2020-2021 Employee Engagement and Satisfaction Survey: Seminole High 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>62</td>
<td></td>
<td>62</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=62)</td>
<td>42%</td>
<td>45%</td>
<td>13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=62)</td>
<td>44%</td>
<td>44%</td>
<td>13%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am engaged in my work. (N=62)</td>
<td>66%</td>
<td>31%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>My work is interesting. (N=62)</td>
<td>61%</td>
<td>34%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I am motivated to contribute more than what is expected of me. (N=62)</td>
<td>65%</td>
<td>26%</td>
<td>8%</td>
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<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=62)
  - Strongly Agree: 45%
  - Agree: 39%
  - Neither Disagree nor Agree: 10%
  - Disagree: 6%
  - Strongly Disagree: 5%

- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=62)
  - Strongly Agree: 44%
  - Agree: 32%
  - Neither Disagree nor Agree: 16%
  - Disagree: 6%
  - Strongly Disagree: 5%

- I enjoy working with my direct supervisor. (N=62)
  - Strongly Agree: 52%
  - Agree: 31%
  - Neither Disagree nor Agree: 10%
  - Disagree: 5%
  - Strongly Disagree: 5%

- I am optimistic about the future of Pinellas County Schools. (N=62)
  - Strongly Agree: 44%
  - Agree: 31%
  - Neither Disagree nor Agree: 18%
  - Disagree: 5%
  - Strongly Disagree: 5%
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=61)
  - Strongly Agree: 48%
  - Agree: 44%
  - Neither Disagree nor Agree
  - Disagree: 5%
  - Strongly Disagree

- I know how I can fulfill Pinellas County Schools' mission and vision. (N=61)
  - Strongly Agree: 49%
  - Agree: 43%
  - Neither Disagree nor Agree
  - Disagree: 5%
  - Strongly Disagree

- I support the district’s mission and vision. (N=61)
  - Strongly Agree: 52%
  - Agree: 36%
  - Neither Disagree nor Agree
  - Disagree: 10%
  - Strongly Disagree
How strongly do you agree or disagree with the following statements?

- The district’s mission and vision is clearly defined. (N=61)
  - Strongly Agree: 49%
  - Agree: 36%
  - Neither Disagree nor Agree: 10%
  - Disagree: 0%
  - Strongly Disagree: 0%

- The district is moving in a direction that reflects our mission and vision. (N=60)
  - Strongly Agree: 42%
  - Agree: 40%
  - Neither Disagree nor Agree: 15%
  - Disagree: 0%
  - Strongly Disagree: 0%

- I can provide input on how the district accomplishes its mission. (N=61)
  - Strongly Agree: 31%
  - Agree: 38%
  - Neither Disagree nor Agree: 21%
  - Disagree: 7%
  - Strongly Disagree: 0%
District Leadership

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

- District leaders’ actions are consistent with their words. (N=61)
  - Strongly Agree: 23%
  - Agree: 31%
  - Neither Disagree nor Agree: 25%
  - Disagree: 18%
  - Strongly Disagree: 7%

- District leaders understand my professional needs. (N=60)
  - Strongly Agree: 23%
  - Agree: 28%
  - Neither Disagree nor Agree: 25%
  - Disagree: 18%
  - Strongly Disagree: 5%

- District leaders clearly explain the reasons behind decisions on key issues. (N=61)
  - Strongly Agree: 21%
  - Agree: 28%
  - Neither Disagree nor Agree: 31%
  - Disagree: 16%
  - Strongly Disagree: 8%

- District leaders encourage employees to share ideas to improve performance. (N=61)
  - Strongly Agree: 28%
  - Agree: 30%
  - Neither Disagree nor Agree: 20%
  - Disagree: 15%
  - Strongly Disagree: 7%

- District leaders promote a positive work culture. (N=61)
  - Strongly Agree: 25%
  - Agree: 44%
  - Neither Disagree nor Agree: 25%
  - Disagree: 7%
  - Strongly Disagree: 6%
Worksite Leadership

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

- The actions of my direct supervisor are consistent with their words. (N=61)
  - Strongly Agree: 54%
  - Agree: 18%
  - Neither Disagree nor Agree: 16%
  - Disagree: 8%
  - Strongly Disagree: 0%

- I can count on the support of my direct supervisor when addressing problems or issues. (N=61)
  - Strongly Agree: 54%
  - Agree: 20%
  - Neither Disagree nor Agree: 15%
  - Disagree: 8%
  - Strongly Disagree: 0%

- I trust my direct supervisor to make good decisions. (N=61)
  - Strongly Agree: 48%
  - Agree: 23%
  - Neither Disagree nor Agree: 16%
  - Disagree: 5%
  - Strongly Disagree: 8%

- My direct supervisor clearly communicates their expectations of my job performance. (N=61)
  - Strongly Agree: 54%
  - Agree: 28%
  - Neither Disagree nor Agree: 5%
  - Disagree: 7%
  - Strongly Disagree: 7%
How strongly do you agree or disagree with the following statements?

My direct supervisor effectively communicates about important issues that affect me. (N=61)

- Strongly Agree: 54%
- Agree: 25%
- Neither Disagree nor Agree: 10%
- Disagree: 8%
- Strongly Disagree: 5%

My direct supervisor implements policies fairly in my school or department. (N=61)

- Strongly Agree: 51%
- Agree: 21%
- Neither Disagree nor Agree: 15%
- Disagree: 8%
- Strongly Disagree: 5%

My direct supervisor promotes a positive work culture. (N=61)

- Strongly Agree: 52%
- Agree: 26%
- Neither Disagree nor Agree: 10%
- Disagree: 5%
- Strongly Disagree: 7%

My direct supervisor encourages collaboration within and across teams in my school or department. (N=60)

- Strongly Agree: 55%
- Agree: 27%
- Neither Disagree nor Agree: 10%
- Disagree: 5%
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=62)
  - Strongly Agree: 21%
  - Agree: 45%
  - Neither Disagree nor Agree: 18%
  - Disagree: 10%
  - Strongly Disagree: 6%

- Staff members are recognized for good performance at my work site. (N=62)
  - Strongly Agree: 37%
  - Agree: 39%
  - Neither Disagree nor Agree: 10%
  - Disagree: 10%
  - Strongly Disagree: 5%

- I am recognized for my accomplishments. (N=62)
  - Strongly Agree: 35%
  - Agree: 34%
  - Neither Disagree nor Agree: 18%
  - Disagree: 6%
  - Strongly Disagree: 6%

- I feel appreciated for my work. (N=62)
  - Strongly Agree: 40%
  - Agree: 34%
  - Neither Disagree nor Agree: 10%
  - Disagree: 10%
  - Strongly Disagree: 6%

- My direct supervisor regularly gives me constructive feedback to improve my performance. (N=61)
  - Strongly Agree: 38%
  - Agree: 31%
  - Neither Disagree nor Agree: 15%
  - Disagree: 8%
  - Strongly Disagree: 8%
Work Environment

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

- My colleagues help create a positive work environment. (N=62)
  - Strongly Agree: 47%
  - Agree: 32%
  - Neither Disagree nor Agree: 11%
  - Disagree: 6%

- My colleagues and I are held to high professional standards. (N=62)
  - Strongly Agree: 50%
  - Agree: 37%
  - Neither Disagree nor Agree: 8%
  - Disagree: 5%

- I have the materials I need to do my job. (N=62)
  - Strongly Agree: 34%
  - Agree: 42%
  - Neither Disagree nor Agree: 5%
  - Disagree: 15%
  - Strongly Disagree: 5%

- My colleagues support me. (N=62)
  - Strongly Agree: 53%
  - Agree: 35%
  - Neither Disagree nor Agree: 10%

- My colleagues are committed to their jobs. (N=62)
  - Strongly Agree: 52%
  - Agree: 32%
  - Neither Disagree nor Agree: 11%

- I work in an atmosphere where there is mutual respect among staff. (N=62)
  - Strongly Agree: 45%
  - Agree: 34%
  - Neither Disagree nor Agree: 16%
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=61)
  - Strongly Agree: 46%
  - Agree: 46%
  - Neither Disagree nor Agree: 8%

- The training I have received from the district has helped me perform my job more effectively. (N=60)
  - Strongly Agree: 35%
  - Agree: 38%
  - Neither Disagree nor Agree: 17%
  - Disagree: 8%

- The training I have received from my worksite has helped me perform my job more effectively. (N=61)
  - Strongly Agree: 33%
  - Agree: 41%
  - Neither Disagree nor Agree: 23%

- The district’s professional development supports district initiatives. (N=60)
  - Strongly Agree: 35%
  - Agree: 47%
  - Neither Disagree nor Agree: 13%
  - 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=61)

- Strongly Agree: 46%
- Agree: 39%
- Neither Disagree nor Agree: 10%
- Disagree: 23%
- Strongly Disagree: 5%

My direct supervisor identifies opportunities for my professional growth and improvement. (N=61)

- Strongly Agree: 43%
- Agree: 28%
- Neither Disagree nor Agree: 23%
- Disagree: 5%
- Strongly Disagree: 5%
Career Growth and Training Opportunities (Continued)

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

1. I have the opportunity to provide input for individualizing my own professional development opportunities. (N=61)
   - Strongly Agree: 43%
   - Agree: 34%
   - Neither Disagree nor Agree: 15%
   - Disagree: 5%
   - Strongly Disagree: 0%

2. There are leadership opportunities for me in my school or department. (N=61)
   - Strongly Agree: 38%
   - Agree: 28%
   - Neither Disagree nor Agree: 20%
   - Disagree: 8%
   - Strongly Disagree: 7%
Overall School Quality

How would you rate the overall quality of your school? (N=44)

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=46)**
  - Strongly Agree: 43%
  - Agree: 50%
  - Disagree: 7%

- **Teachers set high expectations for all students. (N=46)**
  - Strongly Agree: 30%
  - Agree: 57%
  - Disagree: 11%

- **This school’s learning standards and expectations are clearly explained to students. (N=46)**
  - Strongly Agree: 33%
  - Agree: 57%
  - Disagree: 11%

- **Students are challenged by their schoolwork. (N=46)**
  - Strongly Agree: 26%
  - Agree: 57%
  - Disagree: 17%

- **Teachers give timely feedback about student work. (N=46)**
  - Strongly Agree: 24%
  - Agree: 59%
  - Disagree: 7%

*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=46)
  - Strongly Agree: 26%
  - Agree: 59%
  - Disagree: 9%
  - Strongly Disagree: 7%

- Teachers successfully show students how lessons relate to life outside of school. (N=46)
  - Strongly Agree: 28%
  - Agree: 52%
  - Disagree: 11%
  - Strongly Disagree: 9%

- This school offers a variety of academic courses. (N=46)
  - Strongly Agree: 39%
  - Agree: 48%
  - Disagree: 11%

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=46)
  - Strongly Agree: 63%
  - Agree: 37%

- There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=46)
  - Strongly Agree: 63%
  - Agree: 33%

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=46)
- Strongly Agree: 67%
- Agree: 30%
- Disagree: 3%

Students receive the support they need to prepare for the future. (N=46)
- Strongly Agree: 41%
- Agree: 41%
- Disagree: 13%

Students in this school receive support that addresses their individual needs. (N=46)
- Strongly Agree: 39%
- Agree: 46%
- 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=46)

- 39% Strongly Agree
- 41% Agree
- 15% Disagree

School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=46)

- 43% Strongly Agree
- 37% Agree
- 13% Disagree

Note: Only school-based staff answered these questions.
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=46)
  - Strongly Agree: 50%
  - Agree: 30%
  - Disagree: 15%
  - Strongly Disagree: 7%
  - Don't Know: 0%

- School administrators (principals and assistant principals) are courteous when I have a concern. (N=46)
  - Strongly Agree: 54%
  - Agree: 35%
  - Disagree: 7%
  - Strongly Disagree: 3%
  - Don't Know: 1%

- School administrators (principals and assistant principals) are responsive when I have a concern. (N=46)
  - Strongly Agree: 50%
  - Agree: 30%
  - Disagree: 15%
  - Strongly Disagree: 7%
  - Don't Know: 0%

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=46)

- Strongly Agree: 46%
- Agree: 46%
- 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=46)

- Strongly Agree: 43%
- Agree: 50%
- 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?

- **Staff members and families treat each other with respect. (N=46)**
  - Strongly Agree: 37%
  - Agree: 43%
  - Disagree: 15%

- **This school respects and values input provided by families. (N=46)**
  - Strongly Agree: 48%
  - Agree: 37%
  - Disagree: 9%
  - Strongly Disagree: 7%

- **This school uses family input to improve student achievement. (N=46)**
  - Strongly Agree: 35%
  - Agree: 37%
  - Disagree: 13%
  - Strongly Disagree: 15%

*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=46)
- Strongly Agree: 52%
- Agree: 46%
- Disagree: 9%

All students are aware of the safety and security procedures. (N=46)
- Strongly Agree: 46%
- Agree: 50%
- Disagree: 9%

This school is safe. (N=46)
- Strongly Agree: 46%
- Agree: 41%
- Disagree: 9%

Student discipline is enforced consistently for all students. (N=46)
- Strongly Agree: 33%
- Agree: 28%
- Disagree: 17%
- Strongly Disagree: 13%
- Don't Know: 9%

Staff members and students treat each other with respect. (N=46)
- Strongly Agree: 28%
- Agree: 48%
- Disagree: 20%

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=46)
  - Strongly Agree: 41%
  - Agree: 30%
  - Disagree: 24%
- Bullying is not tolerated. (N=46)
  - Strongly Agree: 46%
  - Agree: 35%
  - Disagree: 13%
- Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities. (N=46)
  - Strongly Agree: 48%
  - Agree: 39%
  - Disagree: 7%

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=46)
  - Strongly Agree: 43%
  - Agree: 41%
  - Disagree: 9%
  - Strongly Disagree: 7%
  - Don't Know: 7%

- Culturally relevant teaching practices are being implemented in my school. (N=46)
  - Strongly Agree: 35%
  - Agree: 52%
  - Disagree: 9%
  - Strongly Disagree: 9%
  - Don't Know: 9%

- Equity initiatives are being implemented in my school. (N=46)
  - Strongly Agree: 37%
  - Agree: 48%
  - Disagree: 7%
  - Strongly Disagree: 9%
  - Don't Know: 7%

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=46)

- 10 - Extremely Likely: 33%
- 9: 17%
- 8: 11%
- 7: 15%
- 6: 9%
- 5: 9%
- 4: 2%
- 3: 4%
- 2: 0%
- 1: 2%
- 0 - Not at all Likely: 0%

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=62)

- 10 - Extremely Likely: 32%
- 9: 15%
- 8: 13%
- 7: 11%
- 6: 8%
- 5: 13%
- 4: 5%
- 3: 2%
- 2: 2%
- 1: 2%
- 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.