2020-2021 Employee Engagement and Satisfaction Survey: Elisa Nelson 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>31</td>
<td></td>
<td>31</td>
</tr>
</tbody>
</table>
Overall Engagement

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

1. I am proud to work for Pinellas County Schools. (N=31)
   - Strongly Agree: 58%
   - Agree: 19%
   - Neither Disagree nor Agree: 19%
   - Disagree: 6%

2. Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=31)
   - Strongly Agree: 55%
   - Agree: 19%
   - Neither Disagree nor Agree: 19%
   - Disagree: 6%

3. I am engaged in my work. (N=31)
   - Strongly Agree: 58%
   - Agree: 29%
   - Neither Disagree nor Agree: 10%

4. My work is interesting. (N=31)
   - Strongly Agree: 58%
   - Agree: 35%
   - Neither Disagree nor Agree: 6%

5. I am motivated to contribute more than what is expected of me. (N=31)
   - Strongly Agree: 58%
   - Agree: 26%
   - Neither Disagree nor Agree: 6%
   - Disagree: 6%
   - Strongly Disagree: 6%
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=31)
  - Strongly Agree: 48%
  - Agree: 19%
  - Neither Disagree nor Agree: 26%
  - Disagree: 19%
  - Strongly Disagree: 0%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=31)
  - Strongly Agree: 55%
  - Agree: 19%
  - Neither Disagree nor Agree: 16%
  - Disagree: 6%
  - Strongly Disagree: 0%

- I enjoy working with my direct supervisor. (N=31)
  - Strongly Agree: 55%
  - Agree: 19%
  - Neither Disagree nor Agree: 10%
  - Disagree: 13%
  - Strongly Disagree: 0%

- I am optimistic about the future of Pinellas County Schools. (N=31)
  - Strongly Agree: 58%
  - Agree: 23%
  - Neither Disagree nor Agree: 13%
  - Disagree: 0%
  - Strongly Disagree: 0%
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=31)

- Strongly Agree: 61%
- Agree: 23%
- Neither Disagree nor Agree: 16%

I know how I can fulfill Pinellas County Schools’ mission and vision. (N=30)

- Strongly Agree: 60%
- Agree: 23%
- Neither Disagree nor Agree: 17%

I support the district’s mission and vision. (N=31)

- Strongly Agree: 61%
- Agree: 29%
- Neither Disagree nor Agree: 10%
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=31)
  - Strongly Agree: 58%
  - Agree: 26%
  - Neither Disagree nor Agree: 13%

- The district is moving in a direction that reflects our mission and vision. (N=31)
  - Strongly Agree: 52%
  - Agree: 26%
  - Neither Disagree nor Agree: 23%

- I can provide input on how the district accomplishes its mission. (N=30)
  - Strongly Agree: 43%
  - Agree: 20%
  - Neither Disagree nor Agree: 33%
How strongly do you agree or disagree with the following statements?

**District leaders’ actions are consistent with their words. (N=30)**
- Strongly Agree: 40%
- Agree: 23%
- Neither Disagree nor Agree: 23%
- Disagree: 10%

**District leaders understand my professional needs. (N=31)**
- Strongly Agree: 39%
- Agree: 23%
- Neither Disagree nor Agree: 13%
- Disagree: 19%
- Strongly Disagree: 6%

**District leaders clearly explain the reasons behind decisions on key issues. (N=31)**
- Strongly Agree: 39%
- Agree: 23%
- Neither Disagree nor Agree: 29%
- Disagree: 6%
- Strongly Disagree: 6%

**District leaders encourage employees to share ideas to improve performance. (N=31)**
- Strongly Agree: 35%
- Agree: 26%
- Neither Disagree nor Agree: 16%
- Disagree: 16%
- Strongly Disagree: 6%

**District leaders promote a positive work culture. (N=31)**
- Strongly Agree: 35%
- Agree: 35%
- Neither Disagree nor Agree: 23%
- Disagree: 6%
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=31)

- Strongly Agree: 42%
- Agree: 32%
- Neither Disagree nor Agree: 6%
- Disagree: 16%

I can count on the support of my direct supervisor when addressing problems or issues. (N=31)

- Strongly Agree: 48%
- Agree: 23%
- Neither Disagree nor Agree: 6%
- Disagree: 16%

I trust my direct supervisor to make good decisions. (N=31)

- Strongly Agree: 52%
- Agree: 26%
- Neither Disagree nor Agree: 6%
- Disagree: 10%

My direct supervisor clearly communicates their expectations of my job performance. (N=31)

- Strongly Agree: 52%
- Agree: 26%
- Neither Disagree nor Agree: 6%
- Disagree: 13%
My direct supervisor effectively communicates about important issues that affect me. (N=31)

- Strongly Agree: 42%
- Agree: 39%
- Neither Disagree nor Agree: 13%
- Disagree: 13%
- Strongly Disagree: 13%

My direct supervisor implements policies fairly in my school or department. (N=31)

- Strongly Agree: 45%
- Agree: 26%
- Neither Disagree nor Agree: 13%
- Disagree: 13%
- Strongly Disagree: 13%

My direct supervisor promotes a positive work culture. (N=31)

- Strongly Agree: 45%
- Agree: 19%
- Neither Disagree nor Agree: 13%
- Disagree: 6%
- Strongly Disagree: 16%

My direct supervisor encourages collaboration within and across teams in my school or department. (N=31)

- Strongly Agree: 48%
- Agree: 32%
- Neither Disagree nor Agree: 10%
- Disagree: 10%
- 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=31)
  - Strongly Agree: 29%
  - Agree: 35%
  - Neither Disagree nor Agree: 23%
  - Disagree: 10%

- Staff members are recognized for good performance at my work site. (N=31)
  - Strongly Agree: 29%
  - Agree: 39%
  - Neither Disagree nor Agree: 6%
  - Disagree: 16%
  - Strongly Disagree: 10%

- I am recognized for my accomplishments. (N=31)
  - Strongly Agree: 32%
  - Agree: 35%
  - Neither Disagree nor Agree: 19%
  - Disagree: 10%
  - Strongly Disagree: 10%

- I feel appreciated for my work. (N=31)
  - Strongly Agree: 42%
  - Agree: 26%
  - Neither Disagree nor Agree: 6%
  - Disagree: 13%
  - Strongly Disagree: 13%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=31)
  - Strongly Agree: 35%
  - Agree: 32%
  - Neither Disagree nor Agree: 6%
  - Disagree: 10%
  - Strongly Disagree: 16%
Work Environment

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

- My colleagues help create a positive work environment. (N=31)
  - Strongly Agree: 48%
  - Agree: 42%
  - Neither Disagree nor Agree: 6%

- My colleagues and I are held to high professional standards. (N=31)
  - Strongly Agree: 65%
  - Agree: 29%

- I have the materials I need to do my job. (N=31)
  - Strongly Agree: 42%
  - Agree: 42%
  - Neither Disagree nor Agree: 6%

- My colleagues support me. (N=30)
  - Strongly Agree: 60%
  - Agree: 37%

- My colleagues are committed to their jobs. (N=31)
  - Strongly Agree: 58%
  - Agree: 42%

- I work in an atmosphere where there is mutual respect among staff. (N=31)
  - Strongly Agree: 45%
  - Agree: 35%
  - Neither Disagree nor Agree: 10%
Career Growth and Training Opportunities

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

1. The district encourages continued education and professional growth. (N=31)
   - Strongly Agree: 65%
   - Agree: 29%
   - Neither Disagree nor Agree: 6%
   - Disagree: 10%
   - Strongly Disagree: 0%

2. The training I have received from the district has helped me perform my job more effectively. (N=31)
   - Strongly Agree: 45%
   - Agree: 39%
   - Neither Disagree nor Agree: 10%
   - Disagree: 6%
   - Strongly Disagree: 6%

3. The training I have received from my worksite has helped me perform my job more effectively. (N=31)
   - Strongly Agree: 35%
   - Agree: 42%
   - Neither Disagree nor Agree: 10%
   - Disagree: 6%
   - Strongly Disagree: 13%

4. The district’s professional development supports district initiatives. (N=31)
   - Strongly Agree: 48%
   - Agree: 35%
   - Neither Disagree nor Agree: 13%
   - Disagree: 6%
   - Strongly Disagree: 0%
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=31)

- Strongly Agree: 65%
- Agree: 19%
- Neither Disagree nor Agree: 6%
- Disagree: 10%
- Strongly Disagree: 10%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=31)

- Strongly Agree: 52%
- Agree: 19%
- Neither Disagree nor Agree: 10%
- Disagree: 10%
- Strongly Disagree: 10%
How strongly do you agree or disagree with the following statements?

1. I have the opportunity to provide input for individualizing my own professional development opportunities. (N=31)
   - Strongly Agree: 42%
   - Agree: 32%
   - Neither Disagree nor Agree: 16%
   - Disagree: 10%
   - Strongly Disagree: 6%

2. There are leadership opportunities for me in my school or department. (N=31)
   - Strongly Agree: 48%
   - Agree: 32%
   - Neither Disagree nor Agree: 10%
   - Disagree: 10%
   - Strongly Disagree: 0%
Overall School Quality

How would you rate the overall quality of your school? (N=28)

- 68% Excellent
- 21% Good
- 7% Fair
- 0% Poor

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

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>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>This school has high learning standards for all students. (N=27)</td>
<td>78%</td>
<td></td>
<td>19%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers set high expectations for all students. (N=27)</td>
<td>67%</td>
<td></td>
<td>30%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>This school’s learning standards and expectations are clearly explained to students. (N=25)</td>
<td>76%</td>
<td></td>
<td>20%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Students are challenged by their schoolwork. (N=27)</td>
<td>67%</td>
<td></td>
<td>26%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teachers give timely feedback about student work. (N=27)</td>
<td>56%</td>
<td>33%</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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=27)
  - Strongly Agree: 63%
  - Agree: 26%
  - Disagree: 7%

- Teachers successfully show students how lessons relate to life outside of school. (N=26)
  - Strongly Agree: 62%
  - Agree: 23%
  - Disagree: 8%

- This school offers a variety of academic courses. (N=27)
  - Strongly Agree: 56%
  - Agree: 41%
  - Disagree: 3%

*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=27)

- Strongly Agree: 56%
- Agree: 41%
- Disagree: 0%
- Strongly Disagree: 20%
- Don't Know: 100%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=27)

- Strongly Agree: 52%
- Agree: 41%
- Disagree: 0%
- Strongly Disagree: 20%
- Don't Know: 100%

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=27)**
  - Strongly Agree: 48%
  - Agree: 30%
  - Disagree: 19%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- **Students receive the support they need to prepare for the future. (N=27)**
  - Strongly Agree: 67%
  - Agree: 26%
  - Disagree: 0%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- **Students in this school receive support that addresses their individual needs. (N=27)**
  - Strongly Agree: 59%
  - Agree: 33%
  - Disagree: 0%
  - Strongly Disagree: 0%
  - Don't Know: 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=27)

- **Strongly Agree**: 44%
- **Agree**: 44%
- **Disagree**: 7%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=27)

- **Strongly Agree**: 52%
- **Agree**: 33%
- **Disagree**: 7%
- **Strongly Disagree**: 7%

*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=27)
- Strongly Agree: 44%
- Agree: 37%
- Disagree: 11%
- Strongly Disagree: 7%
- Don't Know: 0%

School administrators (principals and assistant principals) are courteous when I have a concern. (N=27)
- Strongly Agree: 56%
- Agree: 26%
- Disagree: 15%
- Strongly Disagree: 11%
- Don't Know: 0%

School administrators (principals and assistant principals) are responsive when I have a concern. (N=27)
- Strongly Agree: 44%
- Agree: 33%
- Disagree: 19%
- Strongly Disagree: 11%
- Don't Know: 0%

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=28)

- Strongly Agree: 64%
- Agree: 32%
- Disagree: 0%
- Strongly Disagree: 0%
- Don't Know: 0%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=28)

- Strongly Agree: 68%
- Agree: 29%
- Disagree: 0%
- 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=28)
- Strongly Agree: 57%
- Agree: 36%
- Disagree: 7%
- Strongly Disagree: 0%
- Don't Know: 20%

This school respects and values input provided by families. (N=28)
- Strongly Agree: 68%
- Agree: 25%
- Disagree: 7%
- Strongly Disagree: 0%
- Don't Know: 10%

This school uses family input to improve student achievement. (N=28)
- Strongly Agree: 57%
- Agree: 32%
- Disagree: 7%
- Strongly Disagree: 0%
- Don't Know: 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=28)
  - Strongly Agree: 68%
  - Agree: 25%
  - Disagree: 7%

- All students are aware of the safety and security procedures. (N=28)
  - Strongly Agree: 64%
  - Agree: 29%
  - Disagree: 7%

- This school is safe. (N=29)
  - Strongly Agree: 72%
  - Agree: 24%
  - Disagree: 4%

- Student discipline is enforced consistently for all students. (N=28)
  - Strongly Agree: 43%
  - Agree: 29%
  - Disagree: 11%
  - Strongly Disagree: 14%

- Staff members and students treat each other with respect. (N=28)
  - Strongly Agree: 57%
  - Agree: 36%
  - Disagree: 7%

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=28)
  - 68% Strongly Agree
  - 25% Agree
  - 0% Disagree

- Bullying is not tolerated. (N=28)
  - 68% Strongly Agree
  - 29% Agree
  - 0% Disagree

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=28)
  - 68% Strongly Agree
  - 29% Agree
  - 0% Disagree

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=28)
  - Strongly Agree: 36%
  - Agree: 43%
  - Disagree: 7%
  - Strongly Disagree: 11%
  - Don't Know: 0%

- Culturally relevant teaching practices are being implemented in my school. (N=28)
  - Strongly Agree: 46%
  - Agree: 39%
  - Disagree: 7%
  - Strongly Disagree: 7%
  - Don't Know: 0%

- Equity initiatives are being implemented in my school. (N=28)
  - Strongly Agree: 39%
  - Agree: 43%
  - Disagree: 7%
  - Strongly Disagree: 7%
  - Don't Know: 0%

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)

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=31)

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.