Employee Engagement Survey: Paul B. Stephens ESE Center

Results and Analysis

2023-2024
Questions for All Staff Members
Overall Engagement

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

1. I am proud to work for Pinellas County Schools. (N=34)
   - Strongly Agree: 47%
   - Agree: 29%
   - Neither Disagree nor Agree: 15%
   - Disagree: 6%
   - Strongly Disagree: 0%

2. Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=34)
   - Strongly Agree: 44%
   - Agree: 29%
   - Neither Disagree nor Agree: 18%
   - Disagree: 6%
   - Strongly Disagree: 0%

3. I am engaged in my work. (N=34)
   - Strongly Agree: 65%
   - Agree: 29%
   - Neither Disagree nor Agree: 6%
   - Disagree: 0%
   - Strongly Disagree: 0%

4. My work is interesting. (N=34)
   - Strongly Agree: 59%
   - Agree: 29%
   - Neither Disagree nor Agree: 6%
   - Disagree: 0%
   - Strongly Disagree: 0%

5. I am motivated to contribute more than what is expected of me. (N=34)
   - Strongly Agree: 56%
   - Agree: 26%
   - Neither Disagree nor Agree: 12%
   - Disagree: 6%
   - Strongly Disagree: 0%

K12 Insight
Overall Engagement (Continued)

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

- I see professional growth and long-term career opportunities with Pinellas County Schools. (N=34)
  - Strongly Agree: 32%
  - Agree: 26%
  - Neither Disagree nor Agree: 24%
  - Disagree: 12%
  - Strongly Disagree: 6%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=34)
  - Strongly Agree: 38%
  - Agree: 29%
  - Neither Disagree nor Agree: 15%
  - Disagree: 9%
  - Strongly Disagree: 9%

- I enjoy working with my direct supervisor. (N=34)
  - Strongly Agree: 47%
  - Agree: 24%
  - Neither Disagree nor Agree: 18%
  - Disagree: 9%

- I am optimistic about the future of Pinellas County Schools. (N=34)
  - Strongly Agree: 32%
  - Agree: 26%
  - Neither Disagree nor Agree: 21%
  - Disagree: 12%
  - Strongly Disagree: 9%
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

- **I am proud to work for Pinellas County Schools.**
  - 2023-2024 (N=34): 76%
  - 2022-2023 (N=46): 87%
  - 2021-2022 (N=86): 74%

- **Employment with Pinellas County Schools gives me a feeling of accomplishment.**
  - 2023-2024 (N=34): 74%
  - 2022-2023 (N=46): 85%
  - 2021-2022 (N=86): 74%

- **I am engaged in my work.**
  - 2023-2024 (N=34): 94%
  - 2022-2023 (N=46): 98%
  - 2021-2022 (N=86): 94%

- **My work is interesting.**
  - 2023-2024 (N=34): 88%
  - 2022-2023 (N=46): 96%
  - 2021-2022 (N=86): 92%

- **I am motivated to contribute more than what is expected of me.**
  - 2023-2024 (N=34): 82%
  - 2022-2023 (N=46): 85%
  - 2021-2022 (N=86): 81%

- **I see professional growth and long-term career opportunities with Pinellas County Schools.**
  - 2023-2024 (N=34): 59%
  - 2022-2023 (N=46): 60%
  - 2021-2022 (N=86): 78%
Overall Engagement: Comparison Over Time (Continued)

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

I would feel comfortable referring a good friend to work for Pinellas County Schools.
- 2023-2024 (N=34): 68%
- 2022-2023 (N=46): 76%
- 2021-2022 (N=86): 63%

I enjoy working with my direct supervisor.
- 2023-2024 (N=34): 71%
- 2022-2023 (N=46): 78%
- 2021-2022 (N=86): 80%

I am optimistic about the future of Pinellas County Schools.
- 2023-2024 (N=34): 59%
- 2022-2023 (N=46): 65%
- 2021-2022 (N=86): 60%

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree
Mission and Vision

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

- I am familiar with Pinellas County Schools’ mission to prepare all students for college, career and life and vision of 100% student success. (N=34)
  - Strongly Agree: 38%
  - Agree: 50%
  - Neither Disagree nor Agree: 9%

- I know how I can fulfill Pinellas County Schools' mission and vision. (N=34)
  - Strongly Agree: 26%
  - Agree: 56%
  - Neither Disagree nor Agree: 6%

- I support the district’s mission and vision. (N=34)
  - Strongly Agree: 32%
  - Agree: 53%
  - Neither Disagree nor Agree: 6%

- The district’s mission and vision is clearly defined. (N=34)
  - Strongly Agree: 29%
  - Agree: 53%
  - Neither Disagree nor Agree: 6%
Mission and Vision (Continued)

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

- The district is moving in a direction that reflects our mission and vision. (N=34)
  - Strongly Agree: 21%
  - Agree: 35%
  - Neither Disagree nor Agree: 24%
  - Disagree: 12%
  - Strongly Disagree: 9%

- I can provide input on how the district accomplishes its mission. (N=34)
  - Strongly Agree: 18%
  - Agree: 41%
  - Neither Disagree nor Agree: 21%
  - Disagree: 12%
  - Strongly Disagree: 9%

- I am familiar with the Core Values of Pinellas County Schools. (N=33)
  - Strongly Agree: 36%
  - Agree: 58%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%
Mission and Vision: Comparison Over Time

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

I am familiar with Pinellas County Schools’ mission to prepare all students for college, career and life and vision of 100% student success.

- 2023-2024 (N=34): 88%
- 2022-2023 (N=45): 93%
- 2021-2022 (N=86): 91%

I know how I can fulfill Pinellas County Schools’ mission and vision.

- 2023-2024 (N=34): 82%
- 2022-2023 (N=45): 84%
- 2021-2022 (N=86): 83%

I support the district’s mission and vision.

- 2023-2024 (N=34): 85%
- 2022-2023 (N=45): 93%
- 2021-2022 (N=86): 88%

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?

- The district’s mission and vision is clearly defined.
  - 2023-2024 (N=34): 82%
  - 2022-2023 (N=45): 89%
  - 2021-2022 (N=86): 85%

- The district is moving in a direction that reflects our mission and vision.
  - 2023-2024 (N=34): 56%
  - 2022-2023 (N=45): 71%
  - 2021-2022 (N=86): 69%

- I can provide input on how the district accomplishes its mission.
  - 2023-2024 (N=34): 59%
  - 2022-2023 (N=45): 64%
  - 2021-2022 (N=86): 58%

- I am familiar with the Core Values of Pinellas County Schools.
  - 2023-2024 (N=34): 94%
  - 2022-2023 (N=45): 96%
  - 2021-2022 (N=86): 0%

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?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Disagree nor Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>District leaders’ actions are consistent with their words. (N=34)</td>
<td>9%</td>
<td>35%</td>
<td>35%</td>
<td>12%</td>
<td>9%</td>
</tr>
<tr>
<td>District leaders understand the professional needs of district and school employees. (N=34)</td>
<td>6%</td>
<td>29%</td>
<td>29%</td>
<td>15%</td>
<td>21%</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key issues. (N=34)</td>
<td>6%</td>
<td>26%</td>
<td>29%</td>
<td>18%</td>
<td>21%</td>
</tr>
</tbody>
</table>

![Bar chart showing responses to district leadership questions]
How strongly do you agree or disagree with the following statements?

District leaders encourage employees to share ideas to improve performance. (N=34)

- Strongly Agree: 6%
- Agree: 38%
- Neither Disagree nor Agree: 35%
- Disagree: 6%
- Strongly Disagree: 15%

District leaders promote a positive, district-wide work culture. (N=34)

- Strongly Agree: 6%
- Agree: 41%
- Neither Disagree nor Agree: 29%
- Disagree: 21%
### District Leadership: Comparison Over Time

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>2023-2024 (N=34)</th>
<th>2022-2023 (N=45)</th>
<th>2021-2022 (N=85)</th>
</tr>
</thead>
<tbody>
<tr>
<td>District leaders’ actions are consistent with their words.</td>
<td>44%</td>
<td>62%</td>
<td>45%</td>
</tr>
<tr>
<td>District leaders understand the professional needs of district and school</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>employees.</td>
<td>35%</td>
<td>60%</td>
<td>38%</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>issues.</td>
<td>32%</td>
<td>49%</td>
<td>41%</td>
</tr>
<tr>
<td>District leaders encourage employees to share ideas to improve performance.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>44%</td>
<td>58%</td>
<td>40%</td>
</tr>
<tr>
<td>District leaders promote a positive, district-wide work culture.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>47%</td>
<td>62%</td>
<td>45%</td>
</tr>
</tbody>
</table>

**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?

- The actions of my direct supervisor are consistent with their words. (N=34)
  - Strongly Agree: 38%
  - Agree: 32%
  - Neither Disagree nor Agree: 12%
  - Disagree: 12%
  - Strongly Disagree: 6%

- I can count on the support of my direct supervisor when addressing problems or issues. (N=34)
  - Strongly Agree: 41%
  - Agree: 26%
  - Neither Disagree nor Agree: 12%
  - Disagree: 9%
  - Strongly Disagree: 12%

- I trust my direct supervisor to make good decisions on things that impact their school community/department. (N=34)
  - Strongly Agree: 41%
  - Agree: 29%
  - Neither Disagree nor Agree: 12%
  - Disagree: 15%

- My direct supervisor is available when needed. (N=34)
  - Strongly Agree: 41%
  - Agree: 26%
  - Neither Disagree nor Agree: 12%
  - Disagree: 9%
  - Strongly Disagree: 12%
Worksite Leadership (Continued)

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

My direct supervisor clearly communicates their expectations of my job performance. (N=34)

- Strongly Agree: 41%
- Agree: 32%
- Neither Disagree nor Agree: 18%
- Disagree: 6%

My direct supervisor effectively communicates about important issues that affect me. (N=34)

- Strongly Agree: 41%
- Agree: 24%
- Neither Disagree nor Agree: 15%
- Disagree: 18%

My direct supervisor implements employee policies fairly in my school or department. (N=34)

- Strongly Agree: 41%
- Agree: 26%
- Neither Disagree nor Agree: 15%
- Disagree: 9%
- Strongly Disagree: 9%
Worksite Leadership (Continued)

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

My direct supervisor promotes a positive work culture. (N=34)
- Strongly Agree: 41%
- Agree: 29%
- Neither Disagree nor Agree: 9%
- Disagree: 9%
- Strongly Disagree: 12%

My direct supervisor encourages collaboration within and across teams in my school or department. (N=34)
- Strongly Agree: 41%
- Agree: 29%
- Neither Disagree nor Agree: 15%
- Disagree: 6%
- Strongly Disagree: 9%
Worksite Leadership: Comparison Over Time

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

- The actions of my direct supervisor are consistent with their words.
- I can count on the support of my direct supervisor when addressing problems or issues.
- I trust my direct supervisor to make good decisions on things that impact their school community/department.
- My direct supervisor is available when needed.
- My direct supervisor clearly communicates their expectations of my job performance.

<table>
<thead>
<tr>
<th>Statement</th>
<th>2023-2024 (N=34)</th>
<th>2022-2023 (N=45)</th>
<th>2021-2022 (N=86)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The actions of my direct supervisor are consistent with their words.</td>
<td>71%</td>
<td>80%</td>
<td>78%</td>
</tr>
<tr>
<td>I can count on the support of my direct supervisor when addressing issues</td>
<td>68%</td>
<td>69%</td>
<td>81%</td>
</tr>
<tr>
<td>I trust my direct supervisor to make good decisions</td>
<td>71%</td>
<td>76%</td>
<td>80%</td>
</tr>
<tr>
<td>My direct supervisor is available when needed</td>
<td>0%</td>
<td>84%</td>
<td>0%</td>
</tr>
<tr>
<td>My direct supervisor clearly communicates their expectations of my job performance</td>
<td>74%</td>
<td>76%</td>
<td>84%</td>
</tr>
</tbody>
</table>
Worksite Leadership: Comparison Over Time (Continued)

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

- **My direct supervisor effectively communicates about important issues that affect me.**
  - 2023-2024 (N=34): 65%
  - 2022-2023 (N=45): 73%
  - 2021-2022 (N=86): 80%

- **My direct supervisor implements employee policies fairly in my school or department.**
  - 2023-2024 (N=34): 68%
  - 2022-2023 (N=45): 71%
  - 2021-2022 (N=86): 76%

- **My direct supervisor promotes a positive work culture.**
  - 2023-2024 (N=34): 71%
  - 2022-2023 (N=45): 76%
  - 2021-2022 (N=86): 81%

- **My direct supervisor encourages collaboration within and across teams in my school or department.**
  - 2023-2024 (N=34): 71%
  - 2022-2023 (N=45): 76%
  - 2021-2022 (N=86): 83%

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?

Pinellas County Schools recognizes employees for their high-quality work and accomplishments. (N=34)

- Strongly Agree: 15%
- Agree: 38%
- Neither Disagree nor Agree: 18%
- Disagree: 18%
- Strongly Disagree: 12%

I feel appreciated for my work. (N=34)

- Strongly Agree: 21%
- Agree: 29%
- Neither Disagree nor Agree: 15%
- Disagree: 18%
- Strongly Disagree: 18%

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=34)

- Strongly Agree: 26%
- Agree: 29%
- Neither Disagree nor Agree: 24%
- Disagree: 9%
- Strongly Disagree: 12%

My principal/direct supervisor recognizes employees for their high-quality work and accomplishments. (N=34)

- Strongly Agree: 29%
- Agree: 29%
- Neither Disagree nor Agree: 24%
- Disagree: 9%
- Strongly Disagree: 9%
Feedback and Recognition: Comparison Over Time

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

- Pinellas County Schools recognizes employees for their high-quality work and accomplishments.
- I feel appreciated for my work.
- My direct supervisor regularly gives me constructive feedback to improve my performance.
- My principal/direct supervisor recognizes employees for their high-quality work and accomplishments.

<table>
<thead>
<tr>
<th>Statement</th>
<th>2023-2024 (N=34)</th>
<th>2022-2023 (N=45)</th>
<th>2021-2022 (N=86)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pinellas County Schools recognizes employees for their high-quality work and accomplishments.</td>
<td>53%</td>
<td>42%</td>
<td>64%</td>
</tr>
<tr>
<td>I feel appreciated for my work.</td>
<td>50%</td>
<td>61%</td>
<td>69%</td>
</tr>
<tr>
<td>My direct supervisor regularly gives me constructive feedback to improve my performance.</td>
<td>56%</td>
<td>62%</td>
<td>69%</td>
</tr>
<tr>
<td>My principal/direct supervisor recognizes employees for their high-quality work and accomplishments.</td>
<td>59%</td>
<td>62%</td>
<td>69%</td>
</tr>
</tbody>
</table>

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?

My colleagues help create a positive work environment. (N=34)
- Strongly Agree: 38%
- Agree: 41%
- Neither Disagree nor Agree: 12%
- Disagree: 6%
- Strongly Disagree: 6%

I have the materials I need to do my job. (N=34)
- Strongly Agree: 32%
- Agree: 47%
- Neither Disagree nor Agree: 6%
- Disagree: 12%

My colleagues support me. (N=34)
- Strongly Agree: 41%
- Agree: 44%
- Neither Disagree nor Agree: 6%
- Disagree: 6%

I work in an atmosphere where there is mutual respect among staff. (N=34)
- Strongly Agree: 26%
- Agree: 50%
- Neither Disagree nor Agree: 9%
- Disagree: 9%
- Strongly Disagree: 6%

Collaboration is encouraged within and across teams in my school or department. (N=33)
- Strongly Agree: 33%
- Agree: 48%
- Neither Disagree nor Agree: 6%
- Disagree: 9%
How strongly do you agree or disagree with the following statements?

- My colleagues help create a positive work environment.
- I have the materials I need to do my job.
- My colleagues support me.
- I work in an atmosphere where there is mutual respect among staff.
- Collaboration is encouraged within and across teams in my school or department.

**Percentage Strongly Agree or Agree (%)**

- My colleagues help create a positive work environment: 2023-2024 (N=34) 79%, 2022-2023 (N=45) 76%, 2021-2022 (N=86) 77%
- I have the materials I need to do my job: 79%, 82%, 80%
- My colleagues support me: 85%, 76%, 80%
- I work in an atmosphere where there is mutual respect among staff: 76%, 60%, 69%
- Collaboration is encouraged within and across teams in my school or department: 82%, 0%
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=34)
  - Strongly Agree: 21%
  - Agree: 56%
  - Neither Disagree nor Agree: 12%
  - Disagree: 6%
  - Strongly Disagree: 6%

- The training I have received from the district has helped me perform my job more effectively. (N=34)
  - Strongly Agree: 21%
  - Agree: 47%
  - Neither Disagree nor Agree: 9%
  - Disagree: 18%
  - Strongly Disagree: 6%

- The training I have received from my worksite has helped me perform my job more effectively. (N=34)
  - Strongly Agree: 21%
  - Agree: 47%
  - Neither Disagree nor Agree: 12%
  - Disagree: 12%
  - Strongly Disagree: 9%

- The district’s professional development supports district initiatives. (N=33)
  - Strongly Agree: 21%
  - Agree: 55%
  - Neither Disagree nor Agree: 9%
  - Disagree: 6%
  - Strongly Disagree: 9%
Career Growth and Training Opportunities (Continued)

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

My direct supervisor encourages continued education and professional growth. (N=34)

- 29% Strongly Agree
- 32% Agree
- 26% Neither Disagree nor Agree
- 9% Disagree
- 0% Strongly Disagree

My direct supervisor identifies opportunities for my professional growth and improvement. (N=34)

- 24% Strongly Agree
- 47% Agree
- 18% Neither Disagree nor Agree
- 6% Disagree
- 6% Strongly Disagree
Career Growth and Training Opportunities (Continued)

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

I have the opportunity to provide input for individualizing my own professional development opportunities. (N=34)

- Strongly Agree: 21%
- Agree: 50%
- Neither Disagree nor Agree: 12%
- Disagree: 6%
- Strongly Disagree: 12%

There are leadership opportunities for me in my school or department. (N=34)

- Strongly Agree: 15%
- Agree: 41%
- Neither Disagree nor Agree: 18%
- Disagree: 9%
- Strongly Disagree: 18%
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.

<table>
<thead>
<tr>
<th>Statement</th>
<th>2023-2024 (N=34)</th>
<th>2022-2023 (N=45)</th>
<th>2021-2022 (N=86)</th>
</tr>
</thead>
<tbody>
<tr>
<td>The district encourages continued education and professional growth.</td>
<td>76%</td>
<td>80%</td>
<td>78%</td>
</tr>
<tr>
<td>The training I have received from the district has helped me perform my job more effectively.</td>
<td>68%</td>
<td>71%</td>
<td>57%</td>
</tr>
<tr>
<td>The training I have received from my worksite has helped me perform my job more effectively.</td>
<td>68%</td>
<td>76%</td>
<td>76%</td>
</tr>
<tr>
<td>The district’s professional development supports district initiatives.</td>
<td>76%</td>
<td>80%</td>
<td>67%</td>
</tr>
<tr>
<td>My direct supervisor encourages continued education and professional growth.</td>
<td>62%</td>
<td>73%</td>
<td>79%</td>
</tr>
</tbody>
</table>
How strongly do you agree or disagree with the following statements?

- My direct supervisor identifies opportunities for my professional growth and improvement.
  - 2023-2024 (N=34): 71%
  - 2022-2023 (N=45): 71%
  - 2021-2022 (N=86): 66%

- I have the opportunity to provide input for individualizing my own professional development opportunities.
  - 2023-2024 (N=34): 71%
  - 2022-2023 (N=45): 76%
  - 2021-2022 (N=86): 67%

- There are leadership opportunities for me in my school or department.
  - 2023-2024 (N=34): 48%
  - 2022-2023 (N=45): 56%
  - 2021-2022 (N=86): 71%
Questions for Campus-based Staff Members
Overall Quality

How would you rate the overall quality of the education at your school? (N=24)

<table>
<thead>
<tr>
<th>Response</th>
<th>Count (N)</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent</td>
<td>7</td>
<td>29%</td>
</tr>
<tr>
<td>Good</td>
<td>9</td>
<td>38%</td>
</tr>
<tr>
<td>Fair</td>
<td>5</td>
<td>21%</td>
</tr>
<tr>
<td>Poor</td>
<td>3</td>
<td>13%</td>
</tr>
</tbody>
</table>

- Excellent: 29%
- Good: 38%
- Fair: 21%
- Poor: 13%
Academic Support

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

- Teachers set high expectations for all students. (N=24)
  - Strongly Agree: 21%
  - Agree: 54%
  - Disagree: 13%
  - Strongly Disagree: 8%
  - Don't Know: 0%

- Teachers clearly explain learning standards and expectations to all students. (N=24)
  - Strongly Agree: 17%
  - Agree: 50%
  - Disagree: 21%
  - Strongly Disagree: 13%
  - Don't Know: 0%

- Students are challenged by their schoolwork. (N=24)
  - Strongly Agree: 21%
  - Agree: 42%
  - Disagree: 21%
  - Strongly Disagree: 8%
  - Don't Know: 8%
How strongly do you agree or disagree with the following statements?

- Teachers give timely feedback about student work. (N=24)
  - Strongly Agree: 17%
  - Agree: 54%
  - Disagree: 8%
  - Strongly Disagree: 21%
  - Don't Know: 0%

- Teachers give helpful feedback about student work. (N=24)
  - Strongly Agree: 21%
  - Agree: 50%
  - Disagree: 17%
  - Strongly Disagree: 13%
  - Don't Know: 0%

- Teachers successfully show students how lessons relate to life outside of school. (N=24)
  - Strongly Agree: 17%
  - Agree: 54%
  - Disagree: 21%
  - Strongly Disagree: 8%
  - Don't Know: 0%

- This school offers a variety of academic courses. (N=24)
  - Strongly Agree: 17%
  - Agree: 54%
  - Disagree: 17%
  - Strongly Disagree: 8%
  - Don't Know: 0%
Academic Support: Comparison Over Time

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

- Teachers set high expectations for all students.
  - 2023-2024 (N=24): 75%
  - 2022-2023 (N=30): 67%
  - 2021-2022 (N=70): 63%

- Teachers clearly explain learning standards and expectations to all students.
  - 2023-2024 (N=24): 75%
  - 2022-2023 (N=30): 67%
  - 2021-2022 (N=70): 63%

- Students are challenged by their schoolwork.
  - 2023-2024 (N=24): 94%
  - 2022-2023 (N=30): 77%
  - 2021-2022 (N=70): 90%

- Teachers give timely feedback about student work.
  - 2023-2024 (N=24): 86%
  - 2022-2023 (N=30): 79%
  - 2021-2022 (N=70): 83%

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?

- Teachers give helpful feedback about student work.
  - 2023-2024 (N=24): 90%
  - 2022-2023 (N=30): 87%
  - 2021-2022 (N=70): 83%

- Teachers successfully show students how lessons relate to life outside of school.
  - 2023-2024 (N=24): 71%
  - 2022-2023 (N=30): 71%
  - 2021-2022 (N=70): 83%

- This school offers a variety of academic courses.
  - 2023-2024 (N=24): 77%
  - 2022-2023 (N=30): 76%
  - 2021-2022 (N=70): 76%

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

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

- There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem. (N=25)
  - Strongly Agree: 32%
  - Agree: 64%

- There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=25)
  - Strongly Agree: 32%
  - Agree: 64%

- This school offers students a variety of extracurricular activities. (N=24)
  - Strongly Agree: 17%
  - Agree: 33%
  - Disagree: 21%
  - Strongly Disagree: 25%
Student Support (Continued)

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

Students receive the support they need to prepare for the next grade level and life after high school. (N=24)

- Strongly Agree: 21%
- Agree: 38%
- Disagree: 25%
- Strongly Disagree: 13%

Teachers in this school genuinely care about their students. (N=25)

- Strongly Agree: 48%
- Agree: 40%
- Disagree: 8%

Students in this school receive support that addresses their individual needs. (N=24)

- Strongly Agree: 33%
- Agree: 54%
- Disagree: 8%
**Student Support: Comparison Over Time**

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>2023-2024 (N=25)</th>
<th>2022-2023 (N=30)</th>
<th>2021-2022 (N=71)</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.</td>
<td>96%</td>
<td>97%</td>
<td>91%</td>
</tr>
<tr>
<td>There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.</td>
<td>96%</td>
<td>97%</td>
<td>89%</td>
</tr>
<tr>
<td>This school offers students a variety of extracurricular activities.</td>
<td>50%</td>
<td>50%</td>
<td>46%</td>
</tr>
</tbody>
</table>

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?

- Students receive the support they need to prepare for the next grade level and life after high school.
  - 2023-2024 (N=25): 58%
  - 2022-2023 (N=30): 74%
  - 2021-2022 (N=71): 85%

- Teachers in this school genuinely care about their students.
  - 2023-2024 (N=25): 88%
  - 2022-2023 (N=30): 0%
  - 2021-2022 (N=71): 0%

- Students in this school receive support that addresses their individual needs.
  - 2023-2024 (N=25): 87%
  - 2022-2023 (N=30): 88%
  - 2021-2022 (N=71): 89%

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

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. (N=25)

- Strongly Agree: 24%
- Agree: 44%
- Disagree: 12%
- Strongly Disagree: 16%
- Don't Know: 0%

The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year. (N=25)

- Strongly Agree: 28%
- Agree: 44%
- Disagree: 16%
- Strongly Disagree: 12%
- Don't Know: 0%
School Leadership (Continued)

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

The principal and assistant principal(s) are visible on campus throughout the school day. (N=25)
- Strongly Agree: 48%
- Agree: 32%
- Disagree: 8%
- Strongly Disagree: 8%

The principal and assistant principal(s) are visible at school events. (N=25)
- Strongly Agree: 40%
- Agree: 44%
- Disagree: 8%
**School Leadership: Comparison Over Time**

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

1. The principal and assistant principal(s) make decisions that are in the best interests of all students.
   - Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know
   - **2023-2024 (N=25):** 68% Strongly Agree, 81% Agree, 87% Overall
   - **2022-2023 (N=31):** 72% Strongly Agree, 74% Agree, 86% Overall
   - **2021-2022 (N=71):** 80% Strongly Agree, 81% Agree, 87% Overall

2. The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.
   - **2023-2024 (N=25):** 72% Strongly Agree, 74% Agree, 86% Overall
   - **2022-2023 (N=31):** 72% Strongly Agree, 74% Agree, 86% Overall
   - **2021-2022 (N=71):** 80% Strongly Agree, 81% Agree, 87% Overall

3. The principal and assistant principal(s) are visible on campus throughout the school day.
   - **2023-2024 (N=25):** 80% Strongly Agree, 81% Agree, 87% Overall
   - **2022-2023 (N=31):** 80% Strongly Agree, 81% Agree, 87% Overall
   - **2021-2022 (N=71):** 80% Strongly Agree, 81% Agree, 87% Overall

4. The principal and assistant principal(s) are visible at school events.
   - **2023-2024 (N=25):** 84% Strongly Agree, 94% Agree, 94% Overall
   - **2022-2023 (N=31):** 84% Strongly Agree, 94% Agree, 94% Overall
   - **2021-2022 (N=71):** 84% Strongly Agree, 94% Agree, 94% Overall

*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=25)

- Yes: 17 (68%)
- No: 8 (32%)
Perceptions of Communication with School Leadership

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

The principals and assistant principal(s) were responsive. (N=17)
- Strongly Agree: 35%
- Agree: 35%
- Disagree: 6%
- Strongly Disagree: 24%

The principals and assistant principal(s) were courteous when I have a concern. (N=17)
- Strongly Agree: 41%
- Agree: 35%
- Disagree: 12%
- Strongly Disagree: 12%

The principals and assistant principal(s) were helpful when I have a concern. (N=17)
- Strongly Agree: 35%
- Agree: 35%
- Disagree: 6%
- Strongly Disagree: 24%
Family Involvement

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. (N=26)

- Strongly Agree: 35%
- Agree: 54%
- Strongly Disagree: 8%
- Disagree: 0%
- Don't Know: 0%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=26)

- Strongly Agree: 38%
- Agree: 54%
- Strongly Disagree: 8%
- Disagree: 0%
- Don't Know: 0%

This school promotes opportunities for families to volunteer. (N=26)

- Strongly Agree: 35%
- Agree: 50%
- Strongly Disagree: 8%
- Disagree: 0%
- Don't Know: 0%
Family Involvement (Continued)

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

- Staff members and families treat each other with respect. (N=26)
  - Strongly Agree: 31%
  - Agree: 54%
  - Disagree: 12%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- This school provides opportunities for families to provide input on how to improve the school environment/experience. (N=26)
  - Strongly Agree: 23%
  - Agree: 50%
  - Disagree: 12%
  - Strongly Disagree: 8%
  - Don't Know: 8%

- This school values and uses input provided by families to improve the school environment/experience. (N=26)
  - Strongly Agree: 23%
  - Agree: 50%
  - Disagree: 15%
  - Strongly Disagree: 8%
  - Don't Know: 8%

- This school uses family input to improve student achievement. (N=26)
  - Strongly Agree: 23%
  - Agree: 42%
  - Disagree: 23%
  - Strongly Disagree: 8%
  - Don't Know: 8%
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.
  - 2023-2024 (N=26): 88% Strongly Agree, 77% Agree
  - 2022-2023 (N=31): 79% Agree
  - 2021-2022 (N=71): 79% Agree

- Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night.
  - 2023-2024 (N=26): 92% Strongly Agree
  - 2022-2023 (N=31): 90% Agree
  - 2021-2022 (N=71): 85% Agree

- This school promotes opportunities for families to volunteer.
  - 2023-2024 (N=26): 85% Strongly Agree, 68% Agree
  - 2022-2023 (N=31): 85% Agree
  - 2021-2022 (N=71): 0% Agree

- Staff members and families treat each other with respect.
  - 2023-2024 (N=26): 85% Strongly Agree, 77% Agree
  - 2022-2023 (N=31): 82% Agree
  - 2021-2022 (N=71): 82% Agree

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?

This school provides opportunities for families to provide input on how to improve the school environment/experience.
- 2023-2024 (N=26): 73%
- 2022-2023 (N=31): 68%
- 2021-2022 (N=71): 0%

This school values and uses input provided by families to improve the school environment/experience.
- 2023-2024 (N=26): 73%
- 2022-2023 (N=31): 68%
- 2021-2022 (N=71): 83%

This school uses family input to improve student achievement.
- 2023-2024 (N=26): 65%
- 2022-2023 (N=31): 71%
- 2021-2022 (N=71): 83%

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?

All school staff members are aware of the safety and security procedures. (N=26)

- Strongly Agree: 31%
- Agree: 62%
- Disagree: 8%
- Strongly Disagree: 8%
- Don't Know: 0%

All students are aware of the safety and security procedures. (N=26)

- Strongly Agree: 15%
- Agree: 54%
- Disagree: 15%
- Strongly Disagree: 8%
- Don't Know: 8%

This school is safe. (N=26)

- Strongly Agree: 35%
- Agree: 46%
- Disagree: 8%
- Strongly Disagree: 12%
- Don't Know: 0%

Student discipline is enforced consistently for all students. (N=25)

- Strongly Agree: 12%
- Agree: 44%
- Disagree: 24%
- Strongly Disagree: 16%
- Don't Know: 0%

Staff members treat students with respect. (N=26)

- Strongly Agree: 35%
- Agree: 54%
- Disagree: 8%
- Strongly Disagree: 8%
- Don't Know: 0%

Students treat staff members with respect. (N=25)

- Strongly Agree: 12%
- Agree: 44%
- Disagree: 28%
- Strongly Disagree: 12%
- Don't Know: 0%
How strongly do you agree or disagree with the following statements?

Staff members are responsive when students report bullying. (N=26)
- Strongly Agree: 31%
- Agree: 46%
- Disagree: 19%

Bullying is not tolerated. (N=26)
- Strongly Agree: 50%
- Agree: 27%
- Disagree: 15%

Students in this school are treated fairly regardless of their age, sex, race, color, national origin, religion, disability, sexual orientation, or any other characteristic protected by federal or state law. (N=26)
- Strongly Agree: 50%
- Agree: 42%
Safety and Behavior: Comparison Over Time

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

- All school staff members are aware of the safety and security procedures: 92% (2023-2024), 94% (2022-2023), 92% (2021-2022)
- All students are aware of the safety and security procedures: 69% (2023-2024), 69% (2022-2023), 73% (2021-2022)
- This school is safe: 81% (2023-2024), 84% (2022-2023), 89% (2021-2022)
- Student discipline is enforced consistently for all students: 56% (2023-2024), 72% (2022-2023), 74% (2021-2022)
- Staff members treat students with respect: 88% (2023-2024), 88% (2022-2023), 0% (2021-2022)
- Students treat staff members with respect: 0% (2023-2024), 56% (2022-2023), 65% (2021-2022)

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

Note: 0% indicates the question was not asked that year.
How strongly do you agree or disagree with the following statements?

- Staff members are responsive when students report bullying.
  - 2023-2024 (N=26): 77%
  - 2022-2023 (N=32): 84%
  - 2021-2022 (N=71): 81%

- Bullying is not tolerated.
  - 2023-2024 (N=26): 77%
  - 2022-2023 (N=32): 97%
  - 2021-2022 (N=71): 86%

- Students in this school are treated fairly regardless of their age, sex, race, color, national origin, religion, disability, sexual orientation, or any other characteristic protected by federal or state law.
  - 2023-2024 (N=26): 92%
  - 2022-2023 (N=32): 94%
  - 2021-2022 (N=71): 94%
## Highest Ranking Indicators

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Percentage Strongly Agree or Agree (%)</th>
<th>Dimension</th>
</tr>
</thead>
<tbody>
<tr>
<td>There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.</td>
<td>96%</td>
<td>Student Support</td>
</tr>
<tr>
<td>There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.</td>
<td>96%</td>
<td>Student Support</td>
</tr>
<tr>
<td>I am engaged in my work.</td>
<td>94%</td>
<td>Overall Engagement</td>
</tr>
<tr>
<td>I am familiar with the Core Values of Pinellas County Schools.</td>
<td>94%</td>
<td>Mission and Vision</td>
</tr>
<tr>
<td>Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night.</td>
<td>92%</td>
<td>Family Involvement</td>
</tr>
</tbody>
</table>
## Lowest Ranking Indicators

<table>
<thead>
<tr>
<th>Survey Item</th>
<th>Percentage Strongly Disagree or Disagree (%)</th>
<th>Dimension</th>
</tr>
</thead>
<tbody>
<tr>
<td>This school offers students a variety of extracurricular activities.</td>
<td>46%</td>
<td>Student Support</td>
</tr>
<tr>
<td>Student discipline is enforced consistently for all students.</td>
<td>40%</td>
<td>Safety and Behavior</td>
</tr>
<tr>
<td>Students treat staff members with respect.</td>
<td>40%</td>
<td>Safety and Behavior</td>
</tr>
<tr>
<td>Students receive the support they need to prepare for the next grade level and life after high school.</td>
<td>38%</td>
<td>Student Support</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key issues.</td>
<td>38%</td>
<td>District Leadership</td>
</tr>
</tbody>
</table>
School Net Promoter Score

How likely is it that you would recommend your school to a family member or friend? (N=25)

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?

- **School Leadership (e.g., availability, visibility, communication) (N=25)**
  - Very Positive Impact: 16%
  - Positive Impact: 56%
  - No Impact: 16%
  - Negative Impact: 8%
  - Very Negative Impact: 12%

- **Worksite Environment (e.g., atmosphere, relationships with colleagues, collaboration, resources) (N=25)**
  - Very Positive Impact: 24%
  - Positive Impact: 56%
  - No Impact: 8%
  - Negative Impact: 8%
Factors Driving School NPS (Continued)

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

Feedback and Recognition (e.g., recognition for hard work, feedback on your performance, clear work expectations) (N=25)

- Very Positive Impact: 20%
- Positive Impact: 44%
- No Impact: 8%
- Negative Impact: 16%
- Very Negative Impact: 12%

Professional Development (e.g., quality of training, relevance) (N=25)

- Very Positive Impact: 12%
- Positive Impact: 52%
- No Impact: 16%
- Negative Impact: 12%
- Very Negative Impact: 8%

Interactions with Other School Support Staff (e.g., responsiveness, courteousness, availability) (N=25)

- Very Positive Impact: 20%
- Positive Impact: 60%
- No Impact: 8%
- Negative Impact: 8%
District Net Promoter Score

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=32)

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?

Strategic Plan (e.g., aligns with community values and priorities, helps students succeed, consistent with district actions) (N=34)
- Very Positive Impact: 12%
- Positive Impact: 59%
- No Impact: 18%
- Negative Impact: 6%
- Very Negative Impact: 6%

District Leadership (e.g., availability, visibility, communication) (N=34)
- Very Positive Impact: 6%
- Positive Impact: 44%
- No Impact: 21%
- Negative Impact: 21%
- Very Negative Impact: 9%
Factors Driving District NPS (Continued)

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

Overall District Environment (e.g., sense of district-wide community, district-wide collaboration) (N=34)
- Very Positive Impact: 6%
- Positive Impact: 47%
- No Impact: 24%
- Negative Impact: 15%
- Very Negative Impact: 9%

Career Growth and Training Opportunities (e.g., quality of training, opportunities for growth and improvement) (N=34)
- Very Positive Impact: 12%
- Positive Impact: 56%
- No Impact: 24%
- Negative Impact: 6%

Interactions with District-level Support Staff (e.g., responsiveness, courteousness, availability) (N=34)
- Very Positive Impact: 12%
- Positive Impact: 53%
- No Impact: 15%
- Negative Impact: 12%
- Very Negative Impact: 9%