

Pinellas County Schools - Climate Survey 2011

General District Climate

Respondents: School-Based Employees

		School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
I have confidence in the ability of: School Board Members	Agree	30.8%	36.7%	40.0%	72.0%
	Neutral	28.0%	38.7%	25.0%	18.0%
	Disagree	41.3%	24.7%	35.0%	9.9%
	Total N	3370	957	40	161
I have confidence in the ability of: Superintendent	Agree	26.9%	33.6%	32.5%	74.5%
	Neutral	24.0%	34.6%	20.0%	15.5%
	Disagree	49.1%	31.8%	47.5%	9.9%
	Total N	3386	944	40	161
I have confidence in the ability of: Deputy Superintendent	Agree	23.0%	31.5%	26.3%	69.2%
	Neutral	37.2%	44.2%	34.2%	16.4%
	Disagree	39.8%	24.3%	39.5%	14.5%
	Total N	3027	883	38	159
I have confidence in the ability of: Regional Superintendent	Agree	26.9%	35.6%	33.3%	81.2%
	Neutral	34.1%	43.7%	33.3%	12.5%
	Disagree	39.0%	20.7%	33.3%	6.2%
	Total N	3151	885	36	160
I have confidence in the ability of: District Leaders	Agree	25.3%	31.1%	36.8%	75.2%
	Neutral	33.0%	45.3%	28.9%	15.5%
	Disagree	41.7%	23.7%	34.2%	9.3%
	Total N	3208	895	38	161
I am aware of the values of this organization.	Agree	73.0%	75.5%	75.0%	94.5%
	Neutral	13.2%	16.6%	15.0%	1.8%
	Disagree	13.7%	7.9%	10.0%	3.7%
	Total N	3322	948	40	163

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General District Climate

Respondents: School-Based Employees

		School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
I am aware of the vision the district has for the future of this organization.	Agree	56.5%	54.9%	56.4%	88.3%
	Neutral	14.5%	23.7%	15.4%	3.1%
	Disagree	29.0%	21.4%	28.2%	8.6%
	Total N	3315	940	39	163
Our processes and procedures are consistent with our overall strategy.	Agree	32.4%			70.6%
	Neutral	20.9%			12.3%
	Disagree	46.7%			17.2%
	Total N	3277	0	0	163
The way people are managed is consistent with our overall mission.	Agree	24.4%			63.2%
	Neutral	18.7%			14.1%
	Disagree	56.8%			22.7%
	Total N	3307	0	0	163
This organization is efficient and effective at making decisions.	Agree	20.2%	28.6%	26.8%	51.2%
	Neutral	17.2%	29.0%	12.2%	18.5%
	Disagree	62.6%	42.4%	61.0%	30.2%
	Total N	3326	960	41	162
In this organization, high standards of performance are expected.	Agree	69.3%	68.1%	70.7%	88.2%
	Neutral	12.8%	17.7%	14.6%	6.8%
	Disagree	17.9%	14.3%	14.6%	5.0%
	Total N	3325	961	41	161
This organization has a strong focus on achieving positive results.	Agree	58.8%	56.4%	63.4%	91.9%
	Neutral	17.1%	23.7%	17.1%	3.8%
	Disagree	24.0%	19.9%	19.5%	4.4%
	Total N	3315	958	41	160

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General District Climate

Respondents: School-Based Employees

		School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
I have confidence in the ability of my supervisor.	Agree	67.6%	74.9%	67.5%	89.2%
	Neutral	10.4%	10.6%	17.5%	6.4%
	Disagree	22.0%	14.5%	15.0%	4.5%
	Total N	3307	961	40	157
My supervisor gives me help and support.	Agree	69.7%	75.5%	71.8%	91.7%
	Neutral	11.0%	11.1%	15.4%	3.2%
	Disagree	19.3%	13.5%	12.8%	5.1%
	Total N	3299	958	39	157
My supervisor treats me and my work colleagues fairly.	Agree	67.1%	74.3%	76.9%	92.4%
	Neutral	10.7%	9.7%	10.3%	1.9%
	Disagree	22.2%	15.9%	12.8%	5.7%
	Total N	3296	954	39	157
My supervisor listens to what I say.	Agree	70.3%	74.4%	79.5%	91.7%
	Neutral	10.2%	12.2%	15.4%	3.2%
	Disagree	19.5%	13.4%	5.1%	5.1%
	Total N	3291	960	39	157
My supervisor gives feedback on what I'm doing right and where to improve.	Agree	68.8%	72.4%	82.1%	92.4%
	Neutral	11.8%	13.8%	12.8%	1.9%
	Disagree	19.4%	13.9%	5.1%	5.7%
	Total N	3296	959	39	157
This organization is ethical.	Agree	55.2%	63.2%	50.0%	79.2%
	Neutral	22.5%	22.4%	26.3%	10.1%
	Disagree	22.3%	14.3%	23.7%	10.7%
	Total N	3299	955	38	159

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General District Climate

Respondents: School-Based Employees

		School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
This organization is socially responsible.	Agree	52.9%	58.8%	54.1%	76.1%
	Neutral	23.6%	26.8%	29.7%	11.9%
	Disagree	23.5%	14.5%	16.2%	11.9%
	Total N	3287	948	37	159
There is good communication across all sections of this organization.	Agree	27.5%	31.8%	25.6%	48.8%
	Neutral	16.3%	26.5%	20.5%	17.5%
	Disagree	56.2%	41.7%	53.8%	33.8%
	Total N	3322	959	39	160
Knowledge and information are shared throughout this organization.	Agree	38.7%	41.2%	35.0%	62.7%
	Neutral	17.7%	25.2%	27.5%	14.9%
	Disagree	43.6%	33.7%	37.5%	22.4%
	Total N	3314	962	40	161
In this organization, most people follow our policies and procedures.	Agree	60.1%	55.4%	56.4%	82.5%
	Neutral	19.3%	23.7%	17.9%	10.0%
	Disagree	20.6%	20.9%	25.6%	7.5%
	Total N	3295	955	39	160
There is equal opportunity for all staff in this organization.	Agree	45.8%	47.0%	50.0%	71.4%
	Neutral	19.9%	27.3%	22.5%	9.3%
	Disagree	34.3%	25.7%	27.5%	19.3%
	Total N	3274	941	40	161
This organization has effective procedures for handling employee grievances.	Agree	42.2%	46.1%	38.9%	82.5%
	Neutral	27.2%	31.9%	30.6%	9.4%
	Disagree	30.6%	21.9%	30.6%	8.1%
	Total N	2952	893	36	160

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General District Climate

Respondents: School-Based Employees

		School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
Keeping high levels of health and safety is a priority of this organization.	Agree	62.7%	71.5%	61.5%	86.2%
	Neutral	18.5%	18.9%	25.6%	6.9%
	Disagree	18.7%	9.6%	12.8%	6.9%
	Total N	3269	951	39	159
I feel a sense of loyalty and commitment to this organization.	Agree	62.3%	72.3%	74.4%	89.3%
	Neutral	16.9%	16.3%	7.7%	5.0%
	Disagree	20.8%	11.4%	17.9%	5.7%
	Total N	3304	952	39	159
I am proud to tell people that I work for this organization.	Agree	56.7%	71.5%	65.8%	84.6%
	Neutral	22.6%	19.7%	23.7%	10.5%
	Disagree	20.7%	8.8%	10.5%	4.9%
	Total N	3307	951	38	162
I am willing to put in extra effort for this organization.	Agree	75.8%	81.9%	89.5%	96.9%
	Neutral	12.7%	12.4%	7.9%	2.5%
	Disagree	11.5%	5.7%	2.6%	0.6%
	Total N	3227	946	38	159
This organization understands the needs of its customers.	Agree	38.7%	54.1%	43.6%	73.8%
	Neutral	21.0%	23.2%	33.3%	13.8%
	Disagree	40.3%	22.7%	23.1%	12.5%
	Total N	3294	941	39	160
This organization has built a long-term relationship with customers.	Agree	42.8%	55.5%	42.1%	73.1%
	Neutral	25.3%	27.6%	34.2%	17.5%
	Disagree	31.9%	16.9%	23.7%	9.4%
	Total N	3260	931	38	160

Pinellas County Schools - Climate Survey 2011

General District Climate

Respondents: Non School-Based Employees

		Non School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
I have confidence in the ability of: School Board Members	Agree	41.3%	34.1%	32.9%	52.2%
	Neutral	30.7%	32.8%	30.6%	22.4%
	Disagree	28.0%	33.1%	36.5%	25.4%
	Total N	150	299	85	67
I have confidence in the ability of: Superintendent	Agree	34.9%	29.9%	39.3%	61.8%
	Neutral	21.7%	30.6%	23.8%	10.3%
	Disagree	43.4%	39.5%	36.9%	27.9%
	Total N	152	301	84	68
I have confidence in the ability of: Deputy Superintendent	Agree	36.8%	28.1%	40.0%	59.1%
	Neutral	36.1%	41.8%	26.2%	15.2%
	Disagree	27.1%	30.2%	33.8%	25.8%
	Total N	133	285	80	66
I have confidence in the ability of: Regional Superintendent	Agree	45.3%	33.0%	41.8%	53.8%
	Neutral	31.7%	43.4%	31.6%	26.2%
	Disagree	23.0%	23.7%	26.6%	20.0%
	Total N	139	279	79	65
I have confidence in the ability of: District Leaders	Agree	49.7%	33.9%	43.9%	67.6%
	Neutral	31.7%	37.8%	35.4%	19.1%
	Disagree	18.6%	28.3%	20.7%	13.2%
	Total N	145	286	82	68
I am aware of the values of this organization.	Agree	81.5%	79.7%	84.7%	82.6%
	Neutral	6.0%	13.3%	5.9%	7.2%
	Disagree	12.6%	7.0%	9.4%	10.1%
	Total N	151	301	85	69

Pinellas County Schools - Climate Survey 2011

General District Climate

Respondents: Non School-Based Employees

		Non School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
I am aware of the vision the district has for the future of this organization.	Agree	63.3%	61.1%	66.7%	75.4%
	Neutral	12.7%	18.2%	16.7%	7.2%
	Disagree	24.0%	20.6%	16.7%	17.4%
	Total N	150	296	84	69
Our processes and procedures are consistent with our overall strategy.	Agree	37.0%			43.5%
	Neutral	24.7%			18.8%
	Disagree	38.4%			37.7%
	Total N	146	0	0	69
The way people are managed is consistent with our overall mission.	Agree	27.7%			34.8%
	Neutral	19.6%			20.3%
	Disagree	52.7%			44.9%
	Total N	148	0	0	69
This organization is efficient and effective at making decisions.	Agree	20.5%	20.1%	24.7%	23.5%
	Neutral	18.5%	22.4%	23.5%	26.5%
	Disagree	60.9%	57.5%	51.8%	50.0%
	Total N	151	299	85	68
In this organization, high standards of performance are expected.	Agree	74.3%	63.0%	64.3%	73.5%
	Neutral	15.8%	19.7%	19.0%	8.8%
	Disagree	9.9%	17.3%	16.7%	17.6%
	Total N	152	300	84	68
This organization has a strong focus on achieving positive results.	Agree	70.4%	51.3%	51.8%	67.2%
	Neutral	13.8%	25.7%	22.9%	11.9%
	Disagree	15.8%	23.0%	25.3%	20.9%
	Total N	152	300	83	67

Pinellas County Schools - Climate Survey 2011

General District Climate

Respondents: Non School-Based Employees

		Non School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
I have confidence in the ability of my supervisor.	Agree	84.6%	77.0%	78.6%	87.7%
	Neutral	8.7%	10.2%	4.8%	7.7%
	Disagree	6.7%	12.8%	16.7%	4.6%
	Total N	149	304	84	65
My supervisor gives me help and support.	Agree	85.2%	79.3%	78.8%	87.7%
	Neutral	8.1%	8.6%	8.2%	7.7%
	Disagree	6.7%	12.2%	12.9%	4.6%
	Total N	149	304	85	65
My supervisor treats me and my work colleagues fairly.	Agree	84.6%	75.7%	78.8%	90.8%
	Neutral	6.7%	10.2%	8.2%	6.2%
	Disagree	8.7%	14.1%	12.9%	3.1%
	Total N	149	304	85	65
My supervisor listens to what I say.	Agree	87.2%	79.9%	82.4%	89.2%
	Neutral	7.4%	8.6%	7.1%	4.6%
	Disagree	5.4%	11.5%	10.6%	6.2%
	Total N	148	304	85	65
My supervisor gives feedback on what I'm doing right and where to improve.	Agree	84.2%	77.4%	77.6%	81.5%
	Neutral	11.6%	10.0%	7.1%	9.2%
	Disagree	4.1%	12.6%	15.3%	9.2%
	Total N	146	301	85	65
This organization is ethical.	Agree	60.9%	52.0%	54.1%	61.2%
	Neutral	25.2%	25.7%	28.2%	19.4%
	Disagree	13.9%	22.3%	17.6%	19.4%
	Total N	151	300	85	67

Pinellas County Schools - Climate Survey 2011

General District Climate

Respondents: Non School-Based Employees

		Non School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
This organization is socially responsible.	Agree	54.6%	51.7%	58.5%	68.2%
	Neutral	30.9%	33.7%	24.4%	18.2%
	Disagree	14.5%	14.6%	17.1%	13.6%
	Total N	152	294	82	66
There is good communication across all sections of this organization.	Agree	23.7%	19.3%	16.5%	17.6%
	Neutral	17.1%	15.0%	21.2%	25.0%
	Disagree	59.2%	65.8%	62.4%	57.4%
	Total N	152	301	85	68
Knowledge and information are shared throughout this organization.	Agree	32.2%	21.0%	17.6%	32.8%
	Neutral	19.7%	20.0%	27.1%	22.4%
	Disagree	48.0%	59.0%	55.3%	44.8%
	Total N	152	300	85	67
In this organization, most people follow our policies and procedures.	Agree	75.7%	60.5%	61.4%	78.8%
	Neutral	16.2%	23.7%	19.3%	18.2%
	Disagree	8.1%	15.7%	19.3%	3.0%
	Total N	148	299	83	66
There is equal opportunity for all staff in this organization.	Agree	42.3%	35.3%	38.1%	47.8%
	Neutral	26.2%	23.7%	23.8%	28.4%
	Disagree	31.5%	41.0%	38.1%	23.9%
	Total N	149	300	84	67
This organization has effective procedures for handling employee grievances.	Agree	47.6%	36.2%	44.9%	65.6%
	Neutral	33.3%	33.7%	30.8%	17.2%
	Disagree	19.0%	30.1%	24.4%	17.2%
	Total N	126	279	78	64

Pinellas County Schools - Climate Survey 2011

General District Climate

Respondents: Non School-Based Employees

		Non School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
Keeping high levels of health and safety is a priority of this organization.	Agree	71.2%	66.0%	71.1%	86.4%
	Neutral	20.5%	24.8%	19.3%	12.1%
	Disagree	8.2%	9.2%	9.6%	1.5%
	Total N	146	294	83	66
I feel a sense of loyalty and commitment to this organization.	Agree	77.2%	78.0%	72.9%	91.0%
	Neutral	14.8%	14.2%	16.5%	4.5%
	Disagree	8.1%	7.8%	10.6%	4.5%
	Total N	149	296	85	67
I am proud to tell people that I work for this organization.	Agree	68.5%	68.8%	67.1%	85.3%
	Neutral	22.8%	21.9%	23.5%	8.8%
	Disagree	8.7%	9.3%	9.4%	5.9%
	Total N	149	301	85	68
I am willing to put in extra effort for this organization.	Agree	85.8%	83.3%	85.9%	94.0%
	Neutral	9.5%	12.7%	7.1%	3.0%
	Disagree	4.7%	4.0%	7.1%	3.0%
	Total N	148	299	85	67
This organization understands the needs of its customers.	Agree	50.3%	52.9%	48.2%	61.8%
	Neutral	21.2%	25.1%	28.9%	20.6%
	Disagree	28.5%	22.0%	22.9%	17.6%
	Total N	151	295	83	68
This organization has built a long-term relationship with customers.	Agree	50.7%	56.0%	50.0%	67.2%
	Neutral	29.5%	26.5%	28.0%	19.4%
	Disagree	19.9%	17.5%	22.0%	13.4%
	Total N	146	291	82	67

Pinellas County Schools - Climate Survey 2011

General District Climate

Respondents: Non School-Based Employees

		Non School-Based Employees			
		Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
I have confidence in the ability of my co-workers.	Agree	93.3%	85.1%	88.2%	97.0%
	Neutral	2.0%	10.2%	8.2%	3.0%
	Disagree	4.7%	4.6%	3.5%	0.0%
	Total	149	303	85	66
In this organization, there is commitment to ongoing training and development to staff.	Agree	78.5%	67.8%	57.8%	75.0%
	Neutral	12.1%	17.8%	16.9%	10.3%
	Disagree	9.4%	14.4%	25.3%	14.7%
	Total	149	298	83	68
The training and development I've received has improved my performance.	Agree	82.7%	75.1%	58.8%	68.7%
	Neutral	9.3%	16.5%	21.2%	23.9%
	Disagree	8.0%	8.4%	20.0%	7.5%
	Total	150	297	85	67
I have access to the right equipment and technology to do my job well.	Agree	86.2%	78.1%	70.6%	92.4%
	Neutral	6.6%	11.0%	20.0%	6.1%
	Disagree	7.2%	11.0%	9.4%	1.5%
	Total	152	301	85	66
My co-workers make it a priority to do their jobs quickly and efficiently.	Agree	88.6%	77.7%	82.4%	95.5%
	Neutral	8.1%	14.3%	9.4%	4.5%
	Disagree	3.4%	8.0%	8.2%	0.0%
	Total	149	300	85	66
My work gives me a feeling of personal accomplishment.	Agree	84.5%	83.1%	85.7%	92.6%
	Neutral	7.4%	12.2%	9.5%	7.4%
	Disagree	8.1%	4.7%	4.8%	0.0%
	Total	148	296	84	68
Overall, I am satisfied with my job.	Agree	84.0%	77.9%	75.0%	86.6%
	Neutral	7.3%	15.7%	15.5%	10.4%
	Disagree	8.7%	6.4%	9.5%	3.0%
	Total	150	299	84	67

Pinellas County Schools - Climate Survey 2011

General District Climate

Respondents: School-Based & Non School-Based Employees

		School-Based	Non School-Based Employees			
		Administrative Staff	Instructional Staff	Support Staff	Professional Technical Supervisory	Administrative Staff
I am encouraged to give feedback about things that concern me.	Agree	69.1%	52.0%	45.2%	47.1%	58.8%
	Neutral	16.0%	22.4%	24.6%	25.9%	20.6%
	Disagree	14.8%	25.7%	30.2%	27.1%	20.6%
	Total	162	152	301	85	68
I am consulted before decisions that affect me are made.	Agree	59.9%	31.3%	30.4%	28.6%	39.7%
	Neutral	13.6%	20.0%	19.5%	20.2%	20.6%
	Disagree	26.5%	48.7%	50.2%	51.2%	39.7%
	Total	162	150	293	84	68
I have good working relationships with my co-workers.	Agree	99.4%	98.0%	92.9%	97.6%	98.5%
	Neutral	0.0%	1.4%	5.8%	1.2%	1.5%
	Disagree	0.6%	0.7%	1.4%	1.2%	0.0%
	Total	159	147	295	85	65
My co-workers and I work well as a team.	Agree	96.8%	93.8%	86.0%	91.8%	98.4%
	Neutral	1.3%	3.4%	11.0%	4.7%	1.6%
	Disagree	1.9%	2.7%	3.0%	3.5%	0.0%
	Total	157	146	299	85	64
I understand how my job contributes to the overall success of the organization.	Agree	99.4%	96.6%	95.6%	94.1%	98.5%
	Neutral	0.0%	3.4%	3.7%	2.4%	1.5%
	Disagree	0.6%	0.0%	0.7%	3.5%	0.0%
	Total	157	149	298	85	66
The rewards and recognition I receive from this job are fair.	Agree	72.5%	54.7%	44.0%	31.8%	56.1%
	Neutral	11.9%	22.0%	24.2%	32.9%	22.7%
	Disagree	15.6%	23.3%	31.9%	35.3%	21.2%
	Total	160	150	298	85	66