2020-2021 Employee Engagement and Satisfaction Survey: East Lake Middle School Academy of Engineering

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>24</td>
<td></td>
<td>24</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=24)
  - Strongly Agree: 75%
  - Agree: 25%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=24)
  - Strongly Agree: 71%
  - Agree: 25%

- I am engaged in my work. (N=24)
  - Strongly Agree: 75%
  - Agree: 25%

- My work is interesting. (N=24)
  - Strongly Agree: 63%
  - Agree: 38%

- I am motivated to contribute more than what is expected of me. (N=24)
  - Strongly Agree: 63%
  - Agree: 38%
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=24)
  - Strongly Agree: 54%
  - Agree: 33%
  - Neither Disagree nor Agree: 8%
  - Disagree: 25%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=24)
  - Strongly Agree: 71%
  - Agree: 25%
  - Neither Disagree nor Agree: 8%

- I enjoy working with my direct supervisor. (N=24)
  - Strongly Agree: 67%
  - Agree: 29%
  - Neither Disagree nor Agree: 8%

- I am optimistic about the future of Pinellas County Schools. (N=24)
  - Strongly Agree: 63%
  - Agree: 29%
  - Neither Disagree nor Agree: 8%
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=24)
  - Strongly Agree: 79%
  - Agree: 21%

- I know how I can fulfill Pinellas County Schools’ mission and vision. (N=24)
  - Strongly Agree: 71%
  - Agree: 21%
  - Neither Disagree nor Agree: 8%

- I support the district’s mission and vision. (N=24)
  - Strongly Agree: 71%
  - Agree: 25%
How strongly do you agree or disagree with the following statements?

- **The district’s mission and vision is clearly defined. (N=24)**
  - Strongly Agree: 58%
  - Agree: 33%
  - Neither Disagree nor Agree: 8%
  - Disagree: 0%
  - Strongly Disagree: 0%

- **The district is moving in a direction that reflects our mission and vision. (N=24)**
  - Strongly Agree: 54%
  - Agree: 42%
  - Neither Disagree nor Agree: 42%
  - Disagree: 0%
  - Strongly Disagree: 0%

- **I can provide input on how the district accomplishes its mission. (N=24)**
  - Strongly Agree: 46%
  - Agree: 42%
  - Neither Disagree nor Agree: 20%
  - Disagree: 0%
  - 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=24)
  - Strongly Agree: 46%
  - Agree: 33%
  - Neither Disagree nor Agree: 17%
  - Disagree: 8%

- District leaders understand my professional needs. (N=24)
  - Strongly Agree: 42%
  - Agree: 33%
  - Neither Disagree nor Agree: 17%
  - Disagree: 8%

- District leaders clearly explain the reasons behind decisions on key issues. (N=24)
  - Strongly Agree: 50%
  - Agree: 33%
  - Neither Disagree nor Agree: 13%
  - Disagree: 17%

- District leaders encourage employees to share ideas to improve performance. (N=24)
  - Strongly Agree: 54%
  - Agree: 21%
  - Neither Disagree nor Agree: 25%

- District leaders promote a positive work culture. (N=24)
  - Strongly Agree: 50%
  - Agree: 38%
  - Neither Disagree nor Agree: 8%
  - 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=24)
- Strongly Agree: 63%
- Agree: 29%
- Neither Disagree nor Agree: 8%

I can count on the support of my direct supervisor when addressing problems or issues. (N=24)
- Strongly Agree: 63%
- Agree: 29%
- Neither Disagree nor Agree: 8%

I trust my direct supervisor to make good decisions. (N=23)
- Strongly Agree: 61%
- Agree: 35%
- Neither Disagree nor Agree: 4%

My direct supervisor clearly communicates their expectations of my job performance. (N=24)
- Strongly Agree: 67%
- Agree: 25%
- Neither Disagree nor Agree: 8%
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=24)
  - Strongly Agree: 67%
  - Agree: 29%
  - Neither Disagree nor Agree: 3%

- My direct supervisor implements policies fairly in my school or department. (N=24)
  - Strongly Agree: 58%
  - Agree: 29%
  - Neither Disagree nor Agree: 13%

- My direct supervisor promotes a positive work culture. (N=24)
  - Strongly Agree: 58%
  - Agree: 38%
  - Neither Disagree nor Agree: 5%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=24)
  - Strongly Agree: 63%
  - Agree: 29%
  - Neither Disagree nor Agree: 8%
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=24)
  - Strongly Agree: 38%
  - Agree: 46%
  - Neither Disagree nor Agree: 17%

- Staff members are recognized for good performance at my work site. (N=24)
  - Strongly Agree: 42%
  - Agree: 38%
  - Neither Disagree nor Agree: 21%

- I am recognized for my accomplishments. (N=24)
  - Strongly Agree: 46%
  - Agree: 25%
  - Neither Disagree nor Agree: 25%

- I feel appreciated for my work. (N=23)
  - Strongly Agree: 61%
  - Agree: 17%
  - Neither Disagree nor Agree: 22%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=24)
  - Strongly Agree: 58%
  - Agree: 25%
  - Neither Disagree nor Agree: 17%
# Work Environment

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

<table>
<thead>
<tr>
<th>Statement</th>
<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>My colleagues help create a positive work environment. (N=24)</td>
<td>42%</td>
<td>54%</td>
<td>4%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>My colleagues and I are held to high professional standards. (N=24)</td>
<td>63%</td>
<td>38%</td>
<td>9%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>I have the materials I need to do my job. (N=24)</td>
<td>71%</td>
<td>29%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>My colleagues support me. (N=24)</td>
<td>67%</td>
<td>21%</td>
<td>13%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>My colleagues are committed to their jobs. (N=24)</td>
<td>63%</td>
<td>38%</td>
<td>9%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>I work in an atmosphere where there is mutual respect among staff. (N=24)</td>
<td>54%</td>
<td>33%</td>
<td>13%</td>
<td>0%</td>
<td>0%</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=24)
  - Strongly Agree: 58%
  - Agree: 38%
  - Neither Disagree nor Agree: 8%

- The training I have received from the district has helped me perform my job more effectively. (N=24)
  - Strongly Agree: 50%
  - Agree: 38%
  - Neither Disagree nor Agree: 8%

- The training I have received from my worksite has helped me perform my job more effectively. (N=24)
  - Strongly Agree: 50%
  - Agree: 42%
  - Neither Disagree nor Agree: 8%

- The district’s professional development supports district initiatives. (N=24)
  - Strongly Agree: 50%
  - Agree: 38%
  - Neither Disagree nor Agree: 13%
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=24)
  - Strongly Agree: 54%
  - Agree: 38%
  - Neither Disagree nor Agree: 8%

- My direct supervisor identifies opportunities for my professional growth and improvement. (N=24)
  - Strongly Agree: 46%
  - Agree: 38%
  - Neither Disagree nor Agree: 17%
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=24)

- Strongly Agree: 63%
- Agree: 25%
- Neither Disagree nor Agree: 13%

There are leadership opportunities for me in my school or department. (N=24)

- Strongly Agree: 58%
- Agree: 17%
- Neither Disagree nor Agree: 21%
Overall School Quality

How would you rate the overall quality of your school? (N=22)

86% Excellent
14% Good
0% Fair
20% Poor

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=22)**
  - Strongly Agree: 86%
  - Agree: 14%

- **Teachers set high expectations for all students. (N=22)**
  - Strongly Agree: 77%
  - Agree: 23%

- **This school’s learning standards and expectations are clearly explained to students. (N=22)**
  - Strongly Agree: 64%
  - Agree: 36%

- **Students are challenged by their schoolwork. (N=22)**
  - Strongly Agree: 68%
  - Agree: 32%

- **Teachers give timely feedback about student work. (N=22)**
  - Strongly Agree: 68%
  - Agree: 27%
  - Disagree: 5%

*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=22)
  - Strongly Agree: 64%
  - Agree: 32%
  - Disagree: 5%
  - Don't Know: 5%

- Teachers successfully show students how lessons relate to life outside of school. (N=22)
  - Strongly Agree: 68%
  - Agree: 27%
  - Disagree: 5%
  - Don't Know: 5%

- This school offers a variety of academic courses. (N=22)
  - Strongly Agree: 55%
  - Agree: 41%
  - Disagree: 5%
  - Don't Know: 5%

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=22)

- Strongly Agree: 95%
- Agree: 5%
- Disagree: 0%
- Strongly Disagree: 0%
- Don't Know: 0%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=22)

- Strongly Agree: 95%
- Agree: 5%
- Disagree: 0%
- Strongly Disagree: 0%
- Don't Know: 0%

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

Student Support (Continued)

This school offers students a variety of extracurricular activities. (N=22)
- Strongly Agree: 36%
- Agree: 32%
- Disagree: 32%

Students receive the support they need to prepare for the future. (N=22)
- Strongly Agree: 82%
- Agree: 18%

Students in this school receive support that addresses their individual needs. (N=22)
- Strongly Agree: 77%
- Agree: 23%

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=22)

- **Strongly Agree**: 82%
- **Agree**: 18%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=22)

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

*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=22)
  - Strongly Agree: 82%
  - Agree: 18%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=22)
  - Strongly Agree: 82%
  - Agree: 18%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=21)
  - Strongly Agree: 76%
  - Agree: 24%

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=22)

- Strongly Agree: 68%
- Agree: 32%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=22)

- Strongly Agree: 73%
- Agree: 23%
- Disagree: 5%

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=21)
  - Strongly Agree: 67%
  - Agree: 33%

- This school respects and values input provided by families. (N=22)
  - Strongly Agree: 77%
  - Agree: 23%

- This school uses family input to improve student achievement. (N=22)
  - Strongly Agree: 64%
  - Agree: 32%
  - Disagree: 5%

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=22) 86% Strongly Agree, 14% Agree
- All students are aware of the safety and security procedures. (N=22) 82% Strongly Agree, 14% Agree
- This school is safe. (N=22) 95% Strongly Agree, 5% Agree
- Student discipline is enforced consistently for all students. (N=22) 50% Strongly Agree, 41% Agree
- Staff members and students treat each other with respect. (N=22) 55% Strongly Agree, 41% Agree

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=22)
  - 82% Strongly Agree
  - 18% Agree
  - 0% Disagree
  - 0% Strongly Disagree
  - 0% Don't Know

- Bullying is not tolerated. (N=22)
  - 73% Strongly Agree
  - 27% Agree
  - 0% Disagree
  - 0% Strongly Disagree
  - 0% Don't Know

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=22)
  - 73% Strongly Agree
  - 27% Agree
  - 0% Disagree
  - 0% Strongly Disagree
  - 0% Don't Know

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=22)
  - Strongly Agree: 55%
  - Agree: 41%
  - Disagree: 5%

- Culturally relevant teaching practices are being implemented in my school. (N=22)
  - Strongly Agree: 59%
  - Agree: 32%
  - Disagree: 9%

- Equity initiatives are being implemented in my school. (N=22)
  - Strongly Agree: 64%
  - Agree: 27%
  - Disagree: 9%

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=21)

10 - Extremely Likely 67%
9 - Strongly Likely 14%
8 - Somewhat Likely 10%
7 - Neutral 5%
6 - Slightly Unlikely 5%
5 - Not at all Likely 5%
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=24)

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.