2020-2021 Employee Engagement and Satisfaction Survey: Pinellas Secondary 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>32</td>
<td></td>
<td>32</td>
</tr>
</tbody>
</table>
## Overall Engagement

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 am proud to work for Pinellas County Schools. (N=32)</td>
<td>28%</td>
<td>50%</td>
<td>16%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=32)</td>
<td>22%</td>
<td>47%</td>
<td>22%</td>
<td>6%</td>
<td></td>
</tr>
<tr>
<td>I am engaged in my work. (N=32)</td>
<td>44%</td>
<td>50%</td>
<td>6%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My work is interesting. (N=32)</td>
<td>41%</td>
<td>44%</td>
<td>13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am motivated to contribute more than what is expected of me. (N=32)</td>
<td>38%</td>
<td>47%</td>
<td>16%</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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=32)
  - Strongly Agree: 22%
  - Agree: 28%
  - Neither Disagree nor Agree: 38%
  - Disagree: 19%
  - Strongly Disagree: 9%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=32)
  - Strongly Agree: 22%
  - Agree: 50%
  - Neither Disagree nor Agree: 16%
  - Disagree: 9%
  - Strongly Disagree: 9%

- I enjoy working with my direct supervisor. (N=32)
  - Strongly Agree: 34%
  - Agree: 53%
  - Neither Disagree nor Agree: 13%
  - Disagree: 6%

- I am optimistic about the future of Pinellas County Schools. (N=32)
  - Strongly Agree: 19%
  - Agree: 47%
  - Neither Disagree nor Agree: 25%
  - Disagree: 6%
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=32)

- Strongly Agree: 28%
- Agree: 56%
- Neither Disagree nor Agree: 9%
- Disagree: 6%

I know how I can fulfill Pinellas County Schools’ mission and vision. (N=32)

- Strongly Agree: 25%
- Agree: 59%
- Neither Disagree nor Agree: 9%
- Disagree: 6%

I support the district’s mission and vision. (N=32)

- Strongly Agree: 38%
- Agree: 53%
- Neither Disagree nor Agree: 9%
- Disagree: 6%
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=32)
- Strongly Agree: 34%
- Agree: 50%
- Neither Disagree nor Agree: 9%
- Disagree: 19%
- Strongly Disagree: 0%

The district is moving in a direction that reflects our mission and vision. (N=31)
- Strongly Agree: 19%
- Agree: 52%
- Neither Disagree nor Agree: 16%
- Disagree: 10%
- Strongly Disagree: 0%

I can provide input on how the district accomplishes its mission. (N=32)
- Strongly Agree: 16%
- Agree: 44%
- Neither Disagree nor Agree: 38%
- Disagree: 0%
- Strongly Disagree: 0%
How strongly do you agree or disagree with the following statements?

- District leaders’ actions are consistent with their words. (N=32)
  - Strongly Agree: 9%
  - Agree: 31%
  - Neither Disagree nor Agree: 34%
  - Disagree: 19%
  - Strongly Disagree: 6%

- District leaders understand my professional needs. (N=32)
  - Strongly Agree: 6%
  - Agree: 25%
  - Neither Disagree nor Agree: 41%
  - Disagree: 19%
  - Strongly Disagree: 9%

- District leaders clearly explain the reasons behind decisions on key issues. (N=32)
  - Strongly Agree: 6%
  - Agree: 31%
  - Neither Disagree nor Agree: 34%
  - Disagree: 16%
  - Strongly Disagree: 13%

- District leaders encourage employees to share ideas to improve performance. (N=32)
  - Strongly Agree: 6%
  - Agree: 38%
  - Neither Disagree nor Agree: 38%
  - Disagree: 9%
  - Strongly Disagree: 9%

- District leaders promote a positive work culture. (N=32)
  - Strongly Agree: 31%
  - Agree: 50%
  - Neither Disagree nor Agree: 6%
  - Disagree: 9%
  - Strongly Disagree: 9%
How strongly do you agree or disagree with the following statements?

- The actions of my direct supervisor are consistent with their words. (N=32)
  - Strongly Agree: 34%
  - Agree: 47%
  - Neither Disagree nor Agree: 19%

- I can count on the support of my direct supervisor when addressing problems or issues. (N=32)
  - Strongly Agree: 31%
  - Agree: 53%
  - Neither Disagree nor Agree: 13%

- I trust my direct supervisor to make good decisions. (N=32)
  - Strongly Agree: 28%
  - Agree: 59%
  - Neither Disagree nor Agree: 13%

- My direct supervisor clearly communicates their expectations of my job performance. (N=32)
  - Strongly Agree: 31%
  - Agree: 56%
  - Neither Disagree nor Agree: 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=32)
  - Strongly Agree: 31%
  - Agree: 50%
  - Neither Disagree nor Agree: 16%
  - Disagree: 9%
  - Strongly Disagree: 0%

- My direct supervisor implements policies fairly in my school or department. (N=32)
  - Strongly Agree: 31%
  - Agree: 47%
  - Neither Disagree nor Agree: 16%
  - Disagree: 6%
  - Strongly Disagree: 0%

- My direct supervisor promotes a positive work culture. (N=32)
  - Strongly Agree: 31%
  - Agree: 59%
  - Neither Disagree nor Agree: 9%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=32)
  - Strongly Agree: 28%
  - Agree: 50%
  - Neither Disagree nor Agree: 19%
  - Disagree: 0%
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=32)
  - Strongly Agree: 13%
  - Agree: 28%
  - Neither Disagree nor Agree: 34%
  - Disagree: 19%
  - Strongly Disagree: 6%

- Staff members are recognized for good performance at my work site. (N=32)
  - Strongly Agree: 16%
  - Agree: 34%
  - Neither Disagree nor Agree: 38%
  - Disagree: 9%

- I am recognized for my accomplishments. (N=32)
  - Strongly Agree: 9%
  - Agree: 38%
  - Neither Disagree nor Agree: 38%
  - Disagree: 13%

- I feel appreciated for my work. (N=32)
  - Strongly Agree: 16%
  - Agree: 41%
  - Neither Disagree nor Agree: 28%
  - Disagree: 13%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=32)
  - Strongly Agree: 16%
  - Agree: 47%
  - Neither Disagree nor Agree: 31%
  - Disagree: 6%
Work Environment

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

My colleagues help create a positive work environment. (N=32)
- Strongly Agree: 19%
- Agree: 59%
- Neither Disagree nor Agree: 16%
- Disagree: 6%

My colleagues and I are held to high professional standards. (N=32)
- Strongly Agree: 28%
- Agree: 53%
- Neither Disagree nor Agree: 16%

I have the materials I need to do my job. (N=32)
- Strongly Agree: 19%
- Agree: 59%
- Neither Disagree nor Agree: 9%
- Disagree: 9%

My colleagues support me. (N=31)
- Strongly Agree: 19%
- Agree: 58%
- Neither Disagree nor Agree: 19%

My colleagues are committed to their jobs. (N=32)
- Strongly Agree: 19%
- Agree: 63%
- Neither Disagree nor Agree: 16%

I work in an atmosphere where there is mutual respect among staff. (N=32)
- Strongly Agree: 19%
- Agree: 53%
- Neither Disagree nor Agree: 19%
- Disagree: 9%
Career Growth and Training Opportunities

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

1. The district encourages continued education and professional growth. (N=32)
   - Strongly Agree: 28%
   - Agree: 50%
   - Neither Disagree nor Agree: 16%
   - Disagree: 16%
   - Strongly Disagree: 22%

2. The training I have received from the district has helped me perform my job more effectively. (N=32)
   - Strongly Agree: 16%
   - Agree: 59%
   - Neither Disagree nor Agree: 19%
   - Disagree: 16%
   - Strongly Disagree: 22%

3. The training I have received from my worksite has helped me perform my job more effectively. (N=32)
   - Strongly Agree: 16%
   - Agree: 56%
   - Neither Disagree nor Agree: 22%
   - Disagree: 16%
   - Strongly Disagree: 22%

4. The district’s professional development supports district initiatives. (N=32)
   - Strongly Agree: 22%
   - Agree: 56%
   - Neither Disagree nor Agree: 19%
   - Disagree: 16%
   - Strongly Disagree: 22%
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=32)

- Strongly Agree: 28%
- Agree: 53%
- Neither Disagree nor Agree: 16%
- Disagree: 9%
- Strongly Disagree: 0%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=32)

- Strongly Agree: 28%
- Agree: 47%
- Neither Disagree nor Agree: 16%
- Disagree: 16%
- Strongly 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=32)

- Strongly Agree: 22%
- Agree: 47%
- Neither Disagree nor Agree: 22%
- Disagree: 6%

There are leadership opportunities for me in my school or department. (N=32)

- Strongly Agree: 19%
- Agree: 38%
- Neither Disagree nor Agree: 34%
- Disagree: 9%
Overall School Quality

How would you rate the overall quality of your school? (N=27)

- Excellent: 30%
- Good: 37%
- Fair: 33%
- Poor: 0%

Note: Only school-based staff answered this question.
Academic Support

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

1. This school has high learning standards for all students. (N=27)
   - Strongly Agree: 19%
   - Agree: 44%
   - Disagree: 30%
   - Strongly Disagree: 7%

2. Teachers set high expectations for all students. (N=27)
   - Strongly Agree: 19%
   - Agree: 52%
   - Disagree: 22%
   - Strongly Disagree: 7%

3. This school’s learning standards and expectations are clearly explained to students. (N=27)
   - Strongly Agree: 26%
   - Agree: 59%
   - Disagree: 11%

4. Students are challenged by their schoolwork. (N=27)
   - Strongly Agree: 11%
   - Agree: 70%
   - Disagree: 11%

5. Teachers give timely feedback about student work. (N=27)
   - Strongly Agree: 11%
   - Agree: 59%
   - Disagree: 11%

Note: Only school-based staff answered these questions.
Academic Support (Continued)

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

1. Teachers give helpful feedback about student work. (N=27)
   - Strongly Agree: 11%
   - Agree: 67%
   - Disagree: 19%

2. Teachers successfully show students how lessons relate to life outside of school. (N=27)
   - Strongly Agree: 19%
   - Agree: 52%
   - Disagree: 19%

3. This school offers a variety of academic courses. (N=27)
   - Strongly Agree: 56%
   - Agree: 37%

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=27)

- Strongly Agree: 44%
- Agree: 48%
- 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=27)

- Strongly Agree: 48%
- Agree: 48%
- Don't Know: 0%

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=26)
  - Strongly Agree: 15%
  - Agree: 42%
  - Disagree: 31%
  - Strongly Disagree: 12%

- **Students receive the support they need to prepare for the future.** (N=27)
  - Strongly Agree: 11%
  - Agree: 63%
  - Disagree: 15%
  - Strongly Disagree: 11%

- **Students in this school receive support that addresses their individual needs.** (N=27)
  - Strongly Agree: 22%
  - Agree: 63%
  - Disagree: 11%

*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=27)
  - Strongly Agree: 37%
  - Agree: 48%
  - Disagree: 7%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=27)
  - Strongly Agree: 41%
  - Agree: 48%
  - Disagree: 7%
  - Strongly Disagree: 0%
  - 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?

- School administrators (principals and assistant principals) are available when I have a concern. (N=27)
  - Strongly Agree: 48%
  - Agree: 52%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=27)
  - Strongly Agree: 52%
  - Agree: 48%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=27)
  - Strongly Agree: 48%
  - Agree: 48%

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=27)

- Strongly Agree: 30%
- Agree: 52%
- Disagree: 15%
- 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=27)

- Strongly Agree: 41%
- Agree: 41%
- Disagree: 15%
- 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?

1. Staff members and families treat each other with respect. (N=27)
   - Strongly Agree: 19%
   - Agree: 67%
   - Disagree: 7%
   - Strongly Disagree: 0%
   - Don't Know: 0%

2. This school respects and values input provided by families. (N=27)
   - Strongly Agree: 22%
   - Agree: 67%
   - Disagree: 7%
   - Strongly Disagree: 0%
   - Don't Know: 0%

3. This school uses family input to improve student achievement. (N=27)
   - Strongly Agree: 15%
   - Agree: 56%
   - Disagree: 7%
   - 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?

- All school staff members are aware of the safety and security procedures. (N=27)
  - Strongly Agree: 37%
  - Agree: 52%
  - Disagree: 22%
  - Strongly Disagree: 11%
  - Don't Know: 0%

- All students are aware of the safety and security procedures. (N=27)
  - Strongly Agree: 26%
  - Agree: 67%
  - Disagree: 7%
  - Don't Know: 0%

- This school is safe. (N=27)
  - Strongly Agree: 22%
  - Agree: 63%
  - Disagree: 7%
  - Don't Know: 0%

- Student discipline is enforced consistently for all students. (N=27)
  - Strongly Agree: 22%
  - Agree: 41%
  - Disagree: 26%
  - Strongly Disagree: 7%
  - Don't Know: 0%

- Staff members and students treat each other with respect. (N=27)
  - Strongly Agree: 11%
  - Agree: 59%
  - Disagree: 26%
  - Don't Know: 0%

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=27)
  - Strongly Agree: 33%
  - Agree: 52%
  - Disagree: 7%
  - Strongly Disagree: 7%
  - Don't Know: 7%

- **Bullying is not tolerated.** (N=27)
  - Strongly Agree: 37%
  - Agree: 48%
  - Disagree: 7%
  - Strongly Disagree: 7%
  - Don't Know: 7%

- **Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities.** (N=27)
  - Strongly Agree: 41%
  - Agree: 44%
  - Disagree: 11%

*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=26)
- Strongly Agree: 31%
- Agree: 54%
- Disagree: 12%
- Strongly Disagree: 0%
- Don't Know: 0%

Culturally relevant teaching practices are being implemented in my school. (N=26)
- Strongly Agree: 15%
- Agree: 65%
- Disagree: 12%
- Strongly Disagree: 8%
- Don't Know: 0%

Equity initiatives are being implemented in my school. (N=26)
- Strongly Agree: 15%
- Agree: 65%
- Disagree: 15%
- Strongly Disagree: 0%
- Don't Know: 0%

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=25)

- 10 - Extremely Likely: 8%
- 9: 12%
- 8: 12%
- 7: 4%
- 6:
- 5: 20%
- 4:
- 3:
- 2: 4%
- 1: 4%
- 0 - Not at all Likely: 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=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.