2020-2021 Employee Engagement and Satisfaction Survey: Brooker Creek 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></td>
<td>44</td>
<td></td>
<td>44</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=44)
  - Strongly Agree: 66%
  - Agree: 25%
  - Neither Disagree nor Agree: 7%
  - Disagree: 16%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=44)
  - Strongly Agree: 64%
  - Agree: 18%
  - Neither Disagree nor Agree: 23%
  - Disagree: 9%

- I am engaged in my work. (N=44)
  - Strongly Agree: 75%
  - Agree: 23%
  - Neither Disagree nor Agree: 2%
  - Disagree: 5%

- My work is interesting. (N=44)
  - Strongly Agree: 70%
  - Agree: 25%
  - Neither Disagree nor Agree: 9%
  - Disagree: 5%

- I am motivated to contribute more than what is expected of me. (N=44)
  - Strongly Agree: 77%
  - Agree: 9%
  - Neither Disagree nor Agree: 9%
  - Disagree: 0%
  - Strongly Disagree: 0%
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=44)
- Strongly Agree: 55%
- Agree: 25%
- Neither Disagree nor Agree: 9%
- Disagree: 9%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=44)
- Strongly Agree: 59%
- Agree: 23%
- Neither Disagree nor Agree: 14%
- Disagree: 5%

I enjoy working with my direct supervisor. (N=44)
- Strongly Agree: 77%
- Agree: 9%
- Neither Disagree nor Agree: 11%

I am optimistic about the future of Pinellas County Schools. (N=44)
- Strongly Agree: 57%
- Agree: 23%
- Neither Disagree nor Agree: 18%
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=43)  
- Strongly Agree: 70%  
- Agree: 19%  
- Neither Disagree nor Agree: 12%

I know how I can fulfill Pinellas County Schools’ mission and vision. (N=43)  
- Strongly Agree: 67%  
- Agree: 16%  
- Neither Disagree nor Agree: 16%

I support the district’s mission and vision. (N=43)  
- Strongly Agree: 65%  
- Agree: 30%  
- Neither Disagree nor Agree: 5%
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=43)
  - Strongly Agree: 63%
  - Agree: 30%
  - Neither Disagree nor Agree: 7%

- The district is moving in a direction that reflects our mission and vision. (N=43)
  - Strongly Agree: 63%
  - Agree: 26%
  - Neither Disagree nor Agree: 9%

- I can provide input on how the district accomplishes its mission. (N=42)
  - Strongly Agree: 60%
  - Agree: 21%
  - Neither Disagree nor Agree: 14%
How strongly do you agree or disagree with the following statements?

District leaders’ actions are consistent with their words. (N=42)
- Strongly Agree: 48%
- Agree: 26%
- Neither Disagree nor Agree: 14%
- Disagree: 10%

District leaders understand my professional needs. (N=42)
- Strongly Agree: 43%
- Agree: 24%
- Neither Disagree nor Agree: 19%
- Disagree: 12%

District leaders clearly explain the reasons behind decisions on key issues. (N=42)
- Strongly Agree: 45%
- Agree: 19%
- Neither Disagree nor Agree: 24%
- Disagree: 10%

District leaders encourage employees to share ideas to improve performance. (N=42)
- Strongly Agree: 45%
- Agree: 19%
- Neither Disagree nor Agree: 24%
- Disagree: 10%

District leaders promote a positive work culture. (N=42)
- Strongly Agree: 50%
- Agree: 24%
- Neither Disagree nor Agree: 17%
- Disagree: 7%
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=43)

I can count on the support of my direct supervisor when addressing problems or issues. (N=43)

I trust my direct supervisor to make good decisions. (N=43)

My direct supervisor clearly communicates their expectations of my job performance. (N=43)
Worksite Leadership (Continued)

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

- **My direct supervisor effectively communicates about important issues that affect me. (N=43)**
  - Strongly Agree: 74%
  - Agree: 16%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%
  - Strongly Disagree: 0%
  
- **My direct supervisor implements policies fairly in my school or department. (N=43)**
  - Strongly Agree: 70%
  - Agree: 19%
  - Neither Disagree nor Agree: 5%
  - Disagree: 0%
  - Strongly Disagree: 5%
  
- **My direct supervisor promotes a positive work culture. (N=43)**
  - Strongly Agree: 72%
  - Agree: 19%
  - Neither Disagree nor Agree: 7%
  - Disagree: 0%
  
- **My direct supervisor encourages collaboration within and across teams in my school or department. (N=42)**
  - Strongly Agree: 79%
  - Agree: 12%
  - Neither Disagree nor Agree: 7%
  - Disagree: 0%
  
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Pinellas County Schools recognizes employees for their high-quality work and accomplishments. (N=42)

Staff members are recognized for good performance at my work site. (N=43)

I am recognized for my accomplishments. (N=43)

I feel appreciated for my work. (N=43)

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=42)
## Work Environment

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>N=43</th>
</tr>
</thead>
<tbody>
<tr>
<td>My colleagues help create a positive work environment.</td>
<td>65% Strongly Agree, 26% Agree, 5% Neither Disagree nor Agree, 5% Disagree, 5% Strongly Disagree</td>
</tr>
<tr>
<td>My colleagues and I are held to high professional standards.</td>
<td>81% Strongly Agree, 12% Agree, 5% Neither Disagree nor Agree, 5% Disagree, 5% Strongly Disagree</td>
</tr>
<tr>
<td>I have the materials I need to do my job.</td>
<td>58% Strongly Agree, 33% Agree, 5% Neither Disagree nor Agree, 5% Disagree, 5% Strongly Disagree</td>
</tr>
<tr>
<td>My colleagues support me.</td>
<td>74% Strongly Agree, 16% Agree, 5% Neither Disagree nor Agree, 5% Disagree, 5% Strongly Disagree</td>
</tr>
<tr>
<td>My colleagues are committed to their jobs.</td>
<td>70% Strongly Agree, 23% Agree, 5% Neither Disagree nor Agree, 5% Disagree, 5% Strongly Disagree</td>
</tr>
<tr>
<td>I work in an atmosphere where there is mutual respect among staff.</td>
<td>72% Strongly Agree, 19% Agree, 5% Neither Disagree nor Agree, 5% Disagree, 5% Strongly Disagree</td>
</tr>
</tbody>
</table>
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=42) [55% Strongly Agree, 36% Agree, 7% Neither Disagree nor Agree]
- The training I have received from the district has helped me perform my job more effectively. (N=42) [43% Strongly Agree, 38% Agree, 14% Neither Disagree nor Agree]
- The training I have received from my worksite has helped me perform my job more effectively. (N=42) [50% Strongly Agree, 29% Agree, 21% Neither Disagree nor Agree]
- The district’s professional development supports district initiatives. (N=42) [52% Strongly Agree, 31% Agree, 12% Neither Disagree nor Agree]
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=42)

- 67% Strongly Agree
- 21% Agree
- 10% Neither Disagree nor Agree

My direct supervisor identifies opportunities for my professional growth and improvement. (N=42)

- 62% Strongly Agree
- 19% Agree
- 12% Neither Disagree nor Agree
- 5% Disagree
- 2% Strongly Disagree
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=42)

- Strongly Agree: 55%
- Agree: 19%
- Neither Disagree nor Agree: 19%
- Disagree: 5%

There are leadership opportunities for me in my school or department. (N=42)

- Strongly Agree: 55%
- Agree: 19%
- Neither Disagree nor Agree: 19%
- Disagree: 5%
Overall School Quality

How would you rate the overall quality of your school? (N=37)

84% Excellent
14% Good
0% Fair
20% Poor

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

- This school has high learning standards for all students. (N=36)
  - Strongly Agree: 86%
  - Agree: 11%
  - Strongly Disagree: 0%

- Teachers set high expectations for all students. (N=36)
  - Strongly Agree: 75%
  - Agree: 22%
  - Strongly Disagree: 0%

- This school’s learning standards and expectations are clearly explained to students. (N=36)
  - Strongly Agree: 69%
  - Agree: 28%
  - Strongly Disagree: 0%

- Students are challenged by their schoolwork. (N=36)
  - Strongly Agree: 67%
  - Agree: 31%
  - Strongly Disagree: 0%

- Teachers give timely feedback about student work. (N=36)
  - Strongly Agree: 72%
  - Agree: 25%
  - Strongly Disagree: 0%

*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=36)
  - 72% Strongly Agree
  - 25% Agree
  - 0% Disagree
  - 0% Strongly Disagree
  - 0% Don't Know

- Teachers successfully show students how lessons relate to life outside of school. (N=36)
  - 64% Strongly Agree
  - 33% Agree
  - 20% Disagree
  - 0% Strongly Disagree
  - 0% Don't Know

- This school offers a variety of academic courses. (N=36)
  - 58% Strongly Agree
  - 39% Agree
  - 0% Disagree
  - 0% Strongly Disagree
  - 0% Don't Know

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=37)

- Strongly Agree: 81%
- Agree: 19%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=37)

- Strongly Agree: 78%
- Agree: 22%

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

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

This school offers students a variety of extracurricular activities. (N=36)

- Strongly Agree: 50%
- Agree: 44%
- Disagree: 6%

Students receive the support they need to prepare for the future. (N=36)

- Strongly Agree: 78%
- Agree: 19%
- Disagree: 3%

Students in this school receive support that addresses their individual needs. (N=36)

- Strongly Agree: 72%
- Agree: 22%
- Disagree: 6%

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=36)
  - Strongly Agree: 75%
  - Agree: 25%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=36)
  - Strongly Agree: 72%
  - Agree: 28%

Note: Only school-based staff answered these questions.
School Leadership (Continued)

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=36)

- Strongly Agree: 75%
- Agree: 25%

School administrators (principals and assistant principals) are courteous when I have a concern. (N=36)

- Strongly Agree: 75%
- Agree: 19%
- Disagree: 6%

School administrators (principals and assistant principals) are responsive when I have a concern. (N=36)

- Strongly Agree: 72%
- Agree: 22%
- Disagree: 6%

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=35)

- Strongly Agree: 74%
- Agree: 23%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=35)

- Strongly Agree: 74%
- Agree: 26%

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

- Staff members and families treat each other with respect. (N=35)
  - Strongly Agree: 71%
  - Agree: 17%
  - Disagree: 11%

- This school respects and values input provided by families. (N=35)
  - Strongly Agree: 77%
  - Agree: 20%

- This school uses family input to improve student achievement. (N=35)
  - Strongly Agree: 69%
  - Agree: 29%

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=35)
  - Strongly Agree: 77%
  - Agree: 20%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- All students are aware of the safety and security procedures. (N=35)
  - Strongly Agree: 63%
  - Agree: 34%
  - Strongly Disagree: 26%
  - Don't Know: 6%

- This school is safe. (N=35)
  - Strongly Agree: 74%
  - Agree: 26%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- Student discipline is enforced consistently for all students. (N=35)
  - Strongly Agree: 66%
  - Agree: 26%
  - Strongly Disagree: 6%
  - Don't Know: 0%

- Staff members and students treat each other with respect. (N=36)
  - Strongly Agree: 67%
  - Agree: 25%
  - Strongly Disagree: 8%
  - Don't Know: 0%

Note: Only school-based staff answered these questions.
Safety and Behavior (Continued)

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

- Staff members are responsive when students report bullying. (N=36)
  - Strongly Agree: 75%
  - Agree: 22%

- Bullying is not tolerated. (N=36)
  - Strongly Agree: 75%
  - Agree: 19%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=36)
  - Strongly Agree: 72%
  - Agree: 28%

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=35)
  - Strongly Agree: 60%
  - Agree: 29%
  - Disagree: 11%

- Culturally relevant teaching practices are being implemented in my school. (N=35)
  - Strongly Agree: 60%
  - Agree: 31%
  - Disagree: 9%

- Equity initiatives are being implemented in my school. (N=35)
  - Strongly Agree: 66%
  - Agree: 23%
  - Disagree: 11%

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=34)

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.
Net Promoter - District

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=42)

![Bar chart showing the likelihood of recommendation with percentages for each rating from 0 to 10.]

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.