2020-2021 Employee Engagement and Satisfaction Survey:
Belcher Elementary

Results

May 24 - June 11, 2021
## Participation

<table>
<thead>
<tr>
<th>Responding Group</th>
<th>Number of Invitations Delivered (NMax)</th>
<th>Number of Responses (N)</th>
<th>Response Rate</th>
<th>Total Responses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Members</td>
<td>49</td>
<td>49</td>
<td></td>
<td>49</td>
</tr>
</tbody>
</table>
Overall Engagement

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

- I am proud to work for Pinellas County Schools. (N=49)
  - Strongly Agree: 69%
  - Agree: 18%
  - Neither Disagree nor Agree: 10%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=49)
  - Strongly Agree: 67%
  - Agree: 22%
  - Neither Disagree nor Agree: 6%

- I am engaged in my work. (N=49)
  - Strongly Agree: 76%
  - Agree: 22%

- My work is interesting. (N=49)
  - Strongly Agree: 76%
  - Agree: 22%

- I am motivated to contribute more than what is expected of me. (N=49)
  - Strongly Agree: 69%
  - Agree: 20%
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=49) 57% Strongly Agree, 24% Agree, 10% Neither Disagree nor Agree, 6% Disagree
- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=49) 63% Strongly Agree, 24% Agree, 6% Neither Disagree nor Agree, 6% Disagree
- I enjoy working with my direct supervisor. (N=49) 69% Strongly Agree, 24% Agree, 14% Neither Disagree nor Agree, 12% Disagree
- I am optimistic about the future of Pinellas County Schools. (N=49) 67% Strongly Agree, 14% Agree, 12% Neither Disagree nor Agree, 10% 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=49) - 65% Strongly Agree, 29% Agree

- I know how I can fulfill Pinellas County Schools' mission and vision. (N=49) - 51% Strongly Agree, 47% Agree

- I support the district’s mission and vision. (N=49) - 65% Strongly Agree, 33% Agree
Mission and Vision (Continued)

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

The district’s mission and vision is clearly defined. (N=49)
- Strongly Agree: 63%
- Agree: 33%
- Neither Disagree nor Agree: 6%
- Disagree: 6%
- Strongly Disagree: 6%

The district is moving in a direction that reflects our mission and vision. (N=49)
- Strongly Agree: 51%
- Agree: 35%
- Neither Disagree nor Agree: 6%
- Disagree: 6%
- Strongly Disagree: 6%

I can provide input on how the district accomplishes its mission. (N=49)
- Strongly Agree: 33%
- Agree: 39%
- Neither Disagree nor Agree: 18%
- Disagree: 6%
- Strongly Disagree: 6%
District Leadership

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

- **District leaders’ actions are consistent with their words. (N=49)**
  - Strongly Agree: 27%
  - Agree: 43%
  - Neither Disagree nor Agree: 20%
  - Disagree: 8%

- **District leaders understand my professional needs. (N=49)**
  - Strongly Agree: 29%
  - Agree: 35%
  - Neither Disagree nor Agree: 22%
  - Disagree: 10%

- **District leaders clearly explain the reasons behind decisions on key issues. (N=49)**
  - Strongly Agree: 24%
  - Agree: 33%
  - Neither Disagree nor Agree: 29%
  - Disagree: 12%

- **District leaders encourage employees to share ideas to improve performance. (N=49)**
  - Strongly Agree: 33%
  - Agree: 35%
  - Neither Disagree nor Agree: 20%
  - Disagree: 8%

- **District leaders promote a positive work culture. (N=49)**
  - Strongly Agree: 27%
  - Agree: 45%
  - Neither Disagree nor Agree: 22%
  - Disagree: 8%
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=49) 69% Strongly Agree, 22% Agree, 6% Neither Disagree nor Agree
- I can count on the support of my direct supervisor when addressing problems or issues. (N=49) 69% Strongly Agree, 20% Agree, 6% Neither Disagree nor Agree
- I trust my direct supervisor to make good decisions. (N=49) 71% Strongly Agree, 20% Agree, 6% Neither Disagree nor Agree
- My direct supervisor clearly communicates their expectations of my job performance. (N=49) 67% Strongly Agree, 24% Agree, 6% Neither Disagree nor Agree
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=49)
  - Strongly Agree: 69%
  - Agree: 20%
  - Neither Disagree nor Agree: 10%

- My direct supervisor implements policies fairly in my school or department. (N=49)
  - Strongly Agree: 63%
  - Agree: 24%
  - Neither Disagree nor Agree: 10%

- My direct supervisor promotes a positive work culture. (N=49)
  - Strongly Agree: 67%
  - Agree: 22%
  - Neither Disagree nor Agree: 11%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=49)
  - Strongly Agree: 65%
  - Agree: 22%
  - Neither Disagree nor Agree: 6%
  - Disagree: 7%
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=49)
- Strongly Agree: 29%
- Agree: 39%
- Neither Disagree nor Agree: 20%
- Disagree: 10%

Staff members are recognized for good performance at my work site. (N=49)
- Strongly Agree: 35%
- Agree: 39%
- Neither Disagree nor Agree: 18%
- Disagree: 6%

I am recognized for my accomplishments. (N=49)
- Strongly Agree: 31%
- Agree: 37%
- Neither Disagree nor Agree: 14%
- Disagree: 10%

I feel appreciated for my work. (N=49)
- Strongly Agree: 43%
- Agree: 35%
- Neither Disagree nor Agree: 10%
- Disagree: 6%

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=49)
- Strongly Agree: 41%
- Agree: 39%
- Neither Disagree nor Agree: 14%
- Disagree: 6%
Work Environment

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

- My colleagues help create a positive work environment. (N=49)
  - Strongly Agree: 53%
  - Agree: 39%
  - Neither Disagree nor Agree: 6%

- My colleagues and I are held to high professional standards. (N=49)
  - Strongly Agree: 67%
  - Agree: 27%

- I have the materials I need to do my job. (N=49)
  - Strongly Agree: 51%
  - Agree: 41%

- My colleagues support me. (N=49)
  - Strongly Agree: 59%
  - Agree: 33%

- My colleagues are committed to their jobs. (N=49)
  - Strongly Agree: 59%
  - Agree: 35%

- I work in an atmosphere where there is mutual respect among staff. (N=49)
  - Strongly Agree: 65%
  - Agree: 27%
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=49)

The training I have received from the district has helped me perform my job more effectively. (N=49)

The training I have received from my worksite has helped me perform my job more effectively. (N=48)

The district’s professional development supports district initiatives. (N=48)
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=49)
  - 51% Strongly Agree
  - 39% Agree

- My direct supervisor identifies opportunities for my professional growth and improvement. (N=49)
  - 35% Strongly Agree
  - 43% Agree
  - 16% Neither Disagree nor Agree
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=49)

- Strongly Agree: 41%
- Agree: 45%
- Neither Disagree nor Agree: 8%
- Disagree: 31%
- Strongly Disagree: 0%

There are leadership opportunities for me in my school or department. (N=49)

- Strongly Agree: 31%
- Agree: 35%
- Neither Disagree nor Agree: 24%
- Disagree: 24%
- Strongly Disagree: 8%
Overall School Quality

How would you rate the overall quality of your school? (N=40)

- Excellent: 58%
- Good: 35%
- Fair: 8%
- Poor: 0%

Note: Only school-based staff answered this question.
Academic Support

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

- This school has high learning standards for all students. (N=40)
  - Strongly Agree: 78%
  - Agree: 20%
  - Disagree: 2%

- Teachers set high expectations for all students. (N=40)
  - Strongly Agree: 78%
  - Agree: 18%
  - Disagree: 5%

- This school’s learning standards and expectations are clearly explained to students. (N=39)
  - Strongly Agree: 69%
  - Agree: 23%
  - Disagree: 8%

- Students are challenged by their schoolwork. (N=39)
  - Strongly Agree: 62%
  - Agree: 31%
  - Disagree: 8%

- Teachers give timely feedback about student work. (N=39)
  - Strongly Agree: 62%
  - Agree: 28%
  - Disagree: 10%

Note: Only school-based staff answered these questions.
Academic Support (Continued)

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

- Teachers give helpful feedback about student work. (N=39)
  - Strongly Agree: 62%
  - Agree: 28%
  - Disagree: 10%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- Teachers successfully show students how lessons relate to life outside of school. (N=40)
  - Strongly Agree: 50%
  - Agree: 38%
  - Disagree: 13%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- This school offers a variety of academic courses. (N=40)
  - Strongly Agree: 40%
  - Agree: 43%
  - Disagree: 8%
  - Strongly Disagree: 0%
  - Don't Know: 10%

Note: Only school-based staff answered these questions.
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=40)

- **Strongly Agree**: 73%
- **Agree**: 28%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=40)

- **Strongly Agree**: 73%
- **Agree**: 25%

Note: Only school-based staff answered these questions.
How strongly do you agree or disagree with the following statements?

- **This school offers students a variety of extracurricular activities.** (N=40)
  - Strongly Agree: 38%
  - Agree: 40%
  - Disagree: 10%
  - Strongly Disagree: 13%

- **Students receive the support they need to prepare for the future.** (N=40)
  - Strongly Agree: 50%
  - Agree: 40%
  - Disagree: 5%
  - Strongly Disagree: 5%

- **Students in this school receive support that addresses their individual needs.** (N=40)
  - Strongly Agree: 53%
  - Agree: 35%
  - Disagree: 5%
  - Strongly Disagree: 8%

*Note: Only school-based staff answered these questions.*
School Leadership

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

- School administrators (principals and assistant principals) make decisions that are in the best interests of students. (N=40)
  - Strongly Agree: 73%
  - Agree: 25%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=40)
  - Strongly Agree: 75%
  - Agree: 23%

Note: Only school-based staff answered these questions.
How strongly do you agree or disagree with the following statements?

**School administrators (principals and assistant principals) are available when I have a concern. (N=40)**
- Strongly Agree: 80%
- Agree: 20%

**School administrators (principals and assistant principals) are courteous when I have a concern. (N=40)**
- Strongly Agree: 80%
- Agree: 18%

**School administrators (principals and assistant principals) are responsive when I have a concern. (N=40)**
- Strongly Agree: 73%
- Agree: 28%

Note: Only school-based staff answered these questions.
Family Involvement

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

Families are informed about virtual and/or in-person school-sponsored activities, such as tutoring, after-school programs, and student performances. (N=40)

- **Strongly Agree**: 63%
- **Agree**: 35%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=40)

- **Strongly Agree**: 65%
- **Agree**: 33%

Note: Only school-based staff answered these questions.
Family Involvement (Continued)

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

- Staff members and families treat each other with respect. (N=40)
  - Strongly Agree: 45%
  - Agree: 50%
  - Disagree: 10%

- This school respects and values input provided by families. (N=40)
  - Strongly Agree: 58%
  - Agree: 40%

- This school uses family input to improve student achievement. (N=40)
  - Strongly Agree: 50%
  - Agree: 38%
  - Disagree: 10%

Note: Only school-based staff answered these questions.
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=40)
  - Strongly Agree: 68%
  - Agree: 33%
  - Disagree: 5%

- All students are aware of the safety and security procedures. (N=40)
  - Strongly Agree: 50%
  - Agree: 45%
  - Disagree: 5%

- This school is safe. (N=40)
  - Strongly Agree: 50%
  - Agree: 38%
  - Disagree: 10%

- Student discipline is enforced consistently for all students. (N=37)
  - Strongly Agree: 38%
  - Agree: 32%
  - Disagree: 8%
  - Strongly Disagree: 14%
  - Don't Know: 8%

- Staff members and students treat each other with respect. (N=40)
  - Strongly Agree: 35%
  - Agree: 43%
  - Disagree: 18%
  - Don't Know: 5%

Note: Only school-based staff answered these questions.
How strongly do you agree or disagree with the following statements?

Staff members are responsive when students report bullying. (N=40)
- 50% Strongly Agree
- 40% Agree
- 8% Disagree

Bullying is not tolerated. (N=40)
- 63% Strongly Agree
- 28% Agree
- 5% Disagree

Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=40)
- 73% Strongly Agree
- 23% Agree

Note: Only school-based staff answered these questions.
Implementation of District Initiatives

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

- **Restorative practices are being implemented in my school. (N=38)**
  - Strongly Agree: 39%
  - Agree: 37%
  - Disagree: 8%
  - Strongly Disagree: 5%
  - Don't Know: 11%

- **Culturally relevant teaching practices are being implemented in my school. (N=39)**
  - Strongly Agree: 51%
  - Agree: 36%
  - Disagree: 8%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- **Equity initiatives are being implemented in my school. (N=38)**
  - Strongly Agree: 50%
  - Agree: 34%
  - Disagree: 5%
  - Strongly Disagree: 11%
  - Don't Know: 5%

*Note: Only school-based staff answered these questions.*
How likely is it that you would recommend your school to a family member or friend? (N=39)

10 - Extremely Likely: 38%
9: 15%
8: 26%
7: 5%
6: 5%
5: 5%
4: 5%
3: 3%
2: 3%
1: 3%
0 - Not at all Likely: 0%

Note: Net Promoter Score® (NPS) gauges stakeholder loyalty. Those who give a score of 0 to 6 are classified as Detractors, those who respond with a 7 or 8 are Passives, and customers who choose 9 or 10 are Promoters. The overall NPS score is calculated by subtracting the percentage of Detractors from the percentage of Promoters. Only school-based staff answered these questions.
How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=49)

Note: Net Promoter Score® (NPS) gauges stakeholder loyalty. Those who give a score of 0 to 6 are classified as Detractors, those who respond with a 7 or 8 are Passives, and customers who choose 9 or 10 are Promoters. The overall NPS score is calculated by subtracting the percentage of Detractors from the percentage of Promoters.