

Employee Engagement Survey: Lakewood Community

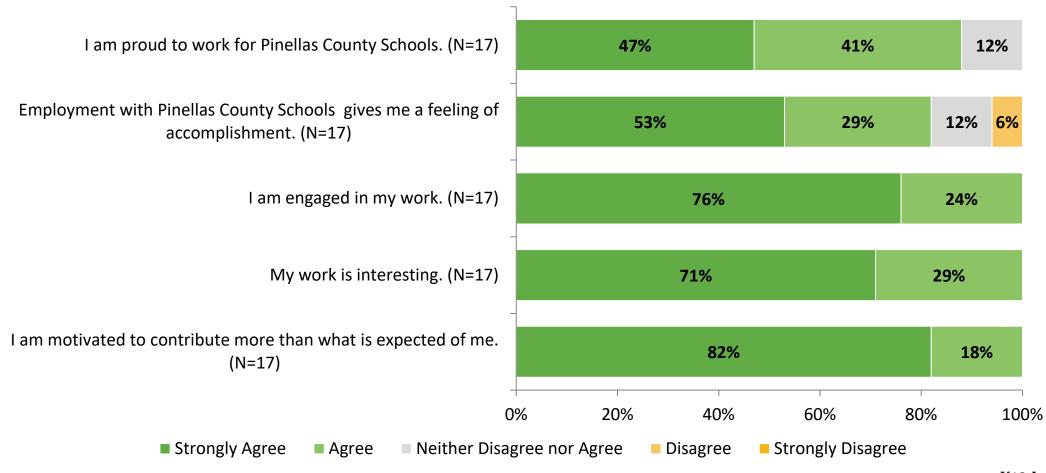
Results and Analysis

2023-2024

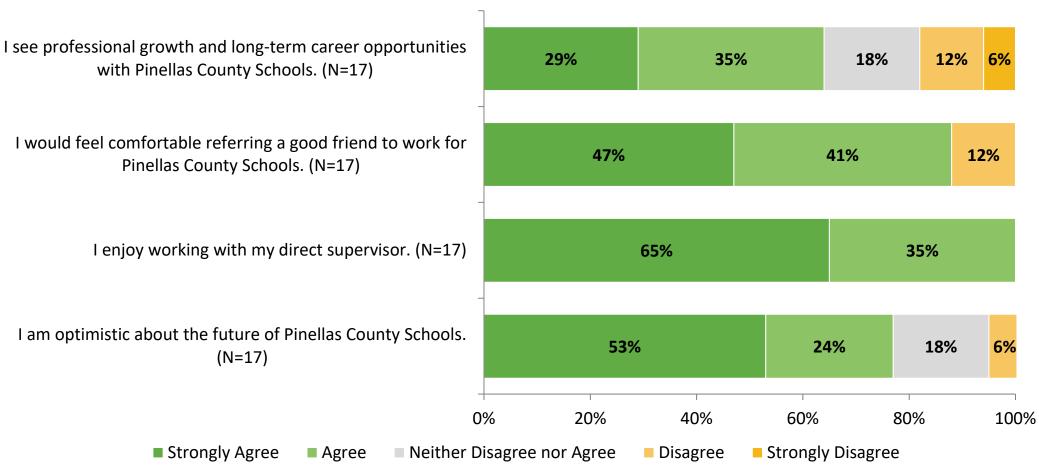


Questions for All Staff Members

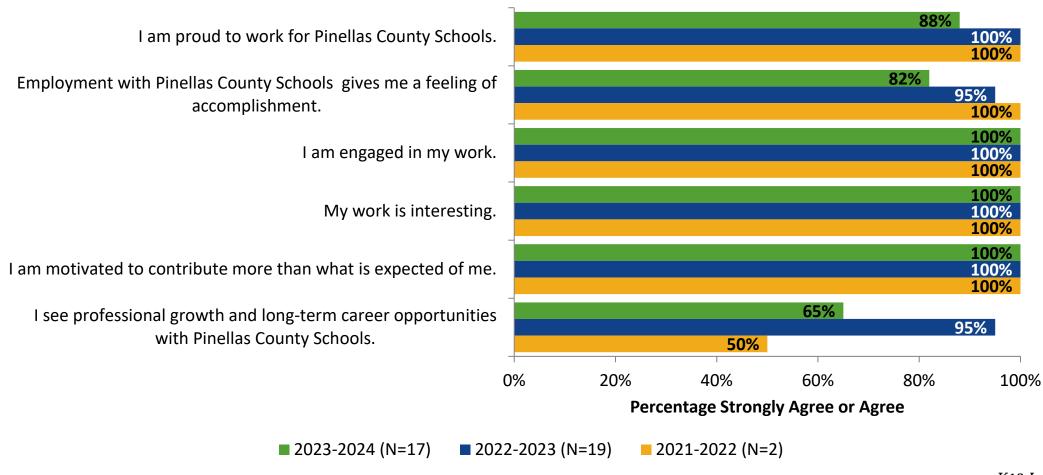
Overall Engagement



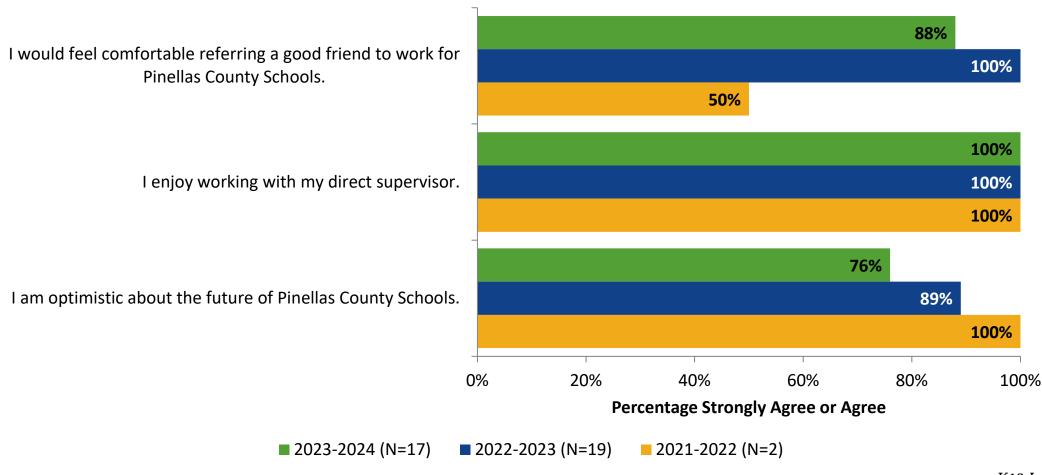
Overall Engagement (Continued)



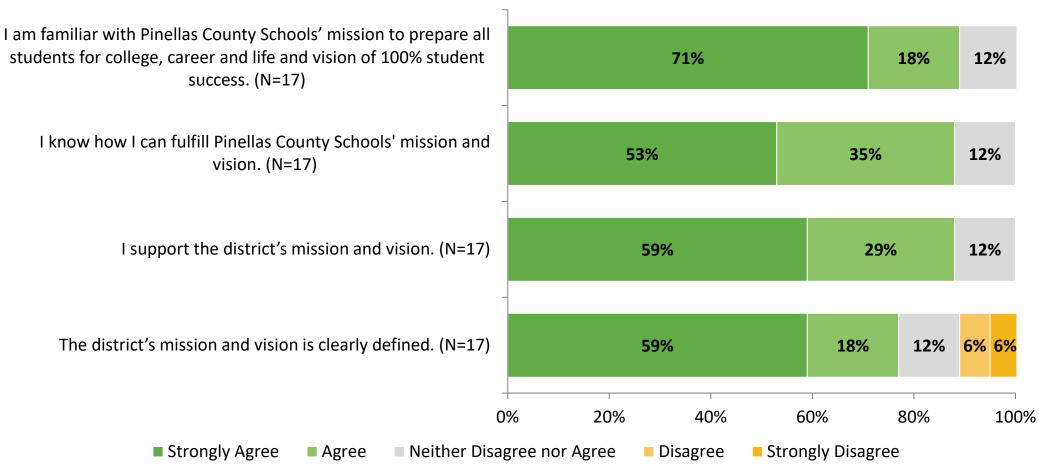
Overall Engagement: Comparison Over Time



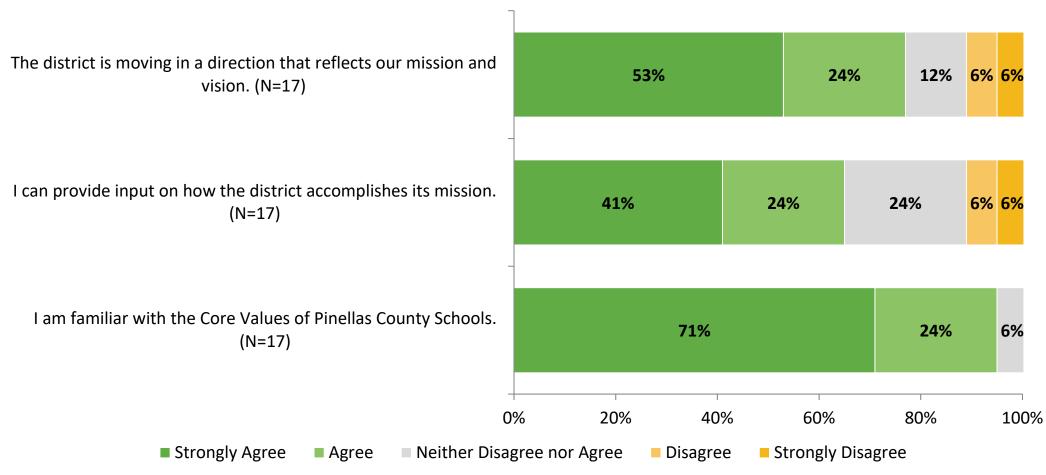
Overall Engagement: Comparison Over Time (Continued)



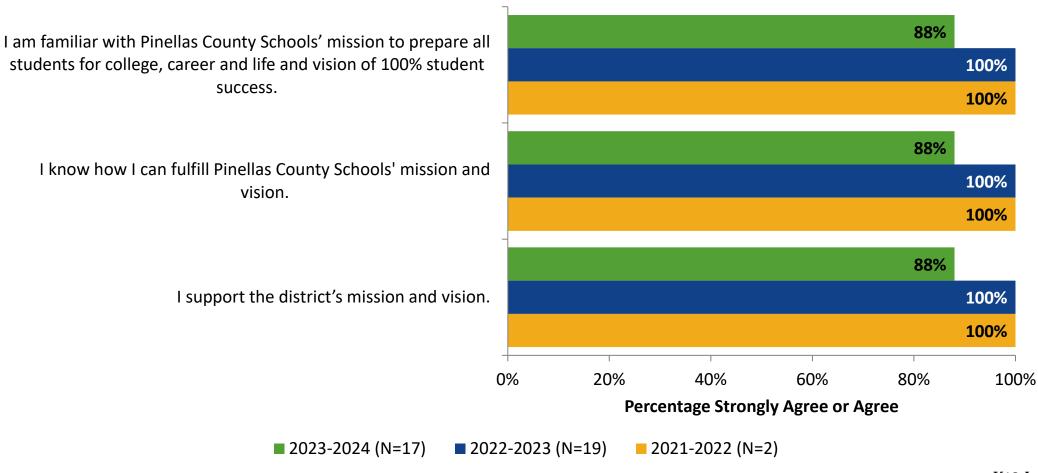
Mission and Vision



Mission and Vision (Continued)

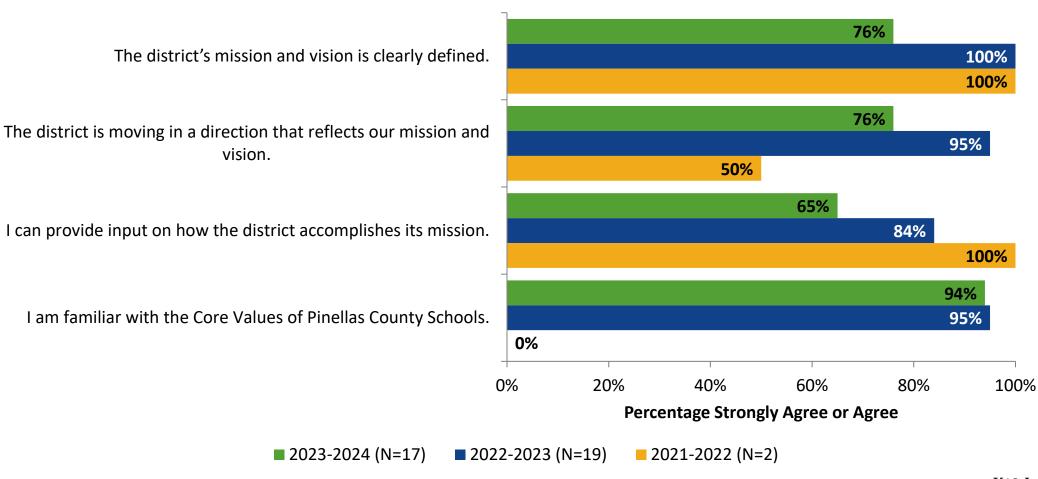


Mission and Vision: Comparison Over Time



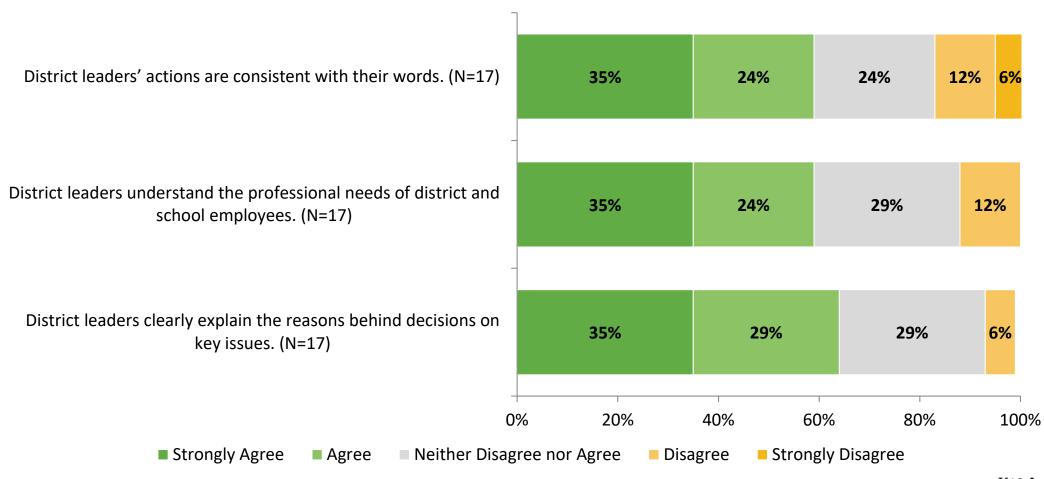
Mission and Vision: Comparison Over Time (Continued)

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

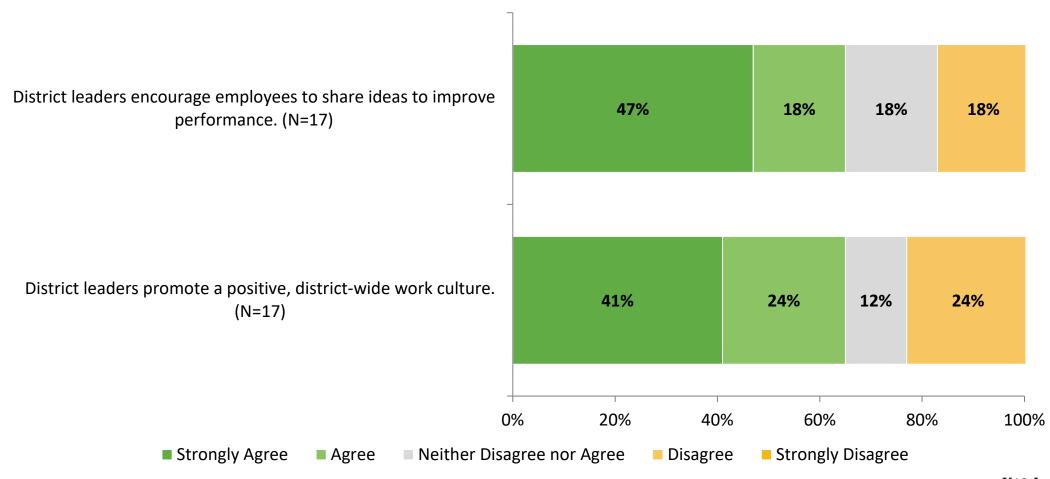


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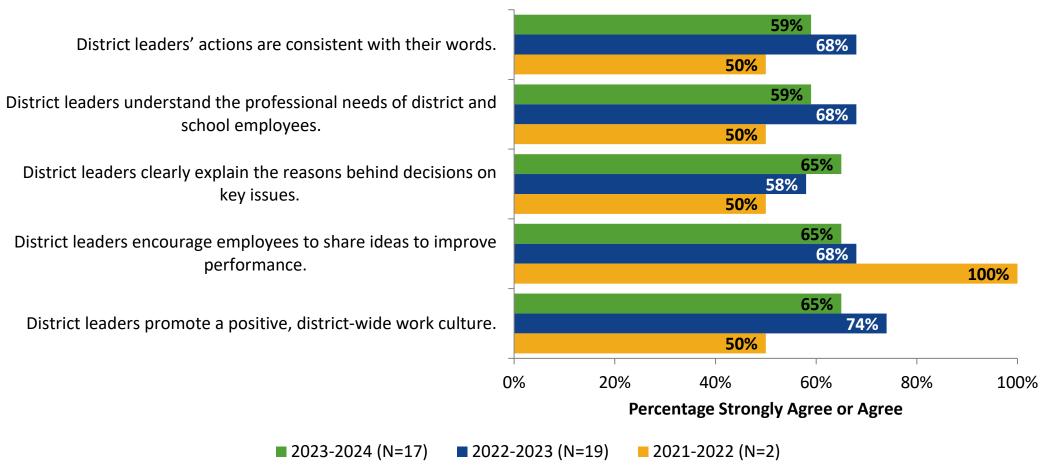
District Leadership



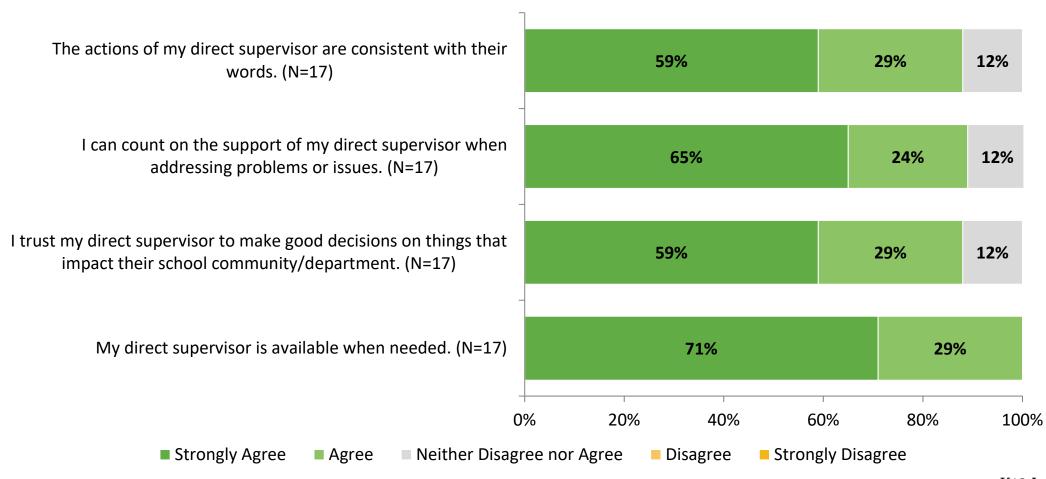
District Leadership (Continued)



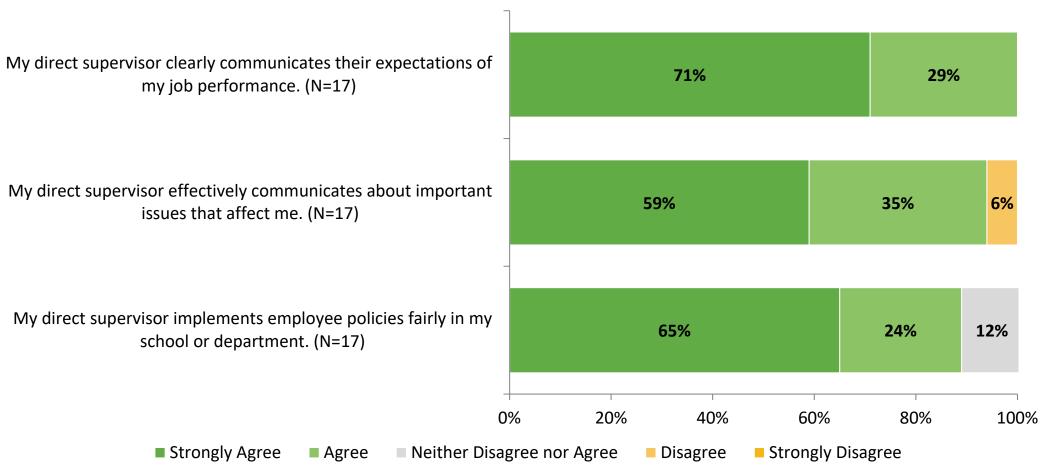
District Leadership: Comparison Over Time



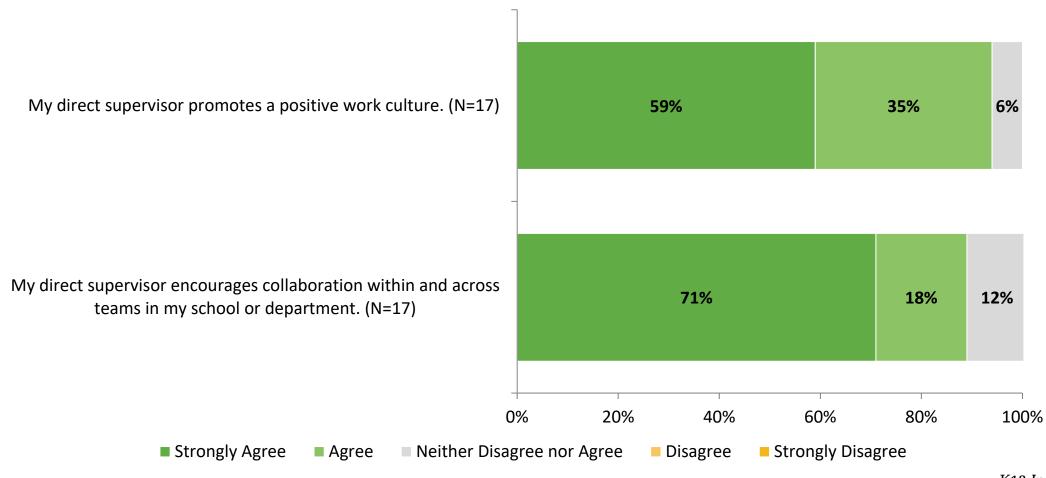
Worksite Leadership



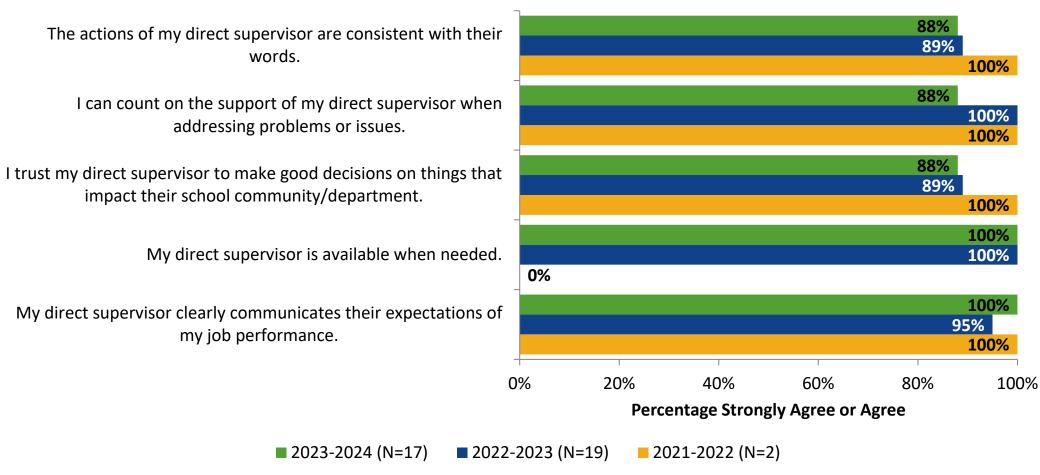
Worksite Leadership (Continued)



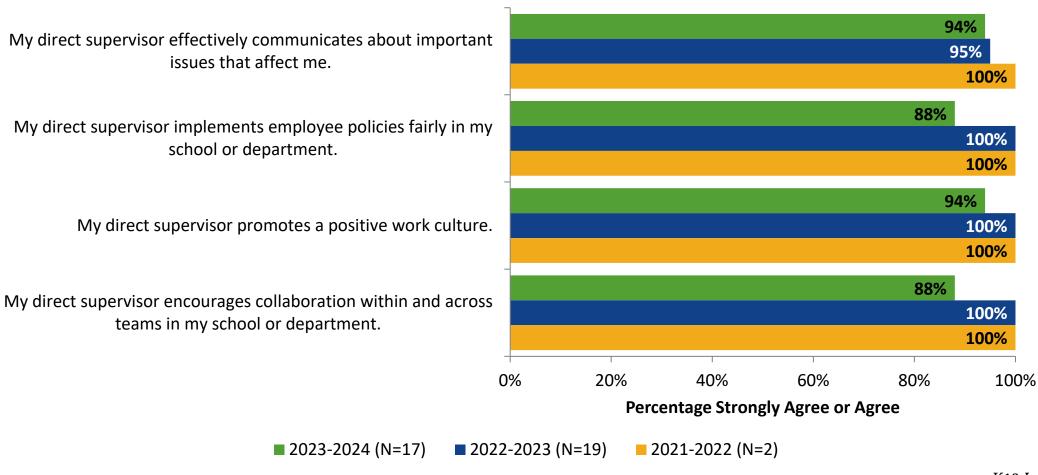
Worksite Leadership (Continued)



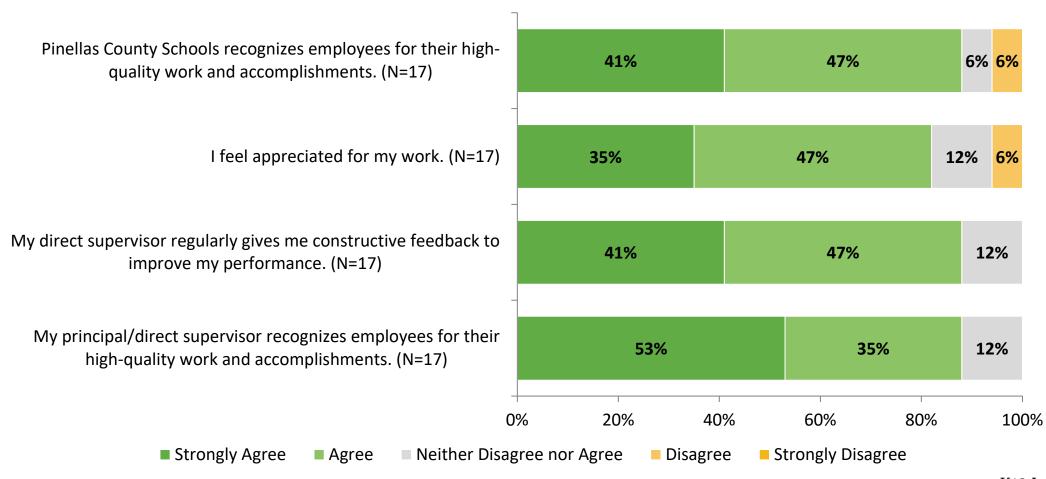
Worksite Leadership: Comparison Over Time



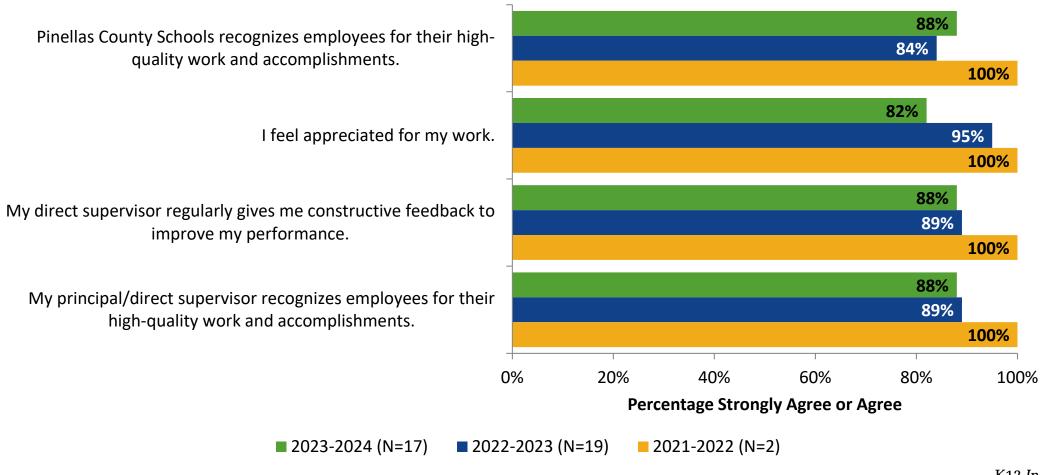
Worksite Leadership: Comparison Over Time (Continued)



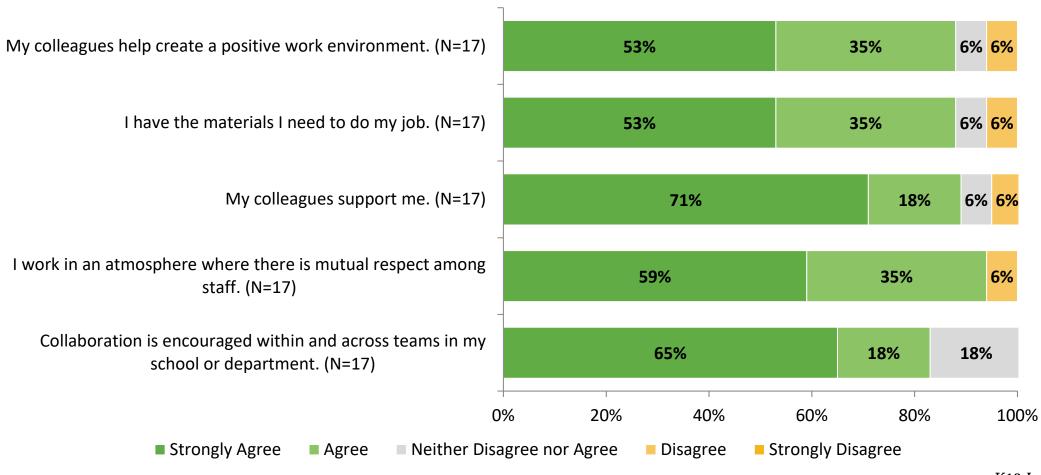
Feedback and Recognition



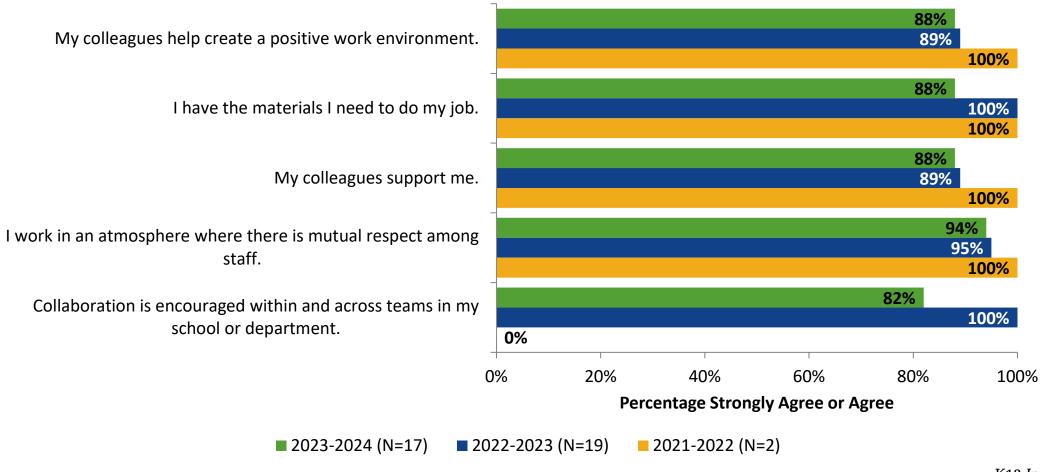
Feedback and Recognition: Comparison Over Time



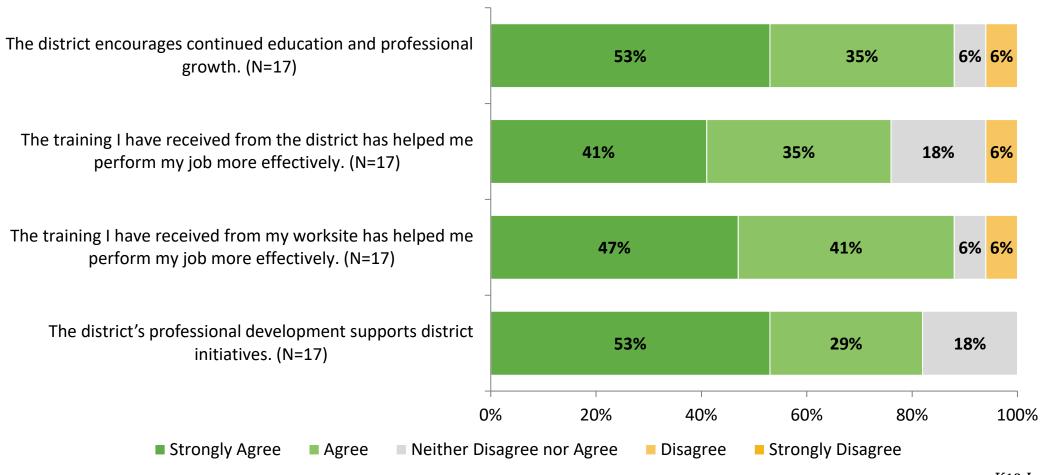
Work Environment



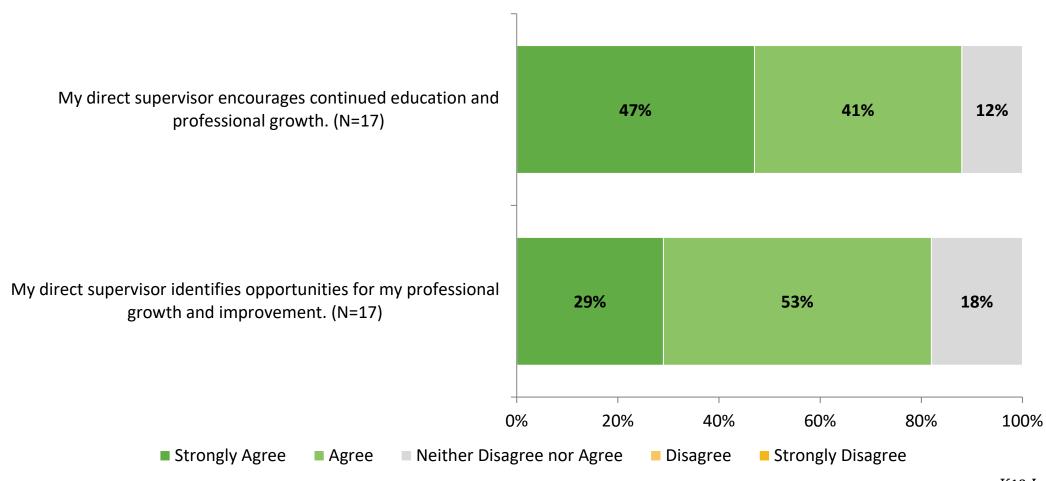
Work Environment: Comparison Over Time



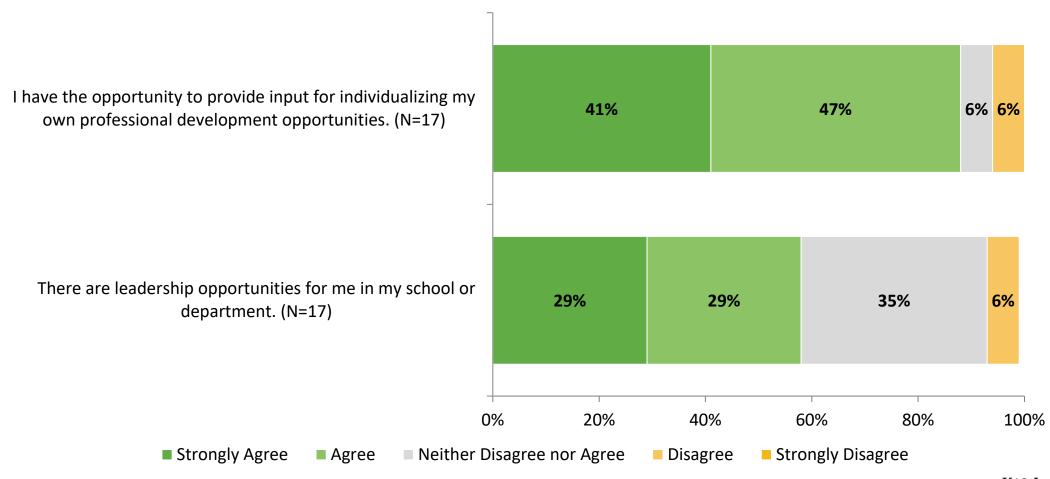
Career Growth and Training Opportunities



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?

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.

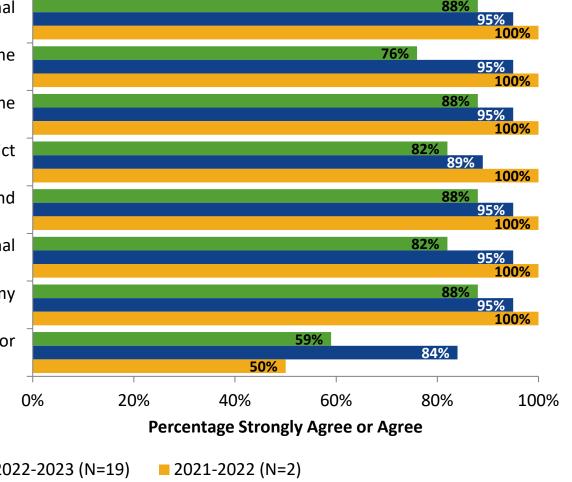
The district's professional development supports district initiatives.

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.

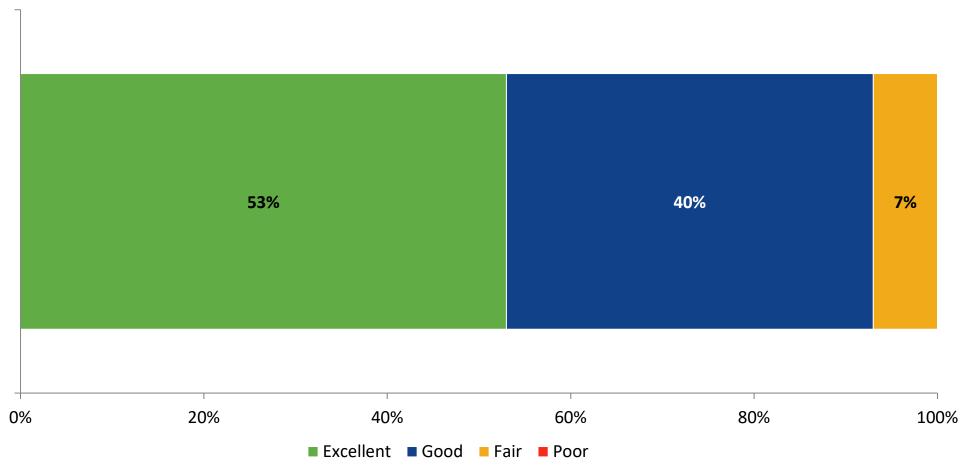


■ 2023-2024 (N=17) ■ 2022-2023 (N=19)

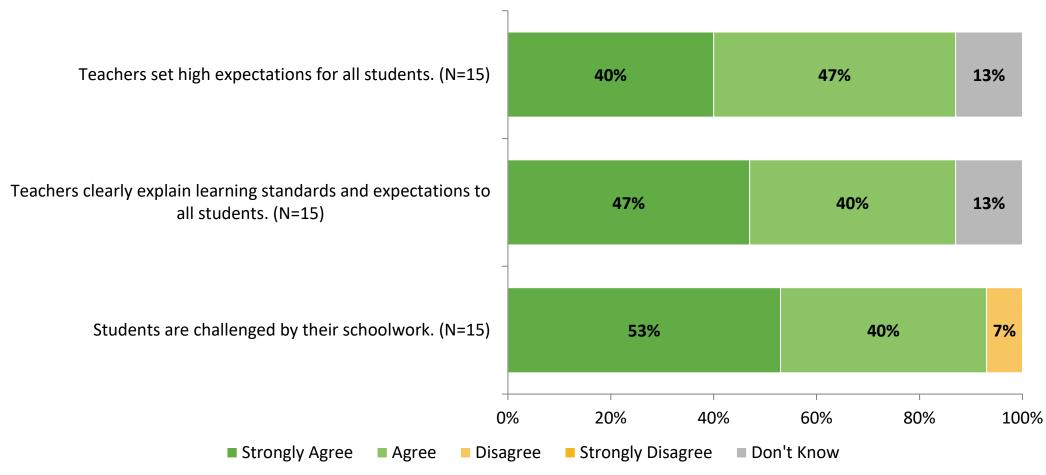
Questions for Campus-based Staff Members

Overall Quality

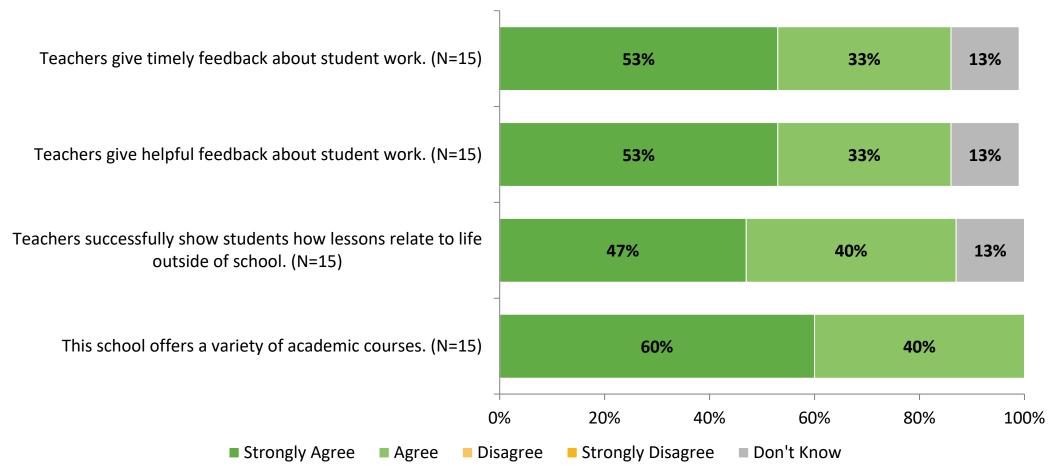
How would you rate the overall quality of the education at your school? (N=15)



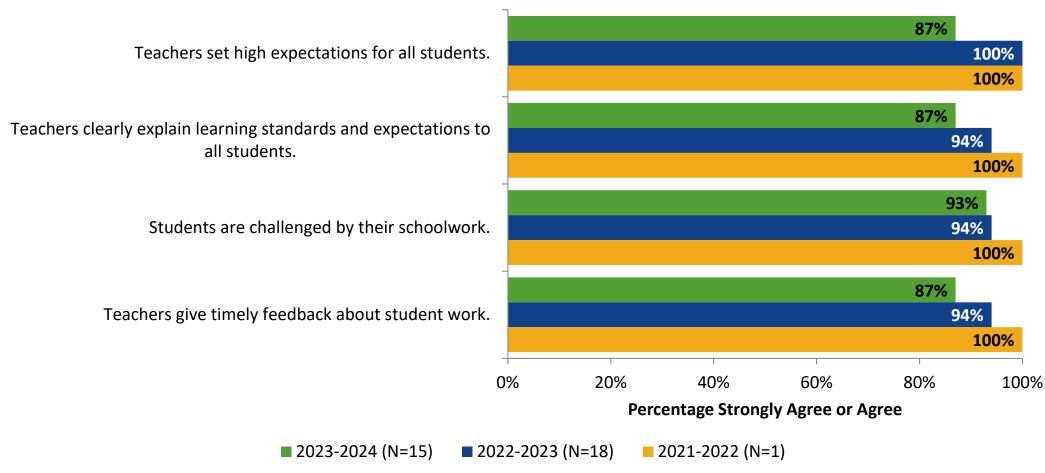
Academic Support



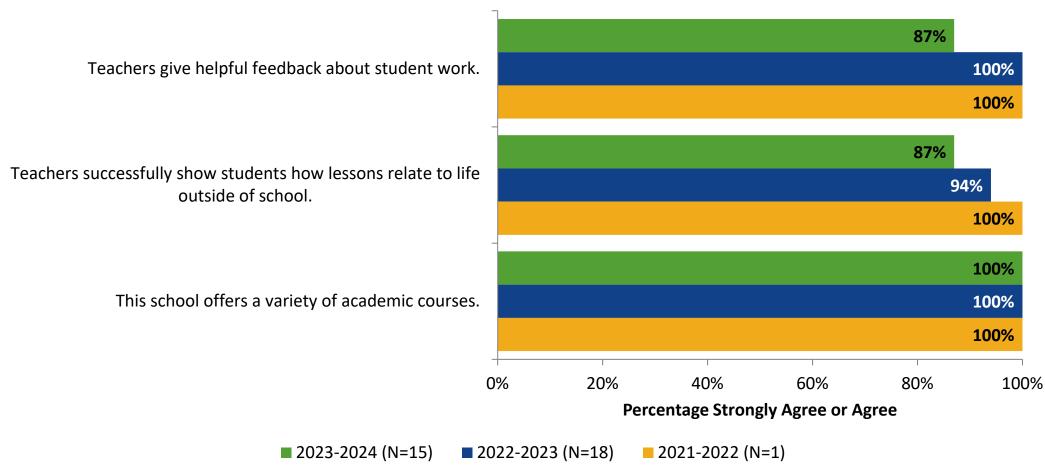
Academic Support (Continued)



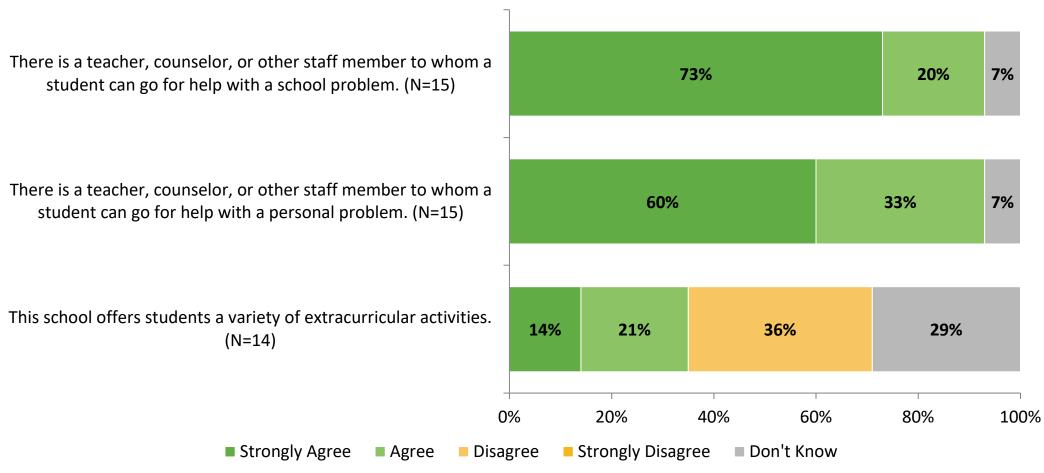
Academic Support: Comparison Over Time



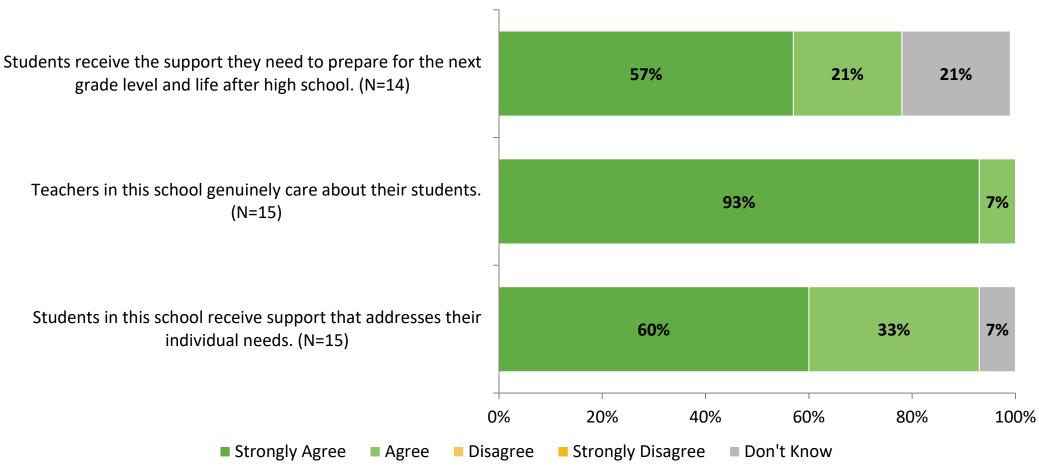
Academic Support: Comparison Over Time (Continued)



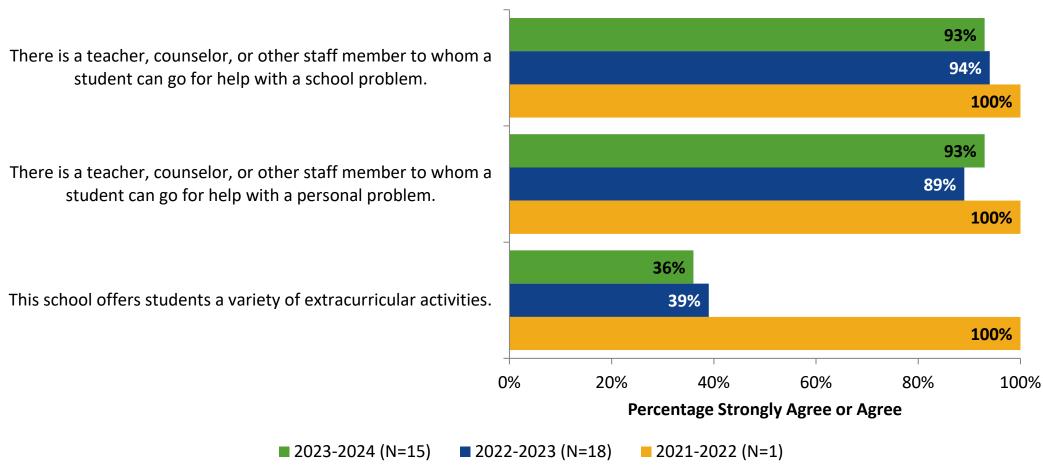
Student Support



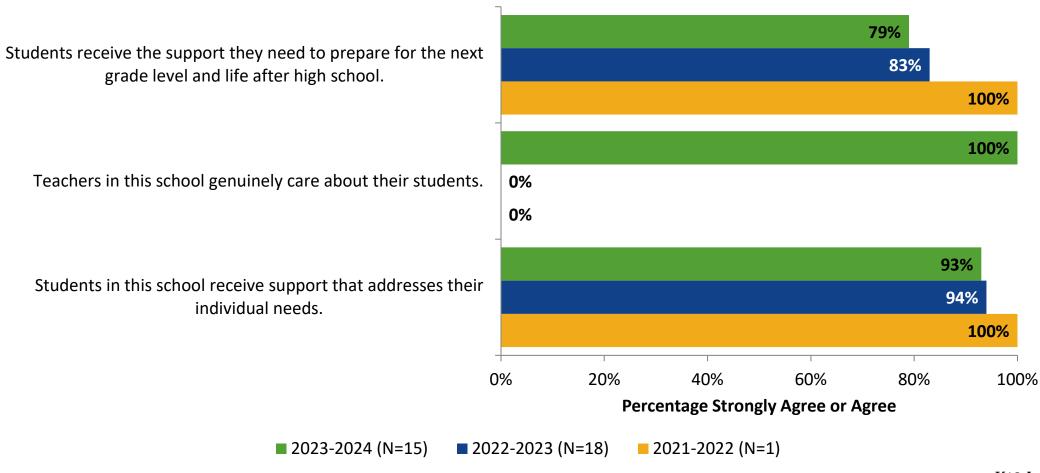
Student Support (Continued)



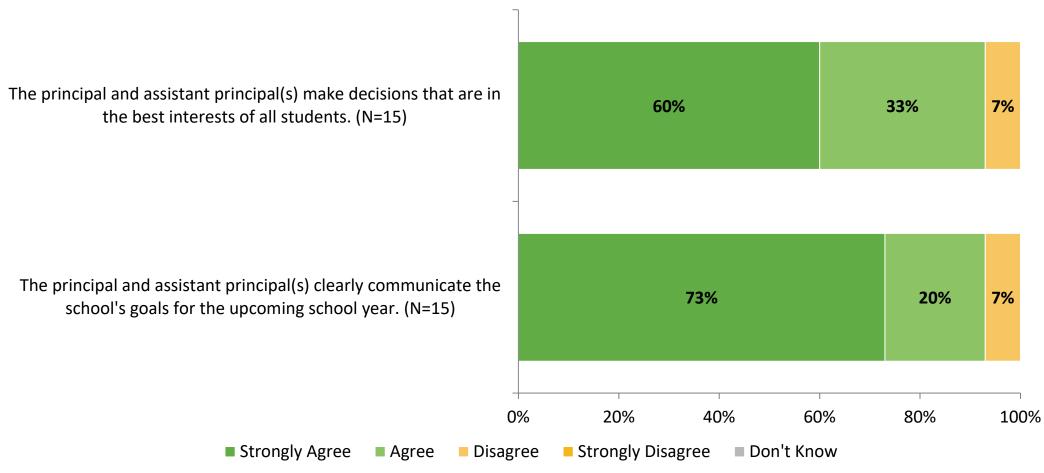
Student Support: Comparison Over Time



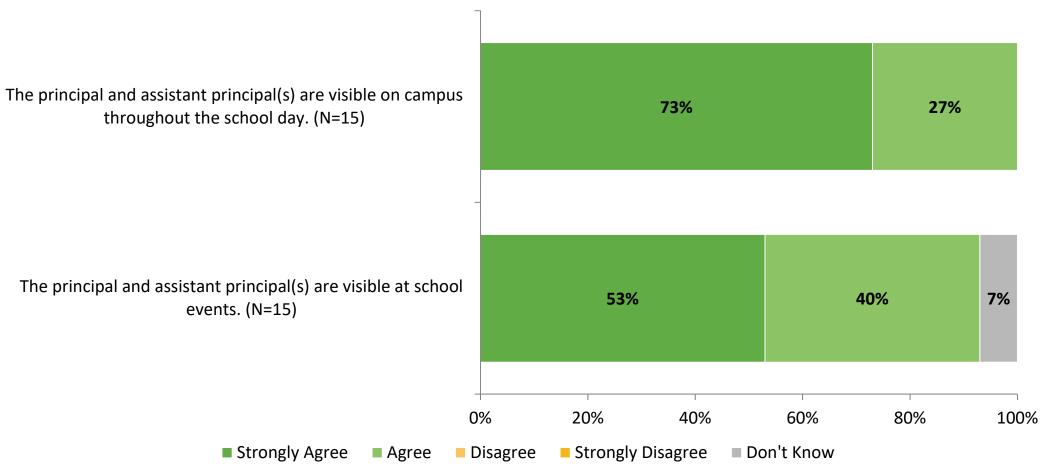
Student Support: Comparison Over Time (Continued)



School Leadership

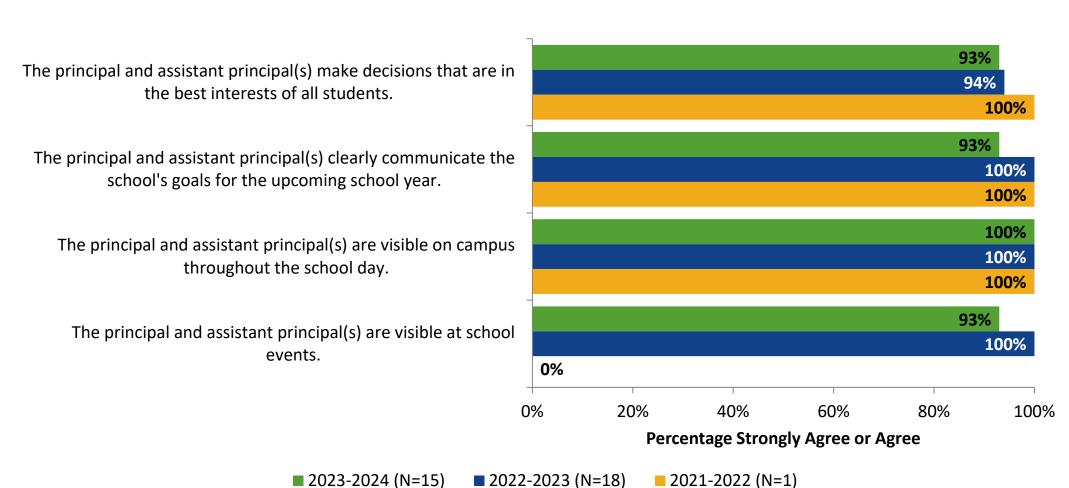


School Leadership (Continued)



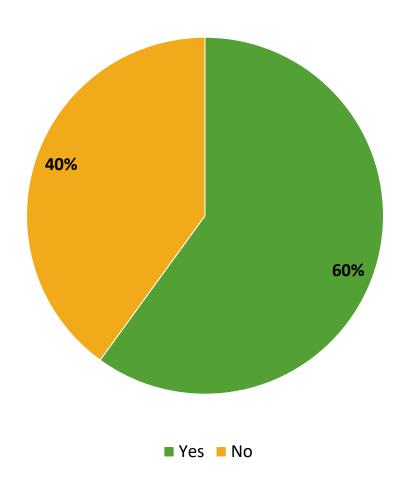
School Leadership: Comparison Over Time

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

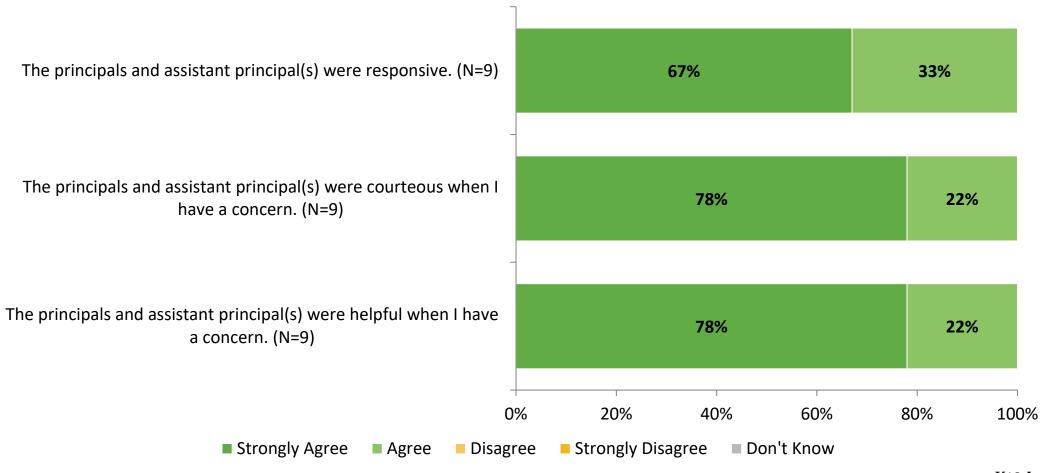


Communications with School Leadership

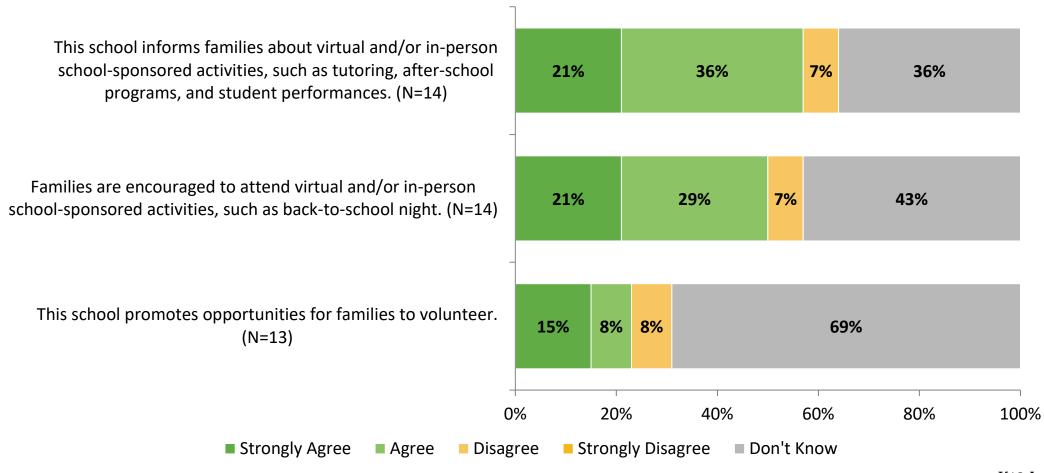
This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=15)



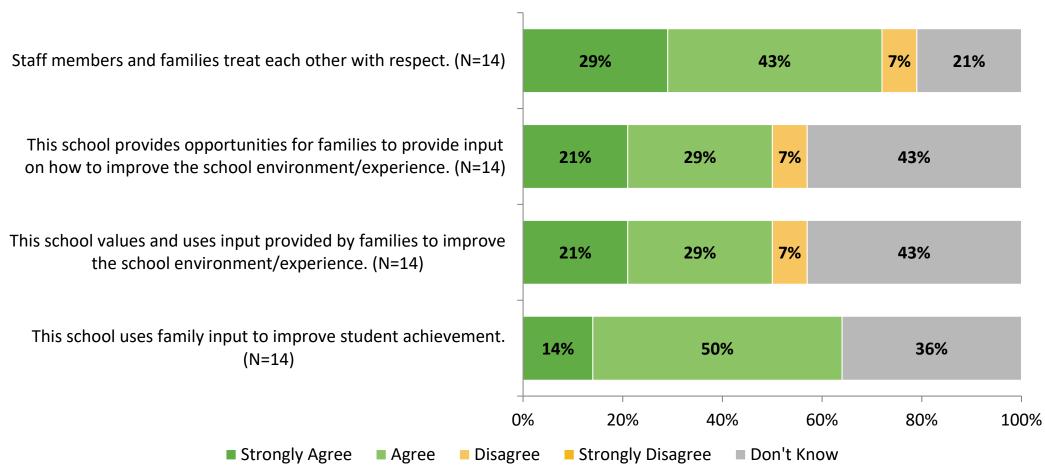
Perceptions of Communication with School Leadership



Family Involvement



Family Involvement (Continued)



Family Involvement: Comparison Over Time

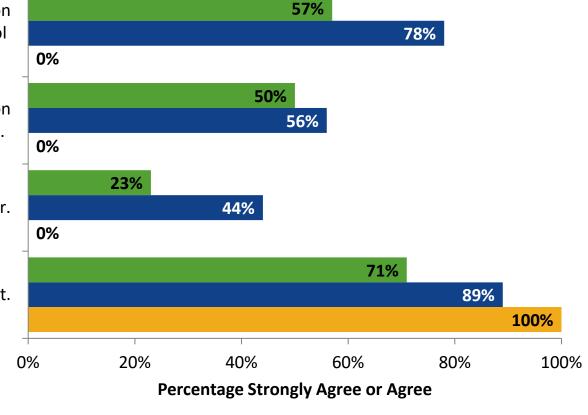
How strongly do you agree or disagree with the following statements?

This school informs families about virtual and/or in-person school-sponsored activities, such as tutoring, after-school programs, and student performances.

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night.

This school promotes opportunities for families to volunteer.

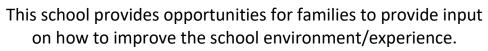
Staff members and families treat each other with respect.



■ 2023-2024 (N=14) ■ 2022-2023 (N=18) ■ 2021-2022 (N=1)

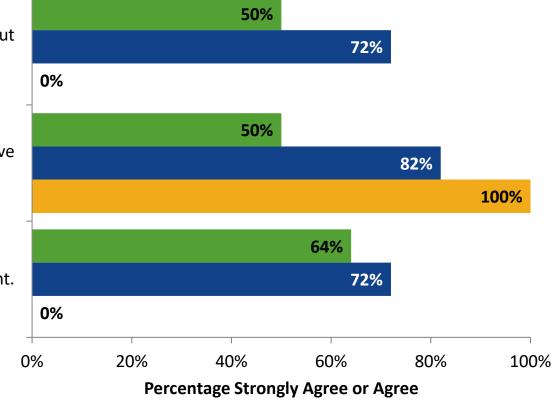
Family Involvement: Comparison Over Time (Continued)

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



This school values and uses input provided by families to improve the school environment/experience.

This school uses family input to improve student achievement.

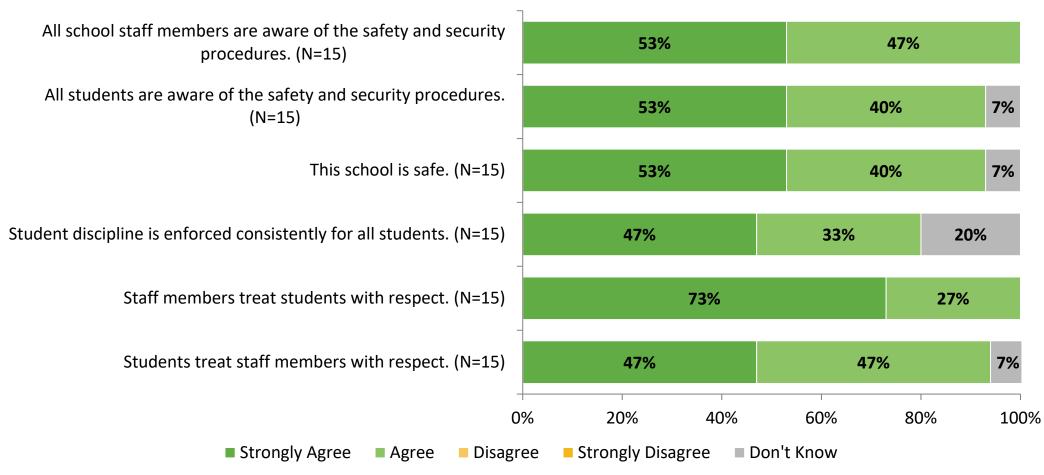


■ 2023-2024 (N=14) ■ 20

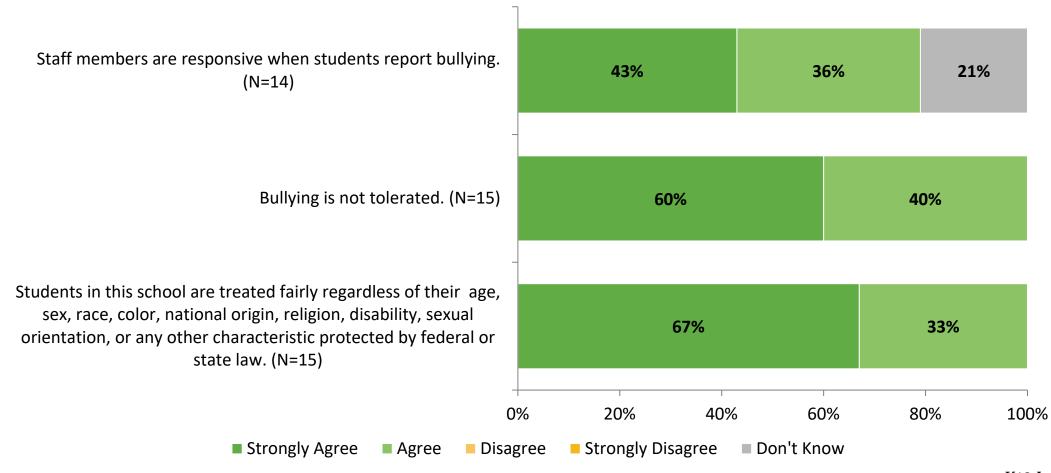
■ 2022-2023 (N=18)

2021-2022 (N=1)

Safety and Behavior

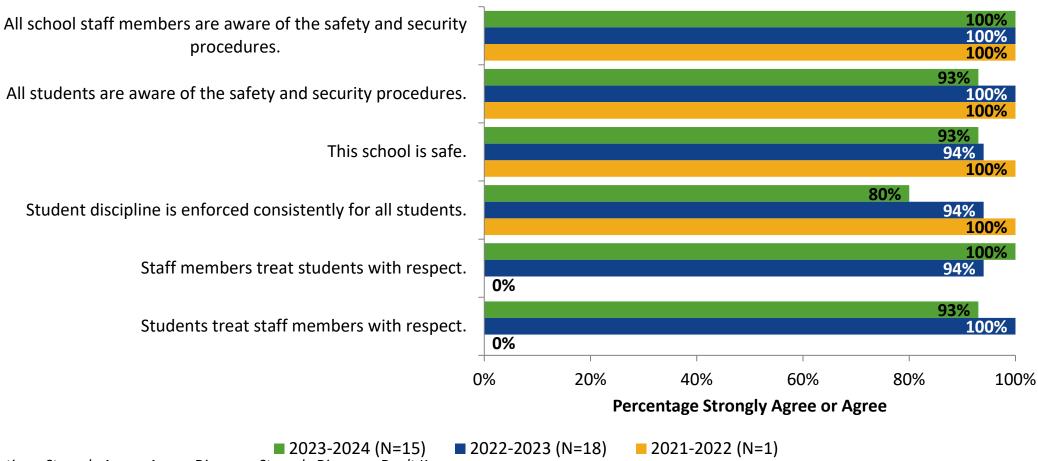


Safety and Behavior (Continued)



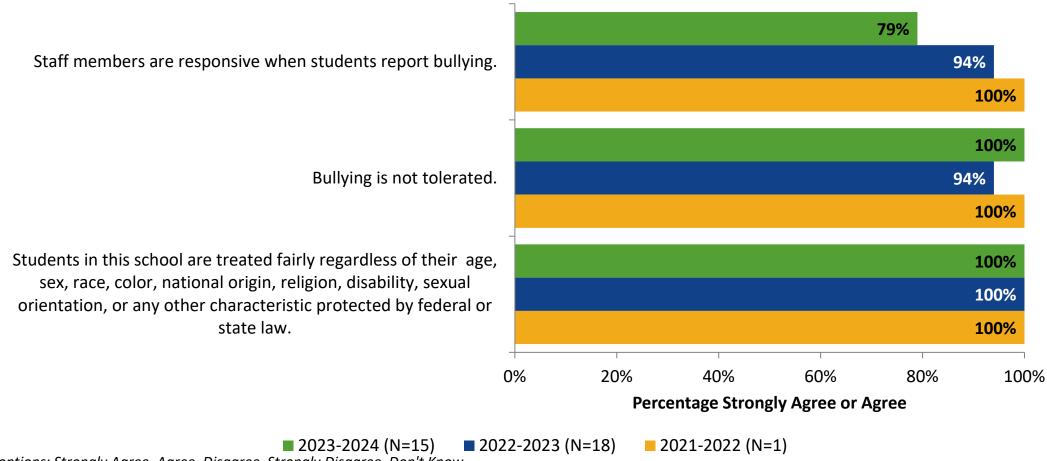
Safety and Behavior: Comparison Over Time

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



Safety and Behavior: Comparison Over Time (Continued)

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



Highest Ranking Indicators

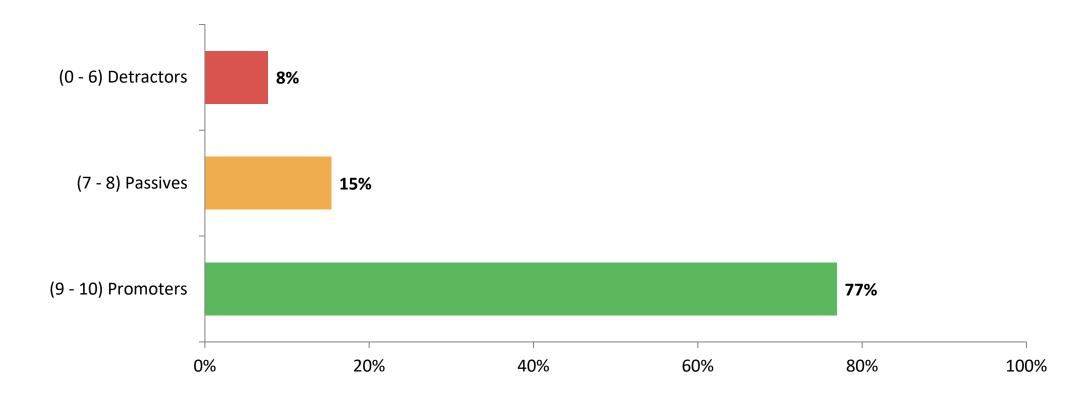
Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
Teachers in this school genuinely care about their students.	100%	Student Support
The principal and assistant principal(s) are visible on campus throughout the school day.	100%	School Leadership
All school staff members are aware of the safety and security procedures.	100%	Safety and Behavior
Staff members treat students with respect.	100%	Safety and Behavior
Bullying is not tolerated.	100%	Safety and Behavior

Lowest Ranking Indicators

Survey Item	Percentage Strongly Disagree or Disagree (%)	Dimension
This school offers students a variety of extracurricular activities.	36%	Student Support
District leaders promote a positive, district-wide work culture.	24%	District Leadership
I see professional growth and long-term career opportunities with Pinellas County Schools.	18%	Overall Engagement
District leaders encourage employees to share ideas to improve performance.	18%	District Leadership
District leaders' actions are consistent with their words.	18%	District Leadership

School Net Promoter Score

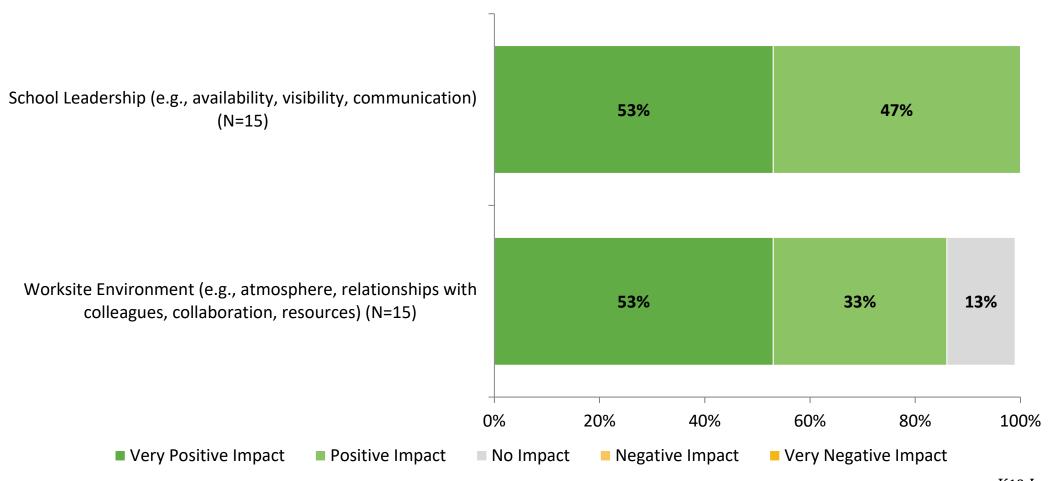
How likely is it that you would recommend your school to a family member or friend? (N=13)



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.

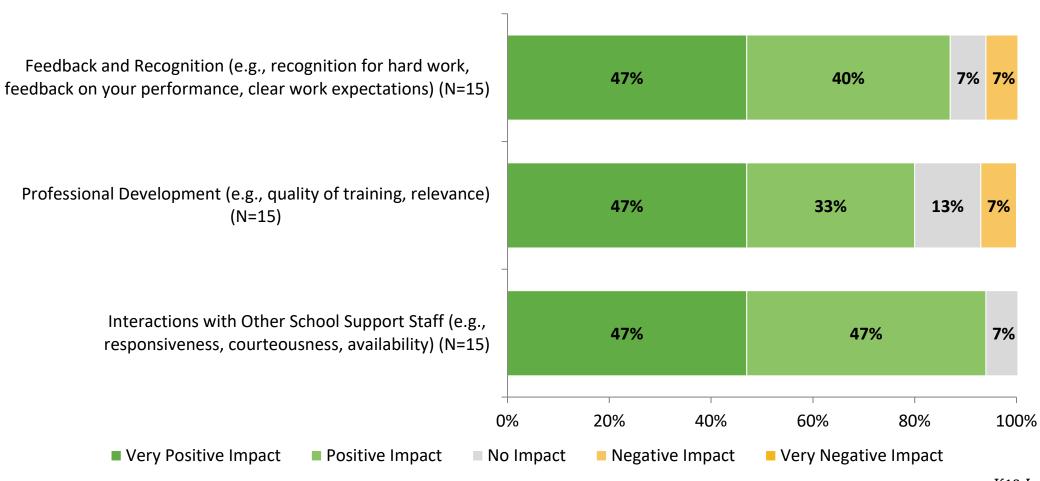
Factors Driving School NPS

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



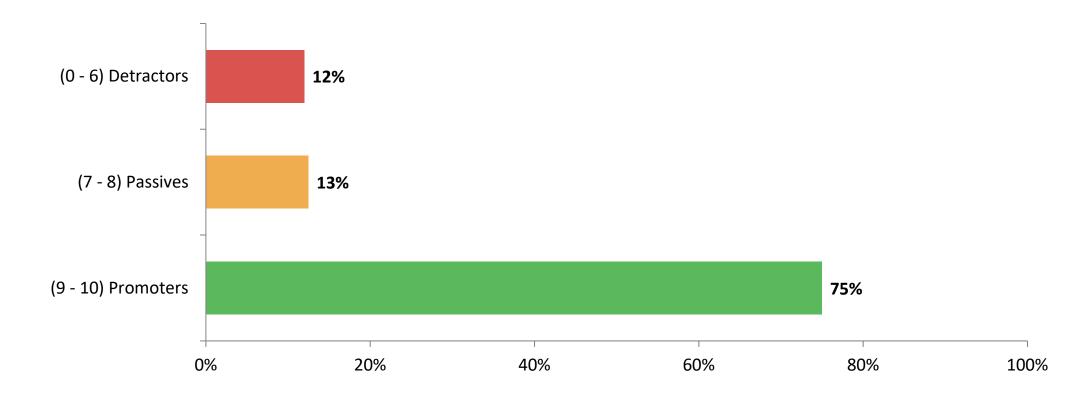
Factors Driving School NPS (Continued)

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



District Net Promoter Score

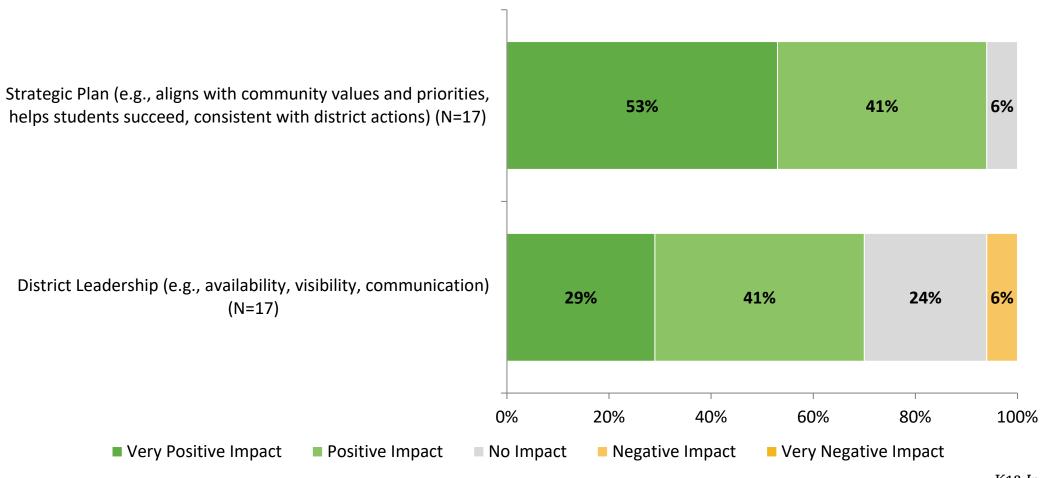
How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=16)



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.

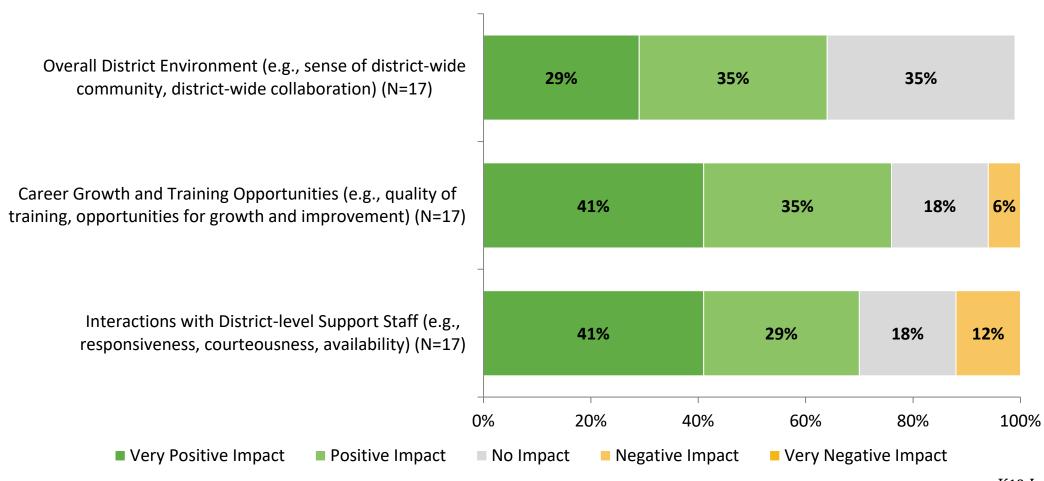
Factors Driving District NPS

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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