

Pinellas County School Board
Climate Survey 2013
Executive Summary

Purpose

Every year, Pinellas County School Board (PCSB) administers a climate survey. The purpose of the survey is to show areas where PCSB is excelling as well as help in determining areas needing improvement. The Office of Assessment, Accountability & Research (AAR) worked with Superintendent, Dr. Grego, to ensure 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: District Leadership, District Support, School Principal Support, Assistant Principal Support, Parent and Student Support, High Expectations, Perceived Effectiveness, Parent Communication, Opportunities for Professional Development, Morale, Staff Collaboration, and Global Satisfaction.

Methodology

The annual climate survey was e-mailed to all school-based staff. The survey contains 53 questions which provide information on the 12 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.

In order to ensure staff at each school received the climate survey, AAR used the PCSB Outlook email system distribution lists containing all of the staff at each school. The survey was sent to approximately 13,000 school-based employees. The survey was open for staff to respond for two days.

A total of 4,126 employees responded to the survey. If the approximate number of 13,000 school-based employees is used, which is probably a higher estimate than who actually received the survey, it results in a 32% return rate for the entire district. This return rate is a statistically acceptable representation of staff surveyed.

Findings

This summary is reviewing the data collected for the district. The average rating for each construct was examined as well as individual items within each construct; additionally the results were compared to the 2012 climate survey results to detect any noticeable changes between the two years.

Construct 1:

- Confidence in District Leadership was assessed by eight items and had a high agreement rate (80.5%) among the respondents. This was an increase of 11% on agreement rate from the 2012 Climate Survey. Within this construct, there was a marked increase in the level of confidence employees have in the School Board (8%) and the Superintendent (9.9%) from last year. This trend indicates improvement in the level of confidence the

Pinellas County School Board
Climate Survey 2013
Executive Summary

participants have about the district leadership. The Board, the Superintendent, and the Area Superintendents are being viewed more positively than they have been in the past.

Construct 2:

Support from District Leadership was assessed by six items. This construct was one of the constructs with the lowest rating of agreement (63.5%) among the respondents. This was an increase of 9.9% agreement from the 2012 Climate Survey; however, the questions asked were all new items for the 2013 Climate Survey and comparison of items between the two years is not possible. Three of the items in this construct with lower ratings of agreement are indicating some levels of concern about the relationship between the district level administrators and school based staff. This construct may need to be revisited; a follow up examination may reveal the specific areas that the participant may have required more support.

Construct 3:

- Principal Support was assessed by six items and had the fourth lowest rate of agreement (75.8%) among the respondents. This was a decrease of 3.8% agreement from the 2012 Climate Survey. Within this construct, there were decreases in the employee's trust of the Principal's decision making process (4.1%) as well as feelings about the Principal inspiring teamwork among the staff (4.8%). The small decline from the previous year on this construct may be merely related to apprehension of staff over the new appraisal system where the role of school leadership has become even more critical.

Construct 4:

- Assistant Principal Support was assessed by three items and had a high agreement rate (83.5%) among the respondents. This was a decrease of 1.8% agreement from the 2012 Climate Survey. This is a very good agreement rating in light of the fact that Assistant Principals have many different roles and these roles vary among schools. To best understand the impact of this construct's rating, it has to be examined individually for each school.

Construct 5:

- Parent and Student Support was assessed by six items. This construct was the second lowest rated agreement (63.0%) among the respondents. This was an increase of 2.5% on agreement rate from the 2012 Climate Survey. Even though there was an increase from the previous year, parent and student support continues to be low across the district. All items in this construct are below 69% agreement among the respondents. This lower agreement rating may be stemmed from the fact that school based staff would like to have more parental participation and support.

Pinellas County School Board
Climate Survey 2013
Executive Summary

Construct 6:

- High Expectations was assessed by three items and was rated the second highest by agreement rate (93.1%) among the respondents. This was a slight decrease (0.6%) from the 2012 Climate Survey. School-based staff has shown their strong commitment in high expectations of students by this high rate of agreement.

Construct 7:

- Perceived Effectiveness was assessed by four items. These items assessed the respondent's view of their work with different subgroups of students. This construct had the highest rating of agreement (95.7%) among the respondents. This percentage of agreement is the same as the 2012 Climate Survey. This result indicates the degree of commitment that school-based staff has about educating all students in the school.

Construct 8:

- Parent Communication was assessed by two items and has a high agreement rate (89.9%) among respondents. This was an increase of 0.3% agreement from the 2012 Climate Survey. This high agreement indicates the staff's effort to keep in touch with parents about their student's progress and school activities.

Construct 9:

- Opportunities for Professional Development was assessed by three items and had a high agreement rate (96.5%) among the respondents. This was a decrease of 0.7% of agreement from the 2012 Climate Survey. This is evidence that the school-based staff feel very satisfied with the amount of professional opportunities available to them.

Construct 10:

- Morale was assessed by six items and had the lowest agreement rate (60.7%) among respondents. Within this construct were the three lowest rated items on the entire 2013 Climate Survey:
 - Morale is high in this school (51.1% agreement)
 - Morale is high in this school among Support Staff (56.6% agreement)
 - Morale is high in this school among Teachers (51.2% agreement)

The low morale may be caused by many factors, but most commonly this is related to financial concerns. Considering the strong agreement ratings observed throughout the survey results for district and school leadership, it is very likely that low moral may be due to financial concerns.

Construct 11:

- Staff Collaboration was assessed by three items and had a high agreement rate (83.1%) among respondents. There was a slight decrease in the agreement rating from last year

Pinellas County School Board
Climate Survey 2013
Executive Summary

on this construct. It is encouraging to see such a high level of agreement among the way the school-based staff feel about the relationships among staff. This positive attitude definitely has a positive impact on the school operation and improvement.

Construct 12:

- Global Satisfaction was assessed by two items and had a high agreement rate (82.0%) among respondents. This was a decrease of 1.6% agreement from the 2012 Climate Survey; however, it is an impressive level of global satisfaction among the respondents considering the numerous challenges facing educators in the current era.

Table 1

Comparison Across Years of Survey Constructs Agreement Rates

	2012	2013
	Agree	Agree
	%	%
Confidence in District Leadership	69.6%	80.5%
Support from District Leadership	53.6%	63.5%
Administrative Support	79.5%	75.8%
Assistant Principal Support	85.3%	83.5%
Parent & Student Support	60.5%	63.0%
High Expectations	93.6%	93.1%
Perceived Effectiveness	95.7%	95.7%
Parent Communication	89.5%	89.9%
Professional Development	87.2%	86.5%
Morale	61.3%	60.7%
Staff Collaboration	84.8%	83.1%
Global Satisfaction	83.6%	82.0%

$N(2012) = 4,285$. $N(2013) = 4,126$.

Conclusion

The climate survey findings show there is greater confidence in the School Board and Superintendent than there was a year ago. Many of the constructs examined by the survey remained almost the same over the past two years. Teachers continue to have high expectations and perceive they are effective with diverse populations of students. Even though parent and student support increased slightly from last year, it continues to remain at a low level.