

Employee Engagement Survey: Paul B. Stephens ESE Center

Results and Analysis

2023-2024







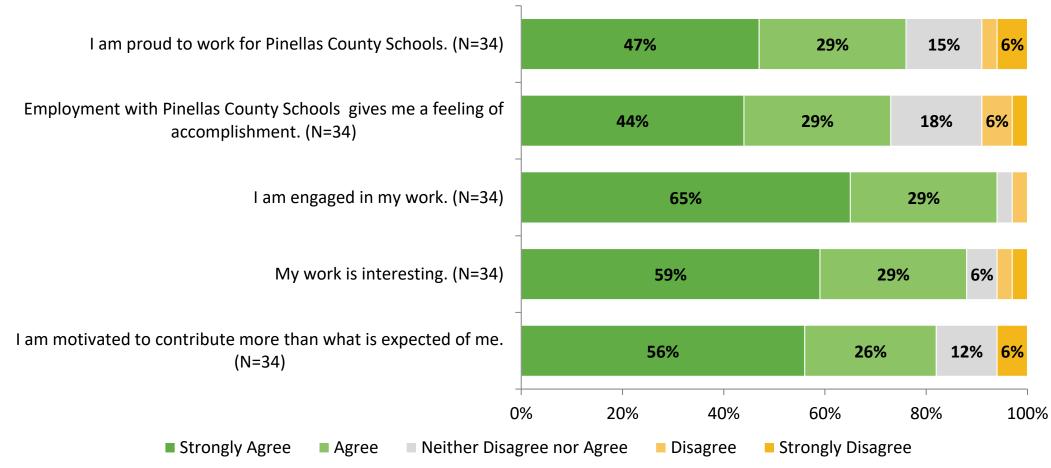
Questions for All Staff Members





Overall Engagement

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



Overall Engagement (Continued)

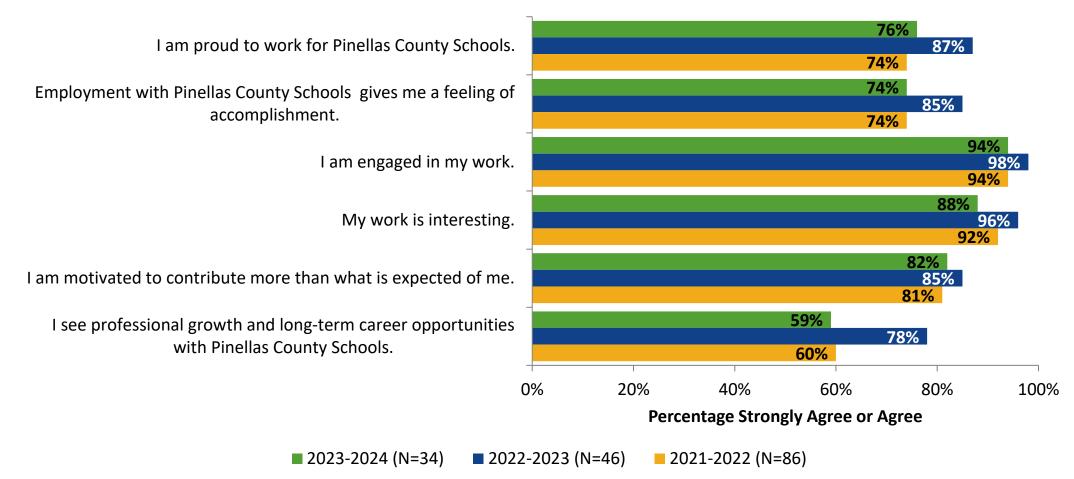
How strongly do you agree or disagree with the following statements?

I see professional growth and long-term career opportunities with Pinellas County Schools. (N=34)	32% 26%		24%	12% 6%	
I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=34)	38%		15%	9% 9	1%
I enjoy working with my direct supervisor. (N=34)	47%		24% 18	% 9%	/ D
- I am optimistic about the future of Pinellas County Schools. (N=34)	32%	26%	21%	12% 9)%
	% 20% isagree nor Agree		60% 80 rongly Disagree	%	1009

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Overall Engagement: Comparison Over Time

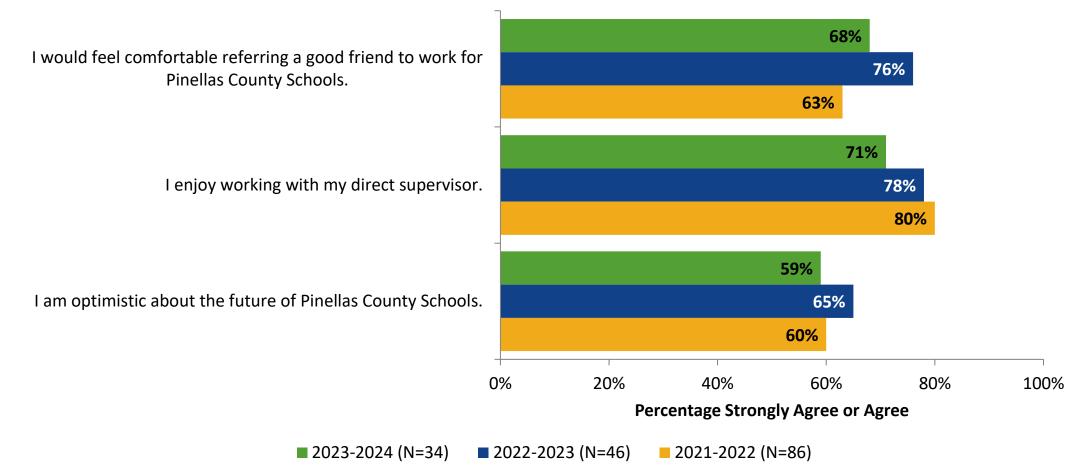
How strongly do you agree or disagree with the following statements?



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

Overall Engagement: Comparison Over Time (Continued)

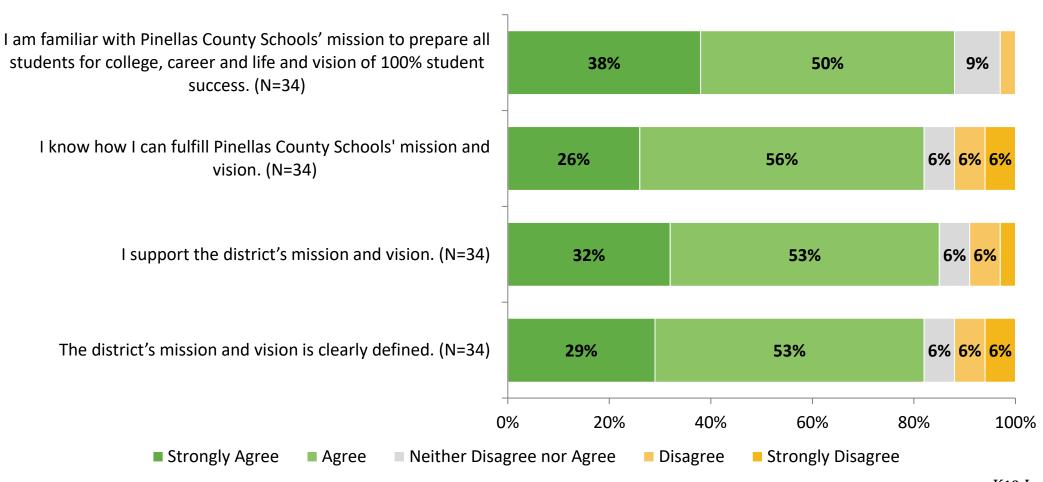
How strongly do you agree or disagree with the following statements?



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

Mission and Vision

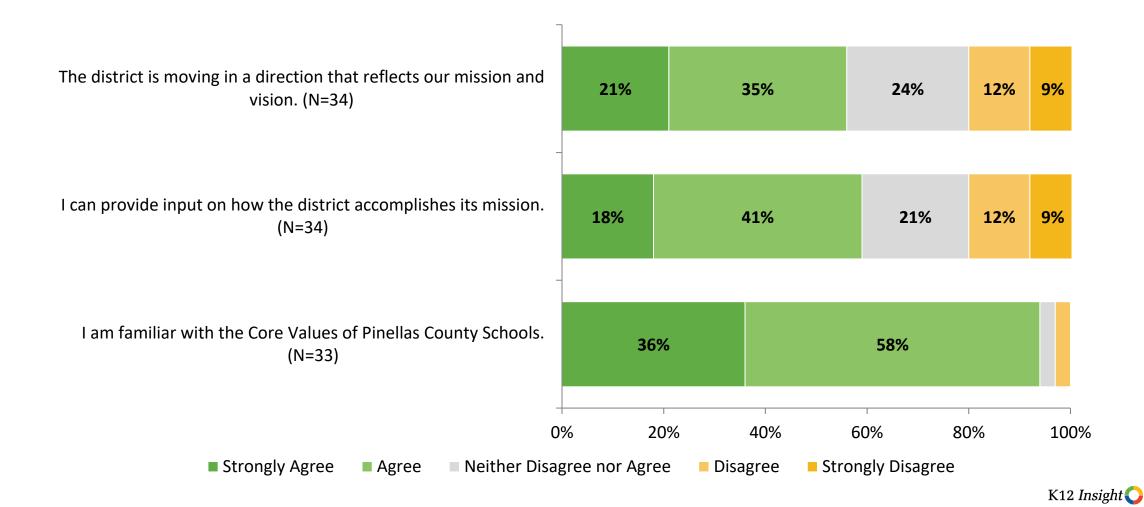
How strongly do you agree or disagree with the following statements?



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Mission and Vision (Continued)

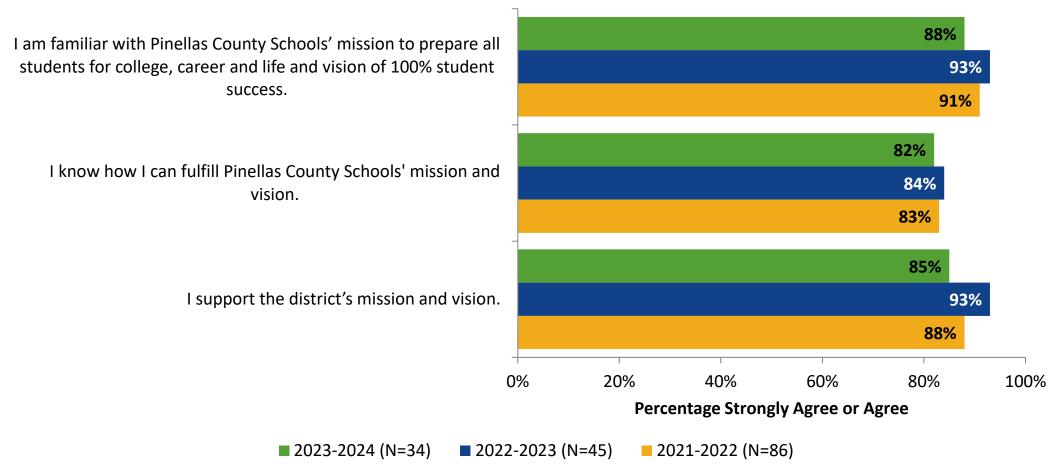
How strongly do you agree or disagree with the following statements?



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Mission and Vision: Comparison Over Time

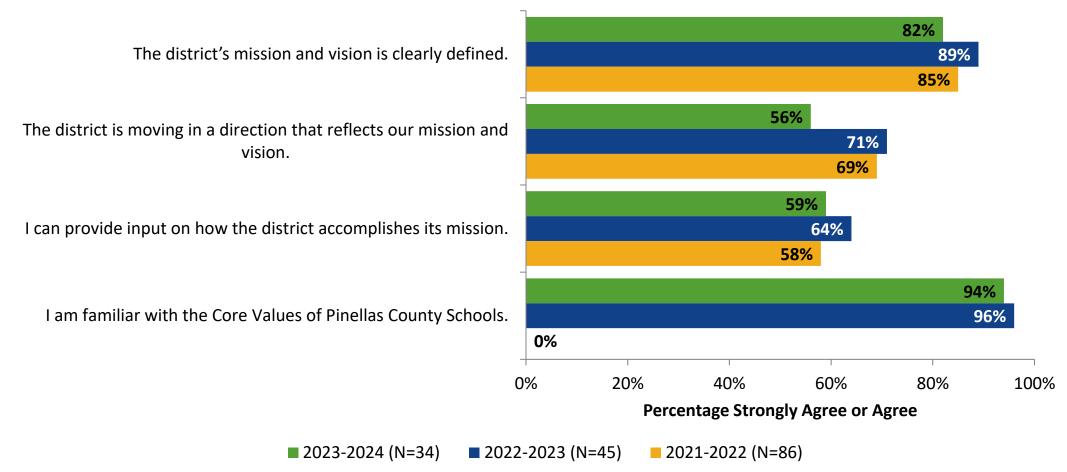
How strongly do you agree or disagree with the following statements?



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

Mission and Vision: Comparison Over Time (Continued)

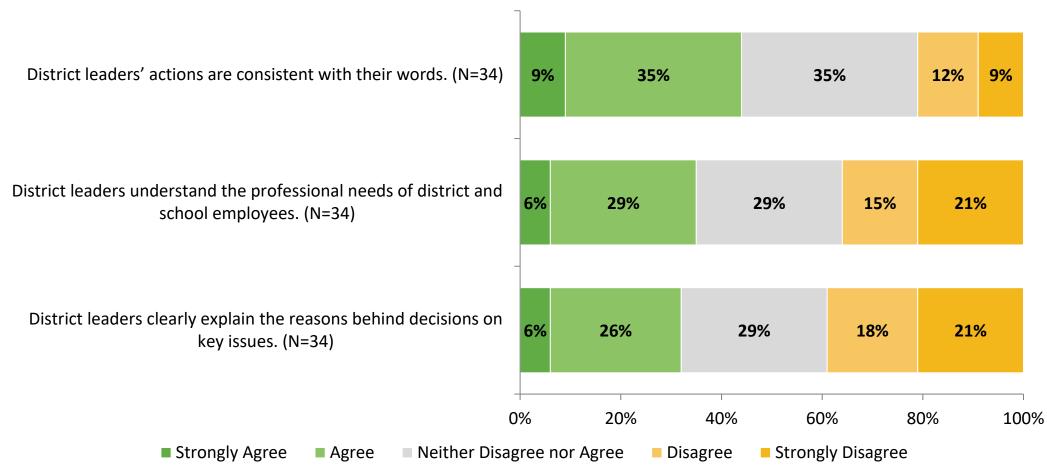
How strongly do you agree or disagree with the following statements?



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

District Leadership

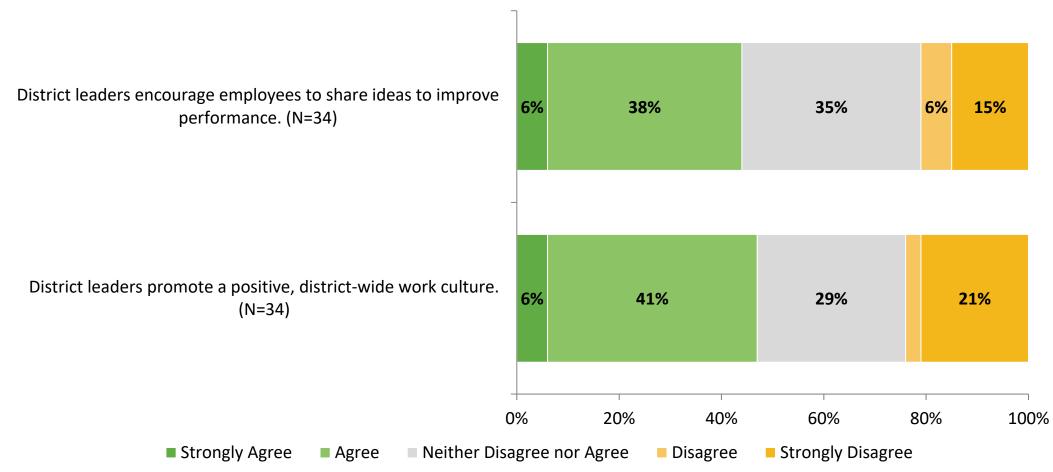
How strongly do you agree or disagree with the following statements?



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District Leadership (Continued)

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



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District Leadership: Comparison Over Time

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

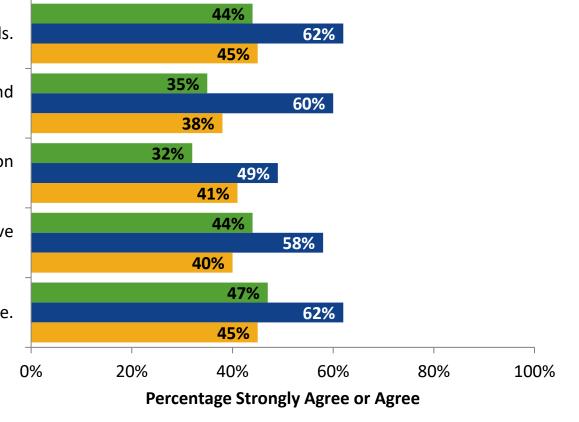
District leaders' actions are consistent with their words.

District leaders understand the professional needs of district and school employees.

District leaders clearly explain the reasons behind decisions on key issues.

District leaders encourage employees to share ideas to improve performance.

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



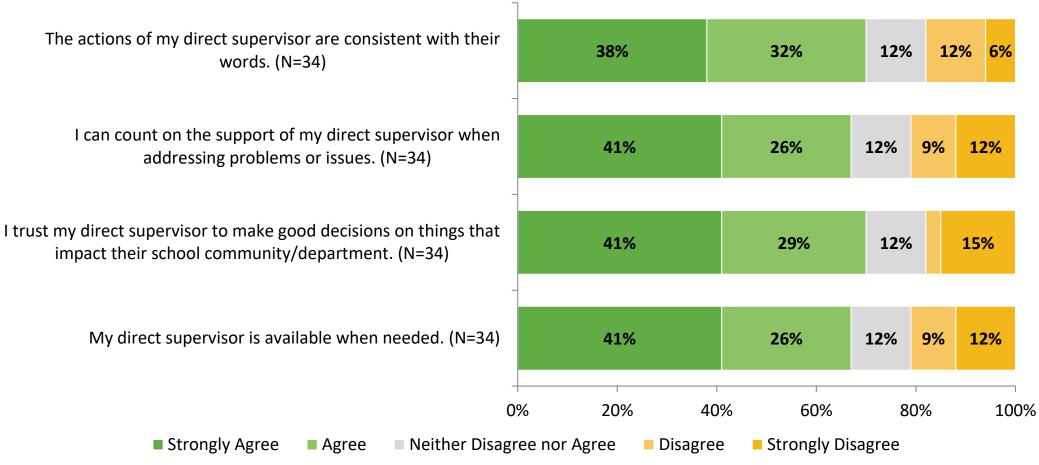
■ 2023-2024 (N=34) ■ 2022-2023 (N=45)

45) **=** 2021-2022 (N=85)

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

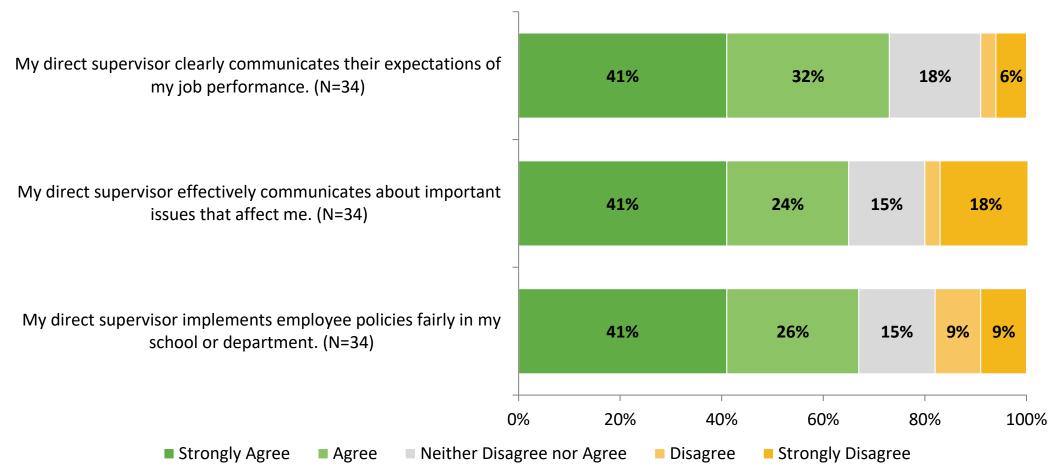
Worksite Leadership

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



Worksite Leadership (Continued)

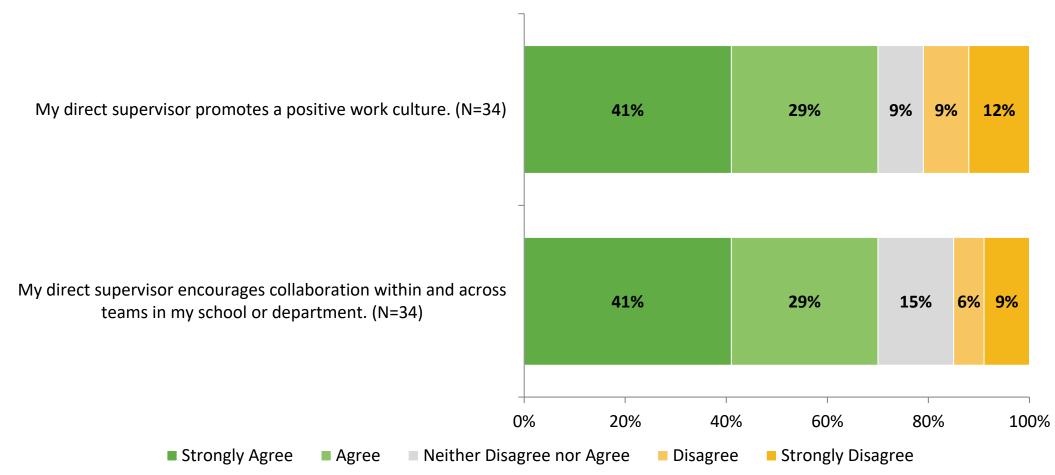
How strongly do you agree or disagree with the following statements?



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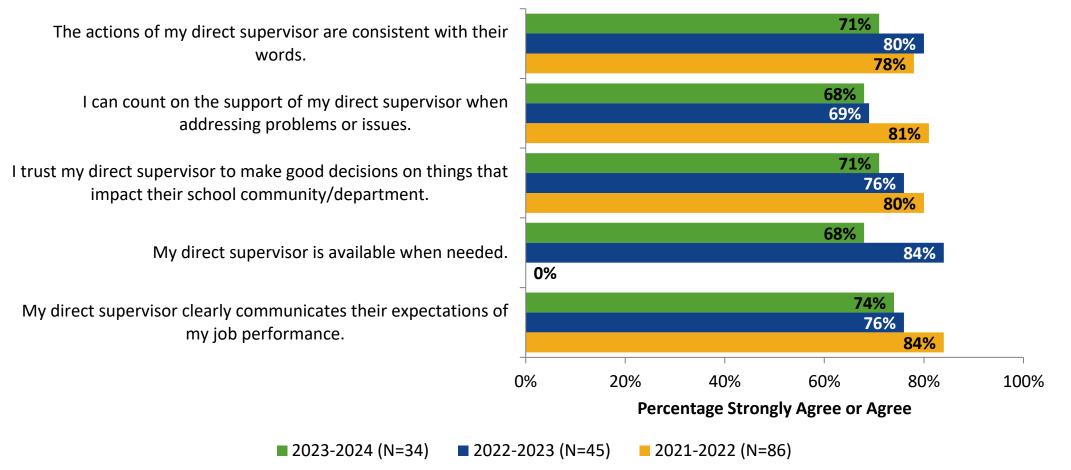
Worksite Leadership (Continued)

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



Worksite Leadership: Comparison Over Time

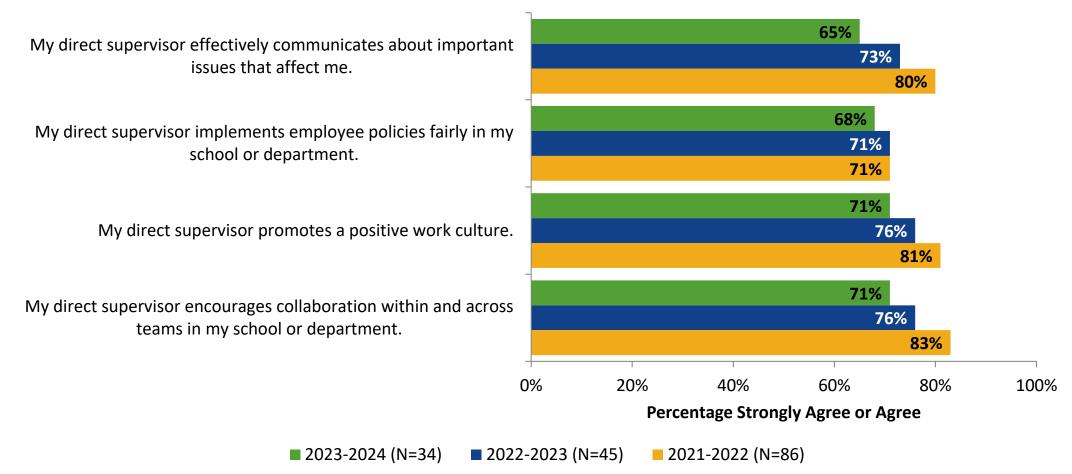
How strongly do you agree or disagree with the following statements?



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

Worksite Leadership: Comparison Over Time (Continued)

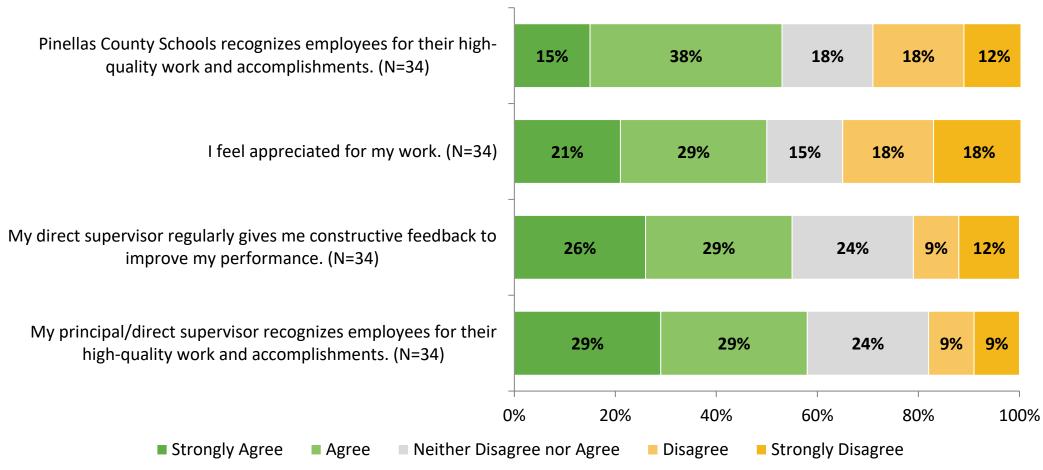
How strongly do you agree or disagree with the following statements?



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

Feedback and Recognition

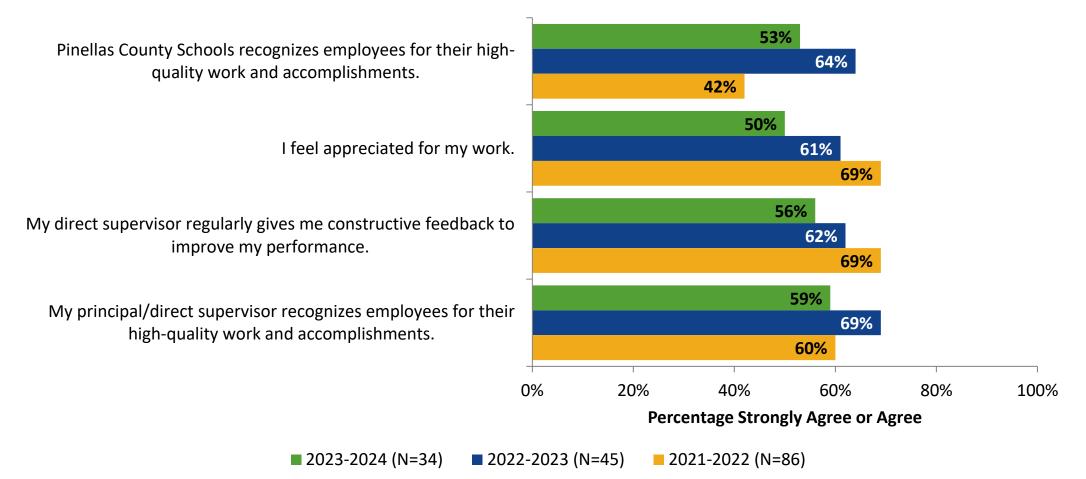
How strongly do you agree or disagree with the following statements?



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Feedback and Recognition: Comparison Over Time

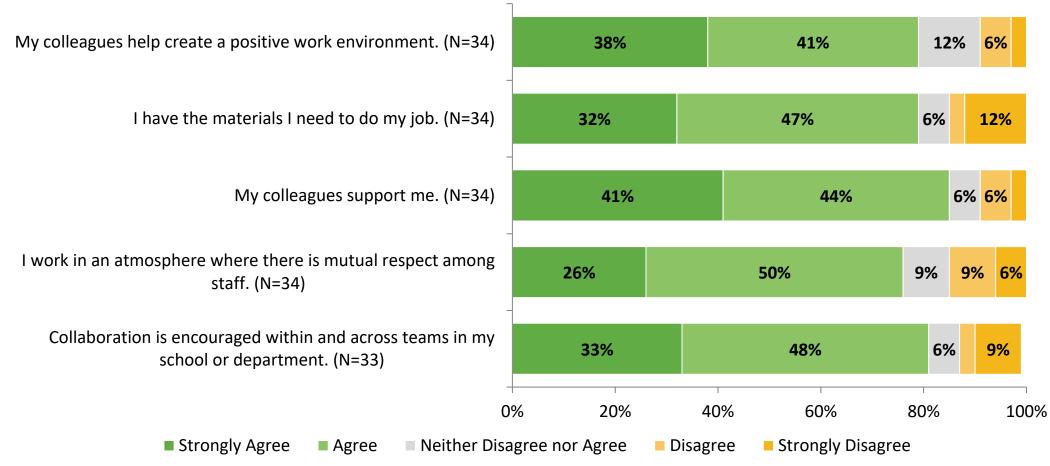
How strongly do you agree or disagree with the following statements?



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

Work Environment

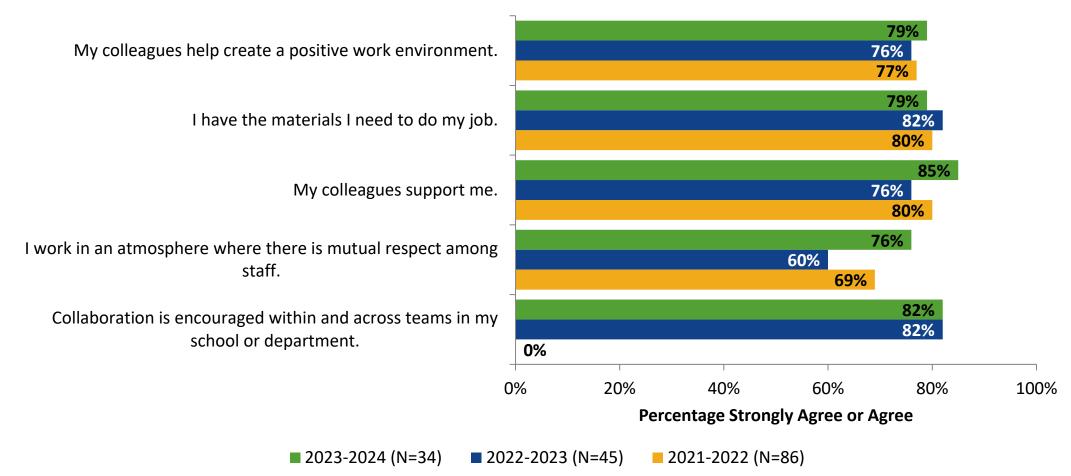
How strongly do you agree or disagree with the following statements?



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Work Environment: Comparison Over Time

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



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

Career Growth and Training Opportunities

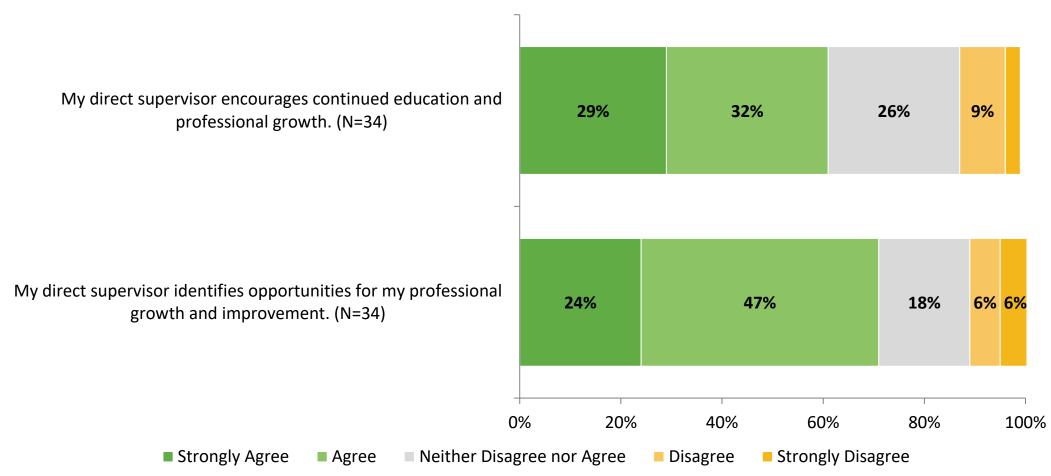
How strongly do you agree or disagree with the following statements?

The district encourages continued education and professional growth. (N=34)	21%		56%	/ 0		12%	6%	6%
The training I have received from the district has helped me perform my job more effectively. (N=34)	21%		47%		9%	18	%	6%
The training I have received from my worksite has helped me perform my job more effectively. (N=34)	21%		47%		12%	12	% 9	9%
The district's professional development supports district initiatives. (N=33)	21%		55%		9%	5% 9	%	
- O ■ Strongly Agree ■ Agree ■ Neither Di		20%	40%	60% Strongly Di		30%		100%

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Career Growth and Training Opportunities (Continued)

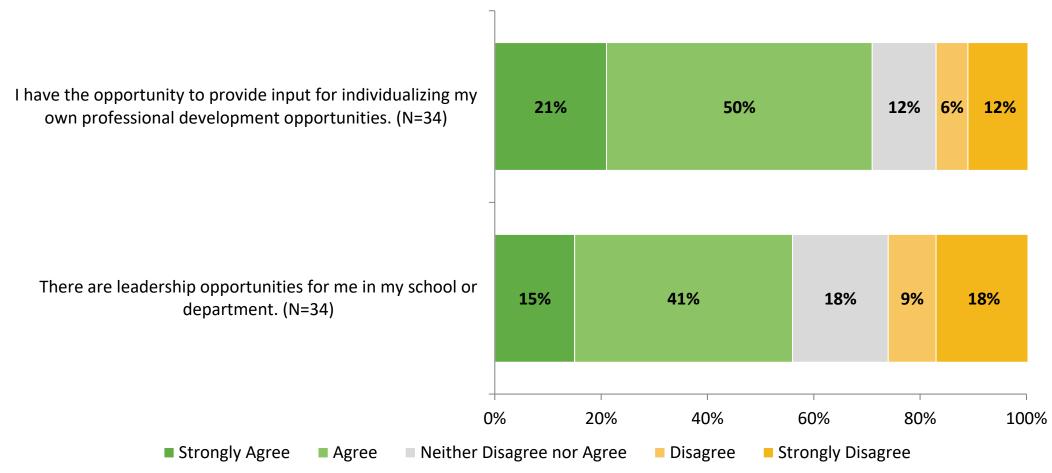
How strongly do you agree or disagree with the following statements?



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Career Growth and Training Opportunities (Continued)

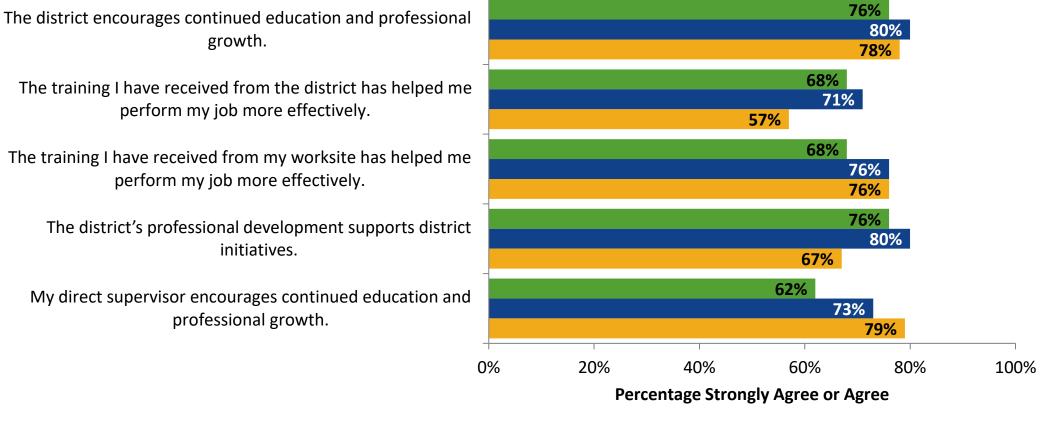
How strongly do you agree or disagree with the following statements?



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Career Growth and Training Opportunities: Comparison Over Time

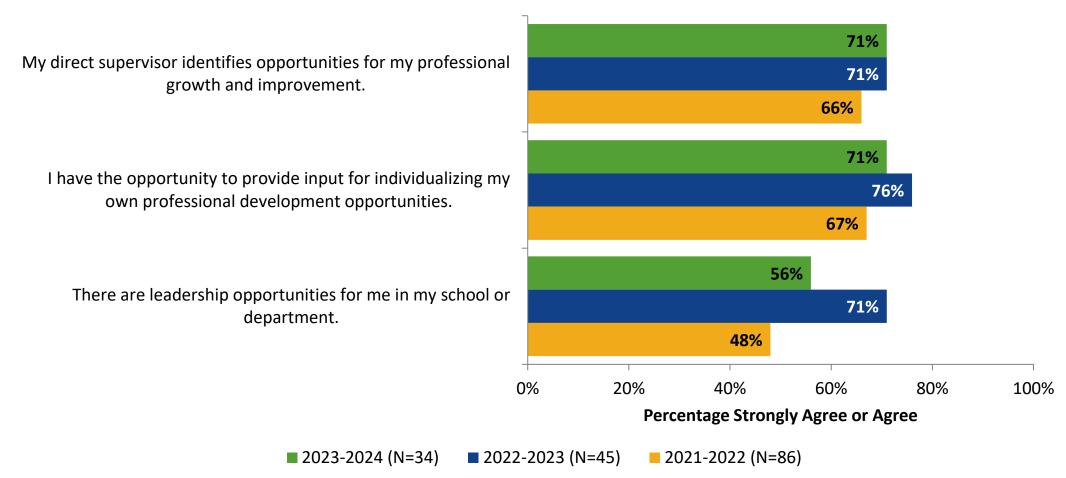
How strongly do you agree or disagree with the following statements?



2023-2024 (N=34)
2022-2023 (N=45)
2021-2022 (N=86)

Career Growth and Training Opportunities: Comparison Over Time (Continued)

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





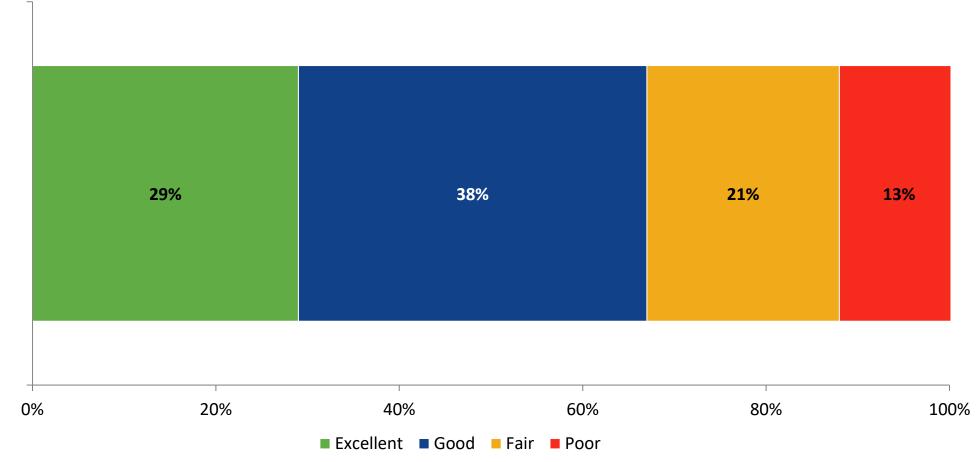
Questions for Campus-based Staff Members





Overall Quality

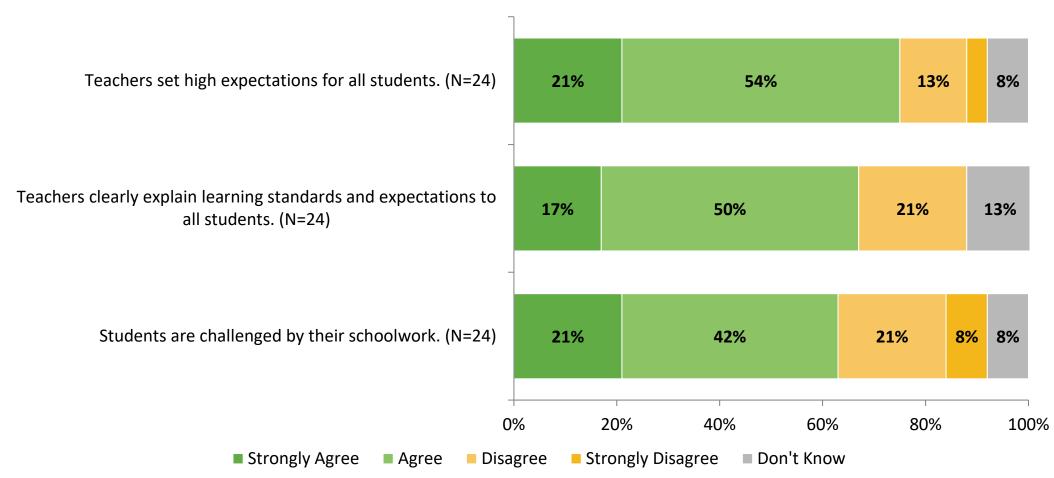
How would you rate the overall quality of the education at your school? (N=24)



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Academic Support

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



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Academic Support (Continued)

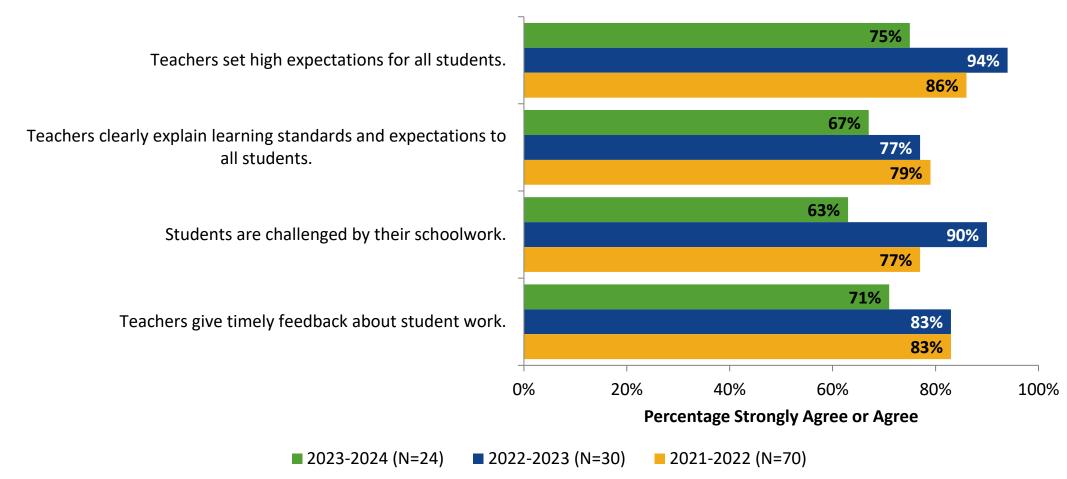
How strongly do you agree or disagree with the following statements?

Teachers give timely feedback about student work. (N=24)	17%	54%	8% 2	21%
Teachers give helpful feedback about student work. (N=24)	21%	50%	17%	13%
Teachers successfully show students how lessons relate to life outside of school. (N=24)	17%	54%	21%	
This school offers a variety of academic courses. (N=24)	17%	54%	17%	8%
	% agree = \$	20% 40% 60% Strongly Disagree ■ Don't Know	80%	1009

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Academic Support: Comparison Over Time

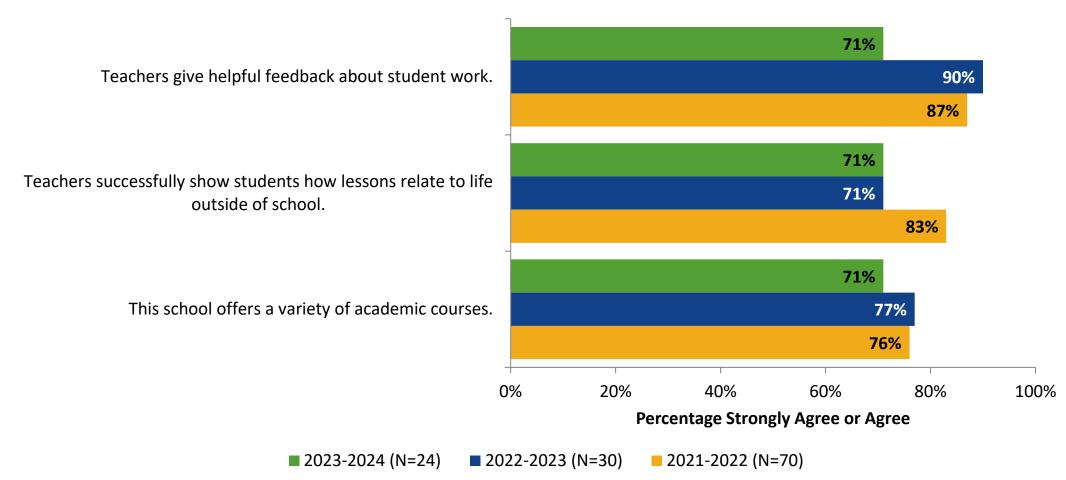
How strongly do you agree or disagree with the following statements?



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

Academic Support: Comparison Over Time (Continued)

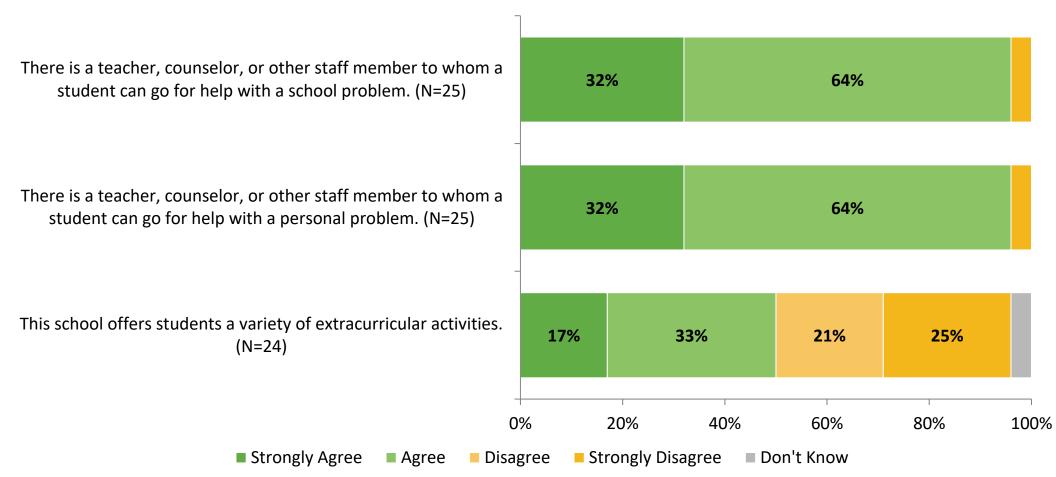
How strongly do you agree or disagree with the following statements?



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

Student Support

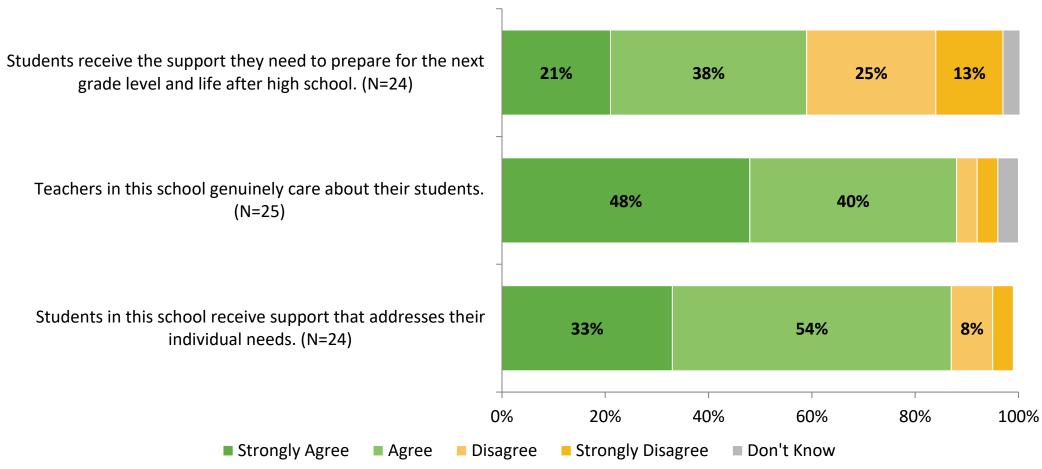
How strongly do you agree or disagree with the following statements?



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Student Support (Continued)

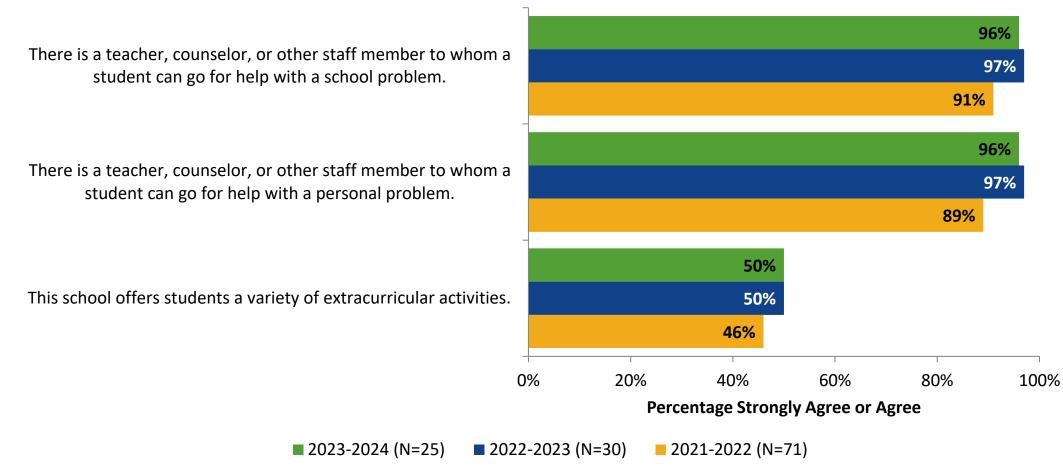
How strongly do you agree or disagree with the following statements?



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Student Support: Comparison Over Time

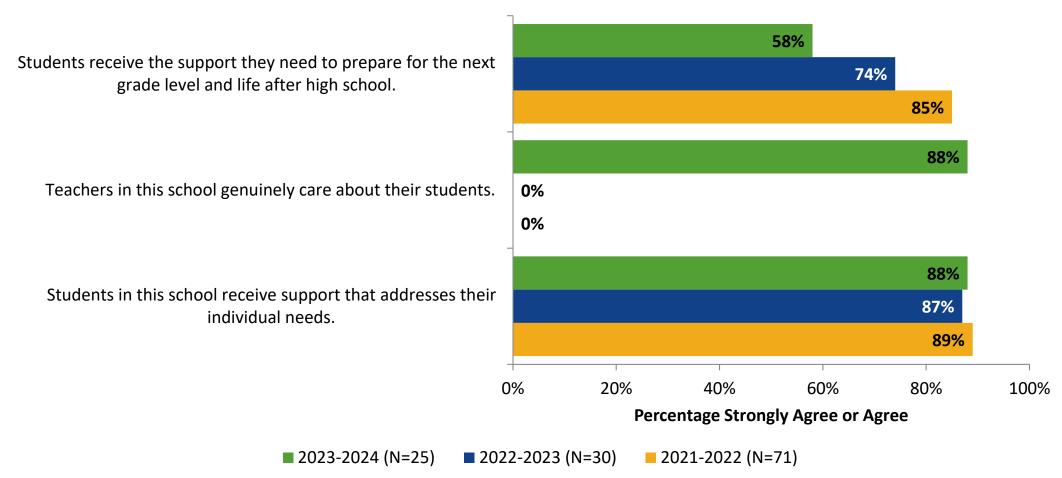
How strongly do you agree or disagree with the following statements?



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

Student Support: Comparison Over Time (Continued)

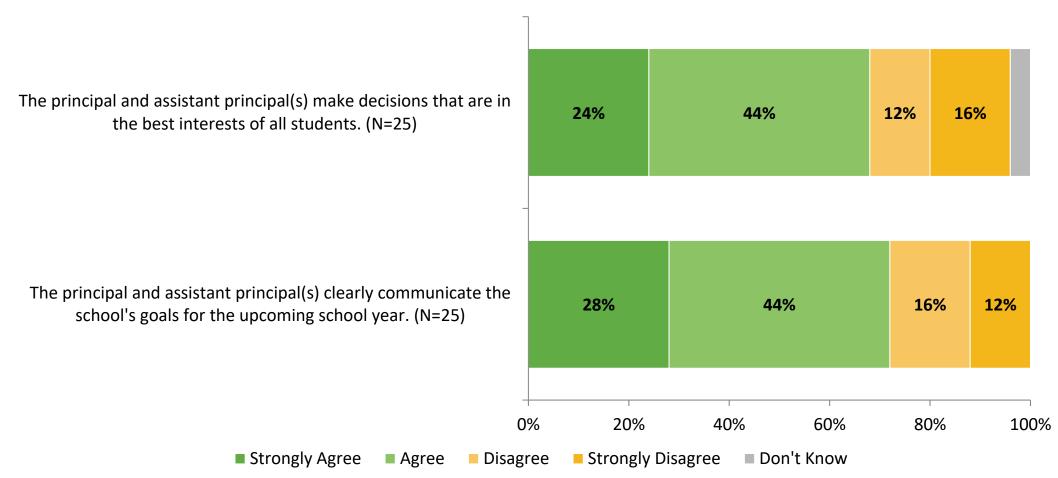
How strongly do you agree or disagree with the following statements?



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

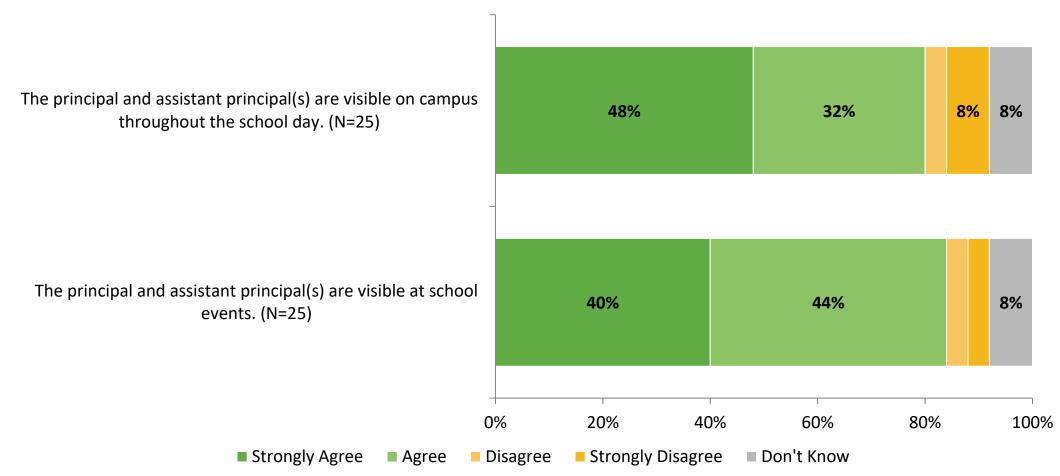
School Leadership

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



School Leadership (Continued)

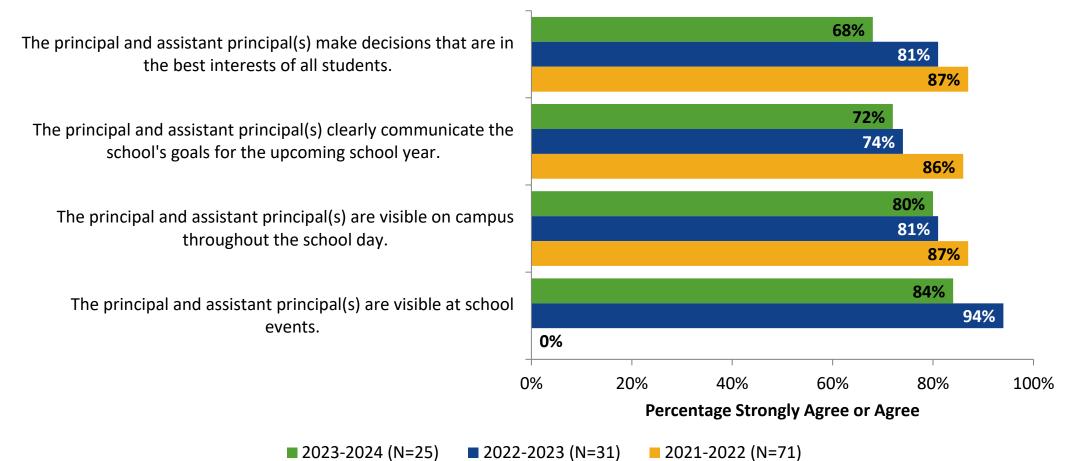
How strongly do you agree or disagree with the following statements?



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School Leadership: Comparison Over Time

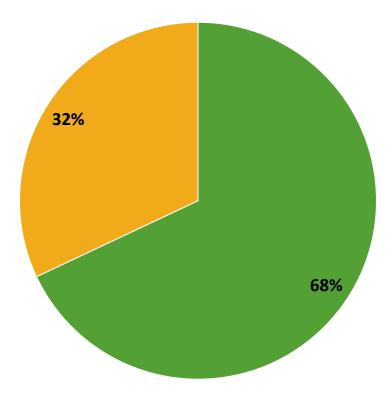
How strongly do you agree or disagree with the following statements?



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

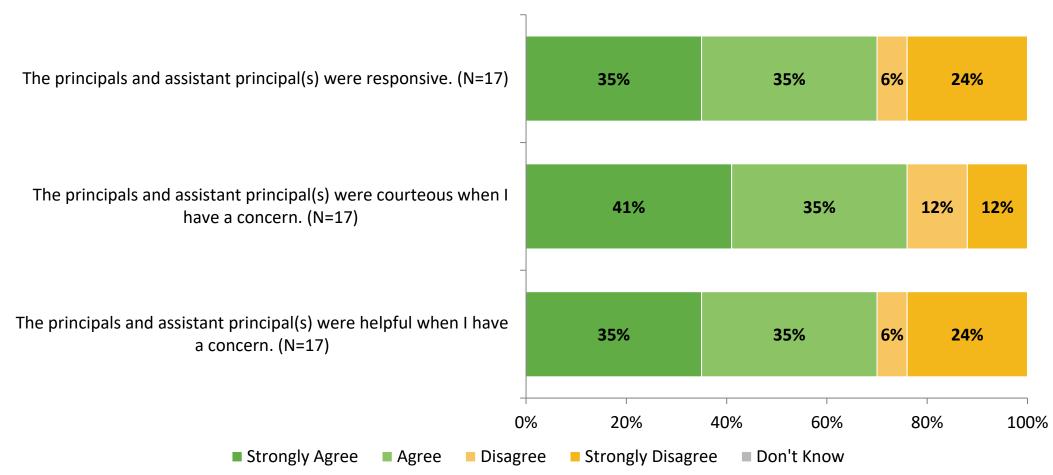
This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=25)



Ves No

Perceptions of Communication with School Leadership

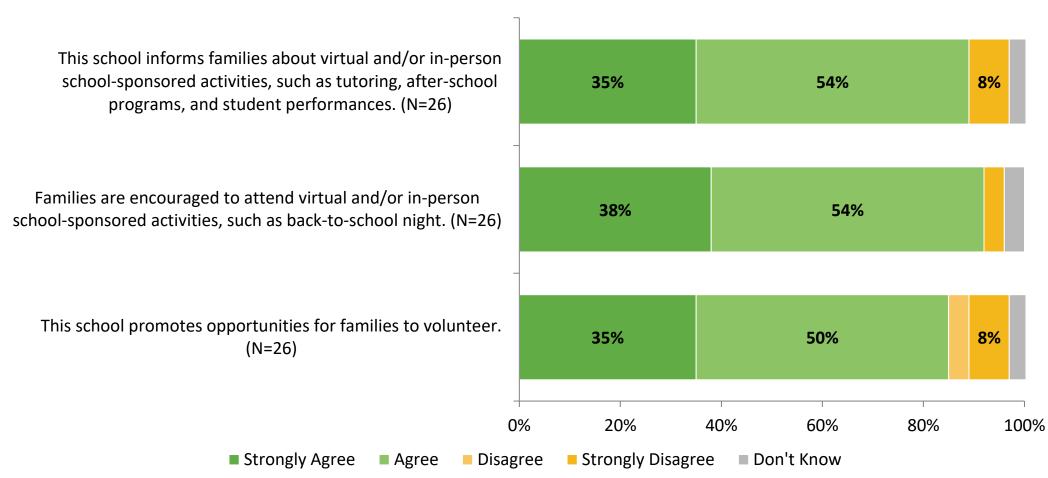
How strongly do you agree or disagree with the following statements?



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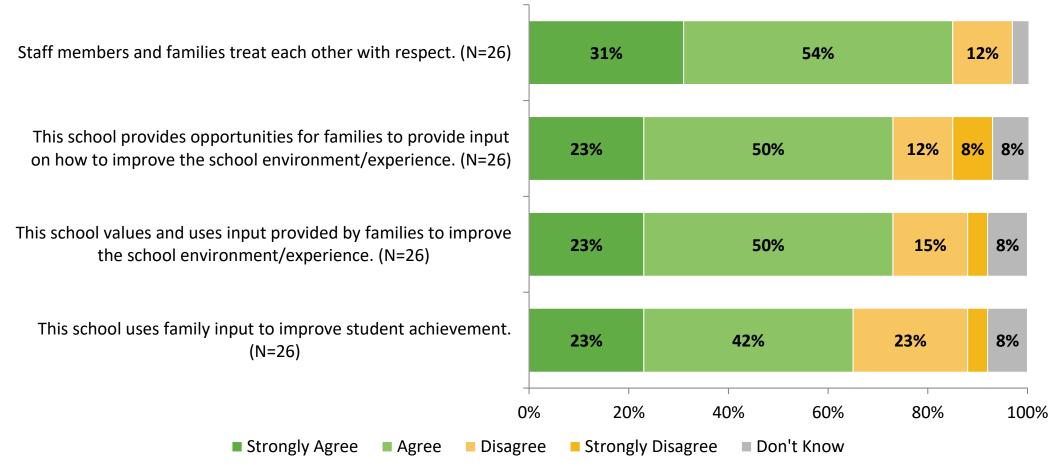
Family Involvement

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



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?

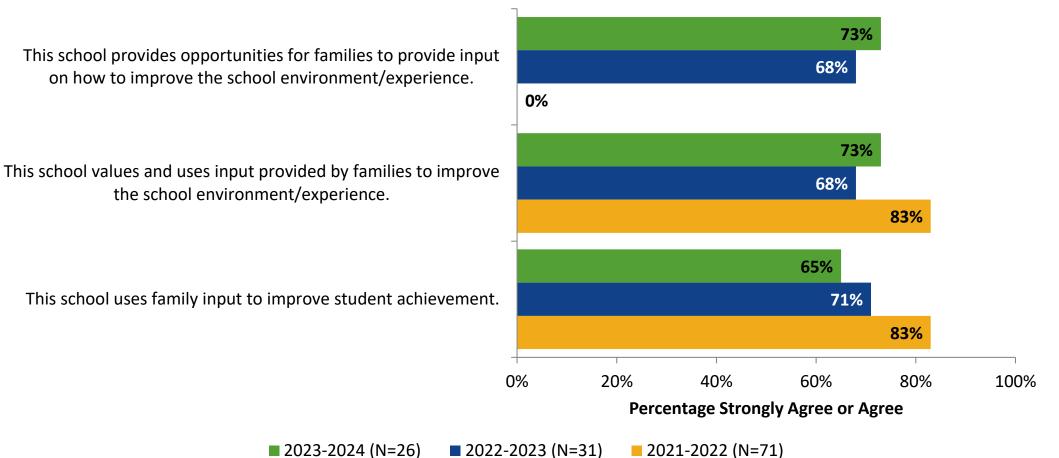
This school informs families about virtual and/or in-person 88% school-sponsored activities, such as tutoring, after-school 77% programs, and student performances. 79% 92% Families are encouraged to attend virtual and/or in-person 90% school-sponsored activities, such as back-to-school night. 85% 85% This school promotes opportunities for families to volunteer. 68% 0% 85% Staff members and families treat each other with respect. 77% 82% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

2021-2022 (N=71)

■ 2023-2024 (N=26) ■ 2022-2023 (N=31) Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

Family Involvement: Comparison Over Time (Continued)

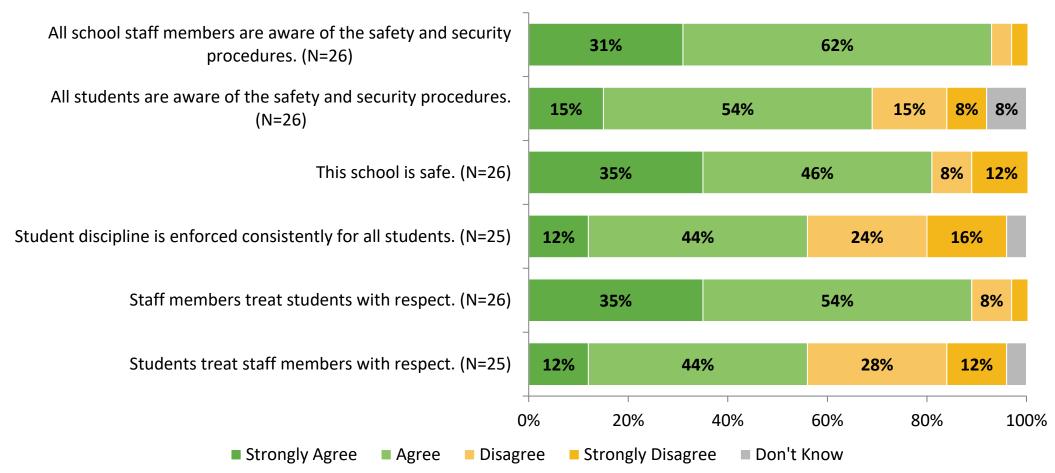
How strongly do you agree or disagree with the following statements?



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

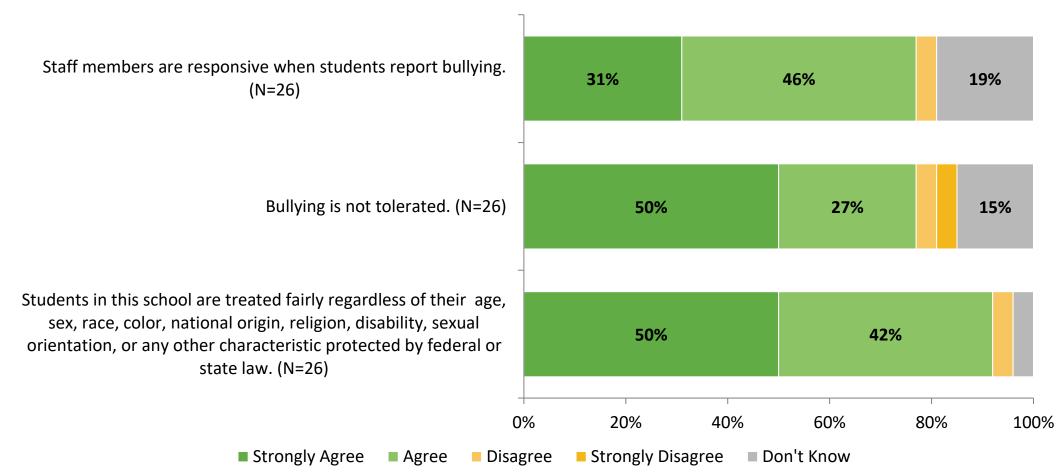
Safety and Behavior

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



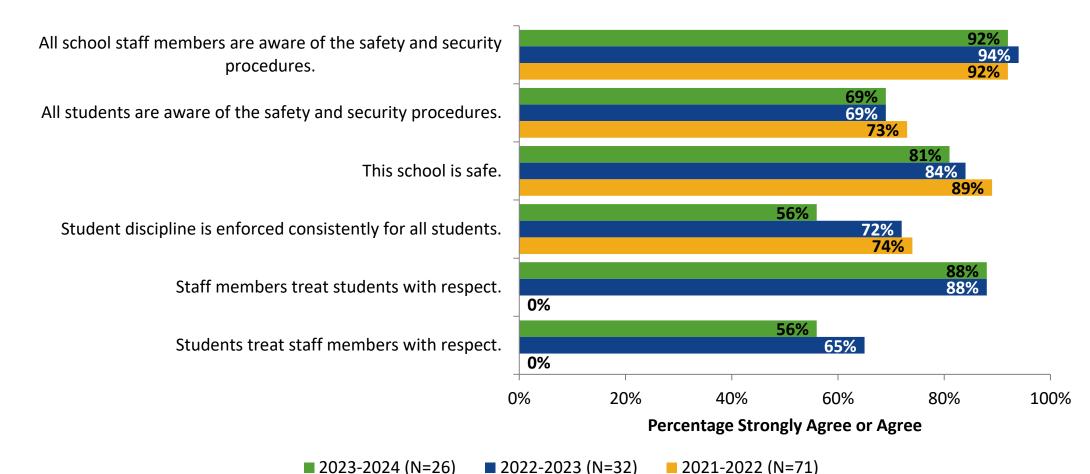
Safety and Behavior (Continued)

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



Safety and Behavior: Comparison Over Time

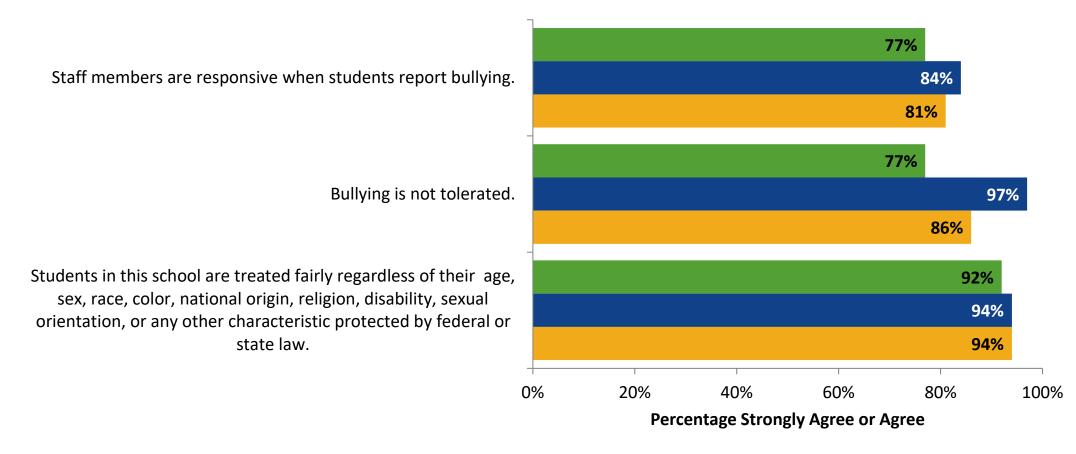
How strongly do you agree or disagree with the following statements?



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

Safety and Behavior: Comparison Over Time (Continued)

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



■ 2023-2024 (N=26) ■ 2022-2023 (N=32)

(N=32) **2**021-2022 (N=71)

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

Highest Ranking Indicators

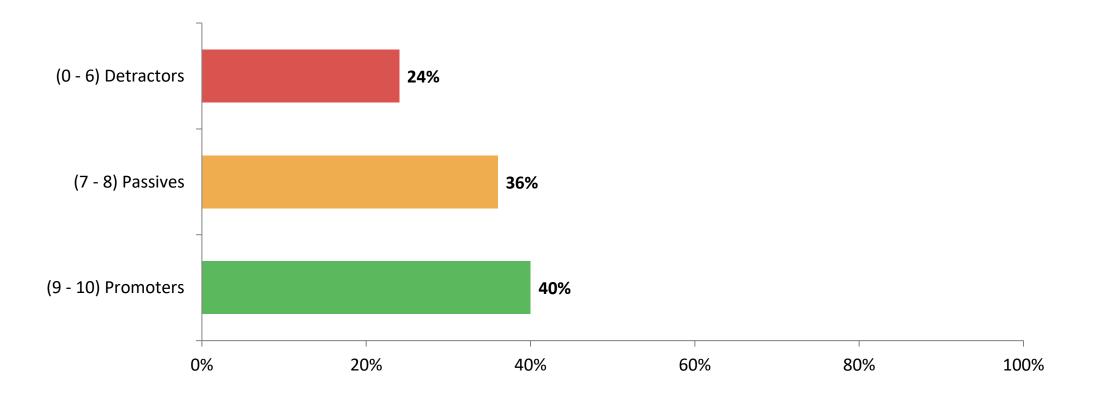
Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	96%	Student Support
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.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

Lowest Ranking Indicators

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

School Net Promoter Score

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

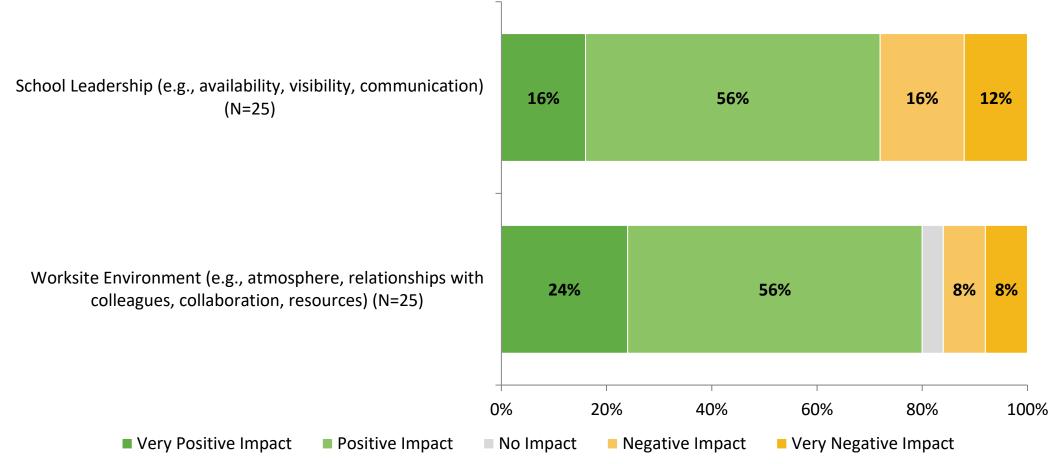


Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district and can potentially be connected to district growth. It is calculated by subtracting the percentage of detractors from promoters which gives a value between -100 to 100. A positive score means there are more people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

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Factors Driving School NPS

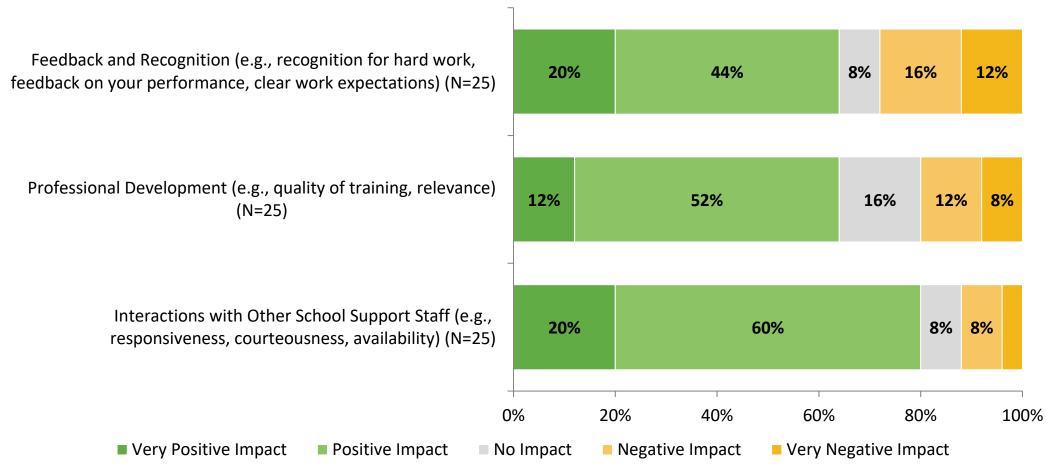
How do the following areas impact your rating of your school?



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Factors Driving School NPS (Continued)

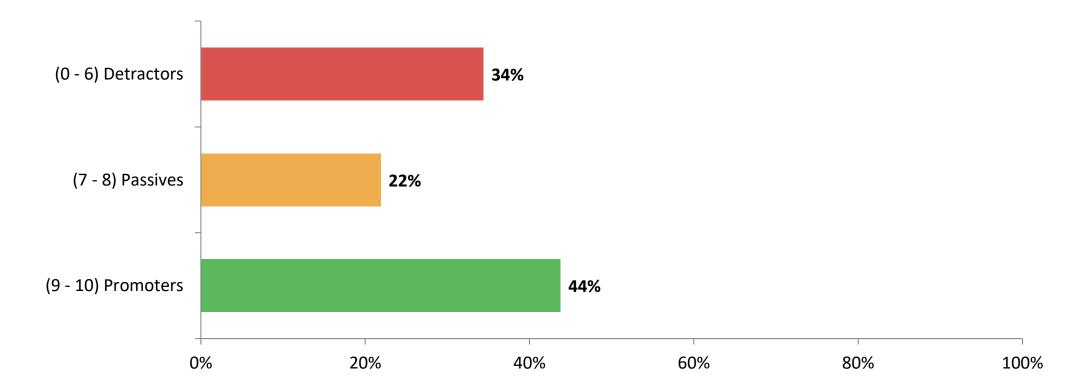
How do the following areas impact your rating of your school?



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District Net Promoter Score

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

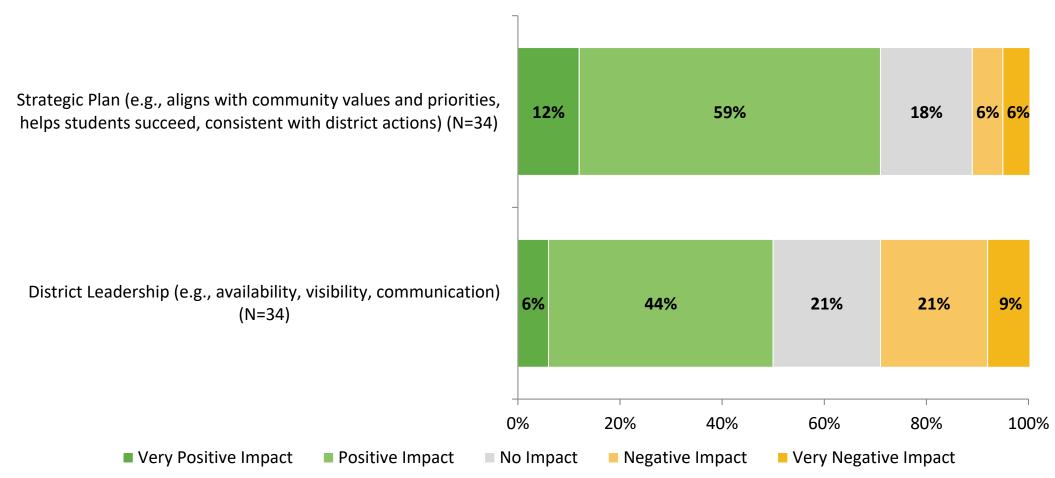


Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district and can potentially be connected to district growth. It is calculated by subtracting the percentage of detractors from promoters which gives a value between -100 to 100. A positive score means there are more people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

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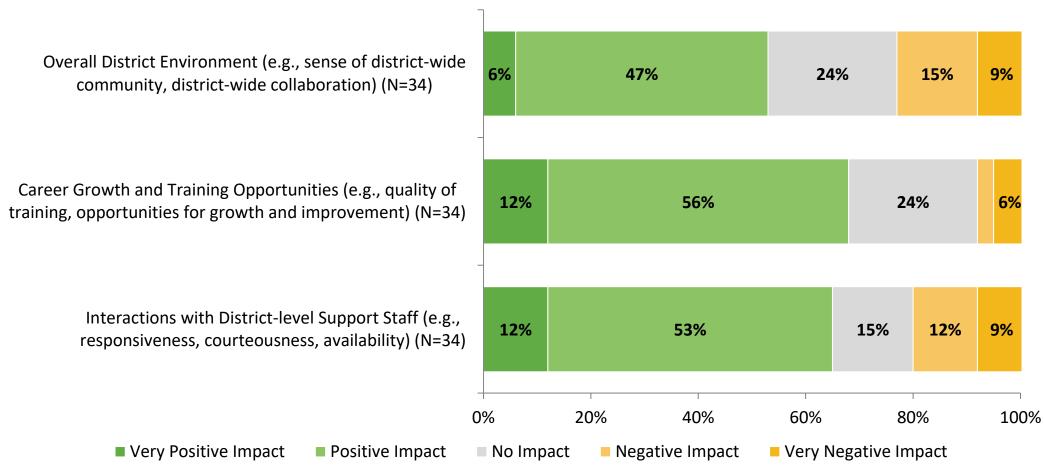
Factors Driving District NPS

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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