2020-2021 Employee Engagement and Satisfaction Survey: Garrison-Jones 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>33</td>
<td></td>
<td>33</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=33)
  - Strongly Agree: 52%
  - Agree: 39%
  - Neither Disagree nor Agree: 6%
  - Disagree: 9%
  - Strongly Disagree: 6%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=33)
  - Strongly Agree: 52%
  - Agree: 36%
  - Neither Disagree nor Agree: 9%
  - Disagree: 33%
  - Strongly Disagree: 6%

- I am engaged in my work. (N=33)
  - Strongly Agree: 64%
  - Agree: 33%
  - Neither Disagree nor Agree: 6%

- My work is interesting. (N=33)
  - Strongly Agree: 61%
  - Agree: 30%
  - Neither Disagree nor Agree: 6%

- I am motivated to contribute more than what is expected of me. (N=33)
  - Strongly Agree: 61%
  - Agree: 30%
  - Neither Disagree nor Agree: 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=33)
- Strongly Agree: 48%
- Agree: 33%
- Neither Disagree nor Agree: 18%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=33)
- Strongly Agree: 39%
- Agree: 39%
- Neither Disagree nor Agree: 15%
- Disagree: 6%

I enjoy working with my direct supervisor. (N=33)
- Strongly Agree: 48%
- Agree: 30%
- Neither Disagree nor Agree: 9%
- Disagree: 9%

I am optimistic about the future of Pinellas County Schools. (N=33)
- Strongly Agree: 30%
- Agree: 48%
- Neither Disagree nor Agree: 12%
- Disagree: 6%
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=33)

I know how I can fulfill Pinellas County Schools' mission and vision. (N=33)

I support the district’s mission and vision. (N=33)

Strongly Agree | Agree | Neither Disagree nor Agree | Disagree | Strongly Disagree
---|---|---|---|---
48% | 52% | 39% | 58% | 42% | 55%
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=33)
  - 42% Strongly Agree
  - 55% Agree
  - 6% Neither Disagree nor Agree

- The district is moving in a direction that reflects our mission and vision. (N=32)
  - 28% Strongly Agree
  - 59% Agree
  - 6% Neither Disagree nor Agree

- I can provide input on how the district accomplishes its mission. (N=33)
  - 21% Strongly Agree
  - 48% Agree
  - 21% Neither Disagree nor Agree
  - 6% Disagree
  - 6% Strongly Disagree
### District Leadership

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>District leaders’ actions are consistent with their words. (N=33)</td>
<td>18%</td>
<td>33%</td>
<td>30%</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>District leaders understand my professional needs. (N=33)</td>
<td>15%</td>
<td>21%</td>
<td>39%</td>
<td>18%</td>
<td>6%</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key issues. (N=33)</td>
<td>18%</td>
<td>24%</td>
<td>39%</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>District leaders encourage employees to share ideas to improve performance. (N=33)</td>
<td>18%</td>
<td>42%</td>
<td>21%</td>
<td>18%</td>
<td></td>
</tr>
<tr>
<td>District leaders promote a positive work culture. (N=33)</td>
<td>21%</td>
<td>33%</td>
<td>27%</td>
<td>27%</td>
<td>18%</td>
</tr>
</tbody>
</table>
Worksite Leadership

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

1. The actions of my direct supervisor are consistent with their words. (N=33)
   - Strongly Agree: 36%
   - Agree: 33%
   - Neither Disagree nor Agree: 9%
   - Disagree: 15%
   - Strongly Disagree: 6%

2. I can count on the support of my direct supervisor when addressing problems or issues. (N=33)
   - Strongly Agree: 42%
   - Agree: 30%
   - Neither Disagree nor Agree: 9%
   - Disagree: 9%
   - Strongly Disagree: 9%

3. I trust my direct supervisor to make good decisions. (N=33)
   - Strongly Agree: 33%
   - Agree: 36%
   - Neither Disagree nor Agree: 18%
   - Disagree: 6%
   - Strongly Disagree: 6%

4. My direct supervisor clearly communicates their expectations of my job performance. (N=33)
   - Strongly Agree: 39%
   - Agree: 33%
   - Neither Disagree nor Agree: 15%
   - Disagree: 9%
How strongly do you agree or disagree with the following statements?

1. My direct supervisor effectively communicates about important issues that affect me. (N=33)
   - Strongly Agree: 33%
   - Agree: 39%
   - Neither Disagree nor Agree: 15%
   - Disagree: 9%

2. My direct supervisor implements policies fairly in my school or department. (N=33)
   - Strongly Agree: 30%
   - Agree: 39%
   - Neither Disagree nor Agree: 15%
   - Disagree: 12%

3. My direct supervisor promotes a positive work culture. (N=33)
   - Strongly Agree: 39%
   - Agree: 33%
   - Neither Disagree nor Agree: 15%
   - Disagree: 9%

4. My direct supervisor encourages collaboration within and across teams in my school or department. (N=33)
   - Strongly Agree: 39%
   - Agree: 33%
   - Neither Disagree nor Agree: 15%
   - Disagree: 6%
   - Strongly Disagree: 6%
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=33)
- 24% Strongly Agree
- 36% Agree
- 18% Neither Disagree nor Agree
- 21% Disagree

Staff members are recognized for good performance at my work site. (N=33)
- 24% Strongly Agree
- 48% Agree
- 6% Neither Disagree nor Agree
- 15% Disagree
- 6% Strongly Disagree

I am recognized for my accomplishments. (N=33)
- 24% Strongly Agree
- 36% Agree
- 18% Neither Disagree nor Agree
- 9% Disagree
- 12% Strongly Disagree

I feel appreciated for my work. (N=33)
- 27% Strongly Agree
- 33% Agree
- 12% Neither Disagree nor Agree
- 15% Disagree
- 12% Strongly Disagree

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=33)
- 27% Strongly Agree
- 39% Agree
- 12% Neither Disagree nor Agree
- 12% Disagree
- 9% Strongly Disagree
How strongly do you agree or disagree with the following statements?

- My colleagues help create a positive work environment. (N=33)
  - Strongly Agree: 39%
  - Agree: 30%
  - Neither Disagree nor Agree: 9%
  - Disagree: 18%
  - Strongly Disagree:

- My colleagues and I are held to high professional standards. (N=33)
  - Strongly Agree: 33%
  - Agree: 48%
  - Neither Disagree nor Agree: 12%
  - Disagree: 6%
  - Strongly Disagree:

- I have the materials I need to do my job. (N=33)
  - Strongly Agree: 24%
  - Agree: 61%
  - Neither Disagree nor Agree: 6%
  - Disagree: 6%
  - Strongly Disagree:

- My colleagues support me. (N=33)
  - Strongly Agree: 36%
  - Agree: 39%
  - Neither Disagree nor Agree: 12%
  - Disagree: 6%
  - Strongly Disagree:

- My colleagues are committed to their jobs. (N=33)
  - Strongly Agree: 33%
  - Agree: 48%
  - Neither Disagree nor Agree: 6%
  - Disagree: 9%
  - Strongly Disagree:

- I work in an atmosphere where there is mutual respect among staff. (N=33)
  - Strongly Agree: 30%
  - Agree: 39%
  - Neither Disagree nor Agree: 6%
  - Disagree: 21%
  - Strongly Disagree:
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=33)

- Strongly Agree: 45%
- Agree: 45%
- Neither Disagree nor Agree: 6%
- Disagree: 12%
- Strongly Disagree: 0%

The training I have received from the district has helped me perform my job more effectively. (N=33)

- Strongly Agree: 24%
- Agree: 45%
- Neither Disagree nor Agree: 18%
- Disagree: 12%
- Strongly Disagree: 0%

The training I have received from my worksite has helped me perform my job more effectively. (N=32)

- Strongly Agree: 22%
- Agree: 47%
- Neither Disagree nor Agree: 13%
- Disagree: 16%
- Strongly Disagree: 0%

The district’s professional development supports district initiatives. (N=33)

- Strongly Agree: 27%
- Agree: 55%
- Neither Disagree nor Agree: 15%
- Disagree: 0%
- 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=32)

- Strongly Agree: 34%
- Agree: 41%
- Neither Disagree nor Agree: 16%
- Disagree: 9%
- Strongly Disagree: 9%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=32)

- Strongly Agree: 31%
- Agree: 31%
- Neither Disagree nor Agree: 22%
- Disagree: 6%
- Strongly Disagree: 9%
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=32)

- Strongly Agree: 31%
- Agree: 41%
- Neither Disagree nor Agree: 16%
- Disagree: 6%
- Strongly Disagree: 6%

There are leadership opportunities for me in my school or department. (N=33)

- Strongly Agree: 30%
- Agree: 36%
- Neither Disagree nor Agree: 15%
- Disagree: 12%
- Strongly Disagree: 6%
Overall School Quality

How would you rate the overall quality of your school? (N=29)

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=28)
  - Strongly Agree: 64%
  - Agree: 29%
  - Disagree: 7%

- Teachers set high expectations for all students. (N=29)
  - Strongly Agree: 52%
  - Agree: 38%
  - Disagree: 10%

- This school’s learning standards and expectations are clearly explained to students. (N=29)
  - Strongly Agree: 41%
  - Agree: 55%

- Students are challenged by their schoolwork. (N=29)
  - Strongly Agree: 48%
  - Agree: 41%

- Teachers give timely feedback about student work. (N=29)
  - Strongly Agree: 41%
  - Agree: 45%
  - 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=29)
- Strongly Agree: 45%
- Agree: 38%
- Disagree: 7%
- Strongly Disagree: 10%
- Don't Know: 0%

Teachers successfully show students how lessons relate to life outside of school. (N=28)
- Strongly Agree: 43%
- Agree: 46%
- Disagree: 11%

This school offers a variety of academic courses. (N=29)
- Strongly Agree: 52%
- Agree: 45%

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=29)

- Strongly Agree: 55%
- Agree: 41%
- Disagree: 0%
- Strongly Disagree: 20%
- Don't Know: 10%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=29)

- Strongly Agree: 59%
- Agree: 41%
- Disagree: 0%
- Strongly Disagree: 0%
- Don't Know: 10%

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=29)
  - Strongly Agree: 34%
  - Agree: 48%
  - Disagree: 7%
  - Strongly Disagree: 7%

- **Students receive the support they need to prepare for the future.** (N=29)
  - Strongly Agree: 45%
  - Agree: 41%
  - Disagree: 14%

- **Students in this school receive support that addresses their individual needs.** (N=29)
  - Strongly Agree: 41%
  - Agree: 48%
  - Disagree: 10%

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=29)
  - Strongly Agree: 41%
  - Agree: 34%
  - Disagree: 14%
  - Strongly Disagree: 7%
  - Don't Know: 0%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=29)
  - Strongly Agree: 41%
  - Agree: 48%
  - Disagree: 7%
  - 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?

- School administrators (principals and assistant principals) are available when I have a concern. (N=29)
  - Strongly Agree: 45%
  - Agree: 31%
  - Disagree: 17%
  - Strongly Disagree: 7%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=29)
  - Strongly Agree: 48%
  - Agree: 28%
  - Disagree: 10%
  - Strongly Disagree: 14%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=29)
  - Strongly Agree: 45%
  - Agree: 31%
  - Disagree: 14%
  - Strongly Disagree: 10%

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=29)

- Strongly Agree: 52%
- Agree: 45%
- Disagree: 0%
- Strongly Disagree: 0%
- Don’t Know: 20%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=29)

- Strongly Agree: 59%
- Agree: 34%
- Disagree: 20%
- Strongly Disagree: 0%
- Don’t Know: 20%

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

1. Staff members and families treat each other with respect. (N=29)
   - Strongly Agree: 41%
   - Agree: 31%
   - Disagree: 17%
   - Strongly Disagree: 7%

2. This school respects and values input provided by families. (N=29)
   - Strongly Agree: 45%
   - Agree: 38%
   - Disagree: 14%

3. This school uses family input to improve student achievement. (N=29)
   - Strongly Agree: 38%
   - Agree: 41%
   - Disagree: 14%

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: 43%
  - Agree: 54%
  - Disagree: 25%

- **All students are aware of the safety and security procedures. (N=28)**
  - Strongly Agree: 43%
  - Agree: 54%
  - Disagree: 25%

- **This school is safe. (N=28)**
  - Strongly Agree: 50%
  - Agree: 43%
  - Disagree: 7%

- **Student discipline is enforced consistently for all students. (N=28)**
  - Strongly Agree: 25%
  - Agree: 36%
  - Disagree: 7%
  - Strongly Disagree: 29%

- **Staff members and students treat each other with respect. (N=28)**
  - Strongly Agree: 32%
  - Agree: 39%
  - Disagree: 18%
  - Strongly 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=28)

- Strongly Agree: 32%
- Agree: 57%
- Disagree: 7%

Bullying is not tolerated. (N=28)

- Strongly Agree: 39%
- Agree: 46%
- Disagree: 14%

Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=28)

- Strongly Agree: 43%
- Agree: 39%
- Disagree: 11%
- Strongly 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: 34%
  - Agree: 52%
  - Disagree: 14%

- Culturally relevant teaching practices are being implemented in my school. (N=29)
  - Strongly Agree: 41%
  - Agree: 45%
  - Disagree: 10%

- Equity initiatives are being implemented in my school. (N=29)
  - Strongly Agree: 38%
  - Agree: 41%
  - Disagree: 17%

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=26)

- 10 - Extremely Likely: 38%
- 9: 23%
- 8: 15%
- 7: 8%
- 6: 8%
- 5: 8%
- 4: 4%
- 3: 4%
- 2: 4%
- 1: 8%
- 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=33)

- 10 - Extremely Likely: 42%
- 9: 15%
- 8: 24%
- 7: 6%
- 6: 3%
- 5: 3%
- 4: 3%
- 3: 3%
- 2: 3%
- 1: 3%
- 0 - Not at all Likely: 3%

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.