2020-2021 Employee Engagement and Satisfaction Survey: Melrose 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>26</td>
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<td>26</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=26)
  - Strongly Agree: 50%
  - Agree: 35%
  - Neither Disagree nor Agree: 15%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=26)
  - Strongly Agree: 54%
  - Agree: 31%
  - Neither Disagree nor Agree: 15%

- I am engaged in my work. (N=26)
  - Strongly Agree: 65%
  - Agree: 35%

- My work is interesting. (N=26)
  - Strongly Agree: 65%
  - Agree: 31%

- I am motivated to contribute more than what is expected of me. (N=26)
  - Strongly Agree: 58%
  - Agree: 35%
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=26)
- Strongly Agree: 58%
- Agree: 23%
- Neither Disagree nor Agree: 19%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=26)
- Strongly Agree: 54%
- Agree: 31%
- Neither Disagree nor Agree: 12%

I enjoy working with my direct supervisor. (N=26)
- Strongly Agree: 62%
- Agree: 23%
- Neither Disagree nor Agree: 12%

I am optimistic about the future of Pinellas County Schools. (N=26)
- Strongly Agree: 50%
- Agree: 31%
- Neither Disagree nor Agree: 12%
- 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=26)

I know how I can fulfill Pinellas County Schools' mission and vision. (N=26)

I support the district’s mission and vision. (N=26)
How strongly do you agree or disagree with the following statements?

The district’s mission and vision is clearly defined. (N=26)
- 58% Strongly Agree
- 31% Agree
- 8% Neither Disagree nor Agree
- 8% Disagree
- 8% Strongly Disagree

The district is moving in a direction that reflects our mission and vision. (N=26)
- 46% Strongly Agree
- 27% Agree
- 19% Neither Disagree nor Agree
- 19% Disagree
- 8% Strongly Disagree

I can provide input on how the district accomplishes its mission. (N=26)
- 46% Strongly Agree
- 35% Agree
- 19% Neither Disagree nor Agree
- 19% Disagree
- 8% Strongly Disagree
<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=26)</td>
<td>27%</td>
<td>35%</td>
<td>27%</td>
<td>12%</td>
<td></td>
</tr>
<tr>
<td>District leaders understand my professional needs. (N=26)</td>
<td>27%</td>
<td>15%</td>
<td>38%</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>District leaders clearly explain the reasons behind decisions on key issues. (N=26)</td>
<td>27%</td>
<td>23%</td>
<td>42%</td>
<td>8%</td>
<td></td>
</tr>
<tr>
<td>District leaders encourage employees to share ideas to improve performance. (N=26)</td>
<td>27%</td>
<td>35%</td>
<td>23%</td>
<td>15%</td>
<td></td>
</tr>
<tr>
<td>District leaders promote a positive work culture. (N=26)</td>
<td>27%</td>
<td>38%</td>
<td>35%</td>
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</tbody>
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How strongly do you agree or disagree with the following statements?

- The actions of my direct supervisor are consistent with their words. (N=26)
  - Strongly Agree: 50%
  - Agree: 23%
  - Neither Disagree nor Agree: 12%
  - Disagree: 15%
  - Strongly Disagree: 12%

- I can count on the support of my direct supervisor when addressing problems or issues. (N=26)
  - Strongly Agree: 54%
  - Agree: 19%
  - Neither Disagree nor Agree: 15%
  - Disagree: 12%

- I trust my direct supervisor to make good decisions. (N=26)
  - Strongly Agree: 58%
  - Agree: 19%
  - Neither Disagree nor Agree: 15%
  - Disagree: 8%

- My direct supervisor clearly communicates their expectations of my job performance. (N=25)
  - Strongly Agree: 64%
  - Agree: 20%
  - Neither Disagree nor Agree: 12%
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=26)
  - Strongly Agree: 54%
  - Agree: 15%
  - Neither Disagree nor Agree: 23%
  - Disagree: 8%
  - Strongly Disagree: 0%

- My direct supervisor implements policies fairly in my school or department. (N=26)
  - Strongly Agree: 50%
  - Agree: 23%
  - Neither Disagree nor Agree: 19%
  - Disagree: 8%
  - Strongly Disagree: 0%

- My direct supervisor promotes a positive work culture. (N=26)
  - Strongly Agree: 46%
  - Agree: 31%
  - Neither Disagree nor Agree: 15%
  - Disagree: 2%
  - Strongly Disagree: 0%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=26)
  - Strongly Agree: 54%
  - Agree: 31%
  - Neither Disagree nor Agree: 12%
  - Disagree: 8%
  - Strongly Disagree: 0%
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=26)
- Strongly Agree: 31%
- Agree: 38%
- Neither Disagree nor Agree: 15%
- Disagree: 12%

Staff members are recognized for good performance at my work site. (N=26)
- Strongly Agree: 46%
- Agree: 38%
- Neither Disagree nor Agree: 12%

I am recognized for my accomplishments. (N=26)
- Strongly Agree: 38%
- Agree: 42%
- Neither Disagree nor Agree: 15%

I feel appreciated for my work. (N=26)
- Strongly Agree: 35%
- Agree: 46%
- Neither Disagree nor Agree: 8%

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=26)
- Strongly Agree: 42%
- Agree: 31%
- Neither Disagree nor Agree: 15%
- Disagree: 8%
Work Environment

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

- My colleagues help create a positive work environment. (N=25)
  - Strongly Agree: 40%
  - Agree: 32%
  - Neither Disagree nor Agree: 16%
  - Disagree: 12%

- My colleagues and I are held to high professional standards. (N=26)
  - Strongly Agree: 46%
  - Agree: 35%
  - Neither Disagree nor Agree: 15%

- I have the materials I need to do my job. (N=26)
  - Strongly Agree: 46%
  - Agree: 38%
  - Neither Disagree nor Agree: 12%

- My colleagues support me. (N=26)
  - Strongly Agree: 27%
  - Agree: 42%
  - Neither Disagree nor Agree: 27%

- My colleagues are committed to their jobs. (N=26)
  - Strongly Agree: 35%
  - Agree: 27%
  - Neither Disagree nor Agree: 31%

- I work in an atmosphere where there is mutual respect among staff. (N=26)
  - Strongly Agree: 23%
  - Agree: 31%
  - Neither Disagree nor Agree: 31%
  - Disagree: 12%
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=26)
  - Strongly Agree: 50%
  - Agree: 46%
  - Neither Disagree nor Agree: 50%
  - Disagree: 38%
  - Strongly Disagree: 4%

- The training I have received from the district has helped me perform my job more effectively. (N=26)
  - Strongly Agree: 38%
  - Agree: 50%
  - Neither Disagree nor Agree: 12%
  - Disagree: 12%
  - Strongly Disagree: 8%

- The training I have received from my worksite has helped me perform my job more effectively. (N=25)
  - Strongly Agree: 32%
  - Agree: 48%
  - Neither Disagree nor Agree: 12%
  - Disagree: 8%
  - Strongly Disagree: 8%

- The district’s professional development supports district initiatives. (N=25)
  - Strongly Agree: 40%
  - Agree: 44%
  - Neither Disagree nor Agree: 25%
  - Disagree: 16%
  - Strongly Disagree: 8%
How strongly do you agree or disagree with the following statements?

My direct supervisor encourages continued education and professional growth. (N=26)
- 50% Strongly Agree
- 38% Agree
- 12% Neither Disagree nor Agree
- 0% Disagree
- 0% Strongly Disagree

My direct supervisor identifies opportunities for my professional growth and improvement. (N=26)
- 46% Strongly Agree
- 31% Agree
- 15% Neither Disagree nor Agree
- 0% Disagree
- 0% Strongly Disagree
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=26)

- Strongly Agree: 31%
- Agree: 46%
- Neither Disagree nor Agree: 15%
- Disagree: 8%

There are leadership opportunities for me in my school or department. (N=26)

- Strongly Agree: 35%
- Agree: 27%
- Neither Disagree nor Agree: 35%
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: 45%
  - Agree: 50%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- Teachers set high expectations for all students. (N=22)
  - Strongly Agree: 41%
  - Agree: 55%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- This school’s learning standards and expectations are clearly explained to students. (N=22)
  - Strongly Agree: 45%
  - Agree: 45%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- Students are challenged by their schoolwork. (N=21)
  - Strongly Agree: 48%
  - Agree: 43%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- Teachers give timely feedback about student work. (N=22)
  - Strongly Agree: 32%
  - Agree: 45%
  - Disagree: 9%
  - Strongly Disagree: 14%
  - Don't Know: 0%

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=22)
  - Strongly Agree: 36%
  - Agree: 50%
  - Disagree: 14%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- Teachers successfully show students how lessons relate to life outside of school. (N=22)
  - Strongly Agree: 45%
  - Agree: 36%
  - Disagree: 14%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- This school offers a variety of academic courses. (N=22)
  - Strongly Agree: 27%
  - Agree: 59%
  - Disagree: 5%
  - Strongly Disagree: 0%
  - 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=22)

- Strongly Agree: 59%
- Agree: 41%

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: 32%
- Disagree: 5%

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=20)

- Strongly Agree: 35%
- Agree: 50%
- Disagree: 10%
- Strongly Disagree: 5%
- Don't Know: 0%

Students receive the support they need to prepare for the future. (N=22)

- Strongly Agree: 36%
- Agree: 55%
- Disagree: 9%
- Strongly Disagree: 0%
- Don't Know: 0%

Students in this school receive support that addresses their individual needs. (N=22)

- Strongly Agree: 36%
- Agree: 45%
- Disagree: 14%
- Strongly Disagree: 5%
- 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=22)
  - Strongly Agree: 45%
  - Agree: 45%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=22)
  - Strongly Agree: 55%
  - Agree: 36%
  - Disagree: 9%

Note: Only school-based staff answered these questions.
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=22)

- Strongly Agree: 55%
- Agree: 41%
- Disagree: 5%
- Strongly Disagree: 9%
- Don't Know: 5%

School administrators (principals and assistant principals) are courteous when I have a concern. (N=22)

- Strongly Agree: 45%
- Agree: 41%
- Disagree: 9%
- Strongly Disagree: 5%
- Don't Know: 5%

School administrators (principals and assistant principals) are responsive when I have a concern. (N=22)

- Strongly Agree: 50%
- Agree: 36%
- Disagree: 5%
- Strongly Disagree: 9%
- Don't Know: 5%

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=22)

Strongly Agree 45%  Agree 55%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=22)

Strongly Agree 50%  Agree 50%

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=22)
- Strongly Agree: 23%
- Agree: 50%
- Disagree: 23%
- Strongly Disagree: 5%
- Don't Know: 5%

**This school respects and values input provided by families.**
(N=22)
- Strongly Agree: 32%
- Agree: 64%
- Disagree: 5%
- Strongly Disagree: 5%
- Don't Know: 5%

**This school uses family input to improve student achievement.**
(N=22)
- Strongly Agree: 27%
- Agree: 59%
- Disagree: 5%
- Strongly Disagree: 9%
- Don't Know: 5%

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=21)
  - Strongly Agree: 43%
  - Agree: 48%
  - Disagree: 9%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- All students are aware of the safety and security procedures. (N=22)
  - Strongly Agree: 50%
  - Agree: 50%
  - Don't Know: 0%

- This school is safe. (N=22)
  - Strongly Agree: 41%
  - Agree: 45%
  - Disagree: 9%
  - Strongly Disagree: 5%

- Student discipline is enforced consistently for all students. (N=22)
  - Strongly Agree: 23%
  - Agree: 32%
  - Disagree: 36%
  - Strongly Disagree: 9%

- Staff members and students treat each other with respect. (N=22)
  - Strongly Agree: 18%
  - Agree: 32%
  - Disagree: 50%

*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)
  - 41% Strongly Agree
  - 36% Agree
  - 9% Disagree
  - 14% Strongly Disagree
  - 0% Don't Know

- Bullying is not tolerated. (N=21)
  - 52% Strongly Agree
  - 29% Agree
  - 14% Disagree
  - 5% Strongly Disagree
  - 0% Don't Know

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=22)
  - 50% Strongly Agree
  - 45% Agree
  - 5% Disagree
  - 0% Strongly Disagree
  - 0% Don't Know

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: 64%
  - Disagree: 5%

- Culturally relevant teaching practices are being implemented in my school. (N=22)
  - Strongly Agree: 50%
  - Agree: 41%
  - Disagree: 5%

- Equity initiatives are being implemented in my school. (N=22)
  - Strongly Agree: 50%
  - Agree: 41%
  - Disagree: 5%

*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=18)

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=26)

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