2020-2021 Employee Engagement and Satisfaction Survey: Gulf Beaches Elem Magnet

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>19</td>
<td>19</td>
<td>100%</td>
<td>19</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=19)
  - Strongly Agree: 58%
  - Agree: 42%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=19)
  - Strongly Agree: 47%
  - Agree: 53%

- I am engaged in my work. (N=19)
  - Strongly Agree: 79%
  - Agree: 21%

- My work is interesting. (N=19)
  - Strongly Agree: 79%
  - Agree: 21%

- I am motivated to contribute more than what is expected of me. (N=19)
  - Strongly Agree: 74%
  - Agree: 21%
  - Neither Disagree nor Agree: 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=19)  
  - Strongly Agree: 53%
  - Agree: 32%
  - Neither Disagree nor Agree: 16%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=19)  
  - Strongly Agree: 53%
  - Agree: 47%

- I enjoy working with my direct supervisor. (N=19)  
  - Strongly Agree: 63%
  - Agree: 32%
  - Neither Disagree nor Agree: 5%

- I am optimistic about the future of Pinellas County Schools. (N=19)  
  - Strongly Agree: 42%
  - Agree: 53%
  - Neither Disagree nor Agree: 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=19)

- Strongly Agree: 68%
- Agree: 32%

I know how I can fulfill Pinellas County Schools' mission and vision. (N=19)

- Strongly Agree: 58%
- Agree: 37%
- Neither Disagree nor Agree: 5%

I support the district’s mission and vision. (N=19)

- Strongly Agree: 68%
- Agree: 32%
How strongly do you agree or disagree with the following statements?

The district’s mission and vision is clearly defined. (N=19)
- Strongly Agree: 53%
- Agree: 32%
- Neither Disagree nor Agree: 16%
- Disagree: 11%
- Strongly Disagree: 0%

The district is moving in a direction that reflects our mission and vision. (N=19)
- Strongly Agree: 37%
- Agree: 37%
- Neither Disagree nor Agree: 16%
- Disagree: 11%
- Strongly Disagree: 0%

I can provide input on how the district accomplishes its mission. (N=19)
- Strongly Agree: 32%
- Agree: 26%
- Neither Disagree nor Agree: 37%
- Disagree: 5%
- Strongly Disagree: 0%
## 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=19)</td>
<td>63%</td>
<td>37%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>District leaders understand my professional needs. (N=19)</td>
<td>47%</td>
<td>37%</td>
<td>16%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key issues. (N=19)</td>
<td>42%</td>
<td>42%</td>
<td>11%</td>
<td>5%</td>
<td>0%</td>
</tr>
<tr>
<td>District leaders encourage employees to share ideas to improve performance. (N=19)</td>
<td>5%</td>
<td>37%</td>
<td>42%</td>
<td>11%</td>
<td>5%</td>
</tr>
<tr>
<td>District leaders promote a positive work culture. (N=19)</td>
<td>5%</td>
<td>53%</td>
<td>26%</td>
<td>16%</td>
<td>0%</td>
</tr>
</tbody>
</table>
How strongly do you agree or disagree with the following statements?

The actions of my direct supervisor are consistent with their words. (N=19)  
Strongly Agree: 58%  Agree: 37%  Neither Disagree nor Agree: 5%  Disagree: 0%  Strongly Disagree: 0%

I can count on the support of my direct supervisor when addressing problems or issues. (N=19)  
Strongly Agree: 68%  Agree: 26%  Neither Disagree nor Agree: 5%  Disagree: 0%  Strongly Disagree: 0%

I trust my direct supervisor to make good decisions. (N=19)  
Strongly Agree: 68%  Agree: 26%  Neither Disagree nor Agree: 5%  Disagree: 0%  Strongly Disagree: 0%

My direct supervisor clearly communicates their expectations of my job performance. (N=19)  
Strongly Agree: 63%  Agree: 37%  Neither Disagree nor Agree: 0%  Disagree: 0%  Strongly Disagree: 0%
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=19) 63% Strongly Agree, 32% Agree, 5% Neither Disagree nor Agree
- My direct supervisor implements policies fairly in my school or department. (N=19) 63% Strongly Agree, 37% Agree, 0% Neither Disagree nor Agree
- My direct supervisor promotes a positive work culture. (N=19) 68% Strongly Agree, 26% Agree, 5% Neither Disagree nor Agree
- My direct supervisor encourages collaboration within and across teams in my school or department. (N=18) 67% Strongly Agree, 22% Agree, 11% Neither Disagree nor Agree
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=19)
  - Strongly Agree: 11%
  - Agree: 58%
  - Neither Disagree nor Agree: 16%
  - Disagree: 16%

- Staff members are recognized for good performance at my work site. (N=19)
  - Strongly Agree: 16%
  - Agree: 74%
  - Neither Disagree nor Agree: 11%

- I am recognized for my accomplishments. (N=19)
  - Strongly Agree: 32%
  - Agree: 47%
  - Neither Disagree nor Agree: 16%
  - Disagree: 5%

- I feel appreciated for my work. (N=19)
  - Strongly Agree: 37%
  - Agree: 42%
  - Neither Disagree nor Agree: 16%
  - Disagree: 5%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=19)
  - Strongly Agree: 26%
  - Agree: 47%
  - Neither Disagree nor Agree: 21%
  - Disagree: 5%
  - Strongly Disagree: 5%
Work Environment

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

- My colleagues help create a positive work environment. (N=19)
  - Strongly Agree: 47%
  - Agree: 47%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%
  - Strongly Disagree: 5%

- My colleagues and I are held to high professional standards. (N=19)
  - Strongly Agree: 63%
  - Agree: 32%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%
  - Strongly Disagree: 5%

- I have the materials I need to do my job. (N=19)
  - Strongly Agree: 42%
  - Agree: 47%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%
  - Strongly Disagree: 5%

- My colleagues support me. (N=19)
  - Strongly Agree: 42%
  - Agree: 53%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%
  - Strongly Disagree: 5%

- My colleagues are committed to their jobs. (N=19)
  - Strongly Agree: 37%
  - Agree: 63%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%
  - Strongly Disagree: 5%

- I work in an atmosphere where there is mutual respect among staff. (N=19)
  - Strongly Agree: 47%
  - Agree: 47%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%
  - Strongly Disagree: 5%
The district encourages continued education and professional growth. (N=19)

- 47% Strongly Agree
- 53% Agree
- 0% Neither Disagree nor Agree
- 0% Disagree
- 0% Strongly Disagree

The training I have received from the district has helped me perform my job more effectively. (N=19)

- 16% Strongly Agree
- 53% Agree
- 21% Neither Disagree nor Agree
- 11% Disagree
- 0% Strongly Disagree

The training I have received from my worksite has helped me perform my job more effectively. (N=19)

- 21% Strongly Agree
- 58% Agree
- 16% Neither Disagree nor Agree
- 5% Disagree
- 0% Strongly Disagree

The district’s professional development supports district initiatives. (N=19)

- 16% Strongly Agree
- 74% Agree
- 5% Neither Disagree nor Agree
- 5% Disagree
- 0% Strongly Disagree
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=19)
- Strongly Agree: 32%
- Agree: 63%
- Neither Disagree nor Agree: 5%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=19)
- Strongly Agree: 32%
- Agree: 53%
- Neither Disagree nor Agree: 11%
- Disagree: 5%

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=19)

- Strongly Agree: 37%
- Agree: 37%
- Neither Disagree nor Agree: 21%
- Disagree: 5%
- Strongly Disagree: 5%

There are leadership opportunities for me in my school or department. (N=19)

- Strongly Agree: 21%
- Agree: 32%
- Neither Disagree nor Agree: 42%
- Disagree: 5%
- Strongly Disagree: 5%
Overall School Quality

How would you rate the overall quality of your school? (N=16)

- Excellent: 94%
- Good: 6%
- Fair: 0%
- Poor: 0%

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=16)
  - Strongly Agree: 88%
  - Agree: 13%

- Teachers set high expectations for all students. (N=16)
  - Strongly Agree: 81%
  - Agree: 19%

- This school’s learning standards and expectations are clearly explained to students. (N=16)
  - Strongly Agree: 75%
  - Agree: 25%

- Students are challenged by their schoolwork. (N=16)
  - Strongly Agree: 69%
  - Agree: 19%
  - Disagree: 13%

- Teachers give timely feedback about student work. (N=16)
  - Strongly Agree: 38%
  - Agree: 44%
  - Disagree: 19%

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

- Teachers give helpful feedback about student work. (N=16)
  - Strongly Agree: 44%
  - Agree: 38%
  - Disagree: 19%

- Teachers successfully show students how lessons relate to life outside of school. (N=16)
  - Strongly Agree: 50%
  - Agree: 31%
  - Disagree: 19%

- This school offers a variety of academic courses. (N=16)
  - Strongly Agree: 38%
  - Agree: 44%
  - Disagree: 19%

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=16)

- Strongly Agree: 75%
- Agree: 19%
- Disagree: 6%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=16)

- Strongly Agree: 75%
- Agree: 19%
- Disagree: 6%

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=16)
  - Strongly Agree: 31%
  - Agree: 44%
  - Disagree: 13%
  - Strongly Disagree: 13%

- **Students receive the support they need to prepare for the future.** (N=16)
  - Strongly Agree: 56%
  - Agree: 38%
  - Disagree: 6%

- **Students in this school receive support that addresses their individual needs.** (N=16)
  - Strongly Agree: 56%
  - Agree: 38%
  - Disagree: 6%

*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=16)
- Strongly Agree: 81%
- Agree: 19%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=16)
- Strongly Agree: 81%
- Agree: 19%

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=16)

- Strongly Agree: 75%
- Agree: 19%
- Disagree: 6%
- Strongly Disagree: 0%
- Don't Know: 0%

School administrators (principals and assistant principals) are courteous when I have a concern. (N=16)

- Strongly Agree: 88%
- Agree: 6%
- Disagree: 6%
- Strongly Disagree: 0%
- Don't Know: 0%

School administrators (principals and assistant principals) are responsive when I have a concern. (N=16)

- Strongly Agree: 81%
- Agree: 13%
- Disagree: 6%
- Strongly Disagree: 0%
- 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=16)

- Strongly Agree: 63%
- Agree: 31%
- Disagree: 6%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=16)

- Strongly Agree: 69%
- Agree: 31%

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=16)
- 69% Strongly Agree
- 31% Agree

This school respects and values input provided by families. (N=16)
- 75% Strongly Agree
- 19% Agree
- 6% Disagree

This school uses family input to improve student achievement. (N=16)
- 56% Strongly Agree
- 25% Agree
- 6% Disagree
- 13% Strongly Disagree

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=16)
  - Strongly Agree: 75%
  - Agree: 25%

- All students are aware of the safety and security procedures. (N=16)
  - Strongly Agree: 75%
  - Agree: 25%

- This school is safe. (N=16)
  - Strongly Agree: 81%
  - Agree: 19%

- Student discipline is enforced consistently for all students. (N=15)
  - Strongly Agree: 53%
  - Agree: 40%
  - Disagree: 7%

- Staff members and students treat each other with respect. (N=16)
  - Strongly Agree: 69%
  - Agree: 31%

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=16)
  - Strongly Agree: 75%
  - Agree: 25%

- Bullying is not tolerated. (N=16)
  - Strongly Agree: 94%
  - Agree: 6%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=16)
  - Strongly Agree: 81%
  - Agree: 19%

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=16)
  - Strongly Agree: 44%
  - Agree: 50%
  - Disagree: 6%

- Culturally relevant teaching practices are being implemented in my school. (N=16)
  - Strongly Agree: 38%
  - Agree: 50%
  - Disagree: 13%

- Equity initiatives are being implemented in my school. (N=16)
  - Strongly Agree: 44%
  - Agree: 44%
  - Disagree: 13%

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=15)

10 - Extremely Likely: 87%
9: 7%
8: 7%
7: 0%
6: 20%
5: 40%
4: 60%
3: 80%
2: 100%
1: 0%
0 - Not at all Likely

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=19)

<table>
<thead>
<tr>
<th>Score</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>37%</td>
</tr>
<tr>
<td>9</td>
<td>5%</td>
</tr>
<tr>
<td>8</td>
<td>42%</td>
</tr>
<tr>
<td>7</td>
<td>16%</td>
</tr>
<tr>
<td>0</td>
<td>Not at all Likely</td>
</tr>
</tbody>
</table>

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.