2020-2021 Employee Engagement and Satisfaction Survey: Oak Grove Middle School

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>44</td>
<td></td>
<td>44</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=44)  
- Strongly Agree: 23%  
- Agree: 48%  
- Neither Disagree nor Agree: 20%  
- Disagree: 5%  
- Strongly Disagree: 5%

Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=44)  
- Strongly Agree: 25%  
- Agree: 39%  
- Neither Disagree nor Agree: 20%  
- Disagree: 14%  
- Strongly Disagree: 7%

I am engaged in my work. (N=44)  
- Strongly Agree: 36%  
- Agree: 55%  
- Neither Disagree nor Agree: 7%  
- Disagree: 14%  
- Strongly Disagree: 5%

My work is interesting. (N=44)  
- Strongly Agree: 36%  
- Agree: 45%  
- Neither Disagree nor Agree: 14%  
- Disagree: 5%  
- Strongly Disagree: 5%

I am motivated to contribute more than what is expected of me. (N=44)  
- Strongly Agree: 30%  
- Agree: 41%  
- Neither Disagree nor Agree: 20%  
- Disagree: 5%  
- Strongly Disagree: 5%
I see professional growth and long-term career opportunities with Pinellas County Schools. (N=44)

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=44)

I enjoy working with my direct supervisor. (N=44)

I am optimistic about the future of Pinellas County Schools. (N=44)
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=44)
- I know how I can fulfill Pinellas County Schools' mission and vision. (N=44)
- I support the district’s mission and vision. (N=44)

![Bar chart showing responses](chart.png)
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=44)
  - Strongly Agree: 30%
  - Agree: 41%
  - Neither Disagree nor Agree: 23%
  - Disagree: 7%

- The district is moving in a direction that reflects our mission and vision. (N=44)
  - Strongly Agree: 20%
  - Agree: 20%
  - Neither Disagree nor Agree: 36%
  - Disagree: 11%
  - Strongly Disagree: 11%

- I can provide input on how the district accomplishes its mission. (N=44)
  - Strongly Agree: 16%
  - Agree: 25%
  - Neither Disagree nor Agree: 43%
  - Disagree: 11%
  - Strongly Disagree: 5%
How strongly do you agree or disagree with the following statements?

- District leaders’ actions are consistent with their words. (N=44)
  - Strongly Agree: 16%
  - Agree: 9%
  - Neither Disagree nor Agree: 34%
  - Disagree: 27%
  - Strongly Disagree: 14%

- District leaders understand my professional needs. (N=44)
  - Strongly Agree: 14%
  - Agree: 23%
  - Neither Disagree nor Agree: 14%
  - Disagree: 34%
  - Strongly Disagree: 16%

- District leaders clearly explain the reasons behind decisions on key issues. (N=43)
  - Strongly Agree: 16%
  - Agree: 14%
  - Neither Disagree nor Agree: 16%
  - Disagree: 37%
  - Strongly Disagree: 16%

- District leaders encourage employees to share ideas to improve performance. (N=44)
  - Strongly Agree: 14%
  - Agree: 18%
  - Neither Disagree nor Agree: 36%
  - Disagree: 18%
  - Strongly Disagree: 14%

- District leaders promote a positive work culture. (N=44)
  - Strongly Agree: 14%
  - Agree: 25%
  - Neither Disagree nor Agree: 32%
  - Disagree: 16%
  - Strongly Disagree: 14%
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=44)
   - Strongly Agree: 27%
   - Agree: 30%
   - Neither Disagree nor Agree: 11%
   - Disagree: 27%
   - Strongly Disagree: 5%

2. I can count on the support of my direct supervisor when addressing problems or issues. (N=44)
   - Strongly Agree: 39%
   - Agree: 18%
   - Neither Disagree nor Agree: 18%
   - Disagree: 23%

3. I trust my direct supervisor to make good decisions. (N=44)
   - Strongly Agree: 36%
   - Agree: 23%
   - Neither Disagree nor Agree: 18%
   - Disagree: 18%
   - Strongly Disagree: 5%

4. My direct supervisor clearly communicates their expectations of my job performance. (N=44)
   - Strongly Agree: 39%
   - Agree: 20%
   - Neither Disagree nor Agree: 16%
   - Disagree: 18%
   - Strongly Disagree: 7%
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=44)
  - Strongly Agree: 34%
  - Agree: 23%
  - Neither Disagree nor Agree: 9%
  - Disagree: 30%
  - Strongly Disagree: 5%

- My direct supervisor implements policies fairly in my school or department. (N=44)
  - Strongly Agree: 34%
  - Agree: 27%
  - Neither Disagree nor Agree: 11%
  - Disagree: 20%
  - Strongly Disagree: 7%

- My direct supervisor promotes a positive work culture. (N=44)
  - Strongly Agree: 34%
  - Agree: 30%
  - Neither Disagree nor Agree: 20%
  - Disagree: 9%
  - Strongly Disagree: 7%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=44)
  - Strongly Agree: 43%
  - Agree: 27%
  - Neither Disagree nor Agree: 16%
  - Disagree: 9%
  - Strongly Disagree: 5%

K12 Insight
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=44)
  - 16% Strongly Agree
  - 27% Agree
  - 25% Neither Disagree nor Agree
  - 20% Disagree
  - 11% Strongly Disagree

- Staff members are recognized for good performance at my work site. (N=44)
  - 16% Strongly Agree
  - 39% Agree
  - 18% Neither Disagree nor Agree
  - 18% Disagree
  - 9% Strongly Disagree

- I am recognized for my accomplishments. (N=44)
  - 18% Strongly Agree
  - 30% Agree
  - 14% Neither Disagree nor Agree
  - 25% Disagree
  - 14% Strongly Disagree

- I feel appreciated for my work. (N=44)
  - 16% Strongly Agree
  - 32% Agree
  - 14% Neither Disagree nor Agree
  - 23% Disagree
  - 16% Strongly Disagree

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=44)
  - 27% Strongly Agree
  - 30% Agree
  - 16% Neither Disagree nor Agree
  - 14% Disagree
  - 14% Strongly Disagree
Work Environment

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

- My colleagues help create a positive work environment. (N=44)
  - Strongly Agree: 20%
  - Agree: 55%
  - Neither Disagree nor Agree: 16%
  - Disagree: 5%
  - Strongly Disagree: 5%

- My colleagues and I are held to high professional standards. (N=44)
  - Strongly Agree: 34%
  - Agree: 43%
  - Neither Disagree nor Agree: 18%
  - Disagree: 5%

- I have the materials I need to do my job. (N=44)
  - Strongly Agree: 27%
  - Agree: 52%
  - Neither Disagree nor Agree: 9%
  - Disagree: 11%

- My colleagues support me. (N=44)
  - Strongly Agree: 36%
  - Agree: 52%
  - Neither Disagree nor Agree: 11%

- My colleagues are committed to their jobs. (N=44)
  - Strongly Agree: 36%
  - Agree: 48%
  - Neither Disagree nor Agree: 11%
  - Disagree: 5%

- I work in an atmosphere where there is mutual respect among staff. (N=44)
  - Strongly Agree: 23%
  - Agree: 43%
  - Neither Disagree nor Agree: 20%
  - Disagree: 11%
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=43)
  - Strongly Agree: 33%
  - Agree: 47%
  - Neither Disagree nor Agree: 12%
  - Disagree: 7%

- The training I have received from the district has helped me perform my job more effectively. (N=44)
  - Strongly Agree: 23%
  - Agree: 43%
  - Neither Disagree nor Agree: 14%
  - Disagree: 14%
  - Strongly Disagree: 7%

- The training I have received from my worksite has helped me perform my job more effectively. (N=44)
  - Strongly Agree: 20%
  - Agree: 30%
  - Neither Disagree nor Agree: 30%
  - Disagree: 14%
  - Strongly Disagree: 7%

- The district’s professional development supports district initiatives. (N=44)
  - Strongly Agree: 23%
  - Agree: 52%
  - Neither Disagree nor Agree: 16%
  - Disagree: 5%
  - Strongly Disagree: 5%
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=44)

- Strongly Agree: 32%
- Agree: 36%
- Neither Disagree nor Agree: 23%
- Disagree: 5%
- Strongly Disagree: 5%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=44)

- Strongly Agree: 23%
- Agree: 32%
- Neither Disagree nor Agree: 32%
- Disagree: 9%
- Strongly Disagree: 5%
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=44)

- Strongly Agree: 20%
- Agree: 41%
- Neither Disagree nor Agree: 11%
- Disagree: 14%
- Strongly Disagree: 14%

There are leadership opportunities for me in my school or department. (N=43)

- Strongly Agree: 26%
- Agree: 33%
- Neither Disagree nor Agree: 21%
- Disagree: 9%
- Strongly Disagree: 12%
Overall School Quality

How would you rate the overall quality of your school? (N=33)

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=33)
  - Strongly Agree: 27%
  - Agree: 58%
  - Disagree: 15%
  - Strongly Disagree: 9%
  - Don't Know: 9%

- Teachers set high expectations for all students. (N=33)
  - Strongly Agree: 33%
  - Agree: 55%
  - Disagree: 9%
  - Strongly Disagree: 6%
  - Don't Know: 9%

- This school’s learning standards and expectations are clearly explained to students. (N=33)
  - Strongly Agree: 21%
  - Agree: 67%
  - Disagree: 9%
  - Strongly Disagree: 6%
  - Don't Know: 6%

- Students are challenged by their schoolwork. (N=33)
  - Strongly Agree: 15%
  - Agree: 61%
  - Disagree: 18%
  - Strongly Disagree: 6%
  - Don't Know: 6%

- Teachers give timely feedback about student work. (N=33)
  - Strongly Agree: 18%
  - Agree: 73%
  - Disagree: 6%
  - Strongly Disagree: 6%
  - Don't Know: 6%

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

1. Teachers give helpful feedback about student work. (N=33)
   - Strongly Agree: 24%
   - Agree: 67%
   - Disagree: 6%

2. Teachers successfully show students how lessons relate to life outside of school. (N=33)
   - Strongly Agree: 18%
   - Agree: 67%
   - Disagree: 12%

3. This school offers a variety of academic courses. (N=33)
   - Strongly Agree: 15%
   - Agree: 64%
   - Disagree: 12%

Note: Only school-based staff answered these questions.
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=33)
- There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=33)

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: 48%
  - Disagree: 21%
  - Strongly Disagree: 12%

- Students receive the support they need to prepare for the future. (N=32)
  - Strongly Agree: 22%
  - Agree: 59%
  - Disagree: 19%

- Students in this school receive support that addresses their individual needs. (N=33)
  - Strongly Agree: 27%
  - Agree: 45%
  - Disagree: 24%
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=33)

- Strongly Agree: 30%
- Agree: 45%
- Disagree: 15%
- Strongly Disagree: 6%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=33)

- Strongly Agree: 24%
- Agree: 45%
- Disagree: 27%

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=33)
  - Strongly Agree: 27%
  - Agree: 39%
  - Disagree: 24%
  - Strongly Disagree: 6%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=33)
  - Strongly Agree: 30%
  - Agree: 36%
  - Disagree: 27%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=33)
  - Strongly Agree: 21%
  - Agree: 42%
  - Disagree: 30%

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=32)

- Strongly Agree: 41%
- Agree: 59%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=32)

- Strongly Agree: 34%
- Agree: 66%

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=32)
  - Strongly Agree: 22%
  - Agree: 56%
  - Disagree: 19%
- This school respects and values input provided by families. (N=32)
  - Strongly Agree: 25%
  - Agree: 59%
  - Disagree: 13%
- This school uses family input to improve student achievement. (N=32)
  - Strongly Agree: 19%
  - Agree: 41%
  - Disagree: 9%
  - Strongly Disagree: 28%

Note: Only school-based staff answered these questions.
## Safety and Behavior

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>Disagree</th>
<th>Strongly Disagree</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>All school staff members are aware of the safety and security procedures.</td>
<td>34%</td>
<td>41%</td>
<td>22%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(N=32)</td>
<td></td>
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<td></td>
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</tr>
<tr>
<td>All students are aware of the safety and security procedures.</td>
<td>27%</td>
<td>52%</td>
<td>18%</td>
<td></td>
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</tr>
<tr>
<td>(N=33)</td>
<td></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>This school is safe.</td>
<td>22%</td>
<td>50%</td>
<td>25%</td>
<td></td>
<td></td>
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<tr>
<td>(N=32)</td>
<td></td>
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<tr>
<td>Student discipline is enforced consistently for all students.</td>
<td>15%</td>
<td>15%</td>
<td>24%</td>
<td>42%</td>
<td></td>
</tr>
<tr>
<td>(N=33)</td>
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<tr>
<td>Staff members and students treat each other with respect.</td>
<td>12%</td>
<td>39%</td>
<td>39%</td>
<td>9%</td>
<td></td>
</tr>
<tr>
<td>(N=33)</td>
<td></td>
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</tbody>
</table>

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: 9%

- Bullying is not tolerated. (N=33)
  - Strongly Agree: 36%
  - Agree: 39%
  - Disagree: 9%
  - Strongly Disagree: 6%
  - Don't Know: 9%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=33)
  - Strongly Agree: 39%
  - Agree: 33%
  - Disagree: 27%

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=33)
  - Strongly Agree: 21%
  - Agree: 67%
  - Disagree: 6%
  - Strongly Disagree: 6%
  - Don't Know: 0%

- Culturally relevant teaching practices are being implemented in my school. (N=33)
  - Strongly Agree: 24%
  - Agree: 70%
  - Disagree: 6%
  - Strongly Disagree: 6%
  - Don't Know: 0%

- Equity initiatives are being implemented in my school. (N=33)
  - Strongly Agree: 21%
  - Agree: 70%
  - Disagree: 9%
  - Strongly Disagree: 0%
  - Don't Know: 0%

Note: Only school-based staff answered these questions.
Net Promoter - School

How likely is it that you would recommend your school to a family member or friend? (N=30)

10 - Extremely Likely
9
8
7
6
5
4
3
2
1
0 - Not at all Likely

17%  7%  10%  17%  7%  20%  7%  3%  13%

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=43)

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.