

Employee Engagement Survey: Northwest Elementary School

Results and Analysis

2023-2024







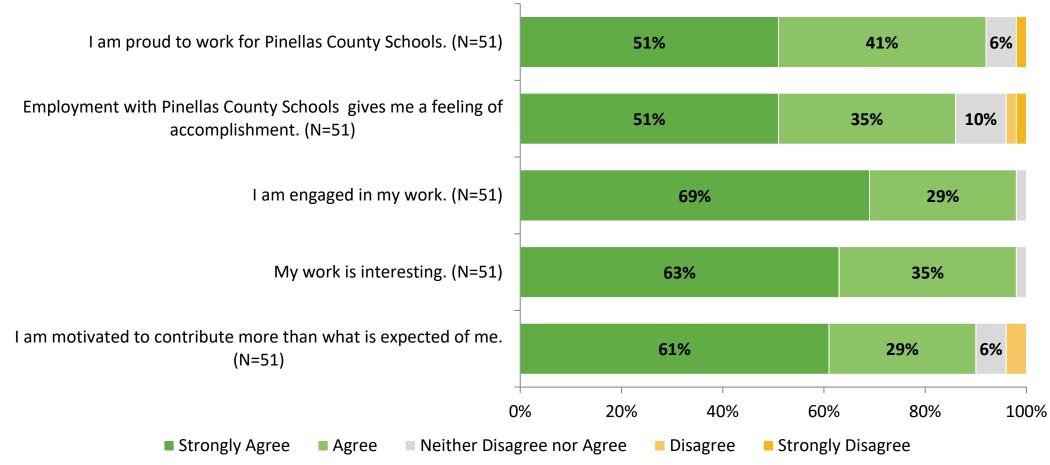
Questions for All Staff Members





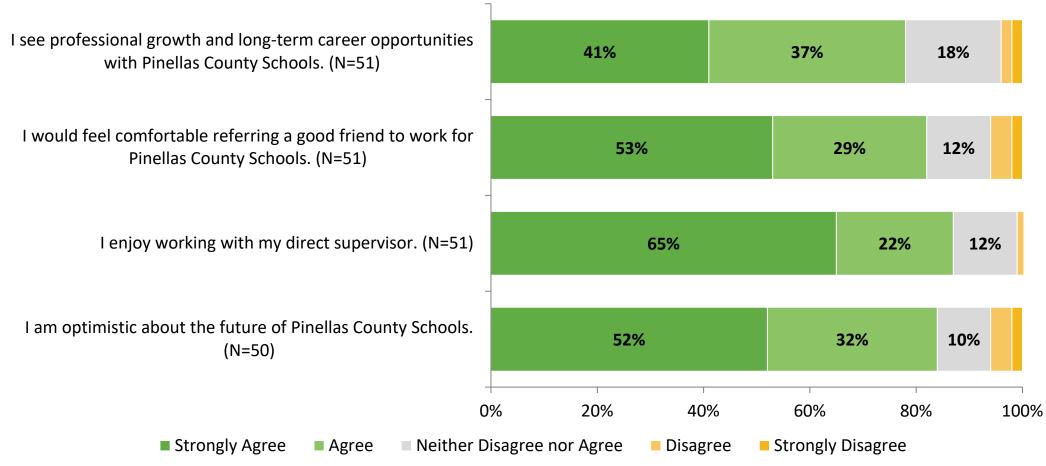
Overall Engagement

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



Overall Engagement (Continued)

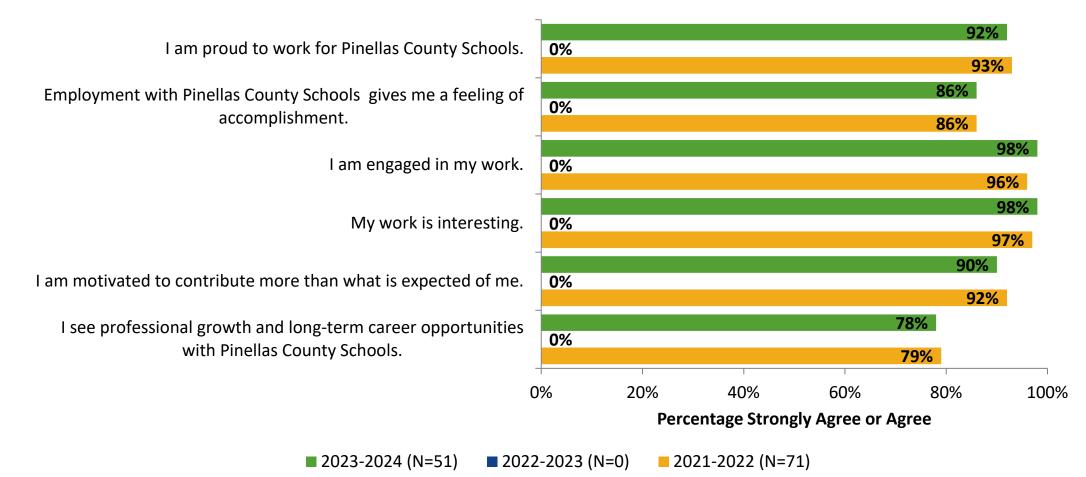
How strongly do you agree or disagree with the following statements?



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Overall Engagement: Comparison Over Time

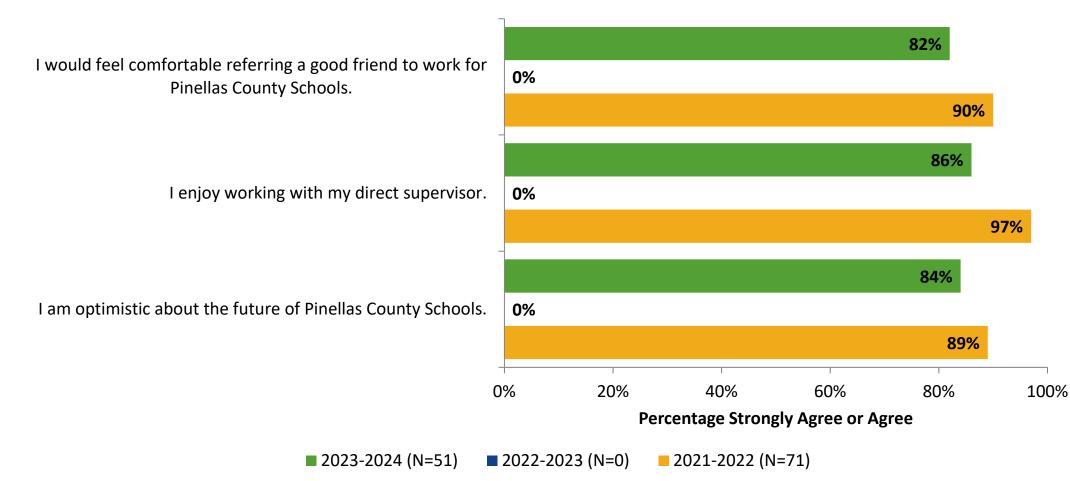
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

Overall Engagement: Comparison Over Time (Continued)

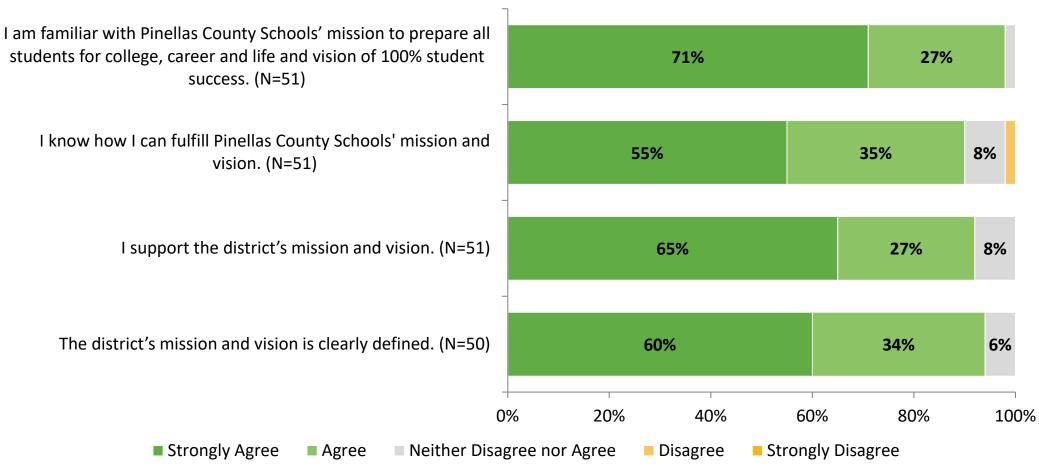
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

Mission and Vision

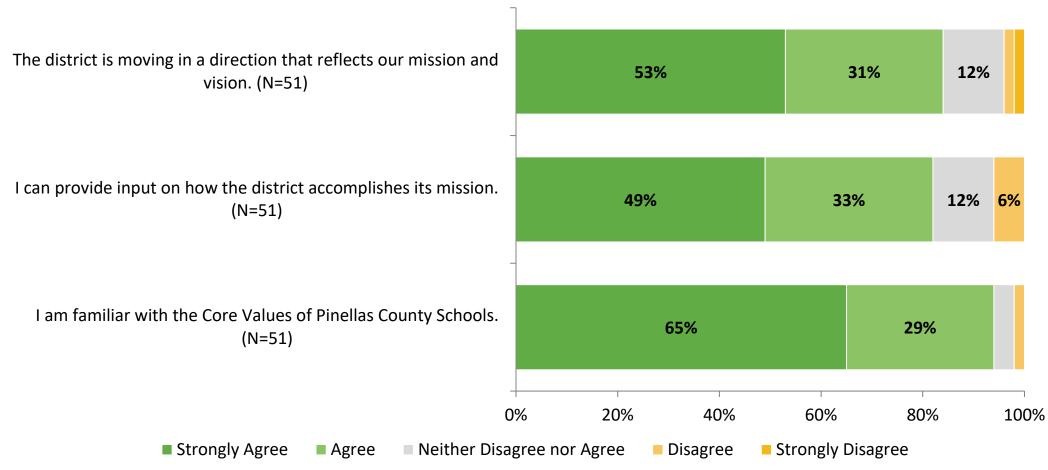
How strongly do you agree or disagree with the following statements?



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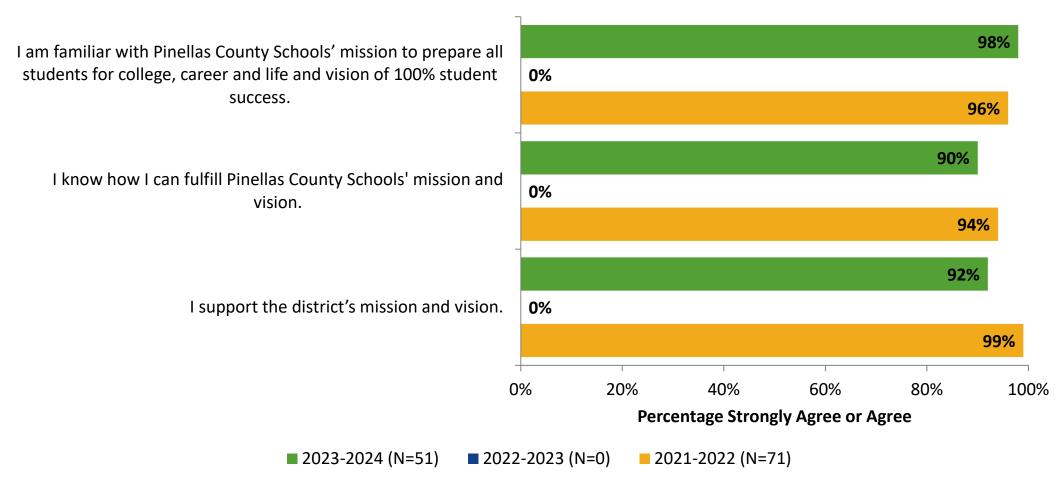
Mission and Vision (Continued)

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



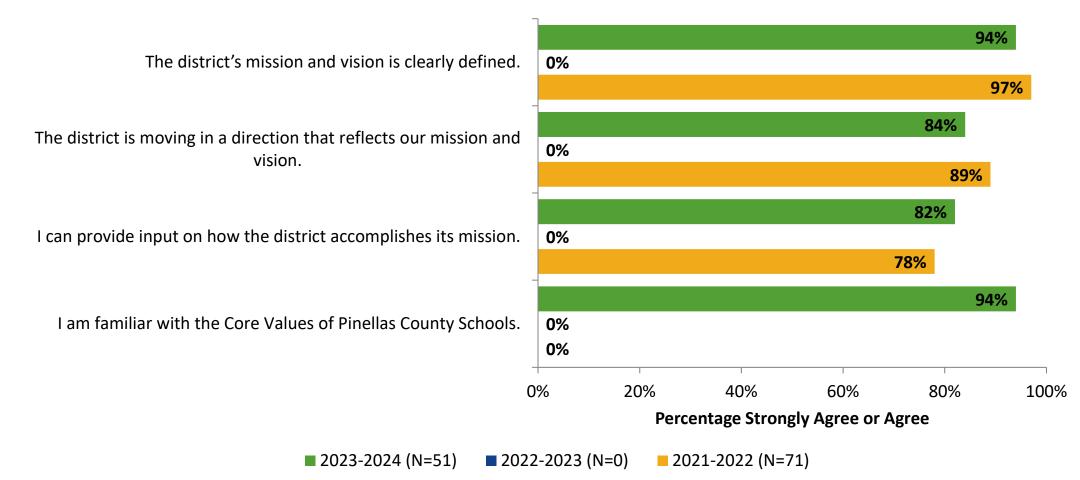
Mission and Vision: Comparison Over Time

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



Mission and Vision: Comparison Over Time (Continued)

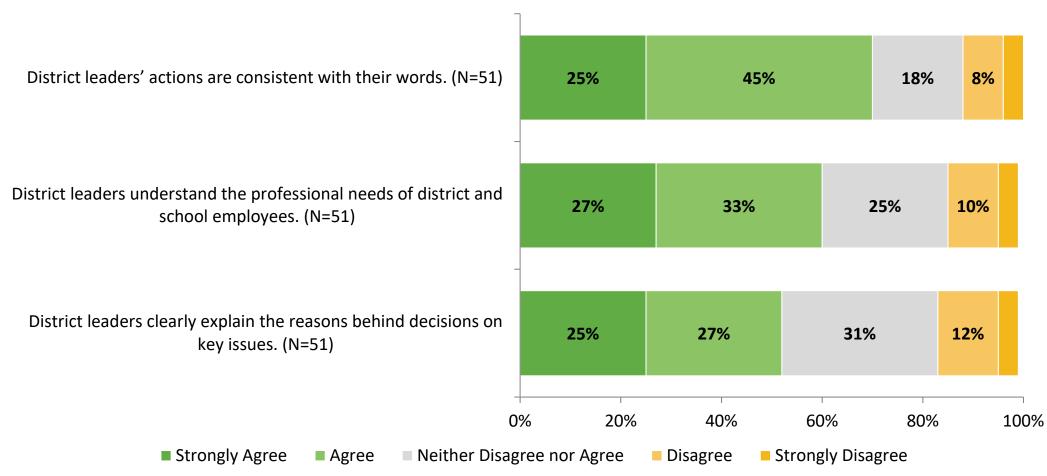
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

District Leadership

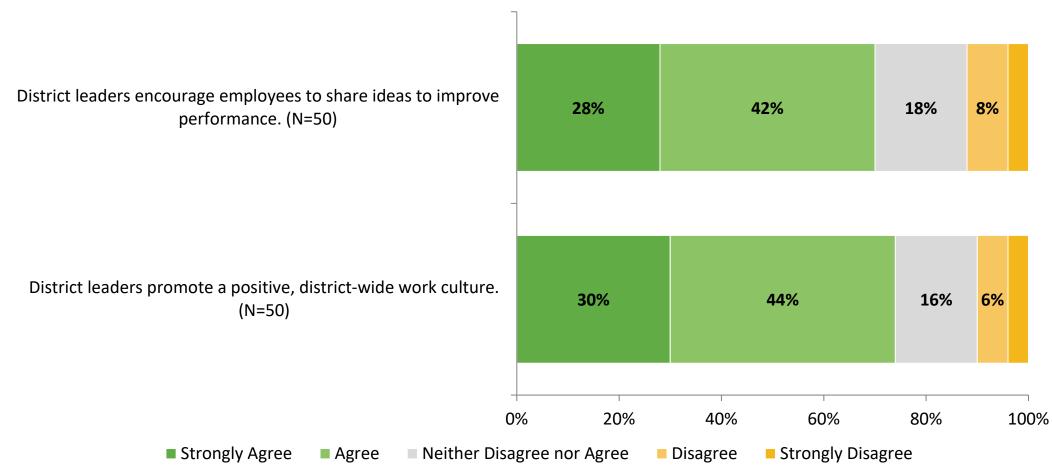
How strongly do you agree or disagree with the following statements?



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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?

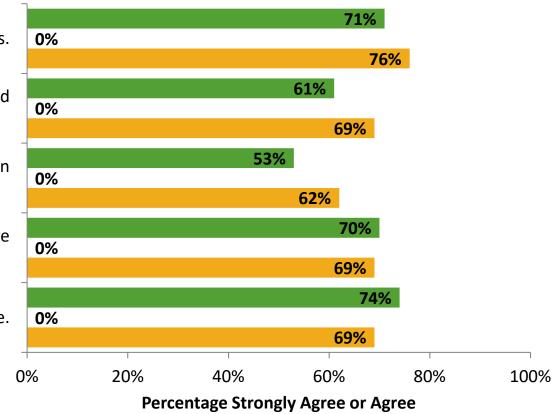
District leaders' actions are consistent with their words.

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.

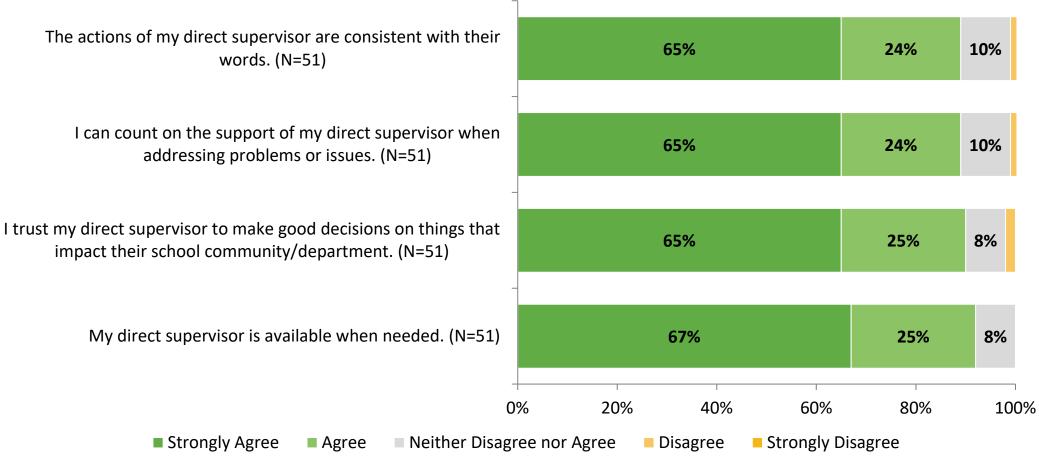
District leaders promote a positive, district-wide work culture.



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

Worksite Leadership

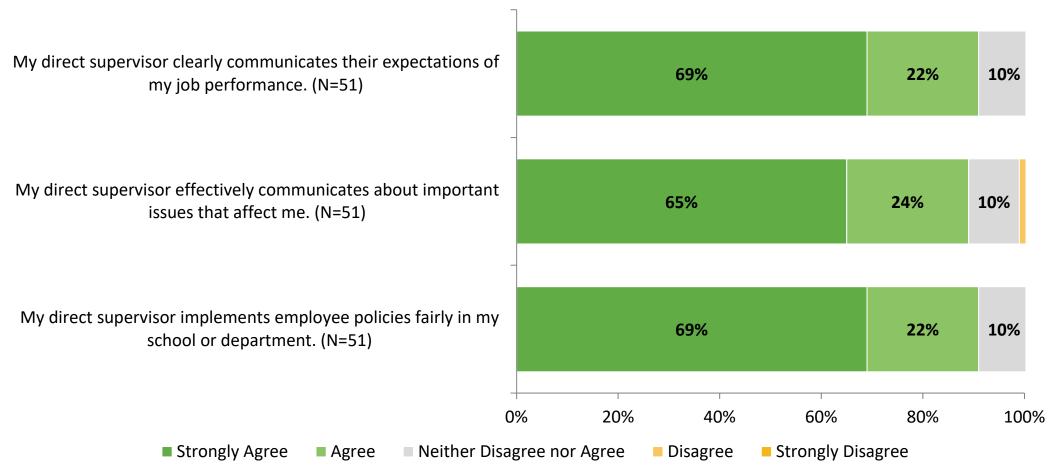
How strongly do you agree or disagree with the following statements?



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Worksite Leadership (Continued)

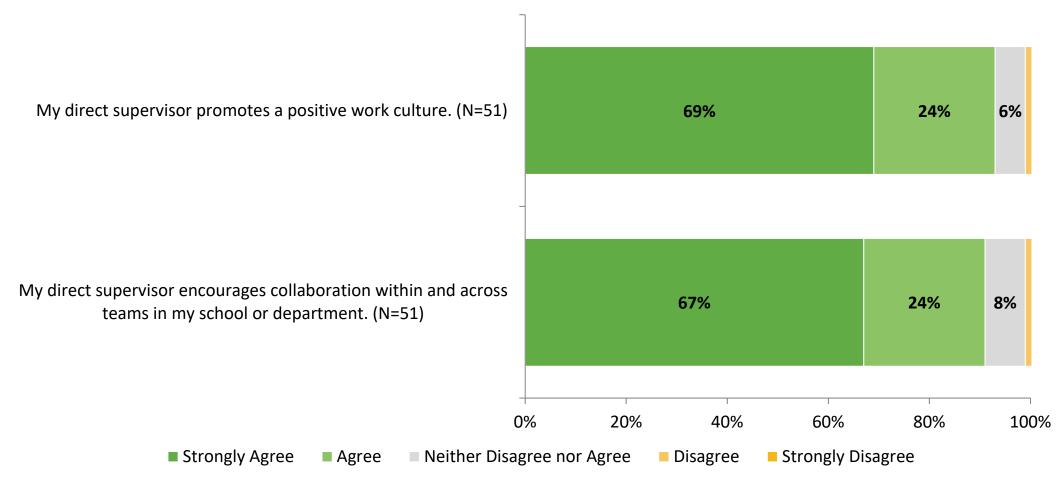
How strongly do you agree or disagree with the following statements?



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Worksite Leadership (Continued)

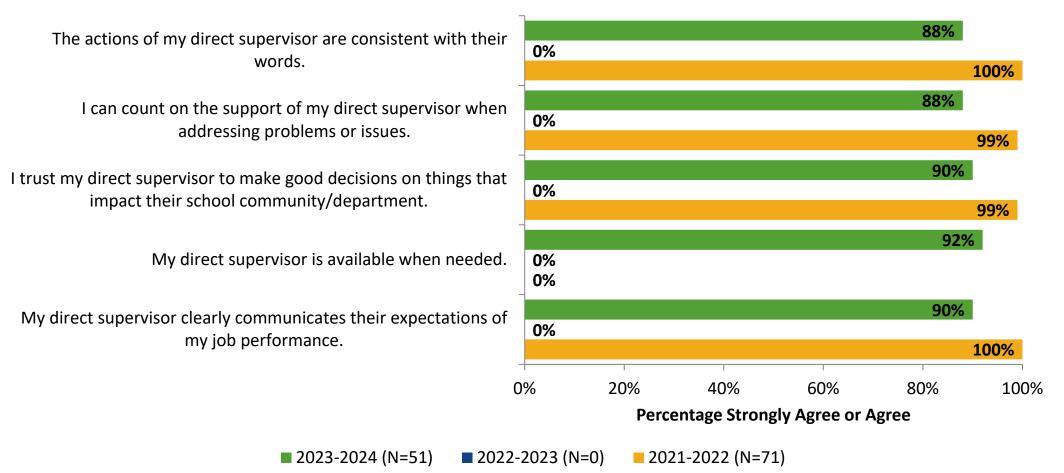
How strongly do you agree or disagree with the following statements?



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Worksite Leadership: Comparison Over Time

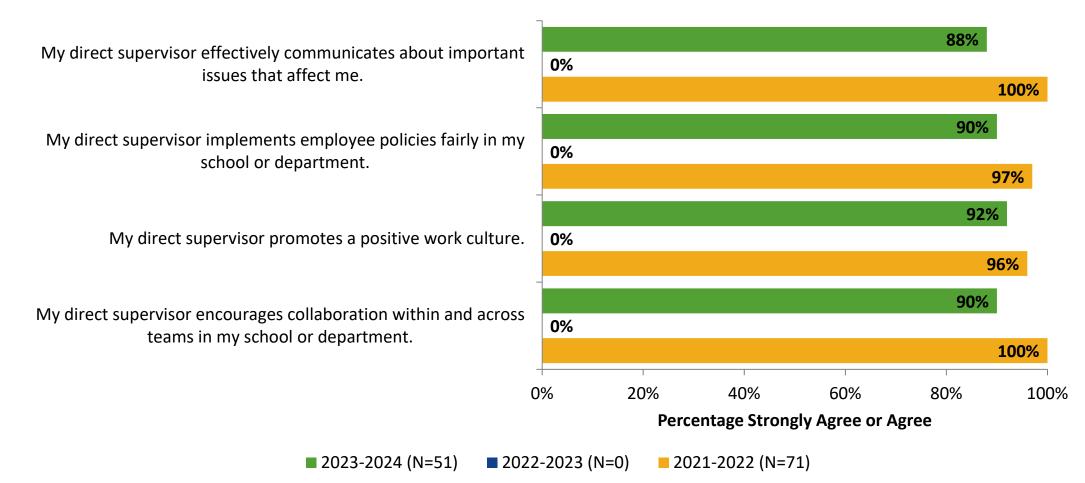
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

Worksite Leadership: Comparison Over Time (Continued)

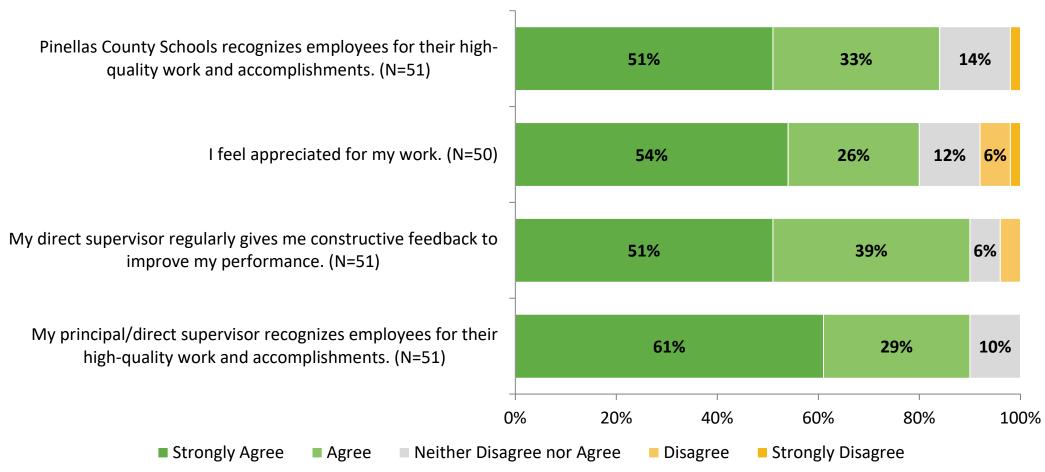
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

Feedback and Recognition

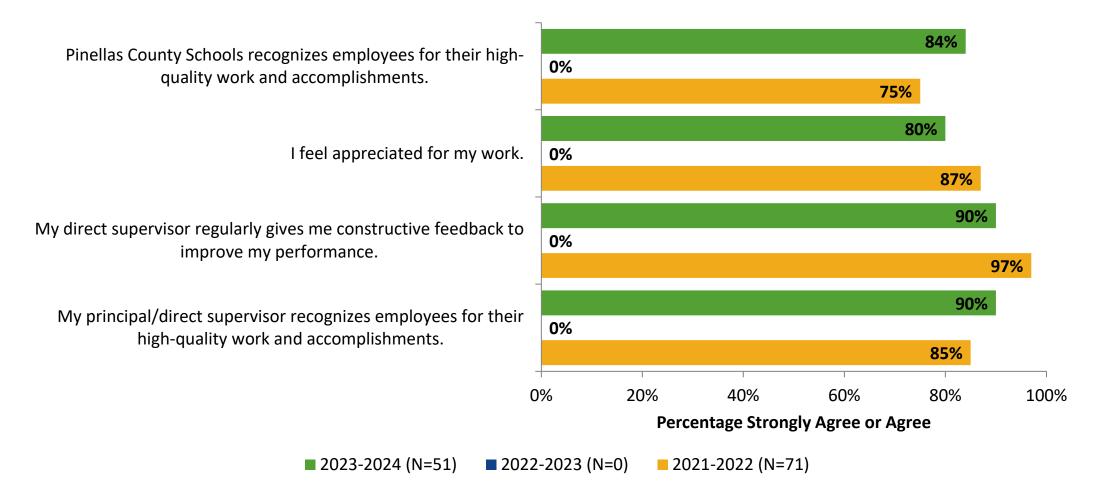
How strongly do you agree or disagree with the following statements?



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Feedback and Recognition: Comparison Over Time

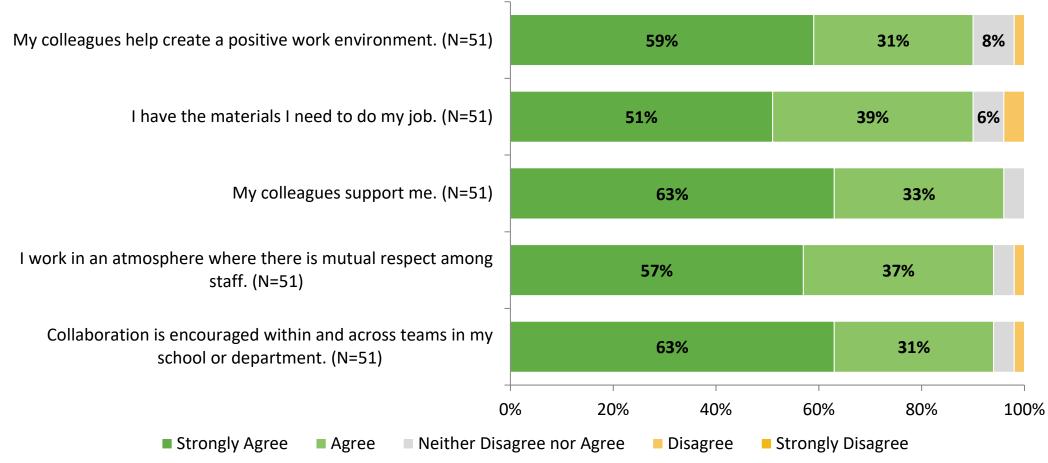
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

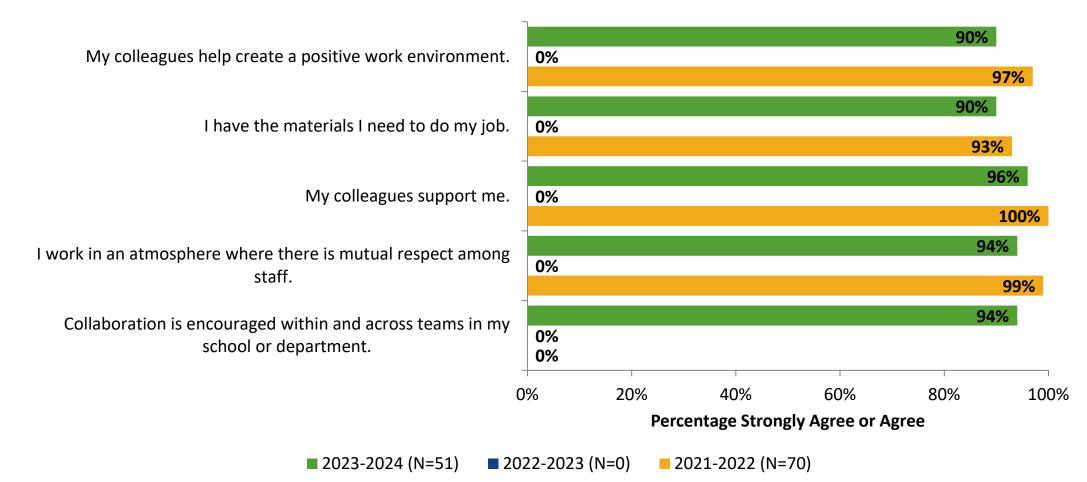
Work Environment

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



Work Environment: Comparison Over Time

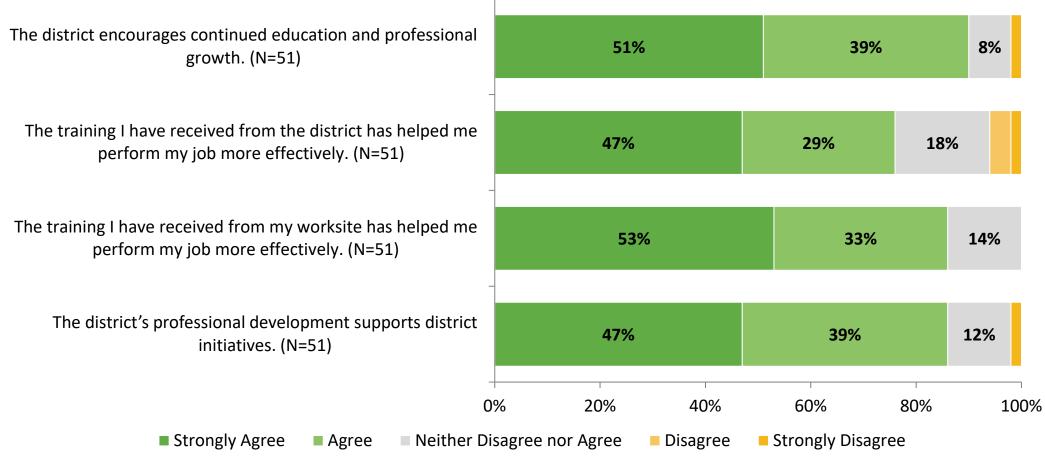
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

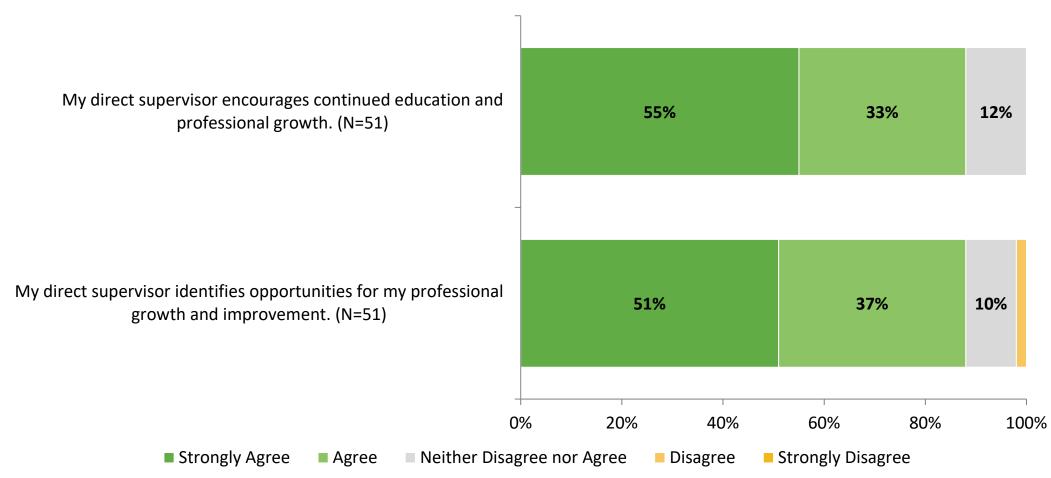
Career Growth and Training Opportunities

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



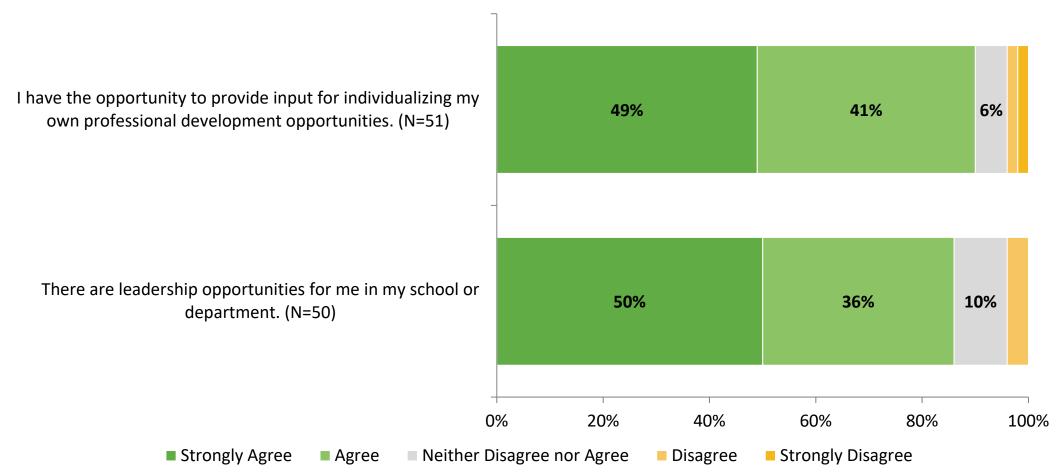
Career Growth and Training Opportunities (Continued)

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?

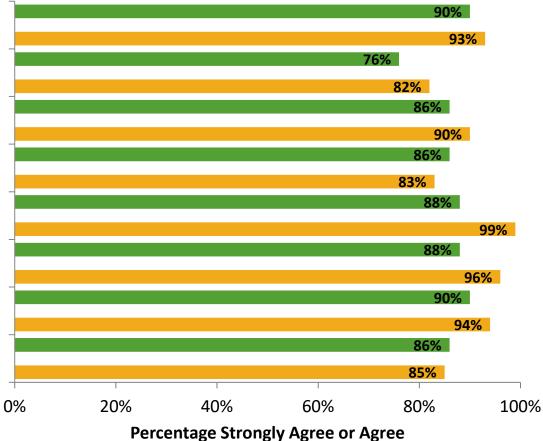


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Career Growth and Training Opportunities: Comparison Over Time

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



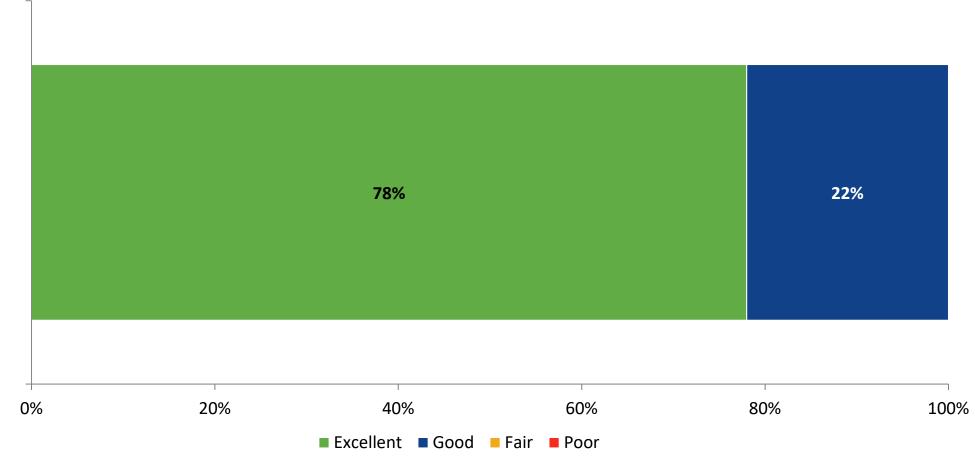
Questions for Campus-based Staff Members





Overall Quality

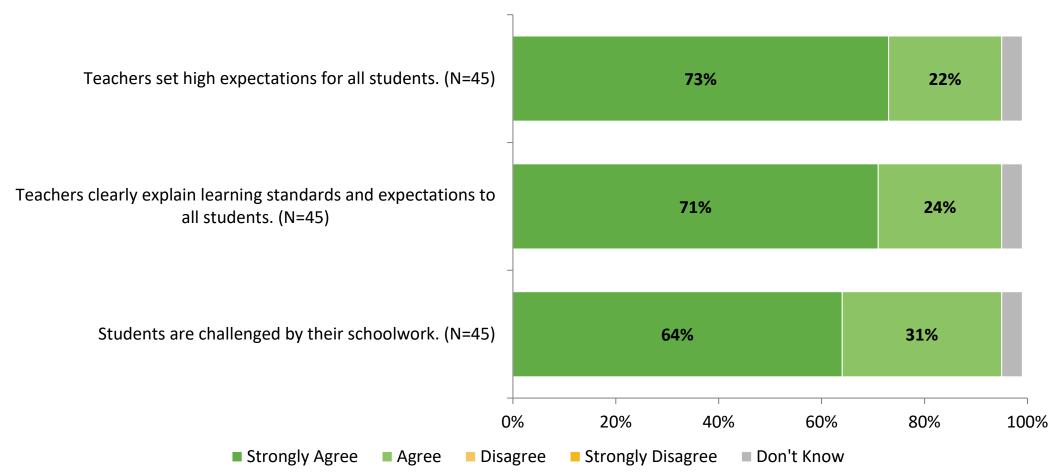
How would you rate the overall quality of the education at your school? (N=45)



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Academic Support

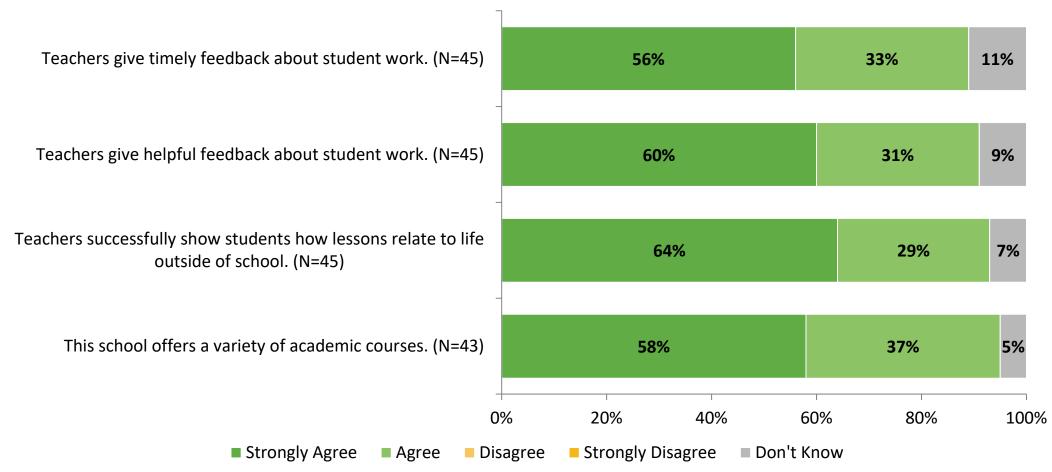
How strongly do you agree or disagree with the following statements?



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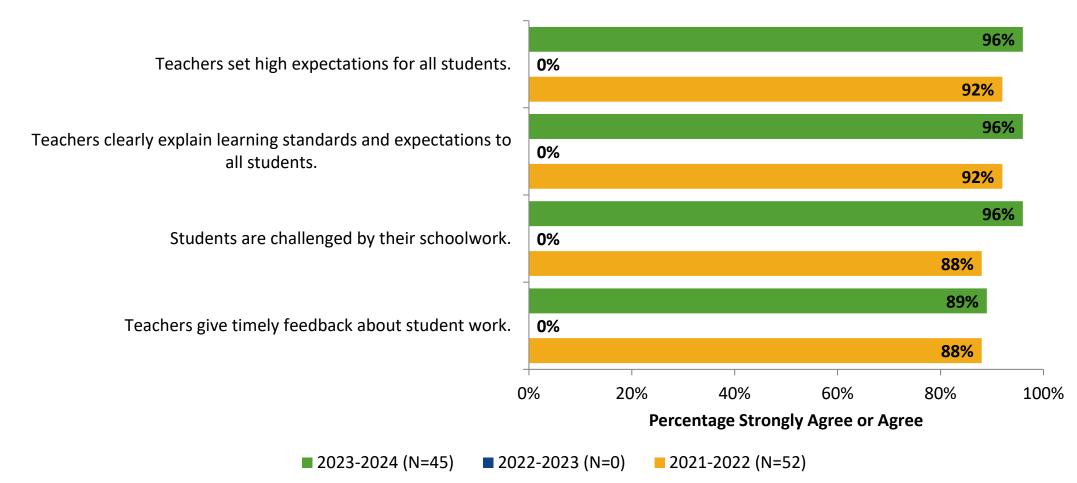
Academic Support (Continued)

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



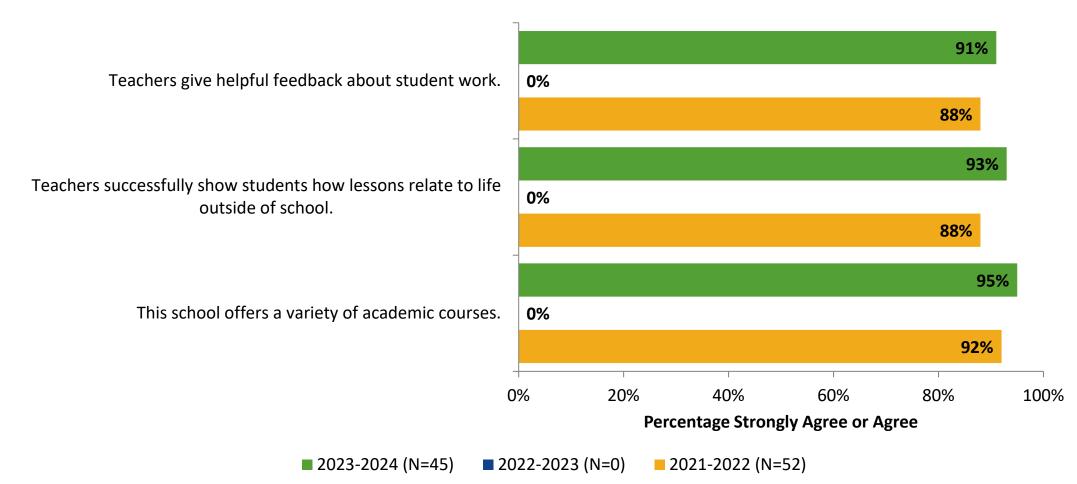
Academic Support: Comparison Over Time

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



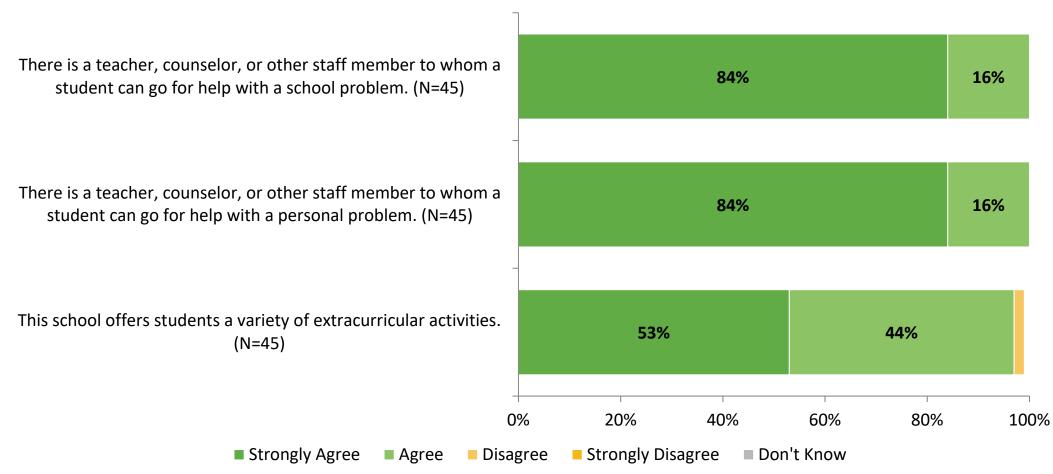
Academic Support: Comparison Over Time (Continued)

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



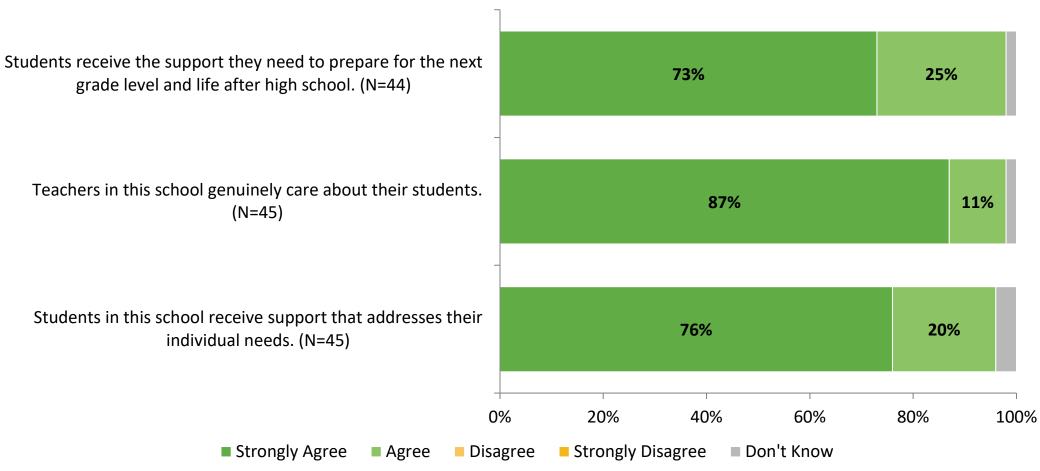
Student Support

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



Student Support (Continued)

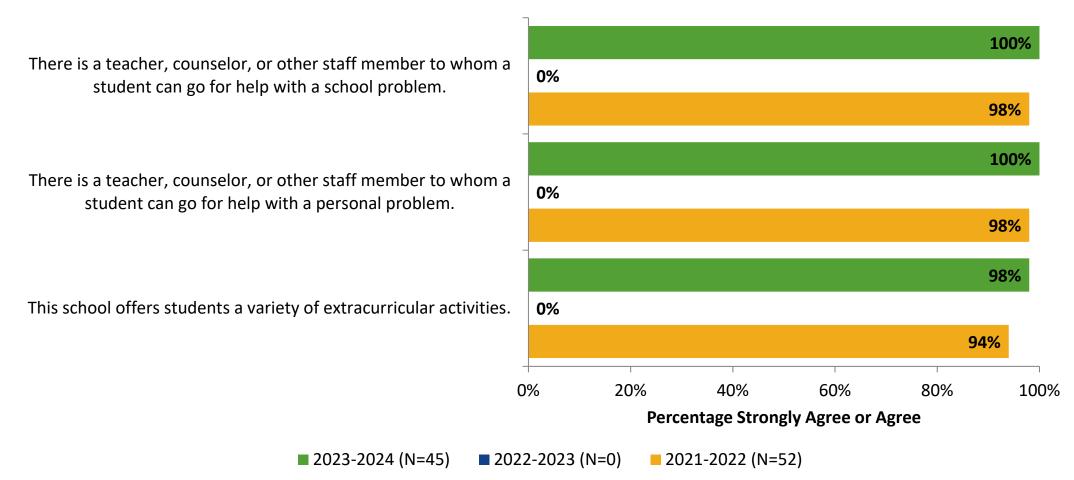
How strongly do you agree or disagree with the following statements?



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Student Support: Comparison Over Time

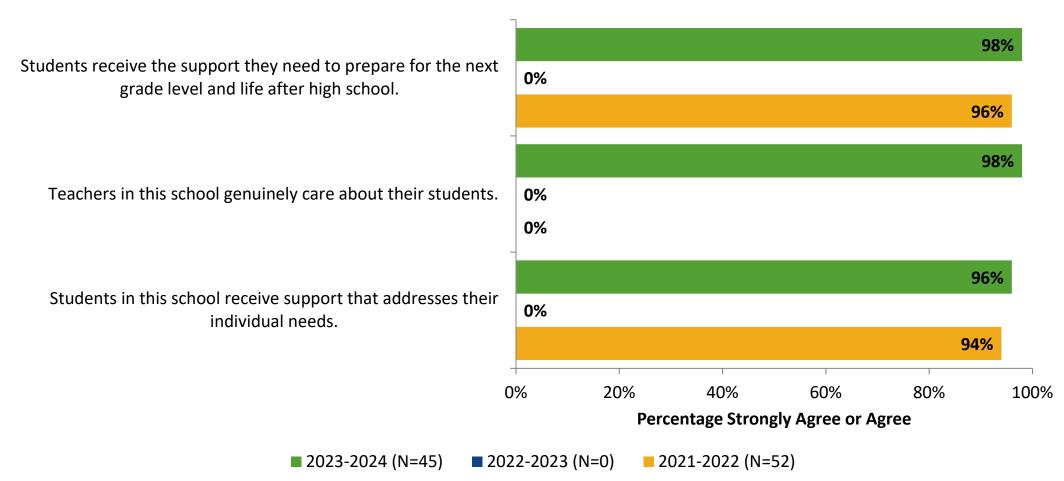
How strongly do you agree or disagree with the following statements?



No data to display for 2022-2023.

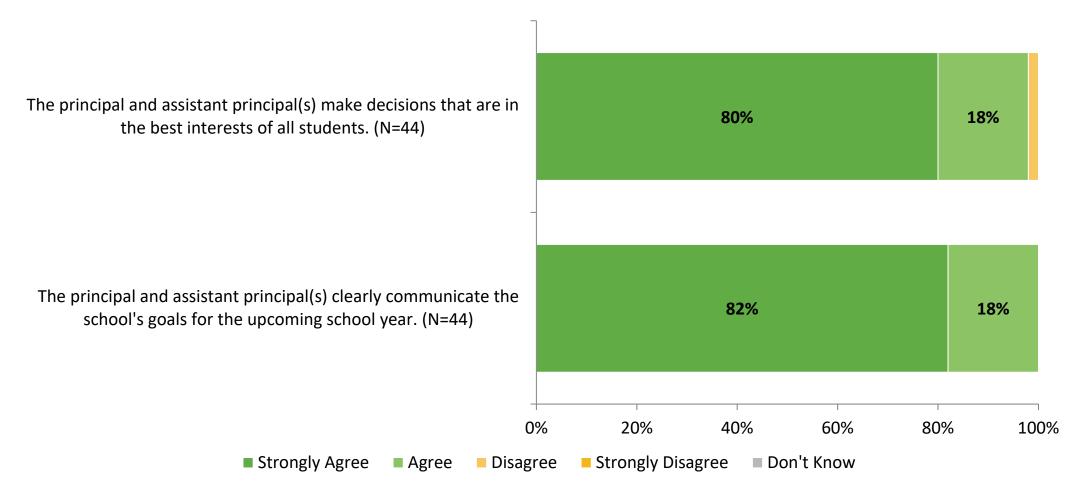
Student Support: Comparison Over Time (Continued)

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



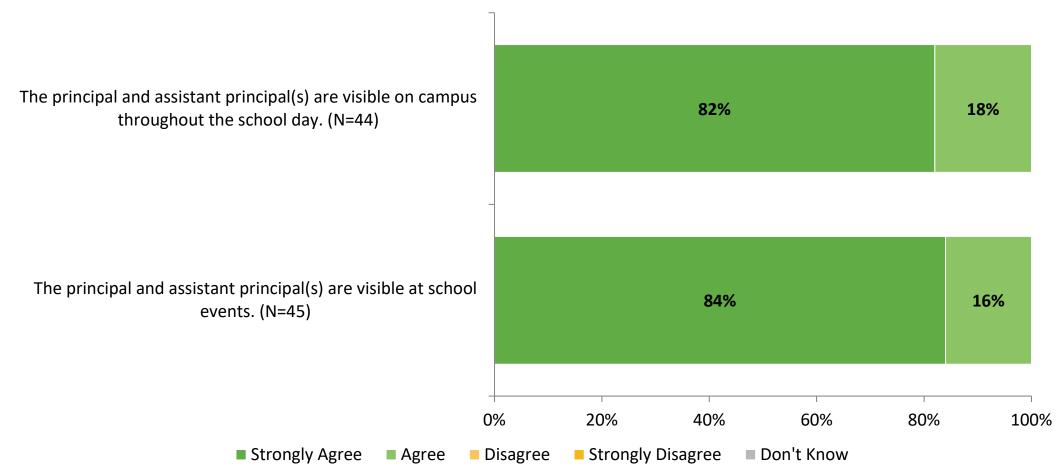
School Leadership

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?



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School Leadership: Comparison Over Time

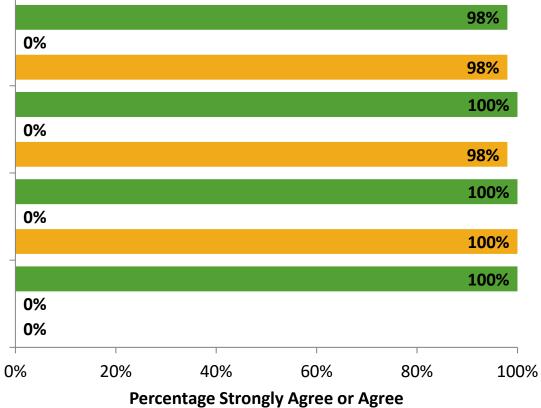
How strongly do you agree or disagree with the following statements?

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.

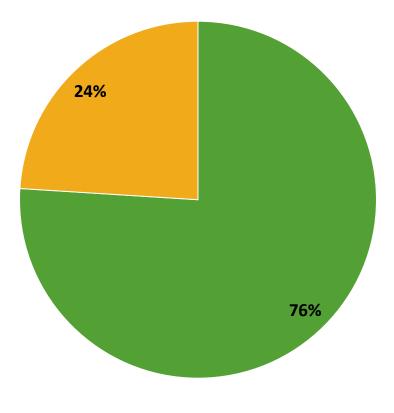
The principal and assistant principal(s) are visible at school events.



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

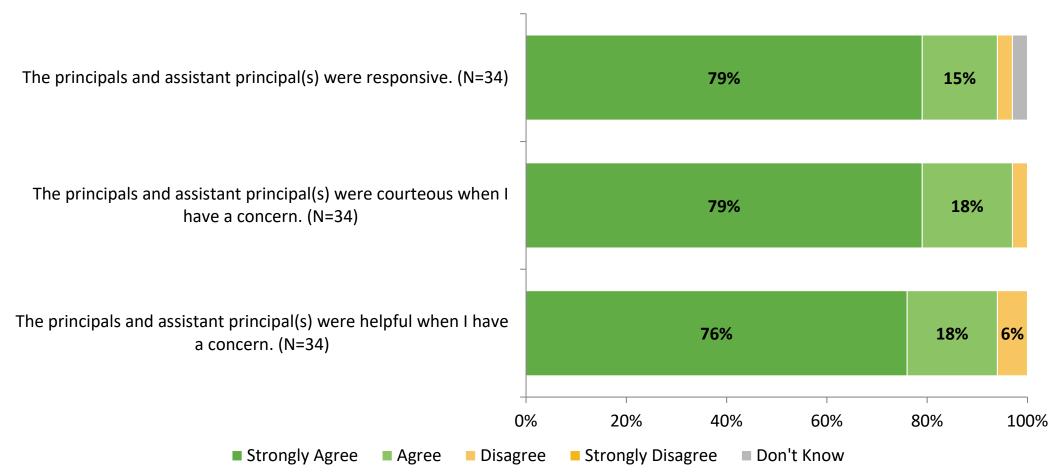
Communications with School Leadership

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

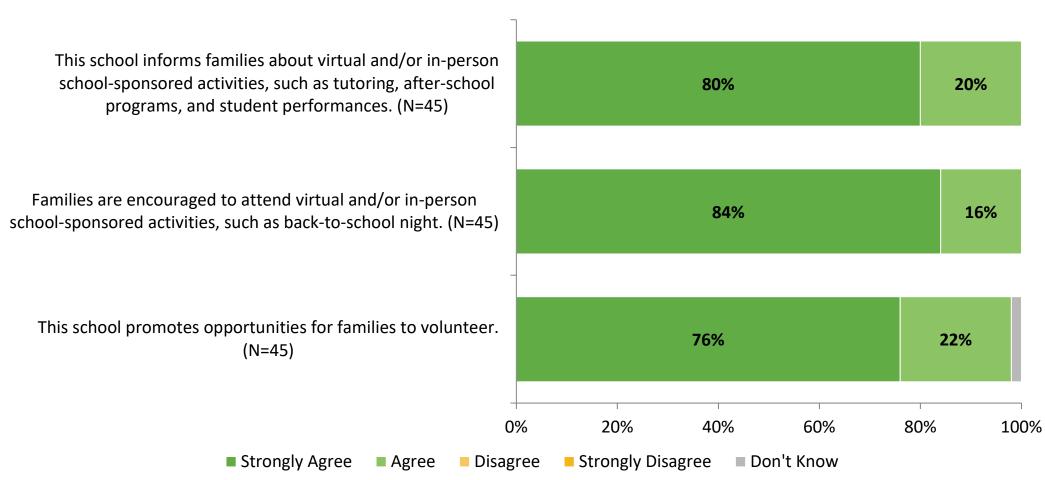
How strongly do you agree or disagree with the following statements?



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Family Involvement

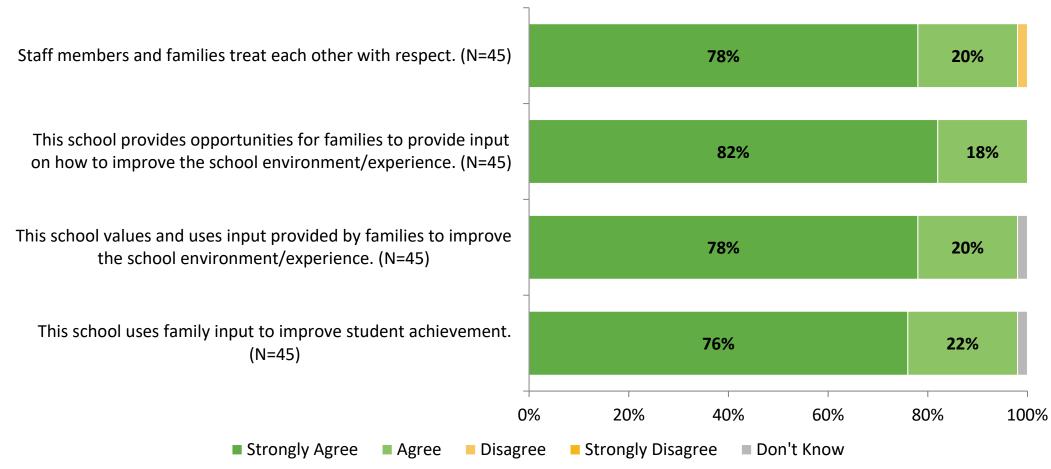
How strongly do you agree or disagree with the following statements?



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Family Involvement (Continued)

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



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Family Involvement: Comparison Over Time

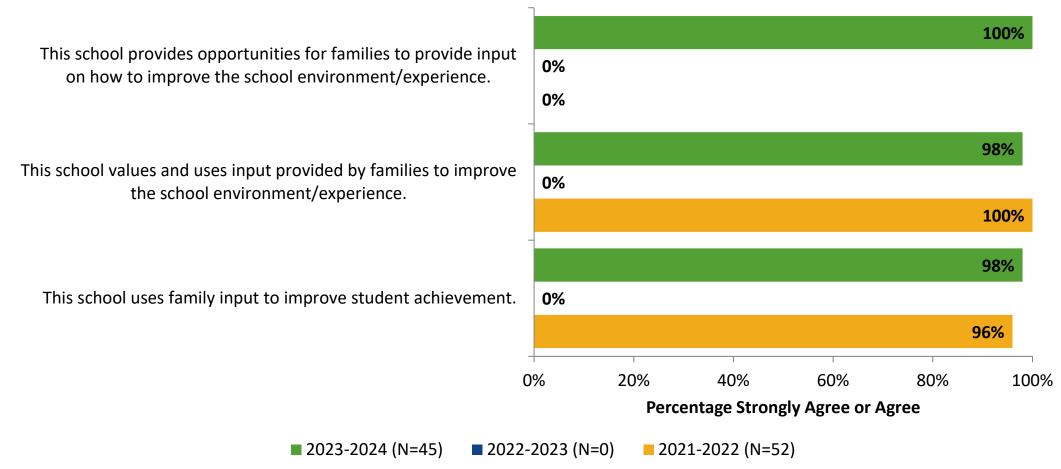
How strongly do you agree or disagree with the following statements?

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	0%					100%
						100%
						100%
school-sponsored activities, such as back-to-school night.	0%					100%
	-					98%
	0%					
	0%					
Staff members and families treat each other with respect.	0%					98%
						98%
C	0%	20%	40%	60%	80%	100%
	Percentage Strongly Agree or Agree					
■ 2023-2024 (N=45) ■ 2	2022-2023	3 (N=0)	<mark>=</mark> 2021-2022 (N=	=52)		

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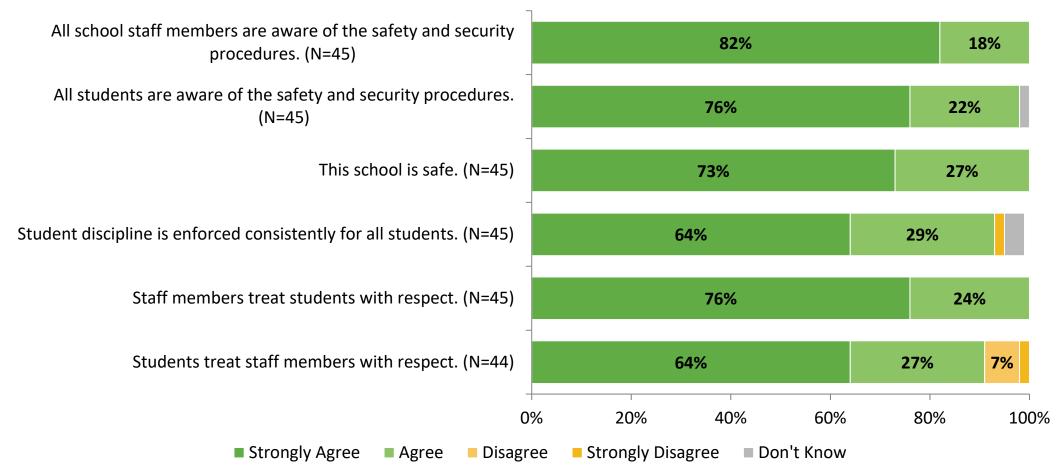
Family Involvement: Comparison Over Time (Continued)

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



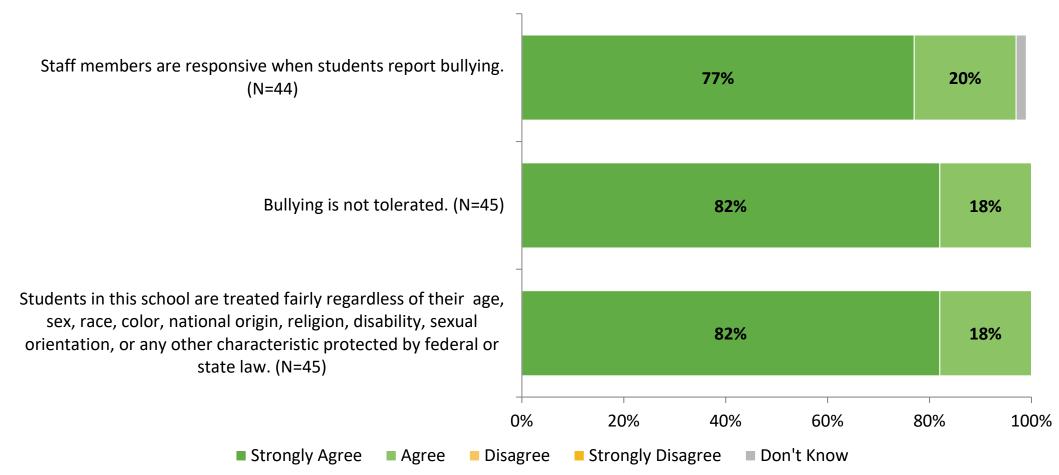
Safety and Behavior

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



Safety and Behavior (Continued)

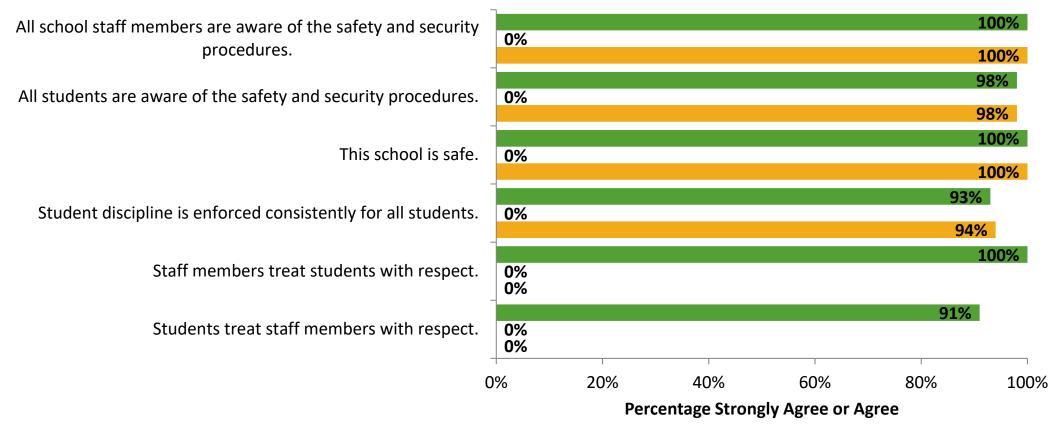
How strongly do you agree or disagree with the following statements?



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Safety and Behavior: Comparison Over Time

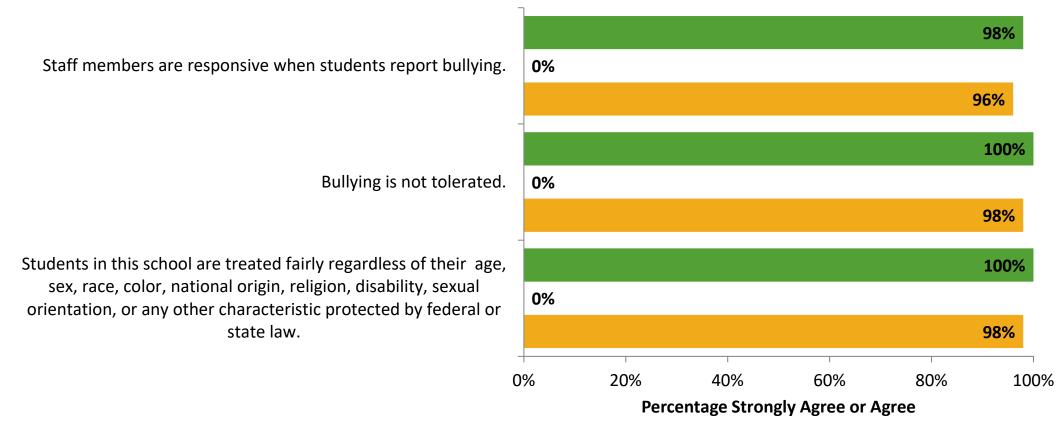
How strongly do you agree or disagree with the following statements?



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

Safety and Behavior: 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)

Highest Ranking Indicators

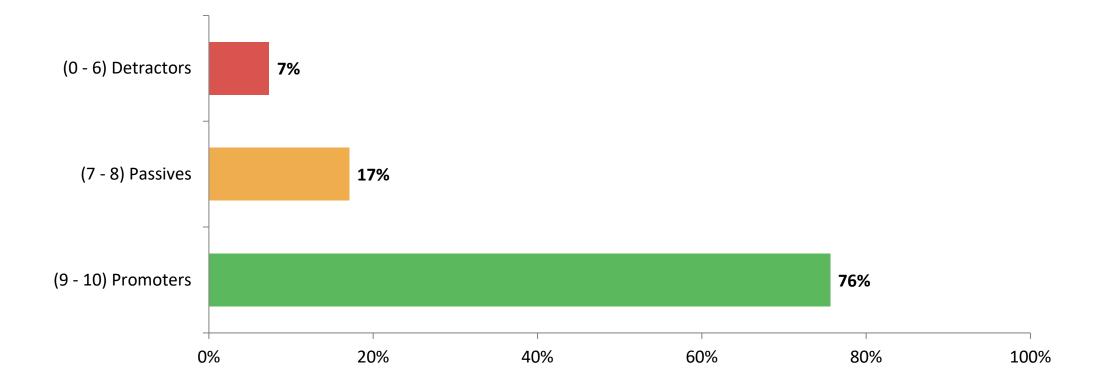
Survey Item	Percentage Strongly Agree or Agree (%)	Dimension	
How would you rate the overall quality of the education at your school?	100%	Overall Quality	
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	100%	Student Support	
There is a teacher, 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)

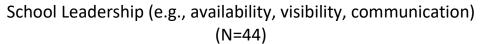


Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district and can potentially be connected to district growth. It is calculated by subtracting the percentage of detractors from promoters which gives a value between -100 to 100. A positive score means there are more people 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.

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Factors Driving School NPS

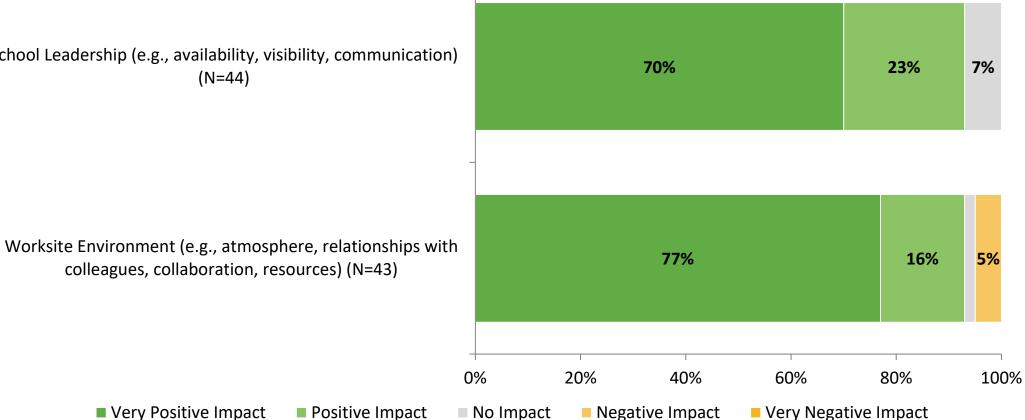
How do the following areas impact your rating of your school?



colleagues, collaboration, resources) (N=43)

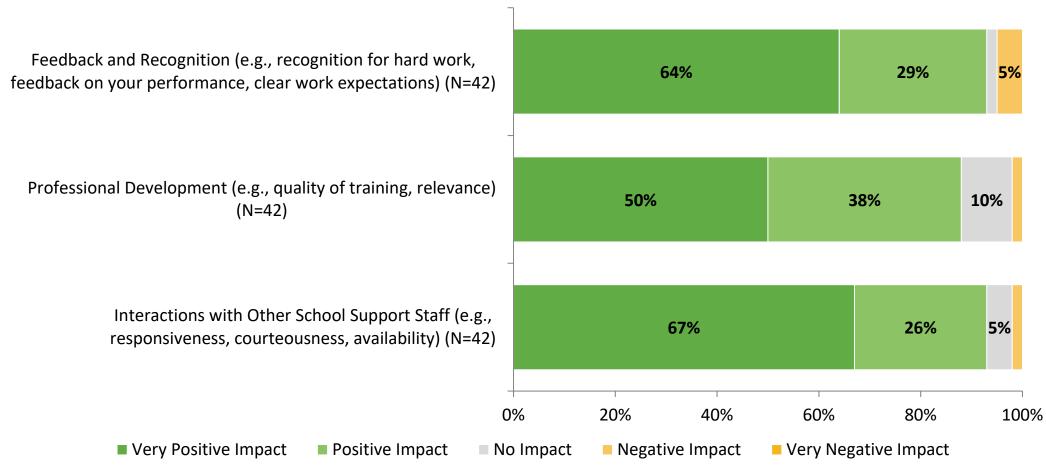
Positive Impact

Very Positive Impact



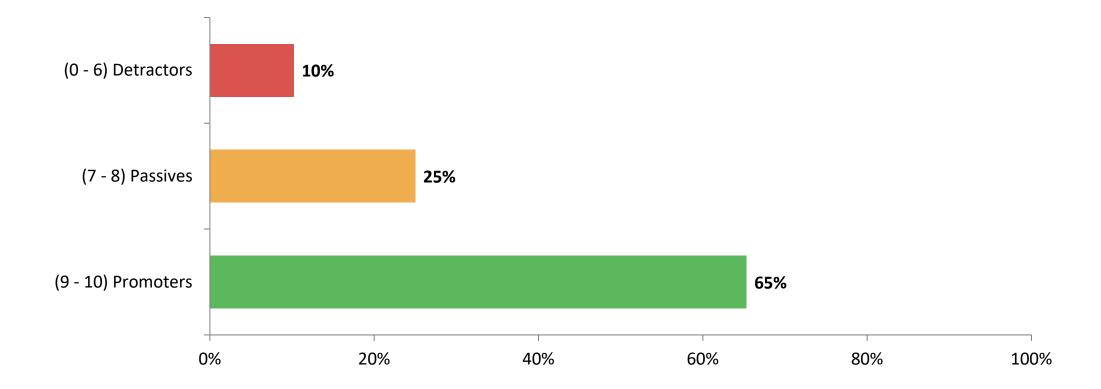
Factors Driving School NPS (Continued)

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=49)

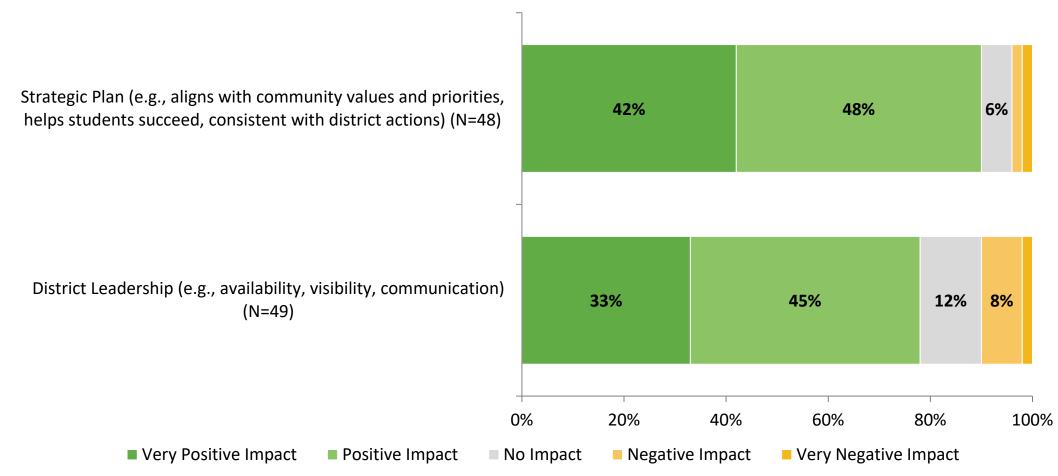


Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district and can potentially be connected to district growth. It is calculated by subtracting the percentage of detractors from promoters which gives a value between -100 to 100. A positive score means there are more people 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.

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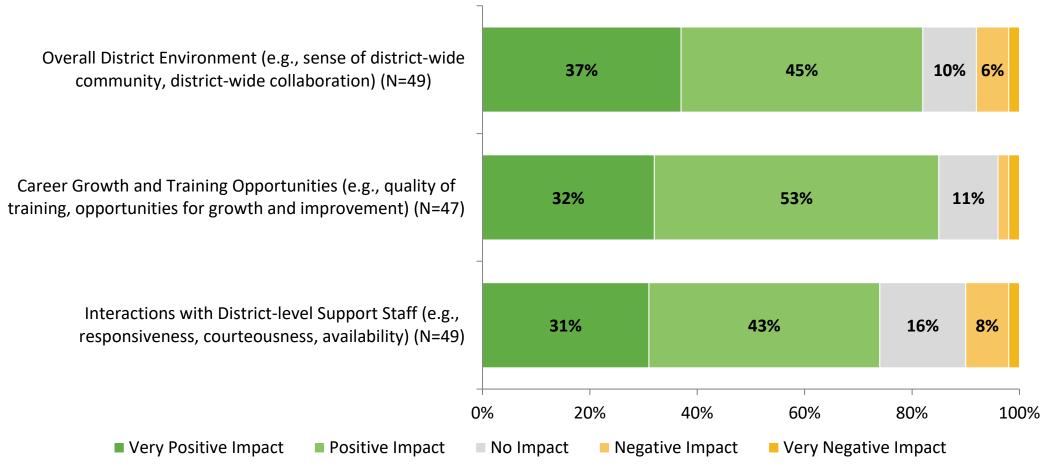
Factors Driving District NPS

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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