2020-2021 Employee Engagement and Satisfaction Survey: Oakhurst Elementary

Results

May 24 - June 11, 2021

PCS
PINELLS COUNTY SCHOOLS
## 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>49</td>
<td>49</td>
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<td>49</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=49)
- Strongly Agree: 41%
- Agree: 43%
- Neither Disagree nor Agree: 16%

Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=49)
- Strongly Agree: 39%
- Agree: 39%
- Neither Disagree nor Agree: 18%

I am engaged in my work. (N=49)
- Strongly Agree: 55%
- Agree: 41%

My work is interesting. (N=49)
- Strongly Agree: 49%
- Agree: 41%
- Neither Disagree nor Agree: 10%

I am motivated to contribute more than what is expected of me. (N=49)
- Strongly Agree: 49%
- Agree: 31%
- Neither Disagree nor Agree: 16%
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=49)
- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=49)
- I enjoy working with my direct supervisor. (N=49)
- I am optimistic about the future of Pinellas County Schools. (N=49)

<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=49)</td>
<td>49%</td>
<td>35%</td>
<td>10%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=49)</td>
<td>37%</td>
<td>39%</td>
<td>18%</td>
<td>6%</td>
<td>0%</td>
</tr>
<tr>
<td>I enjoy working with my direct supervisor. (N=49)</td>
<td>47%</td>
<td>37%</td>
<td>8%</td>
<td>8%</td>
<td>0%</td>
</tr>
<tr>
<td>I am optimistic about the future of Pinellas County Schools. (N=49)</td>
<td>37%</td>
<td>33%</td>
<td>22%</td>
<td>8%</td>
<td>0%</td>
</tr>
</tbody>
</table>
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=47)

- Strongly Agree: 55%
- Agree: 40%
- Neither Disagree nor Agree: 5%
- Disagree: 10%
- Strongly Disagree: 0%

I know how I can fulfill Pinellas County Schools' mission and vision. (N=49)

- Strongly Agree: 47%
- Agree: 41%
- Neither Disagree nor Agree: 10%
- Disagree: 6%
- Strongly Disagree: 0%

I support the district’s mission and vision. (N=49)

- Strongly Agree: 53%
- Agree: 39%
- Neither Disagree nor Agree: 10%
- Disagree: 6%
- Strongly Disagree: 0%
How strongly do you agree or disagree with the following statements?

The district’s mission and vision is clearly defined. (N=49)
- Strongly Agree: 51%
- Agree: 41%
- Neither Disagree nor Agree: 6%
- Disagree: 18%
- Strongly Disagree: 8%

The district is moving in a direction that reflects our mission and vision. (N=49)
- Strongly Agree: 41%
- Agree: 33%
- Neither Disagree nor Agree: 18%
- Disagree: 8%
- Strongly Disagree: 8%

I can provide input on how the district accomplishes its mission. (N=49)
- Strongly Agree: 35%
- Agree: 29%
- Neither Disagree nor Agree: 27%
- Disagree: 10%
- Strongly Disagree: 10%
District Leadership

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

1. District leaders’ actions are consistent with their words. (N=48)
   - Strongly Agree: 33%
   - Agree: 21%
   - Neither Disagree nor Agree: 31%
   - Disagree: 13%

2. District leaders understand my professional needs. (N=49)
   - Strongly Agree: 24%
   - Agree: 27%
   - Neither Disagree nor Agree: 22%
   - Disagree: 16%
   - Strongly Disagree: 10%

3. District leaders clearly explain the reasons behind decisions on key issues. (N=49)
   - Strongly Agree: 27%
   - Agree: 29%
   - Neither Disagree nor Agree: 31%
   - Disagree: 12%

4. District leaders encourage employees to share ideas to improve performance. (N=49)
   - Strongly Agree: 31%
   - Agree: 20%
   - Neither Disagree nor Agree: 27%
   - Disagree: 16%
   - Strongly Disagree: 6%

5. District leaders promote a positive work culture. (N=48)
   - Strongly Agree: 35%
   - Agree: 29%
   - Neither Disagree nor Agree: 25%
   - Disagree: 10%
How strongly do you agree or disagree with the following statements?

- The actions of my direct supervisor are consistent with their words. (N=48)
  - Strongly Agree: 52%
  - Agree: 33%
  - Neither Disagree nor Agree: 6%
  - Disagree: 8%
  - Strongly Disagree: 6%

- I can count on the support of my direct supervisor when addressing problems or issues. (N=48)
  - Strongly Agree: 53%
  - Agree: 31%
  - Neither Disagree nor Agree: 8%
  - Disagree: 6%
  - Strongly Disagree: 8%

- I trust my direct supervisor to make good decisions. (N=49)
  - Strongly Agree: 51%
  - Agree: 31%
  - Neither Disagree nor Agree: 8%
  - Disagree: 6%

- My direct supervisor clearly communicates their expectations of my job performance. (N=49)
  - Strongly Agree: 53%
  - Agree: 31%
  - Neither Disagree nor Agree: 8%
  - Disagree: 6%
How strongly do you agree or disagree with the following statements?

- My direct supervisor effectively communicates about important issues that affect me. (N=49)  
  - Strongly Agree: 51%  
  - Agree: 27%  
  - Neither Disagree nor Agree: 10%  
  - Disagree: 8%  
  - Strongly Disagree: 8%

- My direct supervisor implements policies fairly in my school or department. (N=49)  
  - Strongly Agree: 45%  
  - Agree: 33%  
  - Neither Disagree nor Agree: 12%  
  - Disagree: 6%  
  - Strongly Disagree: 6%

- My direct supervisor promotes a positive work culture. (N=49)  
  - Strongly Agree: 45%  
  - Agree: 35%  
  - Neither Disagree nor Agree: 8%  
  - Disagree: 6%  
  - Strongly Disagree: 6%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=49)  
  - Strongly Agree: 55%  
  - Agree: 24%  
  - Neither Disagree nor Agree: 12%  
  - Disagree: 6%  
  - Strongly 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=49)

- Strongly Agree: 29%
- Agree: 33%
- Neither Disagree nor Agree: 20%
- Disagree: 14%

Staff members are recognized for good performance at my work site. (N=49)

- Strongly Agree: 29%
- Agree: 35%
- Neither Disagree nor Agree: 29%
- Disagree: 8%

I am recognized for my accomplishments. (N=49)

- Strongly Agree: 31%
- Agree: 31%
- Neither Disagree nor Agree: 20%
- Disagree: 14%

I feel appreciated for my work. (N=49)

- Strongly Agree: 31%
- Agree: 33%
- Neither Disagree nor Agree: 12%
- Disagree: 16%
- Strongly Disagree: 8%

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=49)

- Strongly Agree: 33%
- Agree: 35%
- Neither Disagree nor Agree: 20%
- Disagree: 6%
- Strongly Disagree: 6%
Work Environment

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

- My colleagues help create a positive work environment. (N=48)
  - Strongly Agree: 46%
  - Agree: 44%
  - Neither Disagree nor Agree: 6%
  - Disagree: 8%
  - Strongly Disagree: 6%

- My colleagues and I are held to high professional standards. (N=49)
  - Strongly Agree: 57%
  - Agree: 35%
  - Neither Disagree nor Agree: 8%

- I have the materials I need to do my job. (N=49)
  - Strongly Agree: 33%
  - Agree: 41%
  - Neither Disagree nor Agree: 6%
  - Disagree: 12%
  - Strongly Disagree: 8%

- My colleagues support me. (N=48)
  - Strongly Agree: 54%
  - Agree: 38%
  - Neither Disagree nor Agree: 8%

- My colleagues are committed to their jobs. (N=49)
  - Strongly Agree: 55%
  - Agree: 39%
  - Neither Disagree nor Agree: 6%

- I work in an atmosphere where there is mutual respect among staff. (N=49)
  - Strongly Agree: 51%
  - Agree: 41%
  - Neither Disagree nor Agree: 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=48)
  - Strongly Agree: 46%
  - Agree: 46%
  - Neither Disagree nor Agree: 0%
  - Disagree: 25%
  - Strongly Disagree: 13%

- The training I have received from the district has helped me perform my job more effectively. (N=48)
  - Strongly Agree: 29%
  - Agree: 29%
  - Neither Disagree nor Agree: 25%
  - Disagree: 13%
  - Strongly Disagree: 6%

- The training I have received from my worksite has helped me perform my job more effectively. (N=47)
  - Strongly Agree: 34%
  - Agree: 32%
  - Neither Disagree nor Agree: 26%
  - Disagree: 6%
  - Strongly Disagree: 4%

- The district’s professional development supports district initiatives. (N=49)
  - Strongly Agree: 35%
  - Agree: 35%
  - Neither Disagree nor Agree: 22%
  - Disagree: 6%
  - Strongly Disagree: 8%
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=49)**
  - Strongly Agree: 37%
  - Agree: 49%
  - Neither Disagree nor Agree: 12%

- **My direct supervisor identifies opportunities for my professional growth and improvement. (N=49)**
  - Strongly Agree: 33%
  - Agree: 41%
  - Neither Disagree nor Agree: 24%

Strongly Agree | Agree | Neither Disagree nor Agree | Disagree | 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=49)

- Strongly Agree: 33%
- Agree: 39%
- Neither Disagree nor Agree: 20%
- Disagree: 6%
- Strongly Disagree: 0%

There are leadership opportunities for me in my school or department. (N=48)

- Strongly Agree: 33%
- Agree: 27%
- Neither Disagree nor Agree: 33%
- Disagree: 0%
- Strongly Disagree: 0%
Overall School Quality

How would you rate the overall quality of your school? (N=41)

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=42)
  - Strongly Agree: 74%
  - Agree: 21%
  - Disagree: 5%

- Teachers set high expectations for all students. (N=42)
  - Strongly Agree: 76%
  - Agree: 19%
  - Disagree: 5%

- This school’s learning standards and expectations are clearly explained to students. (N=42)
  - Strongly Agree: 67%
  - Agree: 29%
  - Disagree: 5%

- Students are challenged by their schoolwork. (N=42)
  - Strongly Agree: 60%
  - Agree: 31%
  - Disagree: 5%

- Teachers give timely feedback about student work. (N=42)
  - Strongly Agree: 57%
  - Agree: 29%
  - Disagree: 10%

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=42)
- Strongly Agree: 64%
- Agree: 21%
- Disagree: 12%

Teachers successfully show students how lessons relate to life outside of school. (N=42)
- Strongly Agree: 67%
- Agree: 21%
- Disagree: 10%

This school offers a variety of academic courses. (N=40)
- Strongly Agree: 55%
- Agree: 35%
- Disagree: 5%

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=42)

- Strongly Agree: 69%
- Agree: 29%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=42)

- Strongly Agree: 69%
- Agree: 29%

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=41)**
  - Strongly Agree: 41%
  - Agree: 46%
  - Disagree: 7%
  - Strongly Disagree: 5%
  - Don't Know: 5%

- **Students receive the support they need to prepare for the future. (N=42)**
  - Strongly Agree: 60%
  - Agree: 38%
  - Disagree: 5%

- **Students in this school receive support that addresses their individual needs. (N=42)**
  - Strongly Agree: 57%
  - Agree: 36%
  - Disagree: 5%

*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=42)
  - Strongly Agree: 60%
  - Agree: 31%
  - Disagree: 7%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=42)
  - Strongly Agree: 62%
  - Agree: 33%
  - Disagree: 5%

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=41)
- Strongly Agree: 63%
- Agree: 32%
- Disagree: 5%

School administrators (principals and assistant principals) are courteous when I have a concern. (N=42)
- Strongly Agree: 57%
- Agree: 36%
- Disagree: 5%

School administrators (principals and assistant principals) are responsive when I have a concern. (N=41)
- Strongly Agree: 56%
- Agree: 29%
- Disagree: 15%

Note: Only school-based staff answered these questions.
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=42)
  - Strongly Agree: 71%
  - Agree: 26%
  - Disagree: 0%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=42)
  - Strongly Agree: 71%
  - Agree: 26%
  - Disagree: 0%
  - Strongly Disagree: 0%
  - Don't Know: 0%

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=42)
  - Strongly Agree: 60%
  - Agree: 33%
  - Disagree: 5%
  - Strongly Disagree: 7%
  - Don't Know: 0%

- This school respects and values input provided by families. (N=42)
  - Strongly Agree: 69%
  - Agree: 24%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- This school uses family input to improve student achievement. (N=42)
  - Strongly Agree: 62%
  - Agree: 26%
  - Disagree: 5%
  - Strongly Disagree: 7%
  - Don't Know: 0%

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

- All school staff members are aware of the safety and security procedures. (N=42)
  - Strongly Agree: 69%
  - Agree: 31%

- All students are aware of the safety and security procedures. (N=42)
  - Strongly Agree: 62%
  - Agree: 36%

- This school is safe. (N=42)
  - Strongly Agree: 69%
  - Agree: 31%

- Student discipline is enforced consistently for all students. (N=42)
  - Strongly Agree: 45%
  - Agree: 29%
  - Disagree: 17%
  - Strongly Disagree: 10%

- Staff members and students treat each other with respect. (N=41)
  - Strongly Agree: 56%
  - Agree: 39%
  - Disagree: 5%

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=42)
  - Strongly Agree: 60%
  - Agree: 31%
  - Disagree: 7%

- Bullying is not tolerated. (N=42)
  - Strongly Agree: 62%
  - Agree: 31%
  - Disagree: 7%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=41)
  - Strongly Agree: 56%
  - Agree: 39%

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=42)**
  - Strongly Agree: 50%
  - Agree: 33%
  - Disagree: 7%
  - Strongly Disagree: 7%

- **Culturally relevant teaching practices are being implemented in my school. (N=42)**
  - Strongly Agree: 48%
  - Agree: 43%
  - Disagree: 7%

- **Equity initiatives are being implemented in my school. (N=42)**
  - Strongly Agree: 48%
  - Agree: 38%
  - Disagree: 14%

*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=36)

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=49)

- 10 - Extremely Likely: 37%
- 9: 10%
- 8: 18%
- 7: 6%
- 6: 14%
- 5: 12%
- 4
- 3: 2%
- 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.