

Employee Engagement Survey: Fitzgerald Middle School

Results and Analysis

2023-2024







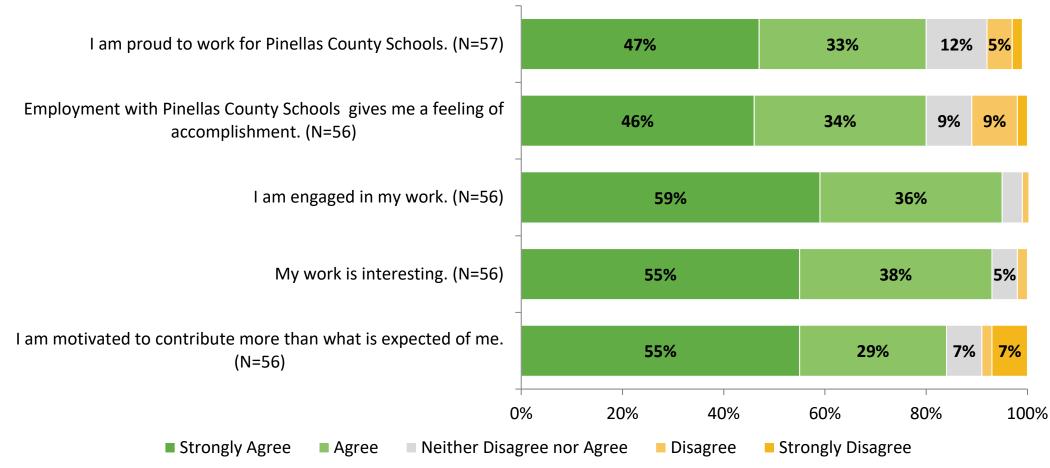
Questions for All Staff Members





Overall Engagement

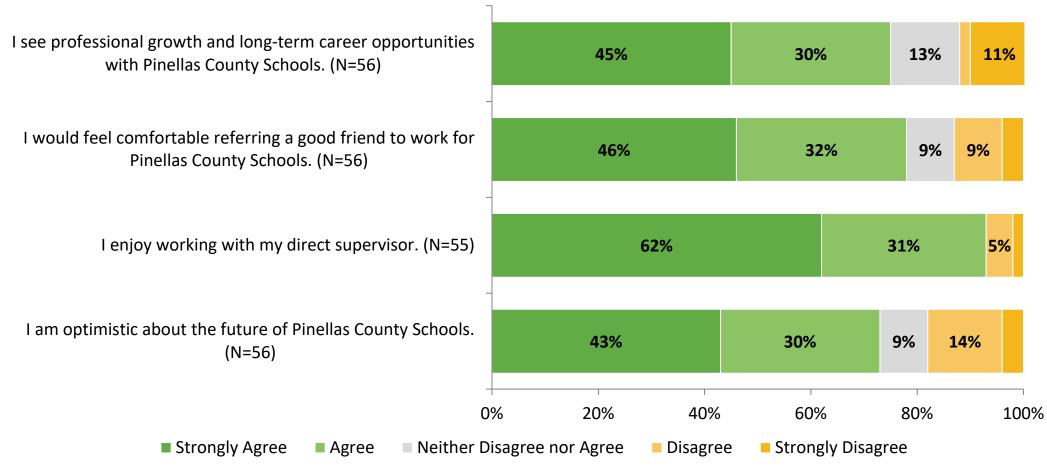
How strongly do you agree or disagree with the following statements?



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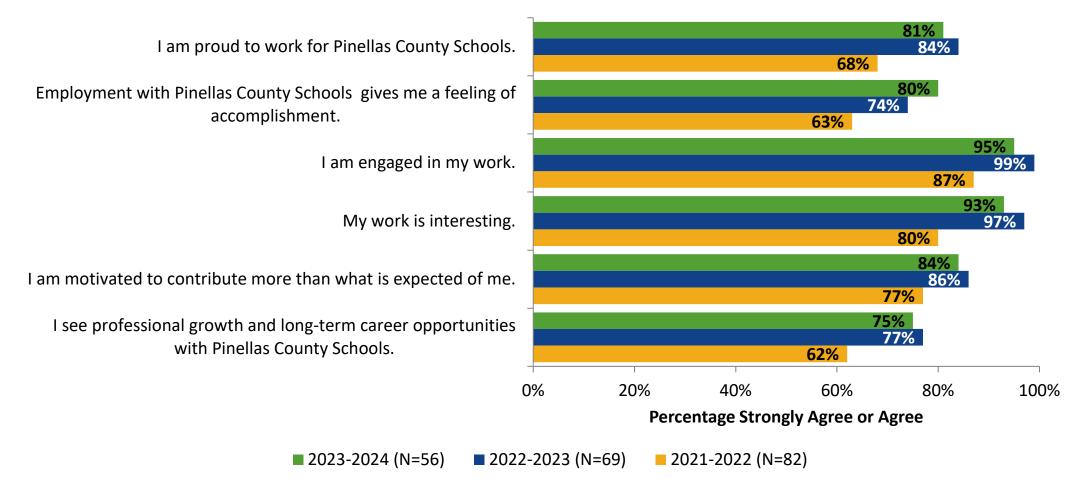
Overall Engagement (Continued)

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



Overall Engagement: Comparison Over Time

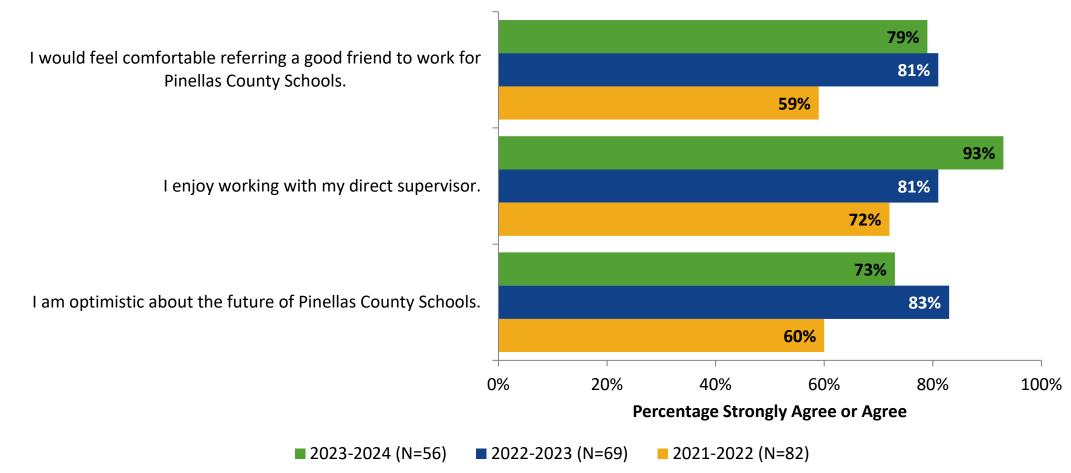
How strongly do you agree or disagree with the following statements?



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

Overall Engagement: Comparison Over Time (Continued)

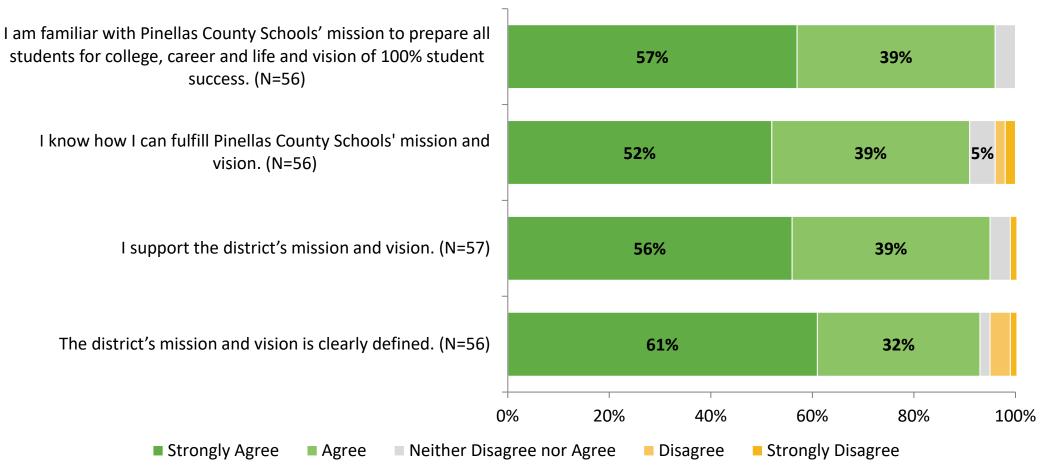
How strongly do you agree or disagree with the following statements?



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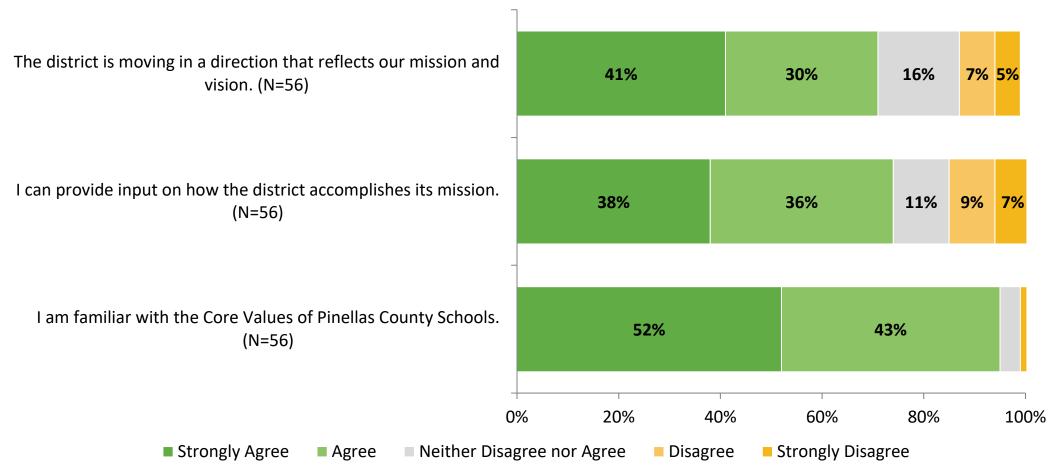
Mission and Vision

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



Mission and Vision (Continued)

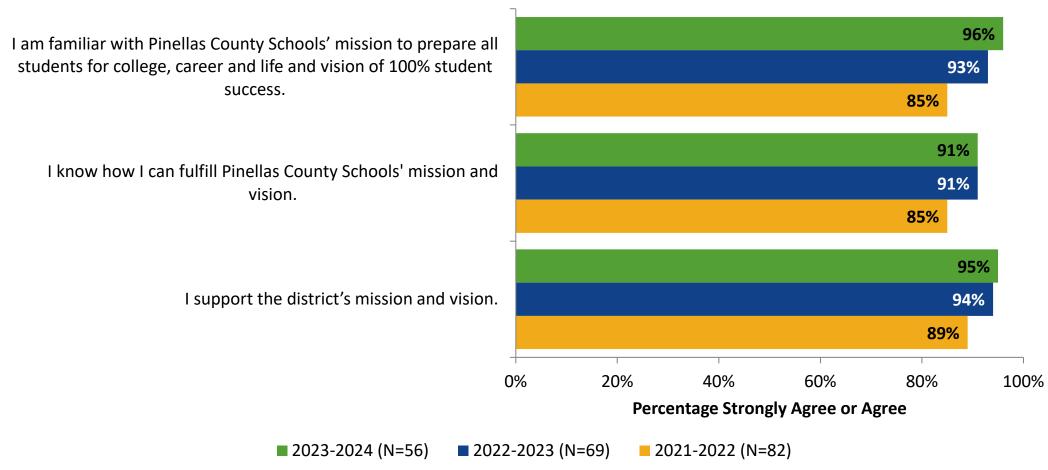
How strongly do you agree or disagree with the following statements?



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Mission and Vision: Comparison Over Time

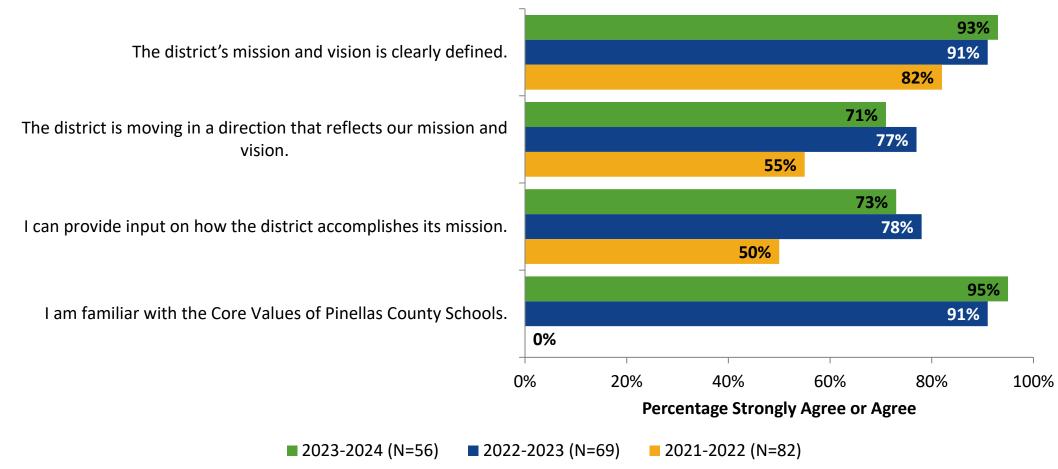
How strongly do you agree or disagree with the following statements?



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

Mission and Vision: Comparison Over Time (Continued)

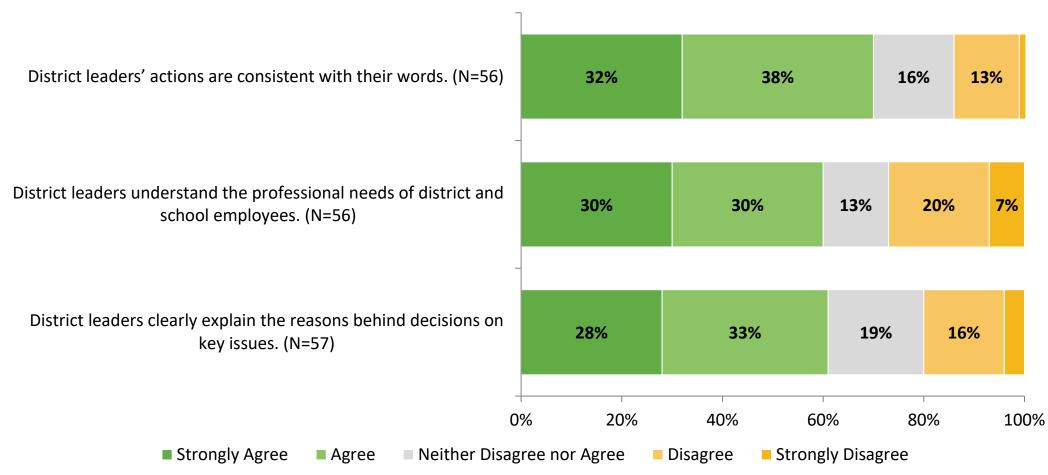
How strongly do you agree or disagree with the following statements?



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

District Leadership

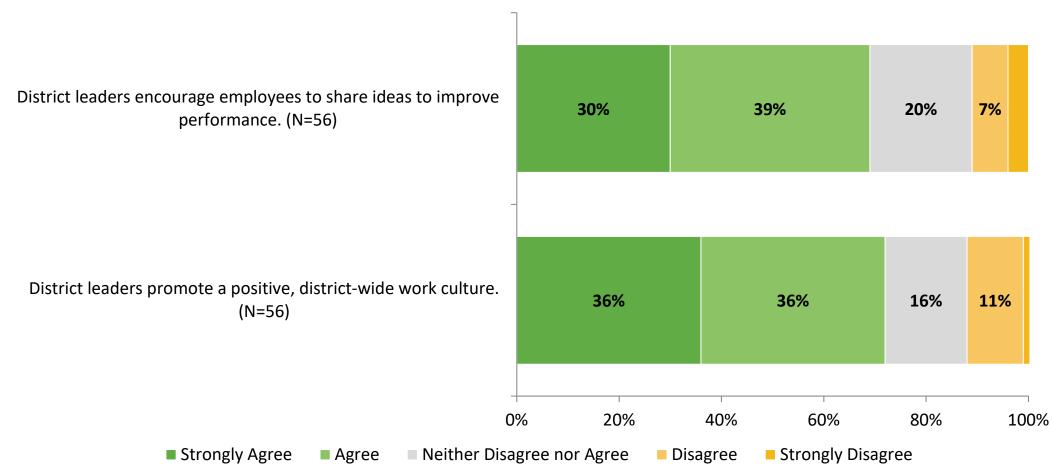
How strongly do you agree or disagree with the following statements?



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District Leadership (Continued)

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



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District Leadership: Comparison Over Time

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

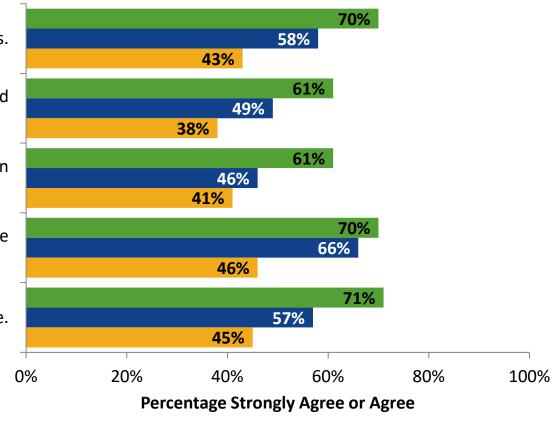
District leaders' actions are consistent with their words.

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.



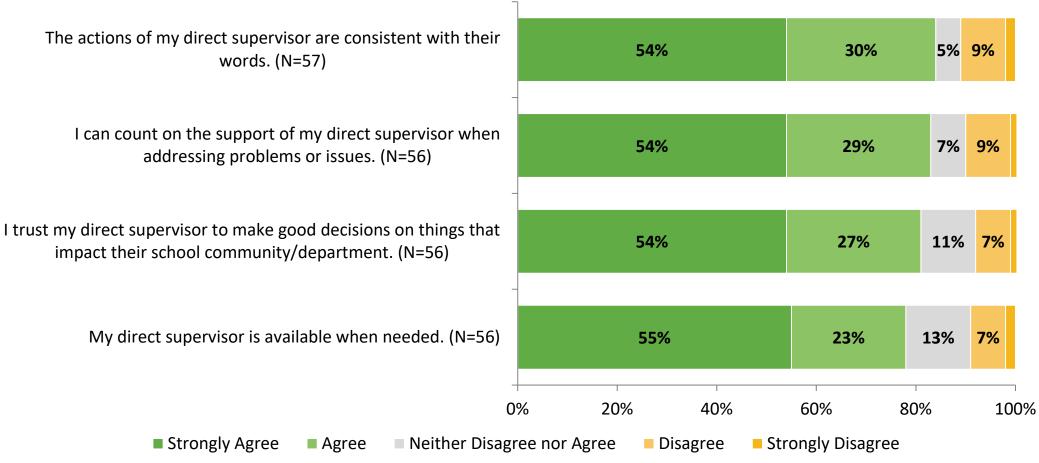
■ 2023-2024 (N=56) ■ 2022-2023 (N=69)

=69) **=** 2021-2022 (N=82)

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

Worksite Leadership

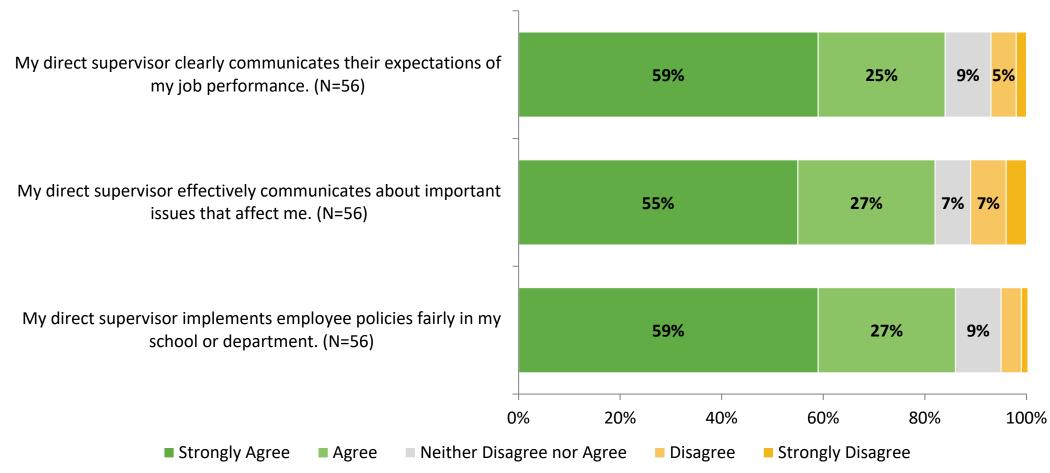
How strongly do you agree or disagree with the following statements?



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Worksite Leadership (Continued)

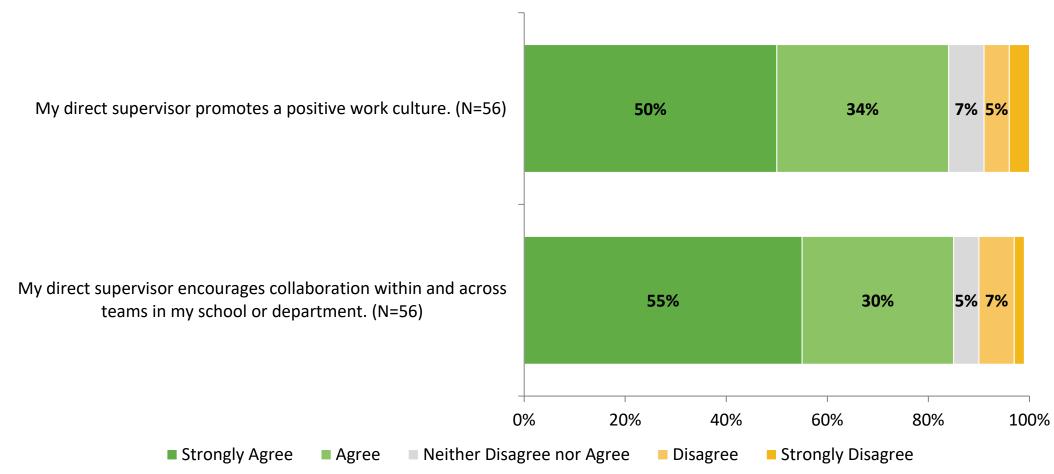
How strongly do you agree or disagree with the following statements?



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Worksite Leadership (Continued)

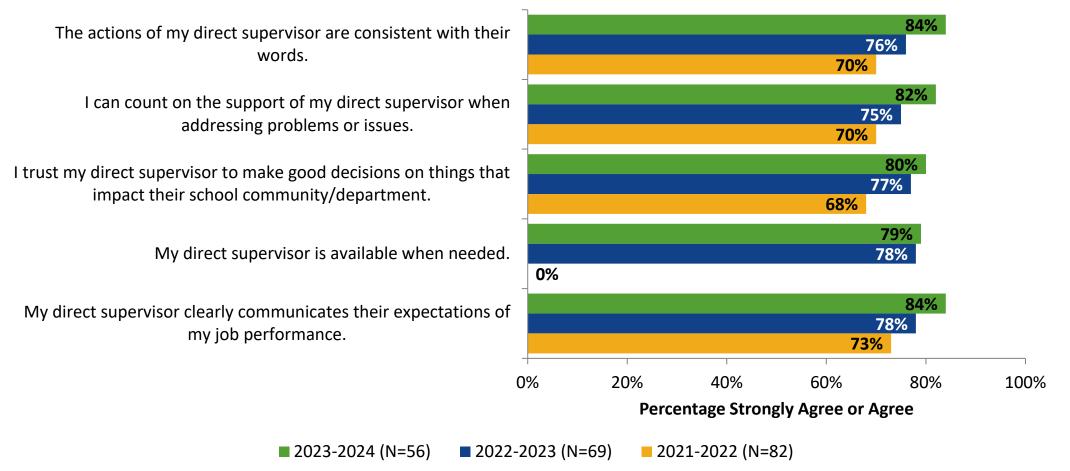
How strongly do you agree or disagree with the following statements?



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Worksite Leadership: Comparison Over Time

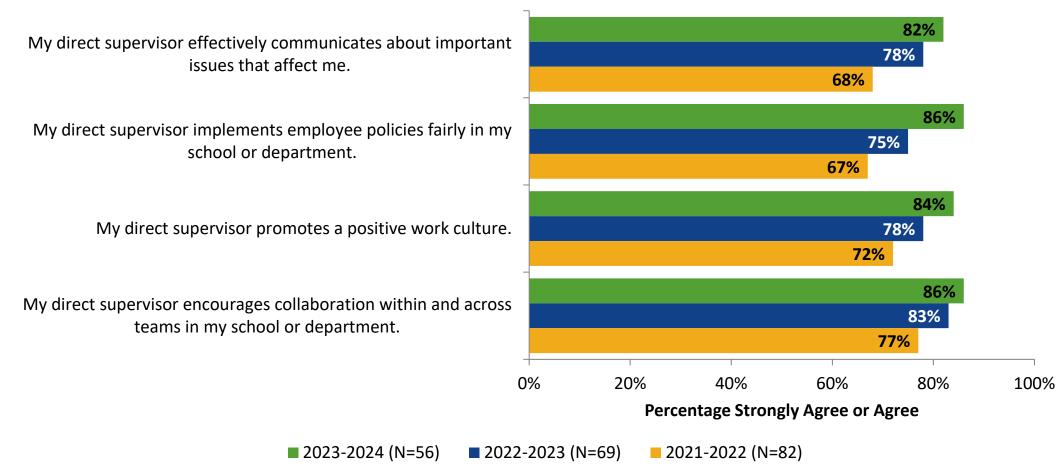
How strongly do you agree or disagree with the following statements?



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

Worksite Leadership: Comparison Over Time (Continued)

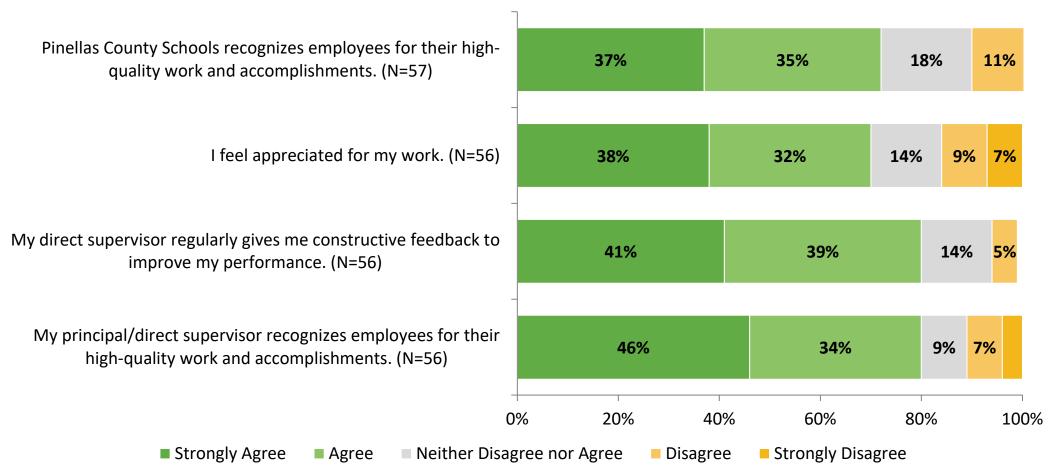
How strongly do you agree or disagree with the following statements?



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

Feedback and Recognition

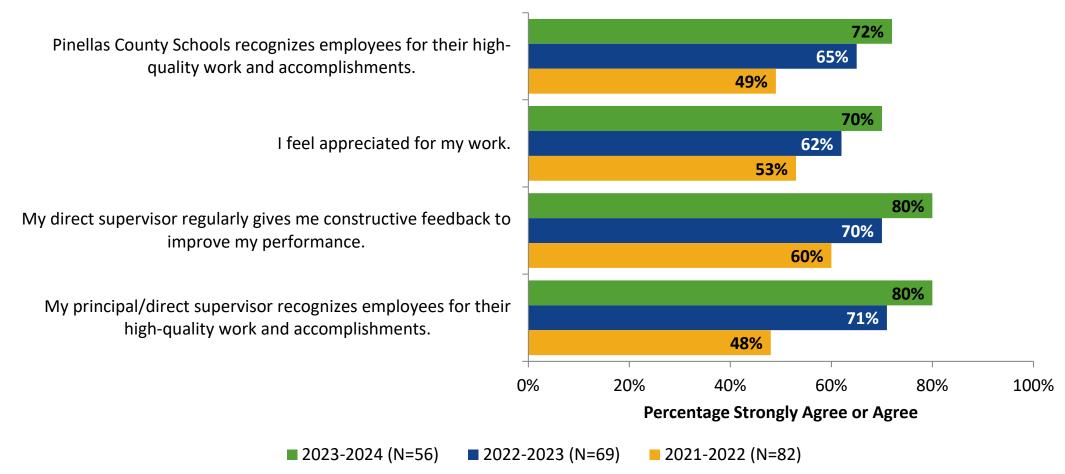
How strongly do you agree or disagree with the following statements?



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Feedback and Recognition: Comparison Over Time

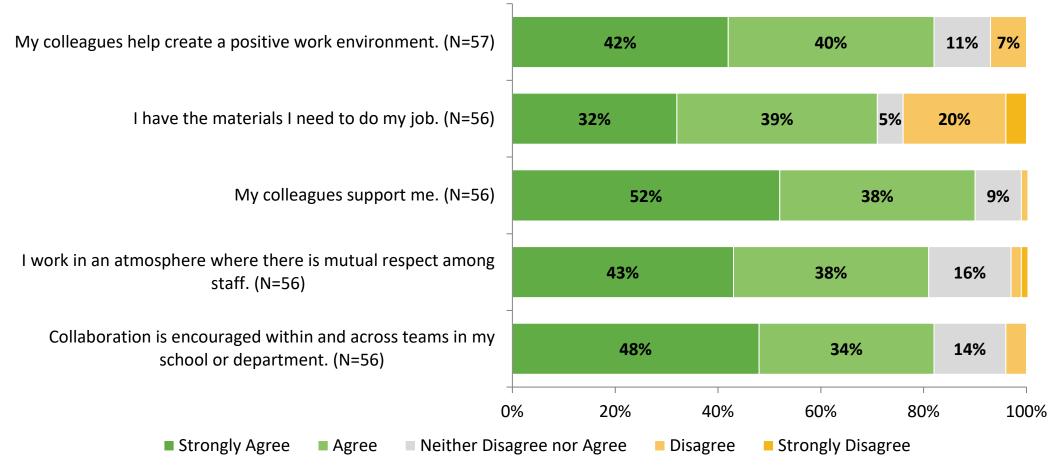
How strongly do you agree or disagree with the following statements?



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

Work Environment

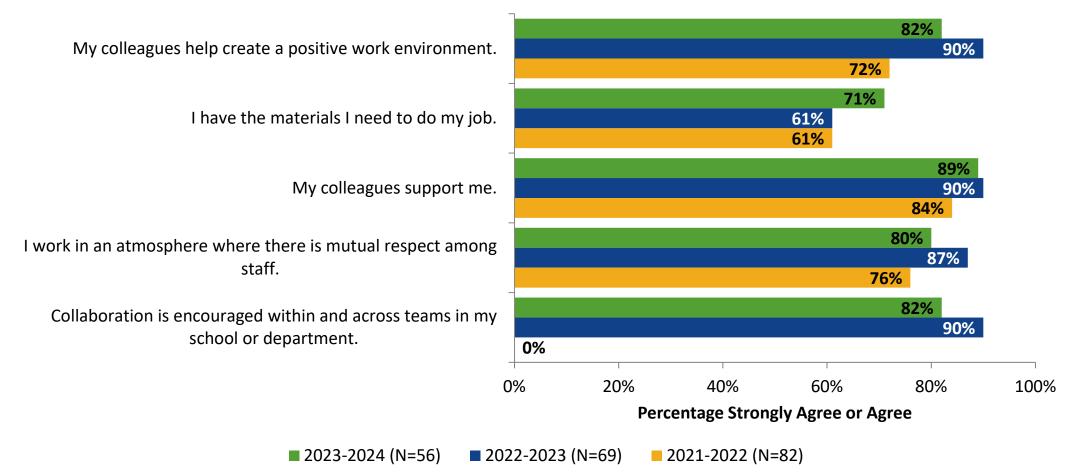
How strongly do you agree or disagree with the following statements?



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Work Environment: Comparison Over Time

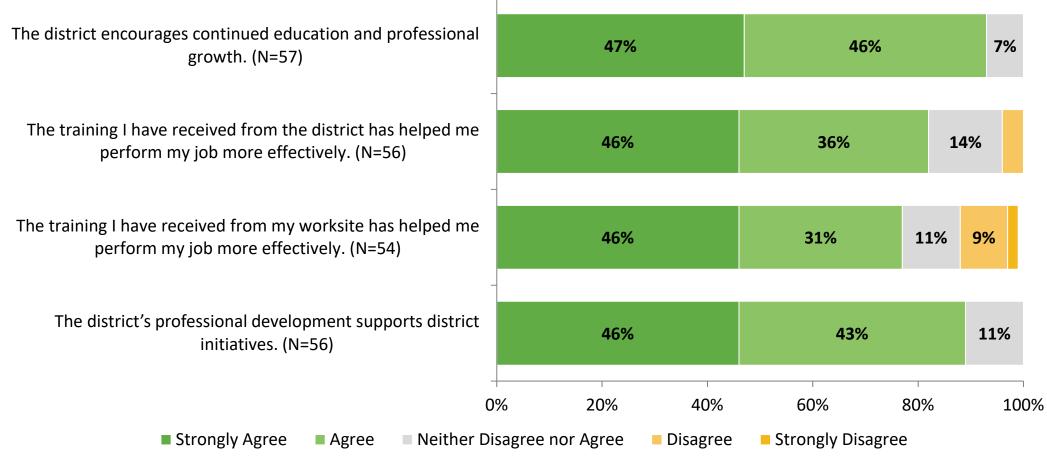
How strongly do you agree or disagree with the following statements?



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

Career Growth and Training Opportunities

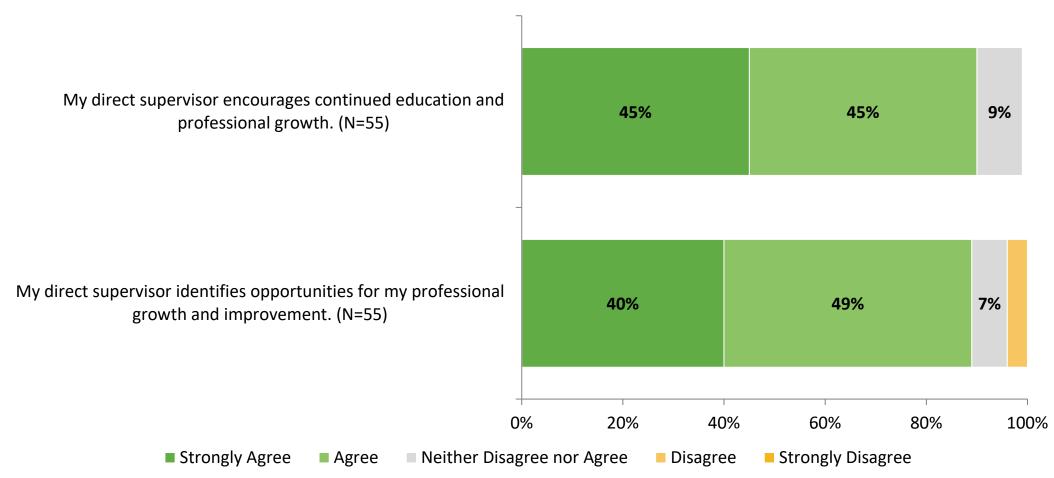
How strongly do you agree or disagree with the following statements?



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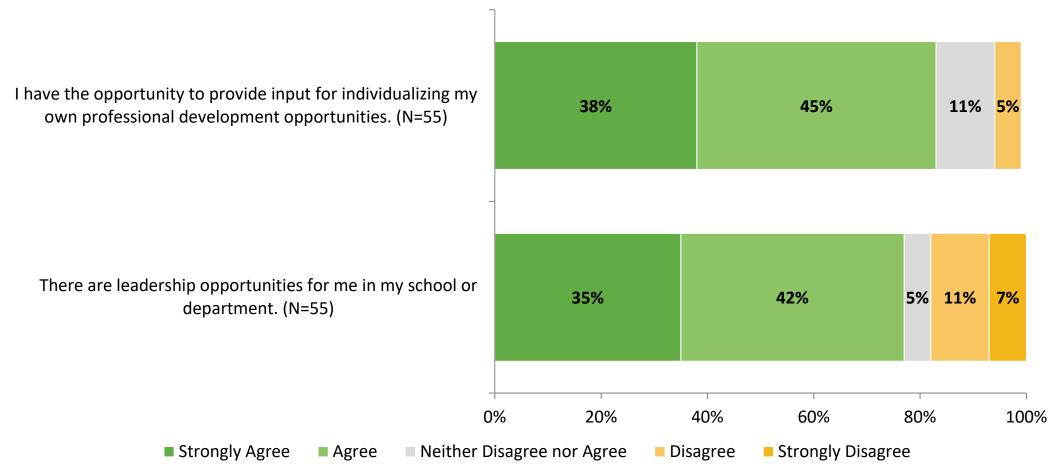
Career Growth and Training Opportunities (Continued)

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



Career Growth and Training Opportunities (Continued)

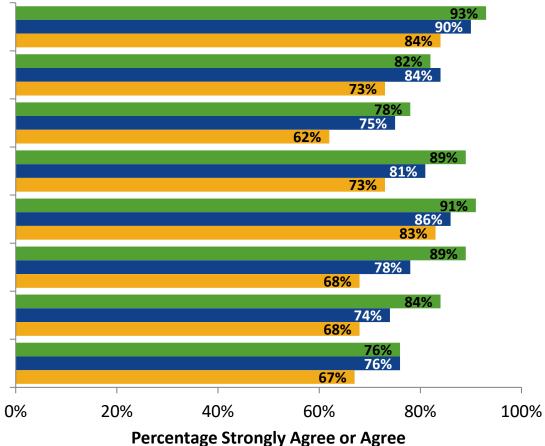
How strongly do you agree or disagree with the following statements?



Career Growth and Training Opportunities: Comparison Over Time

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

The district encourages continued education and professional growth.	
The training I have received from the district has helped me perform my job more effectively.	
The training I have received from my worksite has helped me perform my job more effectively.	
The district's professional development supports district initiatives.	
My direct supervisor encourages continued education and professional growth.	
My direct supervisor identifies opportunities for my professional growth and improvement.	-
I have the opportunity to provide input for individualizing my own professional development opportunities.	-
There are leadership opportunities for me in my school or department.	
	1



■ 2023-2024 (N=55) ■ 2022-2023 (N=69) ■ 2021-2022 (N=82)



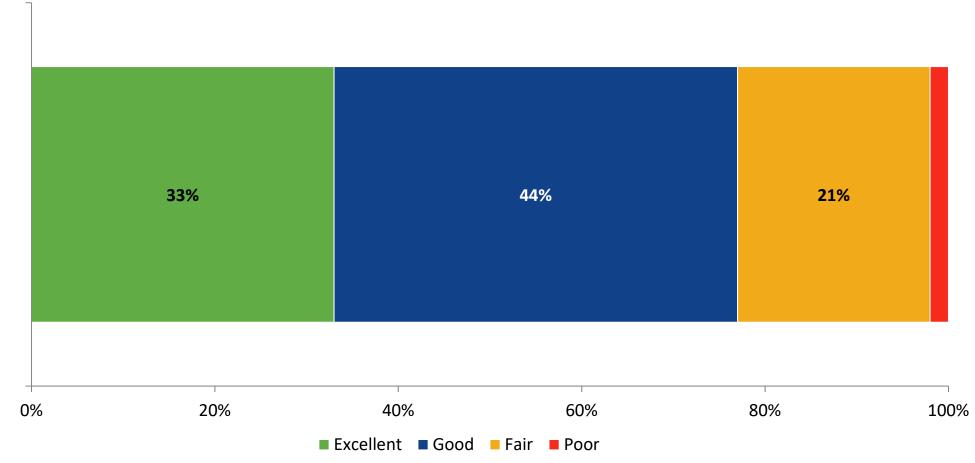
Questions for Campus-based Staff Members





Overall Quality

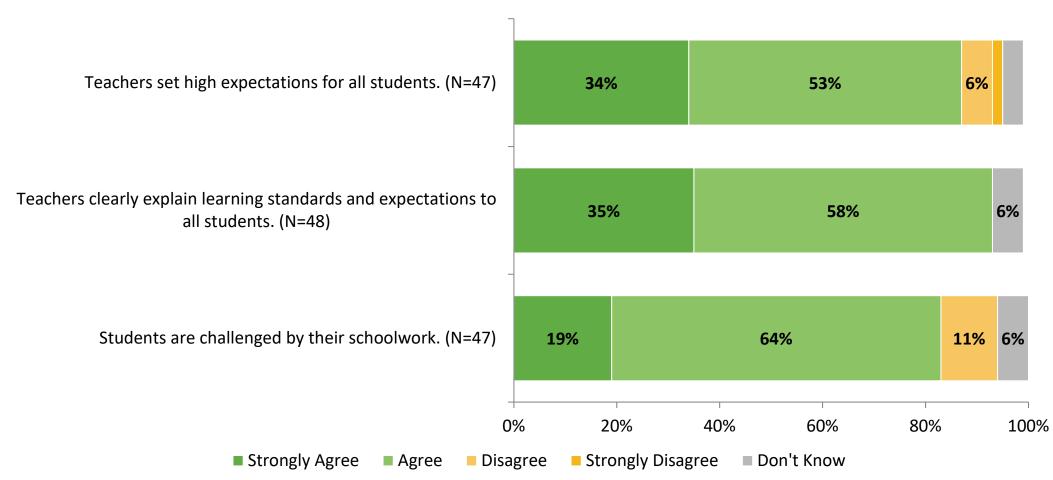
How would you rate the overall quality of the education at your school? (N=48)



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Academic Support

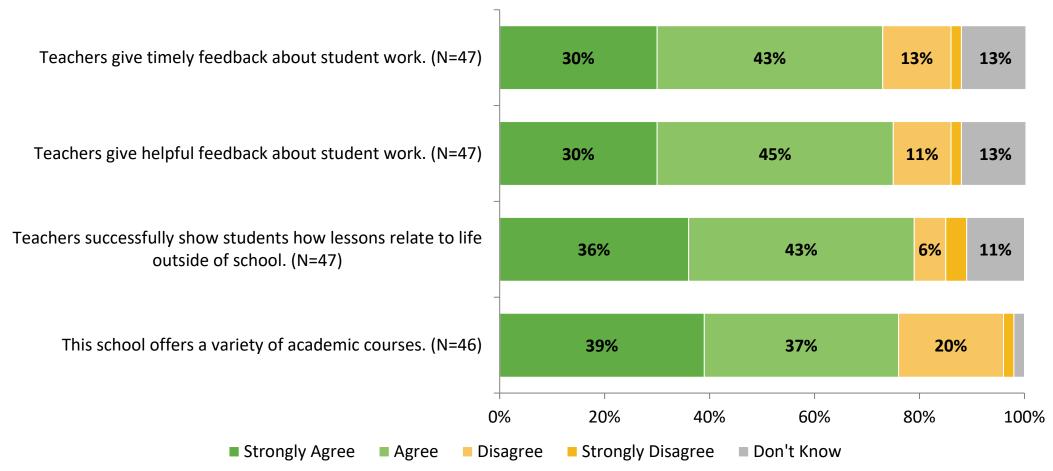
How strongly do you agree or disagree with the following statements?



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Academic Support (Continued)

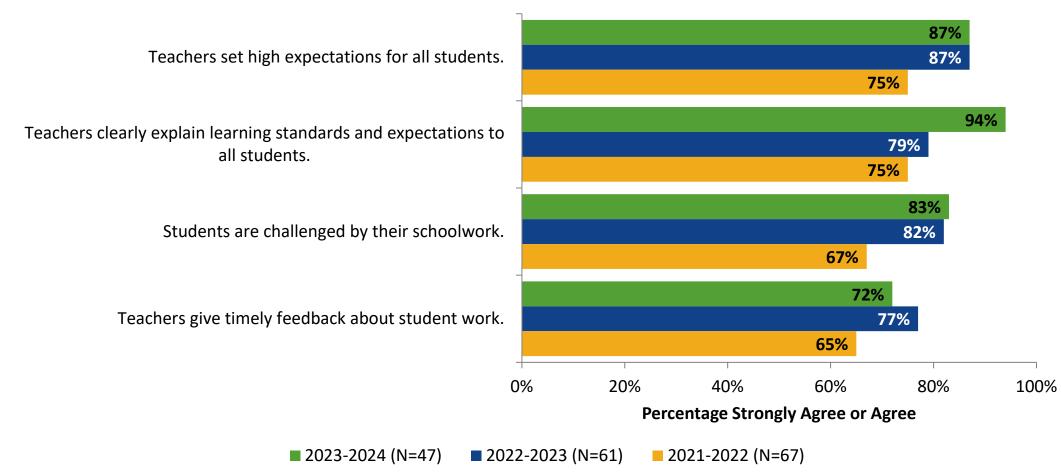
How strongly do you agree or disagree with the following statements?



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Academic Support: Comparison Over Time

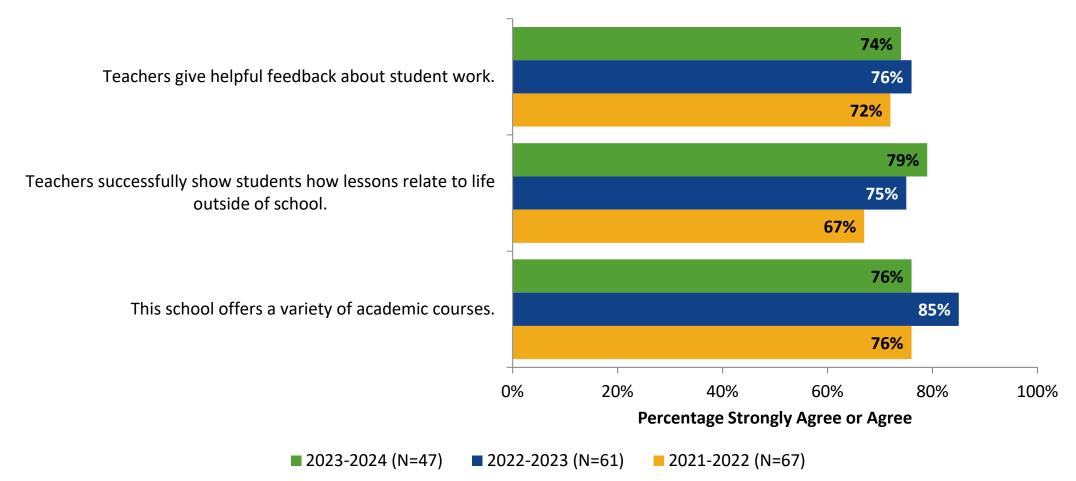
How strongly do you agree or disagree with the following statements?



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

Academic Support: Comparison Over Time (Continued)

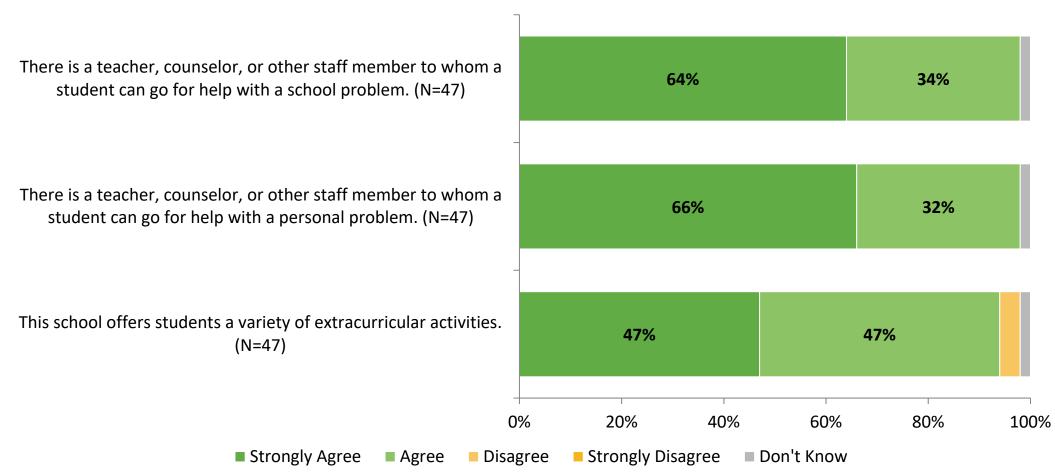
How strongly do you agree or disagree with the following statements?



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

Student Support

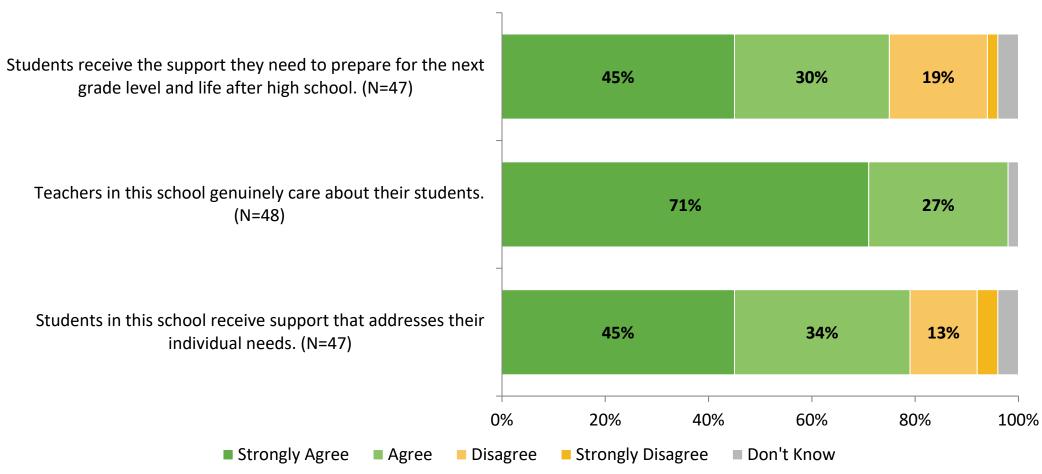
How strongly do you agree or disagree with the following statements?



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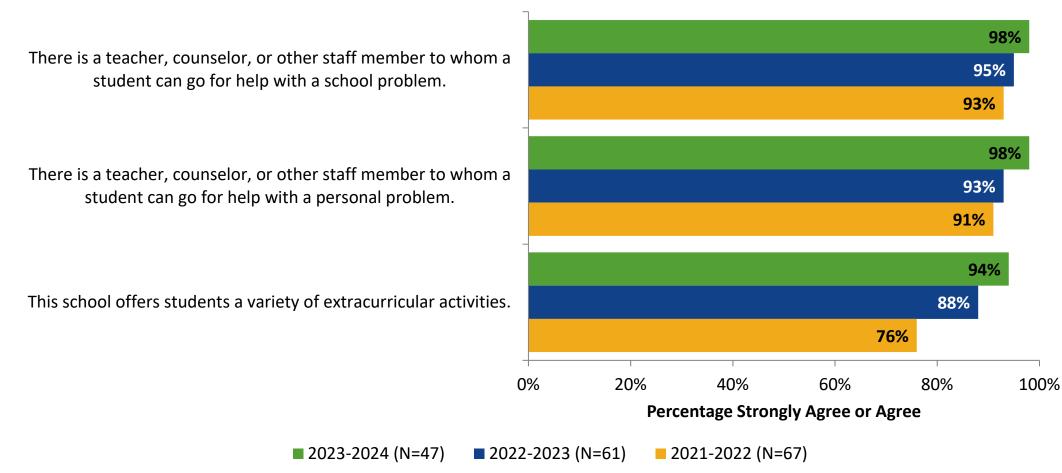
Student Support (Continued)

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



Student Support: Comparison Over Time

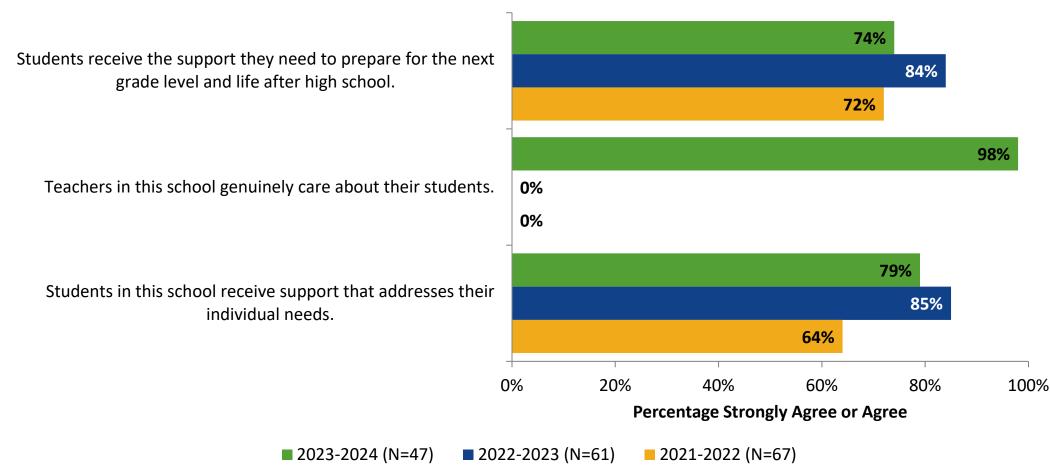
How strongly do you agree or disagree with the following statements?



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

Student Support: Comparison Over Time (Continued)

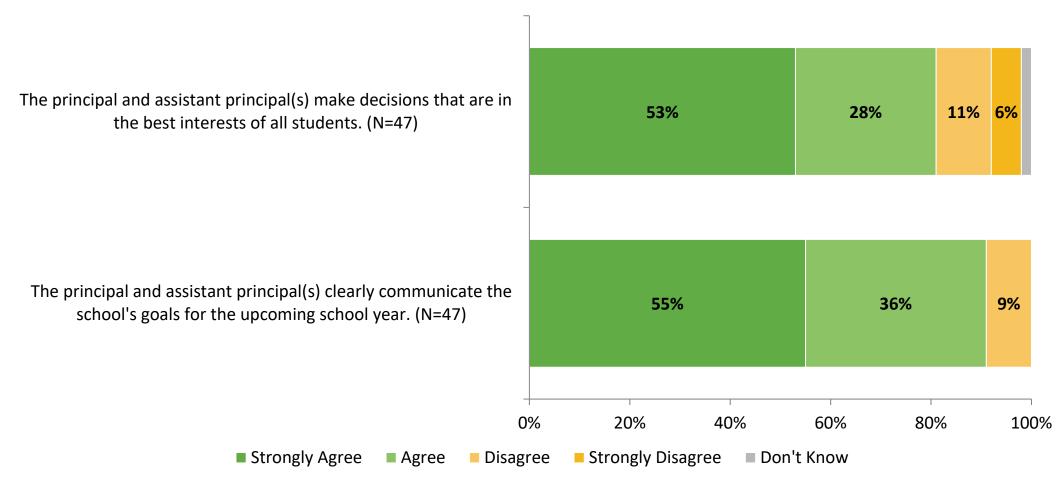
How strongly do you agree or disagree with the following statements?



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

School Leadership

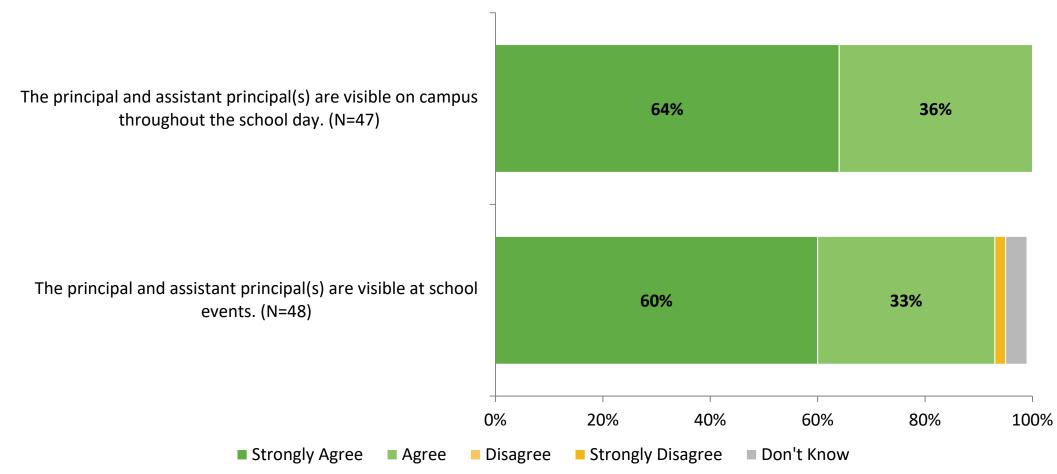
How strongly do you agree or disagree with the following statements?



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School Leadership (Continued)

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



School Leadership: Comparison Over Time

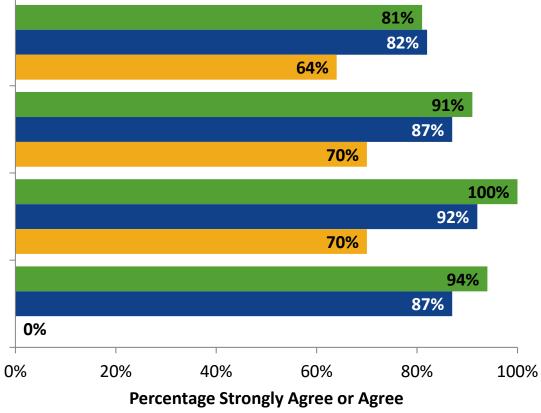
How strongly do you agree or disagree with the following statements?

The principal and assistant principal(s) make decisions that are in the best interests of all students.

The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.

The principal and assistant principal(s) are visible on campus throughout the school day.

The principal and assistant principal(s) are visible at school events.



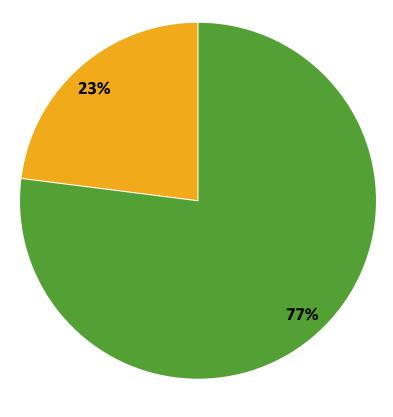
2021-2022 (N=67)

■ 2023-2024 (N=47) ■ 2022-2023 (N=61)

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

Communications with School Leadership

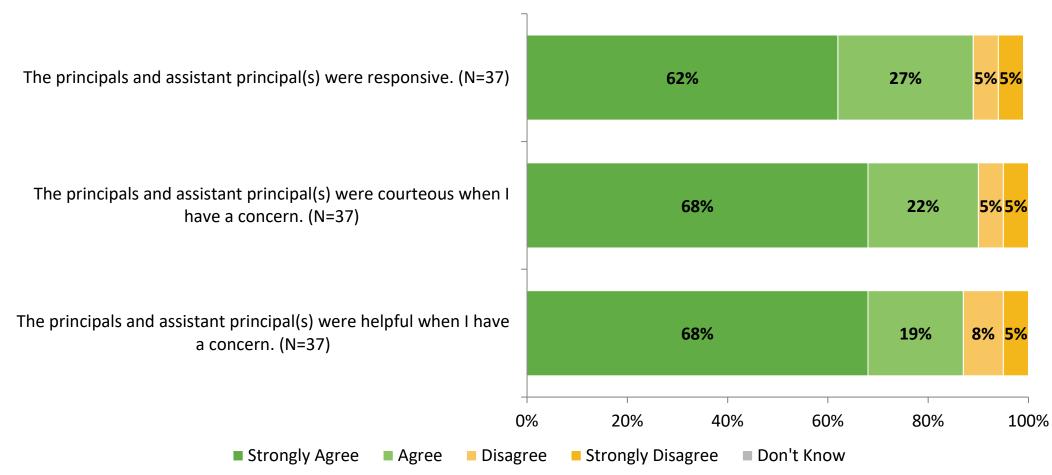
This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=48)



Yes No

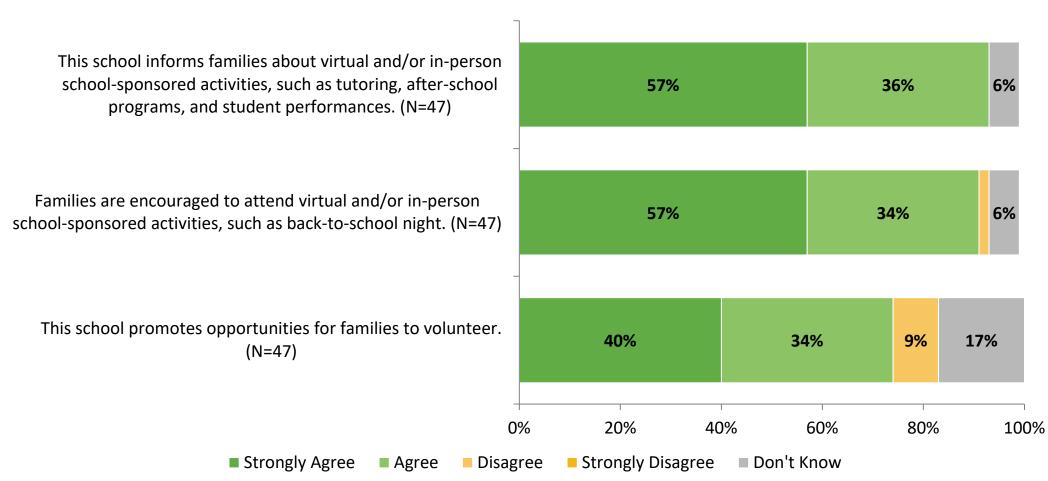
Perceptions of Communication with School Leadership

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



Family Involvement

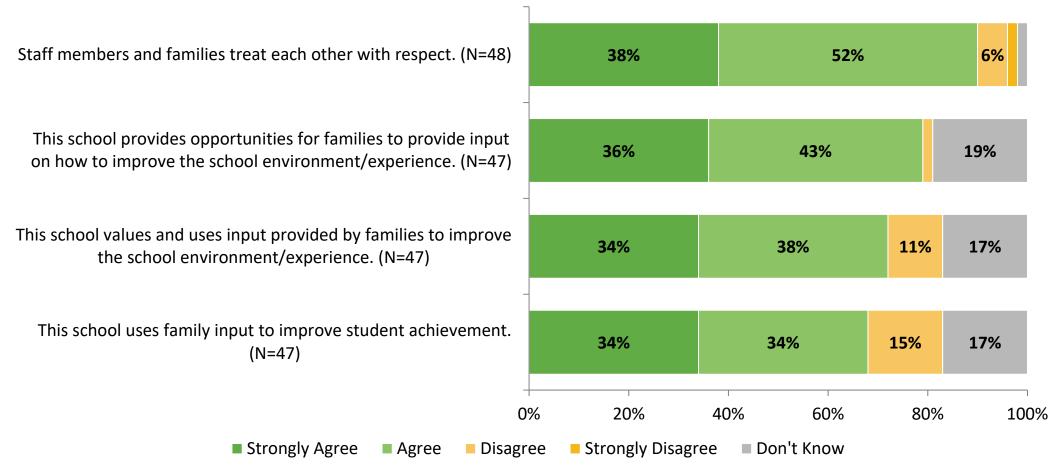
How strongly do you agree or disagree with the following statements?



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Family Involvement (Continued)

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



Family Involvement: Comparison Over Time

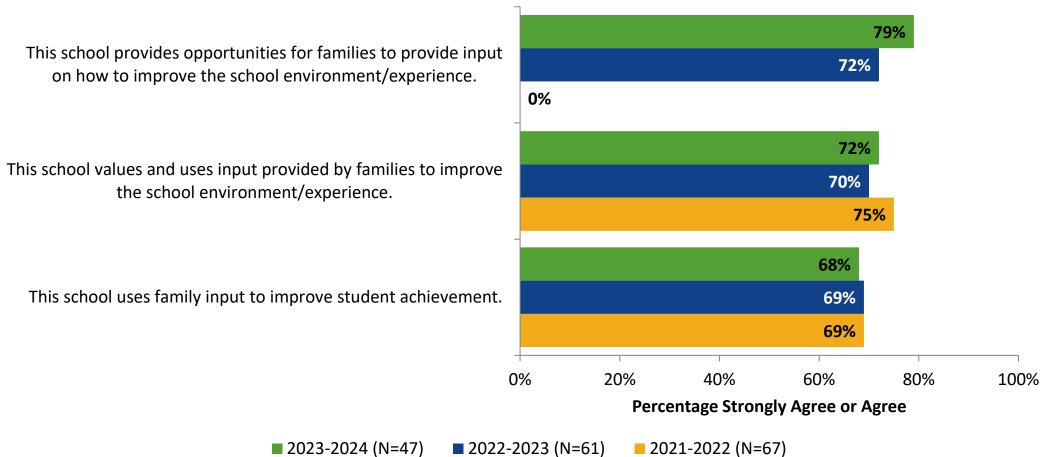
How strongly do you agree or disagree with the following statements?

94% This school informs families about virtual and/or in-person school-sponsored activities, such as tutoring, after-school 85% programs, and student performances. 84% 91% Families are encouraged to attend virtual and/or in-person 89% school-sponsored activities, such as back-to-school night. 85% 74% This school promotes opportunities for families to volunteer. 80% 0% 90% Staff members and families treat each other with respect. 87% 73% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree 2023-2024 (N=47) 2022-2023 (N=61) 2021-2022 (N=67)

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

Family Involvement: Comparison Over Time (Continued)

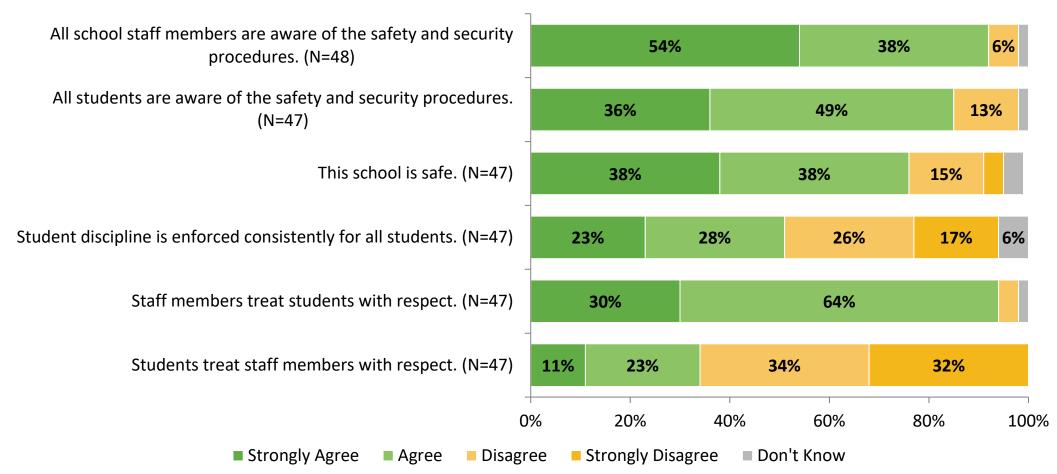
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

Safety and Behavior

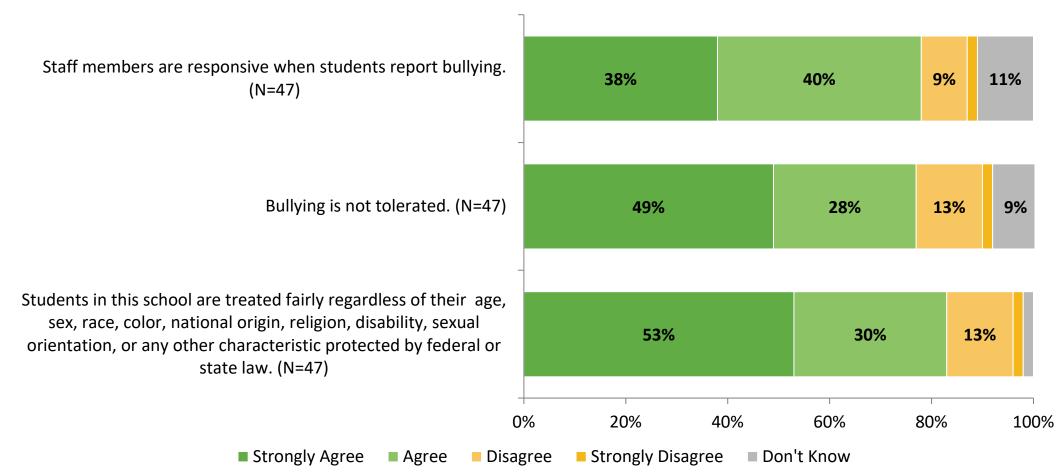
How strongly do you agree or disagree with the following statements?



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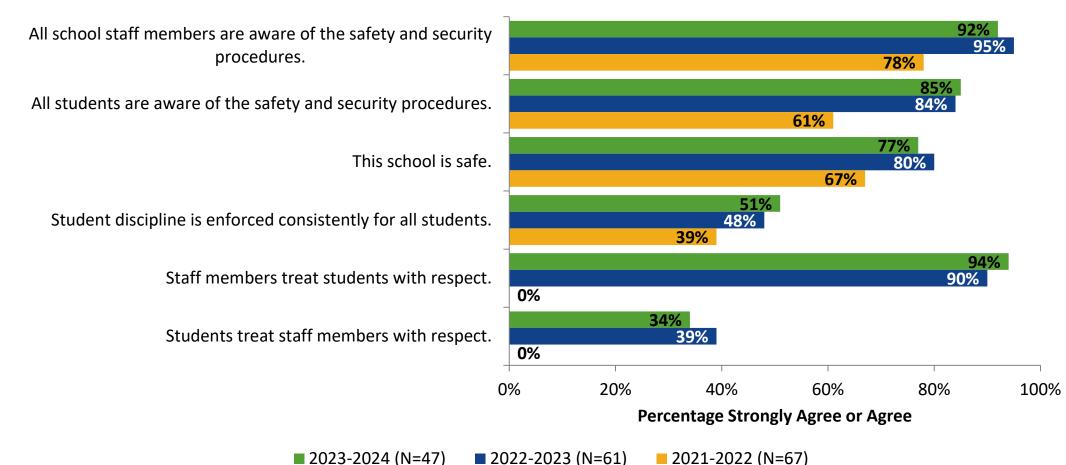
Safety and Behavior (Continued)

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



Safety and Behavior: Comparison Over Time

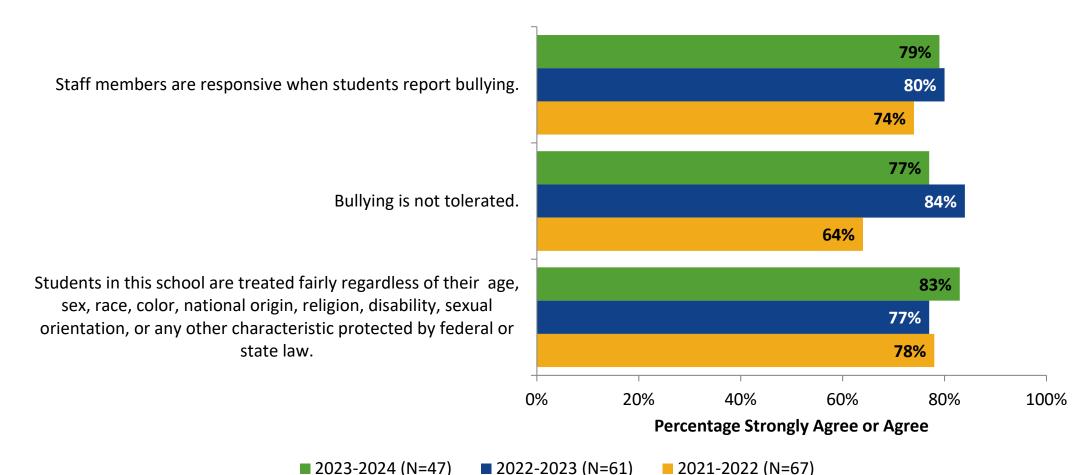
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

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 the question was not asked that year.

Highest Ranking Indicators

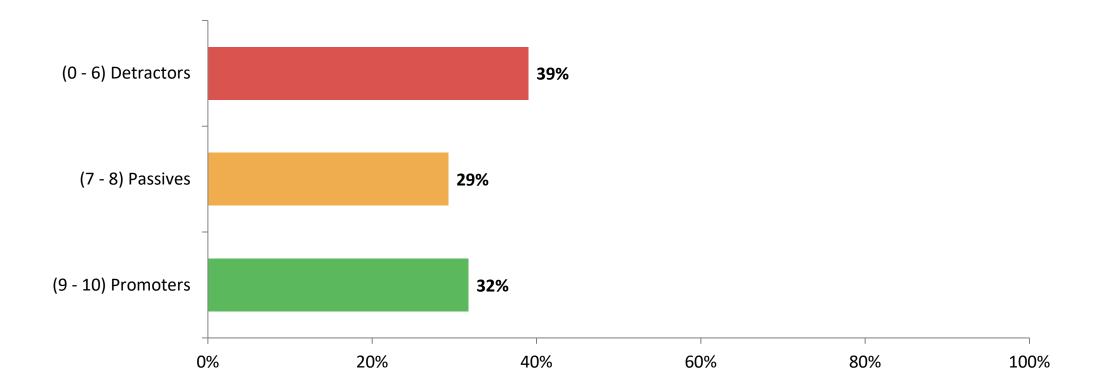
Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
The principal and assistant principal(s) are visible on campus throughout the school day.	100%	School Leadership
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	98%	Student Support
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	98%	Student Support
Teachers in this school genuinely care about their students.	98%	Student Support
I am familiar with Pinellas County Schools' mission to prepare all students for college, career and life and vision of 100% student success.	96%	Mission and Vision

Lowest Ranking Indicators

Survey Item	Percentage Strongly Disagree or Disagree (%)	Dimension
Students treat staff members with respect.	66%	Safety and Behavior
Student discipline is enforced consistently for all students.	43%	Safety and Behavior
District leaders understand the professional needs of district and school employees.	27%	District Leadership
How would you rate the overall quality of the education at your school?	23%	Overall Quality
I have the materials I need to do my job.	23%	Work Environment

School Net Promoter Score

How likely is it that you would recommend your school to a family member or friend? (N=41)



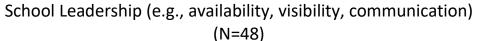
Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district and can potentially be connected to district growth. It is calculated by subtracting the percentage of detractors from promoters which gives a value between -100 to 100. A positive score means there are more people promoting the district than detracting from it. Passives represent individuals who do not have an unequivocal opinion about their school or district. The Net Promoter Score has been rounded to a whole number.

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Factors Driving School NPS

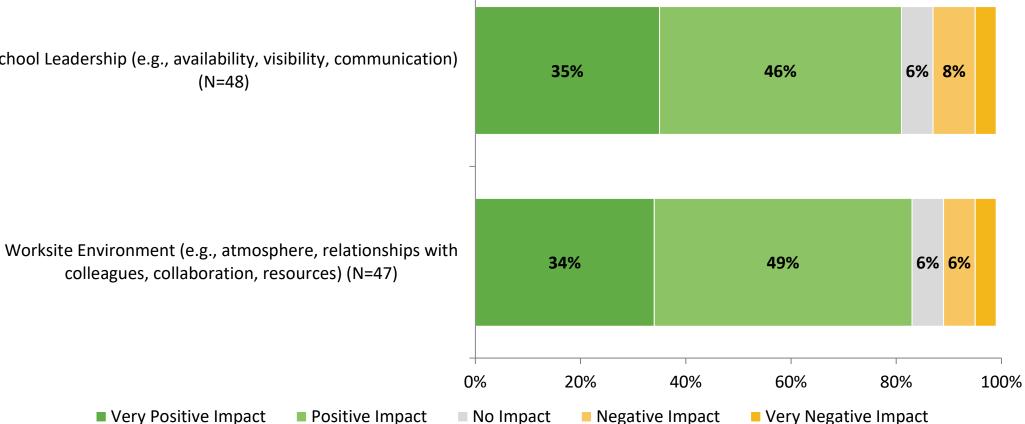
How do the following areas impact your rating of your school?



colleagues, collaboration, resources) (N=47)

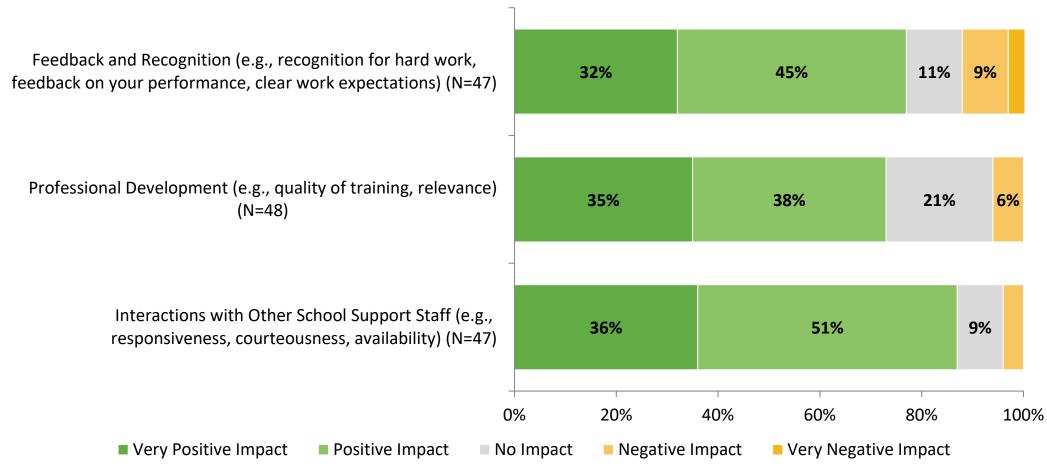
Positive Impact

Very Positive Impact



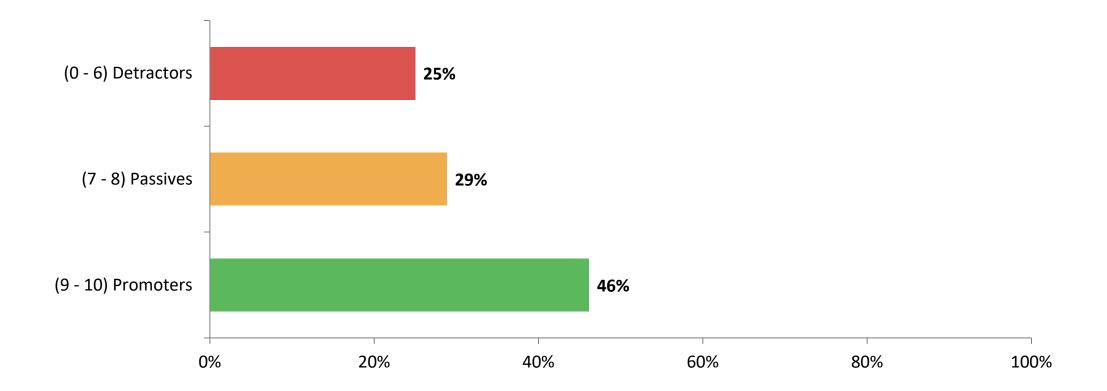
Factors Driving School NPS (Continued)

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



District Net Promoter Score

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=52)

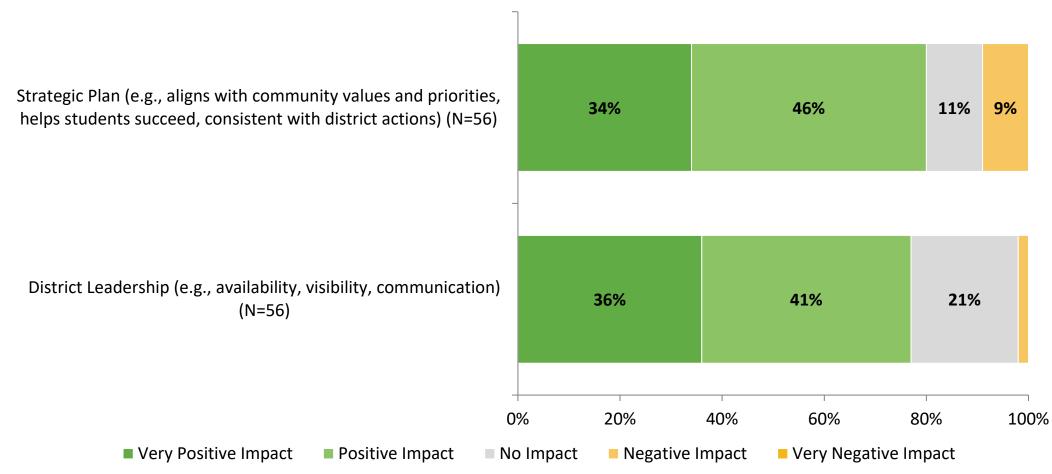


Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district and can potentially be connected to district growth. It is calculated by subtracting the percentage of detractors from promoters which gives a value between -100 to 100. A positive score means there are more people promoting the district than detracting from it. Passives represent individuals who do not have an unequivocal opinion about their school or district. The Net Promoter Score has been rounded to a whole number.

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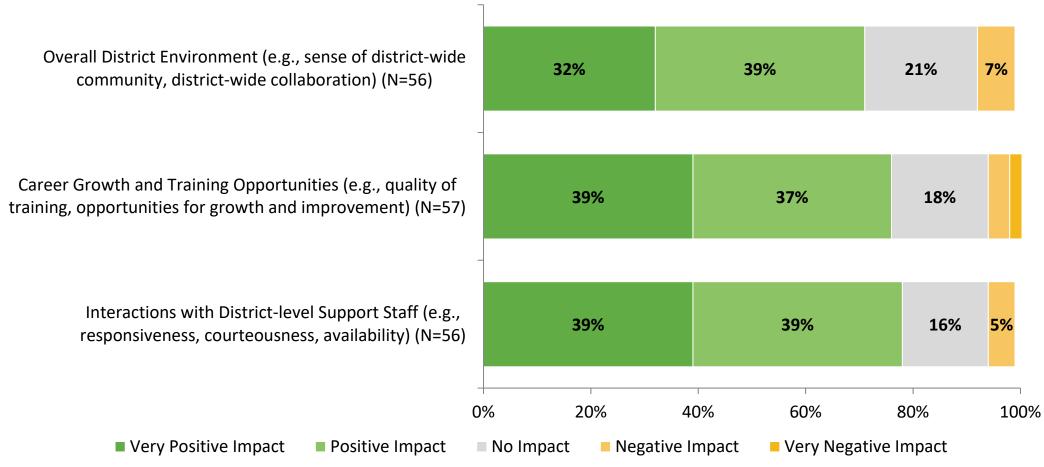
Factors Driving District NPS

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



Factors Driving District NPS (Continued)

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





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