2020-2021 Employee Engagement and Satisfaction Survey:
Pinellas Park Elementary

Results

May 24 - June 11, 2021
# Participation

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Overall Engagement

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

- I am proud to work for Pinellas County Schools. (N=37)
  - Strongly Agree: 41%
  - Agree: 51%
  - Neither Disagree nor Agree: 8%
  - Disagree: 11%
  - Strongly Disagree: 0%

- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=37)
  - Strongly Agree: 43%
  - Agree: 43%
  - Neither Disagree nor Agree: 11%
  - Disagree: 5%
  - Strongly Disagree: 0%

- I am engaged in my work. (N=37)
  - Strongly Agree: 59%
  - Agree: 41%

- My work is interesting. (N=37)
  - Strongly Agree: 59%
  - Agree: 41%

- I am motivated to contribute more than what is expected of me. (N=37)
  - Strongly Agree: 51%
  - Agree: 41%
  - Neither Disagree nor Agree: 5%
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=37)
  - Strongly Agree: 49%
  - Agree: 30%
  - Neither Disagree nor Agree: 14%
  - Disagree: 8%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=37)
  - Strongly Agree: 38%
  - Agree: 38%
  - Neither Disagree nor Agree: 22%
  - Disagree: 8%

- I enjoy working with my direct supervisor. (N=37)
  - Strongly Agree: 24%
  - Agree: 38%
  - Neither Disagree nor Agree: 22%
  - Disagree: 8%

- I am optimistic about the future of Pinellas County Schools. (N=37)
  - Strongly Agree: 30%
  - Agree: 49%
  - Neither Disagree nor Agree: 14%
  - Disagree: 8%
Mission and Vision

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

1. I am familiar with Pinellas County Schools’ mission to prepare all students for college, career and life and vision of 100% student success. (N=37)
   - Strongly Agree: 41%
   - Agree: 51%
   - Neither Disagree nor Agree: 8%
   - Disagree: 8%
   - Strongly Disagree: 8%

2. I know how I can fulfill Pinellas County Schools' mission and vision. (N=37)
   - Strongly Agree: 38%
   - Agree: 54%
   - Neither Disagree nor Agree: 8%
   - Disagree: 8%
   - Strongly Disagree: 8%

3. I support the district’s mission and vision. (N=36)
   - Strongly Agree: 47%
   - Agree: 44%
   - Neither Disagree nor Agree: 8%
   - Disagree: 8%
   - Strongly Disagree: 8%
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=37)
  - Strongly Agree: 46%
  - Agree: 41%
  - Neither Disagree nor Agree: 11%

- The district is moving in a direction that reflects our mission and vision. (N=37)
  - Strongly Agree: 35%
  - Agree: 46%
  - Neither Disagree nor Agree: 19%

- I can provide input on how the district accomplishes its mission. (N=37)
  - Strongly Agree: 16%
  - Agree: 49%
  - Neither Disagree nor Agree: 27%
  - Disagree: 8%
District Leadership

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

- District leaders’ actions are consistent with their words. (N=37)
  - Strongly Agree: 14%
  - Agree: 41%
  - Neither Disagree nor Agree: 27%
  - Disagree: 19%

- District leaders understand my professional needs. (N=37)
  - Strongly Agree: 11%
  - Agree: 38%
  - Neither Disagree nor Agree: 35%
  - Disagree: 14%

- District leaders clearly explain the reasons behind decisions on key issues. (N=37)
  - Strongly Agree: 14%
  - Agree: 32%
  - Neither Disagree nor Agree: 38%
  - Disagree: 14%

- District leaders encourage employees to share ideas to improve performance. (N=37)
  - Strongly Agree: 19%
  - Agree: 35%
  - Neither Disagree nor Agree: 30%
  - Disagree: 16%

- District leaders promote a positive work culture. (N=37)
  - Strongly Agree: 14%
  - Agree: 43%
  - Neither Disagree nor Agree: 30%
  - Disagree: 14%
How strongly do you agree or disagree with the following statements?

The actions of my direct supervisor are consistent with their words. (N=37)  
- Strongly Agree: 24%  
- Agree: 35%  
- Neither Disagree nor Agree: 24%  
- Disagree: 14%  
- Strongly Disagree: 14%

I can count on the support of my direct supervisor when addressing problems or issues. (N=37)  
- Strongly Agree: 30%  
- Agree: 32%  
- Neither Disagree nor Agree: 16%  
- Disagree: 19%  
- Strongly Disagree: 11%

I trust my direct supervisor to make good decisions. (N=36)  
- Strongly Agree: 31%  
- Agree: 36%  
- Neither Disagree nor Agree: 14%  
- Disagree: 17%  
- Strongly Disagree: 11%

My direct supervisor clearly communicates their expectations of my job performance. (N=37)  
- Strongly Agree: 27%  
- Agree: 49%  
- Neither Disagree nor Agree: 11%  
- Disagree: 11%  
- Strongly Disagree: 0%
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=37)
  - Strongly Agree: 30%
  - Agree: 41%
  - Neither Disagree nor Agree: 11%
  - Disagree: 16%
  - Strongly Disagree: 0%

- My direct supervisor implements policies fairly in my school or department. (N=37)
  - Strongly Agree: 27%
  - Agree: 38%
  - Neither Disagree nor Agree: 14%
  - Disagree: 16%
  - Strongly Disagree: 5%

- My direct supervisor promotes a positive work culture. (N=37)
  - Strongly Agree: 24%
  - Agree: 32%
  - Neither Disagree nor Agree: 16%
  - Disagree: 19%
  - Strongly Disagree: 8%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=37)
  - Strongly Agree: 35%
  - Agree: 49%
  - Neither Disagree nor Agree: 8%
  - Disagree: 8%
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=37)
  - 16% Strongly Agree
  - 38% Agree
  - 32% Neither Disagree nor Agree
  - 14% Disagree
  - 0% Strongly Disagree

- Staff members are recognized for good performance at my work site. (N=37)
  - 11% Strongly Agree
  - 35% Agree
  - 30% Neither Disagree nor Agree
  - 19% Disagree
  - 5% Strongly Disagree

- I am recognized for my accomplishments. (N=37)
  - 14% Strongly Agree
  - 24% Agree
  - 38% Neither Disagree nor Agree
  - 19% Disagree
  - 5% Strongly Disagree

- I feel appreciated for my work. (N=36)
  - 11% Strongly Agree
  - 39% Agree
  - 25% Neither Disagree nor Agree
  - 14% Disagree
  - 11% Strongly Disagree

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=37)
  - 8% Strongly Agree
  - 41% Agree
  - 27% Neither Disagree nor Agree
  - 16% Disagree
  - 8% Strongly Disagree
Work Environment

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

- My colleagues help create a positive work environment. (N=37)
  - Strongly Agree: 38%
  - Agree: 51%
  - Neither Disagree nor Agree: 8%
  - Disagree: 30%
  - Strongly Disagree: 30%

- My colleagues and I are held to high professional standards. (N=37)
  - Strongly Agree: 38%
  - Agree: 49%
  - Neither Disagree nor Agree: 14%
  - Disagree: 30%
  - Strongly Disagree: 30%

- I have the materials I need to do my job. (N=35)
  - Strongly Agree: 31%
  - Agree: 54%
  - Neither Disagree nor Agree: 6%
  - Disagree: 14%
  - Strongly Disagree: 14%

- My colleagues support me. (N=37)
  - Strongly Agree: 41%
  - Agree: 54%
  - Neither Disagree nor Agree: 5%
  - Disagree: 20%
  - Strongly Disagree: 20%

- My colleagues are committed to their jobs. (N=37)
  - Strongly Agree: 35%
  - Agree: 59%
  - Neither Disagree nor Agree: 5%
  - Disagree: 14%
  - Strongly Disagree: 14%

- I work in an atmosphere where there is mutual respect among staff. (N=37)
  - Strongly Agree: 30%
  - Agree: 49%
  - Neither Disagree nor Agree: 11%
  - Disagree: 14%
  - Strongly Disagree: 14%
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=36)
  - Strongly Agree: 36%
  - Agree: 58%
  - Neither Disagree nor Agree: 6%
- The training I have received from the district has helped me perform my job more effectively. (N=37)
  - Strongly Agree: 32%
  - Agree: 41%
  - Neither Disagree nor Agree: 19%
  - Disagree: 5%
- The training I have received from my worksite has helped me perform my job more effectively. (N=37)
  - Strongly Agree: 30%
  - Agree: 46%
  - Neither Disagree nor Agree: 19%
  - Disagree: 5%
- The district’s professional development supports district initiatives. (N=37)
  - Strongly Agree: 30%
  - Agree: 57%
  - Neither Disagree nor Agree: 14%
  - 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=37)

- Strongly Agree: 30%
- Agree: 57%
- Neither Disagree nor Agree: 14%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=37)

- Strongly Agree: 27%
- Agree: 38%
- Neither Disagree nor Agree: 22%
- Disagree: 14%
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=37)

- **Strongly Agree**: 32%
- **Agree**: 32%
- **Neither Disagree nor Agree**: 22%
- **Disagree**: 14%

There are leadership opportunities for me in my school or department. (N=37)

- **Strongly Agree**: 22%
- **Agree**: 30%
- **Neither Disagree nor Agree**: 27%
- **Disagree**: 19%
Overall School Quality

How would you rate the overall quality of your school? (N=32)

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=31)
  - Strongly Agree: 42%
  - Agree: 52%
  - Don't Know: 6%

- Teachers set high expectations for all students. (N=32)
  - Strongly Agree: 28%
  - Agree: 53%
  - Disagree: 9%
  - Don't Know: 6%

- This school’s learning standards and expectations are clearly explained to students. (N=32)
  - Strongly Agree: 28%
  - Agree: 50%
  - Disagree: 13%
  - Don't Know: 9%

- Students are challenged by their schoolwork. (N=32)
  - Strongly Agree: 28%
  - Agree: 63%
  - Don't Know: 6%

- Teachers give timely feedback about student work. (N=32)
  - Strongly Agree: 31%
  - Agree: 50%
  - Disagree: 6%
  - Strongly Disagree: 13%

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=31)
- Strongly Agree: 26%
- Agree: 55%
- Disagree: 6%
- Strongly Disagree: 13%
- Don't Know: 0%

Teachers successfully show students how lessons relate to life outside of school. (N=31)
- Strongly Agree: 26%
- Agree: 55%
- Disagree: 10%
- Strongly Disagree: 10%
- Don't Know: 0%

This school offers a variety of academic courses. (N=32)
- Strongly Agree: 19%
- Agree: 47%
- Disagree: 13%
- Strongly Disagree: 22%
- Don't Know: 0%

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=32)

- Strongly Agree: 75%
- Agree: 25%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=32)

- Strongly Agree: 63%
- Agree: 31%
- Disagree: 6%
Student Support (Continued)

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

- **This school offers students a variety of extracurricular activities. (N=31)**
  - Strongly Agree: 19%
  - Agree: 58%
  - Disagree: 10%
  - Strongly Disagree: 13%
  - Don't Know: 0%

- **Students receive the support they need to prepare for the future. (N=32)**
  - Strongly Agree: 13%
  - Agree: 81%
  - Disagree: 6%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- **Students in this school receive support that addresses their individual needs. (N=32)**
  - Strongly Agree: 19%
  - Agree: 72%
  - Disagree: 9%
  - Strongly Disagree: 0%
  - 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=32)

- Strongly Agree: 25%
- Agree: 59%
- Disagree: 9%
- Strongly Disagree: 6%
- Don't Know: 0%

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=32)

- Strongly Agree: 25%
- Agree: 56%
- Disagree: 9%
- Strongly Disagree: 6%
- Don't Know: 0%

Note: Only school-based staff answered these questions.
School Leadership (Continued)

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

1. School administrators (principals and assistant principals) are available when I have a concern. (N=32)
   - Strongly Agree: 25%
   - Agree: 56%
   - Disagree: 16%
   - Strongly Disagree: 16%

2. School administrators (principals and assistant principals) are courteous when I have a concern. (N=31)
   - Strongly Agree: 16%
   - Agree: 48%
   - Disagree: 23%
   - Strongly Disagree: 13%

3. School administrators (principals and assistant principals) are responsive when I have a concern. (N=31)
   - Strongly Agree: 16%
   - Agree: 55%
   - Disagree: 23%
   - 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=32)

- Strongly Agree: 34%
- Agree: 44%
- Disagree: 13%
- Strongly Disagree: 9%
- Don't Know: 9%

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

- Strongly Agree: 28%
- Agree: 53%
- Disagree: 9%
- Strongly Disagree: 9%
- 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?

- Staff members and families treat each other with respect. (N=32)
  - Strongly Agree: 16%
  - Agree: 63%
  - Disagree: 16%
  - Strongly Disagree: 6%

- This school respects and values input provided by families. (N=32)
  - Strongly Agree: 22%
  - Agree: 53%
  - Disagree: 13%
  - Strongly Disagree: 13%

- This school uses family input to improve student achievement. (N=32)
  - Strongly Agree: 19%
  - Agree: 41%
  - Disagree: 19%
  - Strongly Disagree: 22%

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=32)
  - Strongly Agree: 34%
  - Agree: 56%
  - Disagree: 6%

- All students are aware of the safety and security procedures. (N=32)
  - Strongly Agree: 28%
  - Agree: 63%
  - Disagree: 6%

- This school is safe. (N=32)
  - Strongly Agree: 31%
  - Agree: 63%
  - Disagree: 6%

- Student discipline is enforced consistently for all students. (N=32)
  - Strongly Agree: 22%
  - Agree: 50%
  - Disagree: 13%
  - Disagree: 6%

- Staff members and students treat each other with respect. (N=32)
  - Strongly Agree: 9%
  - Agree: 63%
  - Disagree: 25%

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=32)
  - 25% Strongly Agree
  - 56% Agree
  - 16% Disagree
  - 3% Strongly Disagree
  - 2% Don't Know

- Bullying is not tolerated. (N=32)
  - 25% Strongly Agree
  - 63% Agree
  - 9% Disagree
  - 3% 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=32)
  - 25% Strongly Agree
  - 63% Agree
  - 9% Disagree
  - 3% 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=32)
  - Strongly Agree: 44%
  - Agree: 44%
  - Disagree: 9%

- Culturally relevant teaching practices are being implemented in my school. (N=32)
  - Strongly Agree: 25%
  - Agree: 59%
  - Disagree: 9%

- Equity initiatives are being implemented in my school. (N=32)
  - Strongly Agree: 34%
  - Agree: 50%
  - Disagree: 6%

Note: Only school-based staff answered these questions.
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=37)

- 10 - Extremely Likely: 30%
- 9
- 8: 22%
- 7: 19%
- 6: 5%
- 5: 11%
- 4: 5%
- 3: 3%
- 2: 5%
- 1: 5%
- 0 - Not at all Likely: 5%

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.