

Pinellas County School Board

Administration Building & Walter Pownall Climate Survey

Results

Assessment, Accountability & Research

July 2014

**Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results**

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Executive Summary

Purpose

The Pinellas County School Board's (PCSB) Assessment, Accountability & Research (AAR) department conducted an online climate survey during the spring of 2014 for Administration Building and Walter Pownall employees. The Office of Assessment, Accountability & Research worked with Superintendent, Dr. Grego, to ensure that information obtained from the survey will provide beneficial information for improving the teaching and learning environment in the district.

This is the second year of surveying Administration Building and Walter Pownall employees as separate entities. The climate survey was administered online in order to minimize cost and provide employees an extended period of time to complete the survey. This year the survey had 27 questions; those questions are compared to the previous year's results.

Methodology

The annual climate survey was e-mailed to all Administration Building and Walter Pownall employees. Assessment, Accountability & Research (AAR) obtained a list of employees (1,023 employees) from PCSB's TERMS system. AAR emailed a memo to the employees' PCSB email addresses with directions and a link to the survey; the survey was open for fourteen days. Out of the 1,023 employees, a total of 343 (33.5%) responded to the survey. This year's response rate is 12% lower than last year's.

Employees rated their agreement levels for each of the statements from the following options: Strongly Agree, Agree, Disagree, and Strongly Disagree. The results were collapsed into Agreement and Disagreement columns. Strongly Agree and Agree responses were aggregated to form the Agreement column; Disagree and Strongly Disagree were aggregated to form the Disagreement column.

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Results

The first question asked respondents to input their job location. There were three options: Administration Building, Walter Pownall, and Other. Table 1 displays the work location of the respondents; Table 2 displays the work location of employees the previous year (2013) for comparison.

Table 1
Employee Job Locations: 2014

Location	#
Administration Building	199
Walter Pownall	117
Other	27
Total	343

Table 2
Employee Job Locations: 2013

Location	#
Administration Building	261
Walter Pownall	164
Other	45
Total	470

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Table 3
Ratings for Items – All Respondents

Items	2014		2013	
	Agreement	Disagreement	Agreement	Disagreement
I am aware of the overall strategy (District Strategic Plan) the district has for this organization.	78.3%	21.7%	73.8%	26.2%
High standards of performance are expected of staff.	86.5%	13.5%	82.4%	17.6%
I believe in the work done by this organization.	92.4%	7.6%	86.4%	13.6%
This organization is ethical.	78.2%	21.8%	74.0%	26.0%
I understand how my job contributes to the overall success of this organization.	97.7%	2.3%	95.9%	4.1%
There is equal opportunity for all staff in this organization.	56.6%	43.4%	62.1%	37.9%
I have access to the right equipment and resources to do my job well.	83.0%	17.0%	84.3%	15.7%
In this organization it is clear who has responsibility for different tasks.	60.8%	39.2%	58.4%	41.6%
This organization makes good use of technology.	70.4%	29.6%	65.7%	34.3%
Keeping high levels of health and safety is a priority of this organization.	88.6%	11.4%	89.6%	10.4%
The buildings, grounds and facilities I use are in good condition.	84.8%	15.2%	88.7%	11.3%
District leaders keep staff informed about what's going on.	58.2%	41.8%	53.4%	46.6%
District leaders listen to other staff.	57.0%	43.0%	57.6%	42.4%
Leaders in this organization are clear about the type of people we need to employ.	64.0%	36.0%	56.7%	43.3%
There is cooperation between different departments in this organization.	65.1%	34.9%	59.4%	40.6%
There is a commitment to ongoing training and development of staff.	75.0%	25.0%	68.7%	31.3%
I am encouraged to give feedback about things that concern me.	69.2%	30.8%	67.9%	32.1%
This organization fulfills its obligations to me.	81.4%	18.6%	73.6%	26.4%
The way my performance is evaluated is fair.	79.8%	20.2%	85.0%	15.0%
My supervisor gives me help and support.	85.3%	14.7%	85.7%	14.3%
I am given opportunities to develop skills needed for career progression.	71.7%	28.3%	58.9%	41.1%
My co-workers and I work well as a team.	90.9%	9.1%	93.0%	7.0%
I feel in control and on top of things at work.	82.3%	17.7%	80.8%	19.2%
Overall, this organization is successful.	83.2%	16.8%	75.6%	24.4%
The way this organization is run has improved over the last year.	64.6%	35.4%	63.9%	36.1%
I feel a sense of loyalty and commitment to this organization.	86.1%	13.9%	88.3%	11.7%
Overall, I am satisfied with my job.	85.0%	15.0%	89.3%	10.7%

Note. Agreement is the combination of "Strongly Agree" and "Agree" responses. Disagreement is the combination of "Disagree" and "Strongly Disagree" responses.

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Table 4
Rating for Items - Administration Building

Items	2014		2013	
	Agreement	Disagreement	Agreement	Disagreement
I am aware of the overall strategy (District Strategic Plan) the district has for this organization.	84.2%	15.8%	74.4%	25.6%
High standards of performance are expected of staff.	89.9%	10.1%	81.9%	18.1%
I believe in the work done by this organization.	94.4%	5.6%	86.9%	13.1%
This organization is ethical.	82.3%	17.7%	71.7%	28.3%
I understand how my job contributes to the overall success of this organization.	98.0%	2.0%	93.8%	6.2%
There is equal opportunity for all staff in this organization.	60.7%	39.3%	58.5%	41.5%
I have access to the right equipment and resources to do my job well.	86.9%	13.1%	86.8%	13.2%
In this organization it is clear who has responsibility for different tasks.	61.7%	38.3%	52.3%	47.7%
This organization makes good use of technology.	73.3%	26.7%	62.5%	37.5%
Keeping high levels of health and safety is a priority of this organization.	89.9%	10.1%	88.1%	11.9%
The buildings, grounds and facilities I use are in good condition.	85.4%	14.6%	87.7%	12.3%
District leaders keep staff informed about what's going on.	69.4%	30.6%	51.0%	49.0%
District leaders listen to other staff.	67.4%	32.6%	57.7%	42.3%
Leaders in this organization are clear about the type of people we need to employ.	65.3%	34.7%	54.2%	45.8%
There is cooperation between different departments in this organization.	69.7%	30.3%	59.2%	40.8%
There is a commitment to ongoing training and development of staff.	81.7%	18.3%	69.0%	31.0%
I am encouraged to give feedback about things that concern me.	74.4%	25.6%	63.0%	37.0%
This organization fulfills its obligations to me.	87.8%	12.2%	72.2%	27.8%
The way my performance is evaluated is fair.	83.3%	16.7%	86.5%	13.5%
My supervisor gives me help and support.	88.3%	11.7%	88.5%	11.5%
I am given opportunities to develop skills needed for career progression.	77.9%	22.1%	57.3%	42.7%
My co-workers and I work well as a team.	93.9%	6.1%	93.7%	6.3%
I feel in control and on top of things at work.	81.7%	18.3%	77.2%	22.8%
Overall, this organization is successful.	86.9%	13.1%	72.1%	27.9%
The way this organization is run has improved over the last year.	73.5%	26.5%	65.6%	34.4%
I feel a sense of loyalty and commitment to this organization.	89.8%	10.2%	87.9%	12.1%
Overall, I am satisfied with my job.	86.7%	13.3%	89.5%	10.5%

Note. Agreement is the combination of "Strongly Agree" and "Agree" responses. Disagreement is the combination of "Disagree" and "Strongly Disagree" responses.

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Table 5
Rating for Items – Walter Pownall

Items	2014		2013	
	Agreement	Disagreement	Agreement	Disagreement
I am aware of the overall strategy (District Strategic Plan) the district has for this organization.	67.5%	32.5%	71.9%	28.1%
High standards of performance are expected of staff.	78.9%	21.1%	80.2%	19.8%
I believe in the work done by this organization.	87.9%	12.1%	84.5%	15.5%
This organization is ethical.	69.0%	31.0%	74.1%	25.9%
I understand how my job contributes to the overall success of this organization.	96.6%	3.4%	98.2%	1.8%
There is equal opportunity for all staff in this organization.	50.0%	50.0%	62.3%	37.7%
I have access to the right equipment and resources to do my job well.	75.9%	24.1%	79.3%	20.7%
In this organization it is clear who has responsibility for different tasks.	58.6%	41.4%	63.2%	36.8%
This organization makes good use of technology.	63.2%	36.8%	66.9%	33.1%
Keeping high levels of health and safety is a priority of this organization.	85.3%	14.7%	90.2%	9.8%
The buildings, grounds and facilities I use are in good condition.	84.6%	15.4%	92.0%	8.0%
District leaders keep staff informed about what's going on.	41.0%	59.0%	56.1%	43.9%
District leaders listen to other staff.	41.2%	58.8%	54.6%	45.4%
Leaders in this organization are clear about the type of people we need to employ.	61.7%	38.3%	56.8%	43.2%
There is cooperation between different departments in this organization.	55.2%	44.8%	59.0%	41.0%
There is a commitment to ongoing training and development of staff.	60.3%	39.7%	64.4%	35.6%
I am encouraged to give feedback about things that concern me.	60.3%	39.7%	73.6%	26.4%
This organization fulfills its obligations to me.	69.8%	30.2%	73.0%	27.0%
The way my performance is evaluated is fair.	72.4%	27.6%	81.0%	19.0%
My supervisor gives me help and support.	77.6%	22.4%	78.0%	22.0%
I am given opportunities to develop skills needed for career progression.	58.1%	41.9%	56.3%	43.7%
My co-workers and I work well as a team.	86.3%	13.7%	92.5%	7.5%
I feel in control and on top of things at work.	80.0%	20.0%	83.6%	16.4%
Overall, this organization is successful.	75.7%	24.3%	78.7%	21.3%
The way this organization is run has improved over the last year.	49.1%	50.9%	57.5%	42.5%
I feel a sense of loyalty and commitment to this organization.	78.4%	21.6%	87.3%	12.7%
Overall, I am satisfied with my job.	81.0%	19.0%	87.1%	12.9%

Note. Agreement is the combination of "Strongly Agree" and "Agree" responses. Disagreement is the combination of "Disagree" and "Strongly Disagree" responses.

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Table 6
Rating for Items – Other

Items	2014		2013	
	Agreement	Disagreement	Agreement	Disagreement
I am aware of the overall strategy (District Strategic Plan) the district has for this organization.	81.5%	18.5%	77.3%	22.7%
High standards of performance are expected of staff.	92.6%	7.4%	93.2%	6.8%
I believe in the work done by this organization.	96.3%	3.7%	91.1%	8.9%
This organization is ethical.	88.5%	11.5%	86.4%	13.6%
I understand how my job contributes to the overall success of this organization.	100.0%	0.0%	100.0%	0.0%
There is equal opportunity for all staff in this organization.	55.6%	44.4%	81.8%	18.2%
I have access to the right equipment and resources to do my job well.	85.2%	14.8%	88.9%	11.1%
In this organization it is clear who has responsibility for different tasks.	63.0%	37.0%	75.6%	24.4%
This organization makes good use of technology.	80.8%	19.2%	79.5%	20.5%
Keeping high levels of health and safety is a priority of this organization.	92.6%	7.4%	95.6%	4.4%
The buildings, grounds and facilities I use are in good condition.	81.5%	18.5%	82.2%	17.8%
District leaders keep staff informed about what's going on.	51.9%	48.1%	58.1%	41.9%
District leaders listen to other staff.	50.0%	50.0%	67.4%	32.6%
Leaders in this organization are clear about the type of people we need to employ.	65.4%	34.6%	70.5%	29.5%
There is cooperation between different departments in this organization.	74.1%	25.9%	62.2%	37.8%
There is a commitment to ongoing training and development of staff.	88.9%	11.1%	82.2%	17.8%
I am encouraged to give feedback about things that concern me.	70.4%	29.6%	75.0%	25.0%
This organization fulfills its obligations to me.	85.2%	14.8%	84.1%	15.9%
The way my performance is evaluated is fair.	85.2%	14.8%	91.1%	8.9%
My supervisor gives me help and support.	96.3%	3.7%	97.8%	2.2%
I am given opportunities to develop skills needed for career progression.	85.2%	14.8%	77.3%	22.7%
My co-workers and I work well as a team.	88.9%	11.1%	91.1%	8.9%
I feel in control and on top of things at work.	96.3%	3.7%	91.1%	8.9%
Overall, this organization is successful.	88.9%	11.1%	84.1%	15.9%
The way this organization is run has improved over the last year.	66.7%	33.3%	77.3%	22.7%
I feel a sense of loyalty and commitment to this organization.	92.3%	7.7%	95.1%	4.9%
Overall, I am satisfied with my job.	88.9%	11.1%	95.6%	4.4%

Note. Agreement is the combination of "Strongly Agree" and "Agree" responses. Disagreement is the combination of "Disagree" and "Strongly Disagree" responses.

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At the end of the survey, employees were given the opportunity to add comments about any of the survey topics. The comments section was limited to 500 characters. Comments are collected and presented as written; AAR does not edit the comments. Table 7 contains the 117 comments expressed by the Administration Building and Walter Pownall employees.

Table 7

Comments from the Climate Survey

Comments:

- all employees should have to give same amt. of notice when asking for vacation/personnel time off.
- Although this was a challenging year I believe Dr. Grant has built a vision among our staff for improving the positive outcomes for our students including graduation and employability.
- An option of ""somewhat agree"" should be added.
- As for the facilities condition - I feel the bathrooms really need work and to be kept cleaner.
- As systems change we need more education on the changes. Not everyone gets the training for all technology
- Bathrooms on the second floor never work correctly.. sink leaks and toilets need to be flushed several times... technology is not as user friendly as it could be.. our website is certainly not user friendly....not up to date at all....
- Carol Norton-HR Director is the biggest liar I know. How she ever got her job is beyond me.
- communication can be improved greatly
- Cooperation between departments is laughable. No one communicates or discusses things before decisions are made. Turf wars are common.
- Dept. should pay for ALL applicable staff (not just 2 out of 3) to go to important trainings (i.e. DOE conference, Focus conference) when it directly impacts their job knowledge and performance. This should be a basic cost of continuing education.
- Disappointed w/Sup't.He's doing whatever he wants/not following the rules.He's not a good person.He is surrounding himself w/his friends so he can get away with it rather than putting the best person qualified. Board not doing anything to stop him & I want to vote them all out.We have an environment of poor moral & people afraid of losing their job.Supv are stretched too thin/don't really know what is going on.Not many computer classes anymore. I'm not happy we're going to Common Core.
- District continues to work in silos. We are not united in all working toward common goals.
- District has a Super. and Dpty Super, running the business side of district who have no experience or knowledge of running a business. Evidence: Unqualified person in charge of dept's such as TIS and Operations resulting in exodus of employees. Mised School Board. No exit interviews to find out why. Showing an uncaring attitude. Inept management leads to mediocrity! The Super. continues to make decisions before considering costs and does not show data supporting the investment. Fear of Super.

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Comments:

- District web site needs update & many school web sites haven't been updated for years. TIS needs more people to do the job well. Communication is lacking and most knowledge still comes from reading Gradebook. Like to see us give consideration to year round school; 9 weeks on and one week off. No costly summer programs to help prevent learning losses over long summer and less burnout for staff & students. It would save substantial \$\$ in sub costs and summer programs alone.
- Dr. Brimm is the best leader.
- Dr. Debbie Vanderwoude is one of the most understanding, caring, and wonderful principals/directors I have ever worked for!!! She
- Dr. Seymour Brown is an excellent director
- Even though we say we have the student's wellbeing in mind, we blindly and irresponsibly spend district funds without regard for how it will impact the overall health of our organization. It takes a team effort to educate our students and support staff should be considered as just as essential as teaching staff. We are undermining the foundation and it will eventually come down and those we are here to serve will suffer.
- Every dept. should follow same rules for sick,vac.,per. time off.
- For myself, due to unethical interview practices,there has no been no opportunity for advancement, regardless of many years of experience and education.
- Greatly appreciate opportunities for professional development; Leadership U outstanding. Working with a great team of people.
- Hopefully we can keep the present leadership which will result in more consistent communication to all. Good things are happening for PCS - morale is higher - we must keep moving forward with that.
- I am very impressed with the positive leadership in the HR Department. All of the HR supervisors have an open door policy and they care about their team.
- I believe salary increases would encourage employees to stay in their positions longer. Also, advertising a pay range for hiring is misleading.
- I continue to work way outside my job discription. I continue to recieve an unfair compentation. So far efforts to request a job evaluation are too slow and I have been lied to.
- I don't understand how a person who knows very little about technology and how our district technology works is given the top job, Assistant Superintendent to Technology & Information Systems. We have lost a lot of good people because of low confidence.
- I dont feel survey questions can really reflect how employees feel. There should be a larger comment box.
- I feel the communication between management and workers is the worst I have seen in the 9 year's I've been here. We have no idea what is planed for some days. I am told I can't get tools I need because there is no money but other shops get whatever they need? I love whqt I do but without support it gets frustrating. In my 9 years here I have never seen such a poor morale for every hard working man and women trying to do their best!
- I feel there needs to be more communication between departments. It appears that often times departments only see their portion in the big picture.
- I have been a Secretary II for over 20 years and I don't believe this level has ever been evaluated and/or reviewed like several of the other levels for support staff. I think I can safely say that there are very few of us even left. They have been given different titles which has given them better wages. It is definitely something that needs to be looked at. There are Clerk Specs working for Supervisors instead of Secretaries which raises their pay because of the their level.

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Comments:

- I have extreme pride in Pinellas County Schools. I wish my director was more professional in her dealings with employees in my department and showed more respect for the district, administrators and the superintendent.
- I have seen some employees get promotions because of who they know instead of what they know. I also feel that many departments like to "pass the buck" because they seem to be unclear of their responsibilities. Many departments still work in "silos".
- I just wish that all schools could have their own nurse.
- I think more thought and vetting is needed before making department/personnel changes. Too many times, in the past and even now, changes have been made without a thorough understanding of the consequences.
- I think this district is moving in such a positive direction and want to express my appreciation to all senior leadership!
- I was completely loyal to this district for close to a decade, until it was time for the district to show that loyalty back and instead I (along with my entire department) was fired by someone who has no clue what she is doing (and is vindictive in how she deals with people). I am glad that I am still here, and I will do my job to the best of my abilities, but the district needs to earn that loyalty back.
- I was glad to see the School Board extended Dr. Grego's contract. This district needs a strong leader and stability in key positions. I fully expect to see improvements over the next five years.
- I would like HR to be more clear about work hours for instructional and noninstructional staff both for the summer and regular school year. There are instructional staff members and the "one size" fits all emails sent out about hours causes confusion.
- I would like to see more of an effort to bring bus drivers and other entry level employees onboard with using e-mail for information updates. This would save all the printing and posting of notices we must do. We also need to make a better effort of conserving paper and recycling at district facilities outside of the schools.
- I would recommend the District take a very close look at The Walter Pownall Service Center starting with the director. Favoritism and mismanagement are rampant. We are not provided with adequate uniforms to protect us from the sun ! !
- In the last couple of years this place has gotten worse, there is know consistently from shop to shop, foremen and managers are a joke at best. I see know future in working here.
- It would be great if administrators would ask for suggestions on how to improve things that are not working and then DO SOMETHING ABOUT IT! Too often new ways of work are mandated by administration but NEVER ask if this new way of work is positive or negative. What ever happened to PDSA?
- It's a shame that we are making less money than we did years ago. Employees need more money to live!
- Lack of communication is a BIG factor. Decisions made with no input from affected depts; info is sent out to schools & not to affected depts who need to know first. It makes us look like incompetent.
- leaders do not help us improve. Only certain people get the promotions. We never see our leaders from up front. LEADERSHIP?
- little or no training is provided and if it is only for a select group individuals, Not alot cooperation between departments little or no communicate what affect there decisions have on other departments.
- More teachers less Administrators. New administrators getting raises really. I know lets steal from new teachers and teachers aids to pay for directors. Talk about stealing time from students.

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Comments:

- My answers are assuming that organization is PCSB but my satisfaction is due to my department's organization and leadership. There is always room for improvement, but the leaders in my department(TIS) and my coworkers work very diligently to ensure that district tech needs are met and we as a support team have tools available and training available.
- My last two comments are most based out of my relationship with my supervisor, who makes my job confusing by her lack of clear direction, changing viewpoints, and values that don't match the rest of our department. Dr. Grego has been a great asset to our district.
- My management staff & supervisor have know idea how much I do or how long it take to complete daily weekly monthly quarterly yearly task and job assignments. Someone needs to look into that. I am a high efficiency performer when it comes to my jog and can and have multi tasked for 15 years with the school system. the have outrageous expectations because they don't know what my job is. I am a success story for Pinellas county schools I went through the event start program and got my diploma
- Needed more options, many time I see the answer as slightly agree or disagree.
- no job training or upated job information for development and that is very disturbing due to the nature of our work..
- Not enough Apple training in TIS
- Nothing can really be stated in 500 characters.
- On the disagrees I feel the TIS or MIS is a mess.. Our SRS and FOCUS are a mess... TIS does not communicate within that dept. which makes are job harder because programs do not work properly. Restrooms need to be redone. Wish survey had more questins on job descriptions and promotions.
- Our new leadership provides clear direction with high expectations. While the work demands exceed our resources, we feel valued and dedicated to the mission and goals of the District. Since we are all here for the students, it would have been nice to have a few questions that included students as the focus.
- Our tools and processes are selected by supervisors, planners and buyers sitting in AC, not out in the real world! Health, safety, and working conditions dictated to us, only a few will listen and help! Work orders are in supervisor's office, health/safety/maintenance issues not completed in timely manner.
- Overall I love my job and enjoy doing it. We need help from the organization to become a Trade With Equal Pay. Thank you.
- Overall the organization is doing a good job. But when you look at some individual departments, there can be less of a commitment to support the expectations and needs of the children involved with this department.
- pay and benefits are way bellow other districts and industry standard for our job classification and requirements, sometimes I fell like they treat us like a low class uneducated individuals just because we are trade people.
- pay is not keeping up with my cosy of living
- People definetly have responsibilities but are not held accountable. Too many second chances for incompetency.
- Raises should not be based on the job title but the evaluations of the employee. Upper management should get pay scales eliminated when the lowers scales arent
- Respect and communication should be a goal

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Comments:

- School syst. is a microcosm of society. Divide between the haves and have nots is getting larger. Our 'leaders' don't lead, they manage. They don't accept feedback or take input. They want to delegate to a bunch of 'Yes' men. We waste a lot on technology buying overlapping programs or things that don't do what we really want them to. We always jump on the latest thing rather than proven systems. Training opportunities are not equitable. Neither are expectations for performance.
- Secretaries in my area are performing as Secretary/Bookkeepers but are titled and paid as Secretary II. Very unfair. Several of us are performing the job of 2-3 people. Someone needs to seriously look into this.
- Sometimes it is difficult to understand who is in charge of specific tasks, new projects.
- Staff that, ""Don't make waves"" are treated more than fairly. Staff that raise concerns that management would rather ignore are treated unfairly. This sends the message that one should keep mum to avoid retaliation, therefore the needed feedback is suppressed (by design).
- Technology is a huge factor we need better technology, also need more money instead of cutting the budget more and more every year
- the admin bldg affects employees health and the issue is brushed over
- The air in Adm. Bldg. is very bad. A lot of us are going to Allergist for the treatment of Mildew, Dust etc. Also the temperature is not regulated properly. I should not have to wear an extra sweater all year to keep warm.
- The appraisal system needs to be looked at. There should be merit increases for a job well done, not across the board. Noe performing employees get the same raise as employee that work very hard. Private indutry uses the evaluation for raises. The union needs to get on board with his.
- The bathrooms in the building are filthy and a disgrace for employees and visitors to use.
- The biggest obstacles are timelines and trying to be in too many places at one time.
- The communications is lack. We all need to work on this and improve this thur out the district
- the decision to divide to district into 3 zones was made without any input from people that it would effect the most
- The grounds of the Admin building are an embarrasment. Plant beds are filled with weeds or are dead. Bathroom floors are dirty. Halls in atrium are used as storage.
- the job and people work well as a team
- The ones I disagreed on are not necessarily disagreed. There is no N/A.
- The payscale for the workers is overall to low, Including myself the pay is so low there is no retention unless you are a 30+ year employee.
- The rate of pay scale for secretaries is not fair. It needs to be changed. My pay should be determined by my job performance, evaluations and years of dedicated service, not the title of the person I work for. After 11 years in the same positon my pay has only increased by less than \$2.00. I will never reach my median range let alone the top range of pay which is what I strongly feel I should be making at this time because of my dedication and quality job service.
- The supervisors of diffrent departments should be compensated above the level of the highest paid tradesman in his/her shop
- The training for career progression is available however without experience in the position an employee is deemed not qualified.
- There are a few who will not respond to emails. That is frustrating. They either don't know the answers or are too busy to find out and respond. There are others who are very helpful.

**Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results**

Comments:

- There are far too many people in this district not doing their job & getting away with it. District does not take into consideration the long standing employees who have work knowledge and experience to do a job that now requires a 4 year degree. Work experience should account for something instead of hiring people from the outside with a degree and no experience in the district. And then expect those individuals to train the outsiders!!!
- There are not opportunities to correct processes that do not work. Employees who do not do a good job are not reprimanded or made to meet certain expectations. Supervisors have several laptops, tablets... equipment that could be put to use in classrooms.
- There is a bunch of wonderful people at WPSC who are loyal workers and are doing the right thing for the tax payers but the public seems to only here about the negative stuff, we need to blow our own horn sometimes and show off the good things that happen around here specially with the small force we have left because of down sizing.
- There is a lack of respect and support for all Support Personnel at the school level and departments. It seems when the decision to cut jobs is addressed the first place that the district cuts are the support positions, especially at the schools. It is so important to have full staff in the front offices of all our schools. Support Personnel play a vital roll in the school system.
- There is a severe lack of training in technology, particularly for Apple computers and those who have to work on them.
- There is poor communication with management and the worker bees. Words fall on deaf ears! Moral is very low in the Maintenance department!!
- There is still room for improvement to the building. Seems full of Mold!
- There needs to be a better way to get rid of ""bad employees"", the system allows them to get away with doing nothing.
- THERE NEEDS TO BE BETTER COMMUNICATION BETWEEN THE MAINTENANCE DEPARTMENT AND FDC DEPARTMENT . THIS HAS BEEN A BIG PROBLEM THE 27 YEARS I HAVE WORKED HERE . WE NEED TO GET RID OF THE ELKE WORK ORDER SYSTEM AND GO WITH SOMETHING THAT IS UP TO DATE .
- there needs to be more accountability and consequences
- There needs to be more opportunities for advancement for support staff.
- This box will not accept a comment.
- This building is not healthy. Many employees have issues with their eyes and allergies aggravated when in this building.
- This department is divided between the haves and the have nots, It is also riddled with false instruments issued by management..
- This district has offered employees opportunities for training and professional growth and it is up to the individual employee to participate in the trainings for their own advancement. If they do not take advantage, it is their own fault. I have been very fortunate to have administrators who encouraged the professional and personal growth throughout my career.
- This is a great place to work but, I feel that we are under staff and need to start rebuilding our manpower
- This is the best place I have ever worked.
- This org is the worst I have worked for. The only reason I stay is because I am committed to retirement. TOTALLY DISFUNCTIONAL ORGANIZATION.

**Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results**

Comments:

- This organization needs a COO (Chief Operating Officer) to review the working business side of this place. Every task has a myriad of 'secret' codes that multiple people in different depts have one tiny piece of the equation. NO ONE knows the whole function - how it works/DOES NOT work together. This causes wasted TIME & MONEY. IF this was a private business - we would have to close the doors in 6 days because of the LACK of EFFICIENCY in our business processes!
- This position is called a paraprofessional position, yet the responsibilities far surpass those of a para. I feel if the position were changed to allow for better pay we would be able to employ more qualified people. The last position filled was turned down by the 4 most qualified people. Although supervision is provided in office, many things come up when we are on home visits that are best dealt with at that moment. However, most of our staff does not have the skill set necessary to do so.
- This school district has improved dramatically in the last 18 months and it is evident that we are headed in the right direction.
- To start, I have only been here 1 year, and I love my job. Air conditioning- my office tends to be too warm- the air is often stale. TERMS should be replaced by an easier-more useful program. I do not work with a team. My position was unknown to anyone other than the person that did it. My supervisor tries to help and is very supportive, but can't. DOE is requires reports, but does not supply data timely. Staff here work very hard & take pride in their work!
- too many clicks and preferred treatment of certain employees, pay is not at all adequate and the insurance is pathetic
- tThe 3 areas @ wpac is an example of mgt, poor communication skills!!!.
- We are like a light shinning in darkness, if our light has burn out it's time to revive it. What's at stake here is our kids, young and old, we should always focus on the mission and not our personal duties to one another. I feel this system has promoted and hired ""as a buddy system"" and not as individuals are qualified for the position in question. I also would like to see and hear about more opportunities for improvement rather than ""finger pointing"" why things aren't improving.
- We need a district committment to provide training for all employees and unify on a single computer platform to aid the learning process for our staff and students.
- when i take issues to my manager it go's no further only pushed to the side untill it is forgotten, I can only get things done if i write a e mail bypassing my manager. also I have worked for the school district for over 6 years and have only received 1 small pay raise I now am bringing home less money than the day I started, you however (adinastrators) seem to get regular raises, how is that fair?
- When managment makes a diction for the organization. Then all departments working under that division should be included. And their NOT! Saftey and well being of students are very important. And so is saftey and well being of staff. Some depts. get funding for everthing they need. And some depts. get no funding at all. IS THIS FAIR? Something has to give or the moral will get nothing but worse. If this continue to happen then the moral declines fast. Thankyou.
- While I feel that I am in control and on top of things at work it would be better if there were more people in our department to help lighten the workload. There are only 2 of us and it is difficult to complete every task without having to work on things at home because there are just not enough hours in the day.

**Pinellas County School Board
Administration Building & Walter Pownall Climate Survey Results**

Comments:

- Why is it that when a Transportation employee gets into an accident they get points on there licence and could be fired and all other employees can do thousands of dollars in damage to a vehicle and laugh about it and not even be sent for a drug test. This is suppose to be a drug free work place and after emplyment transpotation is the only dept. that does random drug and aclohol testing. It should be accross the board!
 - Wish they would really look into a salary study
 - wpssc one manager not well liked and very inefficient should be terminated
 - You have many more people just waiting to jump ship due to terrible leadership & financial mistreatment of employees. The job market is back yet the district decided to save money instead of offering fair wages for fair work. I'm extremely disappointed in the district and want to take my grievances to the Pinellas County government & media but am one wrong move from being homeless. Treat us right!
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