Employee Survey: Tarpon Springs High School

Results

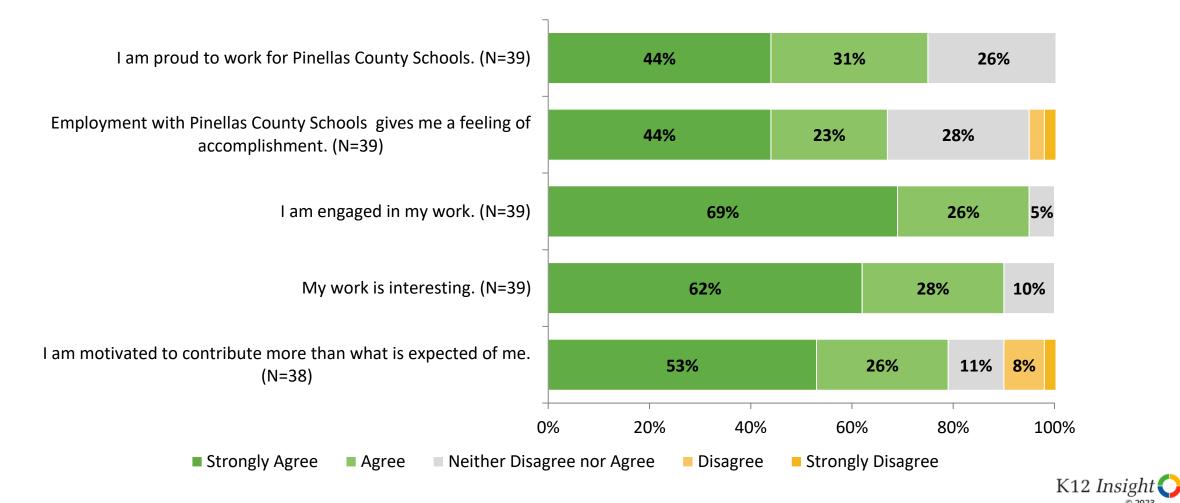
2022-2023 School Year





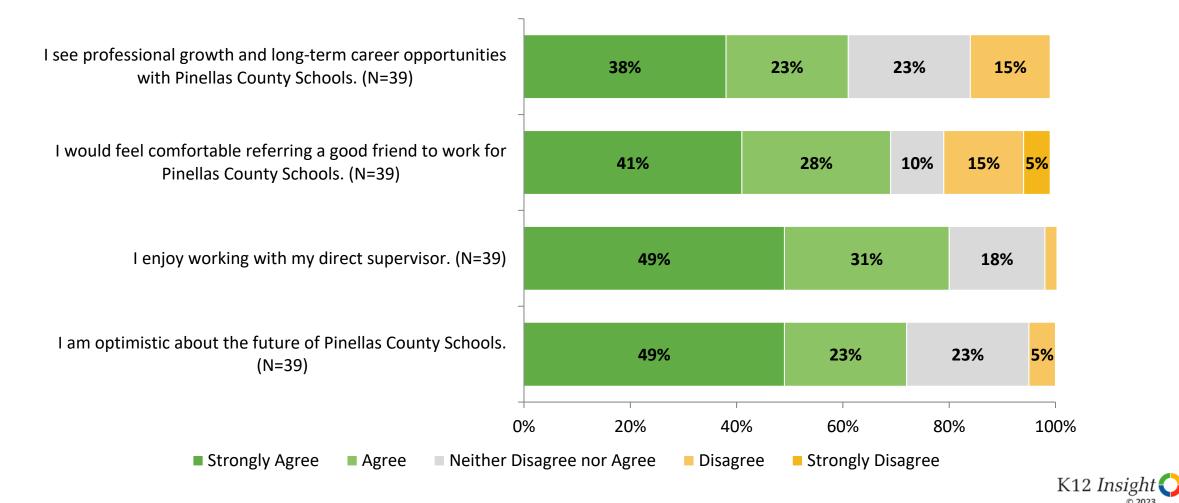
Overall Engagement

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



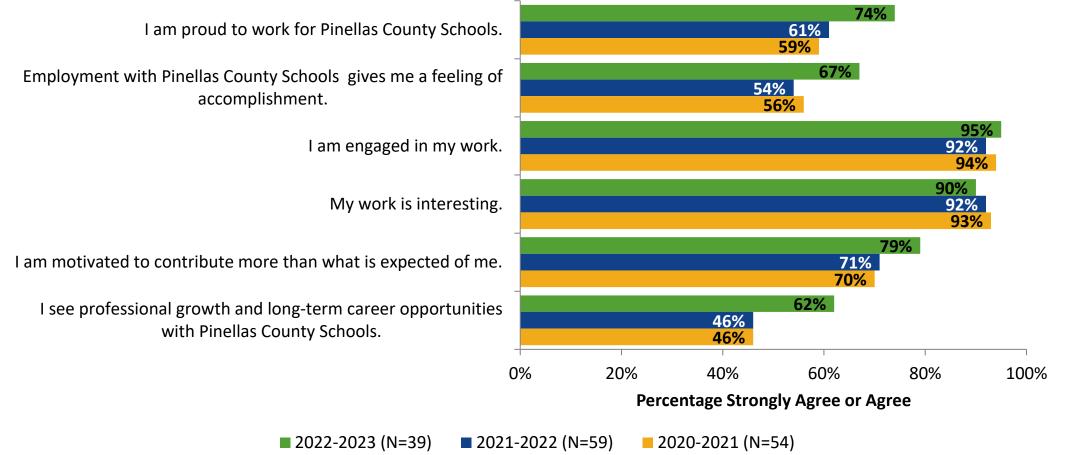
Overall Engagement (Continued)

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



Overall Engagement: Comparison Over Time

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

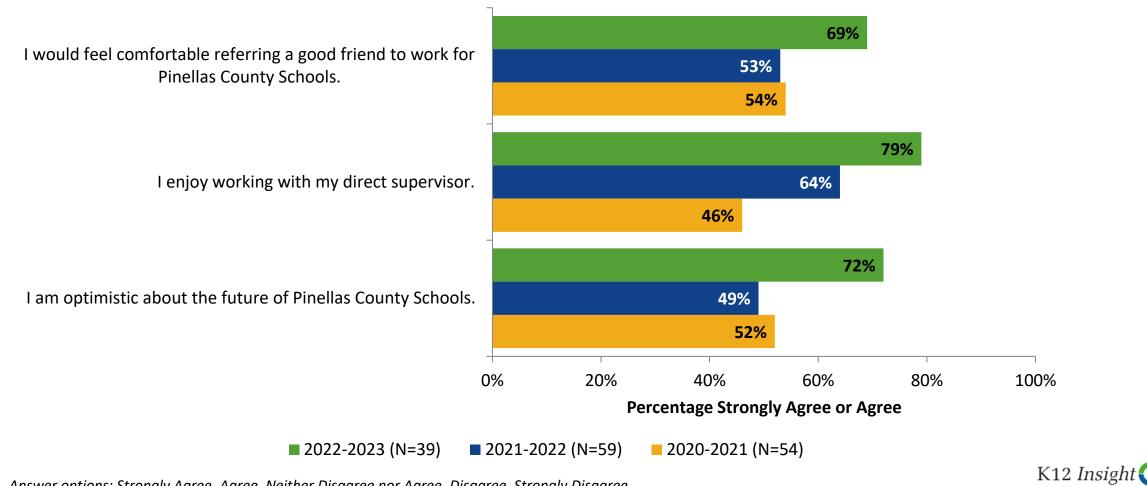


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree



Overall Engagement: Comparison Over Time (Continued)

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

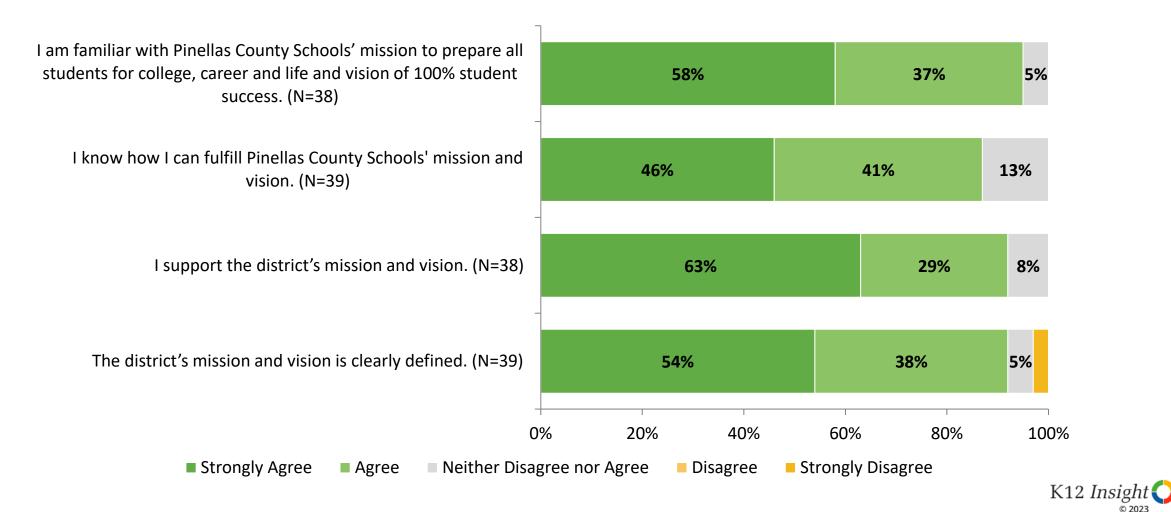


Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

5

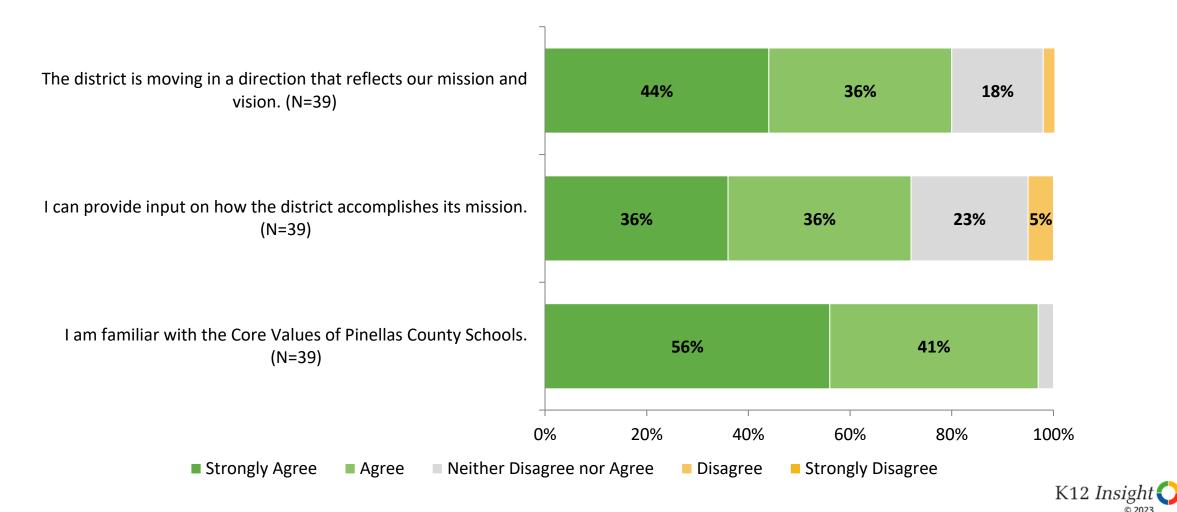
Mission and Vision

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



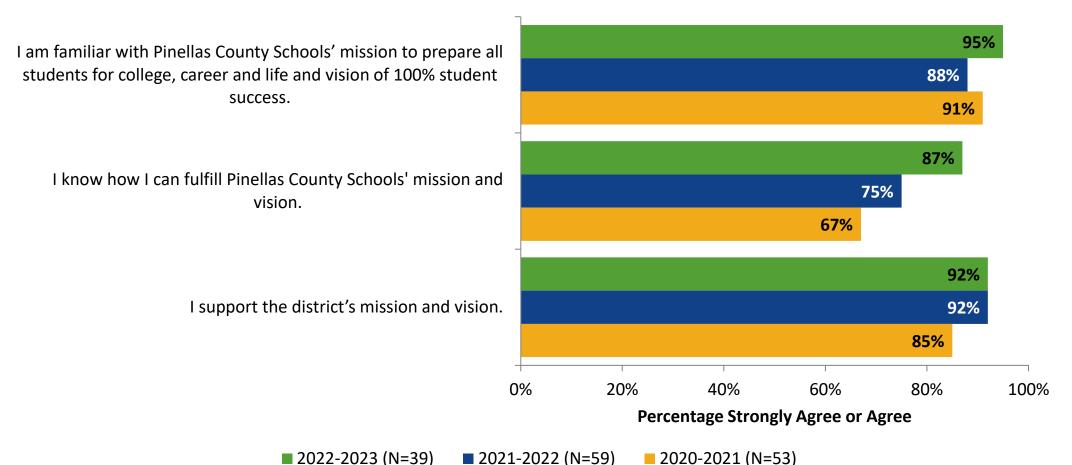
Mission and Vision (Continued)

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?



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

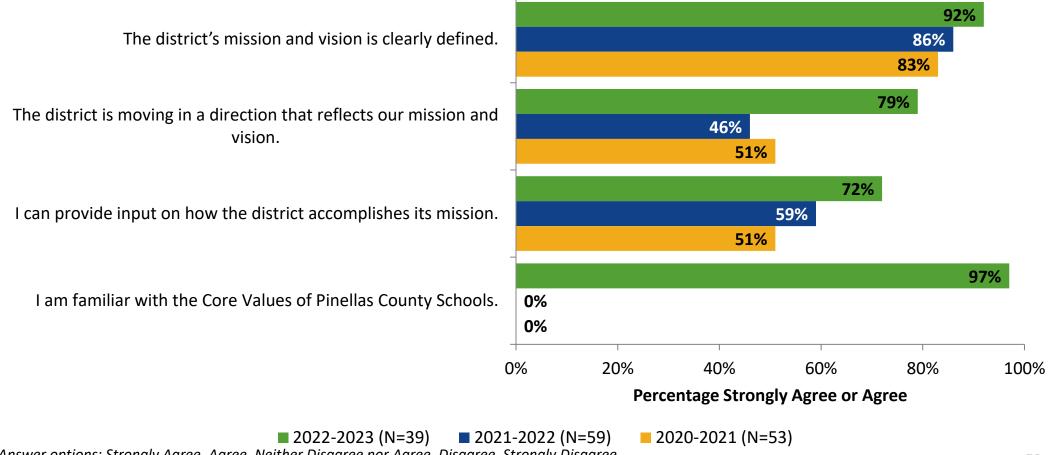
Note: 0% indicates a question was not asked during that survey administration.

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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

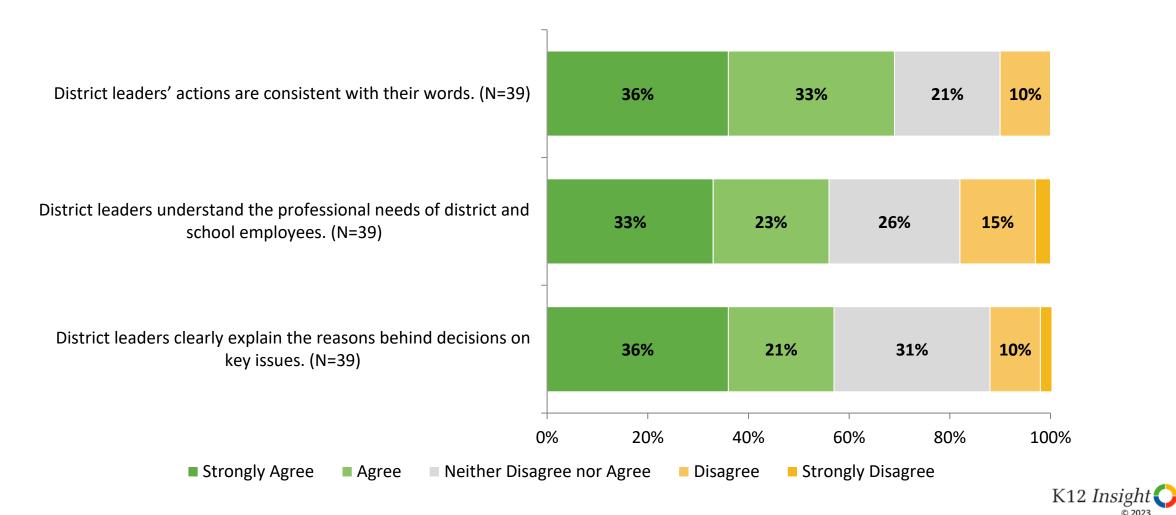
Note: 0% indicates a question was not asked during that survey administration.

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K12 Insight

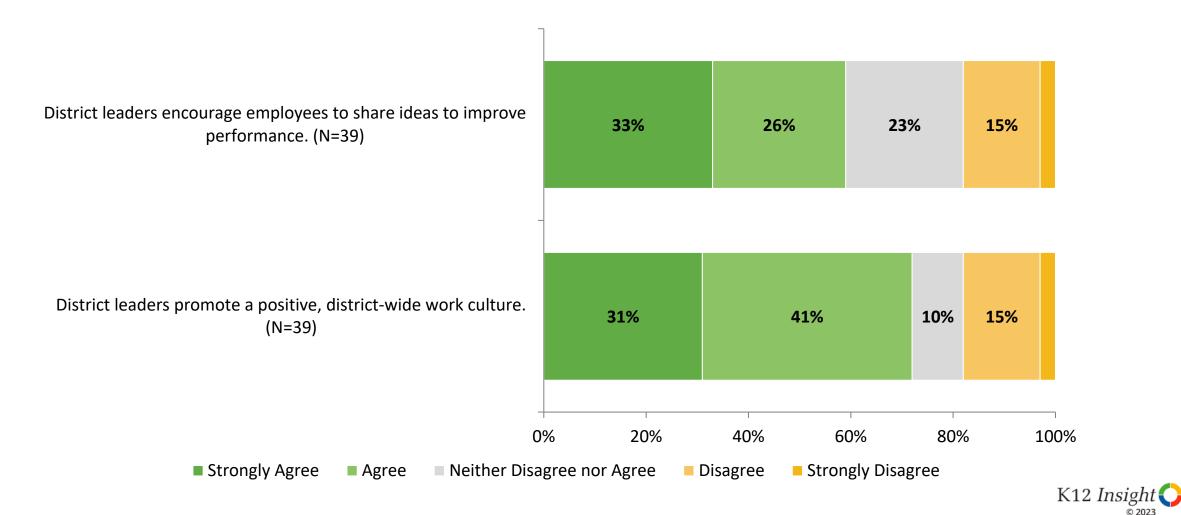
District Leadership

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?

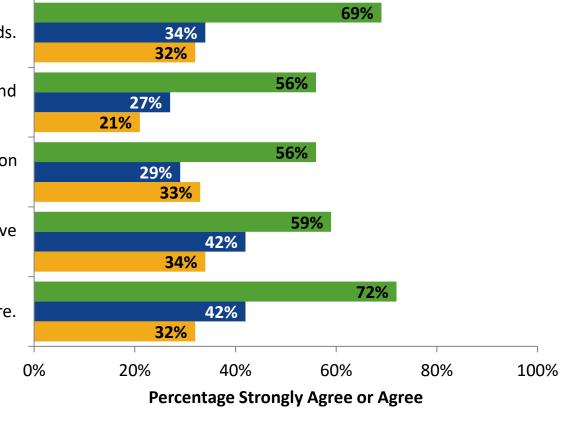
District leaders' actions are consistent with their words.

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.



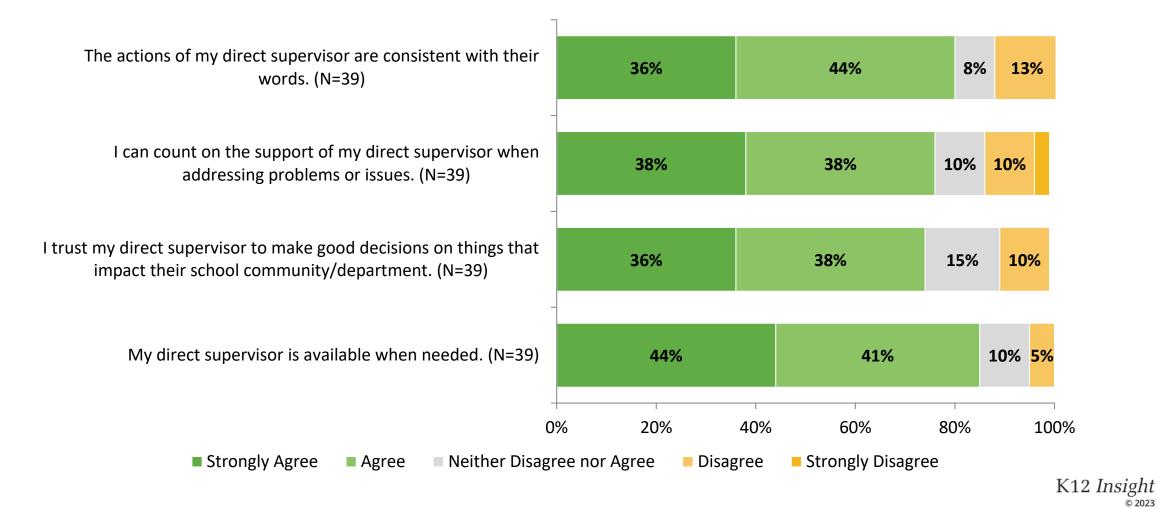
■ 2022-2023 (N=39) ■ 2021-2022 (N=59) ■ 2020-2021 (N=53)

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



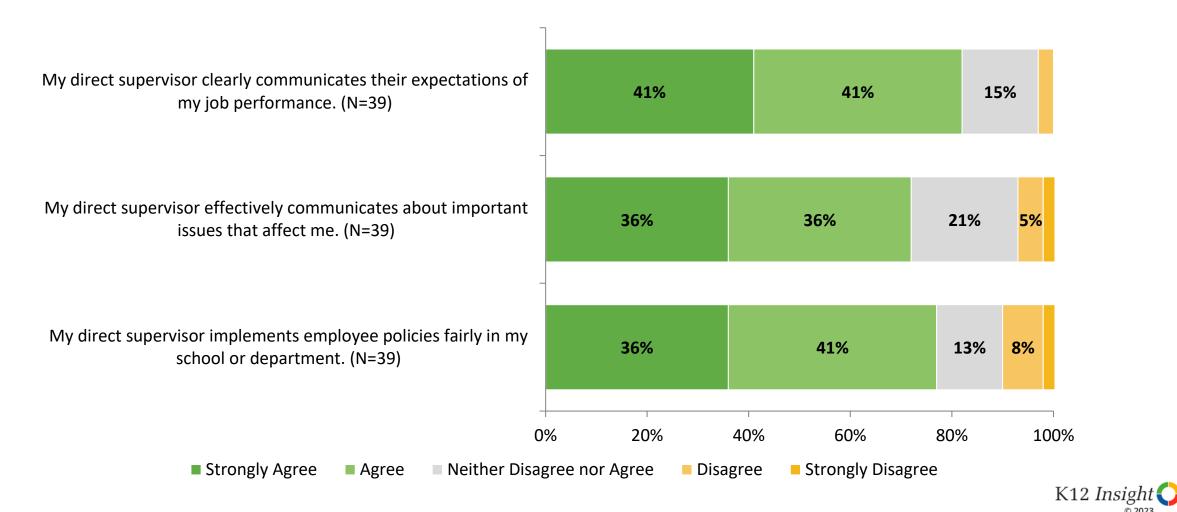
Worksite Leadership

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



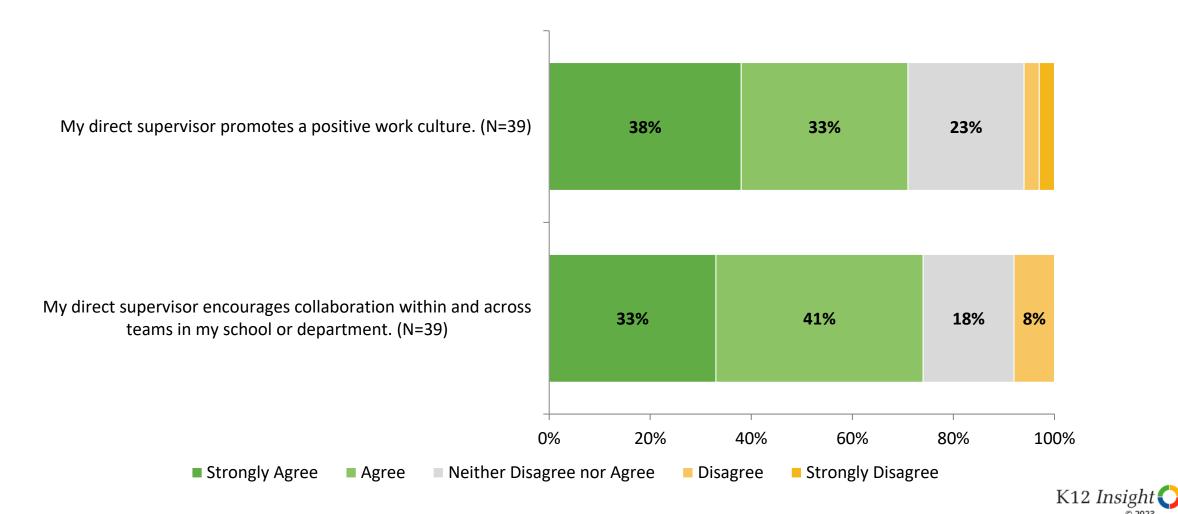
Worksite Leadership (Continued)

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



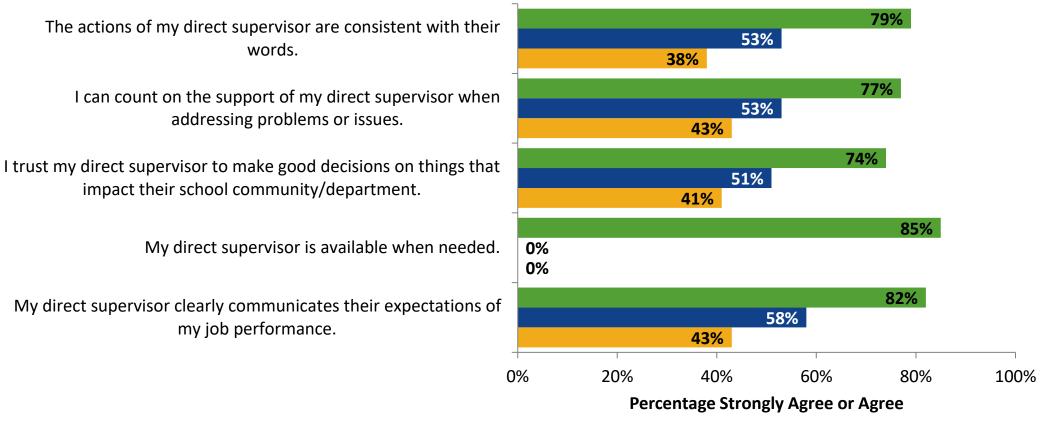
Worksite Leadership (Continued)

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=39) ■ 2021-2022 (N=59) Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

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

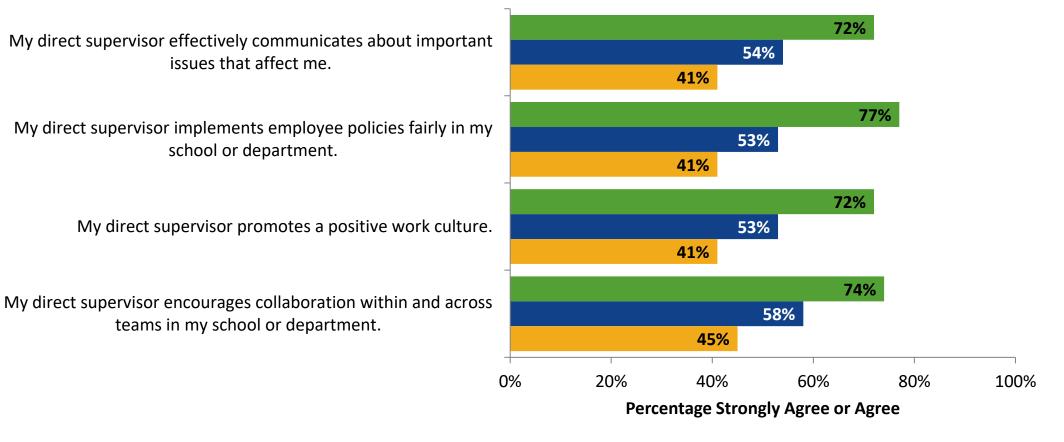
16

2020-2021 (N=54)



Worksite Leadership: Comparison Over Time (Continued)

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



2021-2022 (N=59)

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

2022-2023 (N=39)

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

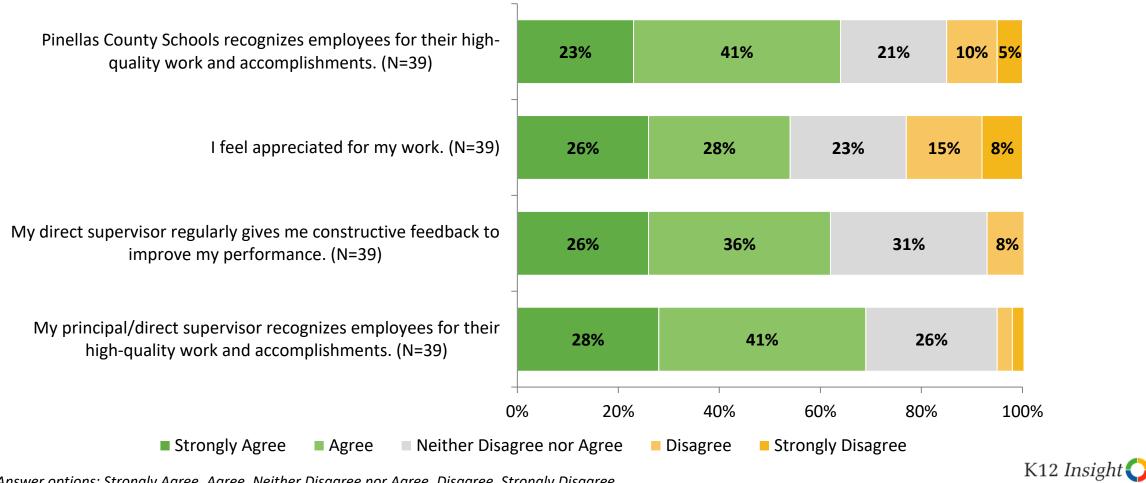
17

2020-2021 (N=54)



Feedback and Recognition

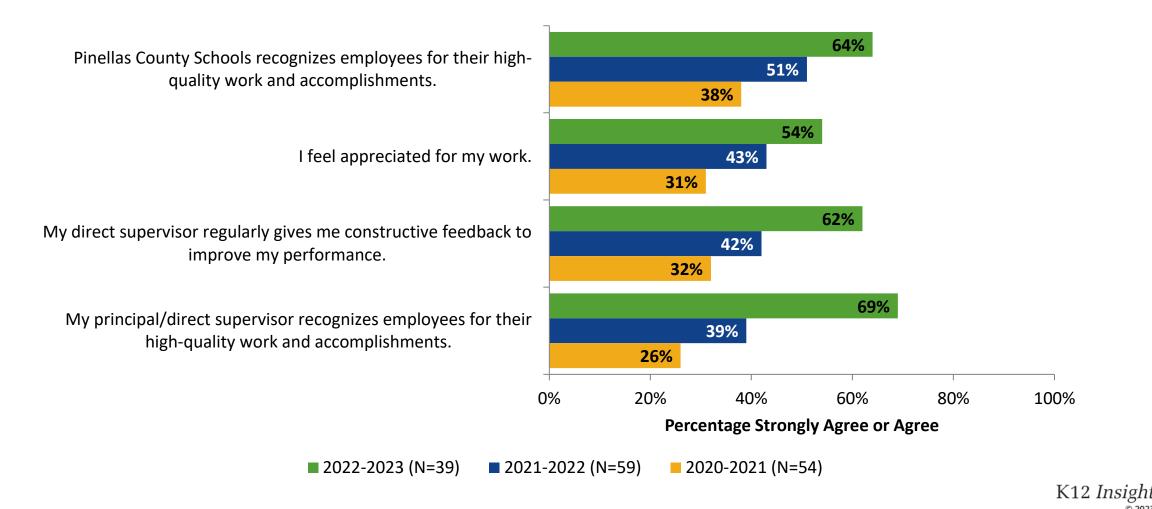
How strongly do you agree or disagree with the following statements?



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

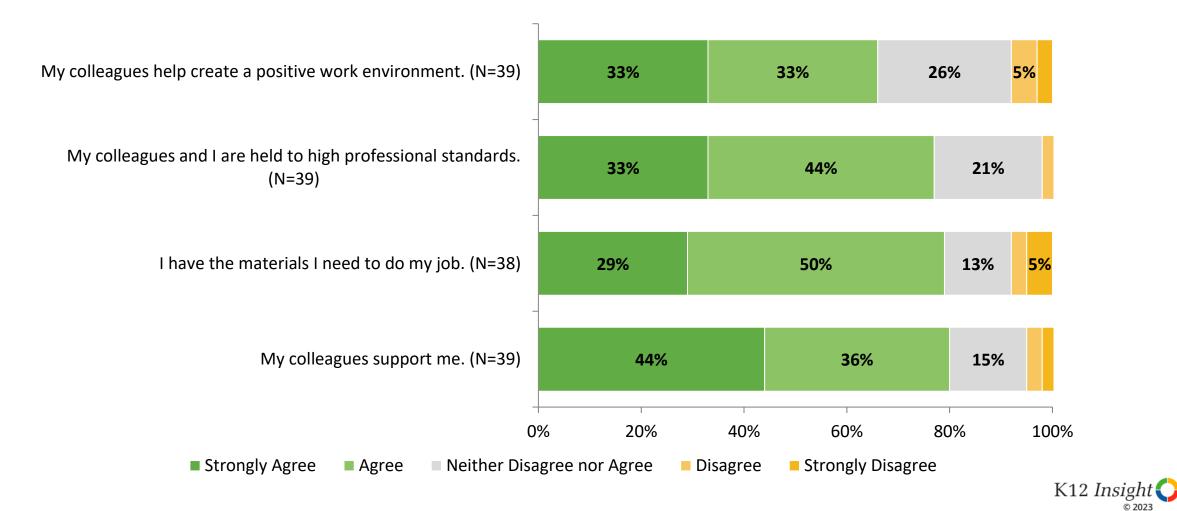
Feedback and Recognition: Comparison Over Time

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



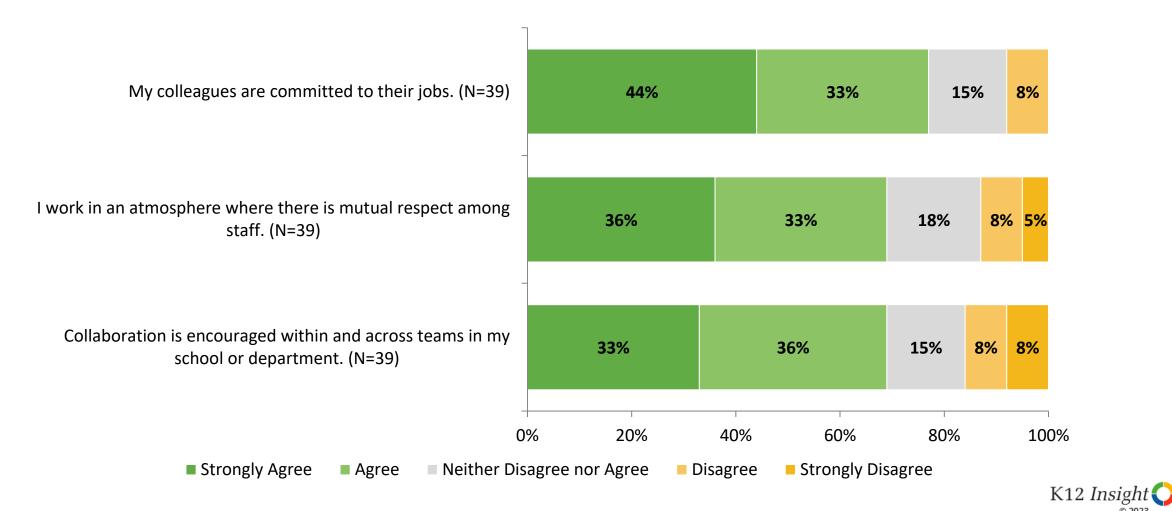
Work Environment

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



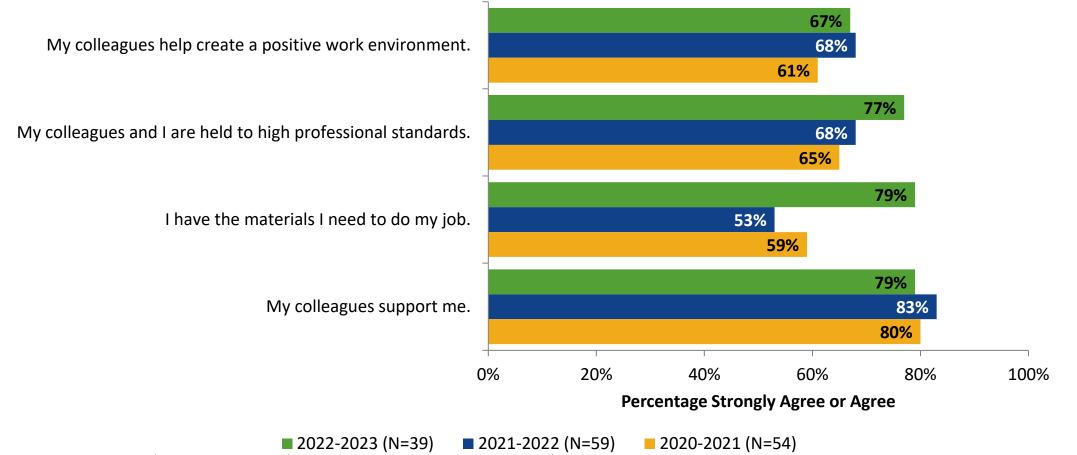
Work Environment (Continued)

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

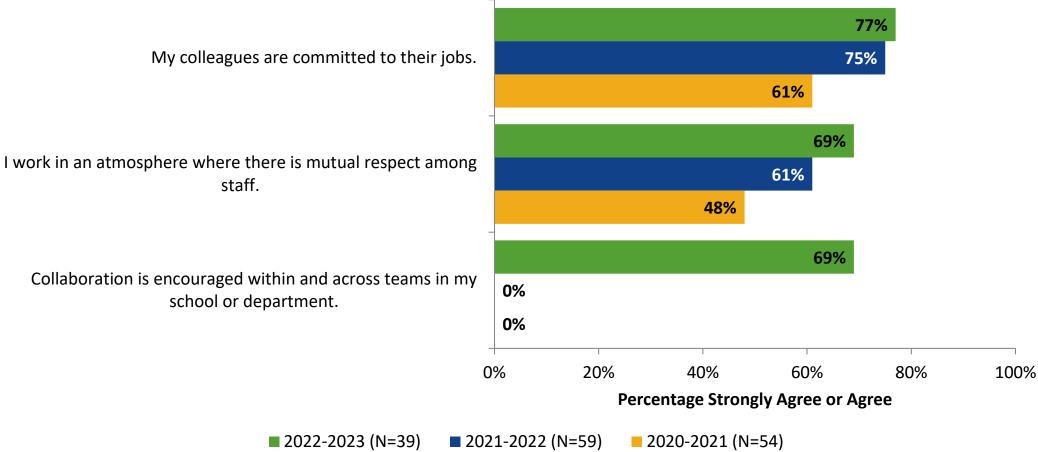
Note: 0% indicates a question was not asked during that survey administration.

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Work Environment: Comparison Over Time (Continued)

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



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

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

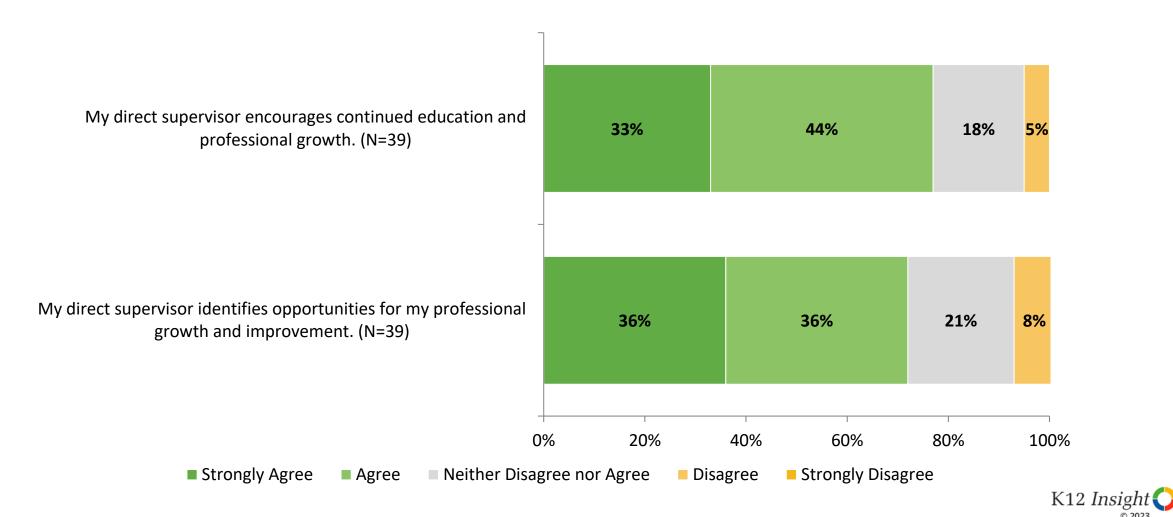
The district encourages continued education and professional growth. (N=39)	31%		56%	10%
The training I have received from the district has helped me perform my job more effectively. (N=38)	24%	42%	13%	18%
The training I have received from my worksite has helped me perform my job more effectively. (N=39)	23%	33%	26%	15%
The district's professional development supports district initiatives. (N=39)	28%	46%		18% 8%
	9% 20%		60% &	80% 10
			5 <u>6</u> ., 5.6481.00	

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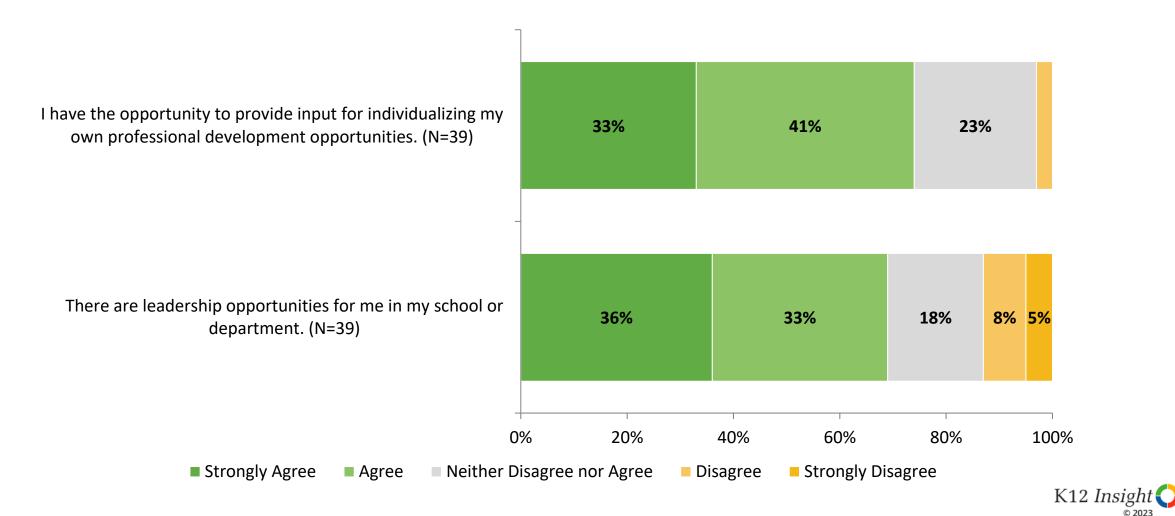
Career Growth and Training Opportunities (Continued)

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



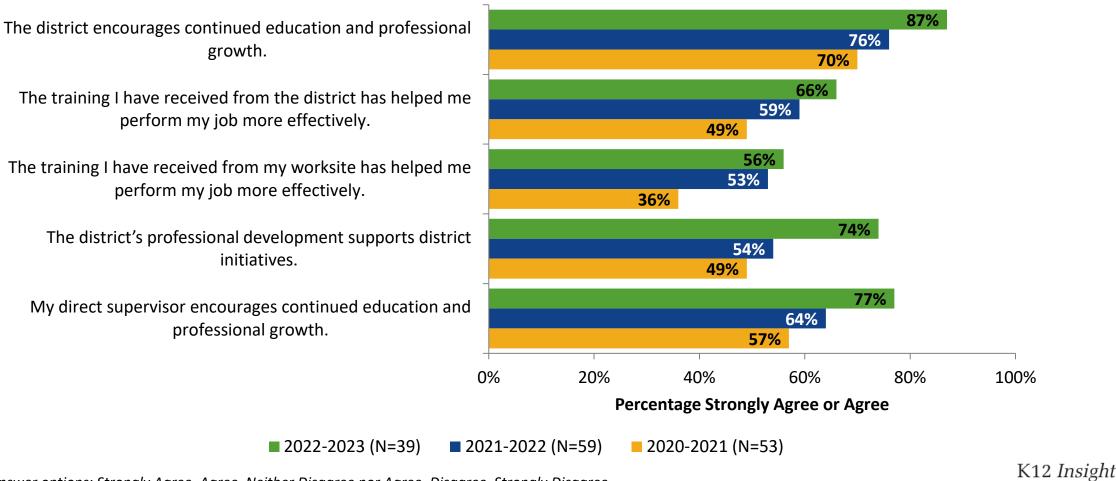
Career Growth and Training Opportunities (Continued)

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



Career Growth and Training Opportunities: Comparison Over Time

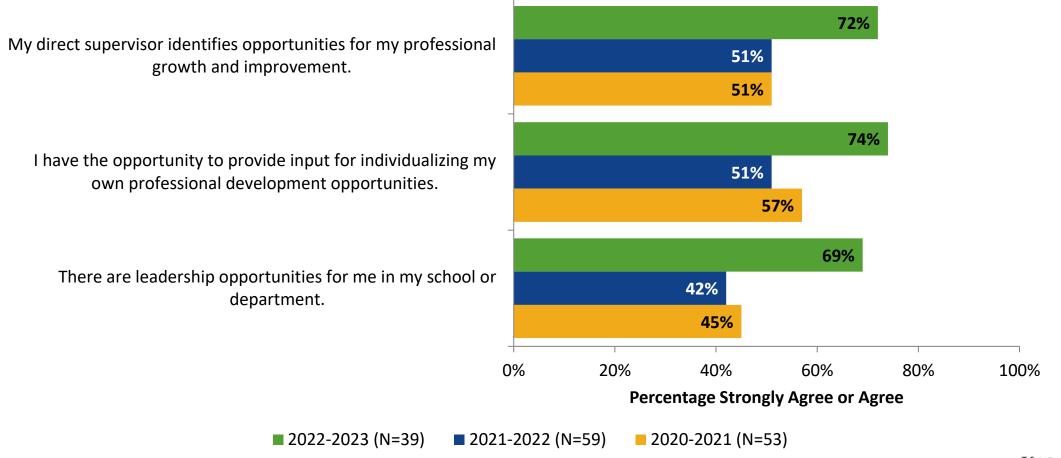
How strongly do you agree or disagree with the following statements?



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?



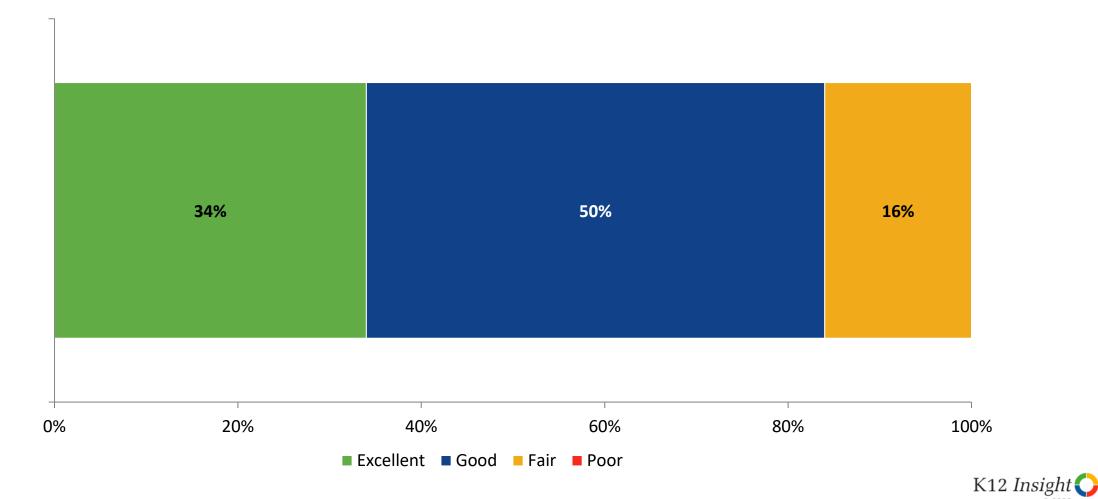
Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

28



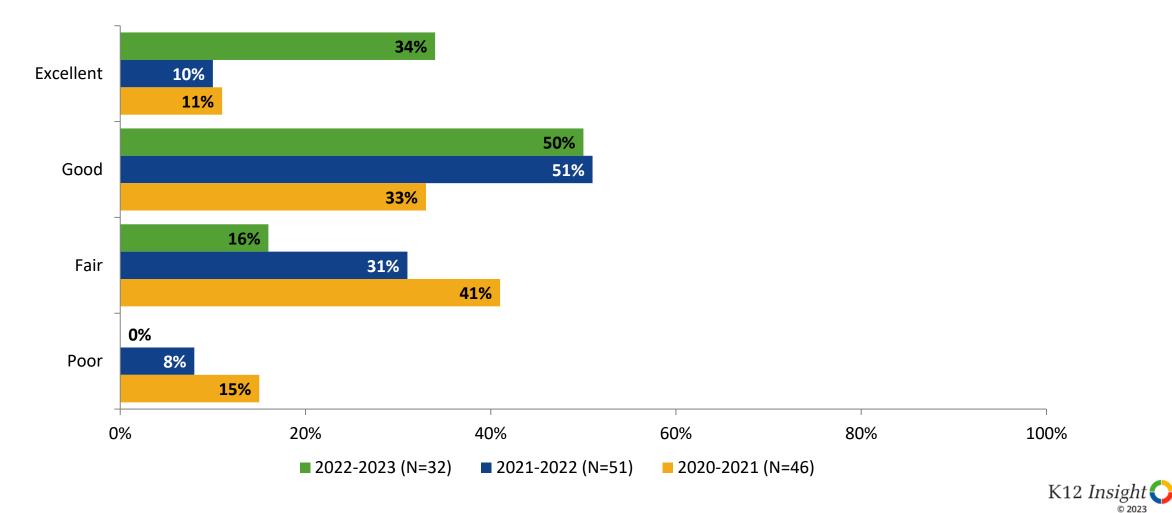
Overall Quality

How would you rate the overall quality of the education at your school? (N=32)



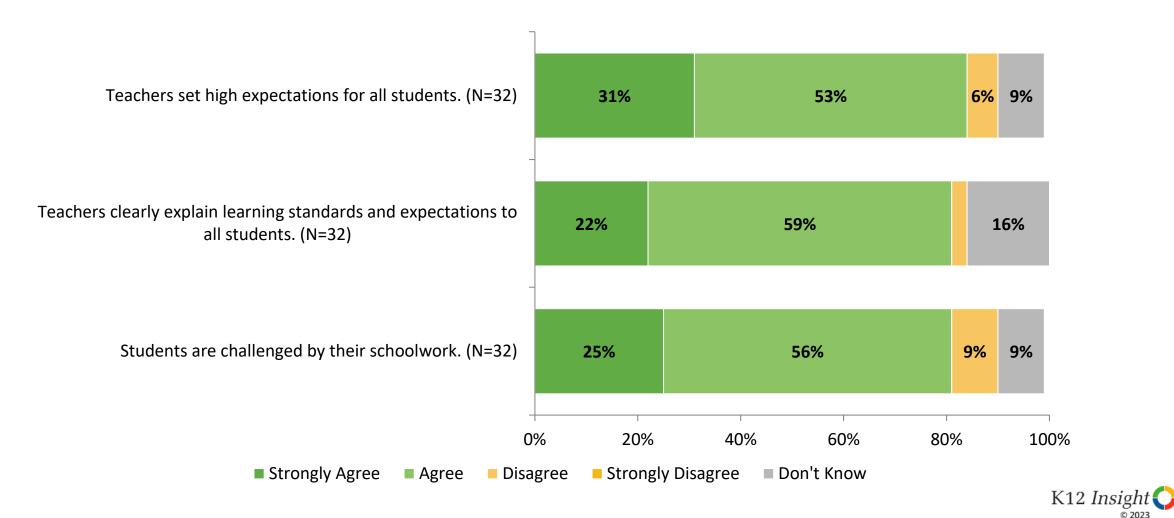
Overall Quality: Comparison Over Time

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



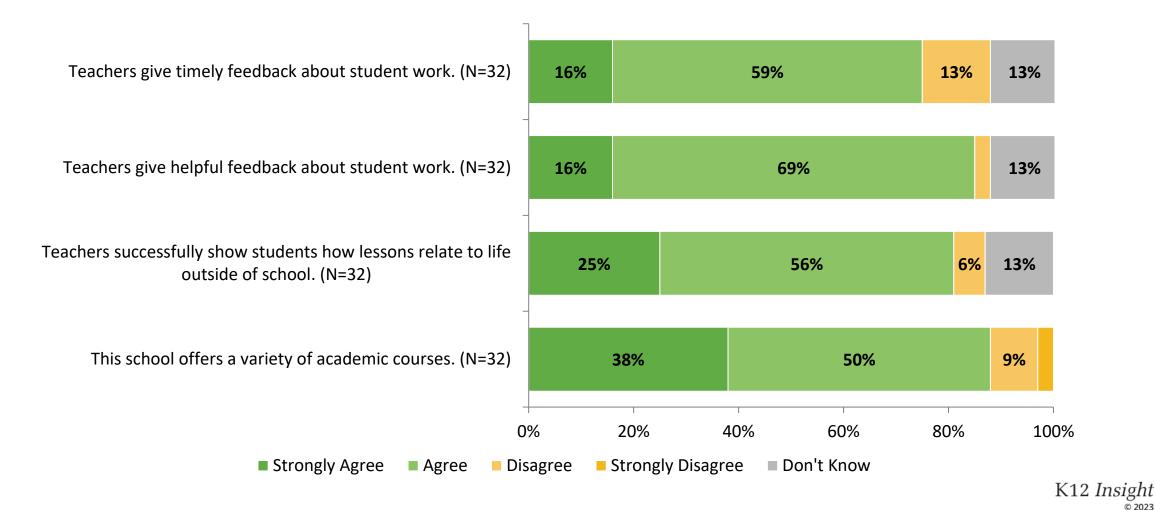
Academic Support

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



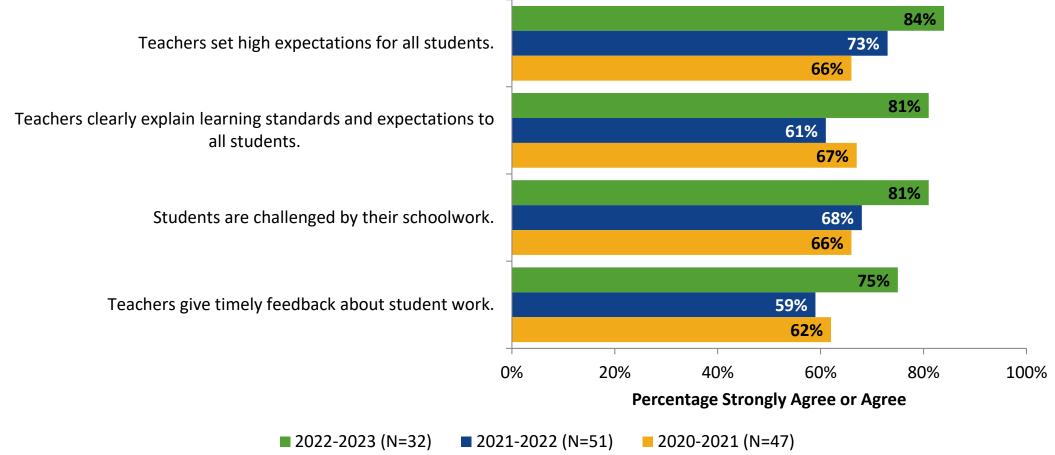
Academic Support (Continued)

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?

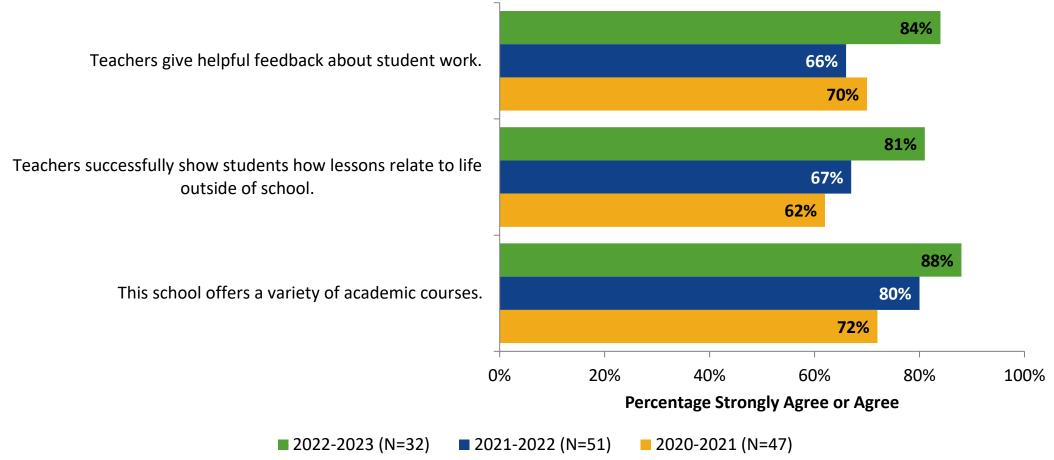


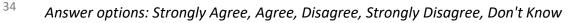
³³ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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Academic Support: Comparison Over Time (Continued)

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

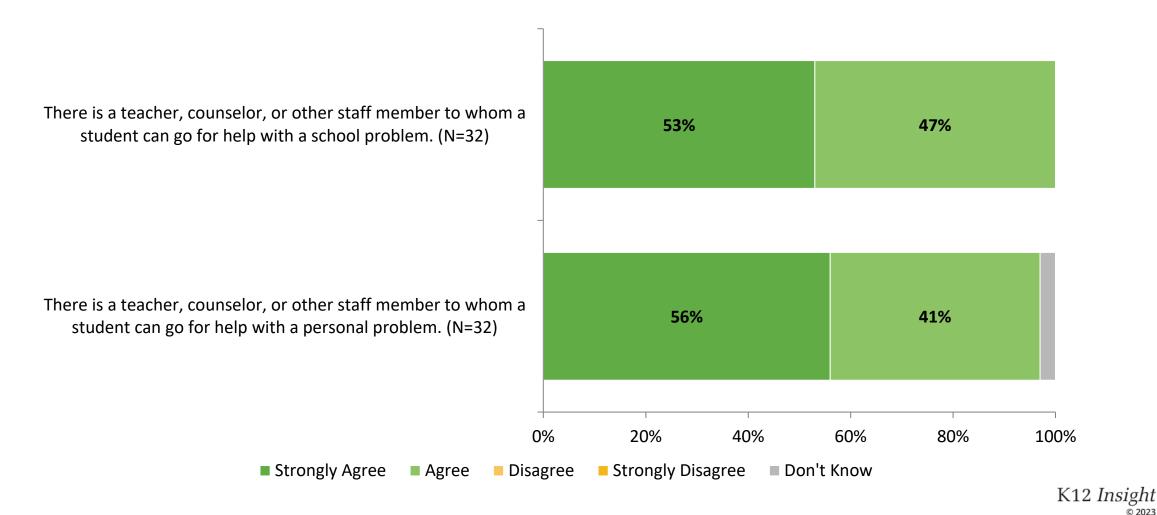




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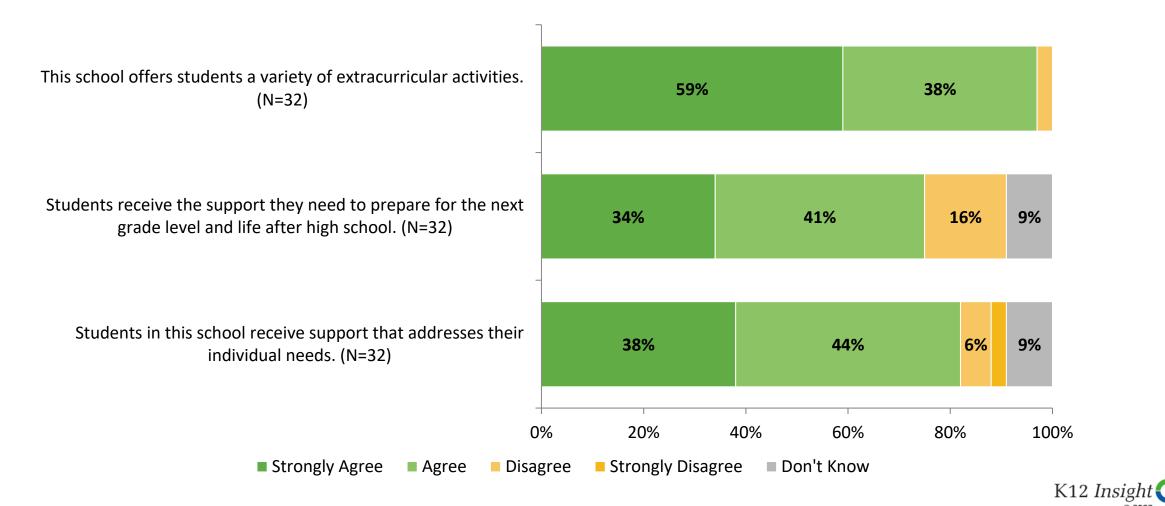
Student Support

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



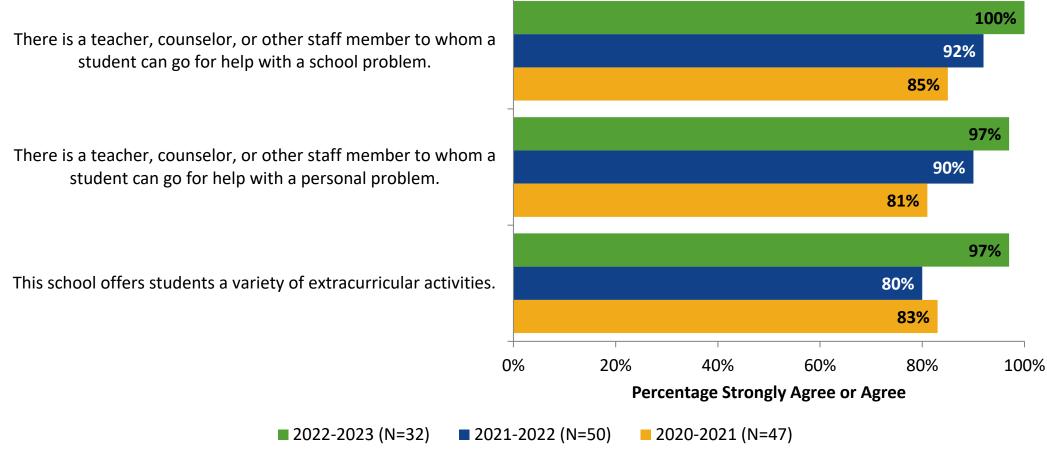
Student Support (Continued)

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?

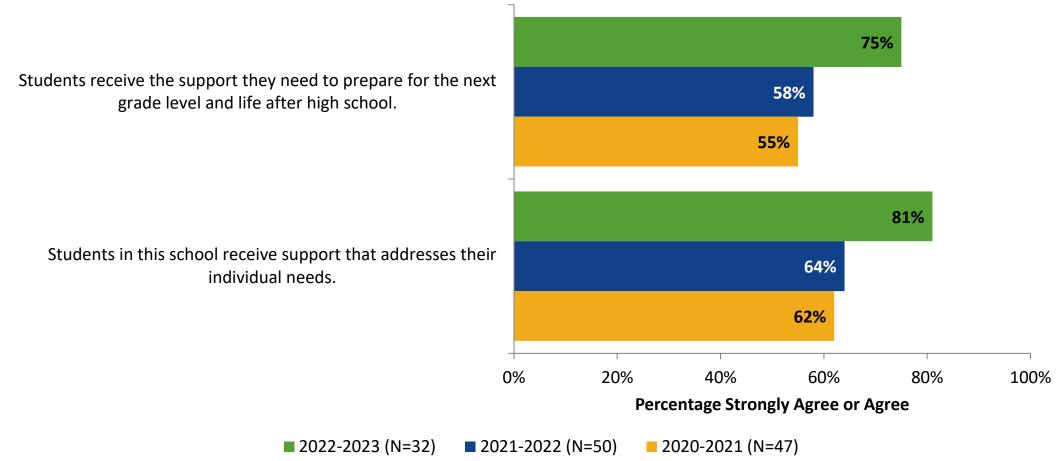




³⁷ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

Student Support: Comparison Over Time (Continued)

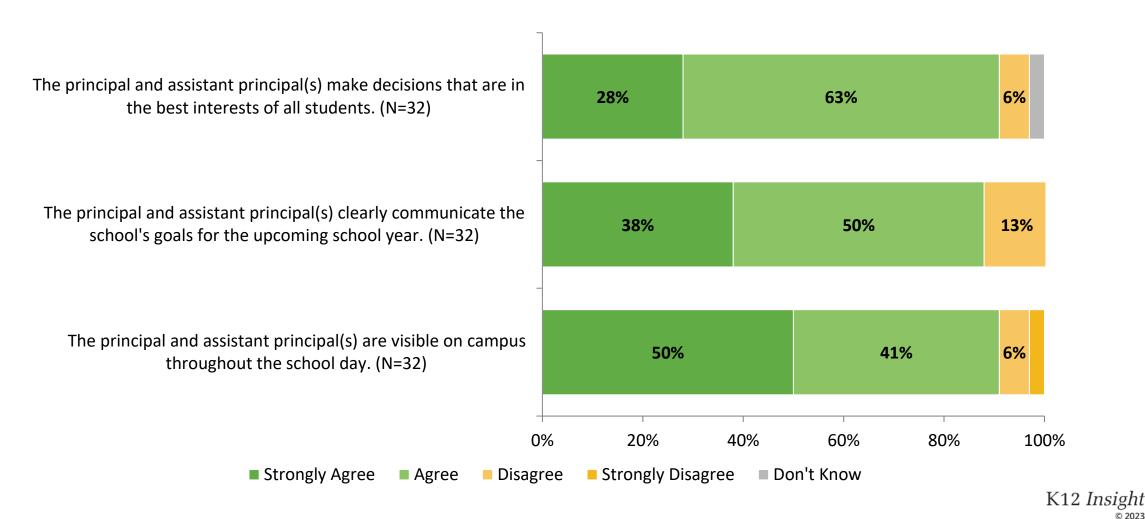
How strongly do you agree or disagree with the following statements?



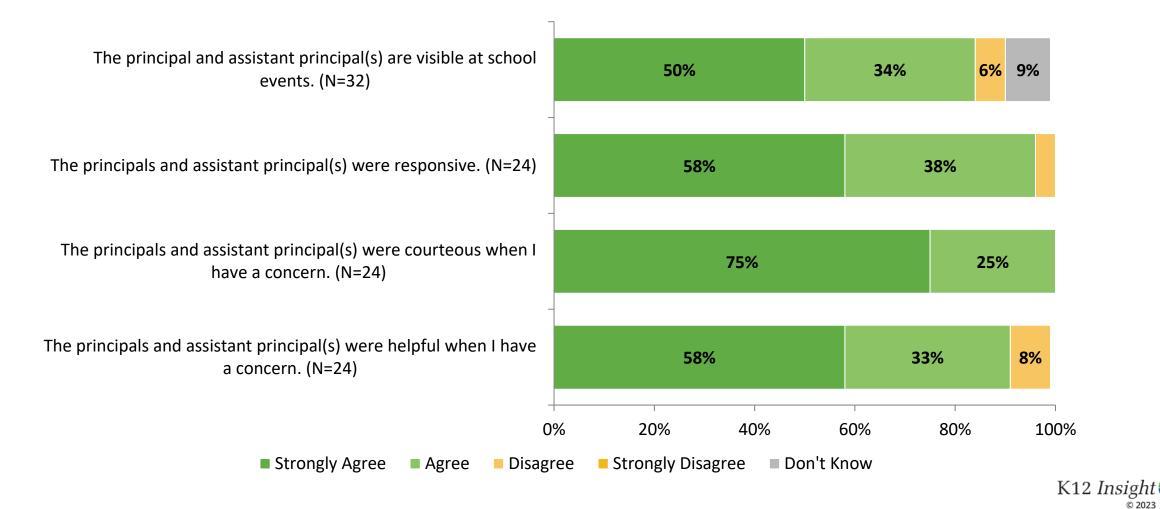
³⁸ Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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School Leadership

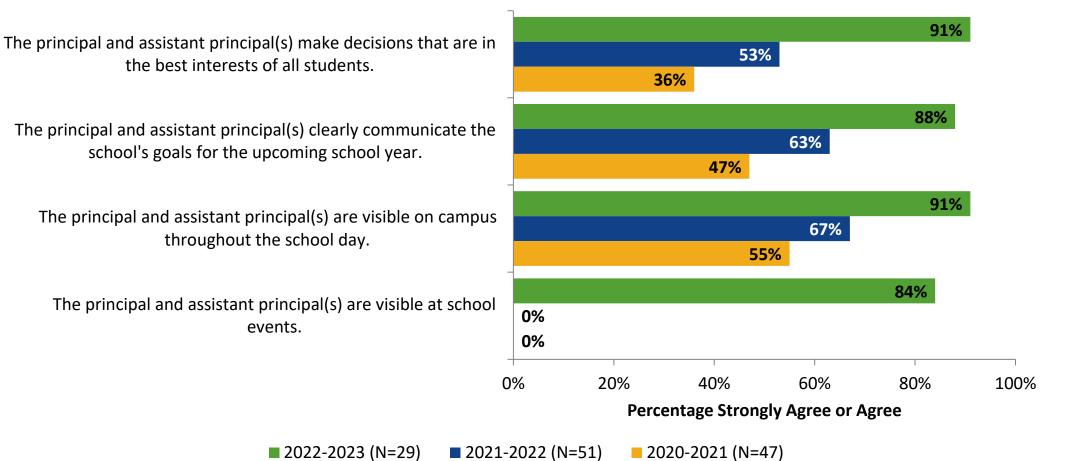


School Leadership (Continued)



School Leadership: Comparison Over Time

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



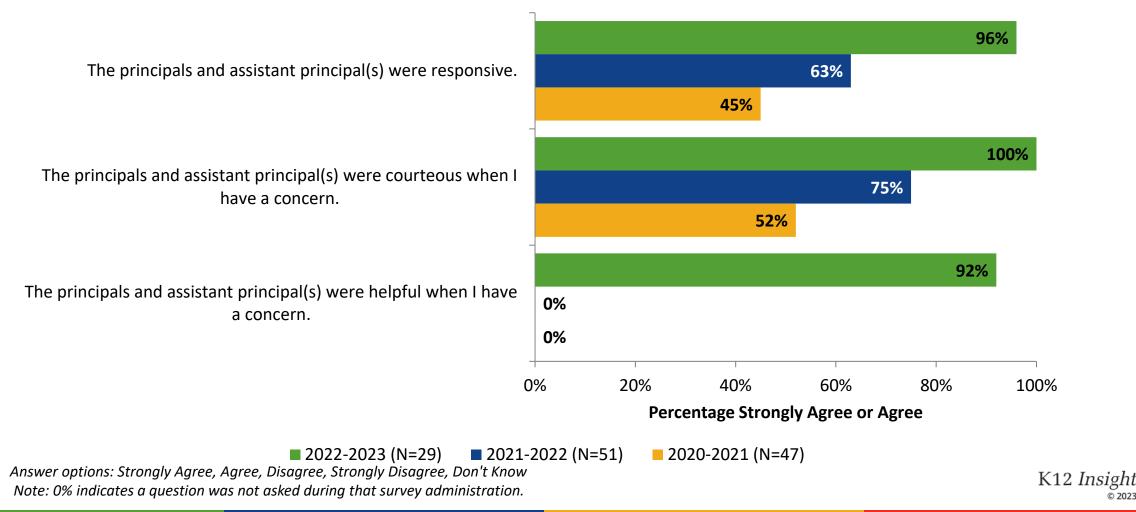
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

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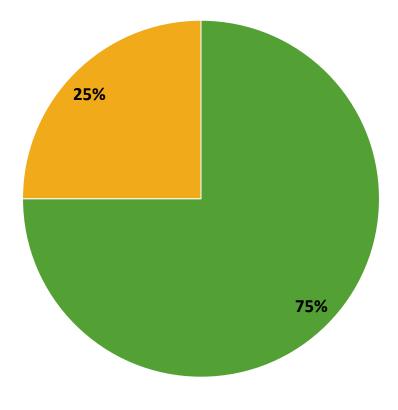
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School Leadership: Comparison Over Time (Continued)

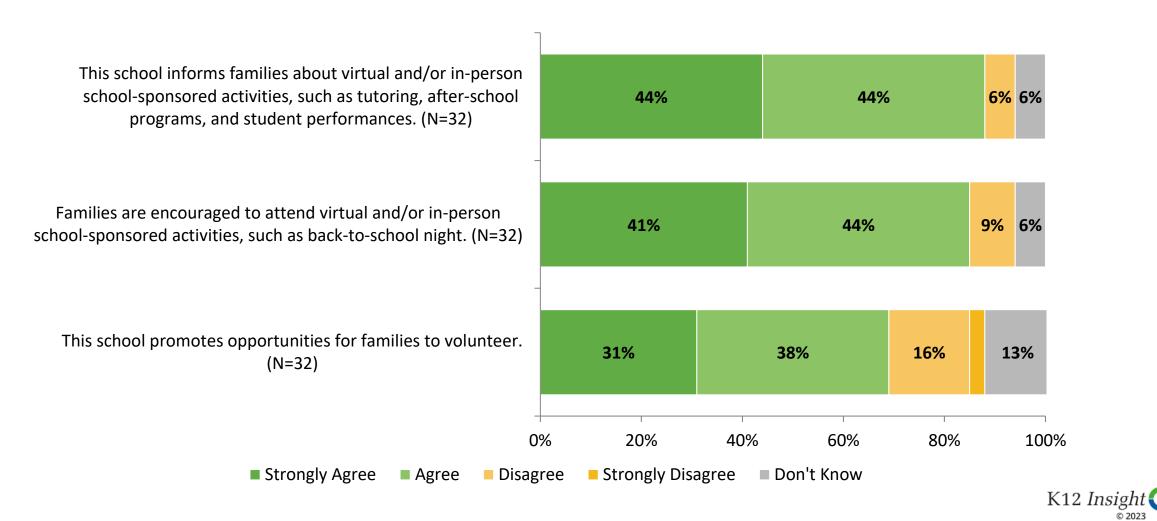


Interaction with Principals and/or Assistant Principals

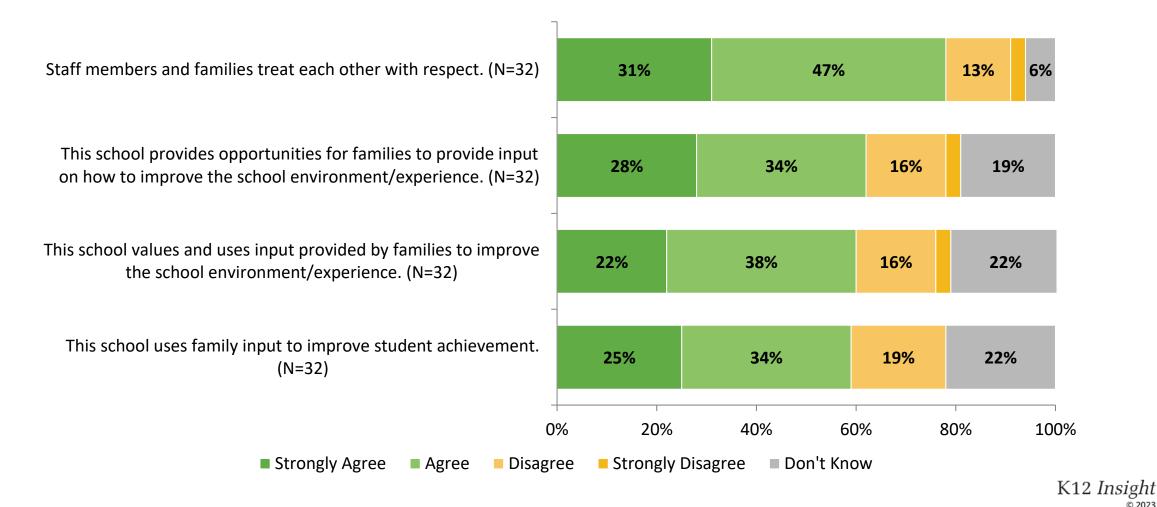
This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=32)



Family Involvement



Family Involvement (Continued)



Family Involvement: Comparison Over Time

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

This school informs families about virtual and/or in-person 88% school-sponsored activities, such as tutoring, after-school 71% programs, and student performances. 70% 84% Families are encouraged to attend virtual and/or in-person 73% school-sponsored activities, such as back-to-school night. 66% 69% This school promotes opportunities for families to volunteer. 0% 0% 78% Staff members and families treat each other with respect. 69% 62% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

2020-2021 (N=47)

2022-2023 (N=32) 2021-2022 (N=51)

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

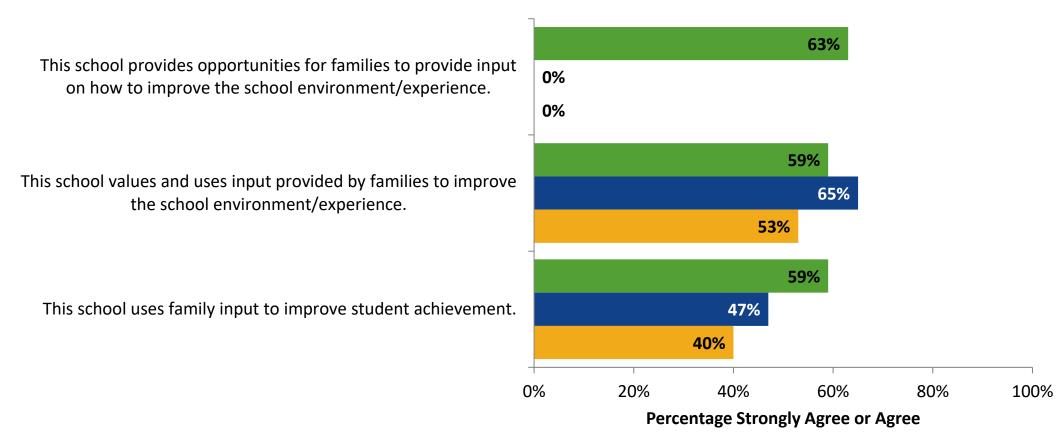
Note: 0% indicates a question was not asked during that survey administration.

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Family Involvement: Comparison Over Time (Continued)

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



2020-2021 (N=47)

■ 2022-2023 (N=32) ■ 2021-2022 (N=51)

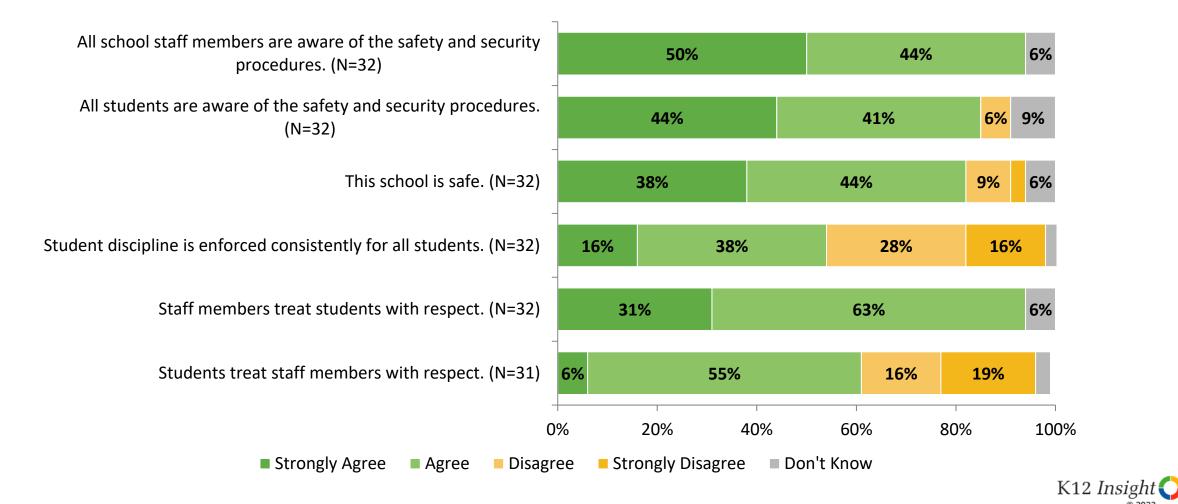
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

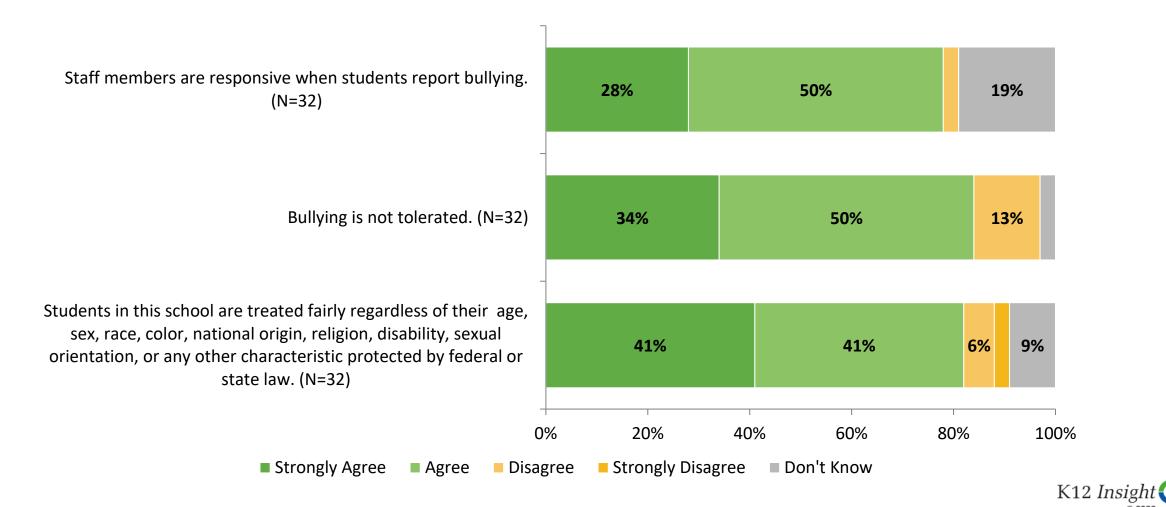
47

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Safety and Behavior

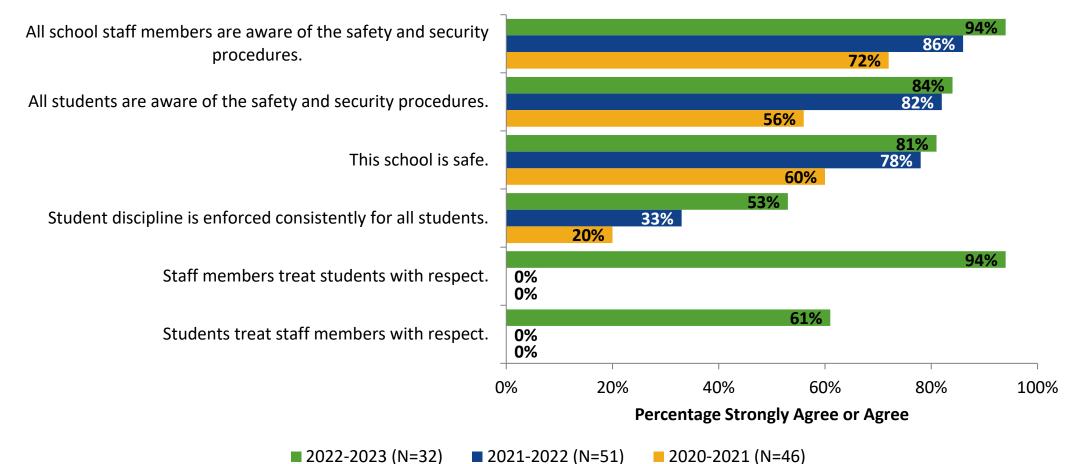


Safety and Behavior (Continued)



Safety and Behavior: Comparison Over Time

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



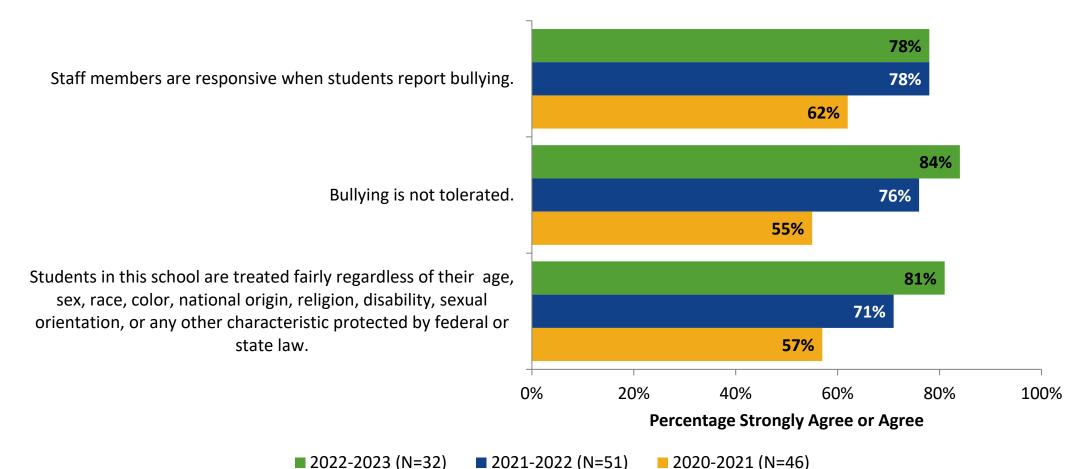
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

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

50

Safety and Behavior: Comparison Over Time (Continued)

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



2022-2023 (N=32) 2021-2022 (N=51)

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
The principals and assistant principal(s) were courteous when I have a concern.	100%	School Leadership
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	97%	Student Support
This school offers students a variety of extracurricular activities.	97%	Student Support
I am familiar with the Core Values of Pinellas County Schools.	97%	Mission and Vision



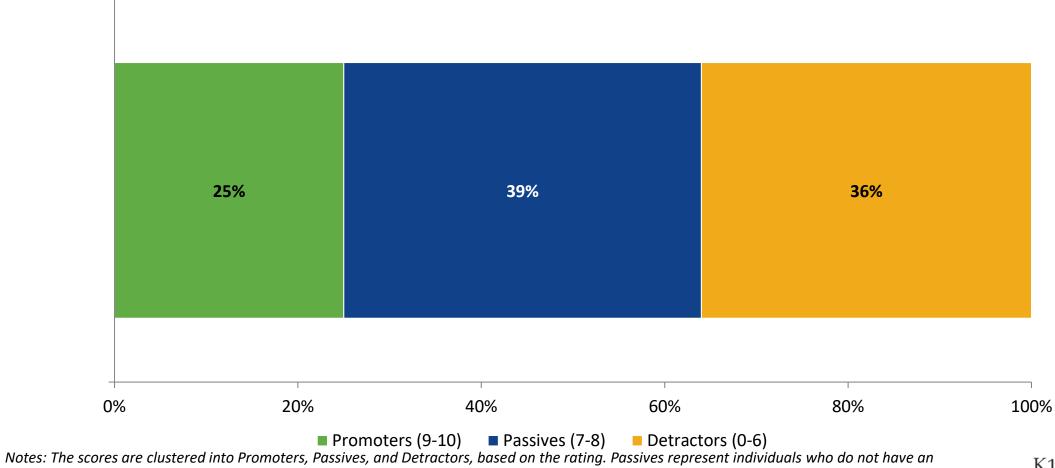
Lowest Ranking Indicators

Survey Item	Percentage Strongly Disagree or Disagree (%)	School Climate Topic
Student discipline is enforced consistently for all students.	44%	Safety and Behavior
Students treat staff members with respect.	35%	Safety and Behavior
I feel appreciated for my work.	23%	Feedback and Recognition
I would feel comfortable referring a good friend to work for Pinellas County Schools.	21%	Overall Engagement
The training I have received from the district has helped me perform my job more effectively.	21%	Career Growth and Training Opportunities



Net Promoter Score - School

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



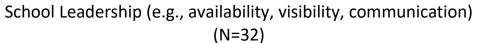
unequivocal opinion about their school or district.

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Impact on Rating of School

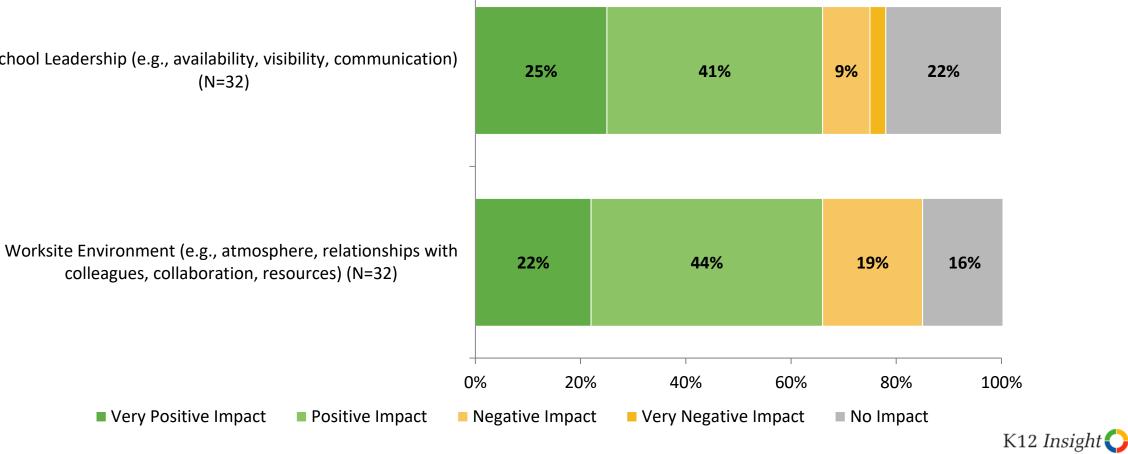
How do the following areas impact your rating of your school?



colleagues, collaboration, resources) (N=32)

Positive Impact

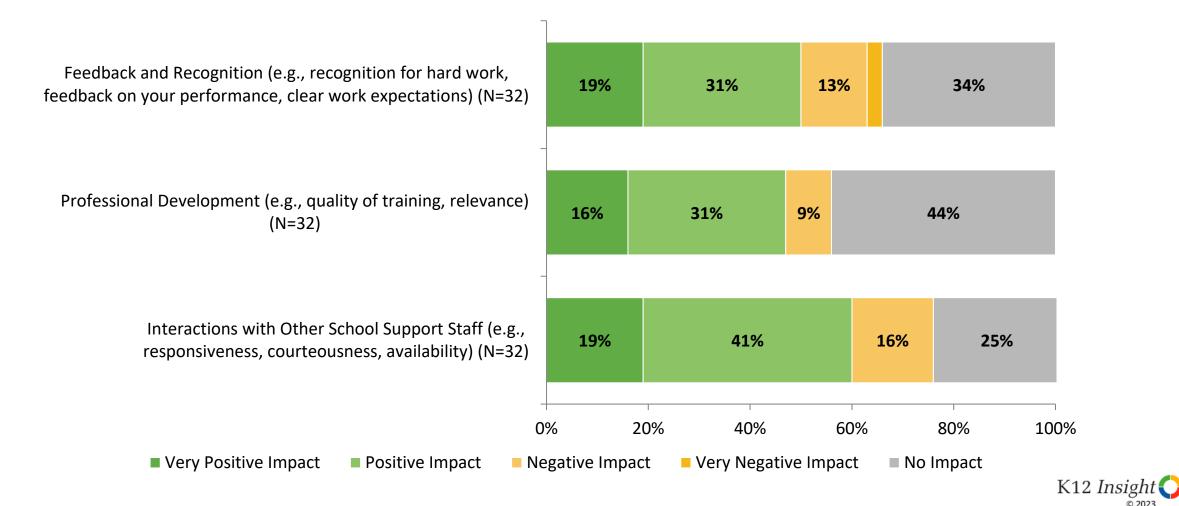
Very Positive Impact



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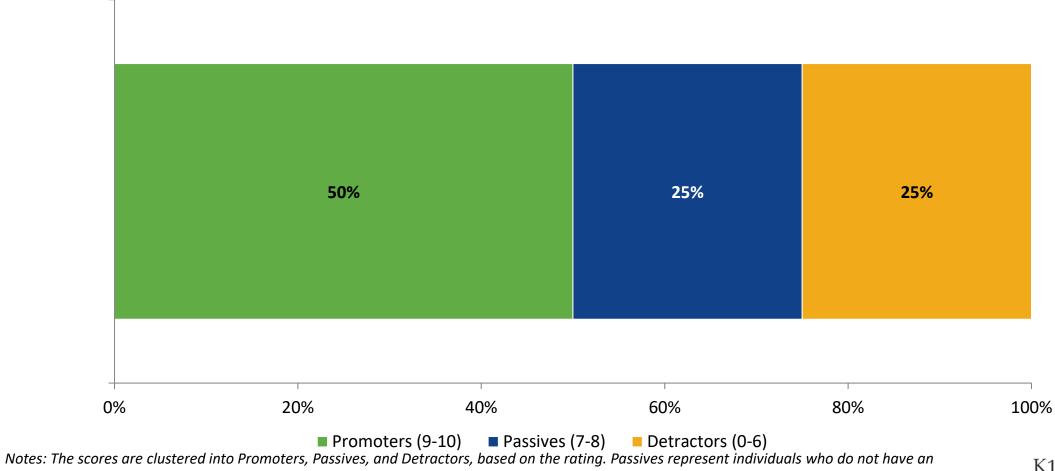
Impact on Rating of School (Continued)

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=36)



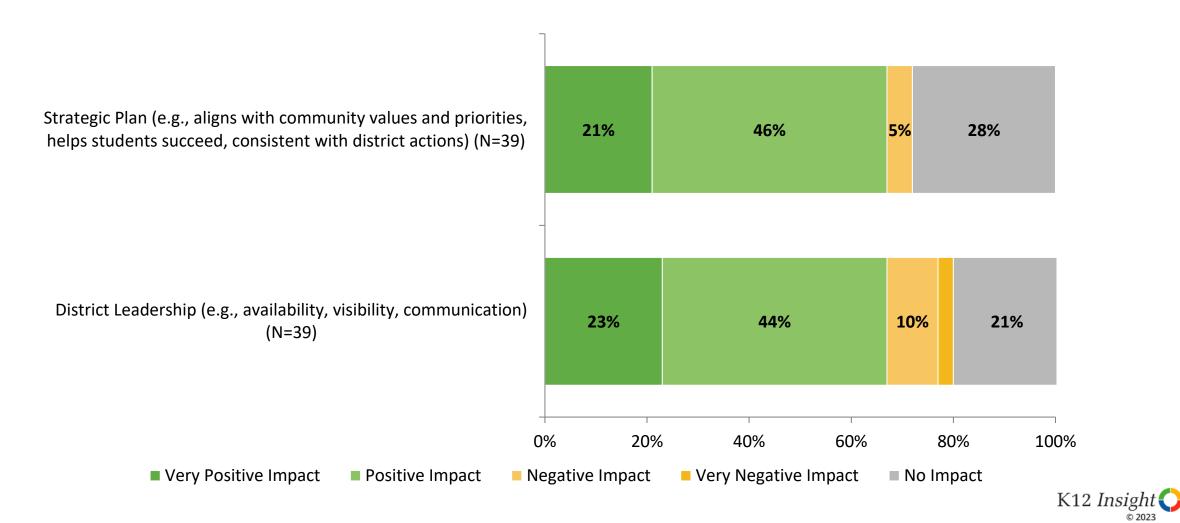
unequivocal opinion about their school or district.

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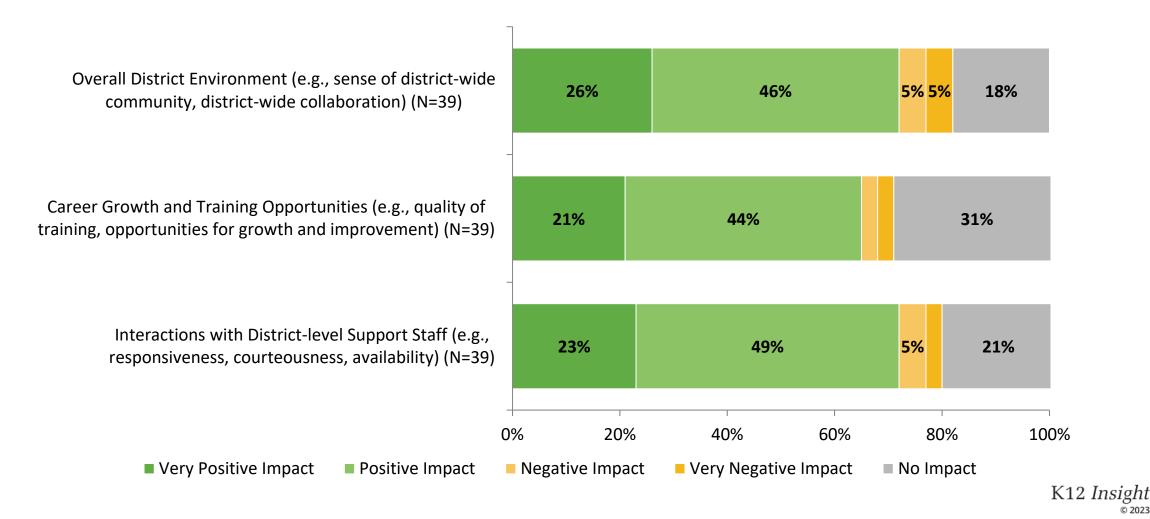
Impact on Rating of Pinellas County Schools

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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