2020-2021 Employee Engagement and Satisfaction Survey: Pinellas Technical College Clearwater Campus

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>55</td>
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<td>55</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=55)

- Strongly Agree: 71%
- Agree: 25%
- Neither Disagree nor Agree: 5%
- Disagree: 0%
- Strongly Disagree: 0%

Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=55)

- Strongly Agree: 64%
- Agree: 27%
- Neither Disagree nor Agree: 5%
- Disagree: 5%
- Strongly Disagree: 0%

I am engaged in my work. (N=55)

- Strongly Agree: 78%
- Agree: 22%
- Neither Disagree nor Agree: 0%
- Disagree: 0%
- Strongly Disagree: 0%

My work is interesting. (N=55)

- Strongly Agree: 75%
- Agree: 20%
- Neither Disagree nor Agree: 5%
- Disagree: 5%
- Strongly Disagree: 0%

I am motivated to contribute more than what is expected of me. (N=55)

- Strongly Agree: 75%
- Agree: 16%
- Neither Disagree nor Agree: 5%
- Disagree: 5%
- Strongly Disagree: 0%
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=55)
  - Strongly Agree: 51%
  - Agree: 29%
  - Neither Disagree nor Agree: 13%
  - Disagree: 5%
  - Strongly Disagree: 5%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=55)
  - Strongly Agree: 62%
  - Agree: 22%
  - Neither Disagree nor Agree: 13%

- I enjoy working with my direct supervisor. (N=55)
  - Strongly Agree: 69%
  - Agree: 16%
  - Neither Disagree nor Agree: 5%
  - Disagree: 5%

- I am optimistic about the future of Pinellas County Schools. (N=55)
  - Strongly Agree: 62%
  - Agree: 27%
  - Neither Disagree nor Agree: 7%
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=53)

- Strongly Agree: 60%
- Agree: 28%
- Neither Disagree nor Agree: 8%

I know how I can fulfill Pinellas County Schools’ mission and vision. (N=53)

- Strongly Agree: 66%
- Agree: 28%
- Neither Disagree nor Agree: 6%

I support the district’s mission and vision. (N=53)

- Strongly Agree: 64%
- Agree: 34%
- Neither Disagree nor Agree: 28%
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=53)
  - Strongly Agree: 64%
  - Agree: 30%
  - Neither Disagree nor Agree: 6%

- The district is moving in a direction that reflects our mission and vision. (N=53)
  - Strongly Agree: 51%
  - Agree: 36%
  - Neither Disagree nor Agree: 13%

- I can provide input on how the district accomplishes its mission. (N=53)
  - Strongly Agree: 36%
  - Agree: 26%
  - Neither Disagree nor Agree: 36%
District Leadership

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

1. District leaders’ actions are consistent with their words. (N=55)
   - Strongly Agree: 33%
   - Agree: 35%
   - Neither Disagree nor Agree: 22%
   - Disagree: 7%
   - Strongly Disagree: 0%

2. District leaders understand my professional needs. (N=55)
   - Strongly Agree: 27%
   - Agree: 35%
   - Neither Disagree nor Agree: 27%
   - Disagree: 7%
   - Strongly Disagree: 0%

3. District leaders clearly explain the reasons behind decisions on key issues. (N=55)
   - Strongly Agree: 27%
   - Agree: 27%
   - Neither Disagree nor Agree: 29%
   - Disagree: 9%
   - Strongly Disagree: 7%

4. District leaders encourage employees to share ideas to improve performance. (N=55)
   - Strongly Agree: 25%
   - Agree: 35%
   - Neither Disagree nor Agree: 31%
   - Disagree: 9%
   - Strongly Disagree: 7%

5. District leaders promote a positive work culture. (N=55)
   - Strongly Agree: 29%
   - Agree: 35%
   - Neither Disagree nor Agree: 27%
   - Disagree: 7%
   - Strongly Disagree: 0%
How strongly do you agree or disagree with the following statements?

- The actions of my direct supervisor are consistent with their words. (N=53)
- I can count on the support of my direct supervisor when addressing problems or issues. (N=54)
- I trust my direct supervisor to make good decisions. (N=54)
- My direct supervisor clearly communicates their expectations of my job performance. (N=55)
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=54)
  - Strongly Agree: 63%
  - Agree: 15%
  - Neither Disagree nor Agree: 9%
  - Disagree: 7%
  - Strongly Disagree: 6%

- My direct supervisor implements policies fairly in my school or department. (N=54)
  - Strongly Agree: 63%
  - Agree: 15%
  - Neither Disagree nor Agree: 11%
  - Disagree: 6%
  - Strongly Disagree: 6%

- My direct supervisor promotes a positive work culture. (N=54)
  - Strongly Agree: 63%
  - Agree: 17%
  - Neither Disagree nor Agree: 9%
  - Disagree: 6%
  - Strongly Disagree: 6%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=54)
  - Strongly Agree: 61%
  - Agree: 13%
  - Neither Disagree nor Agree: 15%
  - 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=55)
  - Strongly Agree: 35%
  - Agree: 35%
  - Neither Disagree nor Agree: 16%
  - Disagree: 5%
  - Strongly Disagree: 9%

- Staff members are recognized for good performance at my work site. (N=55)
  - Strongly Agree: 42%
  - Agree: 31%
  - Neither Disagree nor Agree: 16%
  - Disagree: 11%

- I am recognized for my accomplishments. (N=54)
  - Strongly Agree: 37%
  - Agree: 24%
  - Neither Disagree nor Agree: 24%
  - Disagree: 11%

- I feel appreciated for my work. (N=54)
  - Strongly Agree: 43%
  - Agree: 31%
  - Neither Disagree nor Agree: 7%
  - Disagree: 9%
  - Strongly Disagree: 9%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=55)
  - Strongly Agree: 45%
  - Agree: 35%
  - Neither Disagree nor Agree: 7%
  - Disagree: 5%
  - Strongly Disagree: 7%
## Work Environment

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>My colleagues help create a positive work environment. (N=55)</td>
<td>45%</td>
<td>36%</td>
<td>13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My colleagues and I are held to high professional standards. (N=55)</td>
<td>56%</td>
<td>33%</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I have the materials I need to do my job. (N=55)</td>
<td>53%</td>
<td>36%</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My colleagues support me. (N=55)</td>
<td>49%</td>
<td>40%</td>
<td>7%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My colleagues are committed to their jobs. (N=55)</td>
<td>49%</td>
<td>38%</td>
<td>9%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I work in an atmosphere where there is mutual respect among staff. (N=55)</td>
<td>44%</td>
<td>40%</td>
<td>9%</td>
<td></td>
<td>5%</td>
</tr>
</tbody>
</table>

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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=54)
  - Strongly Agree: 48%
  - Agree: 33%
  - Neither Disagree nor Agree: 15%
  - Disagree: 0%
  - Strongly Disagree: 0%

- The training I have received from the district has helped me perform my job more effectively. (N=55)
  - Strongly Agree: 29%
  - Agree: 44%
  - Neither Disagree nor Agree: 22%
  - Disagree: 0%
  - Strongly Disagree: 0%

- The training I have received from my worksite has helped me perform my job more effectively. (N=54)
  - Strongly Agree: 41%
  - Agree: 37%
  - Neither Disagree nor Agree: 17%
  - Disagree: 0%
  - Strongly Disagree: 0%

- The district’s professional development supports district initiatives. (N=55)
  - Strongly Agree: 38%
  - Agree: 42%
  - Neither Disagree nor Agree: 18%
  - 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=55)
- Strongly Agree: 49%
- Agree: 24%
- Neither Disagree nor Agree: 22%
- Disagree: 0%
- Strongly Disagree: 6%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=54)
- Strongly Agree: 41%
- Agree: 22%
- Neither Disagree nor Agree: 28%
- Disagree: 6%
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=54)

- Strongly Agree: 43%
- Agree: 22%
- Neither Disagree nor Agree: 24%
- Disagree: 7%
- Strongly Disagree: 0%

There are leadership opportunities for me in my school or department. (N=54)

- Strongly Agree: 37%
- Agree: 22%
- Neither Disagree nor Agree: 24%
- Disagree: 9%
- Strongly Disagree: 7%
Overall School Quality

How would you rate the overall quality of your school? (N=43)

<table>
<thead>
<tr>
<th>Rating</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excellent</td>
<td>72%</td>
</tr>
<tr>
<td>Good</td>
<td>21%</td>
</tr>
<tr>
<td>Fair</td>
<td>5%</td>
</tr>
</tbody>
</table>

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=43)**
  - Strongly Agree: 51%
  - Agree: 40%
  - Disagree: 5%

- **Teachers set high expectations for all students. (N=43)**
  - Strongly Agree: 58%
  - Agree: 30%
  - Disagree: 5%
  - Strongly Disagree: 7%

- **This school’s learning standards and expectations are clearly explained to students. (N=43)**
  - Strongly Agree: 49%
  - Agree: 40%
  - Disagree: 5%
  - Strongly Disagree: 7%

- **Students are challenged by their schoolwork. (N=43)**
  - Strongly Agree: 60%
  - Agree: 28%
  - Disagree: 9%

- **Teachers give timely feedback about student work. (N=42)**
  - Strongly Agree: 45%
  - Agree: 36%
  - Disagree: 5%
  - Strongly Disagree: 14%

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=43)
   - Strongly Agree: 44%
   - Agree: 37%
   - Disagree: 16%

2. Teachers successfully show students how lessons relate to life outside of school. (N=43)
   - Strongly Agree: 63%
   - Agree: 23%
   - Disagree: 12%

3. This school offers a variety of academic courses. (N=43)
   - Strongly Agree: 65%
   - Agree: 26%
   - Disagree: 7%

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=43)
- 84% Strongly Agree
- 16% Agree

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=43)
- 74% Strongly Agree
- 21% Agree

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

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

1. This school offers students a variety of extracurricular activities. (N=42)
   - Strongly Agree: 19%
   - Agree: 29%
   - Disagree: 12%
   - Strongly Disagree: 7%
   - Don't Know: 33%

2. Students receive the support they need to prepare for the future. (N=43)
   - Strongly Agree: 65%
   - Agree: 33%
   - Don't Know: 5%

3. Students in this school receive support that addresses their individual needs. (N=43)
   - Strongly Agree: 53%
   - Agree: 37%
   - Disagree: 5%
   - Don't Know: 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=43)
  - Strongly Agree: 65%
  - Agree: 23%
  - Disagree: 7%
  - Strongly Disagree: 5%
  - Don't Know: 0%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=43)
  - Strongly Agree: 72%
  - Agree: 23%
  - Disagree: 5%
  - 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=43)
  - 70% Strongly Agree
  - 19% Agree
  - 7% Disagree
  - 7% Strongly Disagree
  - 0% Don't Know

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=43)
  - 72% Strongly Agree
  - 16% Agree
  - 7% Disagree
  - 7% Strongly Disagree
  - 0% Don't Know

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=43)
  - 65% Strongly Agree
  - 19% Agree
  - 7% Disagree
  - 7% Strongly Disagree
  - 7% Don't Know

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=41)

- **Strongly Agree**: 24%
- **Agree**: 29%
- **Disagree**: 5%
- **Strongly Disagree**: 41%
- **Don't Know**: 0%

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=41)

- **Strongly Agree**: 32%
- **Agree**: 27%
- **Disagree**: 5%
- **Strongly Disagree**: 37%
- **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=41)
  
  - Strongly Agree: 44%
  - Agree: 29%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 22%

- **This school respects and values input provided by families.**  
  (N=42)
  
  - Strongly Agree: 38%
  - Agree: 26%
  - Disagree: 5%
  - Strongly Disagree: 5%
  - Don't Know: 31%

- **This school uses family input to improve student achievement.**  
  (N=41)
  
  - Strongly Agree: 22%
  - Agree: 20%
  - Disagree: 5%
  - Strongly Disagree: 51%

*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=43)
- Strongly Agree: 63%
- Agree: 33%
- Disagree: 0%
- Strongly Disagree: 0%
- Don’t Know: 0%

All students are aware of the safety and security procedures. (N=43)
- Strongly Agree: 49%
- Agree: 40%
- Disagree: 5%
- Strongly Disagree: 7%
- Don’t Know: 7%

This school is safe. (N=43)
- Strongly Agree: 47%
- Agree: 37%
- Disagree: 9%
- Strongly Disagree: 7%
- Don’t Know: 7%

Student discipline is enforced consistently for all students. (N=41)
- Strongly Agree: 41%
- Agree: 37%
- Disagree: 0%
- Strongly Disagree: 20%
- Don’t Know: 0%

Staff members and students treat each other with respect. (N=43)
- Strongly Agree: 49%
- Agree: 44%
- Disagree: 5%
- Strongly Disagree: 0%
- 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=43)
  - Strongly Agree: 47%
  - Agree: 28%
  - Disagree: 23%

- Bullying is not tolerated. (N=43)
  - Strongly Agree: 56%
  - Agree: 28%
  - Disagree: 12%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=43)
  - Strongly Agree: 53%
  - Agree: 35%
  - 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=41)
- Strongly Agree: 27%
- Agree: 29%
- Disagree: 7%
- Strongly Disagree: 34%

Culturally relevant teaching practices are being implemented in my school. (N=40)
- Strongly Agree: 40%
- Agree: 15%
- Disagree: 5%
- Strongly Disagree: 38%

Equity initiatives are being implemented in my school. (N=41)
- Strongly Agree: 37%
- Agree: 20%
- Disagree: 5%
- Strongly Disagree: 37%

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=41)

- 10 - Extremely Likely: 68%
- 9: 10%
- 8: 15%
- 7: 2%
- 6: 2%
- 5: 2%
- 4: 0%
- 3: 0%
- 2: 0%
- 1: 0%
- 0 - Not at all Likely: 2%

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=55)

10 - Extremely Likely: 53%
9: 11%
8: 11%
7: 11%
6: 2%
5: 2%
4: 4%
3: 7%
1: 0%
0 - Not at all Likely: 2%

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.