

Pinellas County School Board

Administration Building & Walter Pownall Climate Survey

Results

Assessment, Accountability & Research

July 2013

**Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results
2012-13 SY**

Table of Contents

Executive Summary	3
Purpose.....	3
Methodology	3
Table 1: <i>Employee Job Locations</i>	5
Table 2: <i>Employee Job Locations – Other</i>	5
Table 3: <i>Ratings for the Thirty Constructs and Items</i>	6

Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results
2012-13 SY

Executive Summary

Purpose

The Pinellas County School Board's (PCSB) Assessment, Accountability & Research (AAR) department conducted an online climate survey during the spring of 2013 for Administration Building and Walter Pownall employees. The Office of Assessment, Accountability & Research worked with Superintendent, Dr. Grego, to ensure that information obtained from the survey will provide beneficial information for improving the teaching and learning environment in the district.

Constructs assessed in the climate survey this year included the following: Organization Direction, Results Focus, Mission & Values, Ethics, Role Clarity, Diversity, Resources, Processes, Technology, Safety, Facilities, Leadership, Recruitment & Selection, Cross-Unit Cooperation, Learning & Development, Involvement, Rewards & Recognition, Performance Appraisal, Supervision, Career Opportunities, Motivation & Initiative, Talent, Teamwork, Wellness, Work/Life Balance, Organization Objectives, Change & Innovation, Customer Satisfaction, Organization, Commitment, and Job Satisfaction.

This is the first year of surveying Administration Building and Walter Pownall employees as separate entities. The climate survey was administered online in order to minimize cost and provide employees an extended period of time to complete the survey.

Methodology

The annual climate survey was e-mailed to all Administration Building and Walter Pownall employees. Assessment, Accountability & Research (AAR) obtained a list of employees (1,032 employees) from PCSB's TERMS system. AAR emailed a memo to the employees' PCSB email addresses with directions and a link to the survey; the survey was open for fourteen days.

There were ninety-nine likert questions on the survey which factored into 30 constructs. Constructs are groups of items that are statistically clustered together based on their intercorrelation. This grouping of items into constructs allows reviewing the results of the survey by concept.

**Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results
2012-13 SY**

Employees rated their agreement levels for each of the statements from the following options: Strongly Agree, Agree, Disagree, and Strongly Disagree. The results were collapsed into Agreement and Disagreement columns. Strongly Agree and Agree responses were aggregated to form the Agreement column; Disagree and Strongly Disagree were aggregated to form the Disagreement column.

Out of the 1,032 employees, a total of 470 (45.5%) responded to the survey. This return rate is a statistically acceptable representation of staff surveyed. There is a 99% confidence level that the results are reliable with a margin of error of $\pm 5\%$.

The final report can be found on the Assessment, Accountability & Research department's website at this link: [AAR Website](#).

Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results
2012-13 SY

The first question asked respondents to input their job location. There were three options: Administration Building, Walter Pownall, and Other. Table 1 displays the work location of the respondents; Table 2 displays the work location of employees who answered “Other” and input the location.

Table 1: *Employee Job Locations*

Location	#
Administration Building	261
Walter Pownall	164
Other	45
Total	470

Table 2: *Employee Job Locations – Other*

Location	#
49th St. Bus Compound	3
Bernice Johnson Center	1
Central Records	1
Clearwater Bus Compound	2
Coachman Service Center / Compound	6
Discovery Building / Administration	1
Disston Annex	1
Disston Annex (Pre-Kat)	1
Lealman Bus Compound	3
Multiple School Locations	4
Paint dept.	1
Pinellas County Schools Police Department	1
PTEC St. Petersburg	1
Records (BJC)	1
Tarpon Springs Transportation	1
The Gus A. Stavros Institute	1
TIS	1
Title I	4
Vehicle Maintenance	1
W.P.S.C. Annex	5
Total	40

Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results
2012-13 SY

Table 3: *Ratings for the Thirty Constructs and Items*

		All Respondents	Administration Building	Walter Pownall	Other
Constructs	Items	Agreement			
Organization Direction	1 I am aware of the vision the district has for the future of this organization.	76.8%	78.7%	73.1%	79.1%
	2 I am aware of the values of this organization.	86.4%	85.2%	88.3%	86.0%
	3 I am aware of the overall strategy (District Strategic Plan) the district has for this	73.8%	74.4%	71.9%	77.3%
	Construct Total	79.0%	79.4%	77.7%	80.8%
Results Focus	4 Staff are encouraged to continually improve their performance.	82.2%	82.2%	79.8%	90.9%
	5 High standards of performance are expected.	82.4%	81.9%	80.2%	93.2%
	6 This organization has a strong focus on achieving positive results.	79.1%	80.1%	76.2%	84.4%
	Construct Total	81.2%	81.4%	78.7%	89.5%
Mission & Values	7 I believe in the overall purpose of this organization.	95.2%	94.8%	95.7%	95.6%
	8 I believe in the values of this organization.	87.1%	88.8%	82.8%	93.2%
	9 I believe in the work done by this organization.	86.4%	86.9%	84.5%	91.1%
	Construct Total	89.6%	90.2%	87.7%	93.3%
Ethics	10 This organization is ethical.	74.0%	71.7%	74.1%	86.4%
	11 This organization is socially responsible.	82.2%	81.0%	82.7%	86.7%
	12 This organization is environmentally responsible.	82.9%	78.4%	89.5%	84.1%
	Construct Total	79.7%	77.0%	82.1%	85.7%
Role Clarity	13 I understand my goals and objectives and what is required of me in my job.	93.3%	91.9%	94.5%	97.7%
	14 I understand how my job contributes to the overall success of this organization.	95.9%	93.8%	98.2%	100.0%
	15 During my day-to-day duties I understand how well I am doing.	90.9%	90.2%	91.4%	93.0%
	Construct Total	93.4%	91.9%	94.7%	96.9%
Diversity	16 Sexual harassment is prevented and discouraged.	94.8%	95.7%	93.2%	95.6%
	17 Discrimination is prevented and discouraged.	83.5%	83.5%	83.3%	84.4%
	18 There is equal opportunity for all staff in this organization.	62.1%	58.5%	62.3%	81.8%
	19 Bullying and abusive behaviors are prevented and discouraged.	80.8%	84.0%	75.6%	81.8%
	Construct Total	80.3%	80.4%	78.6%	86.0%
Resources	20 I have access to the right equipment and resources to do my job well.	84.3%	86.8%	79.3%	88.9%
	21 I have easy access to all the information I need to do my job well.	78.5%	76.7%	79.8%	84.4%
	22 We can get access to additional resources when we need to.	77.3%	78.4%	74.8%	79.5%
	Construct Total	80.0%	80.6%	78.0%	84.3%

Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results
2012-13 SY

		All Respondents	Administration Building	Walter Pownall	Other
Constructs	Items	Agreement			
Processes	23 There are clear policies and procedures for how work is to be done.	68.3%	62.5%	73.2%	84.1%
	24 In this organization it is clear who has responsibility for different tasks.	58.4%	52.3%	63.2%	75.6%
	25 Our policies and procedures are efficient and well-designed.	55.7%	49.8%	59.5%	75.0%
	Construct Total	60.9%	54.9%	65.3%	78.2%
Technology	26 The technology used in this organization is kept up-to-date.	67.5%	67.5%	65.0%	77.3%
	27 This organization makes good use of technology.	65.7%	62.5%	66.9%	79.5%
	28 Staff in this organization have good skills at using the technology we have.	76.2%	74.3%	77.0%	84.1%
	Construct Total	69.8%	68.1%	69.6%	80.3%
Safety	29 Keeping high levels of health and safety is a priority of this organization.	89.6%	88.1%	90.2%	95.6%
	30 We are given all necessary safety equipment and training.	85.6%	82.3%	89.0%	91.1%
	31 Staff are aware of their occupational health and safety responsibilities.	89.7%	85.9%	94.5%	93.3%
	32 Supervisors engage in good safety behavior.	91.8%	90.3%	94.2%	91.1%
	Construct Total	89.1%	86.7%	92.0%	92.8%
Facilities	33 The buildings, grounds and facilities I use are in good condition.	88.7%	87.7%	92.0%	82.2%
	34 The condition of the buildings, grounds and facilities I use is regularly reviewed.	87.1%	86.9%	89.0%	81.8%
	35 The buildings, grounds and facilities I use are regularly upgraded.	71.4%	74.1%	67.9%	68.2%
	Construct Total	82.5%	82.9%	83.1%	77.4%
Leadership	36 I have confidence in the ability of district leaders.	68.6%	69.3%	64.9%	77.3%
	37 District leaders are good role models for staff.	67.8%	69.7%	63.0%	73.8%
	38 District leaders keep people informed about what's going on.	53.4%	51.0%	56.1%	58.1%
	39 District leaders listen to other staff.	57.6%	57.7%	54.6%	67.4%
	Construct Total	61.8%	61.9%	59.6%	69.2%
Recruitment & Selection	40 This organization is good at selecting the right people for the right jobs.	50.1%	49.6%	47.8%	61.4%
	41 Leaders in this organization know the benefits of employing the right people.	60.7%	60.6%	57.3%	72.7%
	42 Leaders in this organization are clear about the type of people we need to employ.	56.7%	54.2%	56.8%	70.5%
	Construct Total	55.8%	54.8%	53.9%	68.2%

Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results
2012-13 SY

		All Respondents	Administration Building	Walter Pownall	Other
Constructs	Items	Agreement			
Cross-Unit Cooperation	43 There is good communication across all departments of this organization.	34.3%	31.3%	35.0%	48.9%
	44 Knowledge and information are shared throughout this organization.	39.0%	34.2%	45.0%	45.5%
	45 There is cooperation between different departments in this organization.	59.4%	59.2%	59.0%	62.2%
	Construct Total	44.3%	41.5%	46.4%	52.2%
Learning & Development	46 When people start in new jobs, they are given enough guidance and training.	57.5%	51.2%	62.5%	75.6%
	47 There is a commitment to ongoing training and development of staff.	68.7%	69.0%	64.4%	82.2%
	48 The training and development I've received has improved my performance.	78.0%	77.6%	76.1%	86.7%
	Construct Total	68.1%	66.0%	67.6%	81.5%
Involvement	49 I have input into everyday decision-making in this organization.	51.0%	45.8%	58.0%	54.5%
	50 I am encouraged to give feedback about things that concern me.	67.9%	63.0%	73.6%	75.0%
	51 I am consulted before decisions that affect me are made.	42.5%	39.0%	45.1%	52.3%
	Construct Total	53.8%	49.3%	58.9%	60.6%
Rewards & Recognition	52 The rewards and recognition I receive from this job are fair.	51.3%	51.2%	48.8%	61.4%
	53 This organization fulfills its obligations to me.	73.6%	72.2%	73.0%	84.1%
	54 I am satisfied with the income I receive.	25.5%	25.0%	26.4%	25.0%
	55 I am satisfied with the benefits I receive.	58.5%	60.8%	52.5%	67.4%
	Construct Total	52.1%	52.1%	50.0%	59.4%
Performance Appraisal	56 My performance is reviewed and evaluated often enough.	89.8%	89.3%	90.9%	88.9%
	57 The way my performance is evaluated is fair.	85.0%	86.5%	81.0%	91.1%
	58 The way my performance is evaluated provides me with clear guidelines for	81.0%	82.3%	76.1%	91.1%
	Construct Total	85.3%	86.1%	82.7%	90.4%
Supervision	59 I have confidence in the ability of my supervisor.	83.1%	85.8%	75.6%	95.6%
	60 My supervisor listens to what I have to say.	85.6%	87.8%	79.3%	95.6%
	61 My supervisor gives me help and support.	85.7%	88.5%	78.0%	97.8%
	62 My supervisor treats me and my work colleagues fairly.	83.8%	84.2%	79.9%	95.6%
	Construct Total	84.5%	86.6%	78.2%	96.1%

Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results
2012-13 SY

		All Respondents	Administration Building	Walter Pownall	Other
Constructs	Items	Agreement			
Career Opportunities	63 Enough time and effort is spent on career planning.	47.6%	46.4%	43.3%	69.8%
	64 I am given opportunities to develop skills needed for career progression.	58.9%	57.3%	56.3%	77.3%
	65 There are enough opportunities for my career to progress in this organization.	45.5%	39.8%	46.2%	75.0%
	Construct Total	50.7%	47.9%	48.6%	74.0%
Motivation & Initiative	66 My co-workers put in extra effort whenever necessary.	84.6%	89.4%	77.0%	84.4%
	67 My co-workers are quick to take advantage of opportunities.	84.3%	87.2%	80.1%	82.2%
	68 My co-workers take the initiative in solving problems.	83.6%	86.6%	79.2%	82.2%
	Construct Total	84.1%	87.7%	78.8%	83.0%
Talent	69 I have confidence in the ability of my co-workers.	90.2%	91.3%	88.1%	91.1%
	70 My co-workers are productive in their jobs.	89.7%	91.7%	86.7%	88.9%
	71 My co-workers do their jobs quickly and efficiently.	85.9%	87.8%	82.7%	86.7%
	Construct Total	88.6%	90.3%	85.9%	88.9%
Teamwork	72 I have good working relationships with my co-workers.	96.7%	96.5%	96.9%	97.8%
	73 My co-workers give me help and support.	93.7%	92.9%	94.3%	95.6%
	74 My co-workers and I work well as a team.	93.0%	93.7%	92.5%	91.1%
	Construct Total	94.5%	94.4%	94.6%	94.8%
Wellness	75 I am given enough time to do my job well.	86.2%	81.2%	92.4%	93.3%
	76 I feel in control and on top of things at work.	80.8%	77.2%	83.6%	91.1%
	77 I feel emotionally well at work.	82.4%	81.6%	81.9%	88.9%
	78 I am able to keep my job stress at an acceptable level.	80.3%	80.1%	77.0%	93.3%
	Construct Total	82.4%	80.0%	83.7%	91.7%
Work/Life Balance	79 I maintain a good balance between work and other aspects of my life.	90.6%	89.8%	90.4%	95.6%
	80 I am able to stay involved in non-work interests and activities.	93.0%	92.6%	92.4%	97.8%
	81 I have a social life outside of work.	94.1%	93.3%	94.9%	95.6%
	82 I am able to meet my family responsibilities while still doing what is expected of me	93.0%	91.7%	93.0%	100.0%
	Construct Total	92.7%	91.9%	92.7%	97.2%

**Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results
2012-13 SY**

		All Respondents	Administration Building	Walter Pownall	Other
Constructs	Items	Agreement			
Organization Objectives	83 The goals and objectives of this organization are being reached.	69.2%	65.6%	69.9%	86.4%
	84 The future for this organization is positive.	70.0%	71.3%	66.7%	75.0%
	85 Overall, this organization is successful.	75.6%	72.1%	78.7%	84.1%
	Construct Total	71.6%	69.6%	71.8%	81.8%
Change & Innovation	86 Change is handled well in this organization.	48.2%	45.2%	49.7%	60.0%
	87 The way this organization is run has improved over the last year.	63.9%	65.6%	57.5%	77.3%
	88 This organization is innovative.	61.7%	61.7%	58.8%	71.1%
	89 This organization is good at learning from its mistakes and successes.	51.5%	48.0%	48.7%	80.0%
	Construct Total	56.3%	55.0%	53.6%	72.1%
Customer Satisfaction	90 This organization offers services that are high quality.	84.9%	82.7%	86.0%	93.2%
	91 This organization understands the needs of its customers.	82.7%	77.2%	87.8%	95.5%
	92 Customers are satisfied with our services.	77.3%	69.9%	84.9%	90.9%
	Construct Total	81.6%	76.6%	86.2%	93.2%
Organization Commitment	93 I feel a sense of loyalty and commitment to this organization.	88.3%	87.9%	87.3%	95.1%
	94 I am proud to tell people that I work for this organization.	87.1%	85.7%	87.7%	92.9%
	95 I feel emotionally attached to this organization.	74.6%	72.6%	74.2%	87.8%
	96 I am willing to put in extra effort for this organization.	95.6%	94.9%	95.6%	100.0%
	Construct Total	86.4%	85.3%	86.2%	93.9%
Job Satisfaction	97 My work gives me a feeling of personal accomplishment.	90.6%	89.4%	90.6%	97.7%
	98 I like the kind of work I do.	96.1%	94.9%	96.9%	100.0%
	99 Overall, I am satisfied with my job.	89.3%	89.5%	87.1%	95.6%
	Construct Total	92.0%	91.3%	91.5%	97.7%

Note. All Respondents $N=470$; Administration Building $N=261$; Walter Pownall $N=164$; Other $N=45$; Agreement is the combination of "Strongly Agree" and "Agree" responses. Disagreement is the combination of "Disagree" and "Strongly Disagree" responses.