2020-2021 Employee Engagement and Satisfaction Survey: Lealman Innovation Academy

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=30) 57% Strongly Agree, 20% Agree, 20% Neither Disagree nor Agree
- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=30) 57% Strongly Agree, 20% Agree, 17% Neither Disagree nor Agree, 7% Strongly Disagree
- I am engaged in my work. (N=30) 67% Strongly Agree, 30% Agree, 3% Neither Disagree nor Agree
- My work is interesting. (N=30) 60% Strongly Agree, 33% Agree, 7% Neither Disagree nor Agree
- I am motivated to contribute more than what is expected of me. (N=30) 67% Strongly Agree, 23% Agree, 0% Neither Disagree nor Agree
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=30)
- Strongly Agree: 53%
- Agree: 20%
- Neither Disagree nor Agree: 20%
- Disagree: 7%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=30)
- Strongly Agree: 47%
- Agree: 27%
- Neither Disagree nor Agree: 20%
- Disagree: 7%

I enjoy working with my direct supervisor. (N=30)
- Strongly Agree: 47%
- Agree: 23%
- Neither Disagree nor Agree: 20%
- Disagree: 7%

I am optimistic about the future of Pinellas County Schools. (N=30)
- Strongly Agree: 40%
- Agree: 23%
- Neither Disagree nor Agree: 30%
- Disagree: 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=30)

- Strongly Agree: 57%
- Agree: 43%

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

- Strongly Agree: 53%
- Agree: 43%

I support the district’s mission and vision. (N=30)

- Strongly Agree: 73%
- Agree: 23%
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=30)
  - Strongly Agree: 60%
  - Agree: 37%
  - Neither Disagree nor Agree: 3%
  - Disagree: 7%
  - Strongly Disagree: 10%

- The district is moving in a direction that reflects our mission and vision. (N=30)
  - Strongly Agree: 33%
  - Agree: 47%
  - Neither Disagree nor Agree: 7%
  - Disagree: 10%
  - Strongly Disagree: 10%

- I can provide input on how the district accomplishes its mission. (N=30)
  - Strongly Agree: 33%
  - Agree: 37%
  - Neither Disagree nor Agree: 13%
  - Disagree: 10%
  - Strongly Disagree: 7%
District Leadership

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

- District leaders’ actions are consistent with their words. (N=30) 20% Strongly Agree, 40% Agree, 23% Neither Disagree nor Agree, 10% Disagree, 7% Strongly Disagree
- District leaders understand my professional needs. (N=30) 17% Strongly Agree, 33% Agree, 27% Neither Disagree nor Agree, 17% Disagree, 7% Strongly Disagree
- District leaders clearly explain the reasons behind decisions on key issues. (N=30) 17% Strongly Agree, 40% Agree, 27% Neither Disagree nor Agree, 7% Disagree, 10% Strongly Disagree
- District leaders encourage employees to share ideas to improve performance. (N=30) 23% Strongly Agree, 40% Agree, 27% Neither Disagree nor Agree, 10% Disagree, 7% Strongly Disagree
- District leaders promote a positive work culture. (N=29) 28% Strongly Agree, 34% Agree, 31% Neither Disagree nor Agree, 7% Disagree, 7% Strongly Disagree
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=30)
   - Strongly Agree: 30%
   - Agree: 33%
   - Neither Disagree nor Agree: 10%
   - Disagree: 23%
   - Strongly Disagree: 23%

2. I can count on the support of my direct supervisor when addressing problems or issues. (N=30)
   - Strongly Agree: 27%
   - Agree: 33%
   - Neither Disagree nor Agree: 23%
   - Disagree: 17%
   - Strongly Disagree: 17%

3. I trust my direct supervisor to make good decisions. (N=30)
   - Strongly Agree: 30%
   - Agree: 27%
   - Neither Disagree nor Agree: 27%
   - Disagree: 17%
   - Strongly Disagree: 17%

4. My direct supervisor clearly communicates their expectations of my job performance. (N=30)
   - Strongly Agree: 37%
   - Agree: 33%
   - Neither Disagree nor Agree: 10%
   - Disagree: 20%
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=30)
  - Strongly Agree: 33%
  - Agree: 33%
  - Neither Disagree nor Agree: 20%
  - Disagree: 10%
  - Strongly Disagree: 10%

- My direct supervisor implements policies fairly in my school or department. (N=29)
  - Strongly Agree: 31%
  - Agree: 34%
  - Neither Disagree nor Agree: 21%
  - Disagree: 10%
  - Strongly Disagree: 10%

- My direct supervisor promotes a positive work culture. (N=30)
  - Strongly Agree: 33%
  - Agree: 30%
  - Neither Disagree nor Agree: 20%
  - Disagree: 13%
  - Strongly Disagree: 10%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=30)
  - Strongly Agree: 30%
  - Agree: 40%
  - Neither Disagree nor Agree: 20%
  - Disagree: 10%
Feedback and Recognition

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

1. Pinellas County Schools recognizes employees for their high-quality work and accomplishments. (N=30)
   - Strongly Agree: 20%
   - Agree: 47%
   - Neither Disagree nor Agree: 20%
   - Disagree: 7%
   - Strongly Disagree: 7%

2. Staff members are recognized for good performance at my work site. (N=30)
   - Strongly Agree: 20%
   - Agree: 53%
   - Neither Disagree nor Agree: 13%
   - Disagree: 7%
   - Strongly Disagree: 7%

3. I am recognized for my accomplishments. (N=30)
   - Strongly Agree: 20%
   - Agree: 37%
   - Neither Disagree nor Agree: 20%
   - Disagree: 20%

4. I feel appreciated for my work. (N=29)
   - Strongly Agree: 17%
   - Agree: 34%
   - Neither Disagree nor Agree: 24%
   - Disagree: 17%
   - Strongly Disagree: 7%

5. My direct supervisor regularly gives me constructive feedback to improve my performance. (N=30)
   - Strongly Agree: 23%
   - Agree: 33%
   - Neither Disagree nor Agree: 27%
   - Disagree: 17%
Work Environment

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

- My colleagues help create a positive work environment. (N=30)
  - Strongly Agree: 40%
  - Agree: 40%
  - Neither Disagree nor Agree: 13%
  - Disagree: 7%

- My colleagues and I are held to high professional standards. (N=30)
  - Strongly Agree: 37%
  - Agree: 40%
  - Neither Disagree nor Agree: 17%
  - Disagree: 7%

- I have the materials I need to do my job. (N=30)
  - Strongly Agree: 37%
  - Agree: 43%
  - Neither Disagree nor Agree: 10%
  - Disagree: 10%

- My colleagues support me. (N=30)
  - Strongly Agree: 33%
  - Agree: 60%
  - Neither Disagree nor Agree: 7%

- My colleagues are committed to their jobs. (N=30)
  - Strongly Agree: 33%
  - Agree: 50%
  - Neither Disagree nor Agree: 10%
  - Disagree: 10%

- I work in an atmosphere where there is mutual respect among staff. (N=30)
  - Strongly Agree: 33%
  - Agree: 37%
  - Neither Disagree nor Agree: 10%
  - Disagree: 13%
  - Strongly Disagree: 7%
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)

- Strongly Agree: 52%
- Agree: 41%
- Neither Disagree nor Agree: 14%
- Disagree: 0%
- Strongly Disagree: 0%

The training I have received from the district has helped me perform my job more effectively. (N=29)

- Strongly Agree: 38%
- Agree: 48%
- Neither Disagree nor Agree: 14%
- Disagree: 0%
- Strongly Disagree: 0%

The training I have received from my worksite has helped me perform my job more effectively. (N=29)

- Strongly Agree: 34%
- Agree: 31%
- Neither Disagree nor Agree: 24%
- Disagree: 10%
- Strongly Disagree: 0%

The district’s professional development supports district initiatives. (N=29)

- Strongly Agree: 34%
- Agree: 45%
- Neither Disagree nor Agree: 21%
- 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=29)

- Strongly Agree: 38%
- Agree: 34%
- Neither Disagree nor Agree: 17%
- Disagree: 7%

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

- Strongly Agree: 31%
- Agree: 21%
- Neither Disagree nor Agree: 34%
- Disagree: 10%
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: 45%
- Agree: 28%
- Neither Disagree nor Agree: 24%

There are leadership opportunities for me in my school or department. (N=28)

- Strongly Agree: 25%
- Agree: 39%
- Neither Disagree nor Agree: 25%
- Disagree: 11%
Overall School Quality

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

- Excellent: 25%
- Good: 39%
- Fair: 32%
- 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=28)**
  - Strongly Agree: 21%
  - Agree: 39%
  - Disagree: 18%
  - Strongly Disagree: 11%
  - Don't Know: 11%

- **Teachers set high expectations for all students. (N=28)**
  - Strongly Agree: 25%
  - Agree: 32%
  - Disagree: 29%
  - Strongly Disagree: 14%
  - Don't Know: 11%

- **This school’s learning standards and expectations are clearly explained to students. (N=28)**
  - Strongly Agree: 18%
  - Agree: 54%
  - Disagree: 14%
  - Strongly Disagree: 11%
  - Don't Know: 11%

- **Students are challenged by their schoolwork. (N=28)**
  - Strongly Agree: 21%
  - Agree: 43%
  - Disagree: 21%
  - Strongly Disagree: 11%
  - Don't Know: 11%

- **Teachers give timely feedback about student work. (N=28)**
  - Strongly Agree: 18%
  - Agree: 50%
  - Disagree: 11%
  - Strongly Disagree: 21%
  - Don't Know: 11%

*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=28)
  - Strongly Agree: 29%
  - Agree: 46%
  - Disagree: 11%
  - Strongly Disagree: 14%
  - Don't Know: 0%

- Teachers successfully show students how lessons relate to life outside of school. (N=28)
  - Strongly Agree: 18%
  - Agree: 50%
  - Disagree: 21%
  - Strongly Disagree: 7%
  - Don't Know: 0%

- This school offers a variety of academic courses. (N=28)
  - Strongly Agree: 25%
  - Agree: 50%
  - Disagree: 11%
  - Strongly Disagree: 14%
  - Don't Know: 0%

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=28)
- Strongly Agree: 71%
- Agree: 29%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=28)
- Strongly Agree: 71%
- Agree: 25%

Note: Only school-based staff answered these questions.
Student Support (Continued)

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

1. This school offers students a variety of extracurricular activities. (N=28)
   - Strongly Agree: 14%
   - Agree: 14%
   - Disagree: 32%
   - Strongly Disagree: 32%
   - Don't Know: 7%

2. Students receive the support they need to prepare for the future. (N=28)
   - Strongly Agree: 25%
   - Agree: 36%
   - Disagree: 18%
   - Strongly Disagree: 11%
   - Don't Know: 11%

3. Students in this school receive support that addresses their individual needs. (N=28)
   - Strongly Agree: 36%
   - Agree: 54%
   - Disagree: 7%

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=28)
  - Strongly Agree: 32%
  - Agree: 43%
  - Disagree: 21%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=28)
  - Strongly Agree: 39%
  - Agree: 43%
  - Disagree: 14%

*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=28)
  - Strongly Agree: 21%
  - Agree: 57%
  - Disagree: 7%
  - Strongly Disagree: 14%
  - Don't Know: 0%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=28)
  - Strongly Agree: 29%
  - Agree: 36%
  - Disagree: 18%
  - Strongly Disagree: 18%
  - Don't Know: 0%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=28)
  - Strongly Agree: 21%
  - Agree: 46%
  - Disagree: 14%
  - Strongly Disagree: 18%
  - 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=27)

- Strongly Agree: 44%
- Agree: 41%
- Disagree: 7%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=27)

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

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=27)
   - Strongly Agree: 48%
   - Agree: 37%
   - Disagree: 11%

2. This school respects and values input provided by families.  
   (N=27)
   - Strongly Agree: 37%
   - Agree: 37%
   - Disagree: 15%

3. This school uses family input to improve student achievement.  
   (N=27)
   - Strongly Agree: 33%
   - Agree: 33%
   - Disagree: 15%

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

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

- Bullying is not tolerated. (N=27)
  - Strongly Agree: 48%
  - Agree: 37%
  - Disagree: 11%
  - Strongly Disagree: 11%
  - Don't Know: 0%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=28)
  - Strongly Agree: 39%
  - Agree: 50%
  - Disagree: 7%
  - Strongly Disagree: 0%
  - Don't Know: 0%

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: 29%
  - Agree: 46%
  - Disagree: 18%
  - Strongly Disagree: 7%

- Culturally relevant teaching practices are being implemented in my school. (N=28)
  - Strongly Agree: 32%
  - Agree: 50%
  - Disagree: 11%

- Equity initiatives are being implemented in my school. (N=28)
  - Strongly Agree: 21%
  - Agree: 64%
  - Disagree: 7%

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=29)

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.