2020-2021 Employee Engagement and Satisfaction Survey: Paul B. Stephens ESE Center

Results

May 24 - June 11, 2021
## Participation

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Overall Engagement

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

1. I am proud to work for Pinellas County Schools. (N=68)
   - Strongly Agree: 43%
   - Agree: 44%
   - Neither Disagree nor Agree: 12%

2. Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=68)
   - Strongly Agree: 40%
   - Agree: 47%
   - Neither Disagree nor Agree: 10%

3. I am engaged in my work. (N=68)
   - Strongly Agree: 53%
   - Agree: 46%

4. My work is interesting. (N=68)
   - Strongly Agree: 56%
   - Agree: 41%

5. I am motivated to contribute more than what is expected of me. (N=68)
   - Strongly Agree: 53%
   - Agree: 40%
### Overall Engagement (Continued)

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

1. I see professional growth and long-term career opportunities with Pinellas County Schools. (N=68)
   - Strongly Agree: 35%
   - Agree: 37%
   - Neither Disagree nor Agree: 9%
   - Disagree: 16%

2. I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=68)
   - Strongly Agree: 40%
   - Agree: 46%
   - Neither Disagree nor Agree: 6%
   - Disagree: 7%

3. I enjoy working with my direct supervisor. (N=68)
   - Strongly Agree: 50%
   - Agree: 32%
   - Neither Disagree nor Agree: 7%
   - Disagree: 10%

4. I am optimistic about the future of Pinellas County Schools. (N=68)
   - Strongly Agree: 37%
   - Agree: 41%
   - Neither Disagree nor Agree: 13%
   - Disagree: 6%

   (Note: The bars represent the percentage of responses for each agreement level.)
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=68)
  - Strongly Agree: 40%
  - Agree: 56%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- I know how I can fulfill Pinellas County Schools’ mission and vision. (N=68)
  - Strongly Agree: 35%
  - Agree: 53%
  - Neither Disagree nor Agree: 6%
  - Disagree: 0%
  - Strongly Disagree: 0%

- I support the district’s mission and vision. (N=68)
  - Strongly Agree: 41%
  - Agree: 53%
  - Neither Disagree nor Agree: 6%
  - Disagree: 0%
  - Strongly Disagree: 0%
How strongly do you agree or disagree with the following statements?

The district’s mission and vision is clearly defined. (N=68)
- Strongly Agree: 35%
- Agree: 50%
- Neither Disagree nor Agree: 12%
- Disagree: 6%
- Strongly Disagree: 7%

The district is moving in a direction that reflects our mission and vision. (N=68)
- Strongly Agree: 31%
- Agree: 47%
- Neither Disagree nor Agree: 18%
- Disagree: 13%
- Strongly Disagree: 6%

I can provide input on how the district accomplishes its mission. (N=68)
- Strongly Agree: 26%
- Agree: 47%
- Neither Disagree nor Agree: 13%
- Disagree: 6%
- Strongly Disagree: 7%
District Leadership

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

- District leaders’ actions are consistent with their words. (N=68)
  - Strongly Agree: 13%
  - Agree: 49%
  - Neither Disagree nor Agree: 21%
  - Disagree: 16%

- District leaders understand my professional needs. (N=68)
  - Strongly Agree: 10%
  - Agree: 38%
  - Neither Disagree nor Agree: 26%
  - Disagree: 18%
  - Strongly Disagree: 7%

- District leaders clearly explain the reasons behind decisions on key issues. (N=68)
  - Strongly Agree: 10%
  - Agree: 38%
  - Neither Disagree nor Agree: 29%
  - Disagree: 16%
  - Strongly Disagree: 6%

- District leaders encourage employees to share ideas to improve performance. (N=68)
  - Strongly Agree: 13%
  - Agree: 35%
  - Neither Disagree nor Agree: 29%
  - Disagree: 16%
  - Strongly Disagree: 6%

- District leaders promote a positive work culture. (N=68)
  - Strongly Agree: 15%
  - Agree: 47%
  - Neither Disagree nor Agree: 26%
  - 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=66)
  - Strongly Agree: 41%
  - Agree: 33%
  - Neither Disagree nor Agree: 8%
  - Disagree: 11%
  - Strongly Disagree: 8%

- I can count on the support of my direct supervisor when addressing problems or issues. (N=68)
  - Strongly Agree: 43%
  - Agree: 37%
  - Neither Disagree nor Agree: 9%
  - Disagree: 7%

- I trust my direct supervisor to make good decisions. (N=68)
  - Strongly Agree: 40%
  - Agree: 40%
  - Neither Disagree nor Agree: 7%
  - Disagree: 13%

- My direct supervisor clearly communicates their expectations of my job performance. (N=68)
  - Strongly Agree: 41%
  - Agree: 46%
  - Neither Disagree nor Agree: 6%
  - 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=68)**
  - Strongly Agree: 40%
  - Agree: 40%
  - Neither Disagree nor Agree: 7%
  - Disagree: 12%

- **My direct supervisor implements policies fairly in my school or department. (N=68)**
  - Strongly Agree: 38%
  - Agree: 38%
  - Neither Disagree nor Agree: 9%
  - Disagree: 10%

- **My direct supervisor promotes a positive work culture. (N=67)**
  - Strongly Agree: 42%
  - Agree: 40%
  - Neither Disagree nor Agree: 9%

- **My direct supervisor encourages collaboration within and across teams in my school or department. (N=68)**
  - Strongly Agree: 43%
  - Agree: 44%
  - Neither Disagree nor Agree: 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=68)

- Strongly Agree: 21%
- Agree: 41%
- Neither Disagree nor Agree: 16%
- Disagree: 16%
- Strongly Disagree: 6%

Staff members are recognized for good performance at my work site. (N=68)

- Strongly Agree: 29%
- Agree: 41%
- Neither Disagree nor Agree: 16%
- Disagree: 9%

I am recognized for my accomplishments. (N=68)

- Strongly Agree: 25%
- Agree: 41%
- Neither Disagree nor Agree: 22%
- Disagree: 7%

I feel appreciated for my work. (N=68)

- Strongly Agree: 29%
- Agree: 40%
- Neither Disagree nor Agree: 19%
- Disagree: 7%

My direct supervisor regularly gives me constructive feedback to improve my performance. (N=68)

- Strongly Agree: 28%
- Agree: 44%
- Neither Disagree nor Agree: 21%
- Disagree: 7%
- 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=68)
- Strongly Agree: 25%
- Agree: 43%
- Neither Disagree nor Agree: 13%
- Disagree: 13%
- Strongly Disagree: 6%

My colleagues and I are held to high professional standards. (N=68)
- Strongly Agree: 29%
- Agree: 50%
- Neither Disagree nor Agree: 7%
- Disagree: 6%
- Strongly Disagree: 7%

I have the materials I need to do my job. (N=68)
- Strongly Agree: 37%
- Agree: 49%
- Neither Disagree nor Agree: 7%
- Disagree: 6%
- Strongly Disagree: 6%

My colleagues support me. (N=68)
- Strongly Agree: 28%
- Agree: 51%
- Neither Disagree nor Agree: 15%
- Disagree: 6%
- Strongly Disagree: 6%

My colleagues are committed to their jobs. (N=68)
- Strongly Agree: 28%
- Agree: 47%
- Neither Disagree nor Agree: 12%
- Disagree: 7%
- Strongly Disagree: 6%

I work in an atmosphere where there is mutual respect among staff. (N=68)
- Strongly Agree: 24%
- Agree: 47%
- Neither Disagree nor Agree: 9%
- Disagree: 10%
- Strongly Disagree: 10%
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=68)
  - Strongly Agree: 32%
  - Agree: 53%
  - Neither Disagree nor Agree: 9%
  - Disagree: 0%
  - Strongly Disagree: 0%

- The training I have received from the district has helped me perform my job more effectively. (N=67)
  - Strongly Agree: 27%
  - Agree: 54%
  - Neither Disagree nor Agree: 7%
  - Disagree: 7%
  - Strongly Disagree: 0%

- The training I have received from my worksite has helped me perform my job more effectively. (N=68)
  - Strongly Agree: 26%
  - Agree: 50%
  - Neither Disagree nor Agree: 15%
  - Disagree: 6%
  - Strongly Disagree: 0%

- The district’s professional development supports district initiatives. (N=68)
  - Strongly Agree: 22%
  - Agree: 54%
  - Neither Disagree nor Agree: 21%
  - Disagree: 0%
  - 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=68)
  - Strongly Agree: 31%
  - Agree: 47%
  - Neither Disagree nor Agree: 15%
  - Disagree: 6%

- My direct supervisor identifies opportunities for my professional growth and improvement. (N=68)
  - Strongly Agree: 29%
  - Agree: 46%
  - Neither Disagree nor Agree: 16%
  - Disagree: 9%
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=68)

- Strongly Agree: 29%
- Agree: 47%
- Neither Disagree nor Agree: 19%

There are leadership opportunities for me in my school or department. (N=67)

- Strongly Agree: 21%
- Agree: 39%
- Neither Disagree nor Agree: 27%
- Disagree: 7%
- Strongly Disagree: 6%
Overall School Quality

How would you rate the overall quality of your school? (N=54)

- 44% Excellent
- 39% Good
- 17% Fair
- 0% Poor

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=57) 32% Strongly Agree, 53% Agree, 9% Disagree, 5% Strongly Disagree
- Teachers set high expectations for all students. (N=57) 25% Strongly Agree, 54% Agree, 16% Disagree, 5% Strongly Disagree
- This school’s learning standards and expectations are clearly explained to students. (N=56) 20% Strongly Agree, 63% Agree, 7% Disagree, 7% Strongly Disagree
- Students are challenged by their schoolwork. (N=57) 26% Strongly Agree, 56% Agree, 9% Disagree, 5% Strongly Disagree
- Teachers give timely feedback about student work. (N=57) 28% Strongly Agree, 53% Agree, 7% Disagree, 12% Strongly Disagree

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=57)
- Strongly Agree: 32%
- Agree: 51%
- Disagree: 7%
- Strongly Disagree: 9%

Teachers successfully show students how lessons relate to life outside of school. (N=57)
- Strongly Agree: 28%
- Agree: 51%
- Disagree: 7%
- Strongly Disagree: 7%

This school offers a variety of academic courses. (N=57)
- Strongly Agree: 26%
- Agree: 53%
- Disagree: 7%
- Strongly Disagree: 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=57)

- Strongly Agree: 37%
- Agree: 54%
- Disagree: 7%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=57)

- Strongly Agree: 37%
- Agree: 54%
- Disagree: 5%

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=56)**
  - Strongly Agree: 16%
  - Agree: 36%
  - Disagree: 23%
  - Strongly Disagree: 14%
  - Don't Know: 11%

- **Students receive the support they need to prepare for the future. (N=56)**
  - Strongly Agree: 25%
  - Agree: 45%
  - Disagree: 16%
  - Strongly Disagree: 7%
  - Don't Know: 7%

- **Students in this school receive support that addresses their individual needs. (N=57)**
  - Strongly Agree: 42%
  - Agree: 47%
  - 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=56)

- Strongly Agree: 34%
- Agree: 45%
- Disagree: 9%
- Strongly Disagree: 5%
- Don't Know: 7%

School administrators (principals and assistant principals) clearly communicate the school's mission and vision. (N=57)

- Strongly Agree: 35%
- Agree: 53%
- 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=57)
  - Strongly Agree: 46%
  - Agree: 42%
  - Disagree: 7%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=57)
  - Strongly Agree: 46%
  - Agree: 44%
  - Disagree: 5%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=57)
  - Strongly Agree: 40%
  - Agree: 42%
  - Disagree: 9%
  - Strongly Disagree: 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=57)

- 25% Strongly Agree
- 42% Agree
- 9% Disagree
- 21% Strongly Disagree
- 0% Don't Know

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=57)

- 30% Strongly Agree
- 44% Agree
- 9% Disagree
- 23% Strongly Disagree
- 0% Don't Know

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=57)

- Strongly Agree: 32%
- Agree: 56%
- Disagree: 7%
- Strongly Disagree: 0%
- Don't Know: 20%

This school respects and values input provided by families.  
(N=57)

- Strongly Agree: 33%
- Agree: 56%
- Disagree: 5%
- Strongly Disagree: 5%
- Don't Know: 12%

This school uses family input to improve student achievement.  
(N=57)

- Strongly Agree: 25%
- Agree: 54%
- Disagree: 5%
- Strongly Disagree: 0%
- Don't Know: 12%

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=57)
  - Strongly Agree: 37%
  - Agree: 51%
  - Disagree: 9%

- All students are aware of the safety and security procedures. (N=57)
  - Strongly Agree: 16%
  - Agree: 60%
  - Disagree: 19%
  - Strongly Disagree: 5%

- This school is safe. (N=57)
  - Strongly Agree: 44%
  - Agree: 51%

- Student discipline is enforced consistently for all students. (N=56)
  - Strongly Agree: 21%
  - Agree: 41%
  - Disagree: 20%
  - Strongly Disagree: 14%

- Staff members and students treat each other with respect. (N=56)
  - Strongly Agree: 20%
  - Agree: 59%
  - Disagree: 16%

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=57)
  - Strongly Agree: 21%
  - Agree: 54%
  - Disagree: 23%

- Bullying is not tolerated. (N=57)
  - Strongly Agree: 33%
  - Agree: 53%
  - Disagree: 9%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=57)
  - Strongly Agree: 42%
  - Agree: 47%
  - Disagree: 5%

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=57)
  - Strongly Agree: 25%
  - Agree: 51%
  - Disagree: 5%
  - Strongly Disagree: 19%

- Culturally relevant teaching practices are being implemented in my school. (N=57)
  - Strongly Agree: 25%
  - Agree: 54%
  - Disagree: 18%

- Equity initiatives are being implemented in my school. (N=57)
  - Strongly Agree: 28%
  - Agree: 53%
  - Disagree: 16%

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=54)

10 - Extremely Likely: 39%
9: 13%
8: 9%
7: 15%
6: 2%
5: 9%
4: 2%
3: 2%
2: 6%
1: 2%
0 - Not at all Likely: 4%

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=68)

![Bar chart showing the distribution of responses to the recommendation question, with percentages for each response level from 10 ( Extremely Likely) to 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.