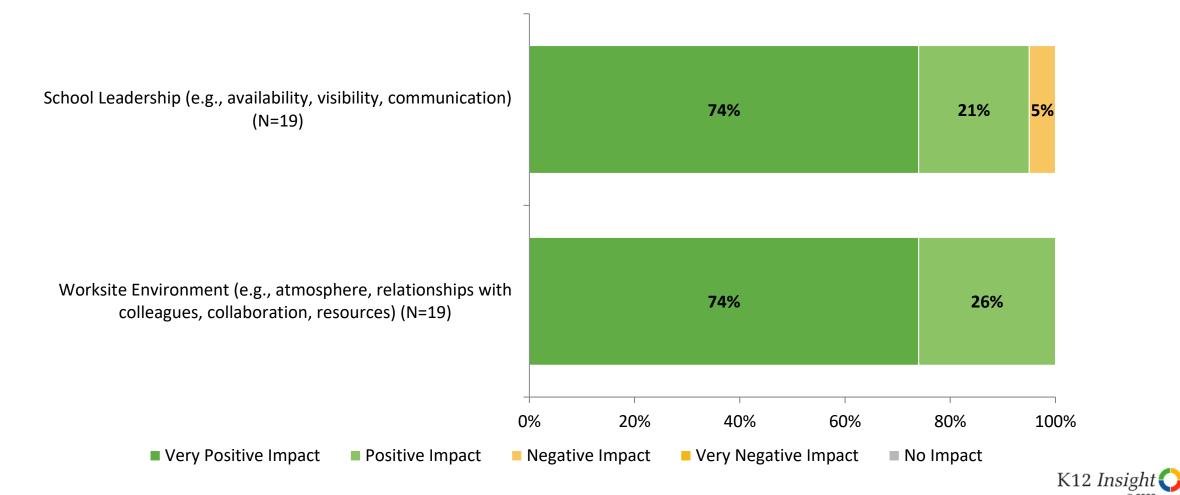


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### **Impact on Rating of School**

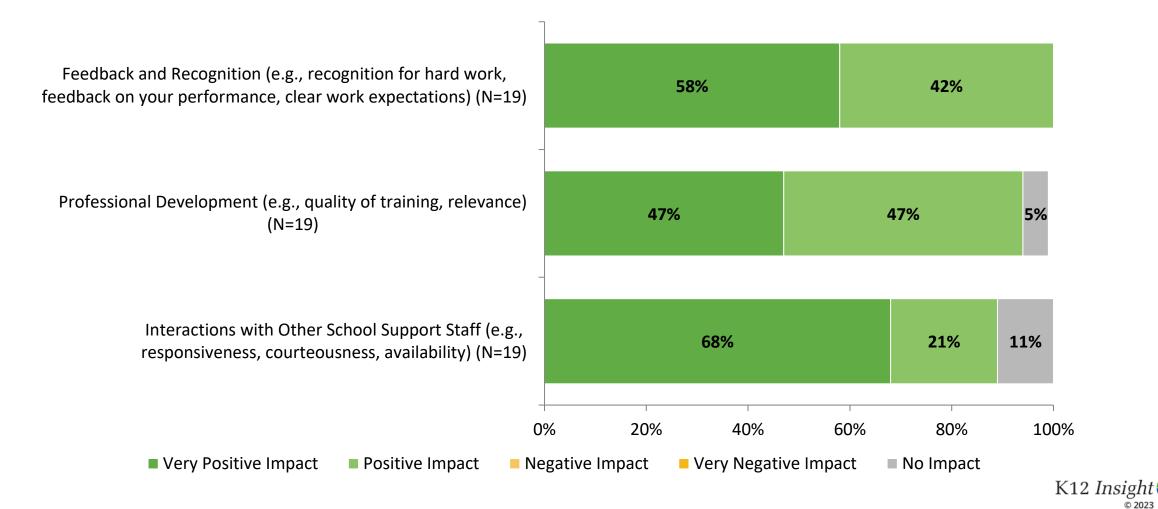
How do the following areas impact your rating of your school?



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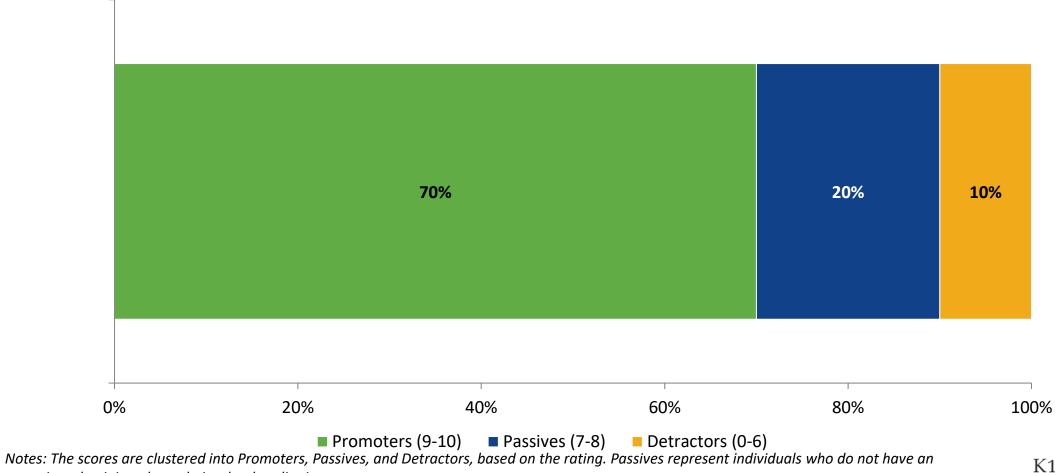
### Impact on Rating of School (Continued)

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=20)

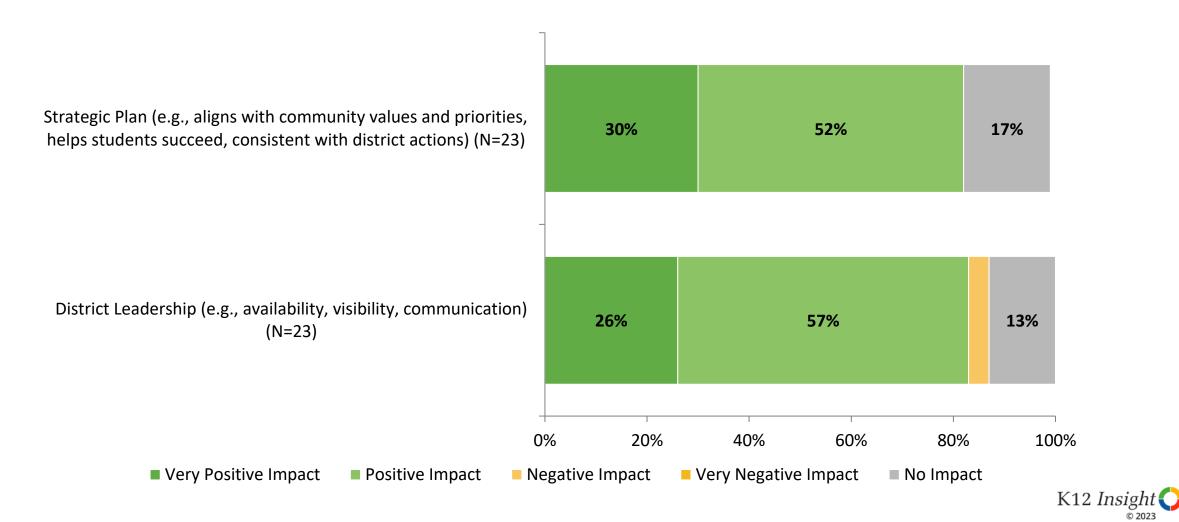


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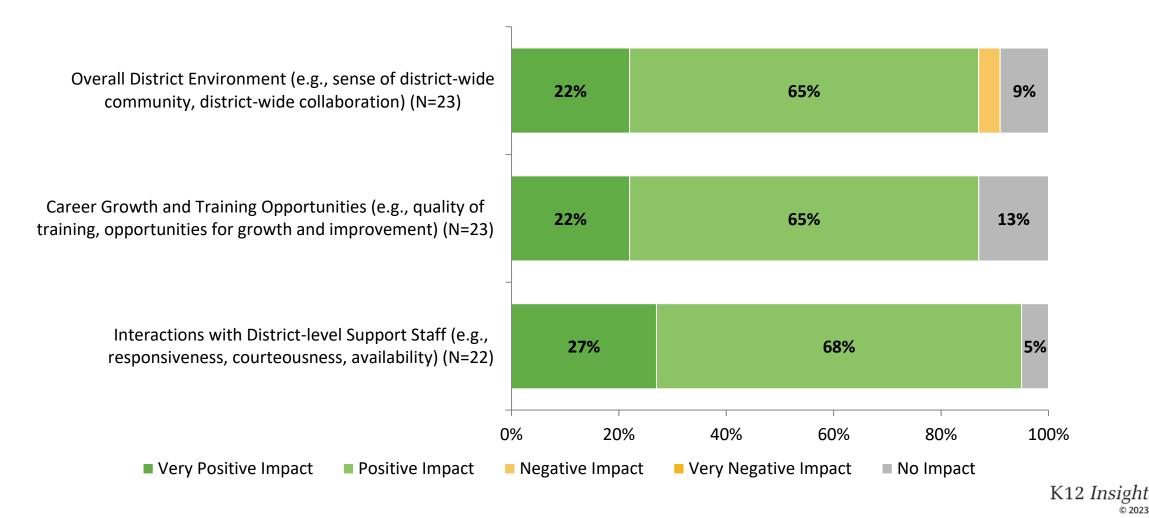
#### **Impact on Rating of Pinellas County Schools**

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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