2020-2021 Employee Engagement and Satisfaction Survey: Walsingham Elementary

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>23</td>
<td></td>
<td></td>
<td>23</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=23) 70% Strongly Agree, 22% Agree, 9% Neither Disagree nor Agree, 9% Disagree, 0% Strongly Disagree
- Employment with Pinellas County Schools gives me a feeling of accomplishment. (N=23) 70% Strongly Agree, 26% Agree, 9% Neither Disagree nor Agree, 9% Disagree, 0% Strongly Disagree
- I am engaged in my work. (N=23) 74% Strongly Agree, 26% Agree, 9% Neither Disagree nor Agree, 9% Disagree, 0% Strongly Disagree
- My work is interesting. (N=23) 65% Strongly Agree, 26% Agree, 9% Neither Disagree nor Agree, 9% Disagree, 0% Strongly Disagree
- I am motivated to contribute more than what is expected of me. (N=23) 83% Strongly Agree, 9% Agree, 9% Neither Disagree nor Agree, 9% Disagree, 0% 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=23)
- I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=23)
- I enjoy working with my direct supervisor. (N=23)
- I am optimistic about the future of Pinellas County Schools. (N=23)
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=23)

- Strongly Agree: 70%
- Agree: 22%
- Neither Disagree nor Agree: 9%

I know how I can fulfill Pinellas County Schools' mission and vision. (N=23)

- Strongly Agree: 65%
- Agree: 26%
- Neither Disagree nor Agree: 9%

I support the district’s mission and vision. (N=23)

- Strongly Agree: 65%
- Agree: 22%
- Neither Disagree nor Agree: 13%
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=23)  
- Strongly Agree: 61%  
- Agree: 26%  
- Neither Disagree nor Agree: 9%

The district is moving in a direction that reflects our mission and vision. (N=23)  
- Strongly Agree: 61%  
- Agree: 13%  
- Neither Disagree nor Agree: 13%  
- Disagree: 13%

I can provide input on how the district accomplishes its mission. (N=23)  
- Strongly Agree: 61%  
- Agree: 13%  
- Neither Disagree nor Agree: 22%  
- Disagree: 13%
District Leadership

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

- District leaders’ actions are consistent with their words. (N=23)
  - Strongly Agree: 39%
  - Agree: 39%
  - Neither Disagree nor Agree: 22%
  - Disagree: 9%

- District leaders understand my professional needs. (N=23)
  - Strongly Agree: 30%
  - Agree: 35%
  - Neither Disagree nor Agree: 22%
  - Disagree: 9%

- District leaders clearly explain the reasons behind decisions on key issues. (N=23)
  - Strongly Agree: 30%
  - Agree: 35%
  - Neither Disagree nor Agree: 35%
  - Disagree: 9%

- District leaders encourage employees to share ideas to improve performance. (N=22)
  - Strongly Agree: 41%
  - Agree: 23%
  - Neither Disagree nor Agree: 32%
  - Disagree: 5%

- District leaders promote a positive work culture. (N=23)
  - Strongly Agree: 39%
  - Agree: 30%
  - Neither Disagree nor Agree: 26%
  - 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=23)

I can count on the support of my direct supervisor when addressing problems or issues. (N=23)

I trust my direct supervisor to make good decisions. (N=23)

My direct supervisor clearly communicates their expectations of my job performance. (N=23)
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=23)

- Strongly Agree: 57%
- Agree: 26%
- Neither Disagree nor Agree: 17%

My direct supervisor implements policies fairly in my school or department. (N=23)

- Strongly Agree: 48%
- Agree: 26%
- Neither Disagree nor Agree: 26%

My direct supervisor promotes a positive work culture. (N=23)

- Strongly Agree: 52%
- Agree: 30%
- Neither Disagree nor Agree: 13%

My direct supervisor encourages collaboration within and across teams in my school or department. (N=23)

- Strongly Agree: 65%
- Agree: 17%
- Neither Disagree nor Agree: 17%

- 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=23)
   - Strongly Agree: 35%
   - Agree: 35%
   - Neither Disagree nor Agree: 17%
   - Disagree: 9%
   - Strongly Disagree: 9%

2. Staff members are recognized for good performance at my work site. (N=23)
   - Strongly Agree: 43%
   - Agree: 39%
   - Neither Disagree nor Agree: 9%
   - Disagree: 9%

3. I am recognized for my accomplishments. (N=23)
   - Strongly Agree: 39%
   - Agree: 26%
   - Neither Disagree nor Agree: 26%
   - Disagree: 9%

4. I feel appreciated for my work. (N=23)
   - Strongly Agree: 35%
   - Agree: 30%
   - Neither Disagree nor Agree: 26%

5. My direct supervisor regularly gives me constructive feedback to improve my performance. (N=23)
   - Strongly Agree: 52%
   - Agree: 26%
   - Neither Disagree nor Agree: 22%
How strongly do you agree or disagree with the following statements?

1. My colleagues help create a positive work environment. (N=23) 48% Strongly Agree, 35% Agree, 9% Neither Disagree nor Agree, 9% Disagree
2. My colleagues and I are held to high professional standards. (N=23) 61% Strongly Agree, 30% Agree, 9% Neither Disagree nor Agree, 9% Disagree
3. I have the materials I need to do my job. (N=23) 52% Strongly Agree, 35% Agree, 9% Neither Disagree nor Agree, 9% Disagree
4. My colleagues support me. (N=23) 61% Strongly Agree, 30% Agree, 9% Neither Disagree nor Agree, 9% Disagree
5. My colleagues are committed to their jobs. (N=23) 57% Strongly Agree, 30% Agree, 9% Neither Disagree nor Agree, 9% Disagree
6. I work in an atmosphere where there is mutual respect among staff. (N=23) 48% Strongly Agree, 35% Agree, 13% Neither Disagree nor Agree, 9% Disagree
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=23)
  - Strongly Agree: 57%
  - Agree: 35%
  - Neither Disagree nor Agree: 0%
  - Disagree: 17%
  - Strongly Disagree: 0%

- The training I have received from the district has helped me perform my job more effectively. (N=23)
  - Strongly Agree: 48%
  - Agree: 30%
  - Neither Disagree nor Agree: 4%
  - Disagree: 17%
  - Strongly Disagree: 0%

- The training I have received from my worksite has helped me perform my job more effectively. (N=23)
  - Strongly Agree: 39%
  - Agree: 39%
  - Neither Disagree nor Agree: 3%
  - Disagree: 17%
  - Strongly Disagree: 0%

- The district’s professional development supports district initiatives. (N=23)
  - Strongly Agree: 48%
  - Agree: 43%
  - Neither Disagree nor Agree: 0%
  - Disagree: 17%
  - Strongly Disagree: 0%
Career Growth and Training Opportunities (Continued)

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

1. My direct supervisor encourages continued education and professional growth. (N=23)
   - Strongly Agree: 61%
   - Agree: 26%
   - Neither Disagree nor Agree: 13%

2. My direct supervisor identifies opportunities for my professional growth and improvement. (N=23)
   - Strongly Agree: 52%
   - Agree: 30%
   - Neither Disagree nor Agree: 17%
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=23)

- Strongly Agree: 52%
- Agree: 35%
- Neither Disagree nor Agree: 9%

There are leadership opportunities for me in my school or department. (N=23)

- Strongly Agree: 39%
- Agree: 43%
- Neither Disagree nor Agree: 13%
Overall School Quality

How would you rate the overall quality of your school? (N=18)

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=18) 72% Strongly Agree, 22% Agree, 6% Disagree, 6% Strongly Disagree
- Teachers set high expectations for all students. (N=18) 78% Strongly Agree, 17% Agree, 6% Disagree, 6% Strongly Disagree
- This school’s learning standards and expectations are clearly explained to students. (N=18) 67% Strongly Agree, 28% Agree, 6% Disagree, 6% Strongly Disagree
- Students are challenged by their schoolwork. (N=18) 72% Strongly Agree, 17% Agree, 11% Disagree, 11% Strongly Disagree
- Teachers give timely feedback about student work. (N=18) 61% Strongly Agree, 28% Agree, 28% Disagree, 11% Strongly 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=18)
- Strongly Agree: 72%
- Agree: 17%
- Disagree: 11%

Teachers successfully show students how lessons relate to life outside of school. (N=18)
- Strongly Agree: 56%
- Agree: 33%
- Disagree: 11%

This school offers a variety of academic courses. (N=18)
- Strongly Agree: 44%
- Agree: 44%
- Disagree: 6%
- Strongly Disagree: 6%

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=18)

- Strongly Agree: 72%
- Agree: 28%

There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem. (N=18)

- Strongly Agree: 61%
- Agree: 39%

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=18)
- Strongly Agree: 22%
- Agree: 44%
- Disagree: 17%
- Strongly Disagree: 17%

Students receive the support they need to prepare for the future. (N=18)
- Strongly Agree: 39%
- Agree: 61%

Students in this school receive support that addresses their individual needs. (N=18)
- Strongly Agree: 44%
- Agree: 44%
- 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=18)
  - Strongly Agree: 67%
  - Agree: 33%

- School administrators (principals and assistant principals) clearly communicate the school’s mission and vision. (N=18)
  - Strongly Agree: 72%
  - Agree: 28%

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=18) 72% Strongly Agree, 28% Agree

School administrators (principals and assistant principals) are courteous when I have a concern. (N=18) 72% Strongly Agree, 28% Agree

School administrators (principals and assistant principals) are responsive when I have a concern. (N=18) 78% Strongly Agree, 22% Agree

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=18)
  - Strongly Agree: 83%
  - Agree: 11%
  - Disagree: 6%

- Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night. (N=18)
  - Strongly Agree: 83%
  - Agree: 11%
  - Disagree: 6%

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=18)
  - Strongly Agree: 50%
  - Agree: 44%
  - Disagree: 6%

- This school respects and values input provided by families. (N=18)
  - Strongly Agree: 83%
  - Agree: 17%

- This school uses family input to improve student achievement. (N=18)
  - Strongly Agree: 72%
  - Agree: 28%

*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=18)
  - Strongly Agree: 78%
  - Agree: 22%

- All students are aware of the safety and security procedures. (N=18)
  - Strongly Agree: 78%
  - Agree: 17%
  - Strongly Disagree: 6%

- This school is safe. (N=18)
  - Strongly Agree: 83%
  - Agree: 11%
  - Strongly Disagree: 6%

- Student discipline is enforced consistently for all students. (N=18)
  - Strongly Agree: 44%
  - Agree: 22%
  - Disagree: 28%
  - Strongly Disagree: 6%

- Staff members and students treat each other with respect. (N=18)
  - Strongly Agree: 56%
  - Agree: 33%
  - Disagree: 11%

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=18)
  - Strongly Agree: 72%
  - Agree: 22%
  - Disagree: 6%
  - Don't Know: 6%

- **Bullying is not tolerated.** (N=18)
  - Strongly Agree: 78%
  - Agree: 17%
  - Disagree: 6%
  - Don't Know: 6%

- **Students in this school are treated fairly regardless of their race, culture, religion, sexual orientation, gender, or disabilities.** (N=18)
  - Strongly Agree: 94%
  - Agree: 6%
  - Disagree: 0%
  - Don't Know: 0%

*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=18)
  - Strongly Agree: 56%
  - Agree: 22%
  - Disagree: 6%
  - Strongly Disagree: 17%
  - Don't Know: 6%

- Culturally relevant teaching practices are being implemented in my school. (N=18)
  - Strongly Agree: 67%
  - Agree: 17%
  - Disagree: 6%
  - Strongly Disagree: 11%
  - Don't Know: 6%

- Equity initiatives are being implemented in my school. (N=18)
  - Strongly Agree: 61%
  - Agree: 22%
  - Disagree: 6%
  - Strongly Disagree: 11%
  - Don't Know: 6%

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=18)

- 10 - Extremely Likely: 50%
- 9: 17%
- 8: 11%
- 7: 6%
- 6: 6%
- 5: 6%
- 4: 6%
- 3: 6%
- 2: 6%
- 1: 6%
- 0 - Not at all Likely

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=23)

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