2020-2021 Employee Engagement and Satisfaction Survey: Maximo 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>24</td>
<td></td>
<td></td>
<td>24</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=24)
- Strongly Agree: 46%
- Agree: 21%
- Neither Disagree nor Agree: 21%
- Disagree: 8%

Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=24)
- Strongly Agree: 38%
- Agree: 17%
- Neither Disagree nor Agree: 33%
- Disagree: 8%

I am engaged in my work. (N=24)
- Strongly Agree: 58%
- Agree: 38%

My work is interesting. (N=24)
- Strongly Agree: 58%
- Agree: 38%

I am motivated to contribute more than what is expected of me. (N=24)
- Strongly Agree: 58%
- Agree: 29%
- Neither Disagree nor Agree: 8%
- Disagree: 8%
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=24)  
  - Strongly Agree: 46%  
  - Agree: 21%  
  - Neither Disagree nor Agree: 21%  
  - Disagree: 13%  
  - Strongly Disagree:

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=24)  
  - Strongly Agree: 50%  
  - Agree: 13%  
  - Neither Disagree nor Agree: 25%  
  - Disagree: 13%  
  - Strongly Disagree:

- I enjoy working with my direct supervisor. (N=24)  
  - Strongly Agree: 50%  
  - Agree: 17%  
  - Neither Disagree nor Agree: 13%  
  - Disagree: 13%  
  - Strongly Disagree: 8%

- I am optimistic about the future of Pinellas County Schools. (N=24)  
  - Strongly Agree: 38%  
  - Agree: 38%  
  - Neither Disagree nor Agree: 17%  
  - Disagree: 8%  
  - Strongly Disagree:
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=24)

- Strongly Agree: 58%
- Agree: 25%
- Neither Disagree nor Agree: 17%

I know how I can fulfill Pinellas County Schools' mission and vision. (N=24)

- Strongly Agree: 42%
- Agree: 38%
- Neither Disagree nor Agree: 17%

I support the district’s mission and vision. (N=24)

- Strongly Agree: 58%
- Agree: 17%
- Neither Disagree nor Agree: 21%
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=24)

- Strongly Agree: 54%
- Agree: 25%
- Neither Disagree nor Agree: 17%
- Disagree: 0%
- Strongly Disagree: 0%

The district is moving in a direction that reflects our mission and vision. (N=24)

- Strongly Agree: 33%
- Agree: 29%
- Neither Disagree nor Agree: 21%
- Disagree: 17%
- Strongly Disagree: 0%

I can provide input on how the district accomplishes its mission. (N=24)

- Strongly Agree: 38%
- Agree: 29%
- Neither Disagree nor Agree: 29%
- Disagree: 0%
- Strongly Disagree: 0%
District Leadership

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

- District leaders’ actions are consistent with their words. (N=24)
- District leaders understand my professional needs. (N=24)
- District leaders clearly explain the reasons behind decisions on key issues. (N=24)
- District leaders encourage employees to share ideas to improve performance. (N=24)
- District leaders promote a positive work culture. (N=24)
How strongly do you agree or disagree with the following statements?

- The actions of my direct supervisor are consistent with their words. (N=24)
  - 33% Strongly Agree
  - 38% Agree
  - 17% Neither Disagree nor Agree
  - 8% Disagree
  - 0% Strongly Disagree

- I can count on the support of my direct supervisor when addressing problems or issues. (N=24)
  - 29% Strongly Agree
  - 38% Agree
  - 17% Neither Disagree nor Agree
  - 13% Disagree
  - 0% Strongly Disagree

- I trust my direct supervisor to make good decisions. (N=24)
  - 38% Strongly Agree
  - 38% Agree
  - 13% Neither Disagree nor Agree
  - 13% Disagree
  - 0% Strongly Disagree

- My direct supervisor clearly communicates their expectations of my job performance. (N=24)
  - 38% Strongly Agree
  - 38% Agree
  - 8% Neither Disagree nor Agree
  - 13% Disagree
  - 0% Strongly Disagree
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=24)
  - Strongly Agree: 29%
  - Agree: 33%
  - Neither Disagree nor Agree: 13%
  - Disagree: 21%

- My direct supervisor implements policies fairly in my school or department. (N=24)
  - Strongly Agree: 25%
  - Agree: 50%
  - Neither Disagree nor Agree: 13%
  - Disagree: 8%

- My direct supervisor promotes a positive work culture. (N=24)
  - Strongly Agree: 42%
  - Agree: 29%
  - Neither Disagree nor Agree: 8%
  - Disagree: 17%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=24)
  - Strongly Agree: 54%
  - Agree: 29%
  - Neither Disagree nor Agree: 8%
  - Disagree: 8%
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=24)

- Strongly Agree: 21%
- Agree: 25%
- Neither Disagree nor Agree: 29%
- Disagree: 13%
- Strongly Disagree: 13%

Staff members are recognized for good performance at my work site. (N=24)

- Strongly Agree: 13%
- Agree: 38%
- Neither Disagree nor Agree: 13%
- Disagree: 21%
- Strongly Disagree: 17%

I am recognized for my accomplishments. (N=24)

- Strongly Agree: 13%
- Agree: 25%
- Neither Disagree nor Agree: 33%
- Disagree: 8%
- Strongly Disagree: 21%

I feel appreciated for my work. (N=24)

- Strongly Agree: 13%
- Agree: 33%
- Neither Disagree nor Agree: 29%
- Disagree: 21%

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=24)

- Strongly Agree: 21%
- Agree: 33%
- Neither Disagree nor Agree: 25%
- Disagree: 21%
Work Environment

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

- My colleagues help create a positive work environment. (N=24)
  - Strongly Agree: 50%
  - Agree: 25%
  - Neither Disagree nor Agree: 25%

- My colleagues and I are held to high professional standards. (N=24)
  - Strongly Agree: 42%
  - Agree: 42%
  - Neither Disagree nor Agree: 13%

- I have the materials I need to do my job. (N=24)
  - Strongly Agree: 33%
  - Agree: 38%
  - Neither Disagree nor Agree: 17%
  - Disagree: 13%

- My colleagues support me. (N=24)
  - Strongly Agree: 46%
  - Agree: 38%
  - Neither Disagree nor Agree: 17%

- My colleagues are committed to their jobs. (N=24)
  - Strongly Agree: 42%
  - Agree: 33%
  - Neither Disagree nor Agree: 25%

- I work in an atmosphere where there is mutual respect among staff. (N=24)
  - Strongly Agree: 33%
  - Agree: 42%
  - Neither Disagree nor Agree: 21%
  - Disagree: 13%
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=23)

- Strongly Agree: 35%
- Agree: 43%
- Neither Disagree nor Agree: 13%
- Disagree: 8%
- Strongly Disagree: 0%

The training I have received from the district has helped me perform my job more effectively. (N=24)

- Strongly Agree: 25%
- Agree: 42%
- Neither Disagree nor Agree: 21%
- Disagree: 8%
- Strongly Disagree: 0%

The training I have received from my worksite has helped me perform my job more effectively. (N=24)

- Strongly Agree: 29%
- Agree: 29%
- Neither Disagree nor Agree: 29%
- Disagree: 8%
- Strongly Disagree: 0%

The district’s professional development supports district initiatives. (N=24)

- Strongly Agree: 25%
- Agree: 46%
- Neither Disagree nor Agree: 21%
- Disagree: 8%
- Strongly Disagree: 0%
My direct supervisor encourages continued education and professional growth. (N=24)

- Strongly Agree: 29%
- Agree: 42%
- Neither Disagree nor Agree: 21%
- Disagree: 8%
- Strongly Disagree: 8%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=24)

- Strongly Agree: 29%
- Agree: 38%
- Neither Disagree nor Agree: 17%
- Disagree: 8%
- Strongly Disagree: 8%
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=24)

- Strongly Agree: 33%
- Agree: 25%
- Neither Disagree nor Agree: 21%
- Disagree: 8%
- Strongly Disagree: 13%

There are leadership opportunities for me in my school or department. (N=24)

- Strongly Agree: 29%
- Agree: 33%
- Neither Disagree nor Agree: 21%
- Disagree: 8%
- Strongly Disagree: 8%
Overall School Quality

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

- Excellent: 32%
- Good: 32%
- Fair: 18%
- Poor: 18%

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=23)
  - Strongly Agree: 39%
  - Agree: 35%
  - Disagree: 17%
  - Strongly Disagree: 9%
  - Don't Know: 9%

- Teachers set high expectations for all students. (N=22)
  - Strongly Agree: 32%
  - Agree: 50%
  - Disagree: 9%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- This school’s learning standards and expectations are clearly explained to students. (N=23)
  - Strongly Agree: 43%
  - Agree: 43%
  - Disagree: 9%
  - Strongly Disagree: 9%
  - Don't Know: 9%

- Students are challenged by their schoolwork. (N=23)
  - Strongly Agree: 30%
  - Agree: 48%
  - Disagree: 9%
  - Strongly Disagree: 13%
  - Don't Know: 13%

- Teachers give timely feedback about student work. (N=23)
  - Strongly Agree: 30%
  - Agree: 52%
  - Disagree: 13%
  - Strongly Disagree: 13%
  - Don't Know: 13%

*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: 32%
  - Agree: 55%
  - Disagree: 5%
  - Strongly Disagree: 9%
  - Don't Know: 9%

- **Teachers successfully show students how lessons relate to life outside of school. (N=23)**
  - Strongly Agree: 26%
  - Agree: 57%
  - Disagree: 9%
  - Strongly Disagree: 9%
  - Don't Know: 9%

- **This school offers a variety of academic courses. (N=22)**
  - Strongly Agree: 23%
  - Agree: 41%
  - Disagree: 23%
  - Strongly Disagree: 5%
  - Don't Know: 9%

*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=23)

- Strongly Agree: 43%
- Agree: 35%
- Disagree: 17%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=23)

- Strongly Agree: 48%
- Agree: 30%
- Disagree: 22%

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

1. This school offers students a variety of extracurricular activities. (N=22)
   - Strongly Agree: 18%
   - Agree: 23%
   - Disagree: 32%
   - Strongly Disagree: 18%
   - Don't Know: 9%

2. Students receive the support they need to prepare for the future. (N=23)
   - Strongly Agree: 22%
   - Agree: 35%
   - Disagree: 22%
   - Strongly Disagree: 17%
   - Don't Know: 9%

3. Students in this school receive support that addresses their individual needs. (N=23)
   - Strongly Agree: 22%
   - Agree: 26%
   - Disagree: 26%
   - Strongly Disagree: 17%
   - Don't Know: 9%

*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=23)

- Strongly Agree: 30%
- Agree: 35%
- Disagree: 13%
- Strongly Disagree: 13%
- Don't Know: 9%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=23)

- Strongly Agree: 39%
- Agree: 43%
- Disagree: 9%
- Don't Know: 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=23)**
  - Strongly Agree: 26%
  - Agree: 48%
  - Disagree: 13%
  - Strongly Disagree: 13%
  - Don't Know: 0%

- **School administrators (principals and assistant principals) are courteous when I have a concern. (N=23)**
  - Strongly Agree: 39%
  - Agree: 39%
  - Disagree: 9%
  - Strongly Disagree: 13%
  - Don't Know: 0%

- **School administrators (principals and assistant principals) are responsive when I have a concern. (N=23)**
  - Strongly Agree: 22%
  - Agree: 43%
  - Disagree: 17%
  - Strongly Disagree: 17%
  - 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=23)

- Strongly Agree: 52%
- Agree: 39%
- Disagree: 9%
- 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=23)

- Strongly Agree: 52%
- Agree: 39%
- Disagree: 9%
- 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?

- **Staff members and families treat each other with respect.**
  - (N=23)
  - 30% Strongly Agree
  - 48% Agree
  - 13% Disagree
  - 9% Strongly Disagree

- **This school respects and values input provided by families.**
  - (N=22)
  - 36% Strongly Agree
  - 41% Agree
  - 5% Disagree
  - 9% Strongly Disagree
  - 9% Don't Know

- **This school uses family input to improve student achievement.**
  - (N=23)
  - 30% Strongly Agree
  - 35% Agree
  - 9% Disagree
  - 9% Strongly Disagree
  - 17% Don't Know

*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=23)
  - Strongly Agree: 43%
  - Agree: 43%
  - Disagree: 9%

- All students are aware of the safety and security procedures. (N=23)
  - Strongly Agree: 39%
  - Agree: 43%
  - Disagree: 13%

- This school is safe. (N=23)
  - Strongly Agree: 43%
  - Agree: 39%
  - Disagree: 13%

- Student discipline is enforced consistently for all students. (N=22)
  - Strongly Agree: 14%
  - Agree: 27%
  - Disagree: 32%
  - Strongly Disagree: 5%

- Staff members and students treat each other with respect. (N=23)
  - Strongly Agree: 13%
  - Agree: 26%
  - Disagree: 48%
  - Strongly Disagree: 13%

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=23)**
  - Strongly Agree: 30%
  - Agree: 35%
  - Disagree: 13%
  - Strongly Disagree: 17%

- **Bullying is not tolerated. (N=22)**
  - Strongly Agree: 36%
  - Agree: 41%
  - Disagree: 14%
  - Strongly Disagree: 5%

- **Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=23)**
  - Strongly Agree: 52%
  - Agree: 35%
  - Disagree: 13%

*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=23)
- Strongly Agree: 26%
- Agree: 52%
- Disagree: 13%
- Strongly Disagree: 9%
- Don't Know: 0%

Culturally relevant teaching practices are being implemented in my school. (N=23)
- Strongly Agree: 35%
- Agree: 35%
- Disagree: 9%
- Strongly Disagree: 13%
- Don't Know: 17%

Equity initiatives are being implemented in my school. (N=23)
- Strongly Agree: 35%
- Agree: 35%
- Disagree: 13%
- Strongly Disagree: 13%
- Don't Know: 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=23)

- 10 - Extremely Likely: 22%
- 9: 9%
- 8: 9%
- 7: 13%
- 6: 4%
- 5: 13%
- 4: 4%
- 3: 4%
- 2: 4%
- 1: 4%
- 0 - Not at all Likely: 17%

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=24)

<table>
<thead>
<tr>
<th>Rating</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>42%</td>
</tr>
<tr>
<td>9</td>
<td>17%</td>
</tr>
<tr>
<td>8</td>
<td>13%</td>
</tr>
<tr>
<td>7</td>
<td>8%</td>
</tr>
<tr>
<td>6</td>
<td>8%</td>
</tr>
<tr>
<td>5</td>
<td>8%</td>
</tr>
<tr>
<td>4</td>
<td>8%</td>
</tr>
<tr>
<td>3</td>
<td>8%</td>
</tr>
<tr>
<td>2</td>
<td>4%</td>
</tr>
<tr>
<td>1</td>
<td>8%</td>
</tr>
<tr>
<td>0</td>
<td>8%</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.