2020-2021 Employee Engagement and Satisfaction Survey: Kings Highway Elementary Magnet

Results

May 24 - June 11, 2021
# Participation

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Overall Engagement

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

- I am proud to work for Pinellas County Schools. (N=29)
  - Strongly Agree: 41%
  - Agree: 48%
  - Neither Disagree nor Agree: 10%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=29)
  - Strongly Agree: 34%
  - Agree: 55%
  - Neither Disagree nor Agree: 10%

- I am engaged in my work. (N=29)
  - Strongly Agree: 66%
  - Agree: 34%

- My work is interesting. (N=29)
  - Strongly Agree: 62%
  - Agree: 38%

- I am motivated to contribute more than what is expected of me. (N=29)
  - Strongly Agree: 59%
  - Agree: 31%
  - Neither Disagree nor Agree: 7%
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=29)
- Strongly Agree: 45%
- Agree: 45%
- Neither Disagree nor Agree: 7%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=29)
- Strongly Agree: 52%
- Agree: 38%
- Neither Disagree nor Agree: 7%

I enjoy working with my direct supervisor. (N=29)
- Strongly Agree: 52%
- Agree: 38%
- Neither Disagree nor Agree: 10%

I am optimistic about the future of Pinellas County Schools. (N=29)
- Strongly Agree: 41%
- Agree: 38%
- Neither Disagree nor Agree: 14%
- Beige Bar: 7%
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=29)

- Strongly Agree: 55%
- Agree: 38%
- Neither Disagree nor Agree: 7%

I know how I can fulfill Pinellas County Schools' mission and vision. (N=29)

- Strongly Agree: 48%
- Agree: 41%
- Neither Disagree nor Agree: 10%

I support the district’s mission and vision. (N=29)

- Strongly Agree: 59%
- Agree: 38%
- Neither Disagree nor Agree: 3%
How strongly do you agree or disagree with the following statements?

- The district’s mission and vision is clearly defined. (N=29)
  - Strongly Agree: 55%
  - Agree: 45%

- The district is moving in a direction that reflects our mission and vision. (N=29)
  - Strongly Agree: 34%
  - Agree: 41%
  - Neither Agree nor Disagree: 10%
  - Disagree: 7%
  - Strongly Disagree: 7%

- I can provide input on how the district accomplishes its mission. (N=29)
  - Strongly Agree: 28%
  - Agree: 45%
  - Neither Agree nor Disagree: 24%
District Leadership

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

- District leaders’ actions are consistent with their words. (N=29)
  - Strongly Agree: 7%
  - Agree: 38%
  - Neither Disagree nor Agree: 41%
  - Disagree: 10%
  - Strongly Disagree: 7%

- District leaders understand my professional needs. (N=29)
  - Strongly Agree: 7%
  - Agree: 21%
  - Neither Disagree nor Agree: 48%
  - Disagree: 14%
  - Strongly Disagree: 10%

- District leaders clearly explain the reasons behind decisions on key issues. (N=29)
  - Strongly Agree: 7%
  - Agree: 31%
  - Neither Disagree nor Agree: 31%
  - Disagree: 21%
  - Strongly Disagree: 10%

- District leaders encourage employees to share ideas to improve performance. (N=29)
  - Strongly Agree: 7%
  - Agree: 34%
  - Neither Disagree nor Agree: 41%
  - Disagree: 10%
  - Strongly Disagree: 7%

- District leaders promote a positive work culture. (N=29)
  - Strongly Agree: 10%
  - Agree: 41%
  - Neither Disagree nor Agree: 28%
  - Disagree: 10%
  - Strongly Disagree: 10%
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=29)

I can count on the support of my direct supervisor when addressing problems or issues. (N=29)

I trust my direct supervisor to make good decisions. (N=29)

My direct supervisor clearly communicates their expectations of my job performance. (N=29)
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=29)
  - Strongly Agree: 38%
  - Agree: 34%
  - Neither Disagree nor Agree: 17%
  - Disagree: 10%

- My direct supervisor implements policies fairly in my school or department. (N=29)
  - Strongly Agree: 34%
  - Agree: 38%
  - Neither Disagree nor Agree: 21%
  - Disagree: 7%

- My direct supervisor promotes a positive work culture. (N=28)
  - Strongly Agree: 32%
  - Agree: 43%
  - Neither Disagree nor Agree: 18%
  - Disagree: 7%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=28)
  - Strongly Agree: 50%
  - Agree: 21%
  - Neither Disagree nor Agree: 21%
  - Disagree: 7%
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=29)
  - Strongly Agree: 17%
  - Agree: 41%
  - Neither Disagree nor Agree: 28%
  - Disagree: 7%
  - Strongly Disagree: 7%

- Staff members are recognized for good performance at my work site. (N=29)
  - Strongly Agree: 34%
  - Agree: 34%
  - Neither Disagree nor Agree: 28%

- I am recognized for my accomplishments. (N=29)
  - Strongly Agree: 34%
  - Agree: 38%
  - Neither Disagree nor Agree: 24%

- I feel appreciated for my work. (N=29)
  - Strongly Agree: 31%
  - Agree: 45%
  - Neither Disagree nor Agree: 14%
  - Disagree: 7%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=29)
  - Strongly Agree: 31%
  - Agree: 34%
  - Neither Disagree nor Agree: 24%
  - Disagree: 10%
Work Environment

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

- My colleagues help create a positive work environment. (N=29)
  - Strongly Agree: 31%
  - Agree: 31%
  - Neither Disagree nor Agree: 21%
  - Disagree: 17%

- My colleagues and I are held to high professional standards. (N=29)
  - Strongly Agree: 38%
  - Agree: 41%
  - Neither Disagree nor Agree: 17%

- I have the materials I need to do my job. (N=29)
  - Strongly Agree: 21%
  - Agree: 41%
  - Neither Disagree nor Agree: 21%
  - Disagree: 14%

- My colleagues support me. (N=29)
  - Strongly Agree: 45%
  - Agree: 34%
  - Neither Disagree nor Agree: 17%

- My colleagues are committed to their jobs. (N=28)
  - Strongly Agree: 39%
  - Agree: 32%
  - Neither Disagree nor Agree: 25%

- I work in an atmosphere where there is mutual respect among staff. (N=29)
  - Strongly Agree: 34%
  - Agree: 31%
  - Neither Disagree nor Agree: 21%
  - Disagree: 10%
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=29)
  - 41% Strongly Agree
  - 59% Agree

- The training I have received from the district has helped me perform my job more effectively. (N=29)
  - 31% Strongly Agree
  - 52% Agree
  - 14% Neither Disagree nor Agree

- The training I have received from my worksite has helped me perform my job more effectively. (N=29)
  - 28% Strongly Agree
  - 59% Agree
  - 14% Neither Disagree nor Agree

- The district’s professional development supports district initiatives. (N=29)
  - 28% Strongly Agree
  - 66% Agree
  - 7% Neither Disagree nor Agree
How strongly do you agree or disagree with the following statements?

My direct supervisor encourages continued education and professional growth. (N=29)

- Strongly Agree: 31%
- Agree: 52%
- Neither Disagree nor Agree: 14%
- Disagree: 21%
- Strongly Disagree: 7%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=29)

- Strongly Agree: 21%
- Agree: 52%
- Neither Disagree nor Agree: 21%
- Disagree: 7%
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=29)
- Strongly Agree: 24%
- Agree: 59%
- Neither Disagree nor Agree: 10%
- Disagree: 28%
- Strongly Disagree: 7%

There are leadership opportunities for me in my school or department. (N=29)
- Strongly Agree: 21%
- Agree: 48%
- Neither Disagree nor Agree: 28%
Overall School Quality

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

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

- Teachers set high expectations for all students. (N=22)  
  - Strongly Agree: 55%  
  - Agree: 32%  
  - Disagree: 14%  

- This school’s learning standards and expectations are clearly explained to students. (N=22)  
  - Strongly Agree: 45%  
  - Agree: 45%  
  - Disagree: 9%  

- Students are challenged by their schoolwork. (N=22)  
  - Strongly Agree: 55%  
  - Agree: 36%  
  - Disagree: 9%  

- Teachers give timely feedback about student work. (N=22)  
  - Strongly Agree: 55%  
  - Agree: 32%  
  - Disagree: 14%

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=22)
- Strongly Agree: 45%
- Agree: 45%
- Disagree: 9%

Teachers successfully show students how lessons relate to life outside of school. (N=22)
- Strongly Agree: 32%
- Agree: 50%
- Disagree: 14%

This school offers a variety of academic courses. (N=22)
- Strongly Agree: 23%
- Agree: 55%
- Disagree: 18%

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: 50%
- Agree: 50%

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: 59%
- Agree: 41%

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=22)**
  - Strongly Agree: 18%
  - Agree: 41%
  - Disagree: 36%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- **Students receive the support they need to prepare for the future. (N=22)**
  - Strongly Agree: 27%
  - Agree: 45%
  - Disagree: 27%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- **Students in this school receive support that addresses their individual needs. (N=21)**
  - Strongly Agree: 24%
  - Agree: 57%
  - Disagree: 19%
  - 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=21)

- Strongly Agree: 48%
- Agree: 43%
- Disagree: 10%
- Strongly Disagree: 0%
- Don't Know: 0%

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

- Strongly Agree: 50%
- Agree: 45%
- Disagree: 5%
- Strongly Disagree: 0%
- Don't Know: 0%

Note: Only school-based staff answered these questions.
School Leadership (Continued)

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

Note: Only school-based staff answered these questions.

- **School administrators (principals and assistant principals) are available when I have a concern. (N=22)**
  - Strongly Agree: 55%
  - Agree: 32%
  - Disagree: 9%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- **School administrators (principals and assistant principals) are courteous when I have a concern. (N=21)**
  - Strongly Agree: 57%
  - Agree: 33%
  - Disagree: 10%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- **School administrators (principals and assistant principals) are responsive when I have a concern. (N=22)**
  - Strongly Agree: 55%
  - Agree: 27%
  - Disagree: 14%
  - Strongly Disagree: 5%
  - Don't Know: 0%
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=21)

- Strongly Agree: 43%
- Agree: 57%

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.**
  
  - 32% Strongly Agree
  - 50% Agree
  - 14% Disagree
  - 5% Strongly Disagree
  - (N=22)

- **This school respects and values input provided by families.**
  
  - 41% Strongly Agree
  - 50% Agree
  - 5% Disagree
  - 5% Strongly Disagree
  - (N=22)

- **This school uses family input to improve student achievement.**
  
  - 41% Strongly Agree
  - 41% Agree
  - 5% Disagree
  - 5% Strongly Disagree
  - (N=22)

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)
- All students are aware of the safety and security procedures. (N=22)
- This school is safe. (N=22)
- Student discipline is enforced consistently for all students. (N=22)
- Staff members and students treat each other with respect. (N=22)

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=22)
  - Strongly Agree: 36%
  - Agree: 45%
  - Disagree: 9%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- Bullying is not tolerated. (N=21)
  - Strongly Agree: 38%
  - Agree: 57%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=21)
  - Strongly Agree: 48%
  - Agree: 43%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 5%

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: 32%
  - Agree: 50%
  - Disagree: 14%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- Culturally relevant teaching practices are being implemented in my school. (N=22)
  - Strongly Agree: 32%
  - Agree: 50%
  - Disagree: 14%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- Equity initiatives are being implemented in my school. (N=22)
  - Strongly Agree: 41%
  - Agree: 45%
  - Disagree: 9%
  - Strongly Disagree: 5%
  - 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=21)

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=29)

- 10 - Extremely Likely: 34%
- 9: 17%
- 8: 21%
- 7: 3%
- 6: 7%
- 5: 3%
- 4: 7%
- 3: 7%
- 2: 7%
- 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.