
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>26</td>
<td>26</td>
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<td>26</td>
</tr>
</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=26)

Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=26)

I am engaged in my work. (N=26)

My work is interesting. (N=26)

I am motivated to contribute more than what is expected of me. (N=26)

- Strongly Agree
- Agree
- Neither Disagree nor Agree
- Disagree
- Strongly Disagree
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=26)
- Strongly Agree: 54%
- Agree: 27%
- Neither Disagree nor Agree: 12%
- Disagree: 8%
- Strongly Disagree: 0%

I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=26)
- Strongly Agree: 50%
- Agree: 27%
- Neither Disagree nor Agree: 12%
- Disagree: 8%
- Strongly Disagree: 0%

I enjoy working with my direct supervisor. (N=26)
- Strongly Agree: 85%
- Agree: 8%
- Neither Disagree nor Agree: 8%
- Disagree: 0%
- Strongly Disagree: 0%

I am optimistic about the future of Pinellas County Schools. (N=26)
- Strongly Agree: 50%
- Agree: 23%
- Neither Disagree nor Agree: 12%
- Disagree: 12%
- Strongly Disagree: 0%
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=26)

- Strongly Agree: 69%
- Agree: 31%

I know how I can fulfill Pinellas County Schools' mission and vision. (N=26)

- Strongly Agree: 73%
- Agree: 27%

I support the district’s mission and vision. (N=26)

- Strongly Agree: 73%
- Agree: 27%
How strongly do you agree or disagree with the following statements?

The district’s mission and vision is clearly defined. (N=26)

- Strongly Agree: 69%
- Agree: 27%
- Neither Disagree nor Agree: 2%

The district is moving in a direction that reflects our mission and vision. (N=26)

- Strongly Agree: 54%
- Agree: 27%
- Neither Disagree nor Agree: 8%
- Disagree: 8%

I can provide input on how the district accomplishes its mission. (N=26)

- Strongly Agree: 58%
- Agree: 15%
- Neither Disagree nor Agree: 15%
- Disagree: 12%
How strongly do you agree or disagree with the following statements?

1. District leaders’ actions are consistent with their words. (N=26)
   - Strongly Agree: 35%
   - Agree: 15%
   - Neither Disagree nor Agree: 23%
   - Disagree: 19%
   - Strongly Disagree: 8%

2. District leaders understand my professional needs. (N=26)
   - Strongly Agree: 31%
   - Agree: 15%
   - Neither Disagree nor Agree: 15%
   - Disagree: 27%
   - Strongly Disagree: 12%

3. District leaders clearly explain the reasons behind decisions on key issues. (N=26)
   - Strongly Agree: 35%
   - Agree: 12%
   - Neither Disagree nor Agree: 23%
   - Disagree: 23%
   - Strongly Disagree: 8%

4. District leaders encourage employees to share ideas to improve performance. (N=26)
   - Strongly Agree: 35%
   - Agree: 23%
   - Neither Disagree nor Agree: 15%
   - Disagree: 12%
   - Strongly Disagree: 15%

5. District leaders promote a positive work culture. (N=26)
   - Strongly Agree: 35%
   - Agree: 8%
   - Neither Disagree nor Agree: 23%
   - Disagree: 23%
   - Strongly Disagree: 12%
How strongly do you agree or disagree with the following statements?

- The actions of my direct supervisor are consistent with their words. (N=26)
  - Strongly Agree: 85%
  - Agree: 8%
  - Neither Disagree nor Agree: 8%
  - Disagree: 0%
  - Strongly Disagree: 0%

- I can count on the support of my direct supervisor when addressing problems or issues. (N=26)
  - Strongly Agree: 88%
  - Agree: 8%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- I trust my direct supervisor to make good decisions. (N=26)
  - Strongly Agree: 88%
  - Agree: 8%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - Strongly Disagree: 0%

- My direct supervisor clearly communicates their expectations of my job performance. (N=26)
  - Strongly Agree: 85%
  - Agree: 8%
  - Neither Disagree nor Agree: 0%
  - Disagree: 0%
  - 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=26)
  - Strongly Agree: 88%
  - Agree: 88%
  - Neither Disagree nor Agree: 8%
  - Disagree: 0%
  - Strongly Disagree: 0%

- My direct supervisor implements policies fairly in my school or department. (N=26)
  - Strongly Agree: 88%
  - Agree: 88%
  - Neither Disagree nor Agree: 8%
  - Disagree: 0%
  - Strongly Disagree: 0%

- My direct supervisor promotes a positive work culture. (N=26)
  - Strongly Agree: 88%
  - Agree: 88%
  - Neither Disagree nor Agree: 8%
  - Disagree: 0%
  - Strongly Disagree: 0%

- My direct supervisor encourages collaboration within and across teams in my school or department. (N=26)
  - Strongly Agree: 88%
  - Agree: 88%
  - Neither Disagree nor Agree: 8%
  - Disagree: 0%
  - Strongly Disagree: 0%
Feedback and Recognition

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

1. Pinellas County Schools recognizes employees for their high-quality work and accomplishments. (N=26)
   - Strongly Agree: 46%
   - Agree: 19%
   - Neither Disagree nor Agree: 8%
   - Disagree: 12%
   - Strongly Disagree: 15%

2. Staff members are recognized for good performance at my work site. (N=26)
   - Strongly Agree: 88%
   - Agree: 8%
   - Neither Disagree nor Agree: 8%

3. I am recognized for my accomplishments. (N=26)
   - Strongly Agree: 69%
   - Agree: 15%
   - Neither Disagree nor Agree: 8%

4. I feel appreciated for my work. (N=26)
   - Strongly Agree: 77%
   - Agree: 12%
   - Neither Disagree nor Agree: 8%

5. My direct supervisor regularly gives me constructive feedback to improve my performance. (N=26)
   - Strongly Agree: 69%
   - Agree: 19%
   - Neither Disagree nor Agree: 8%
**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=26)</td>
<td>88%</td>
<td>8%</td>
<td></td>
<td>12%</td>
<td>8%</td>
</tr>
<tr>
<td>My colleagues and I are held to high professional standards. (N=26)</td>
<td>96%</td>
<td>8%</td>
<td></td>
<td>12%</td>
<td>8%</td>
</tr>
<tr>
<td>I have the materials I need to do my job. (N=26)</td>
<td>77%</td>
<td>12%</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My colleagues support me. (N=26)</td>
<td>85%</td>
<td>12%</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>My colleagues are committed to their jobs. (N=26)</td>
<td>81%</td>
<td>15%</td>
<td>8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I work in an atmosphere where there is mutual respect among staff. (N=26)</td>
<td>88%</td>
<td>8%</td>
<td></td>
<td>12%</td>
<td>8%</td>
</tr>
</tbody>
</table>
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=26)
  - Strongly Agree: 58%
  - Agree: 27%
  - Neither Disagree nor Agree: 12%
  - Disagree: 12%
  - Strongly Disagree: 0%

- The training I have received from the district has helped me perform my job more effectively. (N=26)
  - Strongly Agree: 46%
  - Agree: 12%
  - Neither Disagree nor Agree: 23%
  - Disagree: 15%
  - Strongly Disagree: 0%

- The training I have received from my worksite has helped me perform my job more effectively. (N=26)
  - Strongly Agree: 62%
  - Agree: 27%
  - Neither Disagree nor Agree: 8%
  - Disagree: 8%
  - Strongly Disagree: 0%

- The district’s professional development supports district initiatives. (N=26)
  - Strongly Agree: 46%
  - Agree: 19%
  - Neither Disagree nor Agree: 23%
  - Disagree: 8%
  - 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=26)
- Strongly Agree: 69%
- Agree: 15%
- Neither Disagree nor Agree: 8%
- Disagree: 8%
- Strongly Disagree: 8%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=26)
- Strongly Agree: 65%
- Agree: 19%
- Neither Disagree nor Agree: 8%
- Disagree: 8%
- Strongly Disagree: 8%
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=26)

- 58% Strongly Agree
- 31% Agree
- 15% Neither Disagree nor Agree
- 0% Disagree
- 0% Strongly Disagree

There are leadership opportunities for me in my school or department. (N=26)

- 62% Strongly Agree
- 19% Agree
- 15% Neither Disagree nor Agree
- 0% Disagree
- 0% Strongly Disagree
How would you rate the overall quality of your school? (N=24)

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=25) - 96% Strongly Agree, 8% Don't Know
- Teachers set high expectations for all students. (N=25) - 92% Strongly Agree, 8% Don't Know
- This school’s learning standards and expectations are clearly explained to students. (N=25) - 92% Strongly Agree, 8% Don't Know
- Students are challenged by their schoolwork. (N=25) - 92% Strongly Agree, 8% Don't Know
- Teachers give timely feedback about student work. (N=25) - 76% Strongly Agree, 20% Agree, 8% Disagree

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

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

Teachers give helpful feedback about student work. (N=25)
- Strongly Agree: 80%
- Agree: 16%
- Strongly Disagree: 0%
- Disagree: 0%
- Don't Know: 20%

Teachers successfully show students how lessons relate to life outside of school. (N=25)
- Strongly Agree: 96%
- Agree: 4%
- Strongly Disagree: 0%
- Disagree: 0%
- Don't Know: 0%

This school offers a variety of academic courses. (N=25)
- Strongly Agree: 84%
- Agree: 16%
- Strongly Disagree: 0%
- 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?

There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem. (N=25)

96%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=25)

96%

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=25)
  - Strongly Agree: 48%
  - Agree: 40%
  - Disagree: 8%

- Students receive the support they need to prepare for the future. (N=25)
  - Strongly Agree: 100%

- Students in this school receive support that addresses their individual needs. (N=25)
  - Strongly Agree: 92%
  - Agree: 8%

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=25)
  - 96% Strongly Agree

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=25)
  - 96% Strongly Agree

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=25)**
  - Strongly Agree: 96%
  - Agree: 96%
  - Disagree: 0%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- **School administrators (principals and assistant principals) are courteous when I have a concern. (N=25)**
  - Strongly Agree: 96%
  - Agree: 96%
  - Disagree: 0%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- **School administrators (principals and assistant principals) are responsive when I have a concern. (N=25)**
  - Strongly Agree: 96%
  - Agree: 96%
  - Disagree: 0%
  - 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?

Families are informed about virtual and/or in-person school-sponsored activities, such as tutoring, after-school programs, and student performances. (N=25)

- Strongly Agree: 100%
- Agree: 96%
- 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=25)

- Strongly Agree: 96%
- Agree: 0%
- 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=25)
  - Strongly Agree: 96%
  - Agree: 3%
  - Disagree: 1%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- This school respects and values input provided by families. (N=25)
  - Strongly Agree: 88%
  - Agree: 9%
  - Disagree: 2%
  - Strongly Disagree: 0%
  - Don't Know: 0%

- This school uses family input to improve student achievement. (N=25)
  - Strongly Agree: 84%
  - Agree: 11%
  - Disagree: 4%
  - Strongly Disagree: 1%
  - Don't Know: 0%

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=25)
  - Strongly Agree: 92%
  - Agree: 8%

- All students are aware of the safety and security procedures. (N=25)
  - Strongly Agree: 92%
  - Agree: 8%

- This school is safe. (N=25)
  - Strongly Agree: 96%
  - Agree: 4%

- Student discipline is enforced consistently for all students. (N=25)
  - Strongly Agree: 96%
  - Agree: 4%

- Staff members and students treat each other with respect. (N=25)
  - Strongly Agree: 88%
  - Agree: 12%

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=25)
  - Strongly Agree: 92%
  - Agree: 8%

- Bullying is not tolerated. (N=25)
  - Strongly Agree: 92%
  - Agree: 8%

- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=25)
  - Strongly Agree: 96%
  - Agree: 4%

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=25)
- Strongly Agree: 68%
- Agree: 28%

Culturally relevant teaching practices are being implemented in my school. (N=25)
- Strongly Agree: 80%
- Agree: 16%

Equity initiatives are being implemented in my school. (N=25)
- Strongly Agree: 72%
- Agree: 24%

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=24)

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=26)

- 10 - Extremely Likely: 50%
- 9: 4%
- 8: 12%
- 7: 12%
- 6: 4%
- 5: 12%
- 4:
- 3:
- 2:
- 1:
- 0 - Not at all Likely: 8%

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.