2020-2021 Employee Engagement and Satisfaction Survey: Dunedin 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>
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<td>44</td>
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</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: 27%
- Neither Disagree nor Agree: 5%

Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=44)
- Strongly Agree: 57%
- Agree: 27%
- Neither Disagree nor Agree: 11%
- Disagree: 5%

I am engaged in my work. (N=44)
- Strongly Agree: 80%
- Agree: 20%

My work is interesting. (N=44)
- Strongly Agree: 73%
- Agree: 25%

I am motivated to contribute more than what is expected of me. (N=44)
- Strongly Agree: 77%
- Agree: 23%
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: 50%
- Agree: 25%
- Neither Disagree nor Agree: 18%
- Disagree: 5%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=44)
- Strongly Agree: 50%
- Agree: 36%
- Neither Disagree nor Agree: 11%
- Disagree: 9%

I enjoy working with my direct supervisor. (N=44)
- Strongly Agree: 91%
- Agree: 9%

I am optimistic about the future of Pinellas County Schools. (N=44)
- Strongly Agree: 57%
- Agree: 23%
- Neither Disagree nor Agree: 11%
- Disagree: 5%
- Strongly Disagree: 5%
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=44)

- **Strongly Agree**: 77%
- **Agree**: 23%

I know how I can fulfill Pinellas County Schools' mission and vision. (N=44)

- **Strongly Agree**: 59%
- **Agree**: 36%
- **Neither Disagree nor Agree**: 5%

I support the district’s mission and vision. (N=44)

- **Strongly Agree**: 68%
- **Agree**: 23%
- **Neither Disagree nor Agree**: 7%
How strongly do you agree or disagree with the following statements?

The district’s mission and vision is clearly defined. (N=44)
- Strongly Agree: 68%
- Agree: 25%
- Neither Disagree nor Agree: 5%
- Disagree: 0%
- Strongly Disagree: 0%

The district is moving in a direction that reflects our mission and vision. (N=44)
- Strongly Agree: 55%
- Agree: 27%
- Neither Disagree nor Agree: 11%
- Disagree: 11%
- Strongly Disagree: 5%

I can provide input on how the district accomplishes its mission. (N=44)
- Strongly Agree: 36%
- Agree: 34%
- Neither Disagree nor Agree: 20%
- Disagree: 9%
- 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=44)
  - Strongly Agree: 36%
  - Agree: 30%
  - Neither Disagree nor Agree: 25%
  - Disagree: 7%
  - Strongly Disagree: 0%

- District leaders understand my professional needs. (N=43)
  - Strongly Agree: 33%
  - Agree: 30%
  - Neither Disagree nor Agree: 26%
  - Disagree: 7%
  - Strongly Disagree: 5%

- District leaders clearly explain the reasons behind decisions on key issues. (N=44)
  - Strongly Agree: 32%
  - Agree: 23%
  - Neither Disagree nor Agree: 36%
  - Disagree: 7%
  - Strongly Disagree: 0%

- District leaders encourage employees to share ideas to improve performance. (N=44)
  - Strongly Agree: 32%
  - Agree: 30%
  - Neither Disagree nor Agree: 27%
  - Disagree: 7%
  - Strongly Disagree: 5%

- District leaders promote a positive work culture. (N=44)
  - Strongly Agree: 43%
  - Agree: 27%
  - Neither Disagree nor Agree: 20%
  - Disagree: 7%
  - Strongly Disagree: 0%
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=44)

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Disagree nor Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>86%</td>
<td></td>
<td></td>
<td>86%</td>
<td>11%</td>
</tr>
</tbody>
</table>

I can count on the support of my direct supervisor when addressing problems or issues. (N=44)

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Disagree nor Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>86%</td>
<td></td>
<td></td>
<td>86%</td>
<td>14%</td>
</tr>
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</table>

I trust my direct supervisor to make good decisions. (N=44)

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Disagree nor Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>84%</td>
<td></td>
<td></td>
<td>84%</td>
<td>16%</td>
</tr>
</tbody>
</table>

My direct supervisor clearly communicates their expectations of my job performance. (N=44)

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neither Disagree nor Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>84%</td>
<td></td>
<td></td>
<td>84%</td>
<td>16%</td>
</tr>
</tbody>
</table>
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=44)
  - Strongly Agree: 82%
  - Agree: 16%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- My direct supervisor implements policies fairly in my school or department. (N=44)
  - Strongly Agree: 82%
  - Agree: 16%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- My direct supervisor promotes a positive work culture. (N=44)
  - Strongly Agree: 91%
  - Agree: 9%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=44)
  - Strongly Agree: 91%
  - Agree: 9%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%
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=44)
  - 27% Strongly Agree
  - 34% Agree
  - 25% Neither Disagree nor Agree
  - 9% Disagree
  - 5% Strongly Disagree

- Staff members are recognized for good performance at my work site. (N=44)
  - 61% Strongly Agree
  - 27% Agree
  - 9% Neither Disagree nor Agree
  - 9% Disagree
  - 1% Strongly Disagree

- I am recognized for my accomplishments. (N=44)
  - 48% Strongly Agree
  - 39% Agree
  - 9% Neither Disagree nor Agree
  - 9% Disagree
  - 3% Strongly Disagree

- I feel appreciated for my work. (N=44)
  - 64% Strongly Agree
  - 27% Agree
  - 7% Neither Disagree nor Agree
  - 5% Disagree
  - 0% Strongly Disagree

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=44)
  - 55% Strongly Agree
  - 41% Agree
  - 5% Neither Disagree nor Agree
  - 2% Disagree
  - 3% Strongly Disagree
Work Environment

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

- **My colleagues help create a positive work environment. (N=44)**
  - Strongly Agree: 68%
  - Agree: 25%
  - Neither Disagree nor Agree: 7%

- **My colleagues and I are held to high professional standards. (N=44)**
  - Strongly Agree: 77%
  - Agree: 23%

- **I have the materials I need to do my job. (N=44)**
  - Strongly Agree: 59%
  - Agree: 34%
  - Neither Disagree nor Agree: 5%

- **My colleagues support me. (N=44)**
  - Strongly Agree: 70%
  - Agree: 27%

- **My colleagues are committed to their jobs. (N=44)**
  - Strongly Agree: 70%
  - Agree: 30%

- **I work in an atmosphere where there is mutual respect among staff. (N=44)**
  - Strongly Agree: 70%
  - Agree: 23%
  - Neither Disagree nor Agree: 7%
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=44)
  - Strongly Agree: 55%
  - Agree: 34%
  - Neither Disagree nor Agree: 7%
  - Disagree: 5%

- The training I have received from the district has helped me perform my job more effectively. (N=44)
  - Strongly Agree: 32%
  - Agree: 34%
  - Neither Disagree nor Agree: 20%
  - Disagree: 11%

- The training I have received from my worksite has helped me perform my job more effectively. (N=43)
  - Strongly Agree: 51%
  - Agree: 35%
  - Neither Disagree nor Agree: 9%
  - Disagree: 11%

- The district’s professional development supports district initiatives. (N=44)
  - Strongly Agree: 36%
  - Agree: 36%
  - Neither Disagree nor Agree: 16%
  - Disagree: 9%
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=44)
  - Strongly Agree: 64%
  - Agree: 32%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%
  - Strongly Disagree: 0%

- My direct supervisor identifies opportunities for my professional growth and improvement. (N=44)
  - Strongly Agree: 55%
  - Agree: 39%
  - Neither Disagree nor Agree: 5%
  - Disagree: 0%
  - Strongly Disagree: 0%
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=44)
- Strongly Agree: 68%
- Agree: 20%
- Neither Disagree nor Agree: 5%
- Disagree: 7%

There are leadership opportunities for me in my school or department. (N=44)
- Strongly Agree: 55%
- Agree: 30%
- Neither Disagree nor Agree: 14%
Overall School Quality

How would you rate the overall quality of your school? (N=35)

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=35)
  - Strongly Agree: 80%
  - Agree: 20%

- Teachers set high expectations for all students. (N=35)
  - Strongly Agree: 66%
  - Agree: 31%
  - Disagree: 20%

- This school’s learning standards and expectations are clearly explained to students. (N=35)
  - Strongly Agree: 66%
  - Agree: 34%

- Students are challenged by their schoolwork. (N=35)
  - Strongly Agree: 66%
  - Agree: 34%

- Teachers give timely feedback about student work. (N=35)
  - Strongly Agree: 51%
  - Agree: 34%
  - Disagree: 14%

*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=35)
  - Strongly Agree: 51%
  - Agree: 37%
  - Disagree: 11%

- Teachers successfully show students how lessons relate to life outside of school. (N=35)
  - Strongly Agree: 51%
  - Agree: 40%
  - Disagree: 9%

- This school offers a variety of academic courses. (N=35)
  - Strongly Agree: 51%
  - Agree: 43%
  - Disagree: 0%

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=35)

- Strongly Agree: 83%
- Agree: 17%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=35)

- Strongly Agree: 86%
- Agree: 14%

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

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

1. **This school offers students a variety of extracurricular activities.**
   
   (N=35)
   
   - Strongly Agree: 37%
   - Agree: 57%
   - Disagree: 0%

2. **Students receive the support they need to prepare for the future.**
   
   (N=35)
   
   - Strongly Agree: 54%
   - Agree: 43%
   - Disagree: 29%

3. **Students in this school receive support that addresses their individual needs.**
   
   (N=35)
   
   - Strongly Agree: 69%
   - Agree: 29%
   - Disagree: 0%

*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=35)

- **Strongly Agree**: 89%
- **Agree**: 11%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=35)

- **Strongly Agree**: 86%
- **Agree**: 14%

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=35)
- 83% Strongly Agree
- 14% Agree
- 11% Disagree
- 0% Strongly Disagree
- 0% Don't Know

School administrators (principals and assistant principals) are courteous when I have a concern. (N=35)
- 89% Strongly Agree
- 11% Agree
- 0% Disagree
- 0% Strongly Disagree
- 0% Don't Know

School administrators (principals and assistant principals) are responsive when I have a concern. (N=35)
- 89% Strongly Agree
- 11% Agree
- 0% Disagree
- 0% Strongly Disagree
- 0% Don't Know

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: 80%
- Agree: 20%

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

- Strongly Agree: 83%
- Agree: 17%

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=35)  
  - Strongly Agree: 63%  
  - Agree: 29%  
  - Disagree: 6%  

- This school respects and values input provided by families.  
  (N=35)  
  - Strongly Agree: 74%  
  - Agree: 26%  

- This school uses family input to improve student achievement.  
  (N=35)  
  - Strongly Agree: 57%  
  - Agree: 29%  
  - Disagree: 11%  

*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: 80%
  - Agree: 20%

- All students are aware of the safety and security procedures. (N=35)
  - Strongly Agree: 74%
  - Agree: 26%

- This school is safe. (N=35)
  - Strongly Agree: 74%
  - Agree: 23%

- Student discipline is enforced consistently for all students. (N=35)
  - Strongly Agree: 37%
  - Agree: 43%
  - Disagree: 9%
  - Strongly Disagree: 9%

- Staff members and students treat each other with respect. (N=35)
  - Strongly Agree: 51%
  - Agree: 34%
  - Disagree: 11%

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=35)
  - Strongly Agree: 66%
  - Agree: 34%

- Bullying is not tolerated. (N=35)
  - Strongly Agree: 77%
  - Agree: 23%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=35)
  - Strongly Agree: 83%
  - Agree: 11%
  - Disagree: 6%

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

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

1. Restorative practices are being implemented in my school. (N=35)
   - Strongly Agree: 54%
   - Agree: 40%
   - Disagree: 6%

2. Culturally relevant teaching practices are being implemented in my school. (N=35)
   - Strongly Agree: 57%
   - Agree: 40%
   - Disagree: 3%

3. Equity initiatives are being implemented in my school. (N=35)
   - Strongly Agree: 54%
   - Agree: 40%
   - Disagree: 6%

Note: Only school-based staff answered these questions.
Net Promoter - School

How likely is it that you would recommend your school to a family member or friend? (N=29)

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=44)

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.