2020-2021 Employee Engagement and Satisfaction Survey: Highland Lakes 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>37</td>
<td></td>
<td>37</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=37)
  - Strongly Agree: 46%
  - Agree: 38%
  - Neither Disagree nor Agree: 14%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=37)
  - Strongly Agree: 41%
  - Agree: 46%
  - Neither Disagree nor Agree: 11%

- I am engaged in my work. (N=37)
  - Strongly Agree: 70%
  - Agree: 30%

- My work is interesting. (N=37)
  - Strongly Agree: 65%
  - Agree: 32%

- I am motivated to contribute more than what is expected of me. (N=37)
  - Strongly Agree: 59%
  - Agree: 32%
  - 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=37)

- Strongly Agree: 41%
- Agree: 35%
- Neither Disagree nor Agree: 11%
- Disagree: 11%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=37)

- Strongly Agree: 43%
- Agree: 41%
- Neither Disagree nor Agree: 8%
- Disagree: 8%

I enjoy working with my direct supervisor. (N=37)

- Strongly Agree: 54%
- Agree: 27%
- Neither Disagree nor Agree: 11%
- Disagree: 8%

I am optimistic about the future of Pinellas County Schools. (N=37)

- Strongly Agree: 46%
- Agree: 38%
- Neither Disagree nor Agree: 8%
- Disagree: 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=37)

- Strongly Agree: 59%
- Agree: 38%
- Neither Disagree nor Agree: 0%
- Disagree: 0%
- Strongly Disagree: 0%

I know how I can fulfill Pinellas County Schools’ mission and vision. (N=37)

- Strongly Agree: 54%
- Agree: 43%
- Neither Disagree nor Agree: 0%
- Disagree: 0%
- Strongly Disagree: 0%

I support the district’s mission and vision. (N=37)

- Strongly Agree: 57%
- Agree: 41%
- Neither Disagree nor Agree: 0%
- Disagree: 0%
- Strongly Disagree: 0%
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=37)
- 57% Strongly Agree
- 41% Agree

The district is moving in a direction that reflects our mission and vision. (N=37)
- 46% Strongly Agree
- 32% Agree
- 19% Neither Disagree nor Agree

I can provide input on how the district accomplishes its mission. (N=37)
- 35% Strongly Agree
- 32% Agree
- 19% Neither Disagree nor Agree
- 14% Disagree
District Leadership

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

- District leaders’ actions are consistent with their words. (N=37)
  - Strongly Agree: 27%
  - Agree: 46%
  - Neither Disagree nor Agree: 8%
  - Disagree: 16%

- District leaders understand my professional needs. (N=37)
  - Strongly Agree: 16%
  - Agree: 41%
  - Neither Disagree nor Agree: 14%
  - Disagree: 22%
  - Strongly Disagree: 8%

- District leaders clearly explain the reasons behind decisions on key issues. (N=37)
  - Strongly Agree: 22%
  - Agree: 35%
  - Neither Disagree nor Agree: 19%
  - Disagree: 16%
  - Strongly Disagree: 8%

- District leaders encourage employees to share ideas to improve performance. (N=37)
  - Strongly Agree: 22%
  - Agree: 41%
  - Neither Disagree nor Agree: 24%
  - Disagree: 8%
  - Strongly Disagree: 5%

- District leaders promote a positive work culture. (N=37)
  - Strongly Agree: 32%
  - Agree: 38%
  - Neither Disagree nor Agree: 11%
  - Disagree: 14%
  - Strongly Disagree: 5%
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=37)
  - Strongly Agree: 41%
  - Agree: 43%
  - Neither Disagree nor Agree: 5%
  - Disagree: 8%
  - Strongly Disagree: 8%

- I can count on the support of my direct supervisor when addressing problems or issues. (N=37)
  - Strongly Agree: 43%
  - Agree: 38%
  - Neither Disagree nor Agree: 11%
  - Disagree: 5%
  - Strongly Disagree: 5%

- I trust my direct supervisor to make good decisions. (N=37)
  - Strongly Agree: 38%
  - Agree: 43%
  - Neither Disagree nor Agree: 8%
  - Disagree: 11%
  - Strongly Disagree: 8%

- My direct supervisor clearly communicates their expectations of my job performance. (N=37)
  - Strongly Agree: 43%
  - Agree: 41%
  - Neither Disagree nor Agree: 8%
  - Disagree: 8%
  - Strongly Disagree: 8%
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=37)
- Strongly Agree: 43%
- Agree: 27%
- Neither Disagree nor Agree: 16%
- Disagree: 11%

My direct supervisor implements policies fairly in my school or department. (N=37)
- Strongly Agree: 38%
- Agree: 30%
- Neither Disagree nor Agree: 27%
- Disagree: 5%

My direct supervisor promotes a positive work culture. (N=37)
- Strongly Agree: 38%
- Agree: 41%
- Neither Disagree nor Agree: 14%
- Disagree: 5%

My direct supervisor encourages collaboration within and across teams in my school or department. (N=37)
- Strongly Agree: 43%
- Agree: 38%
- Neither Disagree nor Agree: 11%
- Disagree: 5%
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=37)
  - Strongly Agree: 19%
  - Agree: 49%
  - Neither Disagree nor Agree: 22%
  - Disagree: 8%

- Staff members are recognized for good performance at my work site. (N=37)
  - Strongly Agree: 32%
  - Agree: 41%
  - Neither Disagree nor Agree: 22%
  - Disagree: 5%

- I am recognized for my accomplishments. (N=37)
  - Strongly Agree: 32%
  - Agree: 30%
  - Neither Disagree nor Agree: 24%
  - Disagree: 11%

- I feel appreciated for my work. (N=37)
  - Strongly Agree: 30%
  - Agree: 32%
  - Neither Disagree nor Agree: 19%
  - Disagree: 16%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=37)
  - Strongly Agree: 30%
  - Agree: 32%
  - Neither Disagree nor Agree: 22%
  - Disagree: 14%
Work Environment

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

1. My colleagues help create a positive work environment. (N=37)
   - Strongly Agree: 38%
   - Agree: 38%
   - Neither Disagree nor Agree: 22%
   - Disagree: 5%
   - Strongly Disagree: 0%

2. My colleagues and I are held to high professional standards. (N=37)
   - Strongly Agree: 43%
   - Agree: 41%
   - Neither Disagree nor Agree: 14%
   - Disagree: 5%
   - Strongly Disagree: 0%

3. I have the materials I need to do my job. (N=37)
   - Strongly Agree: 38%
   - Agree: 35%
   - Neither Disagree nor Agree: 19%
   - Disagree: 5%
   - Strongly Disagree: 0%

4. My colleagues support me. (N=37)
   - Strongly Agree: 51%
   - Agree: 35%
   - Neither Disagree nor Agree: 14%
   - Disagree: 5%
   - Strongly Disagree: 0%

5. My colleagues are committed to their jobs. (N=37)
   - Strongly Agree: 43%
   - Agree: 35%
   -Neither Disagree nor Agree: 19%
   - Disagree: 5%
   - Strongly Disagree: 0%

6. I work in an atmosphere where there is mutual respect among staff. (N=37)
   - Strongly Agree: 38%
   - Agree: 32%
   - Neither Disagree nor Agree: 24%
   - Disagree: 5%
   - Strongly Disagree: 0%
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=36)**
  - Strongly Agree: 42%
  - Agree: 47%
  - Neither Disagree nor Agree: 8%
  - Disagree: 32%
  - Strongly Disagree: 0%

- **The training I have received from the district has helped me perform my job more effectively. (N=37)**
  - Strongly Agree: 32%
  - Agree: 49%
  - Neither Disagree nor Agree: 14%
  - Disagree: 19%
  - Strongly Disagree: 5%

- **The training I have received from my worksite has helped me perform my job more effectively. (N=37)**
  - Strongly Agree: 35%
  - Agree: 41%
  - Neither Disagree nor Agree: 19%
  - Disagree: 8%
  - Strongly Disagree: 5%

- **The district’s professional development supports district initiatives. (N=37)**
  - Strongly Agree: 38%
  - Agree: 49%
  - Neither Disagree nor Agree: 8%
  - Disagree: 5%
  - Strongly Disagree: 0%
Career Growth and Training Opportunities (Continued)

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

1. My direct supervisor encourages continued education and professional growth. (N=37)
   - Strongly Agree: 30%
   - Agree: 62%
   - Neither Disagree nor Agree: 5%
   - Disagree: 22%
   - Strongly Disagree: 0%

2. My direct supervisor identifies opportunities for my professional growth and improvement. (N=37)
   - Strongly Agree: 27%
   - Agree: 49%
   - Neither Disagree nor Agree: 22%
   - 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=37)
- Strongly Agree: 35%
- Agree: 38%
- Neither Disagree nor Agree: 22%
- Disagree: 5%

There are leadership opportunities for me in my school or department. (N=37)
- Strongly Agree: 27%
- Agree: 35%
- Neither Disagree nor Agree: 30%
- Disagree: 5%
Overall School Quality

How would you rate the overall quality of your school? (N=32)

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=33)
  - Strongly Agree: 61%
  - Agree: 33%
  - Disagree: 6%
- Teachers set high expectations for all students. (N=33)
  - Strongly Agree: 61%
  - Agree: 33%
  - Disagree: 6%
- This school’s learning standards and expectations are clearly explained to students. (N=33)
  - Strongly Agree: 55%
  - Agree: 33%
  - Disagree: 6%
- Students are challenged by their schoolwork. (N=33)
  - Strongly Agree: 55%
  - Agree: 30%
  - Disagree: 6%
- Teachers give timely feedback about student work. (N=33)
  - Strongly Agree: 48%
  - Agree: 42%
  - Disagree: 9%

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=33)
  - Strongly Agree: 52%
  - Agree: 39%
  - Disagree: 6%
  - Strongly Disagree: 6%
  - Don’t Know: 9%

- Teachers successfully show students how lessons relate to life outside of school. (N=33)
  - Strongly Agree: 52%
  - Agree: 33%
  - Disagree: 6%
  - Strongly Disagree: 9%
  - Don’t Know: 6%

- This school offers a variety of academic courses. (N=33)
  - Strongly Agree: 48%
  - Agree: 45%
  - Disagree: 6%
  - Strongly Disagree: 6%
  - Don’t Know: 6%

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=32)

- 56% Strongly Agree
- 44% Agree

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=32)

- 56% Strongly Agree
- 41% Agree

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=32)
- Strongly Agree: 47%
- Agree: 50%
- Disagree: 0%
- Strongly Disagree: 20%
- Don't Know: 13%

Students receive the support they need to prepare for the future. (N=32)
- Strongly Agree: 47%
- Agree: 44%
- Disagree: 6%
- Strongly Disagree: 0%
- Don't Know: 13%

Students in this school receive support that addresses their individual needs. (N=32)
- Strongly Agree: 47%
- Agree: 38%
- Disagree: 13%
- 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=32)

- Strongly Agree: 47%
- Agree: 44%
- Disagree: 9%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=32)

- Strongly Agree: 56%
- Agree: 31%
- Disagree: 9%

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=32)
  - Strongly Agree: 59%
  - Agree: 34%
  - Disagree: 6%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=32)
  - Strongly Agree: 63%
  - Agree: 38%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=32)
  - Strongly Agree: 59%
  - Agree: 34%

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=33)

- Strongly Agree: 48%
- Agree: 48%
- 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=33)

- Strongly Agree: 52%
- Agree: 48%
- Disagree: 0%
- Strongly Disagree: 0%
- Don't Know: 20%

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=33)
  - Strongly Agree: 39%
  - Agree: 52%
  - Disagree: 6%

- This school respects and values input provided by families. (N=33)
  - Strongly Agree: 52%
  - Agree: 39%
  - Disagree: 6%

- This school uses family input to improve student achievement. (N=33)
  - Strongly Agree: 45%
  - Agree: 36%
  - Disagree: 9%

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=33)
  - Strongly Agree: 52%
  - Agree: 45%
  - Disagree: 4%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- All students are aware of the safety and security procedures. (N=33)
  - Strongly Agree: 45%
  - Agree: 48%
  - Disagree: 7%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- This school is safe. (N=33)
  - Strongly Agree: 61%
  - Agree: 39%
  - Disagree: 0%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- Student discipline is enforced consistently for all students. (N=33)
  - Strongly Agree: 36%
  - Agree: 39%
  - Disagree: 21%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- Staff members and students treat each other with respect. (N=33)
  - Strongly Agree: 33%
  - Agree: 58%
  - Disagree: 9%
  - Strongly Disagree: 0%
  - Don't Know: 0%

*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=33)
  - Strongly Agree: 55%
  - Agree: 39%
  - Disagree: 6%

- Bullying is not tolerated. (N=33)
  - Strongly Agree: 58%
  - Agree: 39%
  - Disagree: 6%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=33)
  - Strongly Agree: 67%
  - Agree: 27%
  - 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?

<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Restorative practices are being implemented in my school. (N=33)</td>
<td>45%</td>
</tr>
<tr>
<td>Culturally relevant teaching practices are being implemented in my school. (N=33)</td>
<td>42%</td>
</tr>
<tr>
<td>Equity initiatives are being implemented in my school. (N=33)</td>
<td>45%</td>
</tr>
</tbody>
</table>

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=28)

- 54% extremely likely
- 21% likely
- 11% somewhat likely
- 4% neither likely nor unlikely
- 4% unlikely
- 4% very unlikely
- 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.
Net Promoter - District

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=37)

10 - Extremely Likely 43%
9 5%
8 22%
7 22%
6 3%
5
4
3
2
1 5%
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.