

**HOURS OF OPERATION FOR HUMAN RESOURCES**  
**TEACHER SURVEY - FALL, 2005**

Pinellas County Schools

Research and Accountability Department  
December, 2005

**Background:**

During the first semester of the 2005/2006 school year, the district was considering expanding the hours of operation for the Human Resources Department. In order to solicit input from instructional personnel, a survey was developed. A random sample of representative schools was selected and a short survey was sent to the selected schools. Principals of the selected schools were instructed to administer the surveys to all instructional personnel during the monthly staff meeting.

**Methods:**

The random sample of schools consisted of 6 elementary schools (255 teachers/40.4% of the sample), 2 middle schools (145 teachers/23.0% of the sample) and 2 high schools (231 teachers/36.6% of the sample) for a total of 631 potential respondents. Geographically, schools were well distributed across the county.

The survey instrument, a single scannable page, consisted of 6 questions. The first 3 provided demographic information about the respondent and the last 3 focused on the question of extended hours in the Human Resources Department. A copy of the survey is presented in Attachment B.

**Results:**

1. A total of 368 responses were received for a response rate of 58.3%. Responses were evenly distributed between north (49.2%) and south (50.8%) county (location compared to Ulmerton Road).
2. When compared to the original sample, middle school teachers were underrepresented; only 14.8% of the total valid responses were from middle school. Both elementary (43.4%) and high school (41.6%) were slightly overrepresented.
3. The majority of respondents (56.4%) had been employed by the district for over 10 years.
4. Two-thirds (67.2%) of the respondents said that the current hours of the Human Resources Department are convenient to them.
5. Most elementary and high school teachers, 66.5% and 77.5%, respectively, felt that current hours were convenient to them while only 40.7% of the middle school teachers felt the same way.
6. Over one-half (53.8%) of the respondents said "NO" to expanding hours to Saturday morning.
7. Conversely, well over one-half (60.3%) of the respondents said "YES" to expanding the hours to one or two evenings per week.

8. Regarding Saturday morning expansion of hours, only middle school teachers were in favor (61.5%), with only 39.6% of elementary teachers and 44.2% of the high school teachers in favor.
9. Interestingly, all teachers reported agreement with evening expansion(s); 58.2% of elementary teachers, 73.1% of middle school teachers and 58.0% of high school teachers responded “YES” to the question.

Survey results can be found in Attachment A.

**Limitations:**

Middle school instructional responses were underrepresented. Only 14.8% of middle school teachers provided valid responses although they represented a 23.0% portion of the selected sample. Additionally, response rates of 37.2% for middle school personnel lagged behind both elementary and high school response rates at 62.4% and 66.2%, respectively. Therefore, middle school responses may not be representative of members of the selected middle school sample.

Teachers with longer longevity with Pinellas County schools are over represented in the responses with 56% being employed by the district for over 10 years.

**Summary:**

1. Middle school teachers who responded to the survey are the most dissatisfied with the hours of operation of the Human Resources Department. This, however, may not be indicative of the feelings of all the middle school teachers in the survey population nor the district.
2. It appears that teachers prefer to do business with the Human Resources Department on workdays rather than weekends.