

# Employee Engagement Survey: Northwest Elementary School

## Results and Analysis

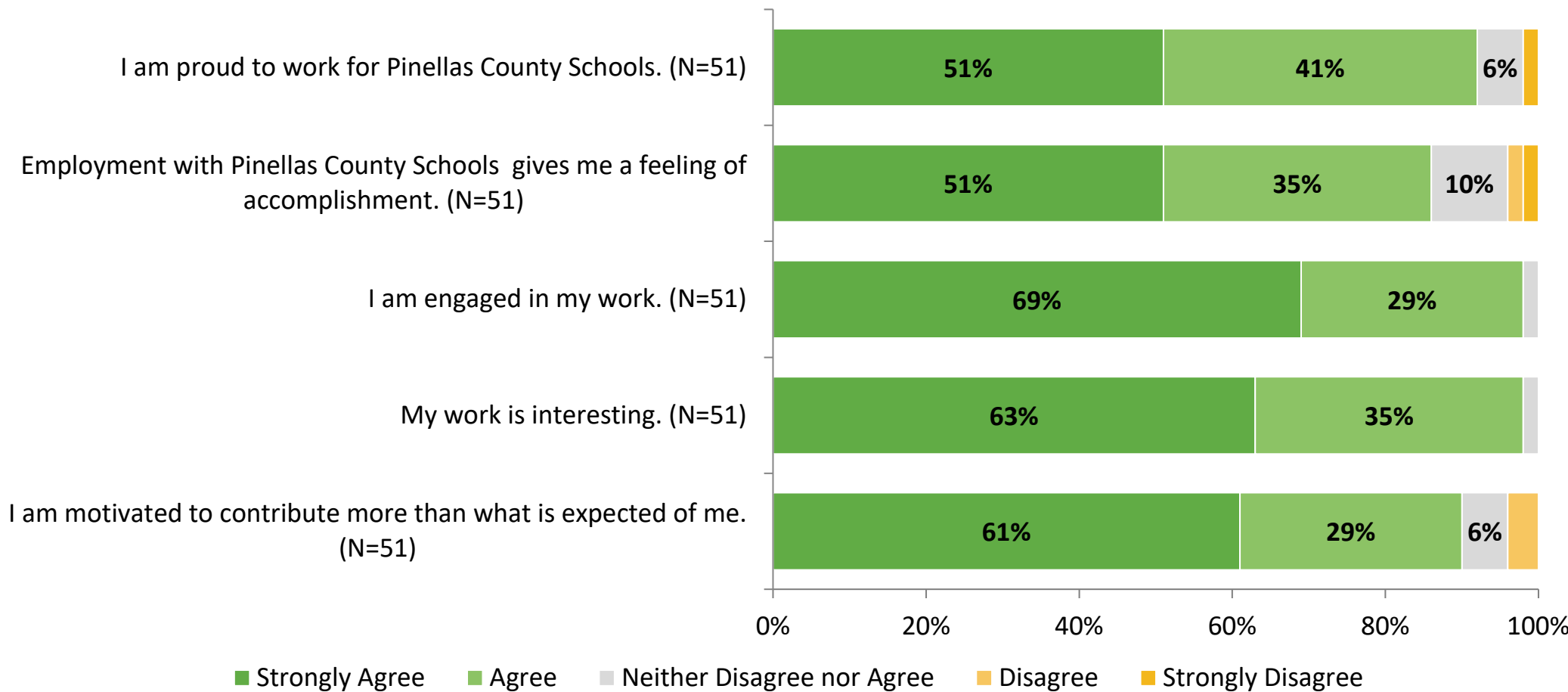
2023-2024



# Questions for All Staff Members

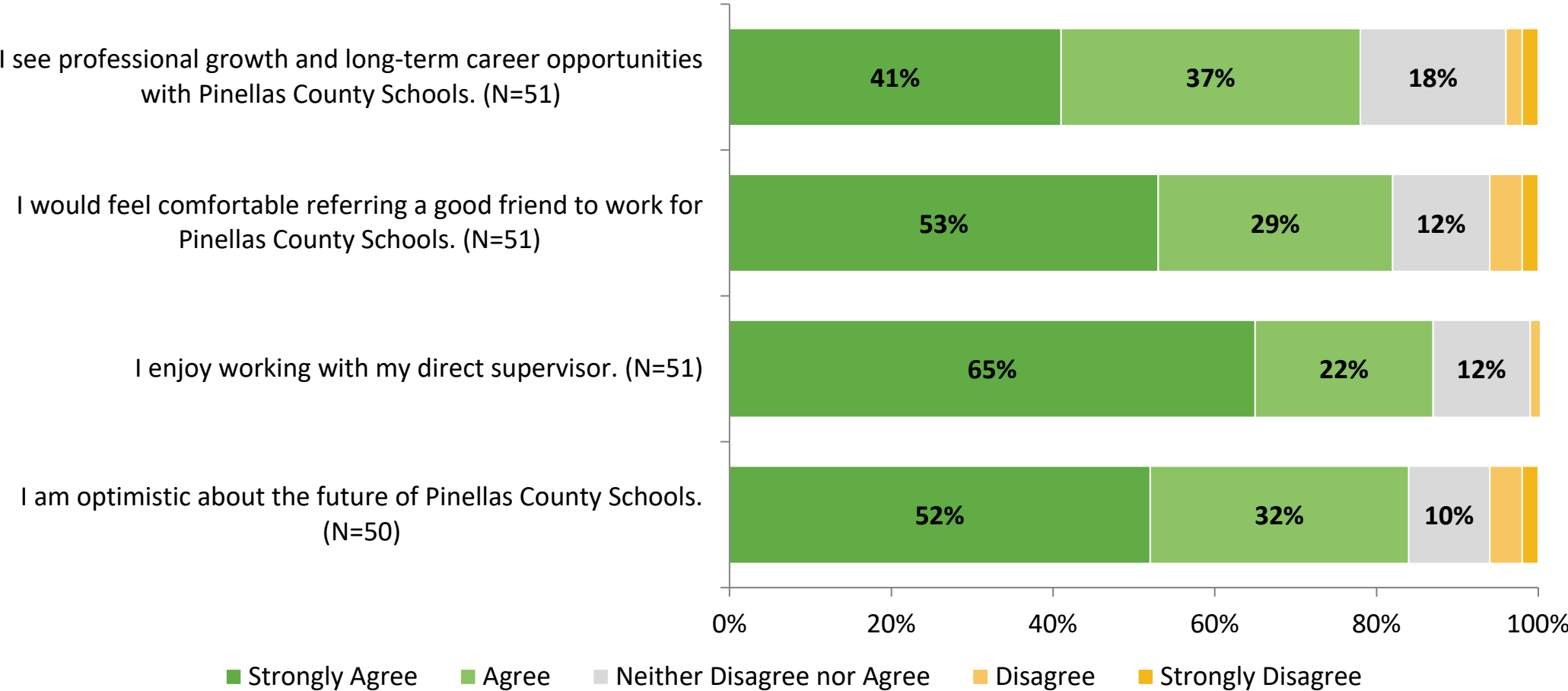
# Overall Engagement

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



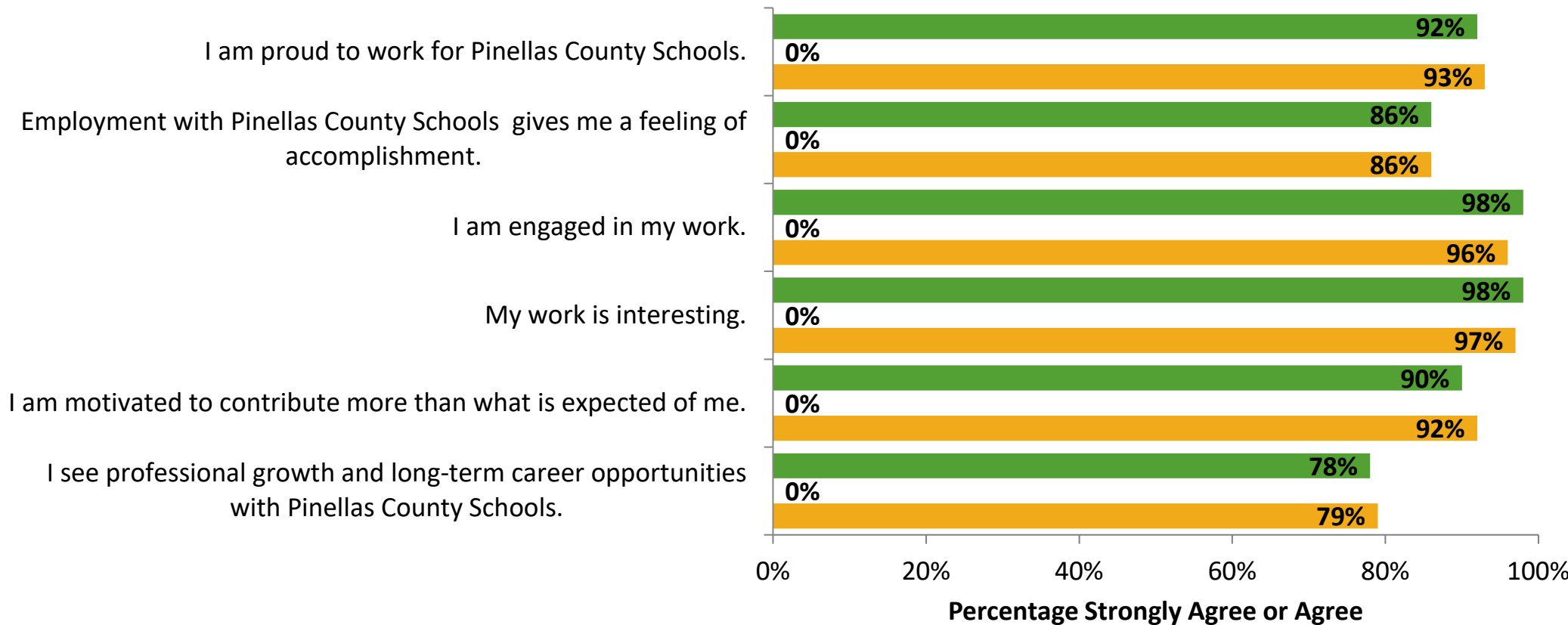
# Overall Engagement (Continued)

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?

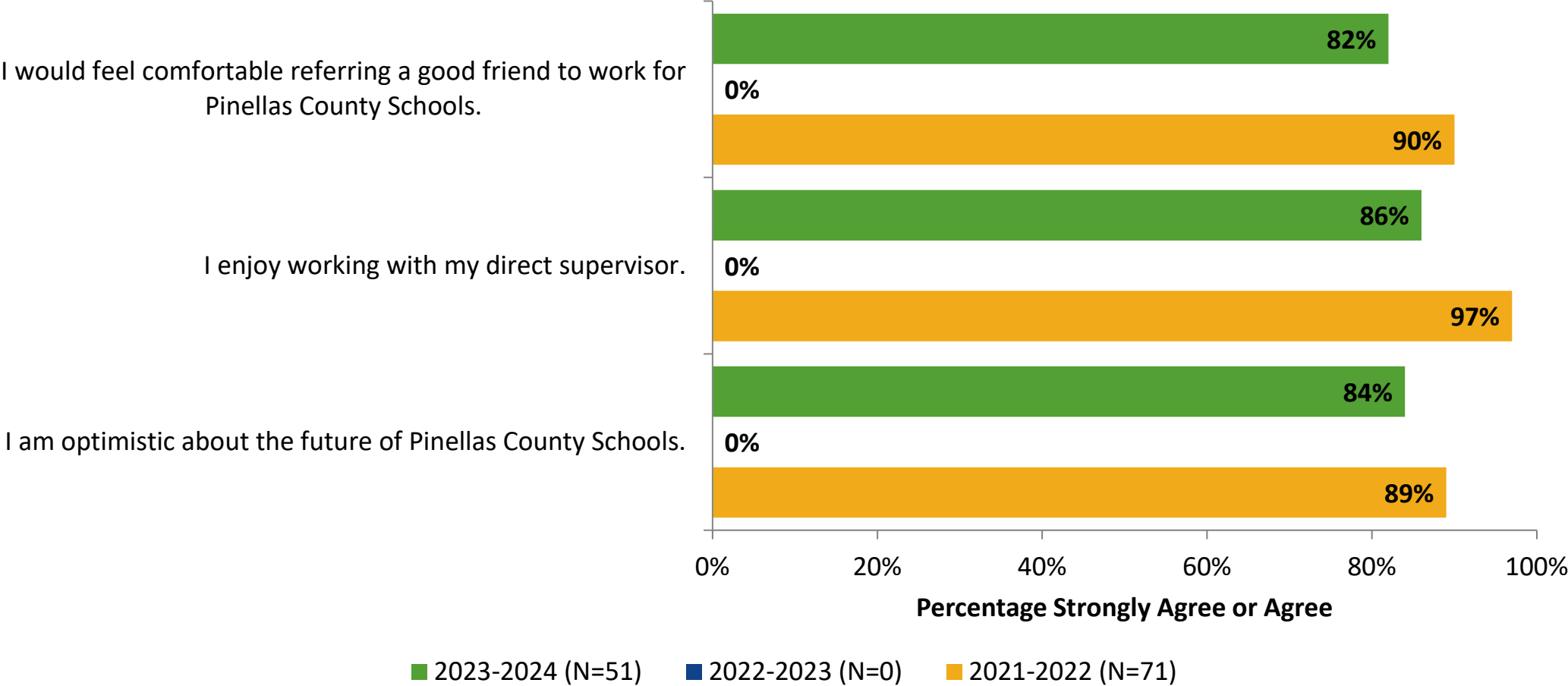


■ 2023-2024 (N=51) ■ 2022-2023 (N=0) ■ 2021-2022 (N=71)

No data to display for 2022-2023.

# Overall Engagement: Comparison Over Time (Continued)

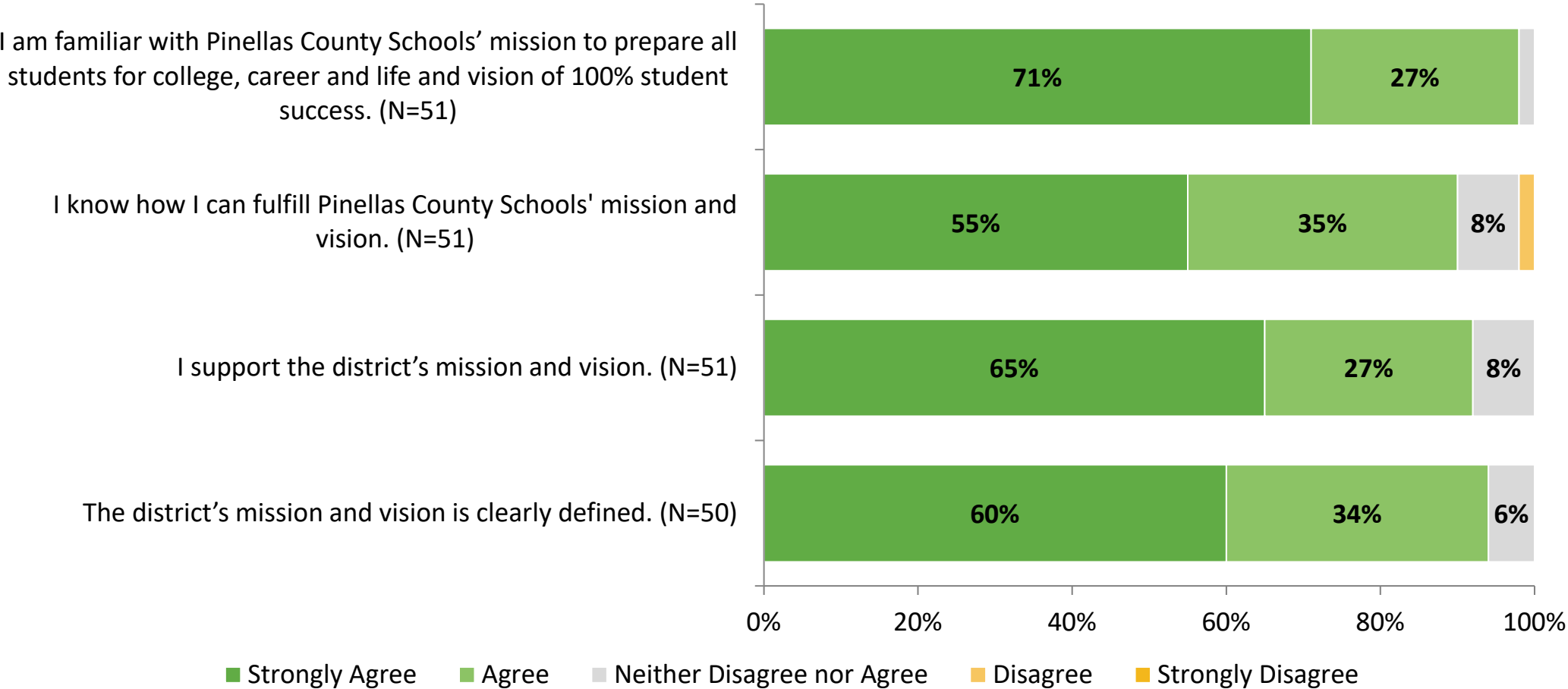
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

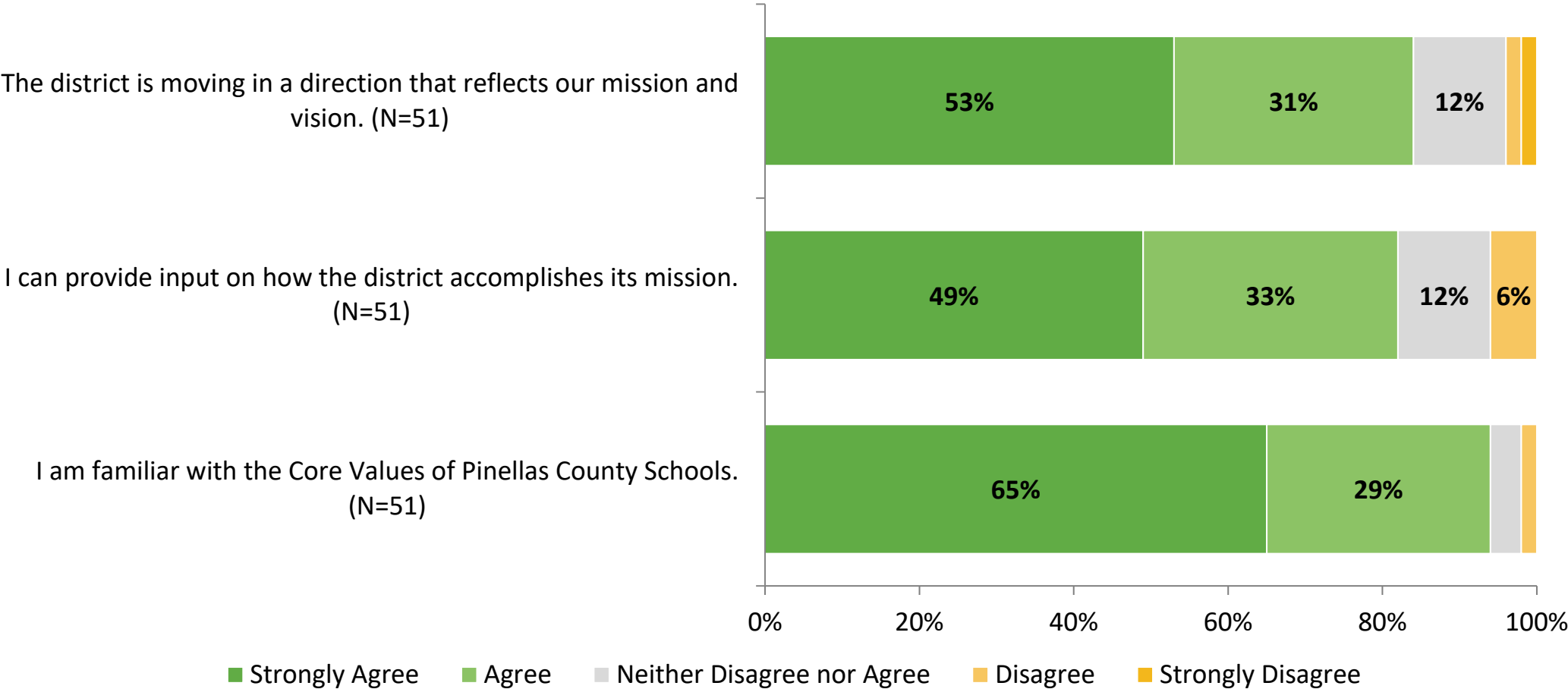
# Mission and Vision

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



# Mission and Vision (Continued)

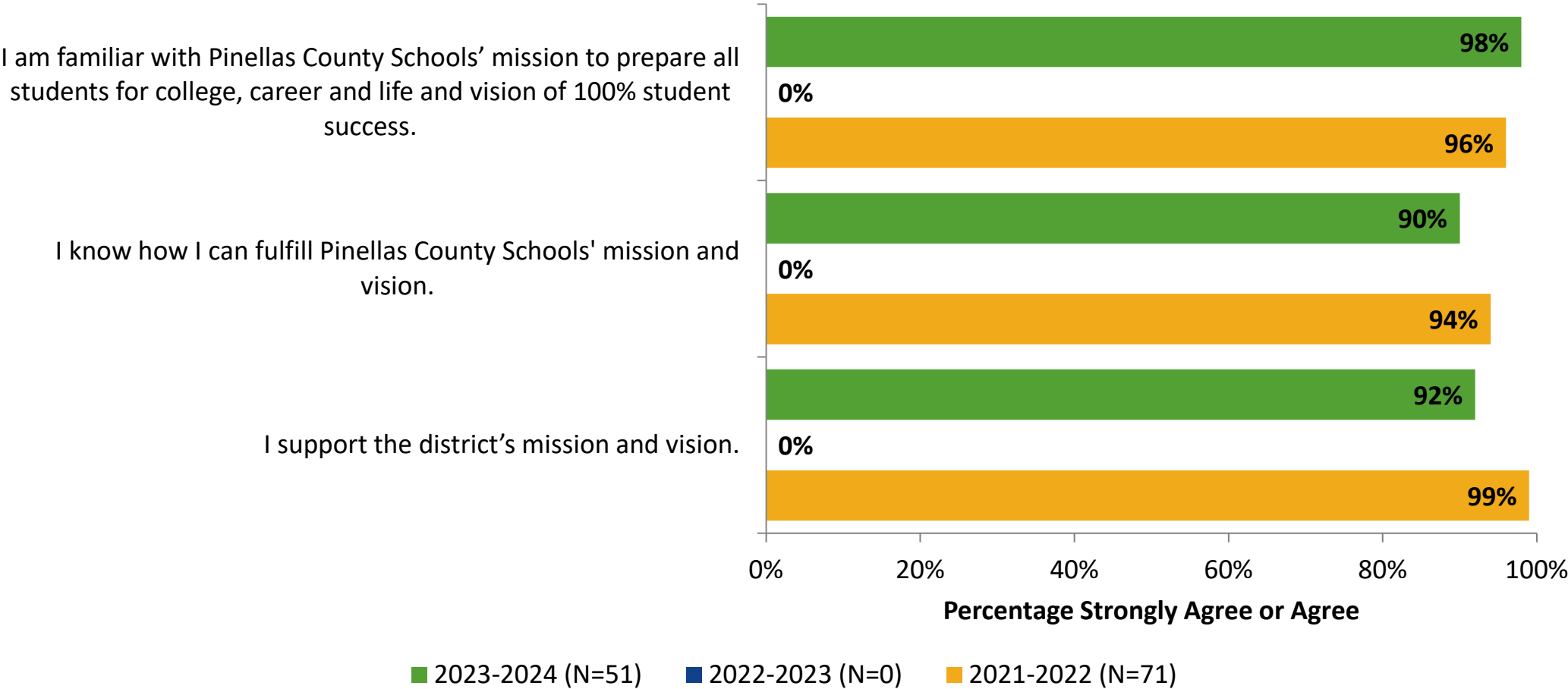
How strongly do you agree or disagree with the following statements?





# Mission and Vision: Comparison Over Time

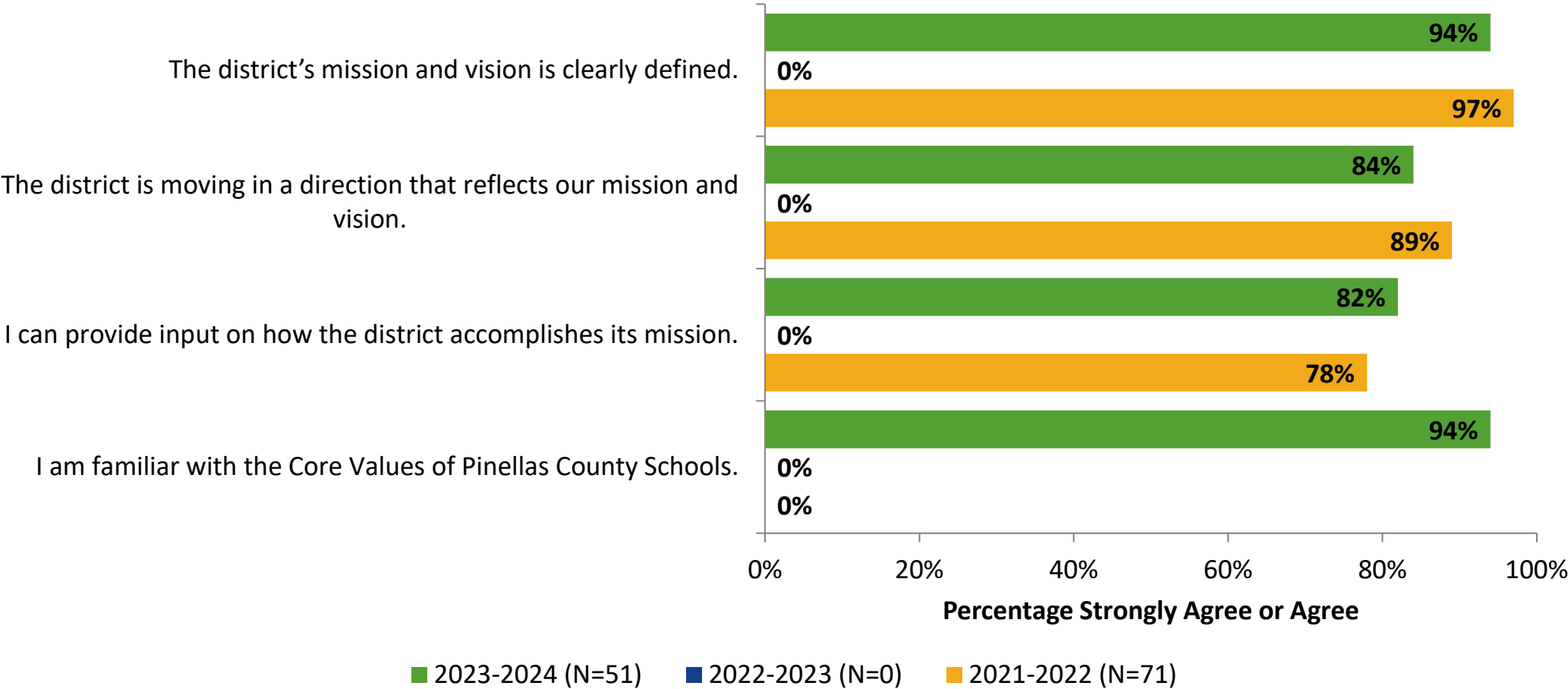
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

# Mission and Vision: Comparison Over Time (Continued)

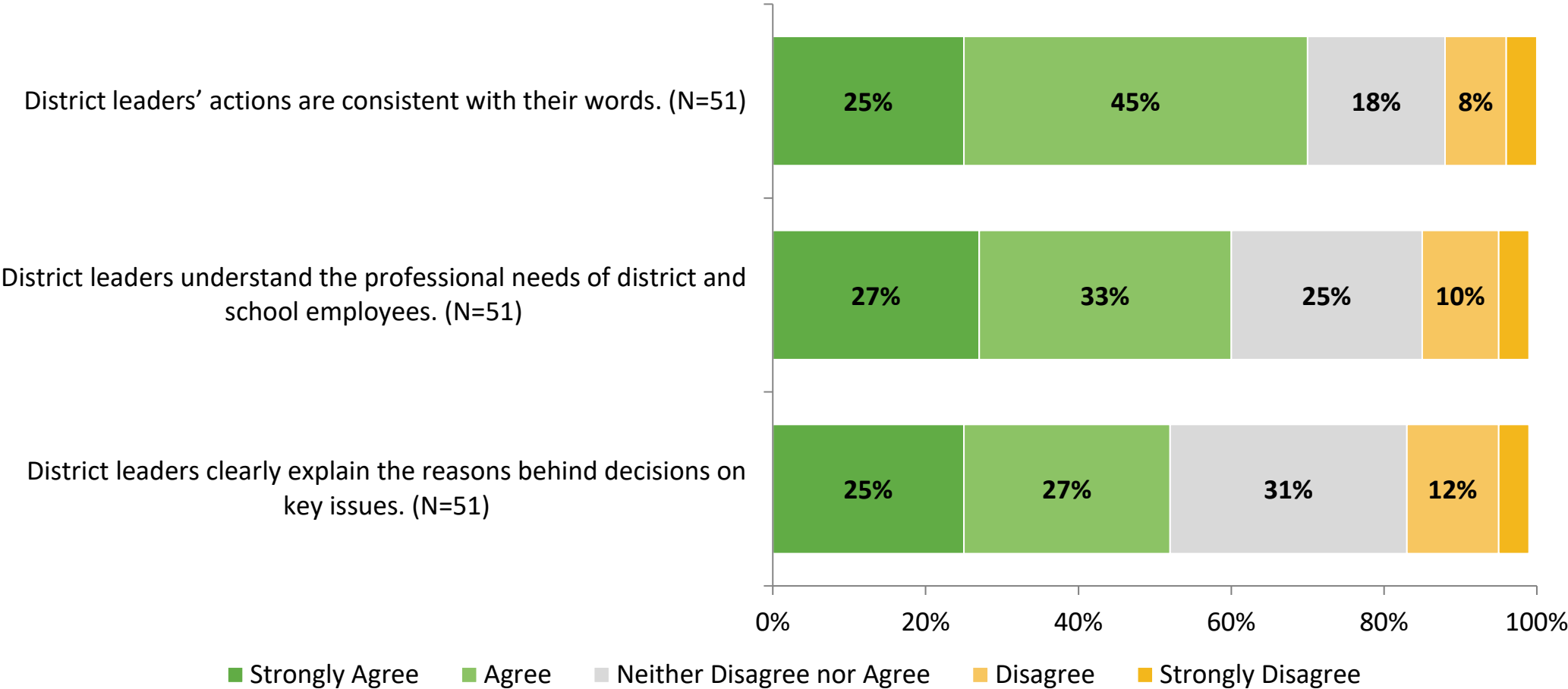
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

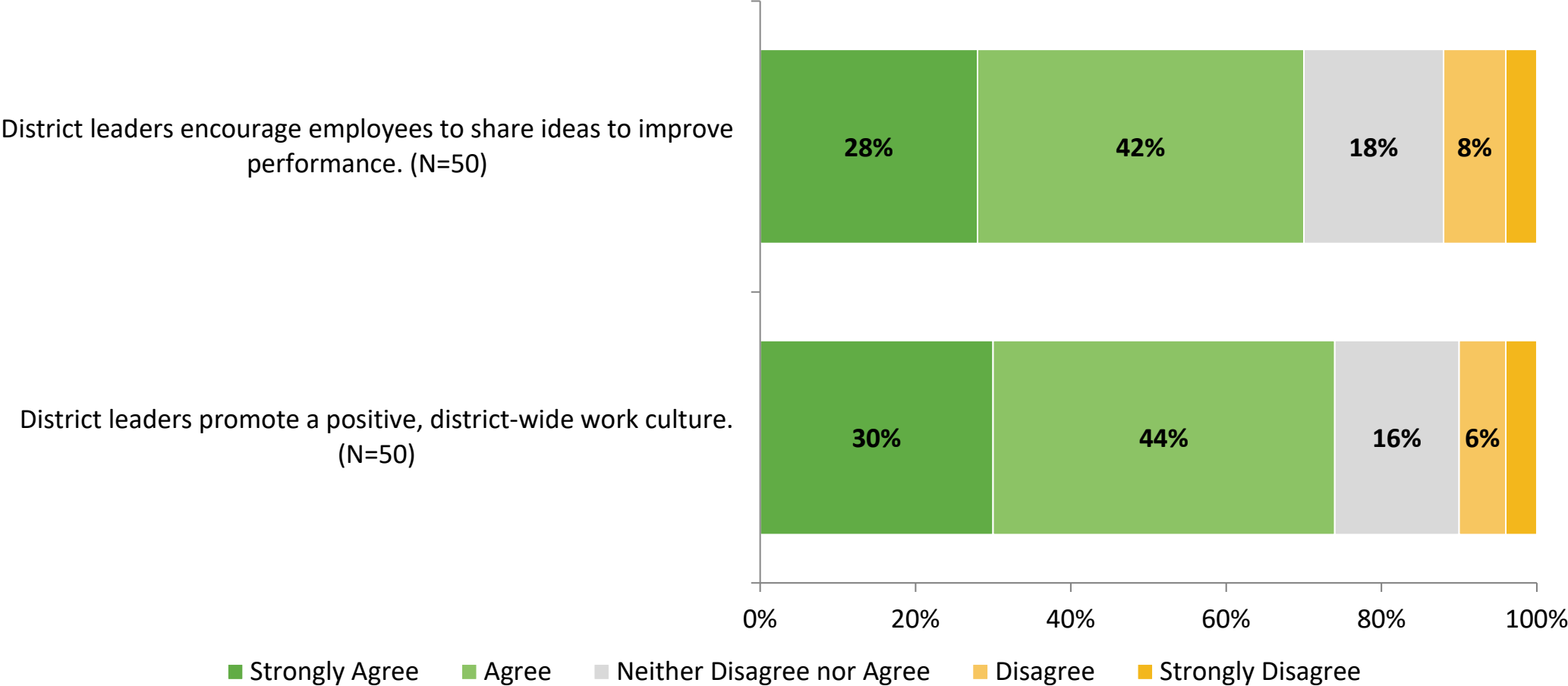
# District Leadership

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



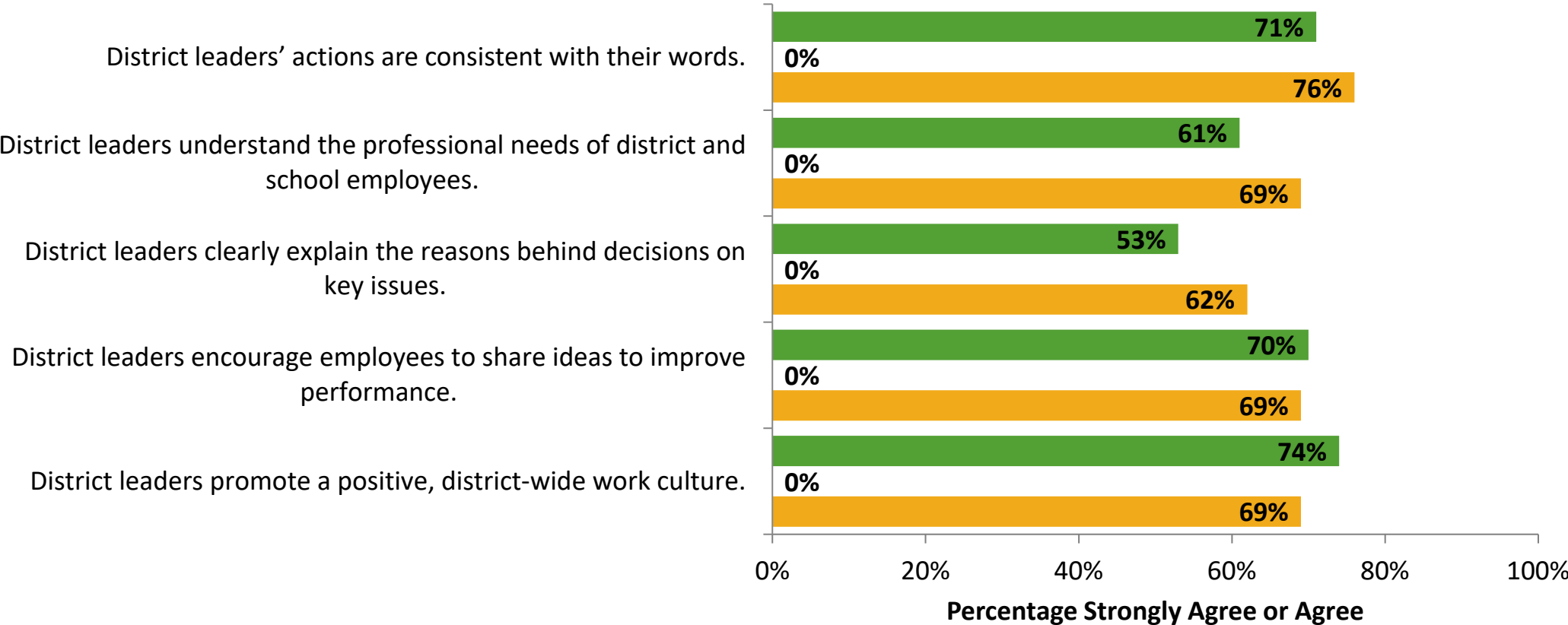
# District Leadership (Continued)

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?

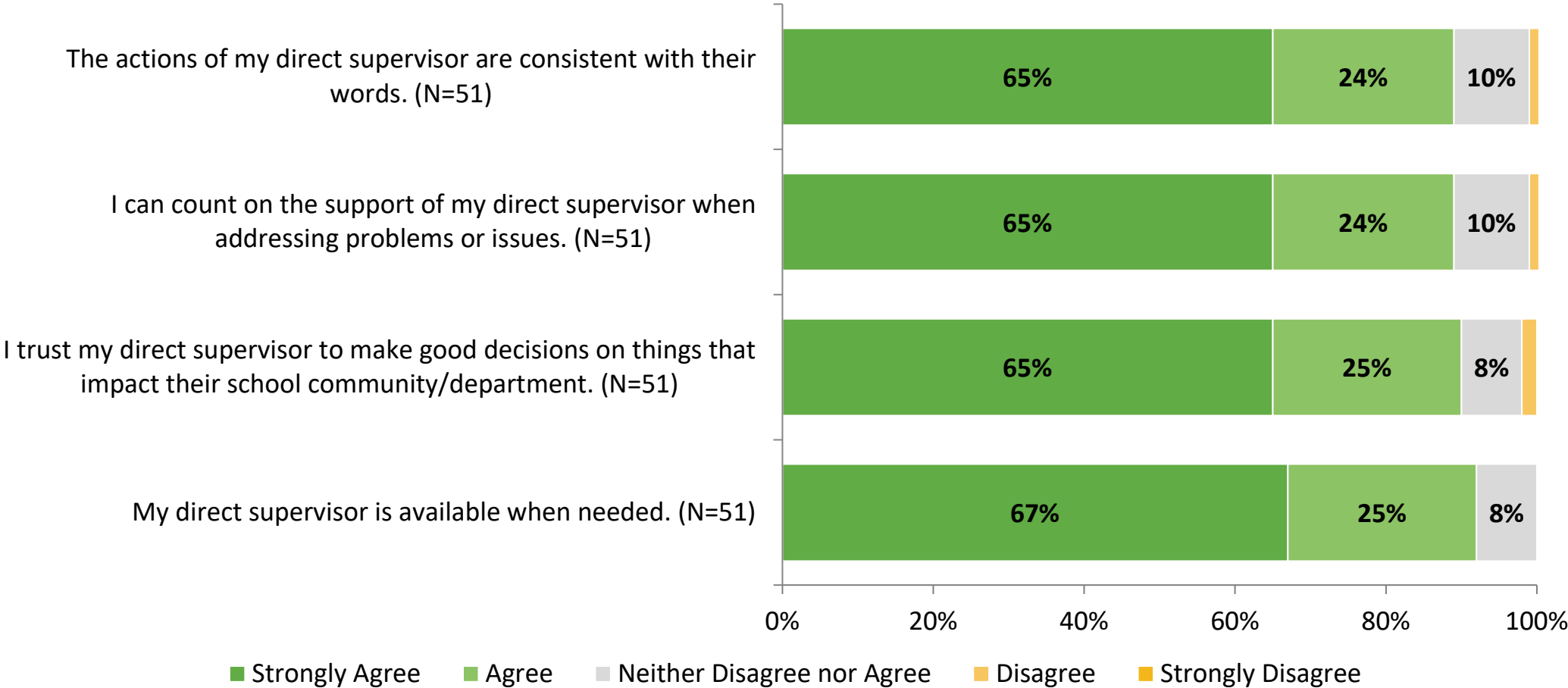


■ 2023-2024 (N=51) ■ 2022-2023 (N=0) ■ 2021-2022 (N=71)

No data to display for 2022-2023.

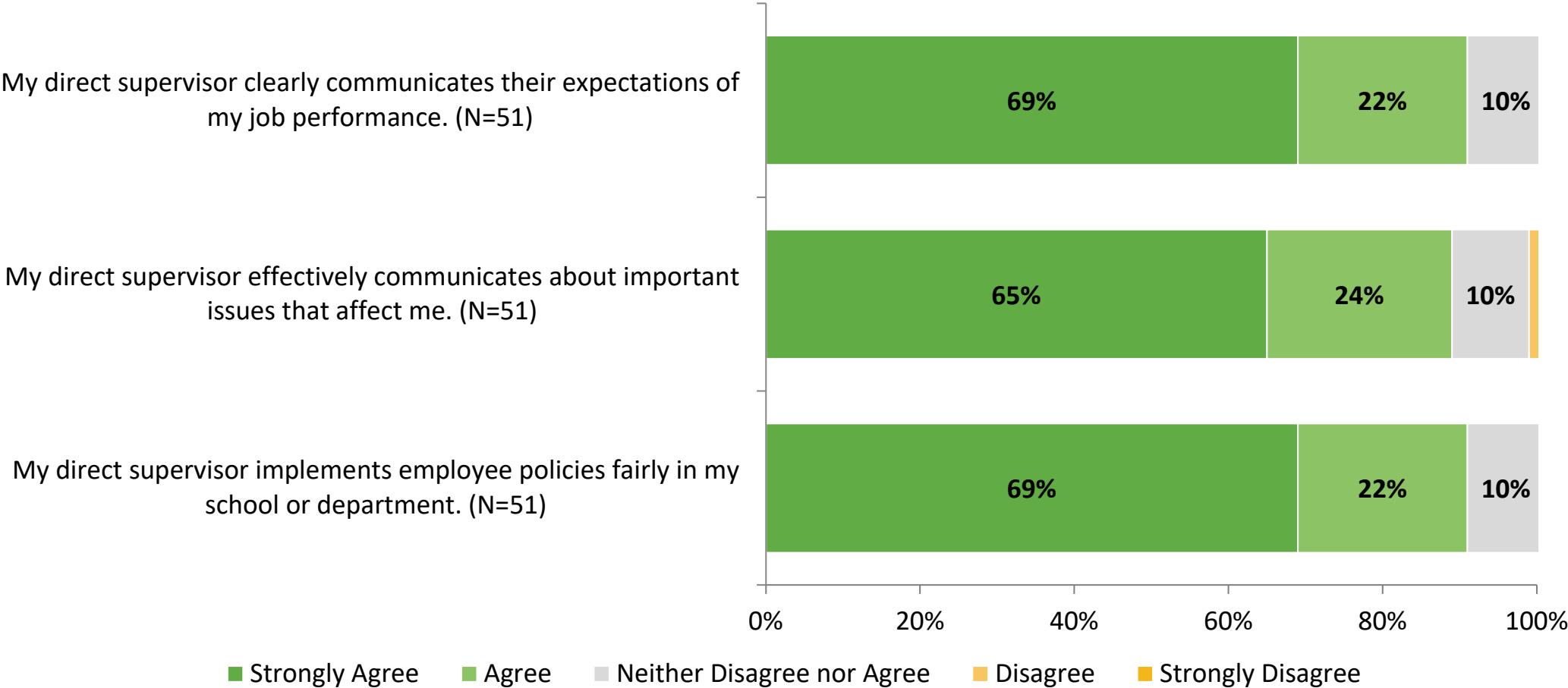
# Worksite Leadership

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



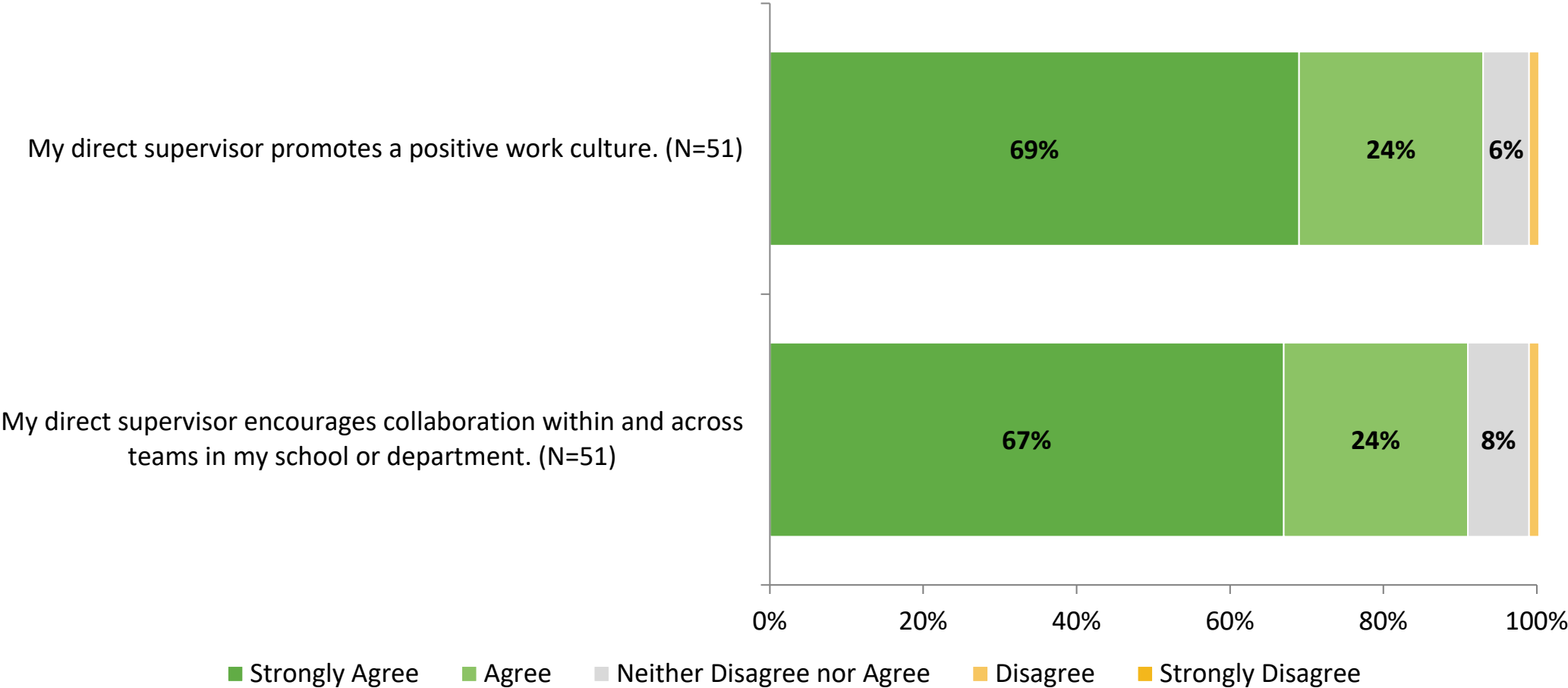
# Worksite Leadership (Continued)

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



# Worksite Leadership (Continued)

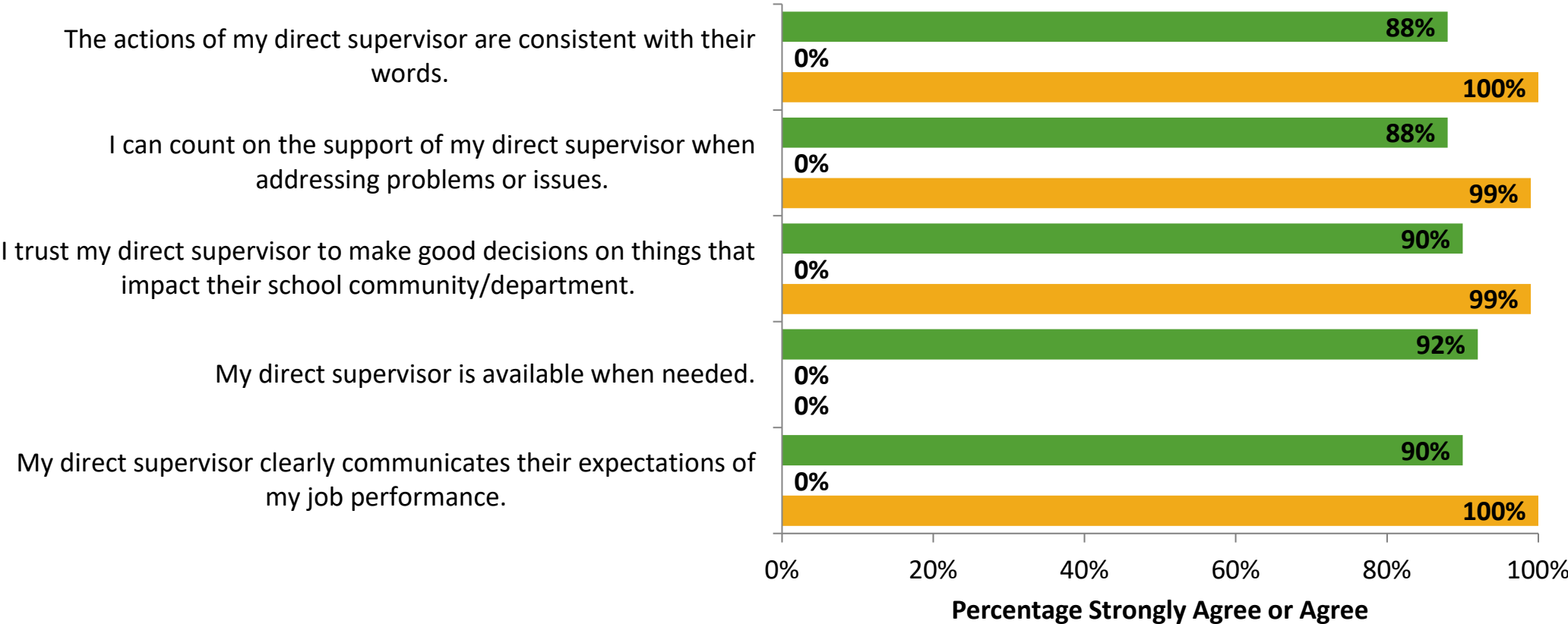
How strongly do you agree or disagree with the following statements?





# Worksite Leadership: Comparison Over Time

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

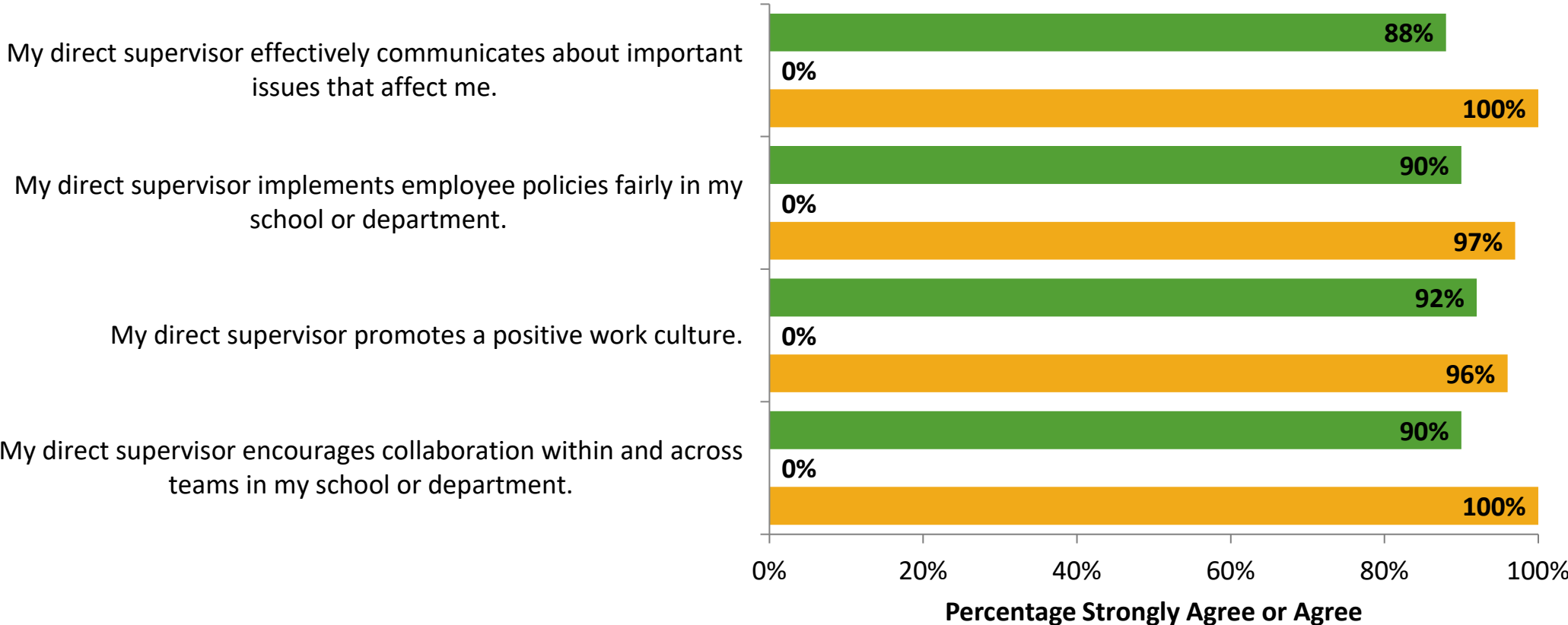


■ 2023-2024 (N=51) ■ 2022-2023 (N=0) ■ 2021-2022 (N=71)

No data to display for 2022-2023.

# Worksite Leadership: Comparison Over Time (Continued)

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

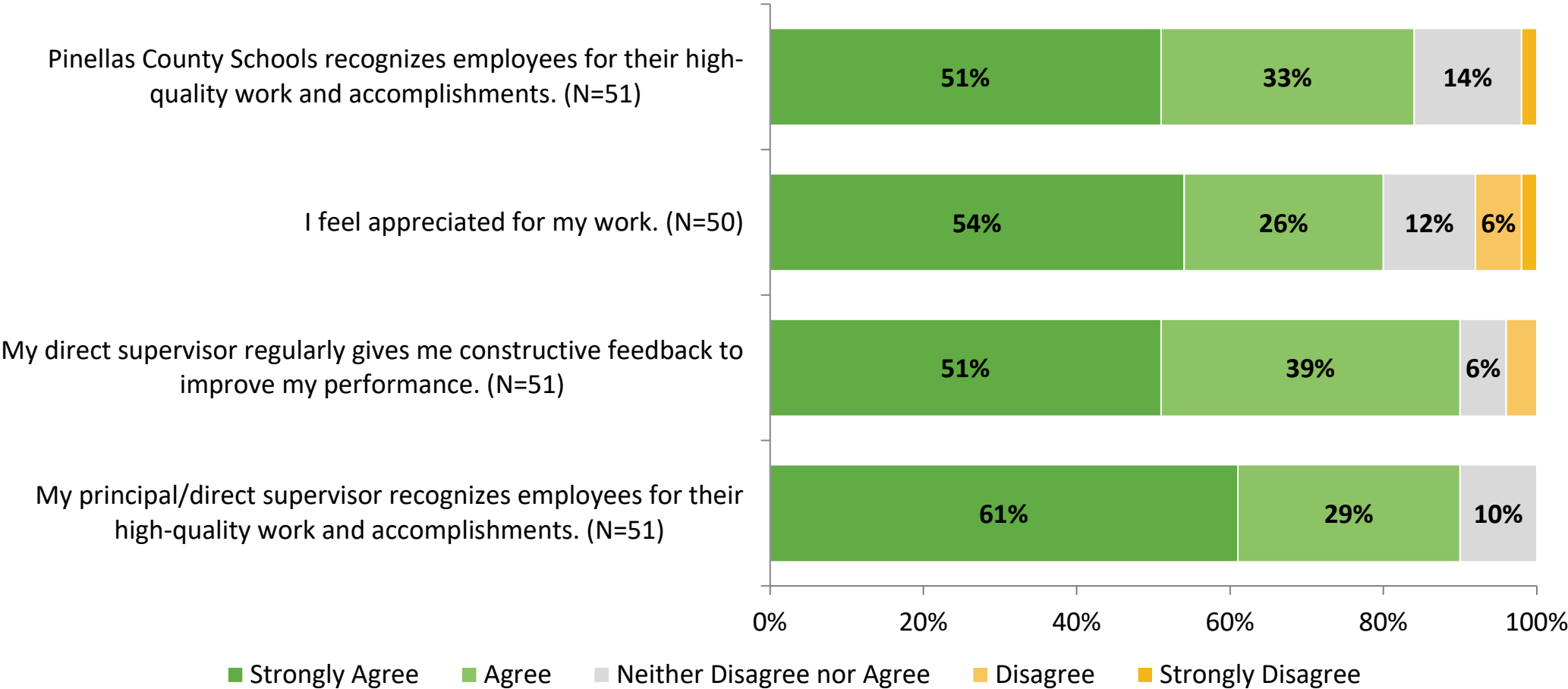


■ 2023-2024 (N=51) ■ 2022-2023 (N=0) ■ 2021-2022 (N=71)

No data to display for 2022-2023.

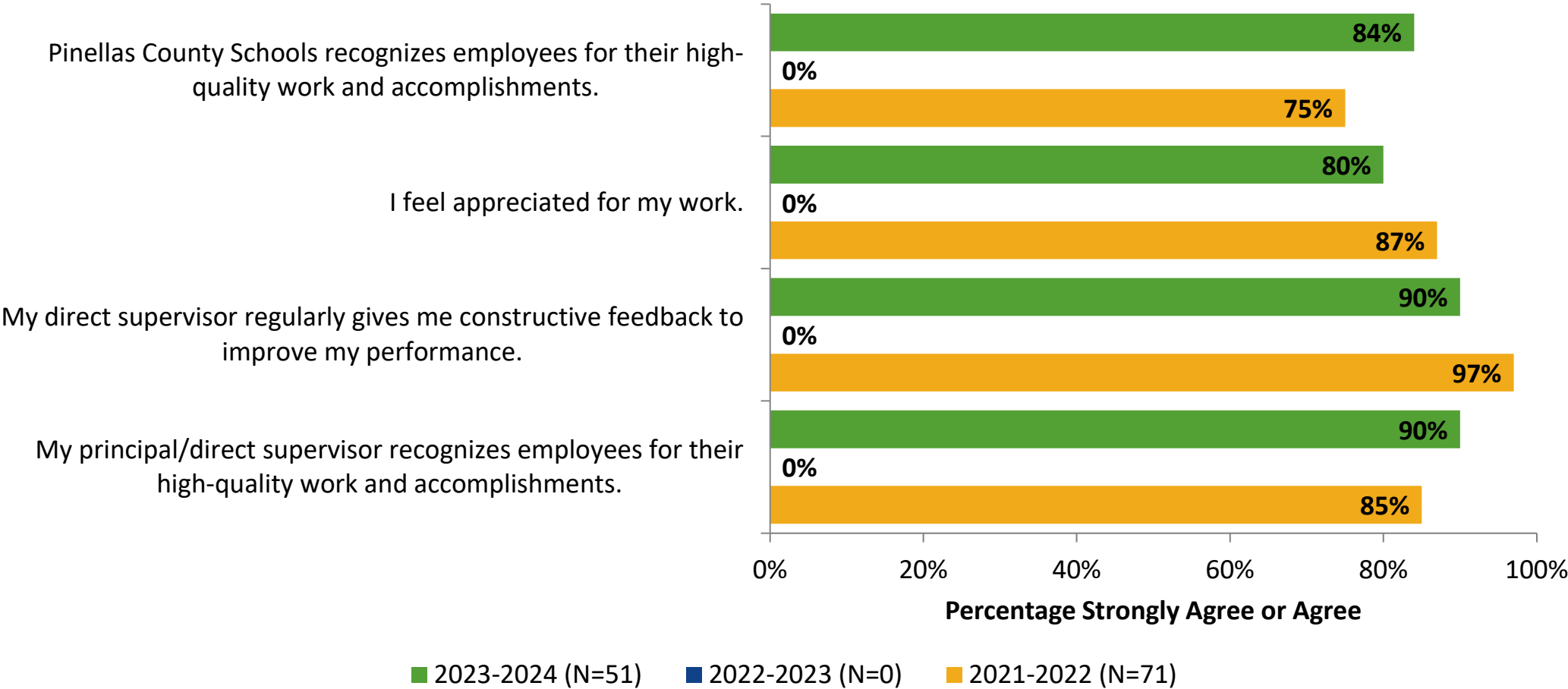
# Feedback and Recognition

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



# Feedback and Recognition: Comparison Over Time

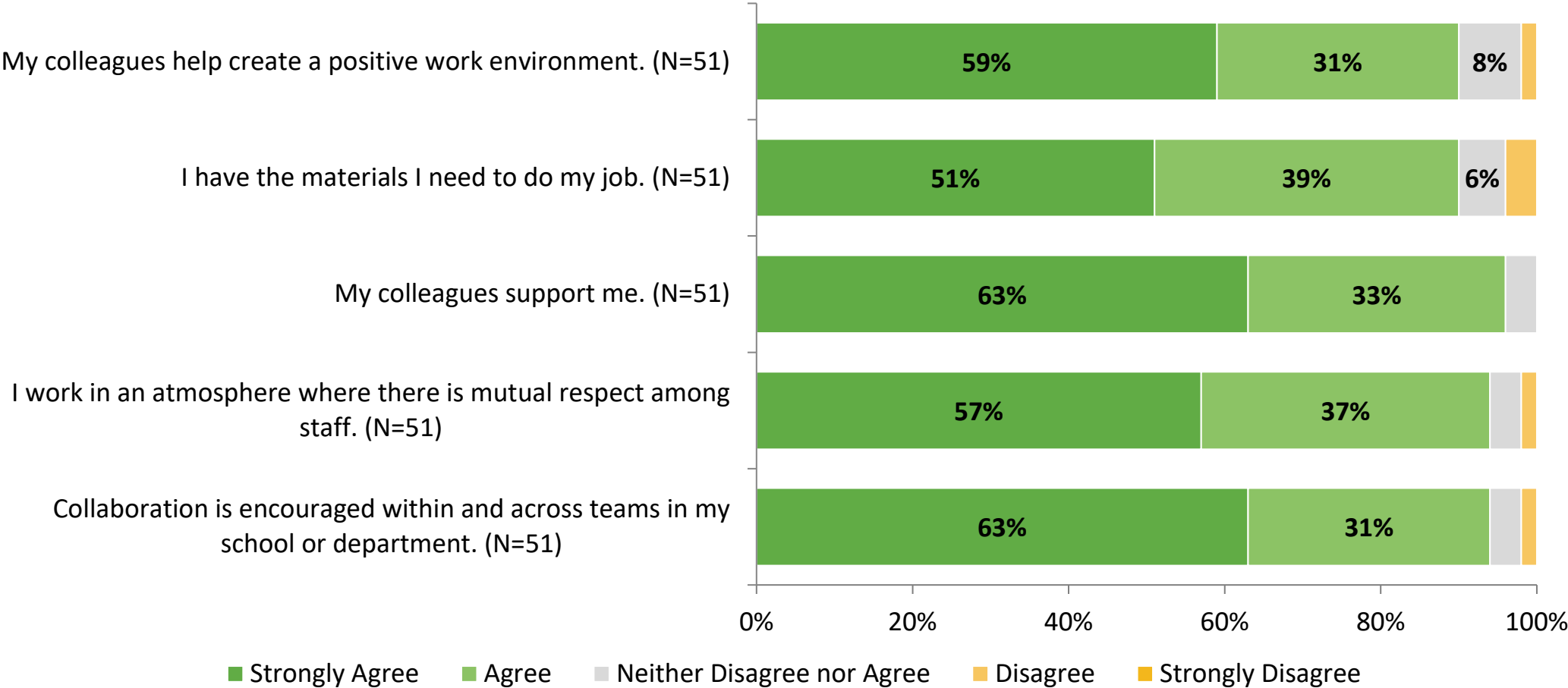
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

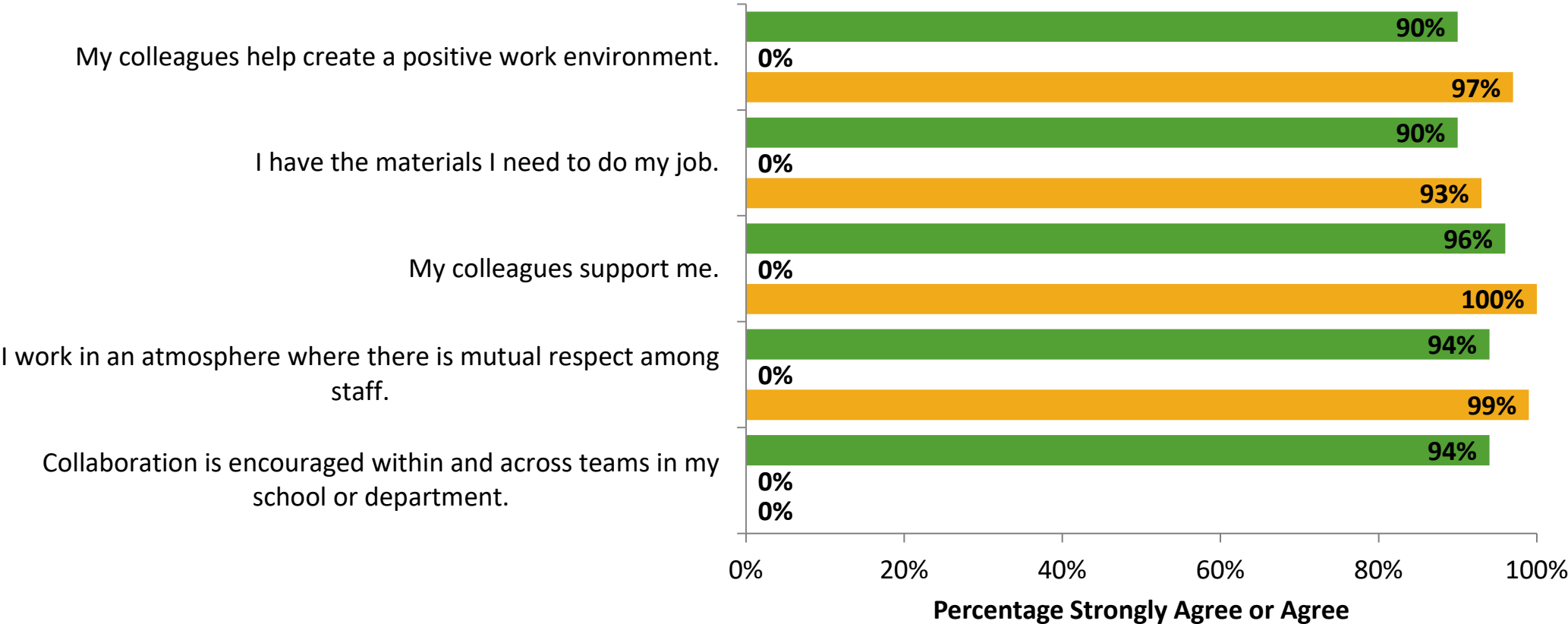
# Work Environment

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?

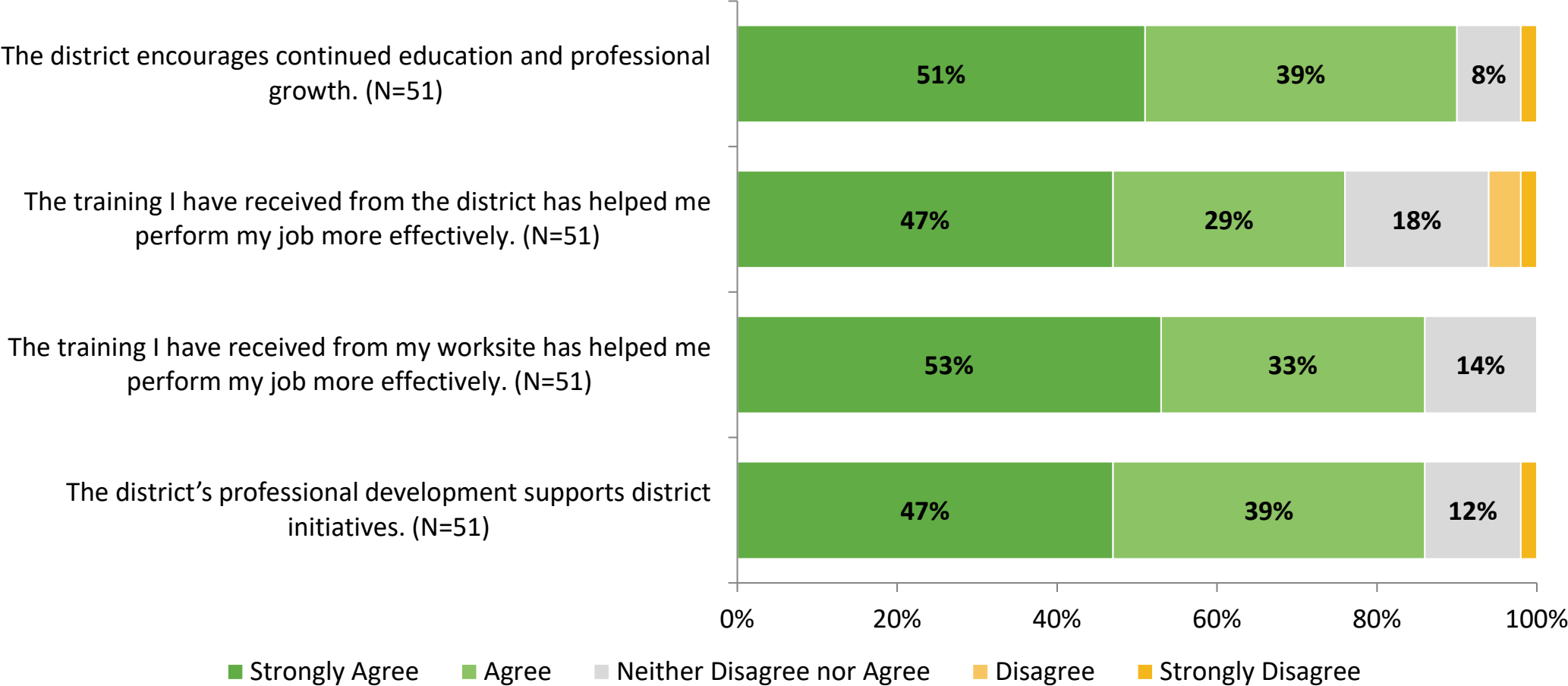


■ 2023-2024 (N=51) ■ 2022-2023 (N=0) ■ 2021-2022 (N=70)

No data to display for 2022-2023.

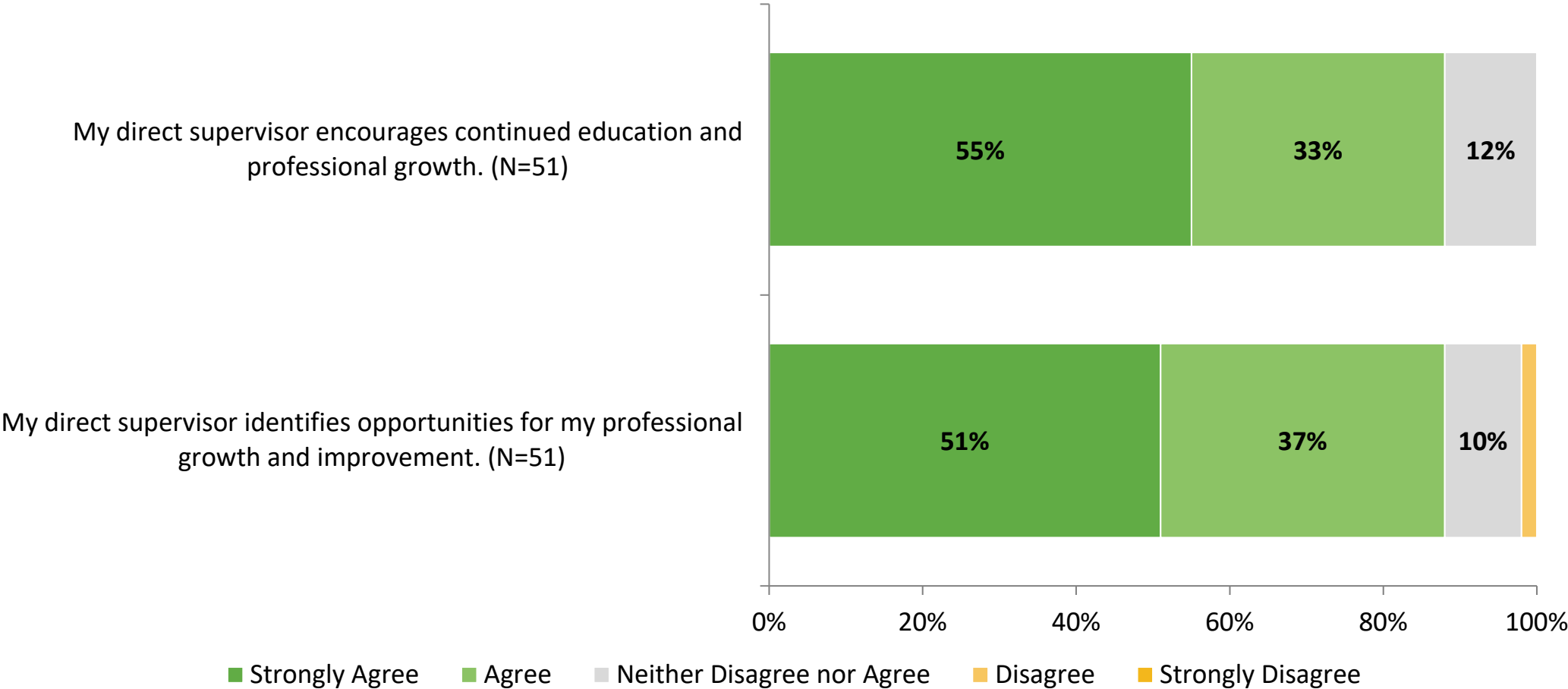
# Career Growth and Training Opportunities

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



# Career Growth and Training Opportunities (Continued)

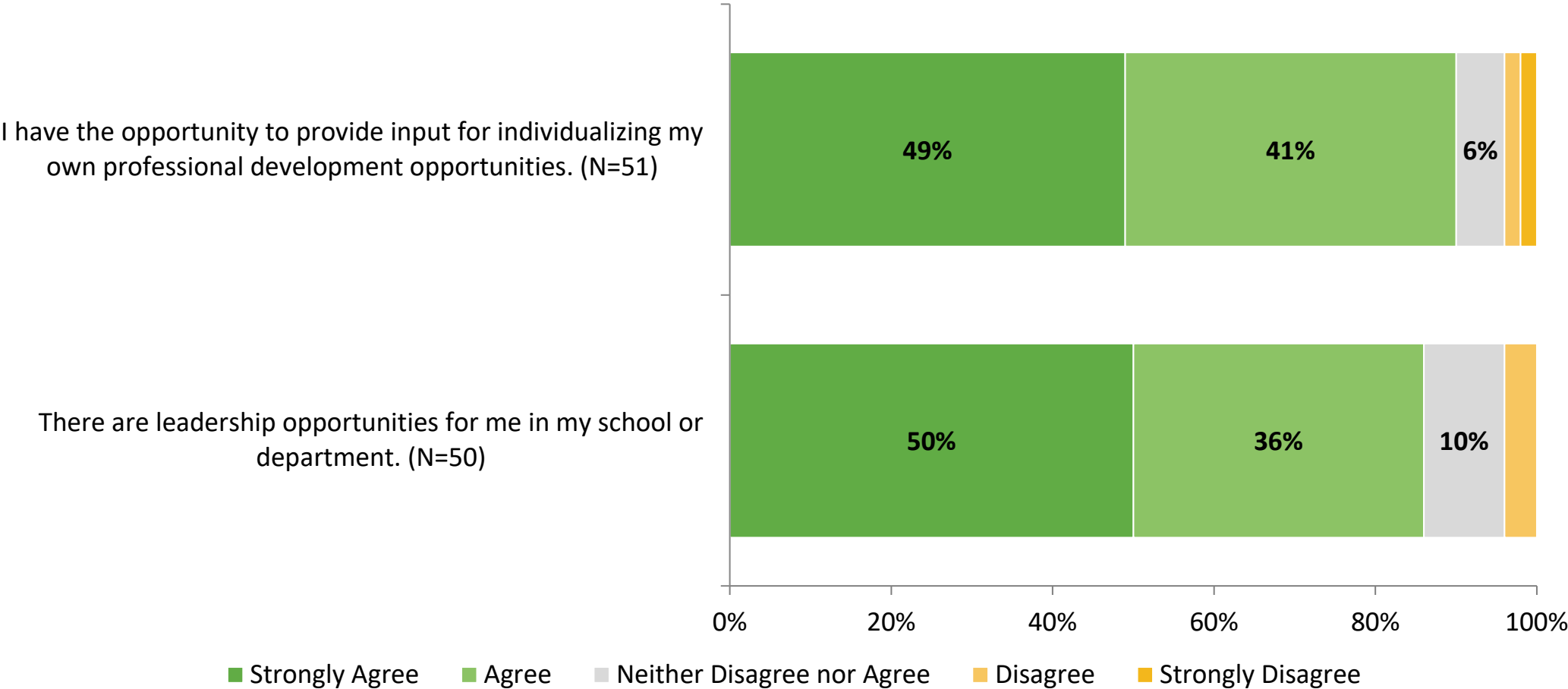
How strongly do you agree or disagree with the following statements?





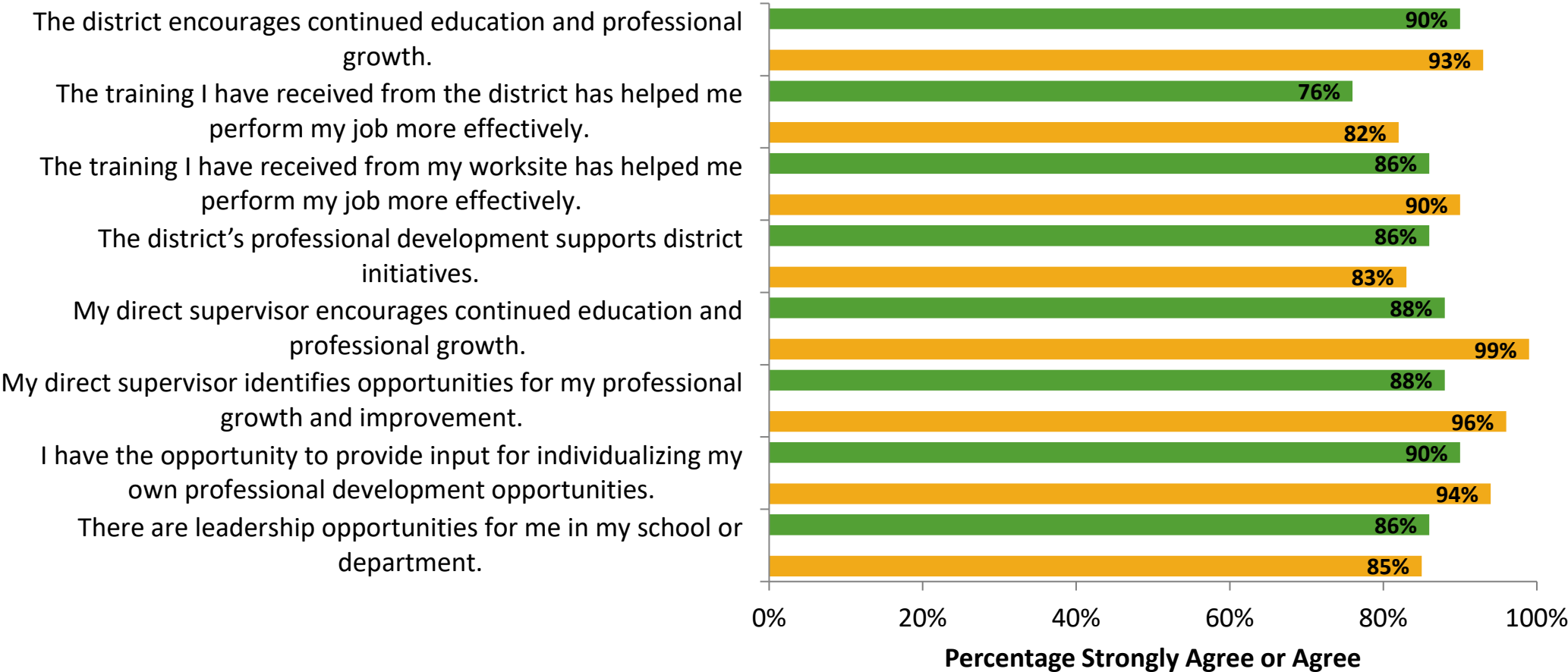
# Career Growth and Training Opportunities (Continued)

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?



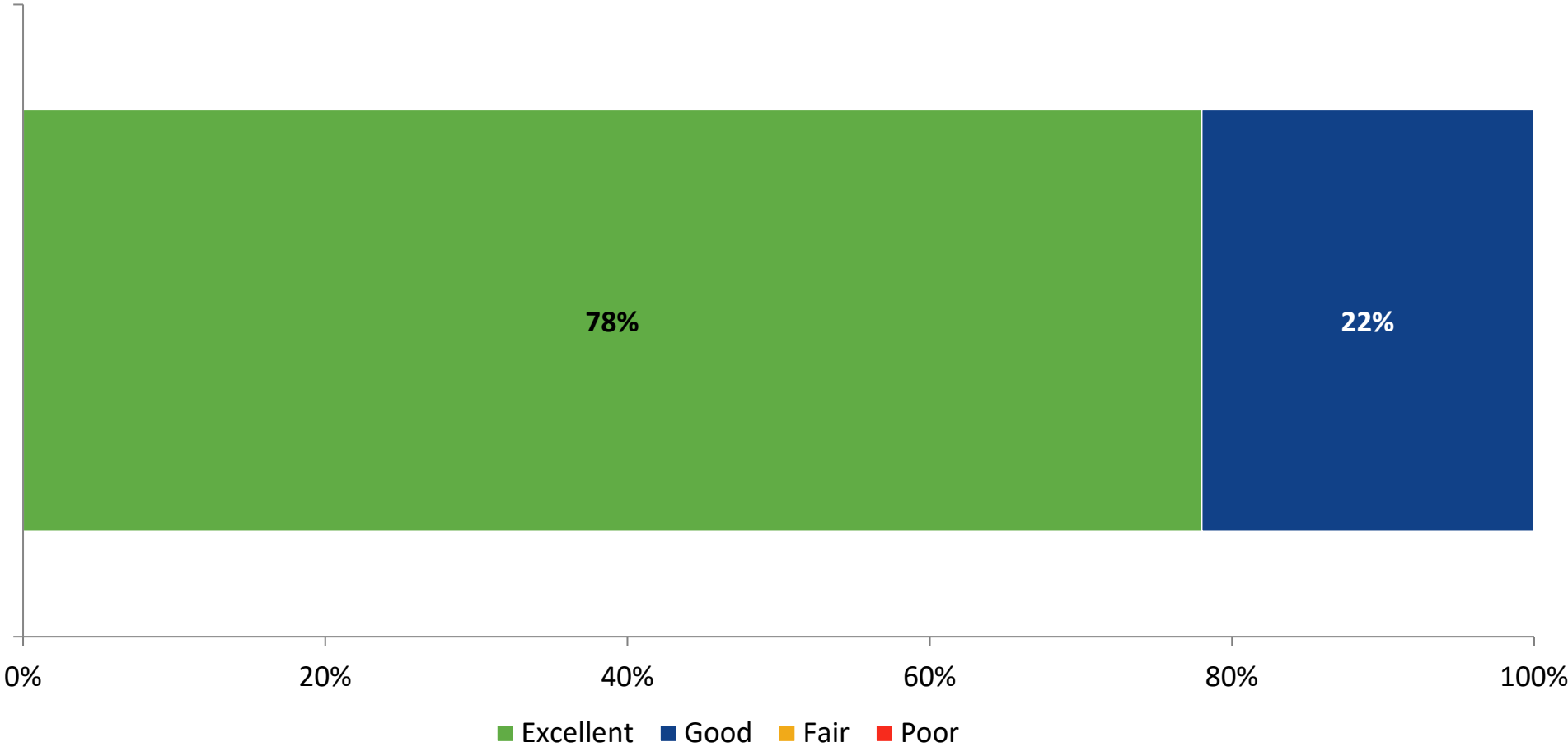
■ 2023-2024 (N=51) ■ 2022-2023 (N=0) ■ 2021-2022 (N=71)

No data to display for 2022-2023.

# Questions for Campus-based Staff Members

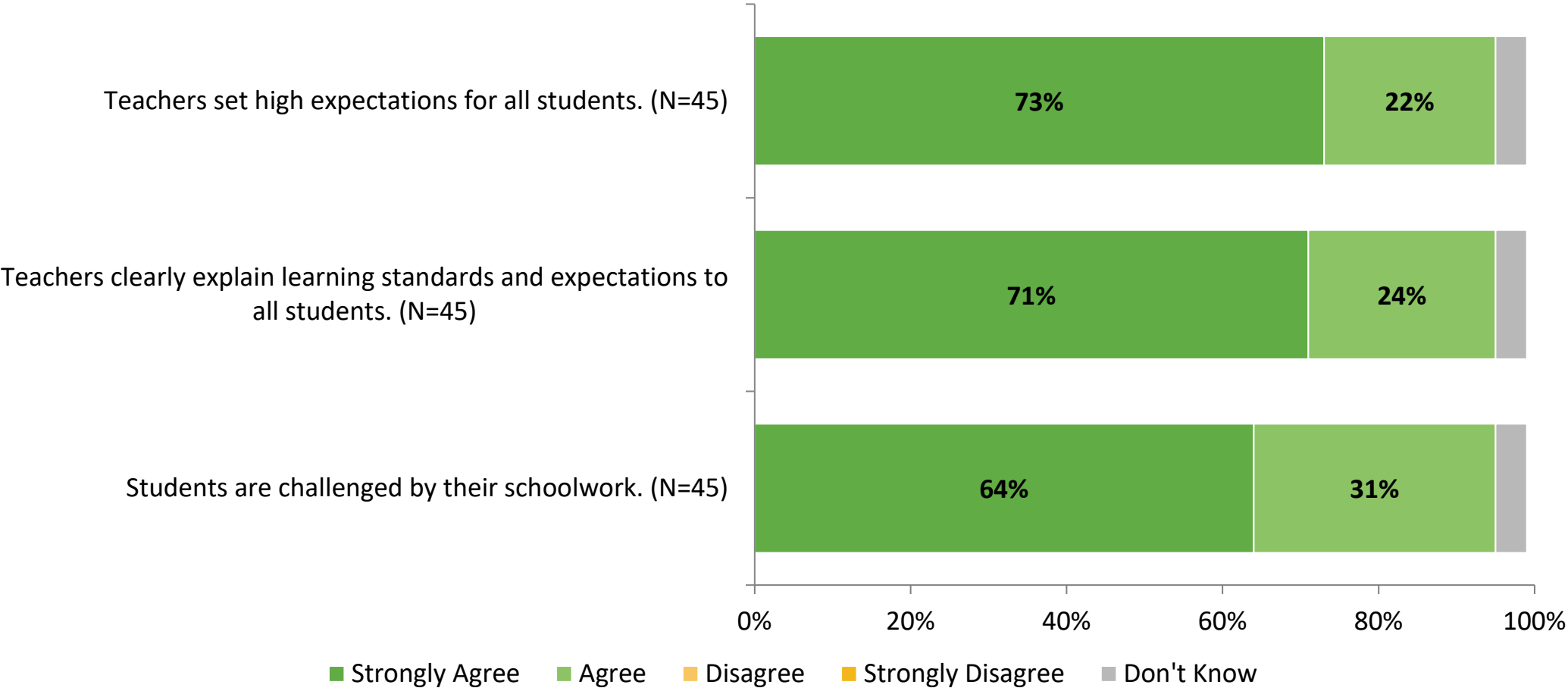
# Overall Quality

How would you rate the overall quality of the education at your school? (N=45)



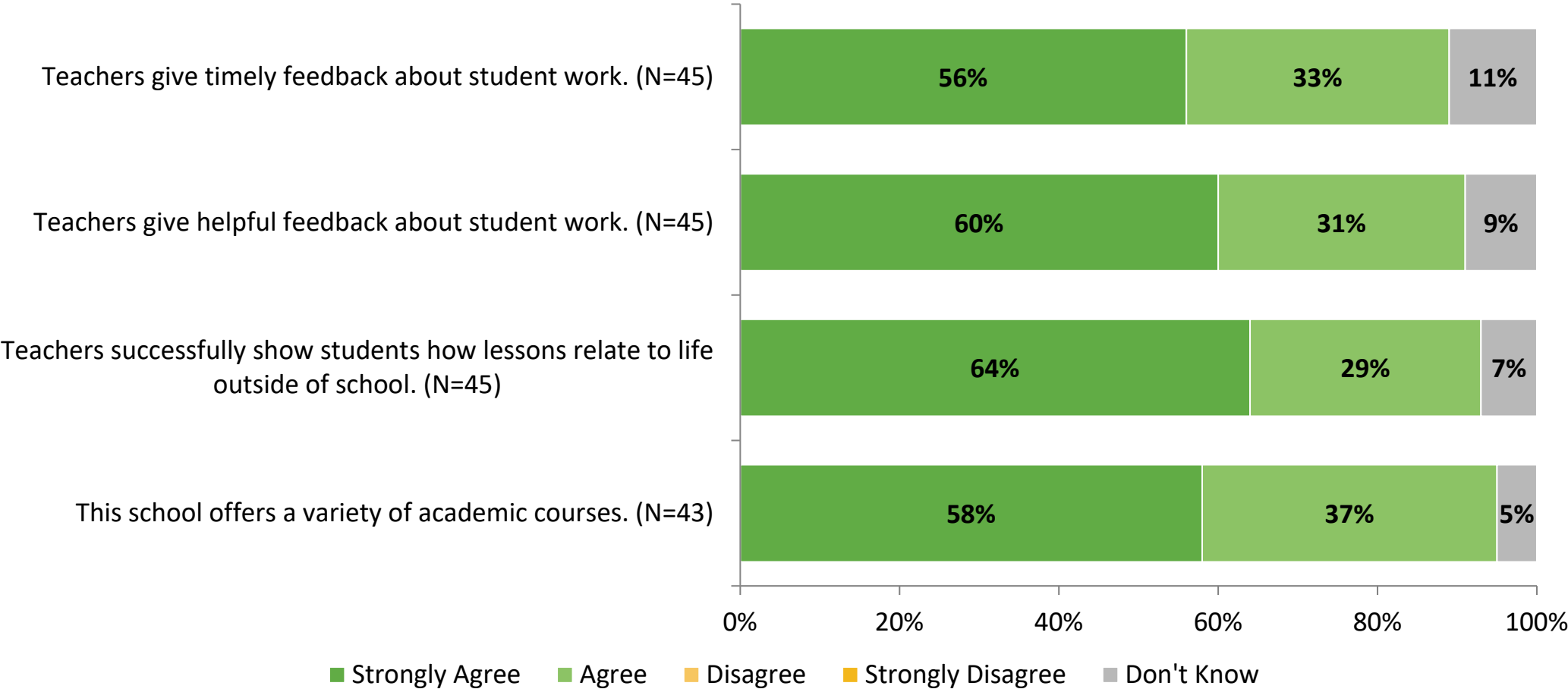
# Academic Support

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



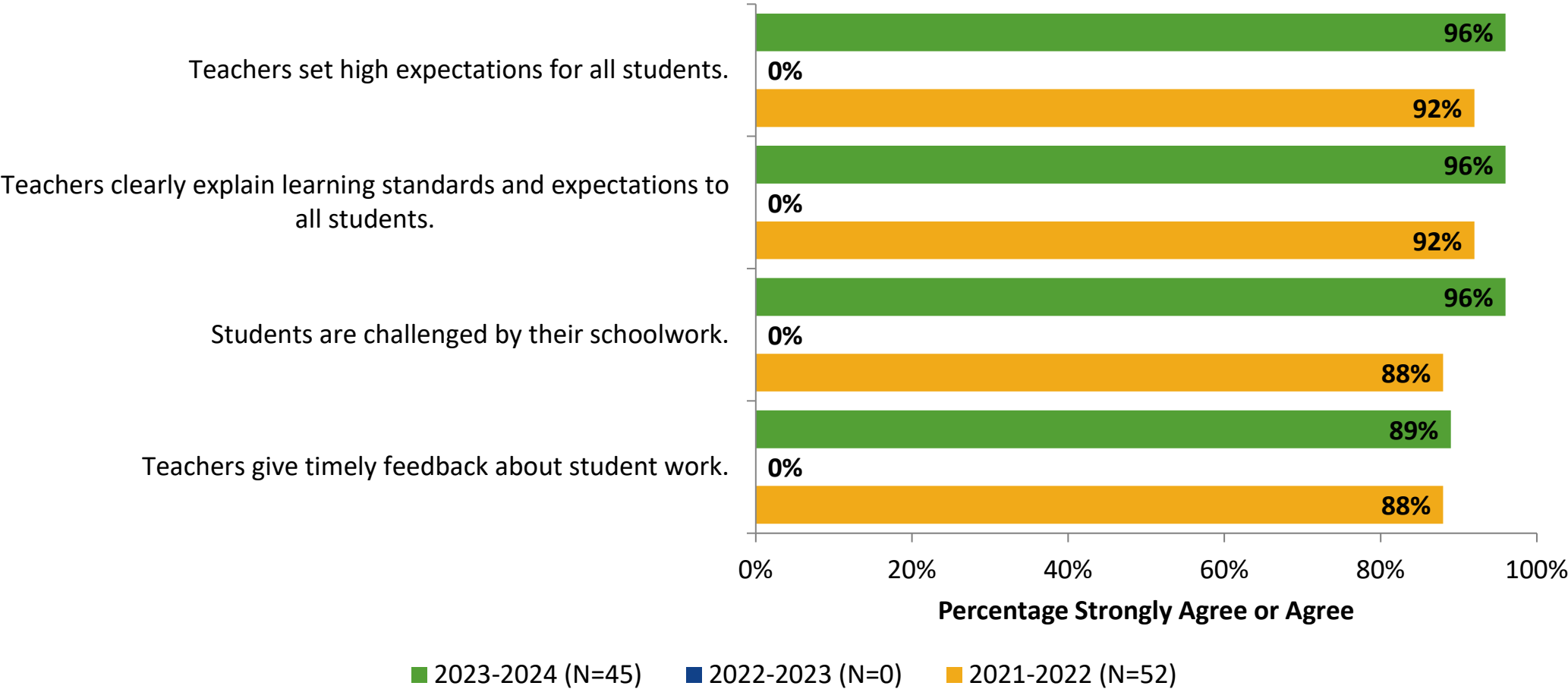
# Academic Support (Continued)

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



# Academic Support: Comparison Over Time

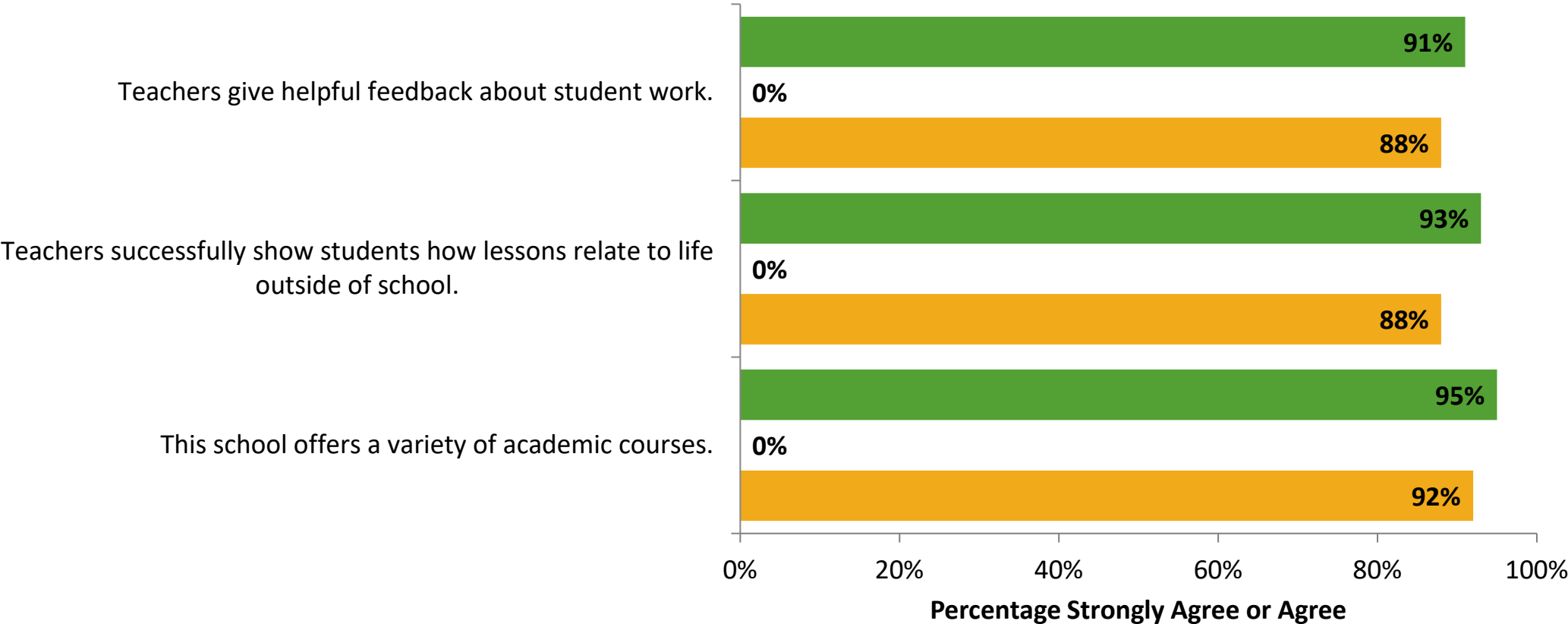
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

# Academic Support: Comparison Over Time (Continued)

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



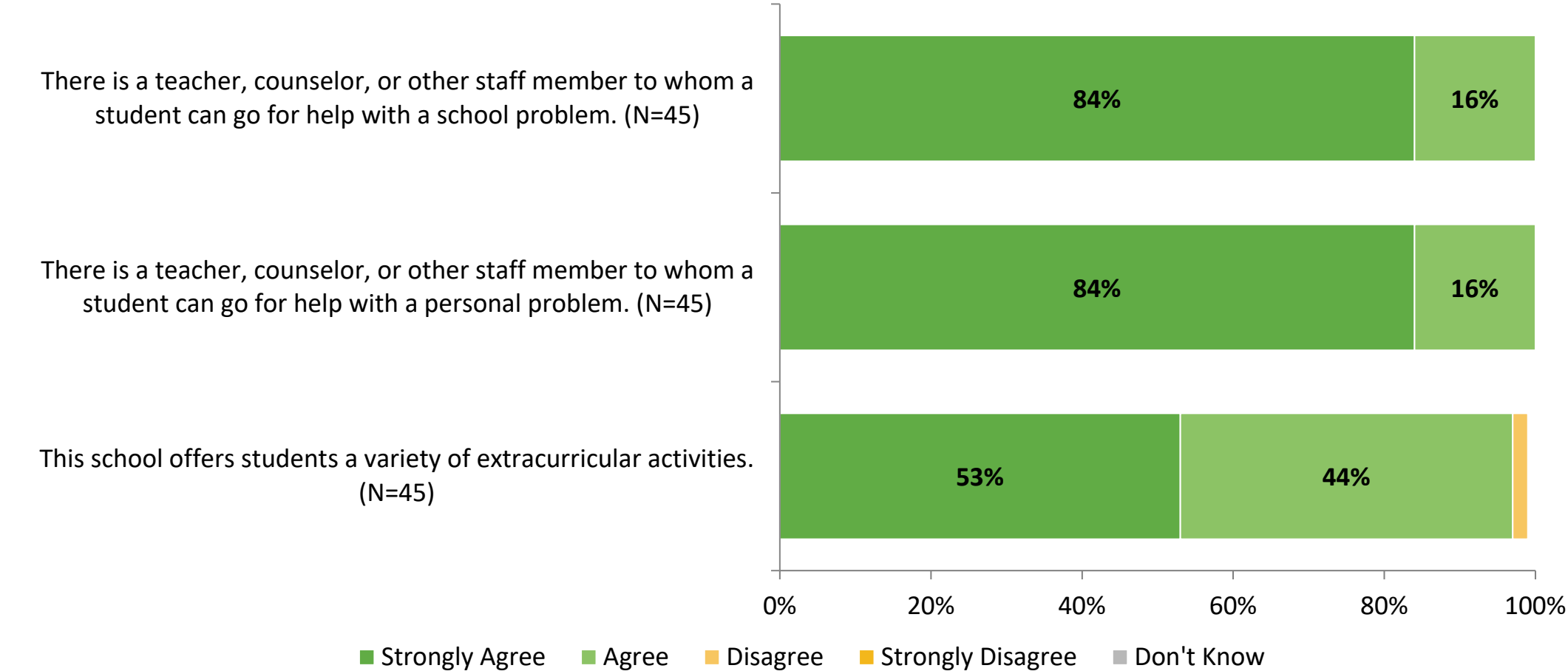
■ 2023-2024 (N=45) ■ 2022-2023 (N=0) ■ 2021-2022 (N=52)

No data to display for 2022-2023.



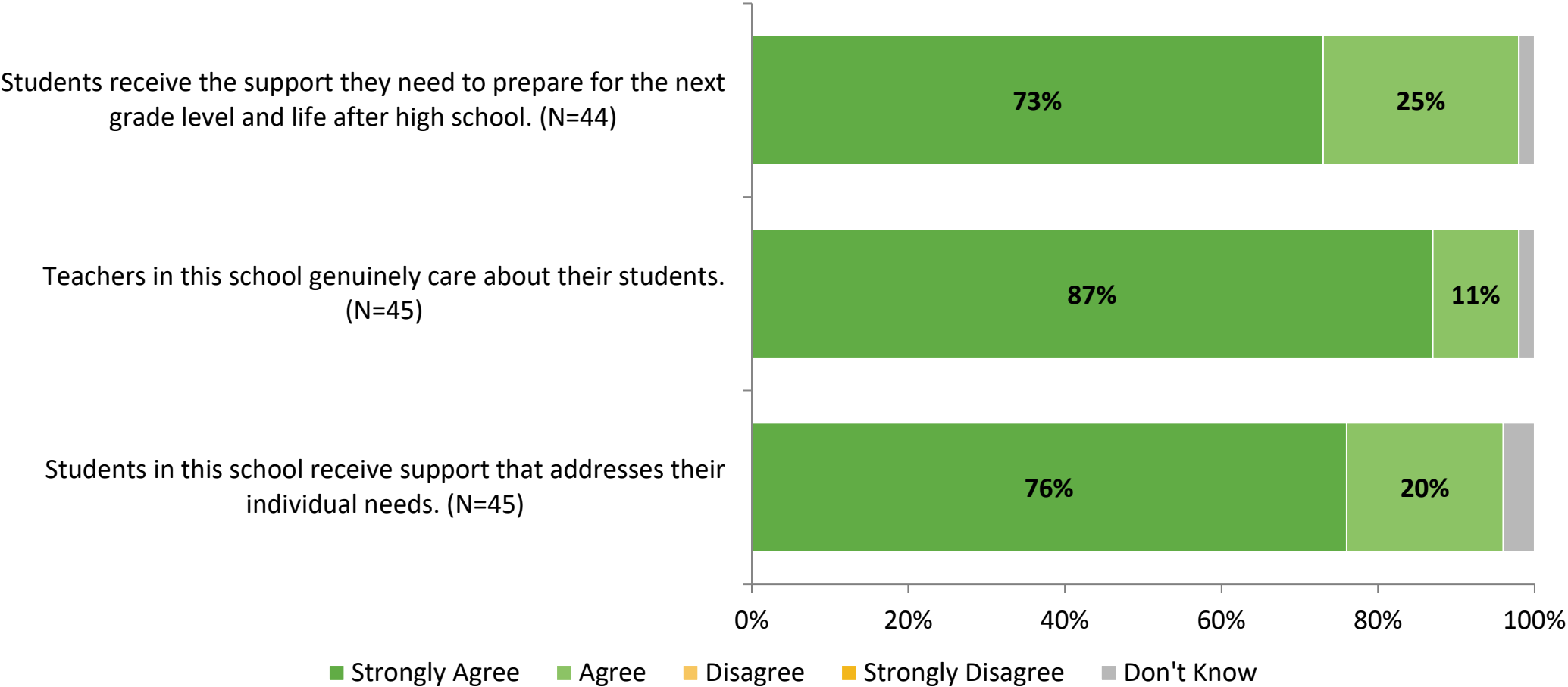
# Student Support

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



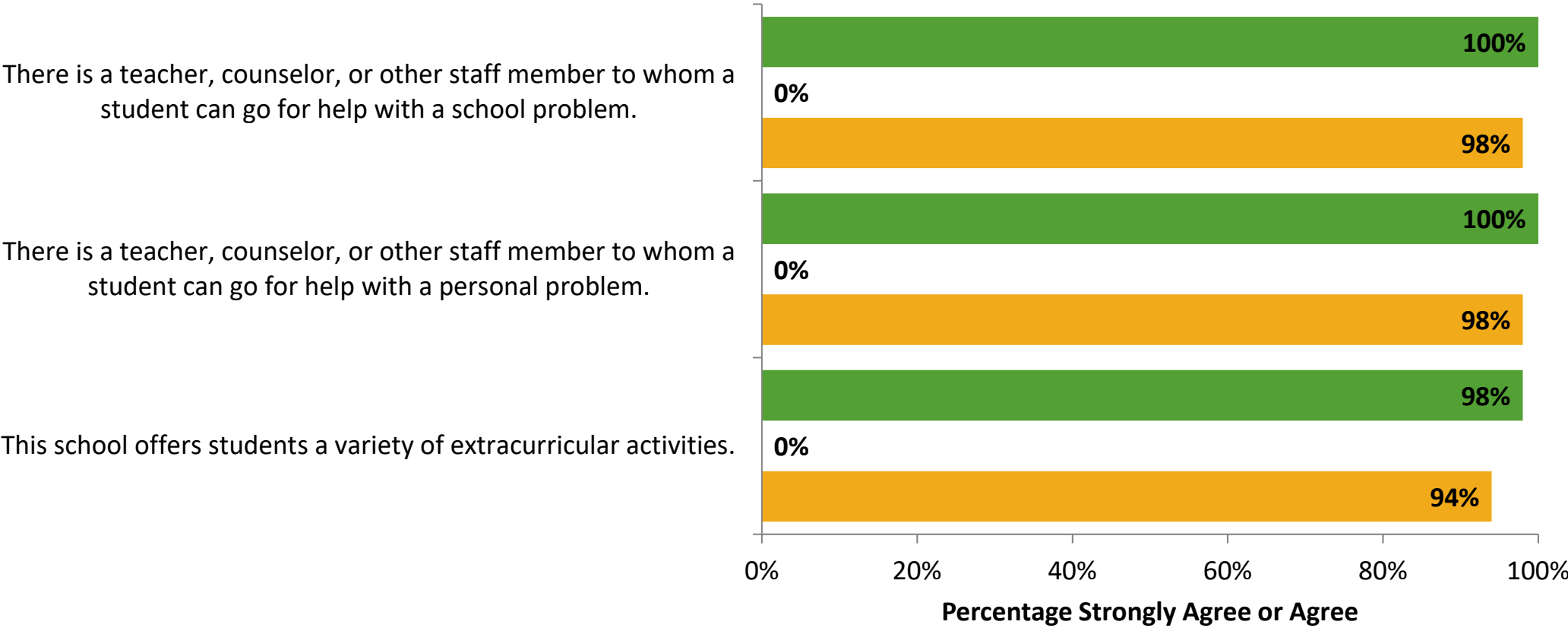
# Student Support (Continued)

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



# Student Support: Comparison Over Time

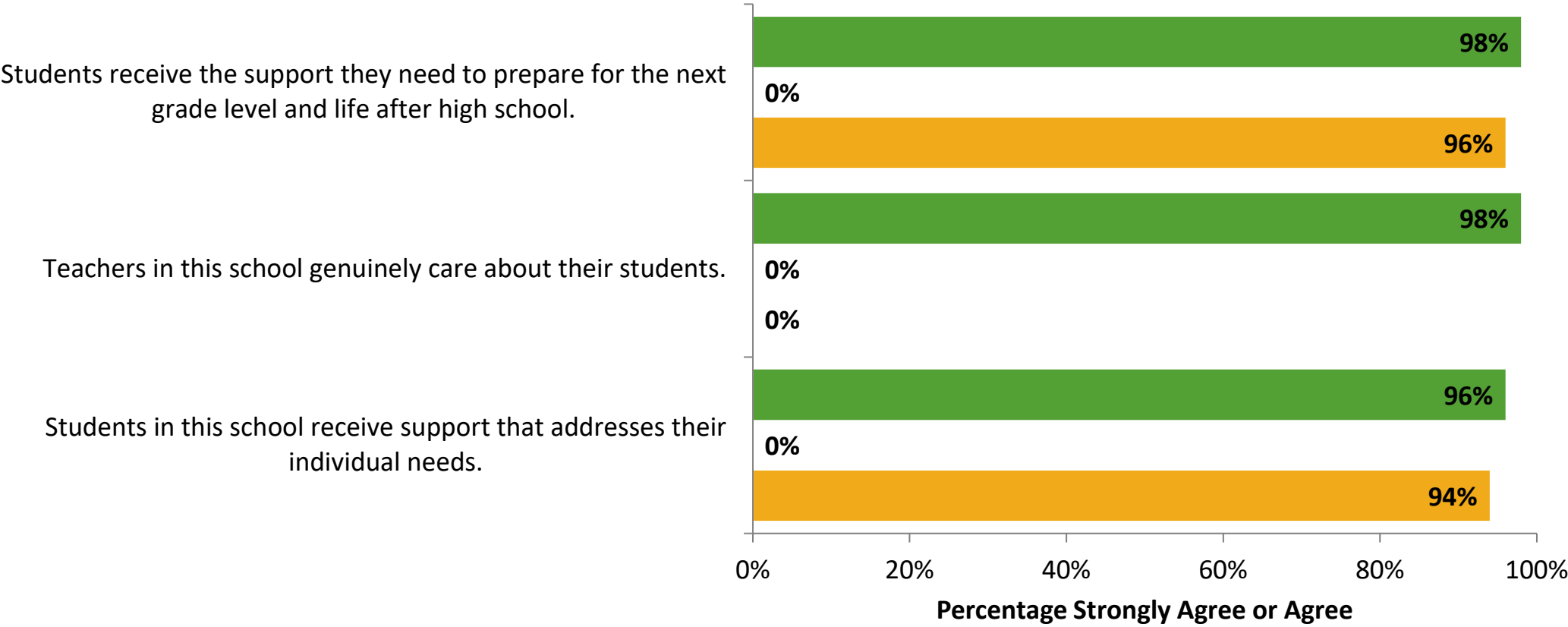
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

# Student Support: Comparison Over Time (Continued)

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

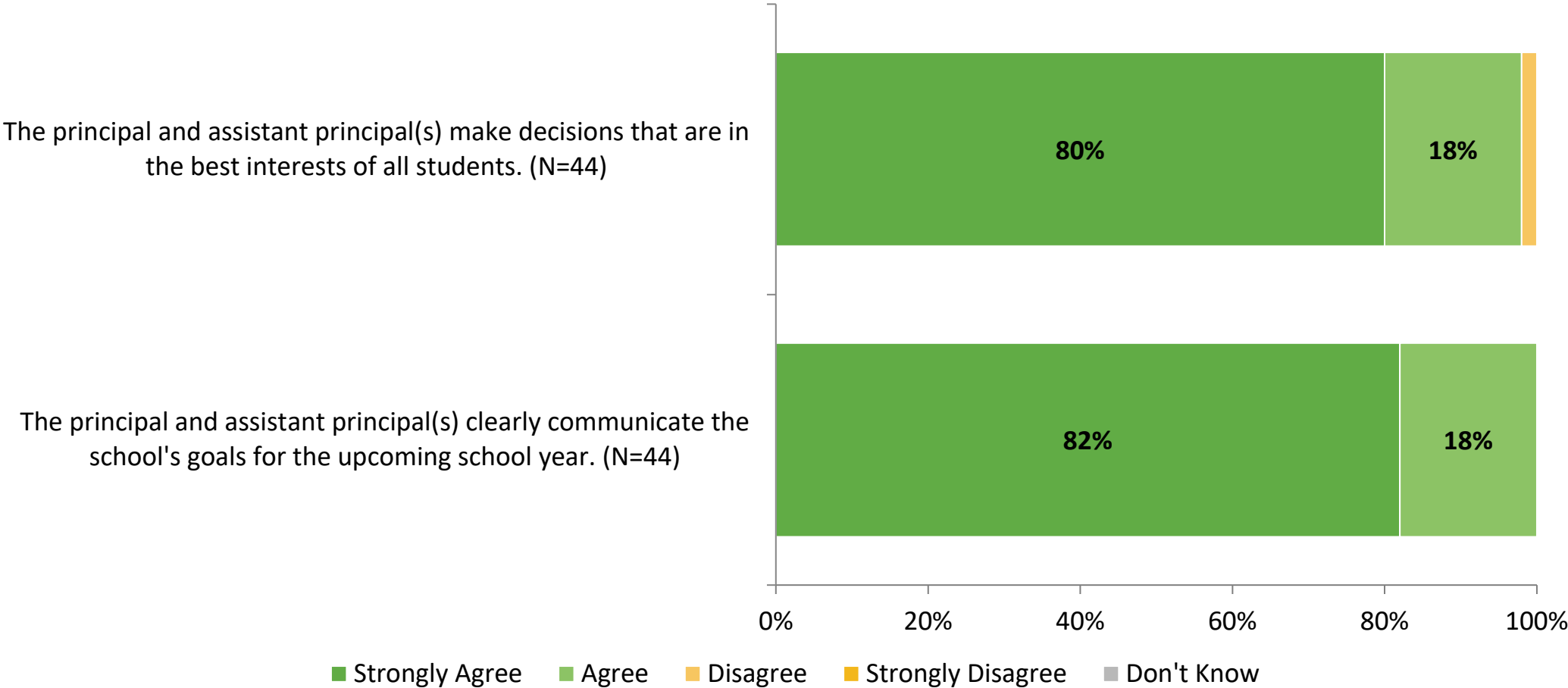


■ 2023-2024 (N=45) ■ 2022-2023 (N=0) ■ 2021-2022 (N=52)

No data to display for 2022-2023.

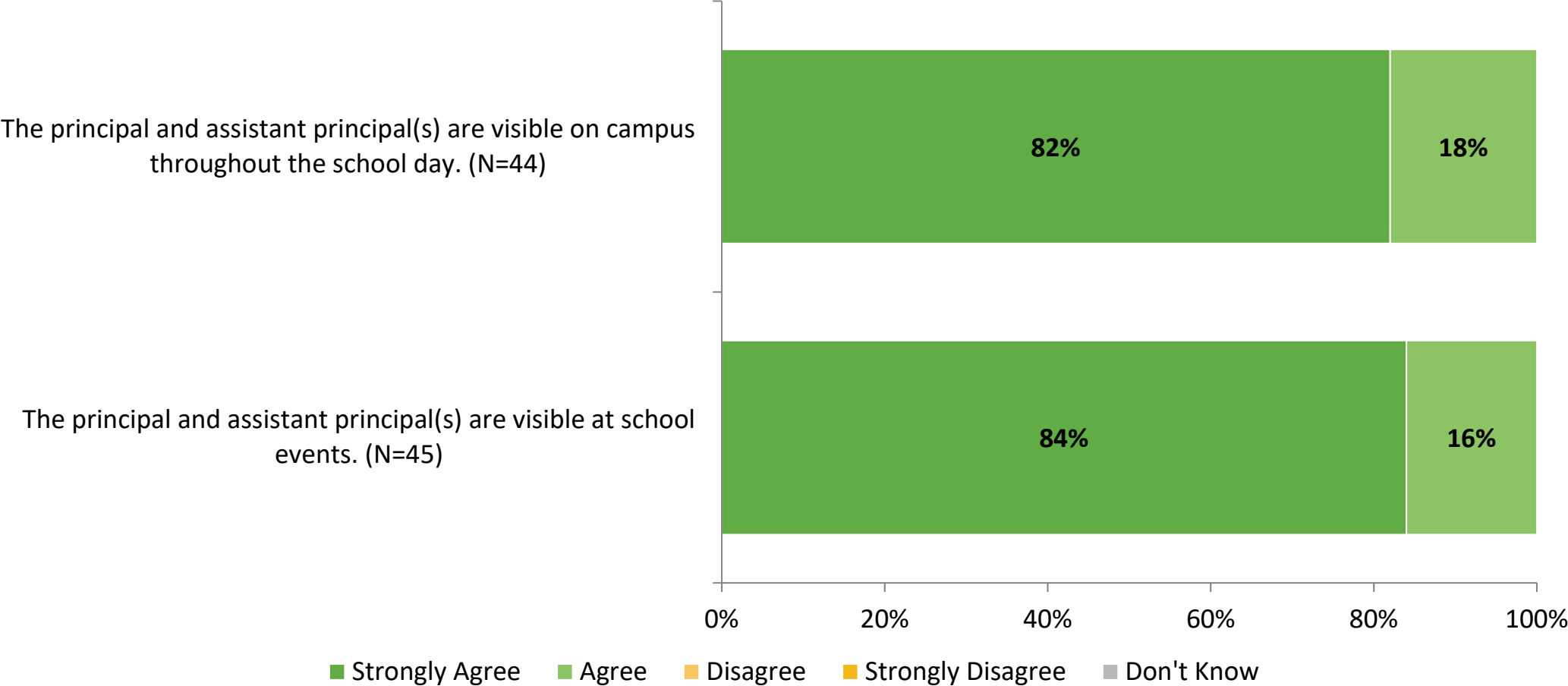
# School Leadership

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



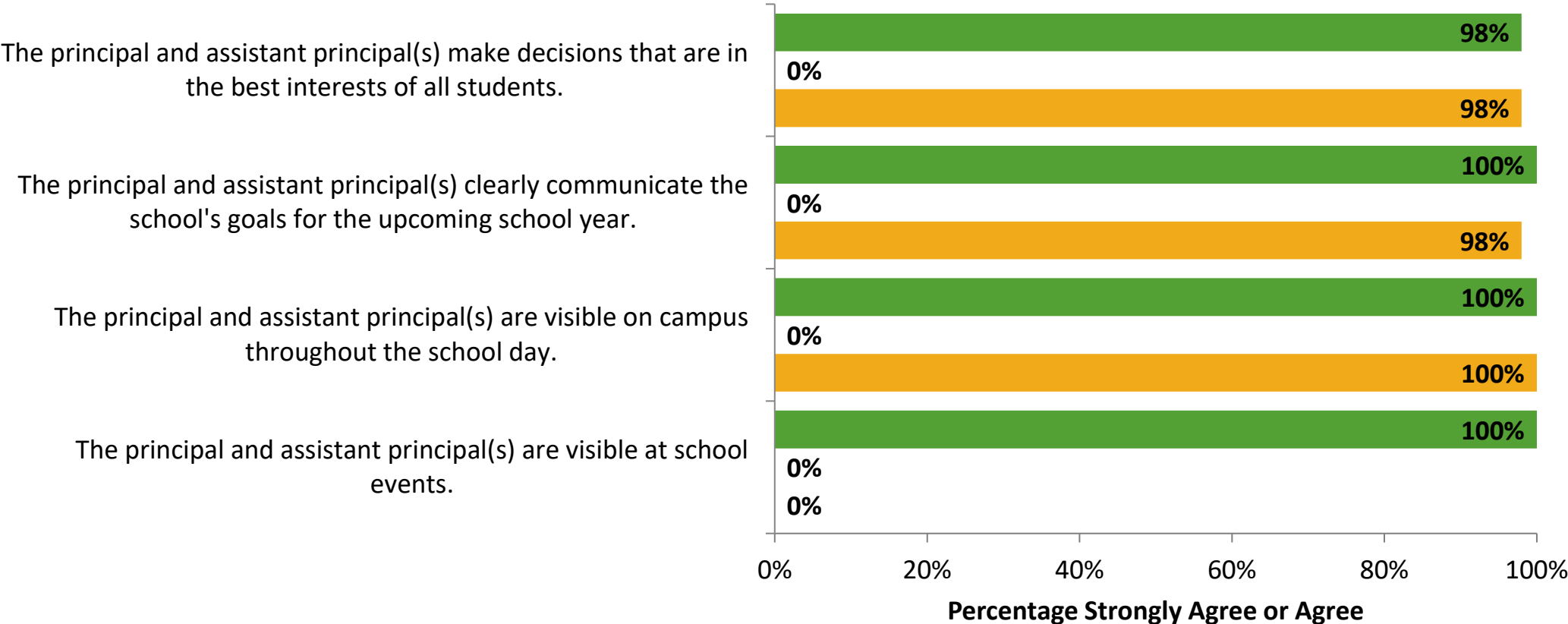
# School Leadership (Continued)

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?

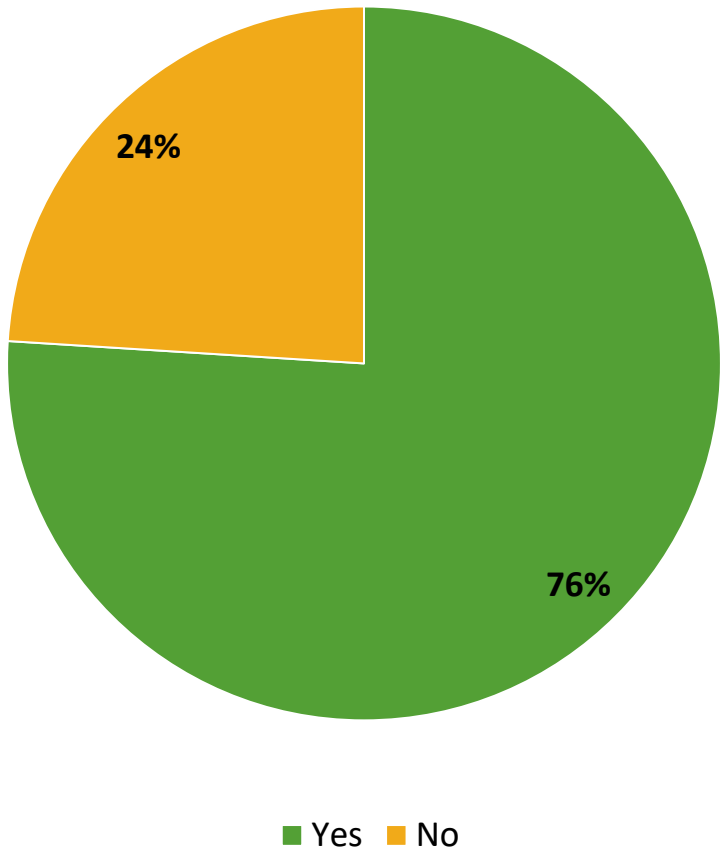


■ 2023-2024 (N=44) ■ 2022-2023 (N=0) ■ 2021-2022 (N=52)

No data to display for 2022-2023.

# Communications with School Leadership

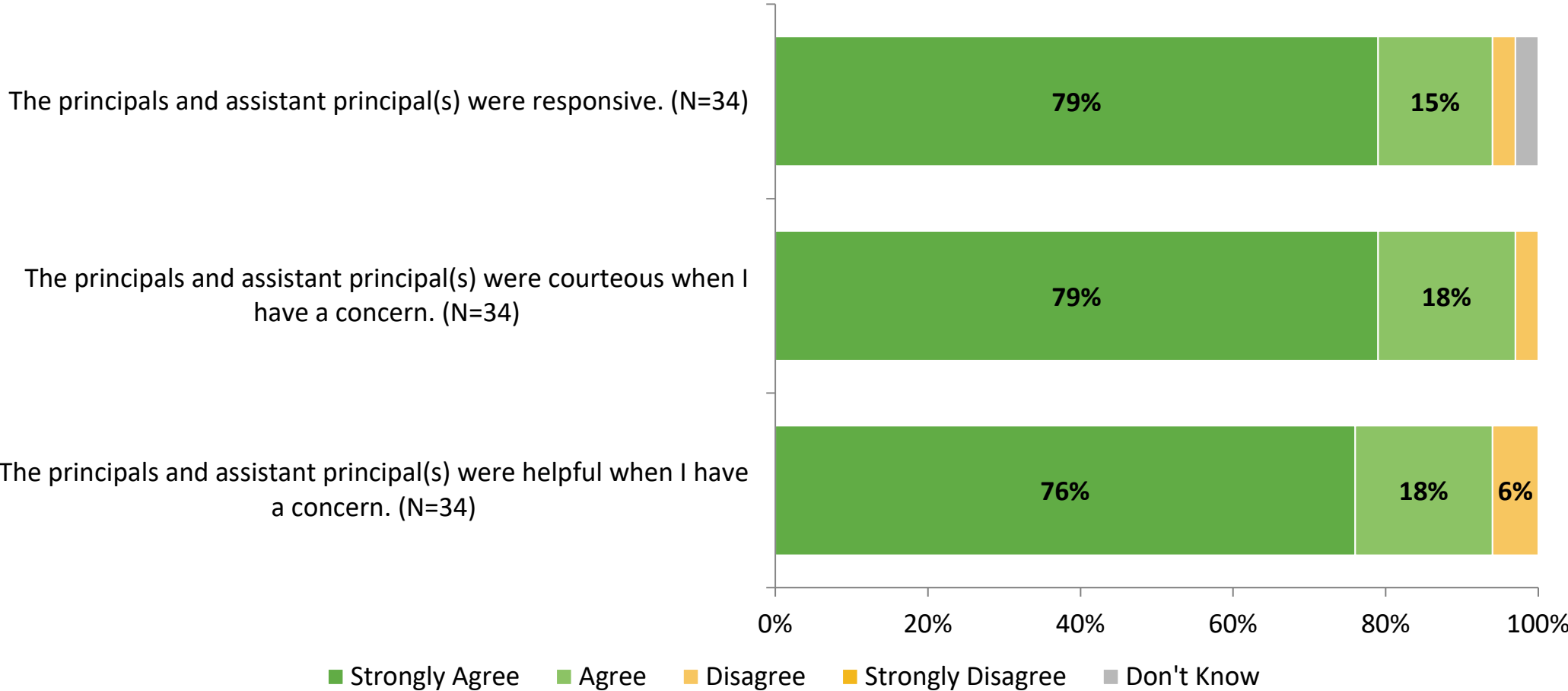
This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=45)





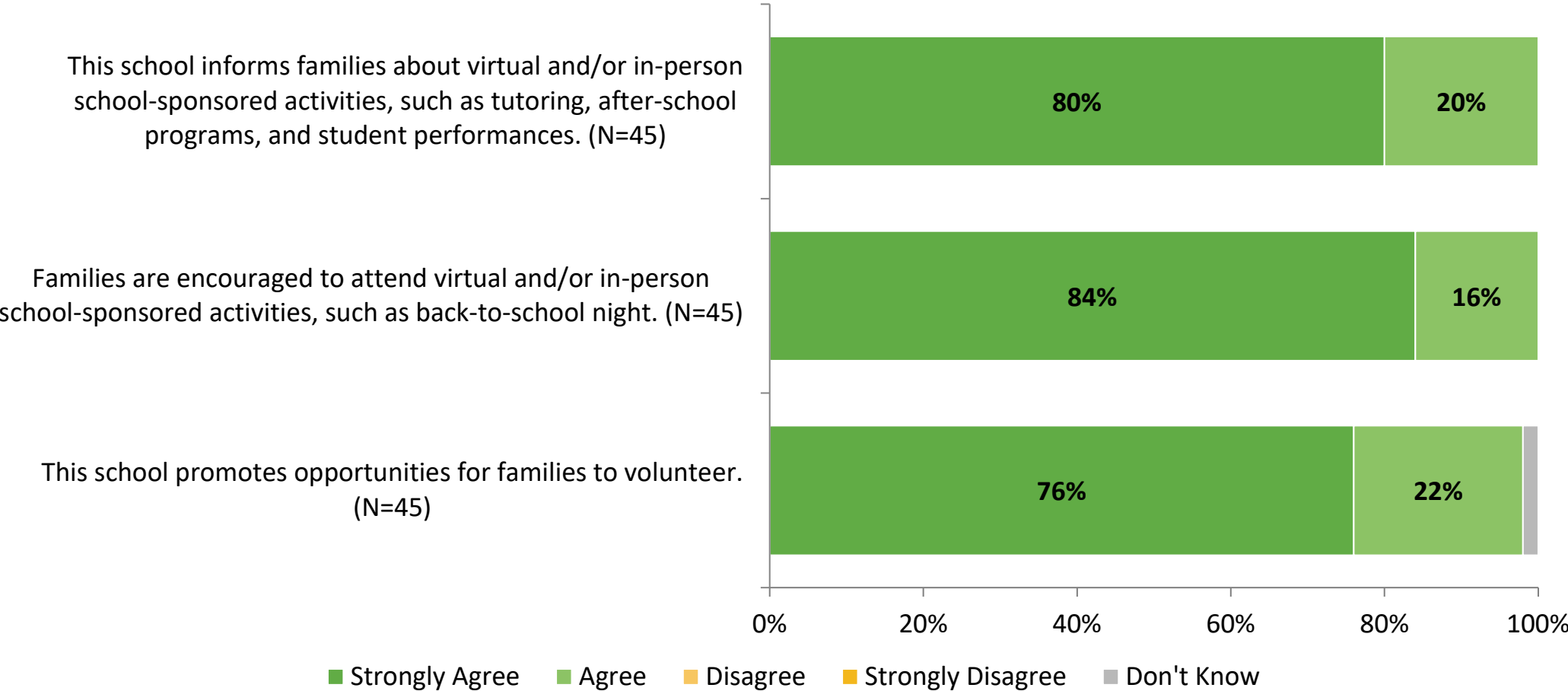
# Perceptions of Communication with School Leadership

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



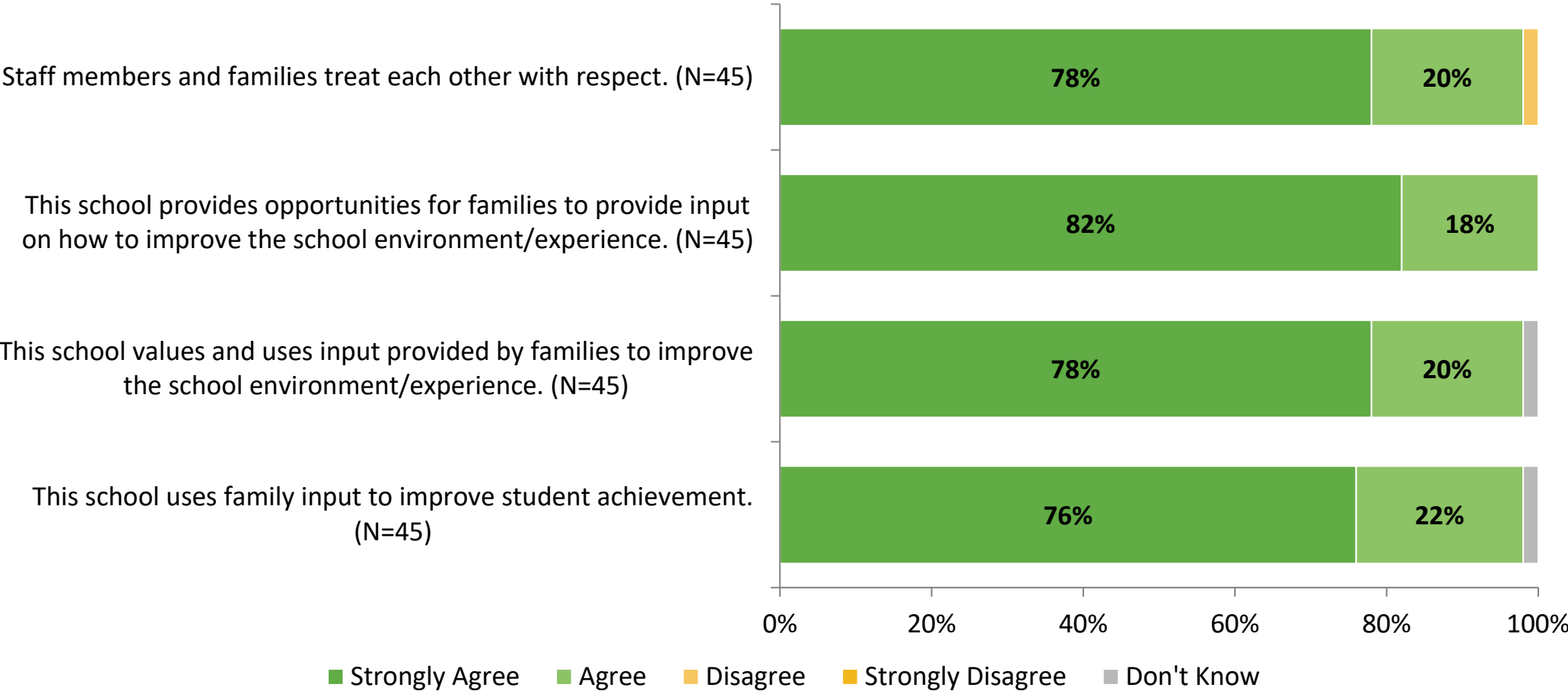
# Family Involvement

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



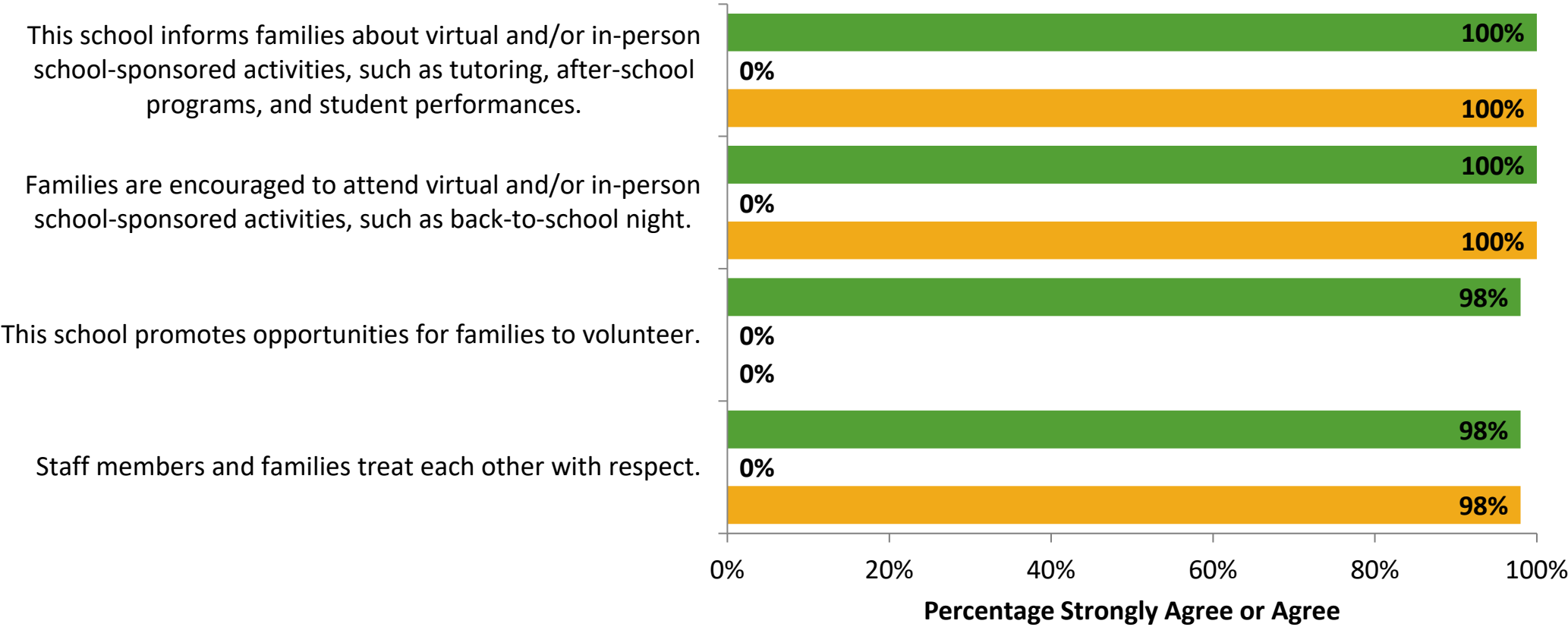
# Family Involvement (Continued)

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?

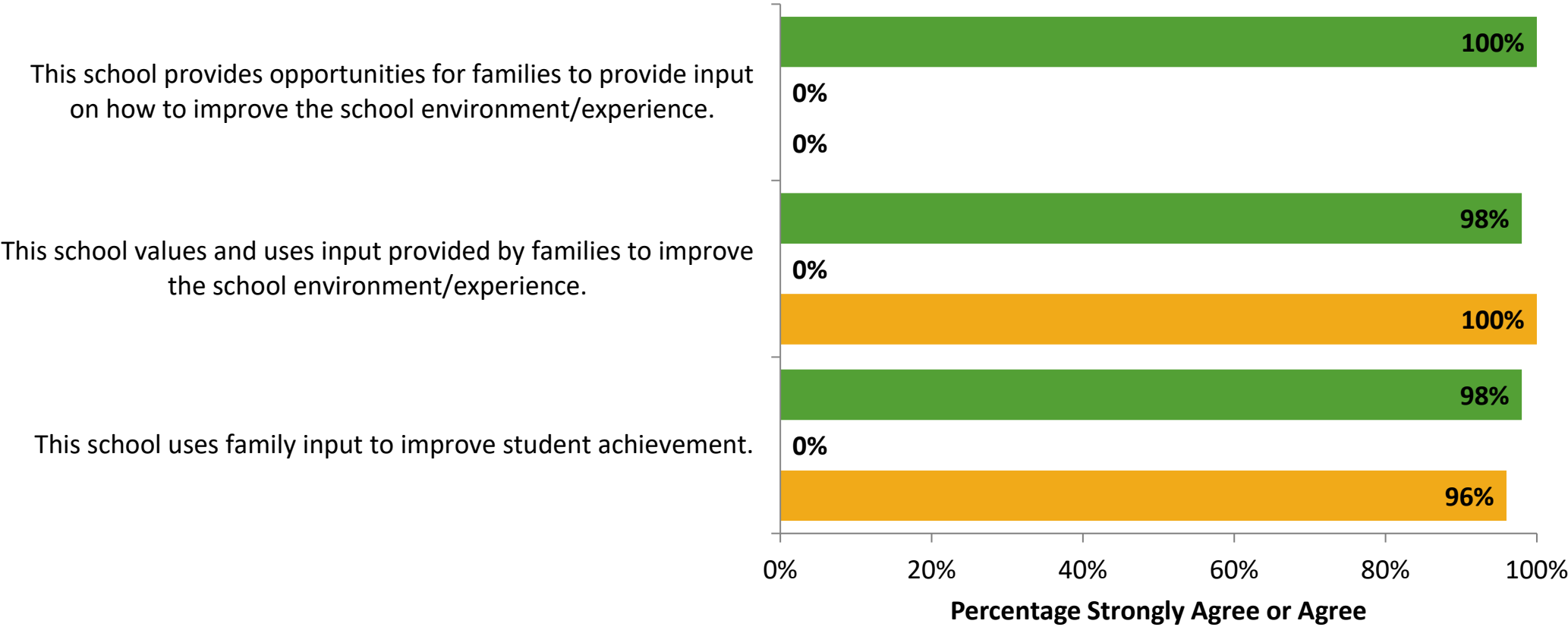


■ 2023-2024 (N=45) ■ 2022-2023 (N=0) ■ 2021-2022 (N=52)

No data to display for 2022-2023.

# Family Involvement: Comparison Over Time (Continued)

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

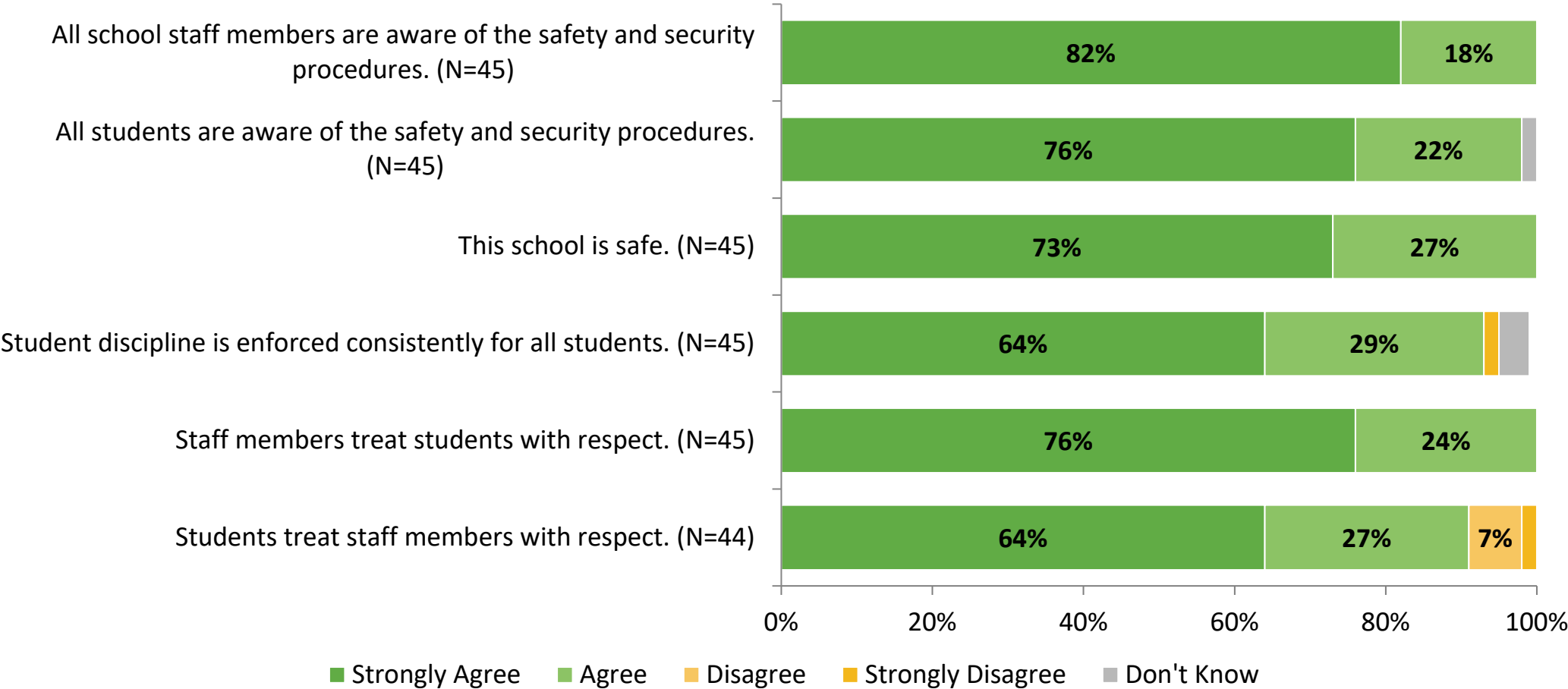


■ 2023-2024 (N=45) ■ 2022-2023 (N=0) ■ 2021-2022 (N=52)

No data to display for 2022-2023.

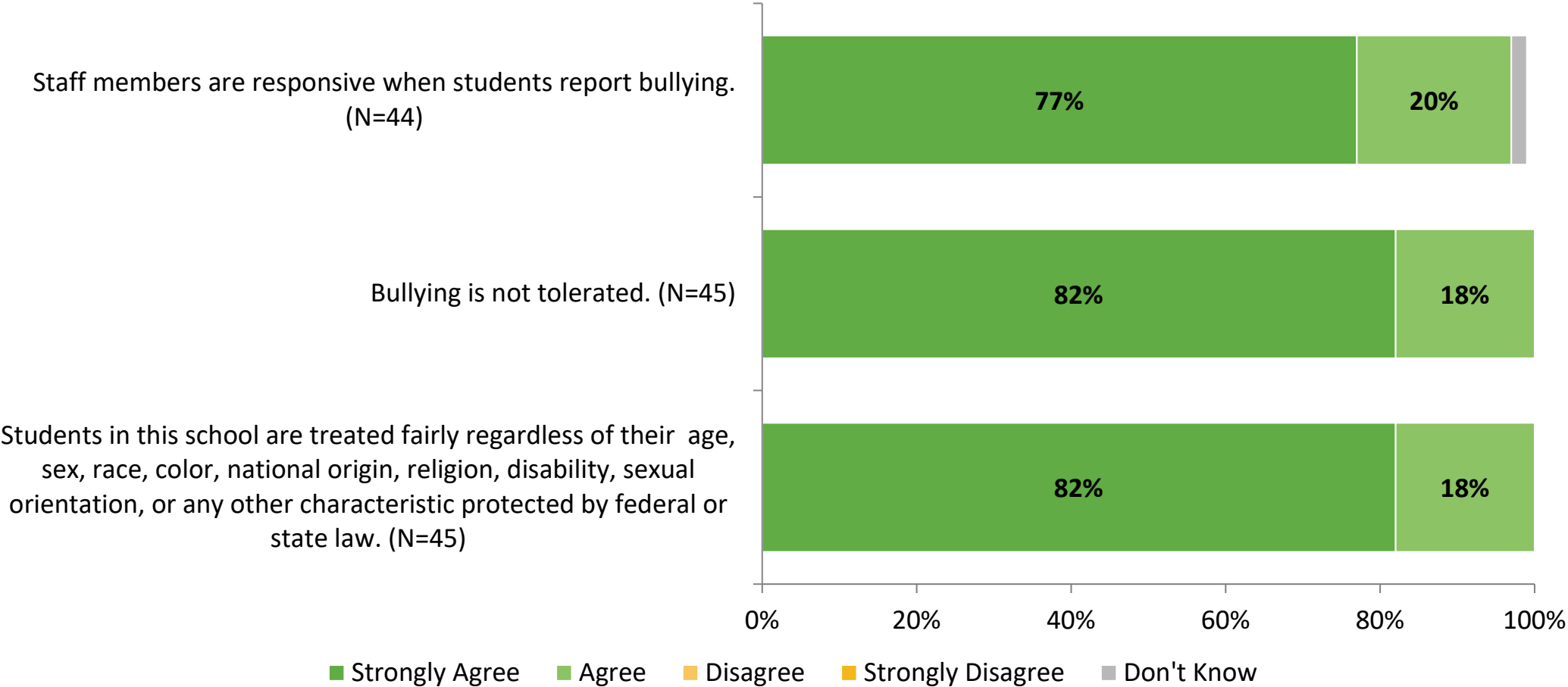
# Safety and Behavior

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



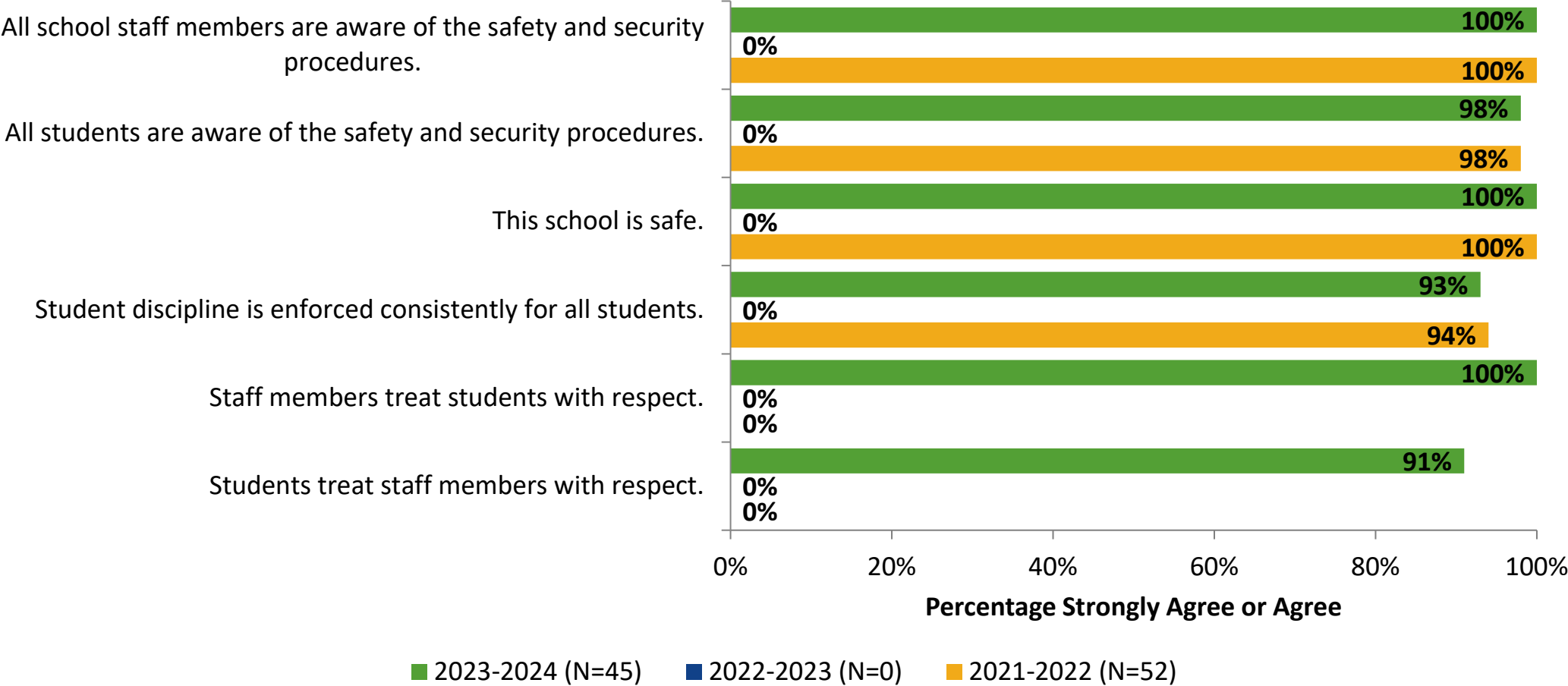
# Safety and Behavior (Continued)

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?

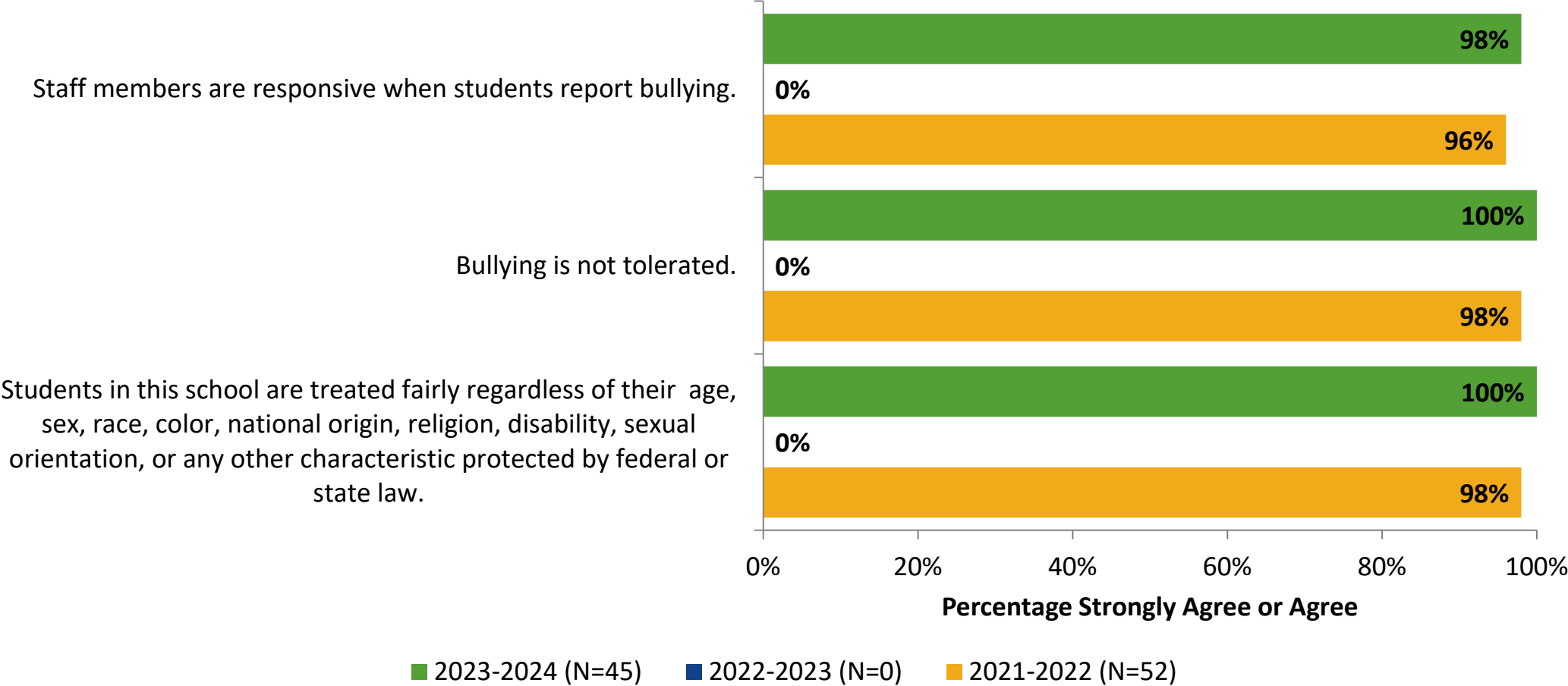


No data to display for 2022-2023.



# Safety and Behavior: Comparison Over Time (Continued)

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



No data to display for 2022-2023.

# Highest Ranking Indicators

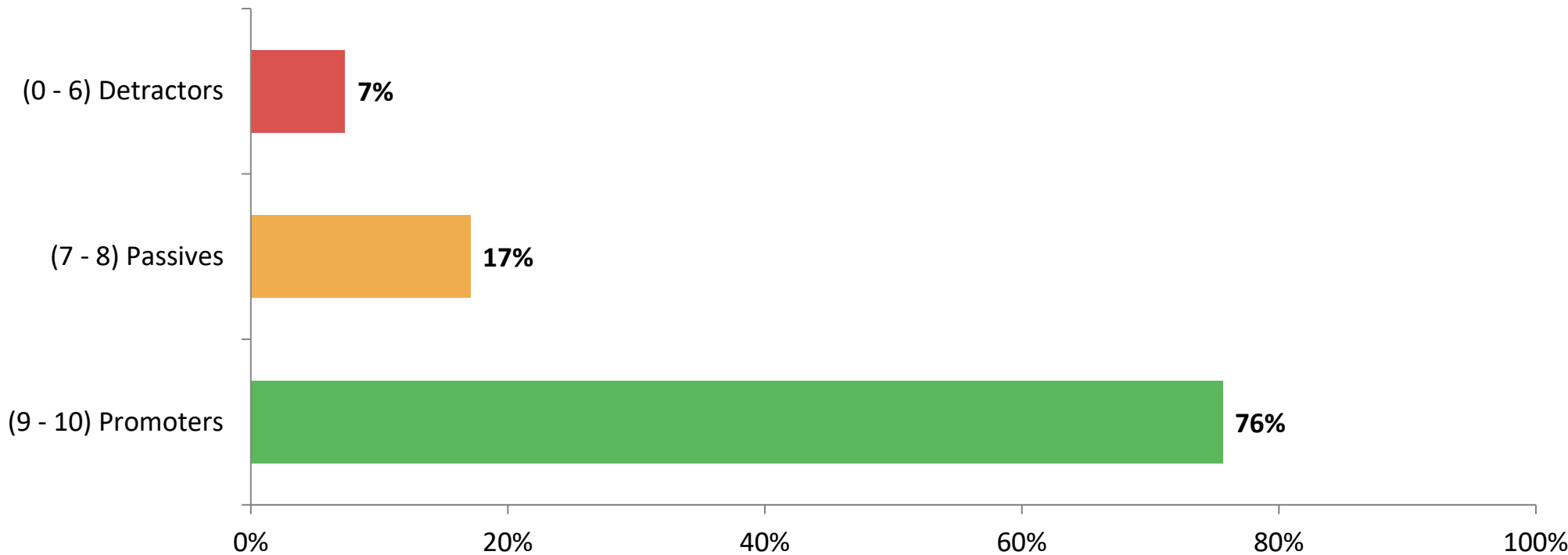
Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
How would you rate the overall quality of the education at your school?	100%	Overall Quality
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	100%	Student Support
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	100%	Student Support
The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.	100%	School Leadership
The principal and assistant principal(s) are visible on campus throughout the school day.	100%	School Leadership

# Lowest Ranking Indicators

Survey Item	Percentage Strongly Disagree or Disagree (%)	Dimension
District leaders clearly explain the reasons behind decisions on key issues.	16%	District Leadership
District leaders understand the professional needs of district and school employees.	14%	District Leadership
District leaders' actions are consistent with their words.	12%	District Leadership
District leaders encourage employees to share ideas to improve performance.	12%	District Leadership
District leaders promote a positive, district-wide work culture.	10%	District Leadership

# School Net Promoter Score

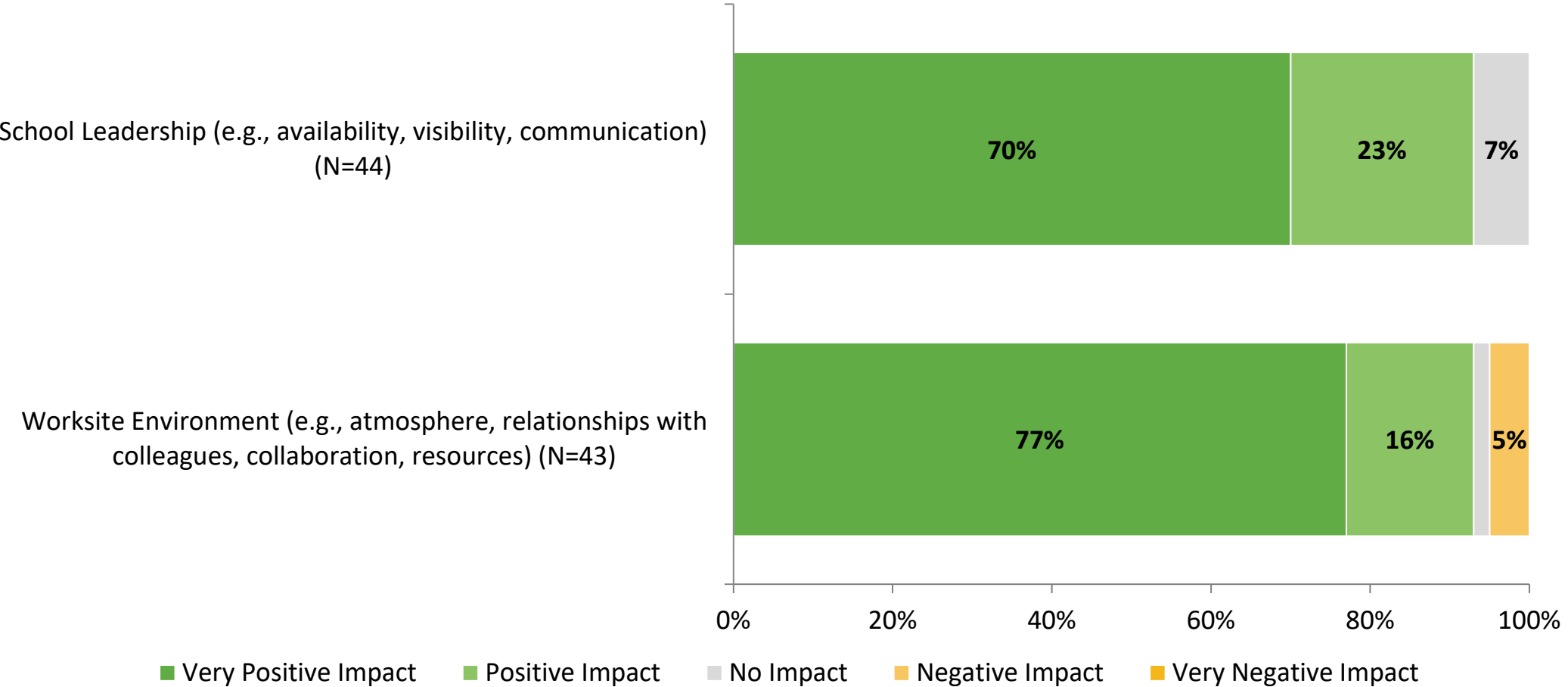
How likely is it that you would recommend your school to a family member or friend? (N=41)



*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.*

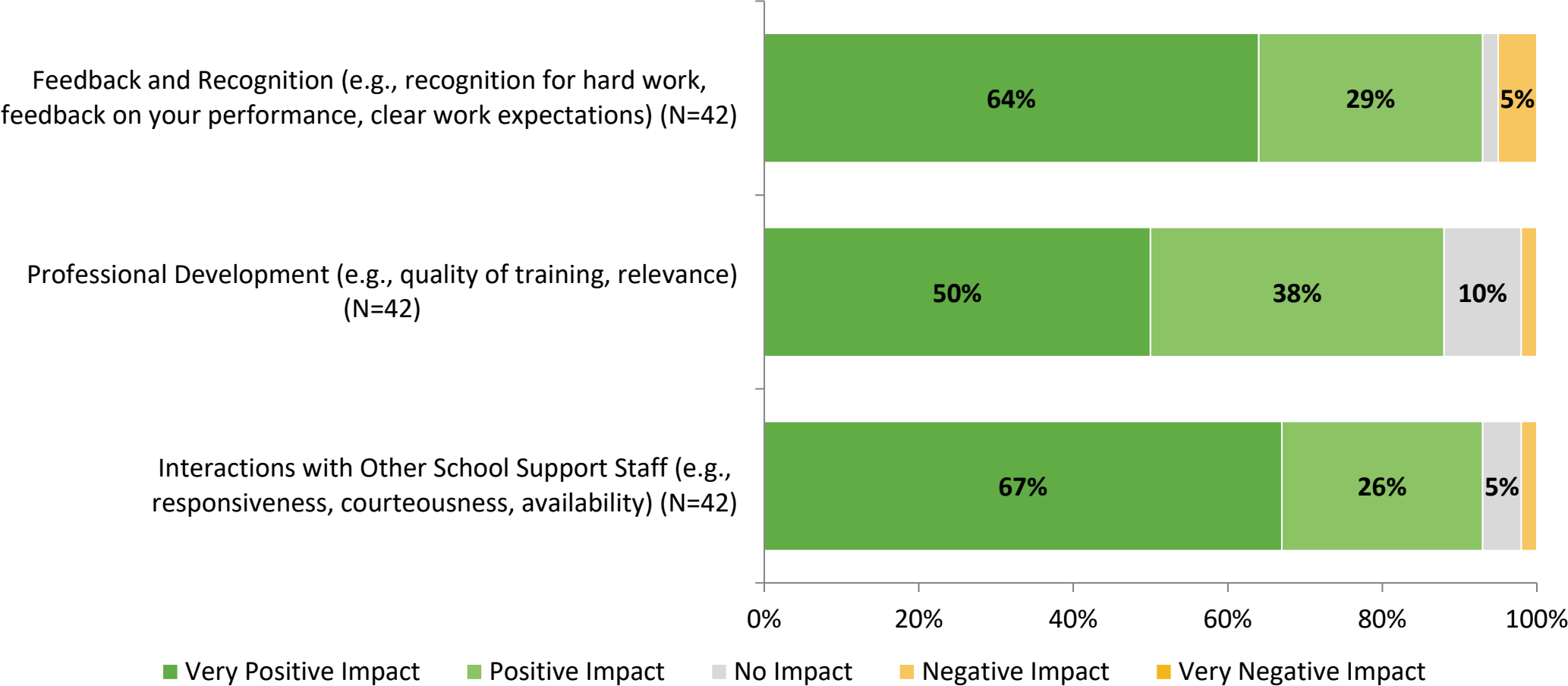
# Factors Driving School NPS

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



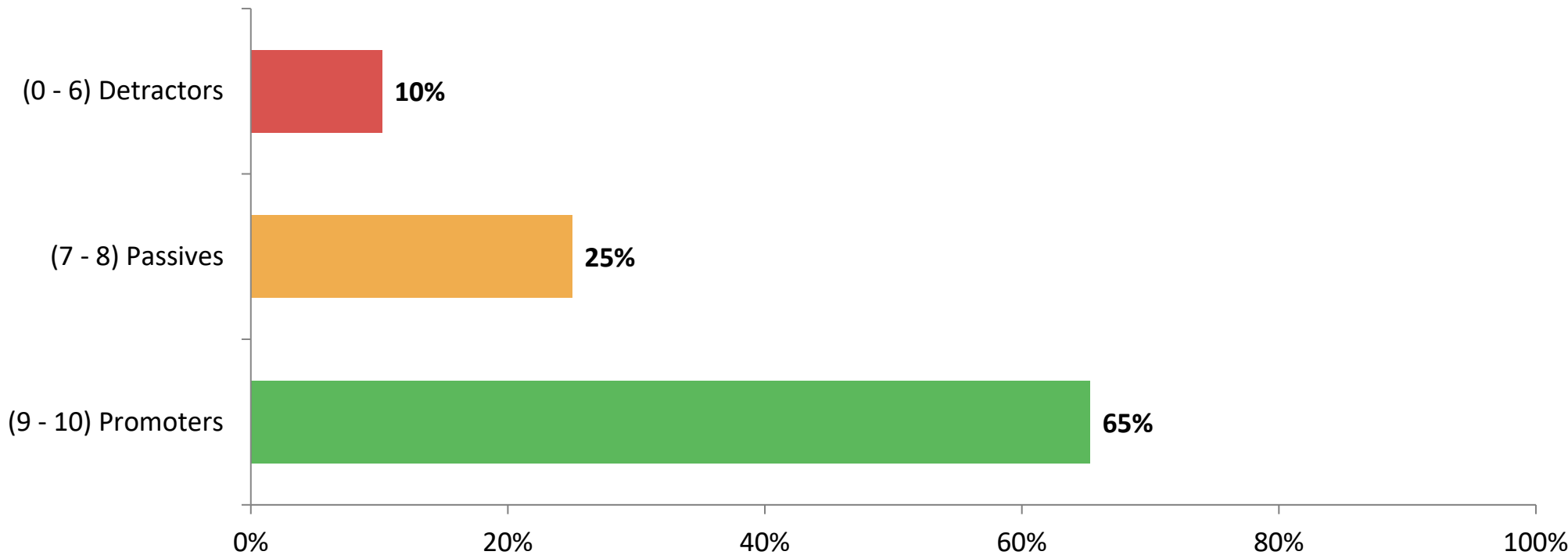
# Factors Driving School NPS (Continued)

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



# District Net Promoter Score

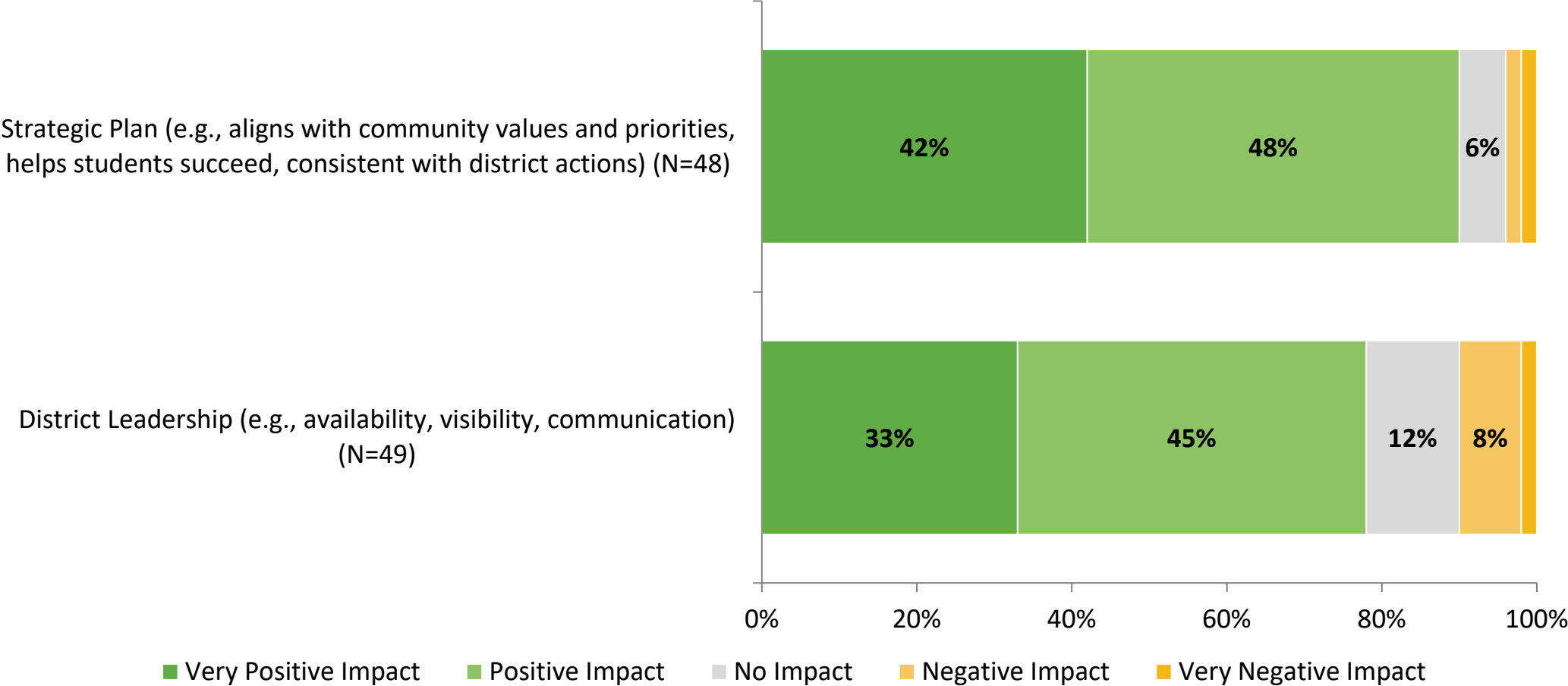
How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=49)



*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

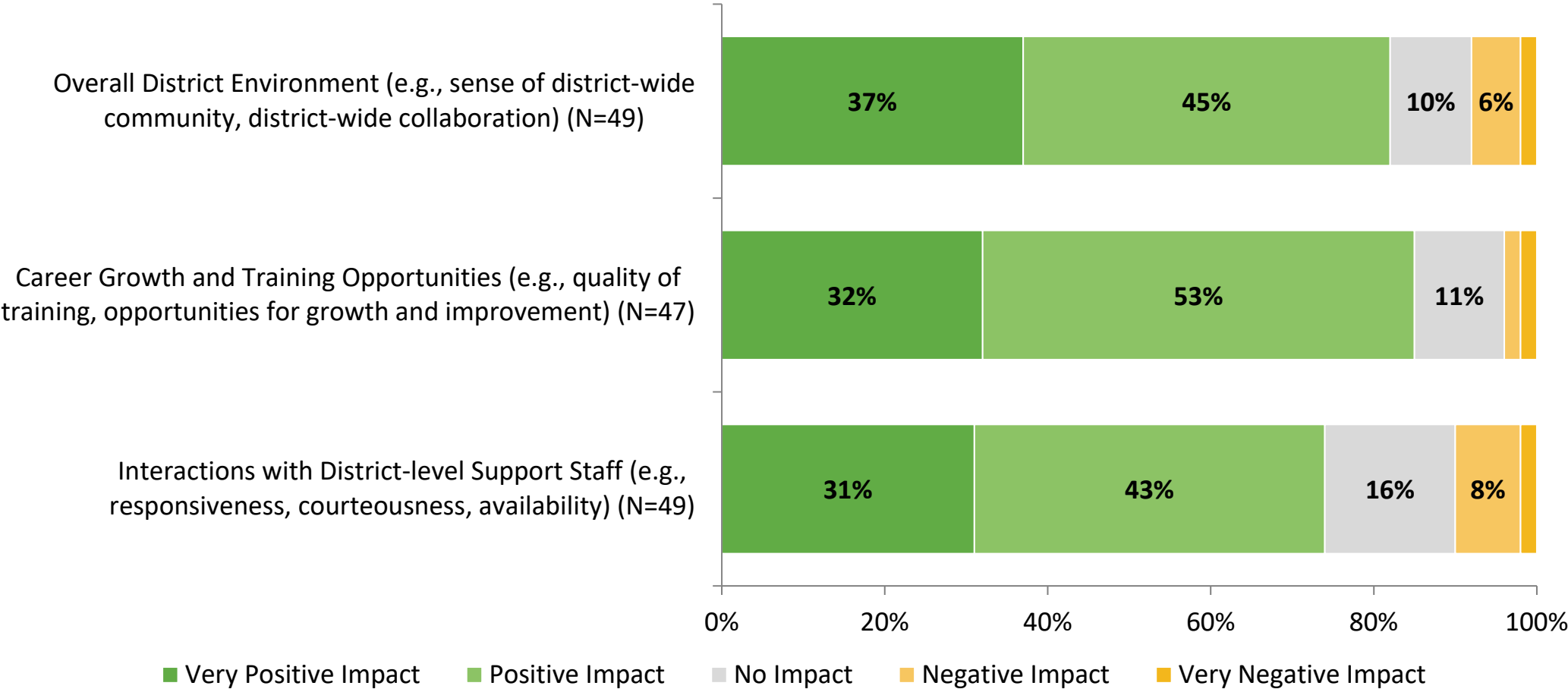
How do the following areas impact your rating of Pinellas County Schools?





# Factors Driving District NPS (Continued)

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





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