2020-2021 Employee Engagement and Satisfaction Survey: New Heights 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>35</td>
<td>35</td>
<td></td>
<td>35</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=35)
  - Strongly Agree: 43%
  - Agree: 34%
  - Neither Disagree nor Agree: 17%
  - Disagree: 6%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=35)
  - Strongly Agree: 43%
  - Agree: 23%
  - Neither Disagree nor Agree: 26%
  - Disagree: 9%

- I am engaged in my work. (N=35)
  - Strongly Agree: 49%
  - Agree: 43%
  - Neither Disagree nor Agree: 9%

- My work is interesting. (N=35)
  - Strongly Agree: 46%
  - Agree: 49%
  - Neither Disagree nor Agree: 6%

- I am motivated to contribute more than what is expected of me. (N=35)
  - Strongly Agree: 46%
  - Agree: 40%
  - Neither Disagree nor Agree: 9%
  - Disagree: 6%
How strongly do you agree or disagree with the following statements?

<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>I see professional growth and long-term career opportunities with Pinellas County Schools. (N=35)</td>
<td>46%</td>
<td>29%</td>
<td>20%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=35)</td>
<td>43%</td>
<td>29%</td>
<td>20%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>I enjoy working with my direct supervisor. (N=35)</td>
<td>46%</td>
<td>29%</td>
<td>17%</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>I am optimistic about the future of Pinellas County Schools. (N=35)</td>
<td>46%</td>
<td>31%</td>
<td>17%</td>
<td>9%</td>
<td></td>
</tr>
</tbody>
</table>
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=35)

- Strongly Agree: 46%
- Agree: 54%

I know how I can fulfill Pinellas County Schools’ mission and vision. (N=35)

- Strongly Agree: 49%
- Agree: 40%
- Neither Disagree nor Agree: 9%

I support the district’s mission and vision. (N=34)

- Strongly Agree: 59%
- Agree: 41%
How strongly do you agree or disagree with the following statements?

- The district’s mission and vision is clearly defined. (N=35)
  - Strongly Agree: 49%
  - Agree: 40%
  - Neither Disagree nor Agree: 9%

- The district is moving in a direction that reflects our mission and vision. (N=35)
  - Strongly Agree: 31%
  - Agree: 34%
  - Neither Disagree nor Agree: 29%
  - Disagree: 6%

- I can provide input on how the district accomplishes its mission. (N=35)
  - Strongly Agree: 34%
  - Agree: 34%
  - Neither Disagree nor Agree: 26%
**District Leadership**

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

- **District leaders’ actions are consistent with their words. (N=34)**
  - Strongly Agree: 18%
  - Agree: 38%
  - Neither Disagree nor Agree: 29%
  - Disagree: 12%
  - Strongly Disagree: 0%

- **District leaders understand my professional needs. (N=34)**
  - Strongly Agree: 15%
  - Agree: 26%
  - Neither Disagree nor Agree: 32%
  - Disagree: 21%
  - Strongly Disagree: 6%

- **District leaders clearly explain the reasons behind decisions on key issues. (N=34)**
  - Strongly Agree: 9%
  - Agree: 35%
  - Neither Disagree nor Agree: 35%
  - Disagree: 18%
  - Strongly Disagree: 0%

- **District leaders encourage employees to share ideas to improve performance. (N=34)**
  - Strongly Agree: 15%
  - Agree: 35%
  - Neither Disagree nor Agree: 21%
  - Disagree: 24%
  - Strongly Disagree: 6%

- **District leaders promote a positive work culture. (N=34)**
  - Strongly Agree: 18%
  - Agree: 44%
  - Neither Disagree nor Agree: 21%
  - Disagree: 15%
  - Strongly Disagree: 0%
How strongly do you agree or disagree with the following statements?

- The actions of my direct supervisor are consistent with their words. (N=35)
  - Strongly Agree: 29%
  - Agree: 40%
  - Neither Disagree nor Agree: 17%
  - Disagree: 9%
  - Strongly Disagree: 6%

- I can count on the support of my direct supervisor when addressing problems or issues. (N=35)
  - Strongly Agree: 31%
  - Agree: 43%
  - Neither Disagree nor Agree: 14%
  - Disagree: 6%
  - Strongly Disagree: 6%

- I trust my direct supervisor to make good decisions. (N=35)
  - Strongly Agree: 29%
  - Agree: 40%
  - Neither Disagree nor Agree: 20%
  - Disagree: 9%

- My direct supervisor clearly communicates their expectations of my job performance. (N=35)
  - Strongly Agree: 31%
  - Agree: 37%
  - Neither Disagree nor Agree: 20%
  - Disagree: 9%
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=35)
  - Strongly Agree: 29%
  - Agree: 37%
  - Neither Disagree nor Agree: 23%
  - Disagree: 6%
  - Strongly Disagree: 6%

- My direct supervisor implements policies fairly in my school or department. (N=35)
  - Strongly Agree: 34%
  - Agree: 31%
  - Neither Disagree nor Agree: 26%
  - Disagree: 6%

- My direct supervisor promotes a positive work culture. (N=35)
  - Strongly Agree: 34%
  - Agree: 37%
  - Neither Disagree nor Agree: 17%
  - Disagree: 9%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=35)
  - Strongly Agree: 29%
  - Agree: 43%
  - Neither Disagree nor Agree: 20%
  - Disagree: 6%
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=35)
  - 11% Strongly Agree
  - 40% Agree
  - 26% Neither Disagree nor Agree
  - 17% Disagree
  - 6% Strongly Disagree

- Staff members are recognized for good performance at my work site. (N=35)
  - 14% Strongly Agree
  - 43% Agree
  - 20% Neither Disagree nor Agree
  - 14% Disagree
  - 9% Strongly Disagree

- I am recognized for my accomplishments. (N=35)
  - 14% Strongly Agree
  - 40% Agree
  - 20% Neither Disagree nor Agree
  - 17% Disagree
  - 9% Strongly Disagree

- I feel appreciated for my work. (N=35)
  - 14% Strongly Agree
  - 46% Agree
  - 14% Neither Disagree nor Agree
  - 11% Disagree
  - 14% Strongly Disagree

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=35)
  - 14% Strongly Agree
  - 43% Agree
  - 23% Neither Disagree nor Agree
  - 9% Disagree
  - 11% Strongly Disagree
How strongly do you agree or disagree with the following statements?

- My colleagues help create a positive work environment. (N=35)
  - Strongly Agree: 37%
  - Agree: 26%
  - Neither Disagree nor Agree: 23%
  - Disagree: 11%

- My colleagues and I are held to high professional standards. (N=35)
  - Strongly Agree: 37%
  - Agree: 37%
  - Neither Disagree nor Agree: 17%
  - Disagree: 6%

- I have the materials I need to do my job. (N=35)
  - Strongly Agree: 34%
  - Agree: 43%
  - Neither Disagree nor Agree: 11%
  - Disagree: 6%

- My colleagues support me. (N=35)
  - Strongly Agree: 37%
  - Agree: 37%
  - Neither Disagree nor Agree: 17%
  - Disagree: 9%

- My colleagues are committed to their jobs. (N=35)
  - Strongly Agree: 37%
  - Agree: 34%
  - Neither Disagree nor Agree: 20%
  - Disagree: 6%

- I work in an atmosphere where there is mutual respect among staff. (N=35)
  - Strongly Agree: 26%
  - Agree: 26%
  - Neither Disagree nor Agree: 29%
  - Disagree: 14%
  - Strongly Disagree: 6%
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=35)
  - Strongly Agree: 37%
  - Agree: 60%
  - Neither Disagree nor Agree: 3%
  - Disagree: 11%
  - Strongly Disagree: 0%

- The training I have received from the district has helped me perform my job more effectively. (N=35)
  - Strongly Agree: 34%
  - Agree: 51%
  - Neither Disagree nor Agree: 11%
  - Disagree: 6%
  - Strongly Disagree: 6%

- The training I have received from my worksite has helped me perform my job more effectively. (N=35)
  - Strongly Agree: 23%
  - Agree: 46%
  - Neither Disagree nor Agree: 20%
  - Disagree: 6%
  - Strongly Disagree: 6%

- The district’s professional development supports district initiatives. (N=35)
  - Strongly Agree: 29%
  - Agree: 51%
  - Neither Disagree nor Agree: 17%
  - Disagree: 17%
  - 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=35)
  - Strongly Agree: 26%
  - Agree: 49%
  - Neither Disagree nor Agree: 17%
  - Disagree: 9%

- My direct supervisor identifies opportunities for my professional growth and improvement. (N=35)
  - Strongly Agree: 23%
  - Agree: 31%
  - Neither Disagree nor Agree: 31%
  - Disagree: 11%
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=35)

- Strongly Agree: 26%
- Agree: 51%
- Neither Disagree nor Agree: 17%

There are leadership opportunities for me in my school or department. (N=35)

- Strongly Agree: 29%
- Agree: 31%
- Neither Disagree nor Agree: 31%
- Disagree: 6%
How would you rate the overall quality of your school? (N=33)

<table>
<thead>
<tr>
<th>Label</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent</td>
<td>24%</td>
</tr>
<tr>
<td>Good</td>
<td>48%</td>
</tr>
<tr>
<td>Fair</td>
<td>21%</td>
</tr>
<tr>
<td>Poor</td>
<td>6%</td>
</tr>
</tbody>
</table>

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=34)
  - Strongly Agree: 32%
  - Agree: 44%
  - Disagree: 15%
  - Strongly Disagree: 6%
  - Don't Know: 0%

- Teachers set high expectations for all students. (N=34)
  - Strongly Agree: 29%
  - Agree: 50%
  - Disagree: 18%
  - Strongly Disagree: 6%
  - Don't Know: 0%

- This school’s learning standards and expectations are clearly explained to students. (N=34)
  - Strongly Agree: 24%
  - Agree: 50%
  - Disagree: 18%
  - Strongly Disagree: 6%
  - Don't Know: 0%

- Students are challenged by their schoolwork. (N=34)
  - Strongly Agree: 18%
  - Agree: 47%
  - Disagree: 15%
  - Strongly Disagree: 18%
  - Don't Know: 0%

- Teachers give timely feedback about student work. (N=34)
  - Strongly Agree: 12%
  - Agree: 44%
  - Disagree: 15%
  - Strongly Disagree: 29%
  - 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=34)

- Strongly Agree: 21%
- Agree: 47%
- Disagree: 9%
- Strongly Disagree: 24%

Teachers successfully show students how lessons relate to life outside of school. (N=34)

- Strongly Agree: 18%
- Agree: 35%
- Disagree: 15%
- Strongly Disagree: 32%

This school offers a variety of academic courses. (N=33)

- Strongly Agree: 9%
- Agree: 55%
- Disagree: 15%
- Strongly Disagree: 9%
- Don't Know: 12%

Note: Only school-based staff answered these questions.
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem. (N=34)

- Strongly Agree: 50%
- Agree: 47%
- Disagree: 0%
- Strongly Disagree: 0%
- Don’t Know: 0%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=34)

- Strongly Agree: 50%
- Agree: 44%
- Disagree: 0%
- Strongly Disagree: 0%
- Don’t Know: 0%

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

- **This school offers students a variety of extracurricular activities.** (N=33)
  - Strongly Agree: 15%
  - Agree: 33%
  - Disagree: 33%
  - Strongly Disagree: 6%
  - Don't Know: 12%

- **Students receive the support they need to prepare for the future.** (N=34)
  - Strongly Agree: 15%
  - Agree: 59%
  - Disagree: 15%
  - Strongly Disagree: 9%

- **Students in this school receive support that addresses their individual needs.** (N=34)
  - Strongly Agree: 15%
  - Agree: 53%
  - Disagree: 24%
  - Strongly Disagree: 6%

*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=34)
- Strongly Agree: 32%
- Agree: 50%
- Disagree: 12%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=34)
- Strongly Agree: 38%
- Agree: 38%
- Disagree: 21%

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=34)
  - Strongly Agree: 32%
  - Agree: 47%
  - Disagree: 15%
  - Strongly Disagree: 6%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=34)
  - Strongly Agree: 35%
  - Agree: 41%
  - Disagree: 15%
  - Strongly Disagree: 6%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=34)
  - Strongly Agree: 35%
  - Agree: 47%
  - Disagree: 12%
  - Strongly Disagree: 6%

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=34)

- Strongly Agree: 26%
- Agree: 56%
- Disagree: 9%
- Strongly Disagree: 6%
- Don't Know: 9%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=34)

- Strongly Agree: 32%
- Agree: 50%
- Disagree: 9%
- Strongly Disagree: 6%
- Don't Know: 9%

Note: Only school-based staff answered these questions.
Family Involvement (Continued)

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

1. Staff members and families treat each other with respect. (N=34)
   - Strongly Agree: 24%
   - Agree: 50%
   - Disagree: 21%
   - Strongly Disagree: 6%
   - Don't Know: 0%

2. This school respects and values input provided by families. (N=34)
   - Strongly Agree: 26%
   - Agree: 56%
   - Disagree: 15%
   - Strongly Disagree: 15%
   - Don't Know: 0%

3. This school uses family input to improve student achievement. (N=34)
   - Strongly Agree: 18%
   - Agree: 44%
   - Disagree: 15%
   - Strongly Disagree: 21%
   - Don't Know: 0%

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=34)
  - Strongly Agree: 29%
  - Agree: 59%
  - Disagree: 12%

- All students are aware of the safety and security procedures. (N=34)
  - Strongly Agree: 21%
  - Agree: 56%
  - Disagree: 15%
  - Strongly Disagree: 6%

- This school is safe. (N=34)
  - Strongly Agree: 32%
  - Agree: 44%
  - Disagree: 15%
  - Strongly Disagree: 6%

- Student discipline is enforced consistently for all students. (N=34)
  - Strongly Agree: 9%
  - Agree: 38%
  - Disagree: 24%
  - Strongly Disagree: 18%
  - Don't Know: 12%

- Staff members and students treat each other with respect. (N=34)
  - Strongly Agree: 15%
  - Agree: 50%
  - Disagree: 26%
  - Strongly Disagree: 9%

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: 27%
  - Agree: 48%
  - Disagree: 15%
  - Strongly Disagree: 9%
  - Don't Know: 0%

- **Bullying is not tolerated.** (N=34)
  - Strongly Agree: 44%
  - Agree: 24%
  - Disagree: 24%
  - Strongly Disagree: 6%
  - Don't Know: 0%

- **Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities.** (N=34)
  - Strongly Agree: 44%
  - Agree: 32%
  - Disagree: 15%
  - Strongly Disagree: 9%
  - 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=34)**
  - Strongly Agree: 21%
  - Agree: 41%
  - Disagree: 21%
  - Strongly Disagree: 18%

- **Culturally relevant teaching practices are being implemented in my school. (N=34)**
  - Strongly Agree: 15%
  - Agree: 44%
  - Disagree: 12%
  - Strongly Disagree: 26%

- **Equity initiatives are being implemented in my school. (N=34)**
  - Strongly Agree: 18%
  - Agree: 35%
  - Disagree: 24%
  - Strongly Disagree: 21%

*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=32)

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=35)

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.