2020-2021 Employee Engagement and Satisfaction Survey: Clearwater Fundamental Middle School

Results

May 24 - June 11, 2021
## Participation

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# Overall Engagement

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

- I am proud to work for Pinellas County Schools. (N=38)
  - Strongly Agree: 55%
  - Agree: 24%
  - Neither Disagree nor Agree: 16%
  - Disagree: 5%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=38)
  - Strongly Agree: 50%
  - Agree: 24%
  - Neither Disagree nor Agree: 21%
  - Disagree: 5%

- I am engaged in my work. (N=38)
  - Strongly Agree: 63%
  - Agree: 32%
  - Neither Disagree nor Agree: 5%

- My work is interesting. (N=38)
  - Strongly Agree: 63%
  - Agree: 32%
  - Neither Disagree nor Agree: 5%

- I am motivated to contribute more than what is expected of me. (N=38)
  - Strongly Agree: 55%
  - Agree: 34%
  - Neither Disagree nor Agree: 8%
  - Disagree: 5%
  - Strongly Disagree: 5%
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=38)

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=38)

I enjoy working with my direct supervisor. (N=38)

I am optimistic about the future of Pinellas County Schools. (N=38)
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=38)

- 63% Strongly Agree
- 34% Agree

I know how I can fulfill Pinellas County Schools' mission and vision. (N=38)

- 53% Strongly Agree
- 29% Agree
- 11% Neither Disagree nor Agree
- 8% Disagree

I support the district’s mission and vision. (N=38)

- 61% Strongly Agree
- 32% Agree
- 5% Neither Disagree nor Agree
- 8% Disagree
How strongly do you agree or disagree with the following statements?

- The district’s mission and vision is clearly defined. (N=38)
  - Strongly Agree: 61%
  - Agree: 32%
  - Neither Disagree nor Agree: 5%
  - Disagree: 13%
  - Strongly Disagree: 0%

- The district is moving in a direction that reflects our mission and vision. (N=38)
  - Strongly Agree: 39%
  - Agree: 37%
  - Neither Disagree nor Agree: 11%
  - Disagree: 13%
  - Strongly Disagree: 0%

- I can provide input on how the district accomplishes its mission. (N=37)
  - Strongly Agree: 35%
  - Agree: 27%
  - Neither Disagree nor Agree: 24%
  - Disagree: 11%
  - Strongly Disagree: 0%
District Leadership

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

- District leaders’ actions are consistent with their words. (N=38)
  - Strongly Agree: 24%
  - Agree: 29%
  - Neither Disagree nor Agree: 29%
  - Disagree: 16%

- District leaders understand my professional needs. (N=38)
  - Strongly Agree: 18%
  - Agree: 24%
  - Neither Disagree nor Agree: 18%
  - Disagree: 32%
  - Strongly Disagree: 8%

- District leaders clearly explain the reasons behind decisions on key issues. (N=38)
  - Strongly Agree: 16%
  - Agree: 34%
  - Neither Disagree nor Agree: 21%
  - Disagree: 21%
  - Strongly Disagree: 8%

- District leaders encourage employees to share ideas to improve performance. (N=38)
  - Strongly Agree: 21%
  - Agree: 37%
  - Neither Disagree nor Agree: 21%
  - Disagree: 13%
  - Strongly Disagree: 8%

- District leaders promote a positive work culture. (N=38)
  - Strongly Agree: 29%
  - Agree: 29%
  - Neither Disagree nor Agree: 24%
  - Disagree: 16%

Legend:
- Strongly Agree
- Agree
- Neither Disagree nor Agree
- Disagree
- Strongly Disagree
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=38)

I can count on the support of my direct supervisor when addressing problems or issues. (N=38)

I trust my direct supervisor to make good decisions. (N=38)

My direct supervisor clearly communicates their expectations of my job performance. (N=38)
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=38)
  - Strongly Agree: 55%
  - Agree: 32%
  - Neither Disagree nor Agree: 8%

- My direct supervisor implements policies fairly in my school or department. (N=38)
  - Strongly Agree: 50%
  - Agree: 29%
  - Neither Disagree nor Agree: 16%
  - Disagree: 5%

- My direct supervisor promotes a positive work culture. (N=38)
  - Strongly Agree: 55%
  - Agree: 29%
  - Neither Disagree nor Agree: 11%
  - Disagree: 5%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=38)
  - Strongly Agree: 53%
  - Agree: 37%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%
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=38)
  - Strongly Agree: 16%
  - Agree: 32%
  - Neither Disagree nor Agree: 32%
  - Disagree: 18%

- Staff members are recognized for good performance at my work site. (N=38)
  - Strongly Agree: 37%
  - Agree: 26%
  - Neither Disagree nor Agree: 24%
  - Disagree: 11%

- I am recognized for my accomplishments. (N=38)
  - Strongly Agree: 32%
  - Agree: 39%
  - Neither Disagree nor Agree: 18%
  - Disagree: 8%

- I feel appreciated for my work. (N=38)
  - Strongly Agree: 42%
  - Agree: 26%
  - Neither Disagree nor Agree: 13%
  - Disagree: 16%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=38)
  - Strongly Agree: 32%
  - Agree: 39%
  - Neither Disagree nor Agree: 18%
  - Disagree: 8%
Work Environment

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

- My colleagues help create a positive work environment. (N=38)
  - Strongly Agree: 50%
  - Agree: 37%
  - Neither Disagree nor Agree: 13%

- My colleagues and I are held to high professional standards. (N=38)
  - Strongly Agree: 63%
  - Agree: 29%
  - Neither Disagree nor Agree: 5%

- I have the materials I need to do my job. (N=38)
  - Strongly Agree: 45%
  - Agree: 45%
  - Neither Disagree nor Agree: 5%

- My colleagues support me. (N=38)
  - Strongly Agree: 58%
  - Agree: 34%
  - Neither Disagree nor Agree: 5%

- My colleagues are committed to their jobs. (N=38)
  - Strongly Agree: 53%
  - Agree: 34%
  - Neither Disagree nor Agree: 13%

- I work in an atmosphere where there is mutual respect among staff. (N=38)
  - Strongly Agree: 50%
  - Agree: 37%
  - Neither Disagree nor Agree: 11%
How strongly do you agree or disagree with the following statements?

1. The district encourages continued education and professional growth. (N=38)
   - Strongly Agree: 50%
   - Agree: 47%
   - Neither Disagree nor Agree: 29%
   - Disagree: 24%
   - Strongly Disagree: 8%

2. The training I have received from the district has helped me perform my job more effectively. (N=38)
   - Strongly Agree: 29%
   - Agree: 34%
   - Neither Disagree nor Agree: 24%
   - Disagree: 8%
   - Strongly Disagree: 5%

3. The training I have received from my worksite has helped me perform my job more effectively. (N=38)
   - Strongly Agree: 29%
   - Agree: 45%
   - Neither Disagree nor Agree: 18%
   - Disagree: 8%
   - Strongly Disagree: 5%

4. The district’s professional development supports district initiatives. (N=38)
   - Strongly Agree: 34%
   - Agree: 47%
   - Neither Disagree nor Agree: 13%
   - Disagree: 8%
   - Strongly Disagree: 5%
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=38)

- Strongly Agree: 47%
- Agree: 42%
- Neither Disagree nor Agree: 11%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=37)

- Strongly Agree: 38%
- Agree: 43%
- Neither Disagree nor Agree: 14%
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=38)

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

There are leadership opportunities for me in my school or department. (N=38)

- Strongly Agree: 37%
- Agree: 37%
- Neither Disagree nor Agree: 18%
- Disagree: 5%
- Strongly Disagree: 0%
Overall School Quality

How would you rate the overall quality of your school? (N=30)

77% Excellent
17% Good
7% Fair
0% 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=30)
- **Strongly Agree**: 77%
- **Agree**: 17%
- **Disagree**: 0%
- **Strongly Disagree**: 0%
- **Don't Know**: 0%

Teachers set high expectations for all students. (N=30)
- **Strongly Agree**: 77%
- **Agree**: 13%
- **Disagree**: 10%
- **Strongly Disagree**: 0%
- **Don't Know**: 0%

This school’s learning standards and expectations are clearly explained to students. (N=30)
- **Strongly Agree**: 73%
- **Agree**: 17%
- **Disagree**: 7%
- **Strongly Disagree**: 0%
- **Don't Know**: 0%

Students are challenged by their schoolwork. (N=30)
- **Strongly Agree**: 70%
- **Agree**: 20%
- **Disagree**: 10%
- **Strongly Disagree**: 0%
- **Don't Know**: 0%

Teachers give timely feedback about student work. (N=30)
- **Strongly Agree**: 57%
- **Agree**: 20%
- **Disagree**: 7%
- **Strongly Disagree**: 0%
- **Don't Know**: 17%

*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=30)
  - Strongly Agree: 57%
  - Agree: 23%
  - Disagree: 17%
  - Strongly Disagree: 17%
  - Don't Know: 20%

- Teachers successfully show students how lessons relate to life outside of school. (N=30)
  - Strongly Agree: 50%
  - Agree: 27%
  - Disagree: 20%
  - Strongly Disagree: 17%
  - Don't Know: 17%

- This school offers a variety of academic courses. (N=30)
  - Strongly Agree: 63%
  - Agree: 17%
  - Disagree: 17%
  - Strongly Disagree: 17%
  - Don't Know: 20%

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=30)
  - Strongly Agree: 77%
  - Agree: 17%

- There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=30)
  - Strongly Agree: 73%
  - Agree: 20%

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=30)
- Strongly Agree: 23%
- Agree: 40%
- Disagree: 13%
- Strongly Disagree: 7%
- Don't Know: 17%

Students receive the support they need to prepare for the future. (N=30)
- Strongly Agree: 60%
- Agree: 20%
- Disagree: 7%
- Strongly Disagree: 13%

Students in this school receive support that addresses their individual needs. (N=30)
- Strongly Agree: 50%
- Agree: 27%
- Disagree: 10%
- Strongly Disagree: 13%

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=30)**
  - Strongly Agree: 57%
  - Agree: 23%
  - Disagree: 7%
  - Strongly Disagree: 10%
  - Don’t Know: 10%

- **School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=30)**
  - Strongly Agree: 60%
  - Agree: 23%
  - Disagree: 10%
  - Strongly Disagree: 7%
  - Don’t Know: 7%

*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=30)

- Strongly Agree: 63%
- Agree: 23%
- Disagree: 7%
- Strongly Disagree: 7%
- Don't Know: 7%

School administrators (principals and assistant principals) are courteous when I have a concern. (N=30)

- Strongly Agree: 60%
- Agree: 23%
- Disagree: 7%
- Strongly Disagree: 7%
- Don't Know: 7%

School administrators (principals and assistant principals) are responsive when I have a concern. (N=30)

- Strongly Agree: 57%
- Agree: 27%
- Disagree: 10%
- Strongly Disagree: 7%
- Don't Know: 7%

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=30)

- Strongly Agree: 63%
- Agree: 20%
- Disagree: 7%
- Strongly Disagree: 10%
- Don’t Know: 0%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=30)

- Strongly Agree: 63%
- Agree: 23%
- Disagree: 13%
- Strongly Disagree: 0%
- Don’t Know: 0%

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=30)  
- Strongly Agree: 57%  
- Agree: 30%  
- Disagree: 7%  
- Strongly Disagree: 7%  

This school respects and values input provided by families.  
(N=30)  
- Strongly Agree: 60%  
- Agree: 27%  
- Disagree: 10%  
- Strongly Disagree: 10%  

This school uses family input to improve student achievement.  
(N=30)  
- Strongly Agree: 47%  
- Agree: 23%  
- Disagree: 10%  
- Strongly Disagree: 20%  

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

1. All school staff members are aware of the safety and security procedures. (N=30)
   - Strongly Agree: 67%
   - Agree: 23%
   - Disagree: 7%

2. All students are aware of the safety and security procedures. (N=30)
   - Strongly Agree: 63%
   - Agree: 20%
   - Disagree: 10%
   - Strongly Disagree: 7%

3. This school is safe. (N=30)
   - Strongly Agree: 70%
   - Agree: 20%
   - Disagree: 7%

4. Student discipline is enforced consistently for all students. (N=30)
   - Strongly Agree: 60%
   - Agree: 17%
   - Disagree: 10%
   - Strongly Disagree: 7%

5. Staff members and students treat each other with respect. (N=30)
   - Strongly Agree: 67%
   - Agree: 23%
   - Disagree: 7%

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=30)**
  - Strongly Agree: 67%
  - Agree: 23%
  - Disagree: 7%

- **Bullying is not tolerated. (N=30)**
  - Strongly Agree: 73%
  - Agree: 17%
  - Disagree: 7%

- **Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=30)**
  - Strongly Agree: 73%
  - Agree: 17%
  - Disagree: 7%

*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=29)
  - Strongly Agree: 38%
  - Agree: 31%
  - Disagree: 28%

- Culturally relevant teaching practices are being implemented in my school. (N=29)
  - Strongly Agree: 31%
  - Agree: 34%
  - Disagree: 31%

- Equity initiatives are being implemented in my school. (N=29)
  - Strongly Agree: 31%
  - Agree: 38%
  - Disagree: 28%

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=27)

- 10 - Extremely Likely: 63%
- 9: 22%
- 8: 7%
- 7: 4%
- 6: 4%
- 5: 4%
- 4: 4%
- 3: 4%
- 2: 4%
- 1: 4%
- 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=38)

- 10 - Extremely Likely: 42%
- 9: 11%
- 8: 16%
- 7: 8%
- 6: 5%
- 5: 8%
- 4: 3%
- 3: 8%
- 2: 8%
- 1: 0%
- 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.