

# Employee Survey: Highland Lakes Elementary

## Results

2021-2022 School Year



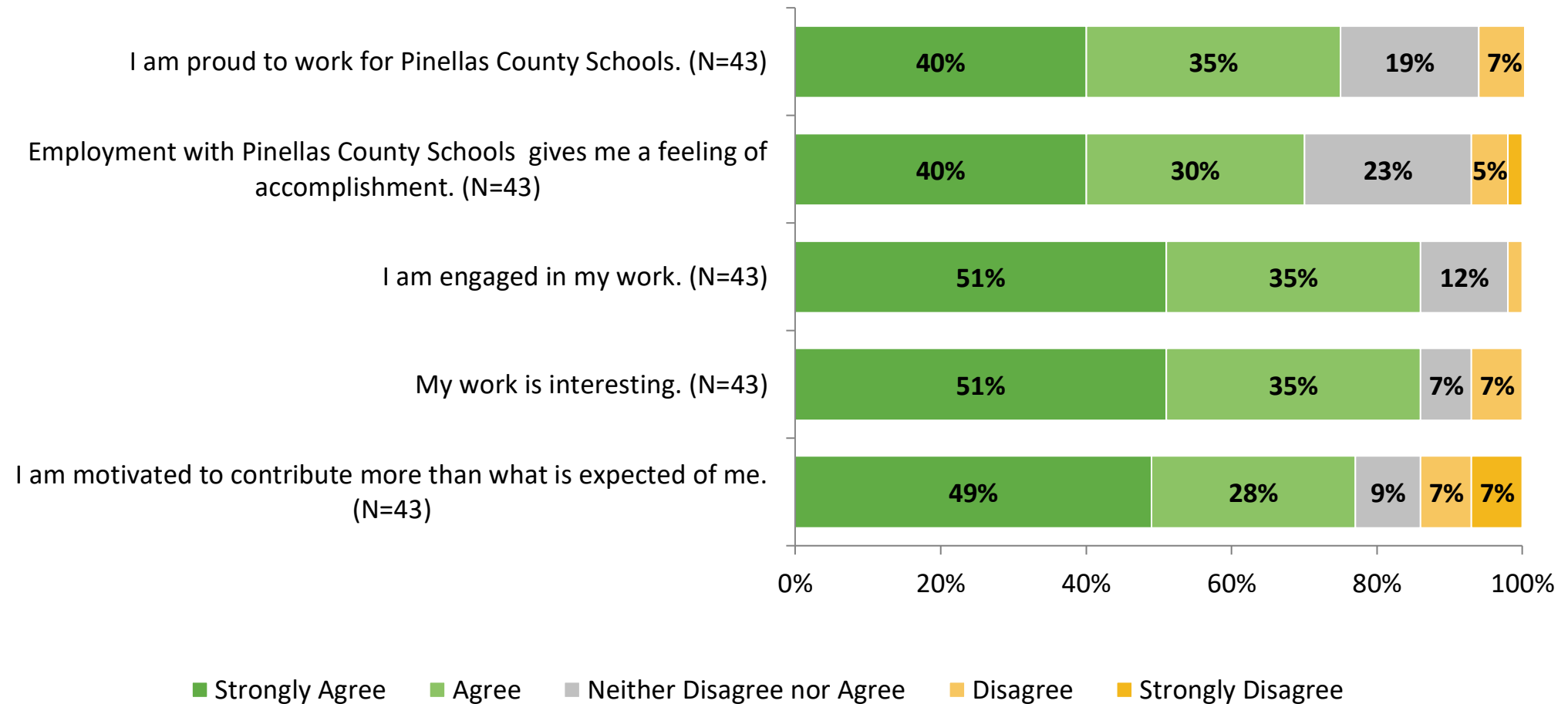
# Participation

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Responding Group	Number of Invitations Delivered (NMax)	Number of Responses (N)	Response Rate	Total Responses
Staff Members		43		43

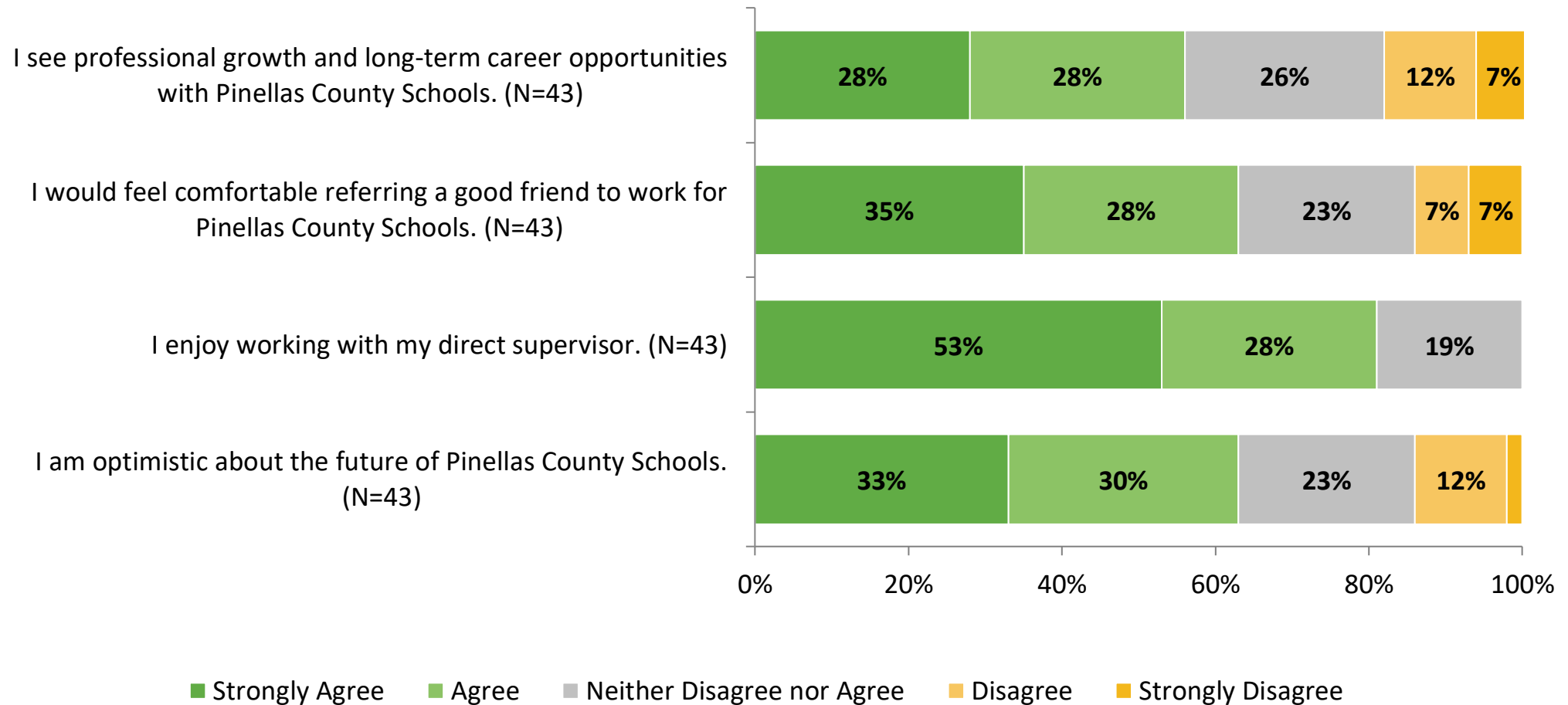
# Overall Engagement

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



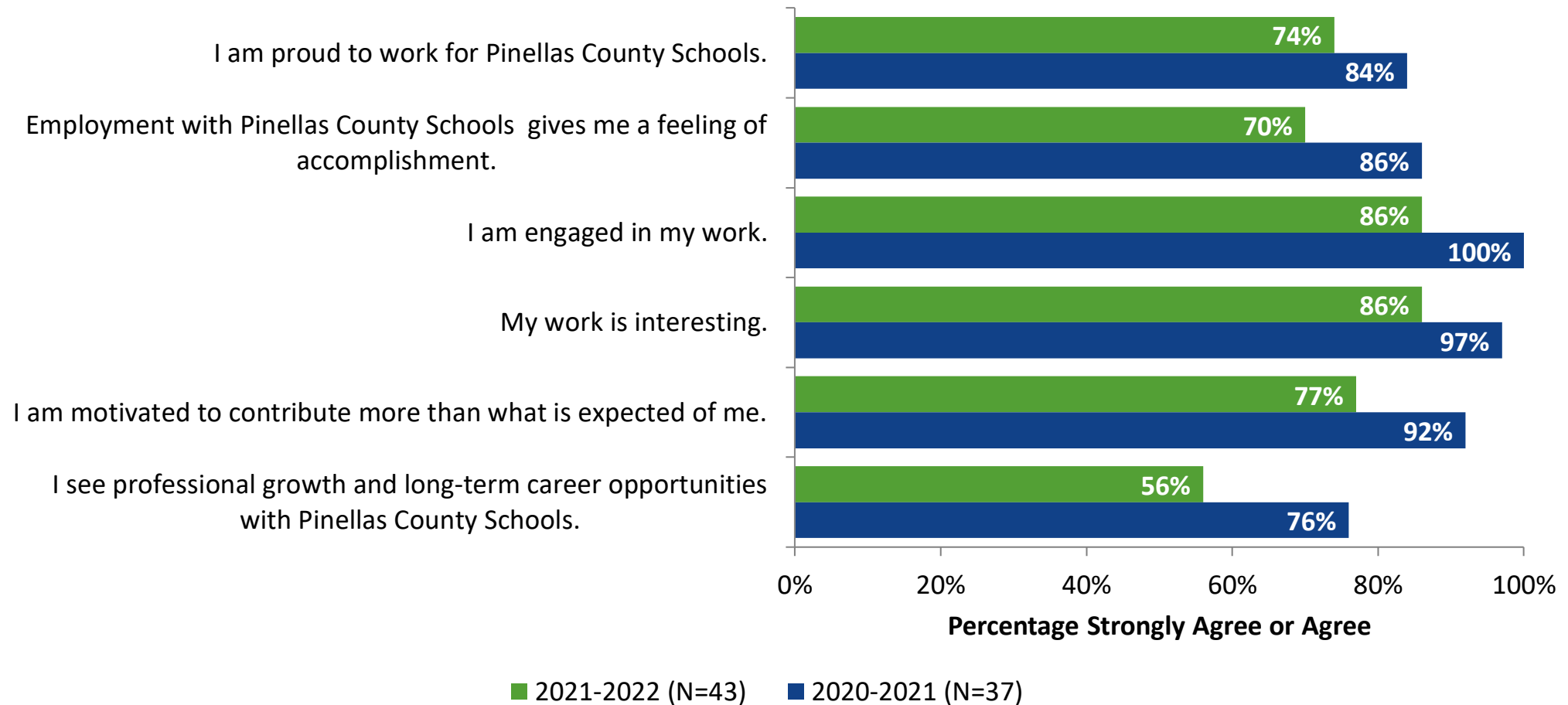
# Overall Engagement (Continued)

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



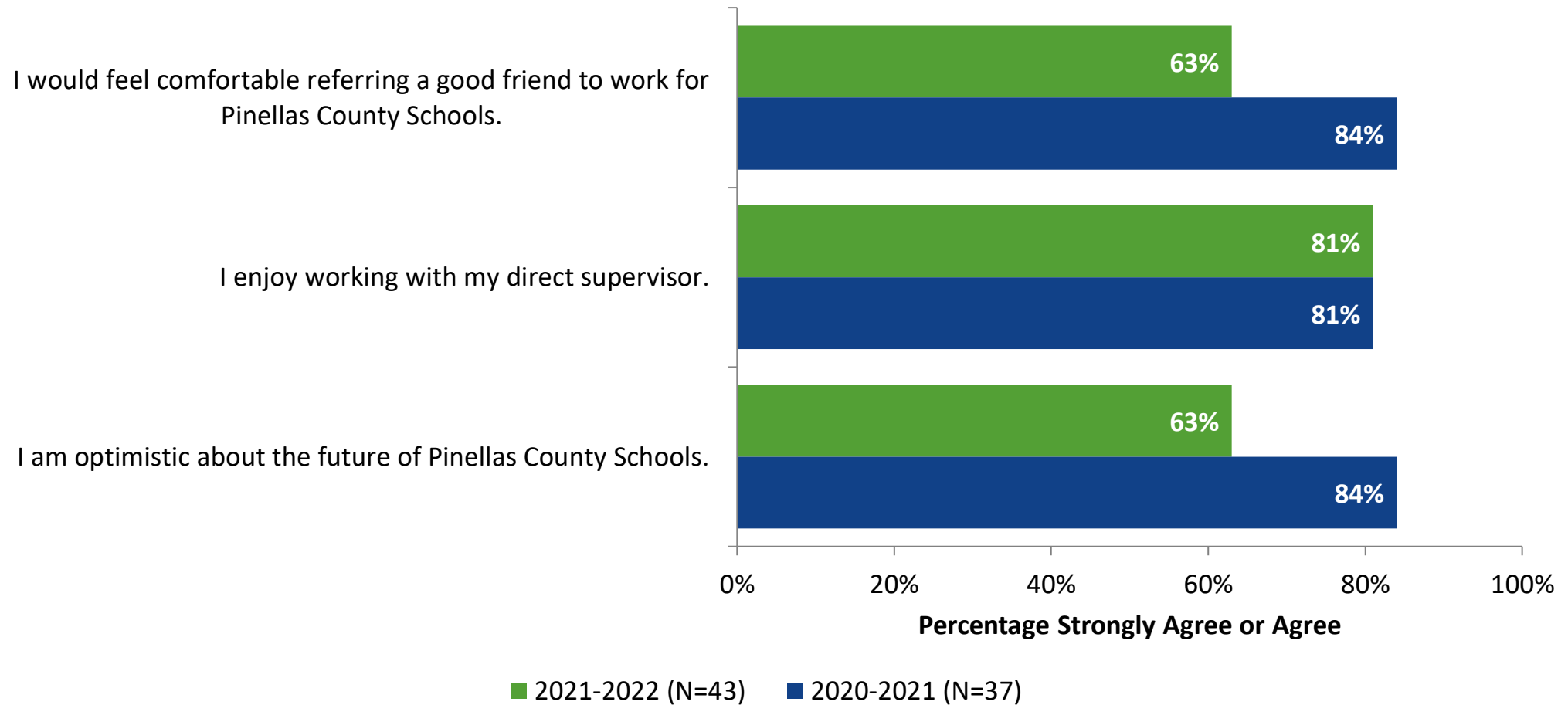
# Overall Engagement: Comparison Over Time

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



# Overall Engagement: Comparison Over Time (Continued)

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



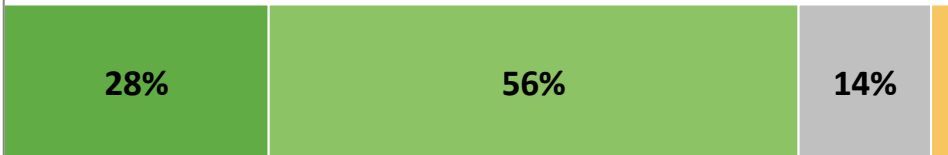
# Mission and Vision

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

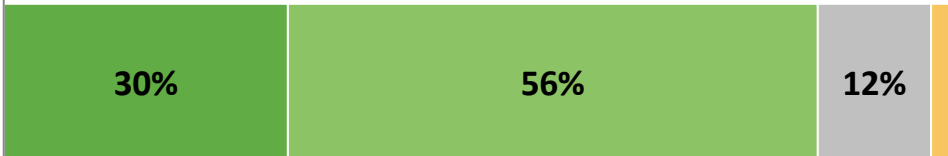
I am familiar with Pinellas County Schools’ mission to prepare all students for college, career and life and vision of 100% student success. (N=43)



I know how I can fulfill Pinellas County Schools' mission and vision. (N=43)



I support the district’s mission and vision. (N=43)

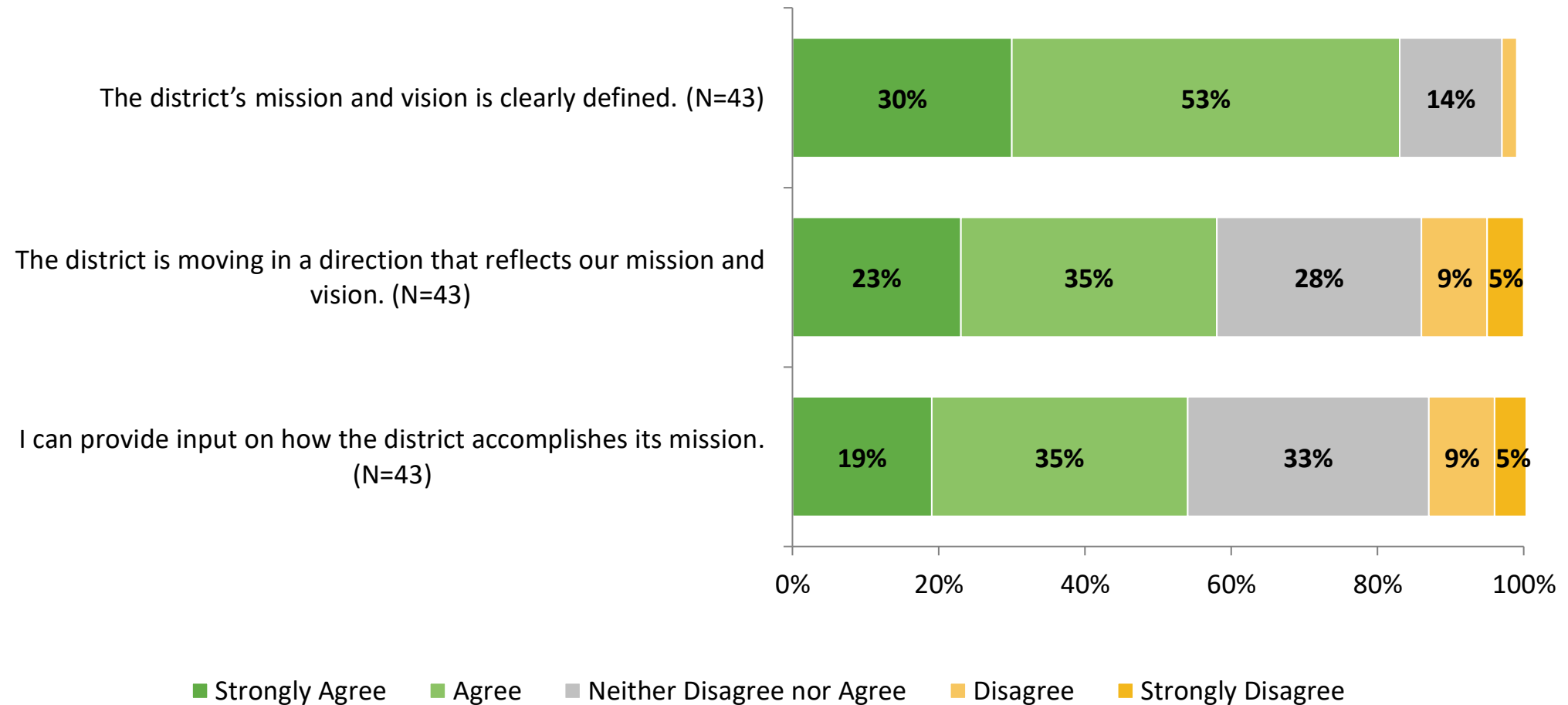


0% 20% 40% 60% 80% 100%

Strongly Agree Agree Neither Disagree nor Agree Disagree Strongly Disagree

# Mission and Vision (Continued)

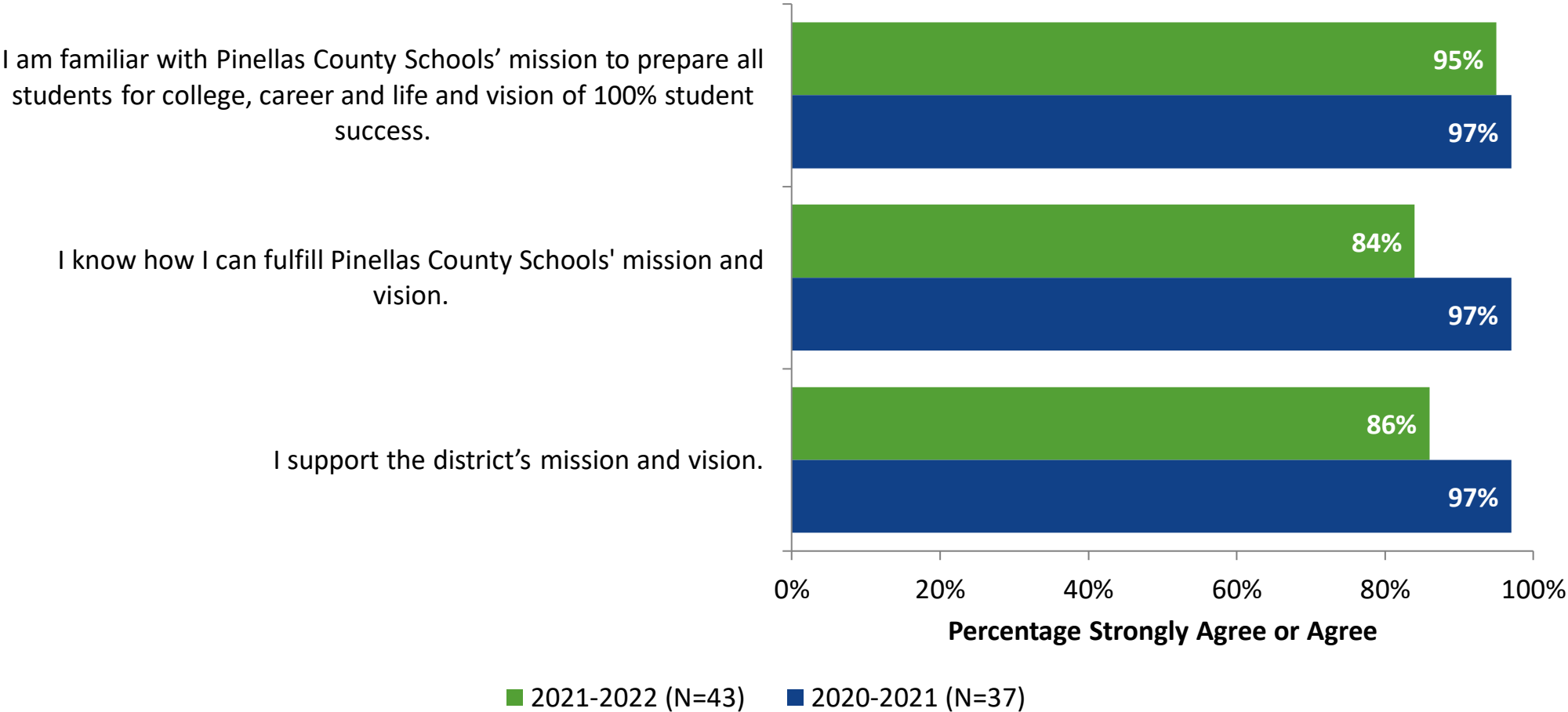
How strongly do you agree or disagree with the following statements?





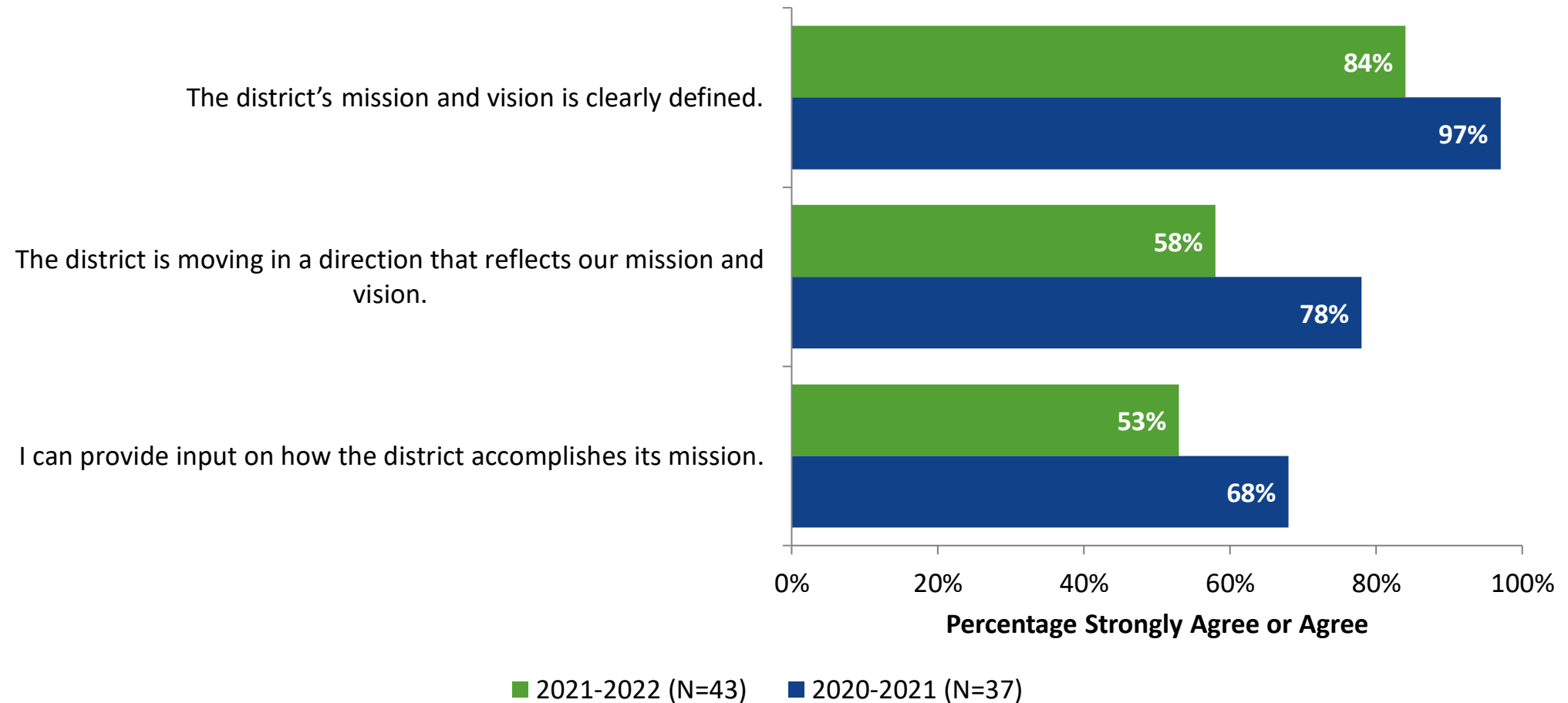
# Mission and Vision: Comparison Over Time

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



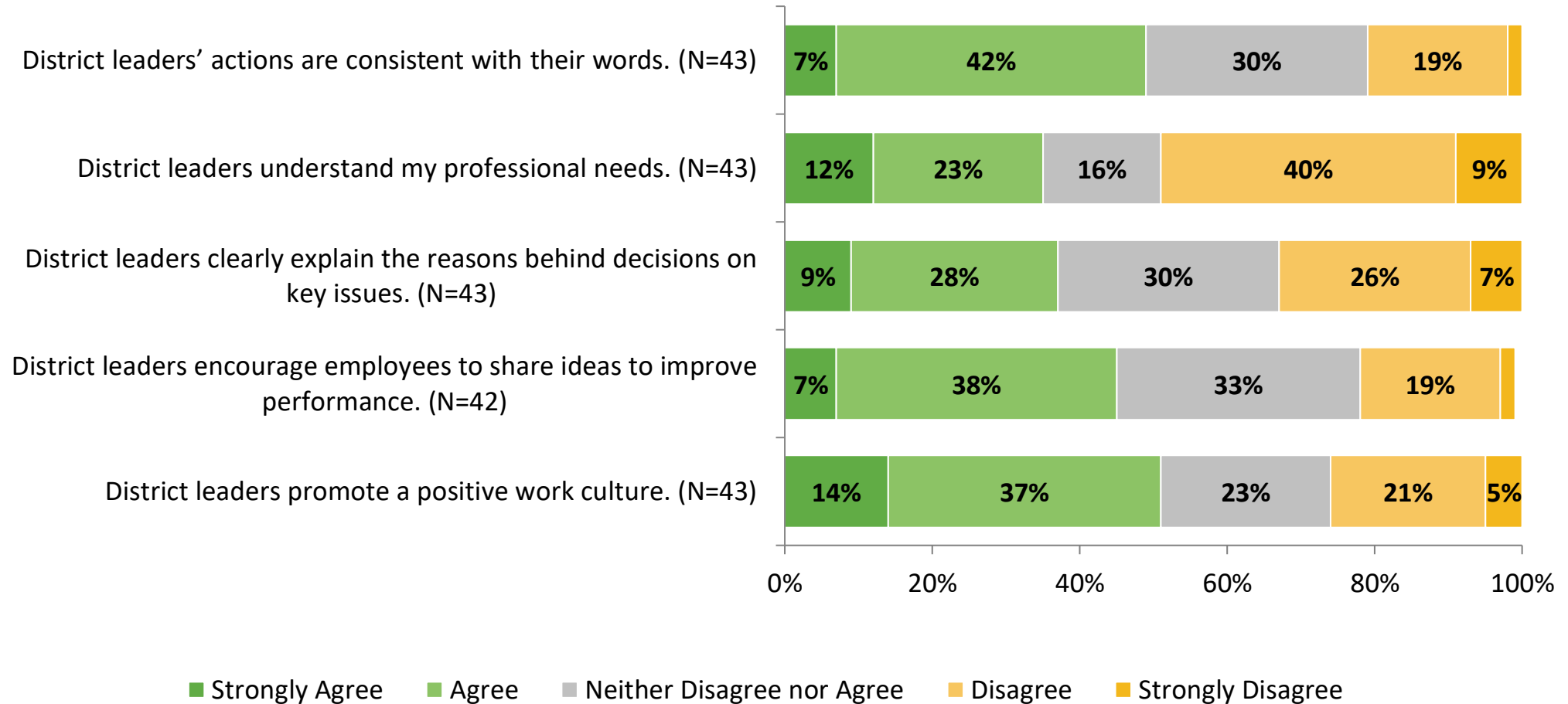
# Mission and Vision: Comparison Over Time (Continued)

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



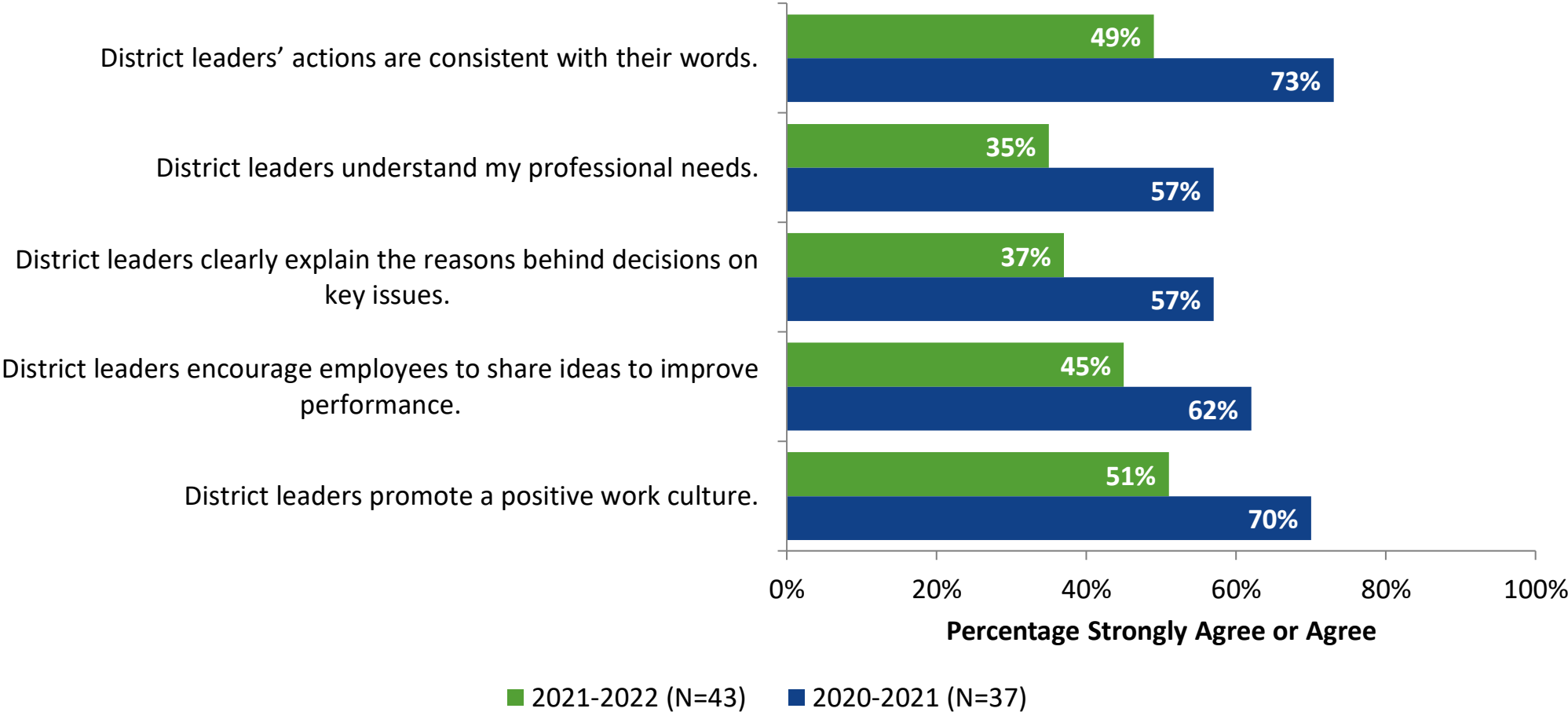
# District Leadership

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



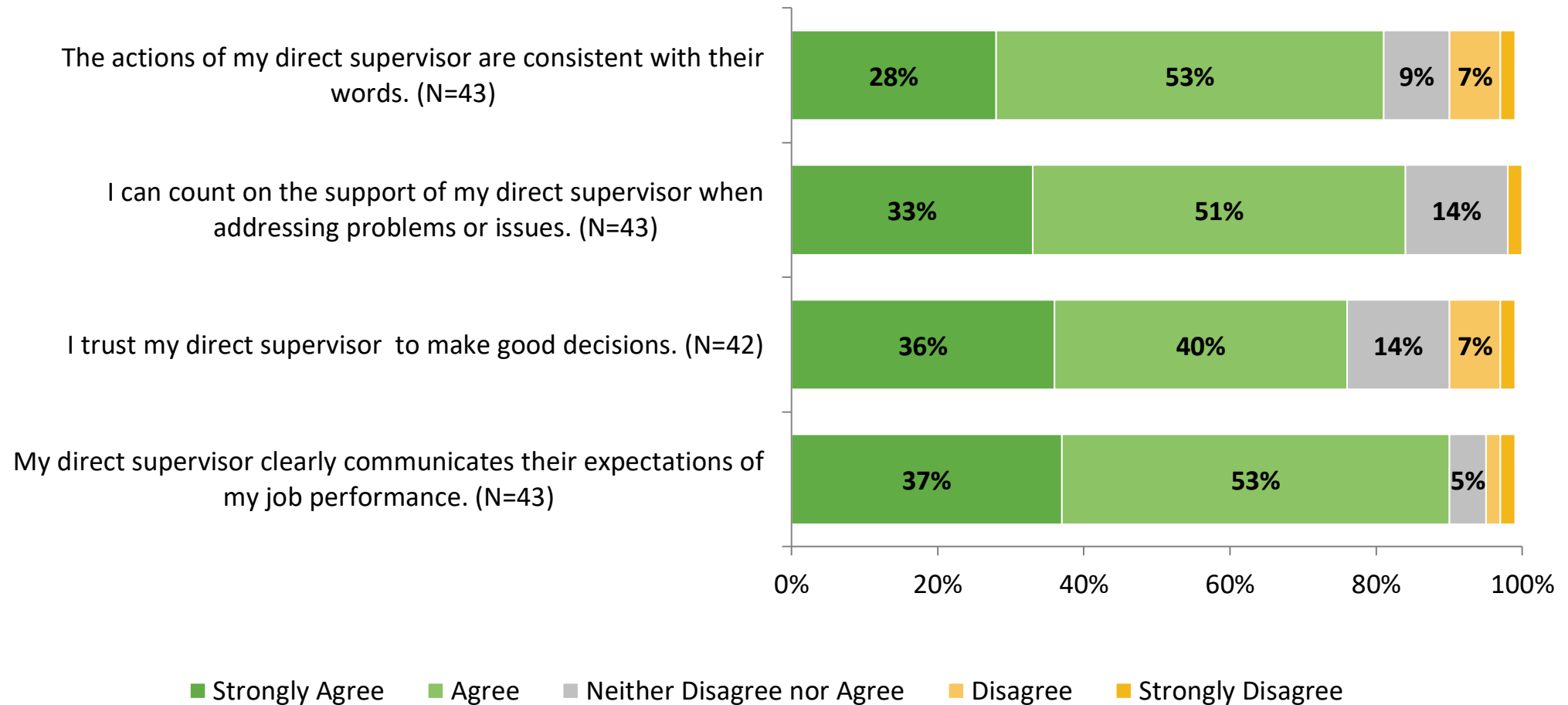
# District Leadership: Comparison Over Time

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



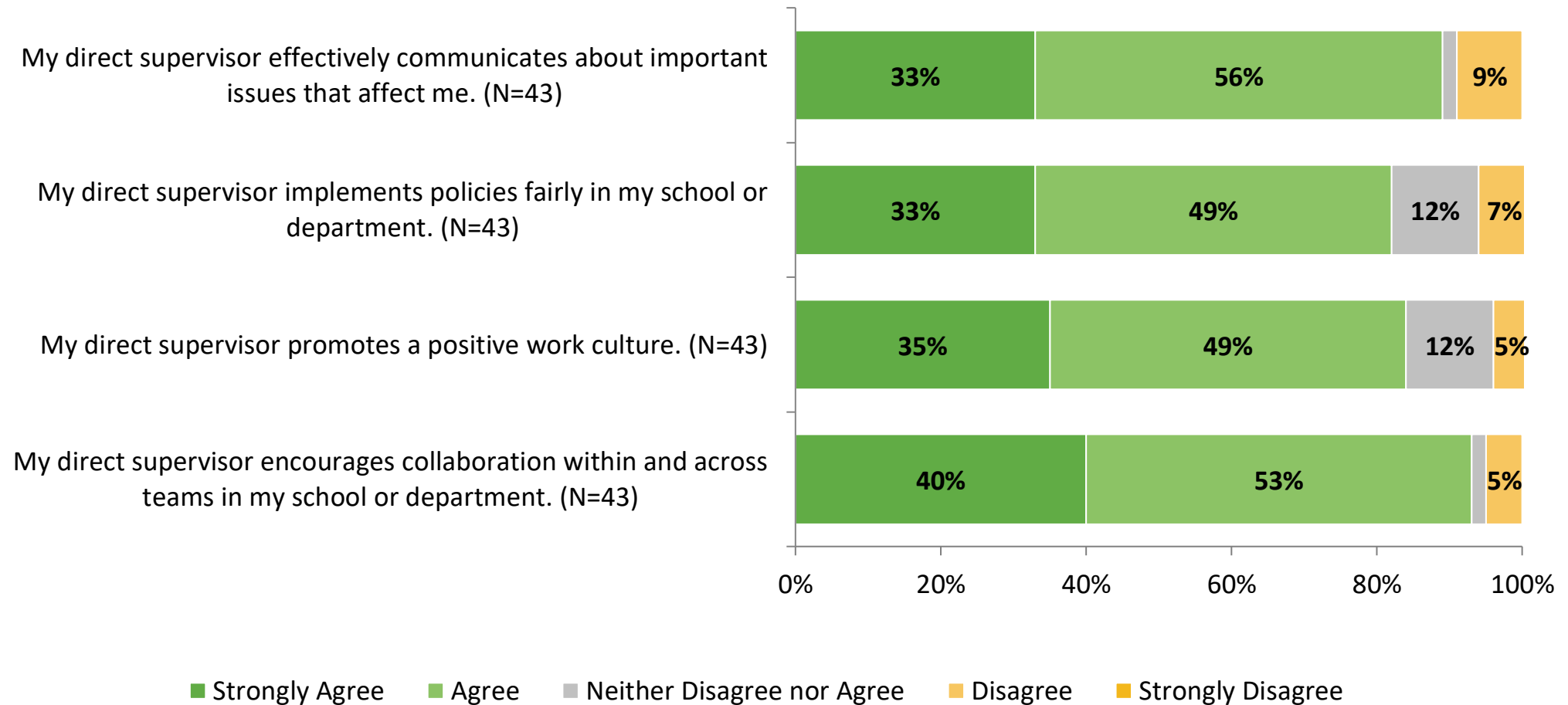
# Worksite Leadership

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



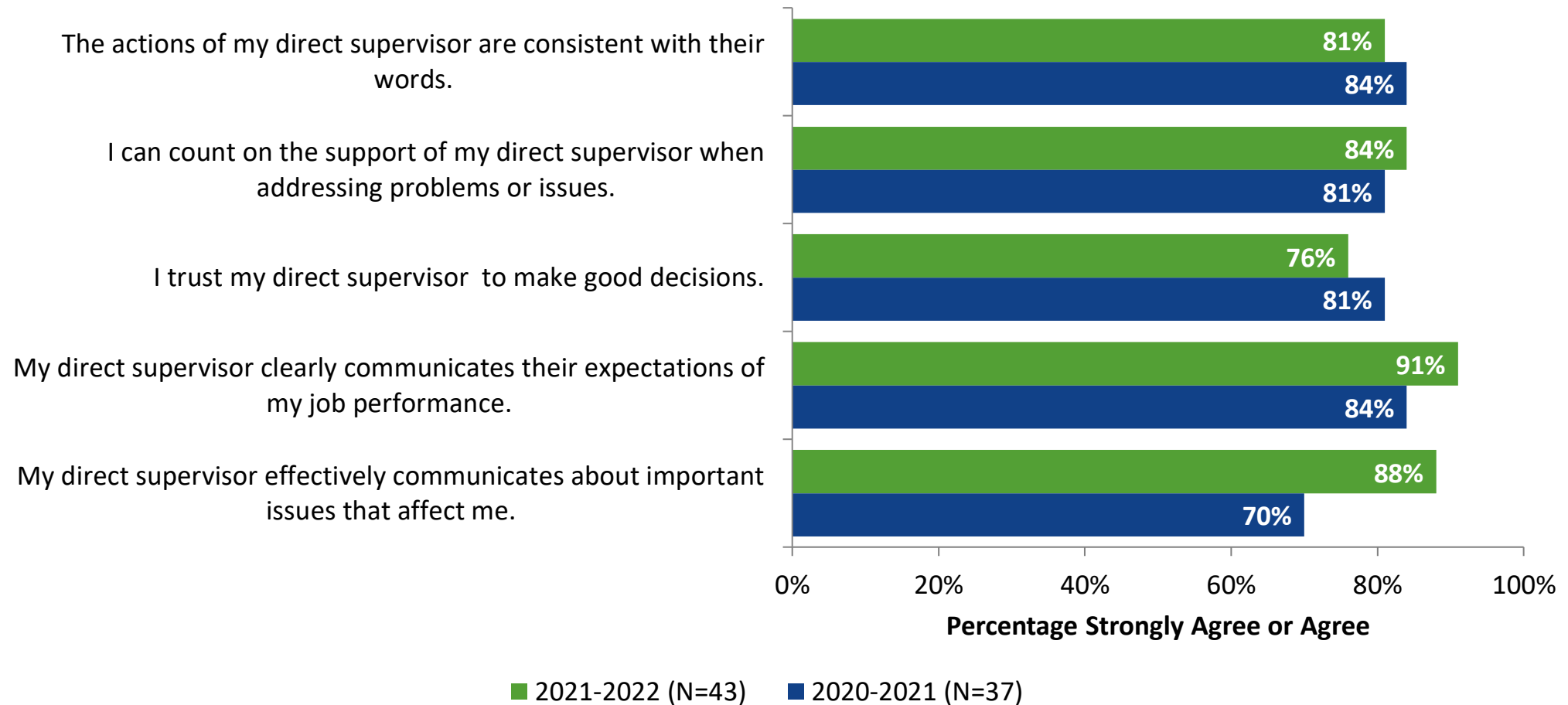
# Worksite Leadership (Continued)

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



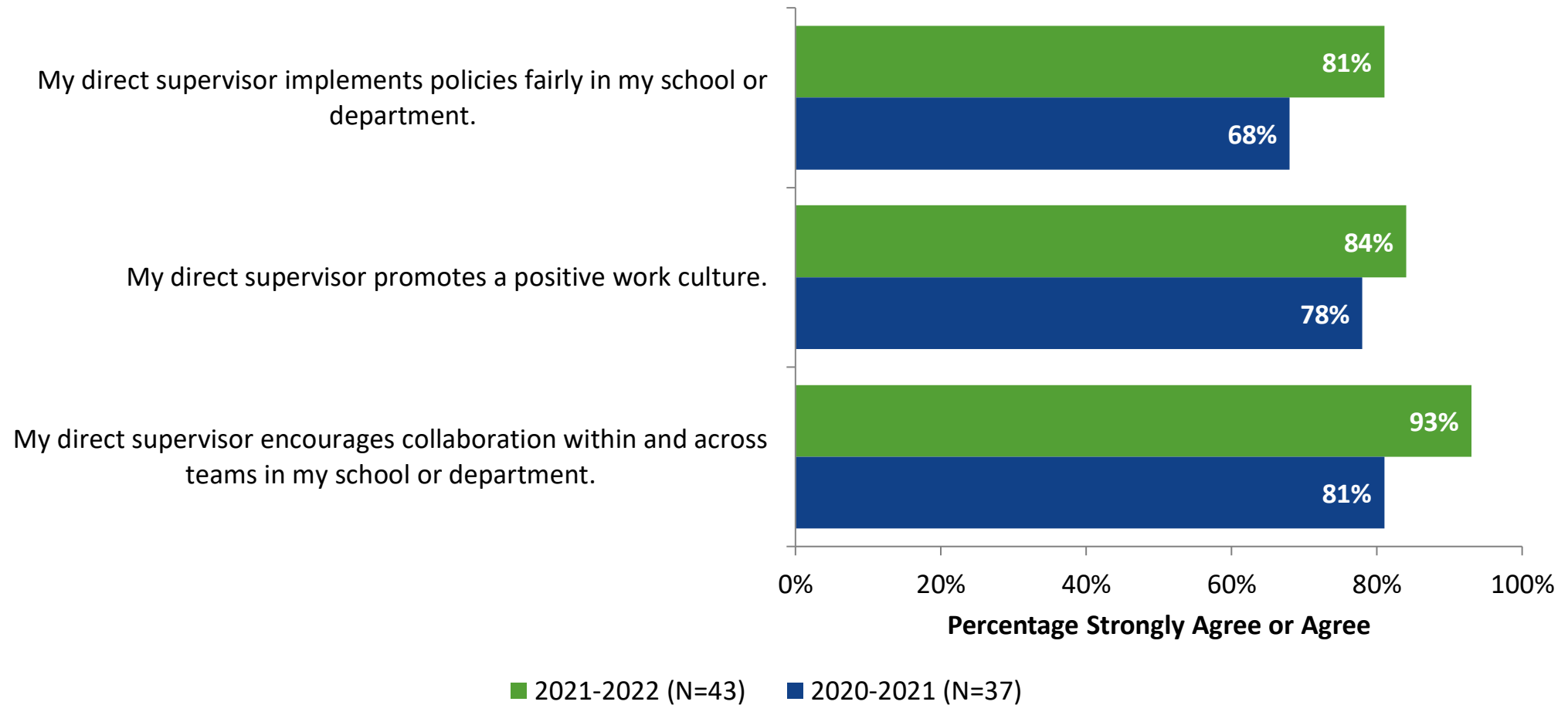
# Worksite Leadership: Comparison Over Time

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



# Worksite Leadership: Comparison Over Time (Continued)

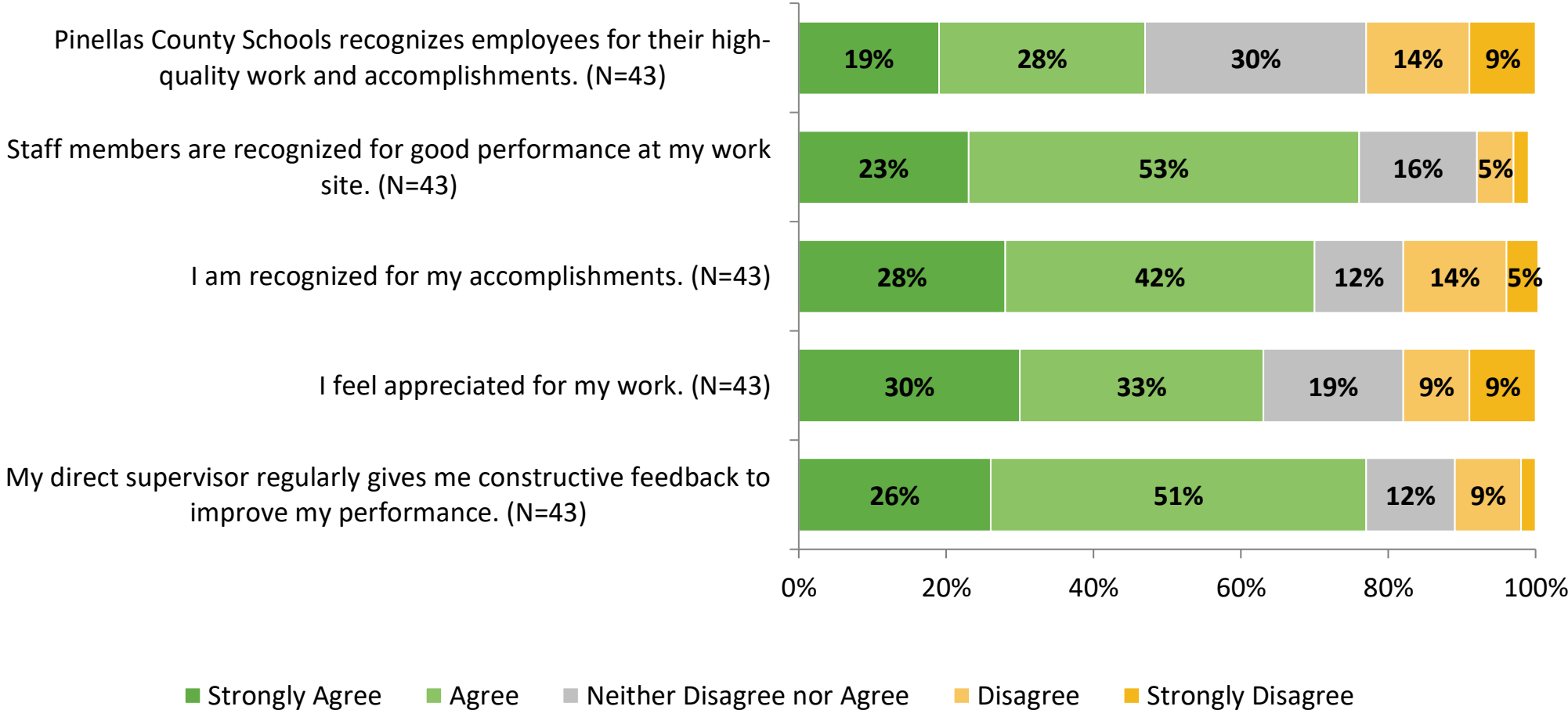
How strongly do you agree or disagree with the following statements?





# Feedback and Recognition

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



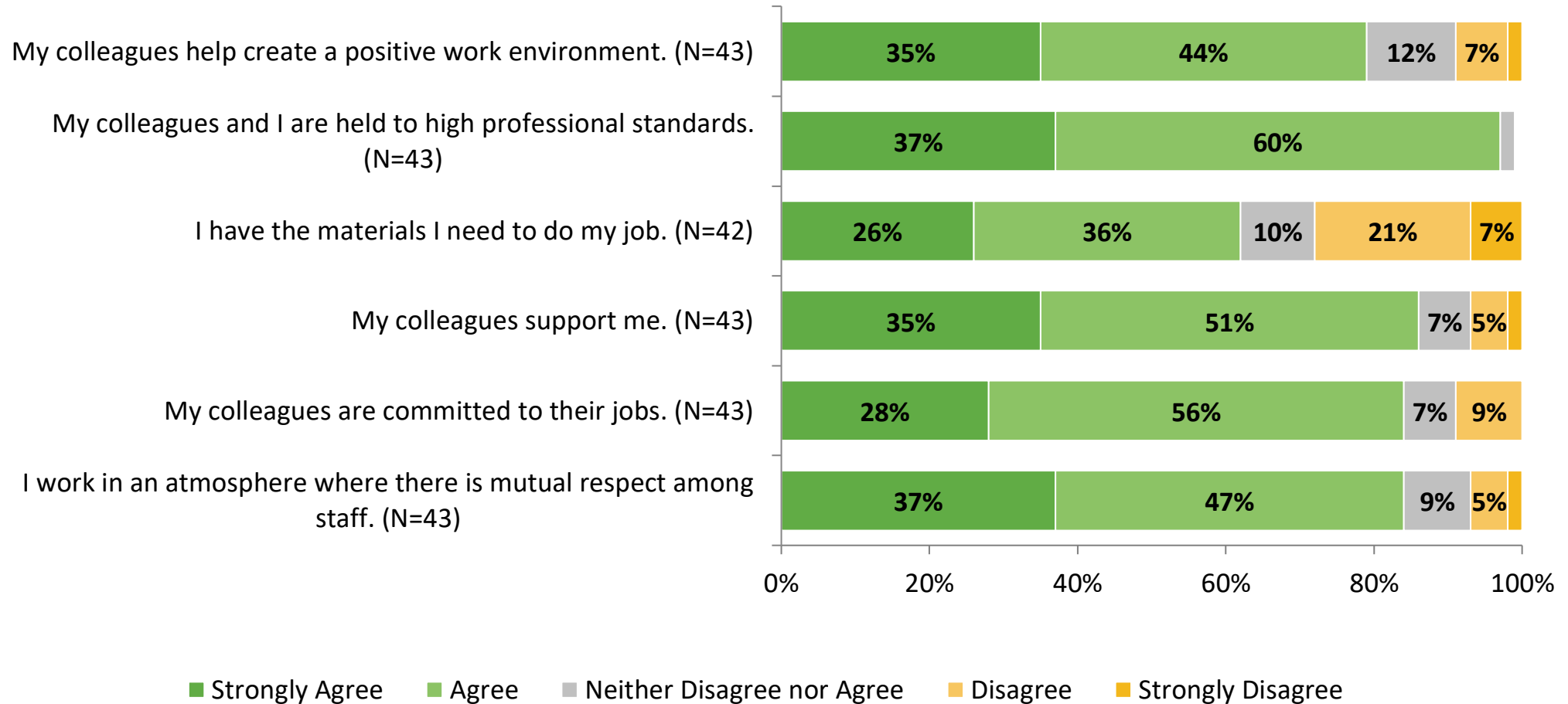
# Feedback and Recognition: Comparison Over Time

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



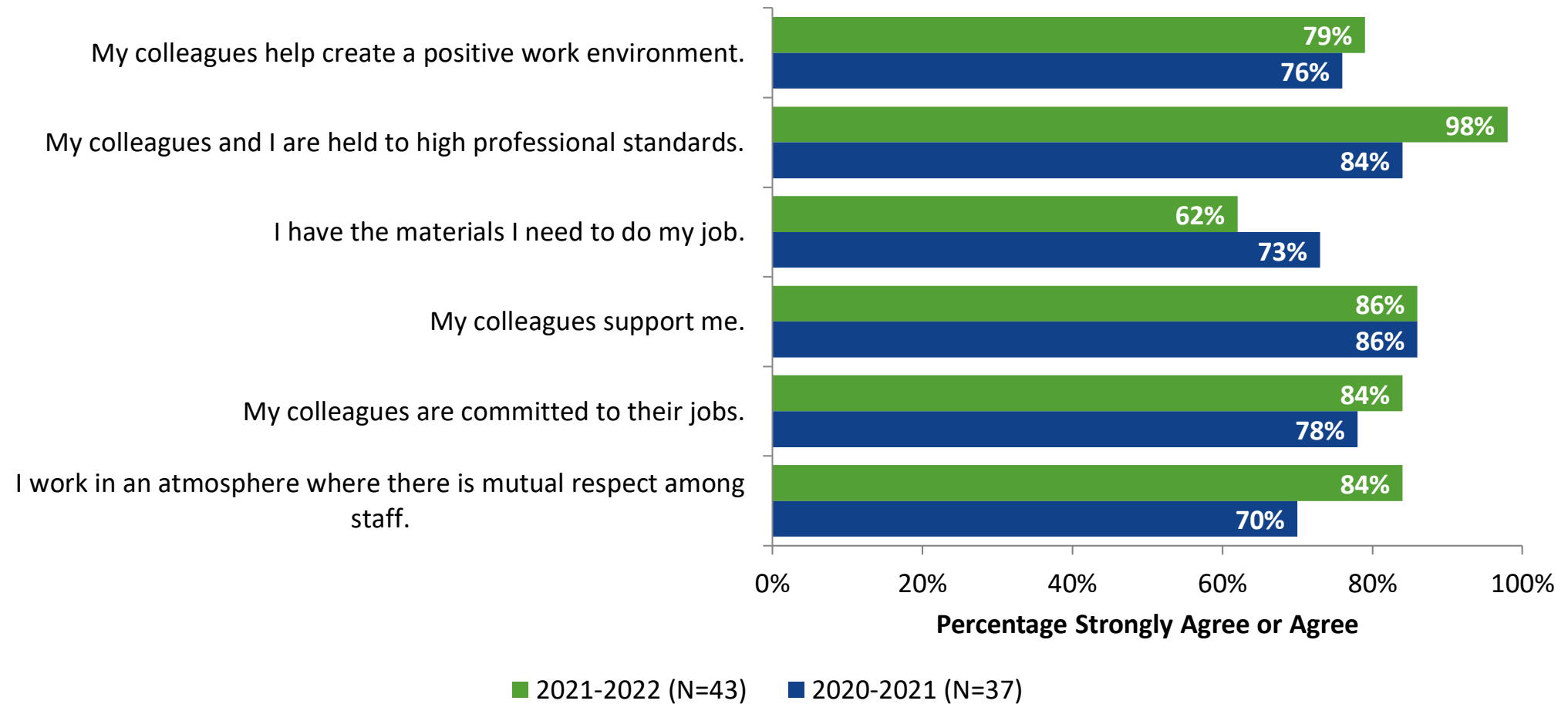
# Work Environment

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



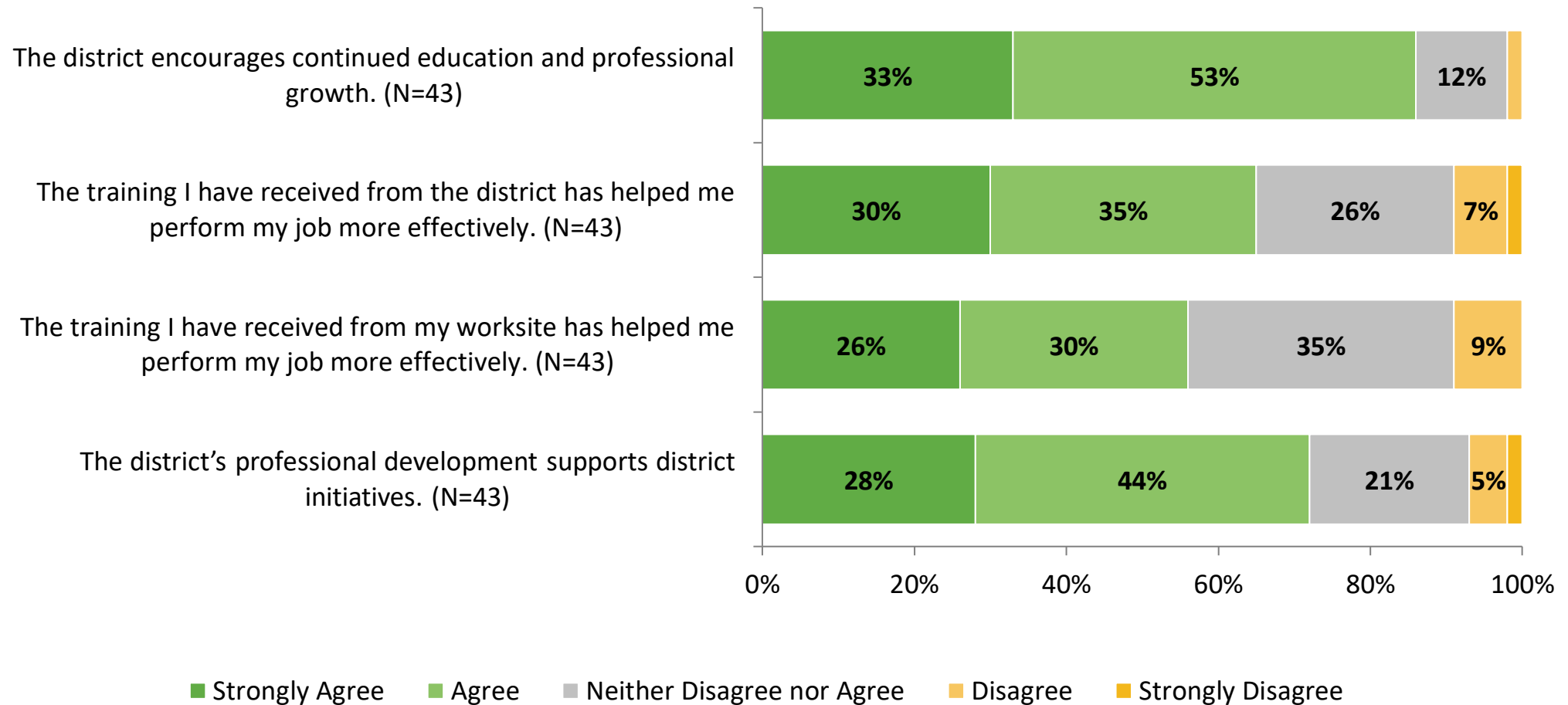
# Work Environment: Comparison Over Time

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



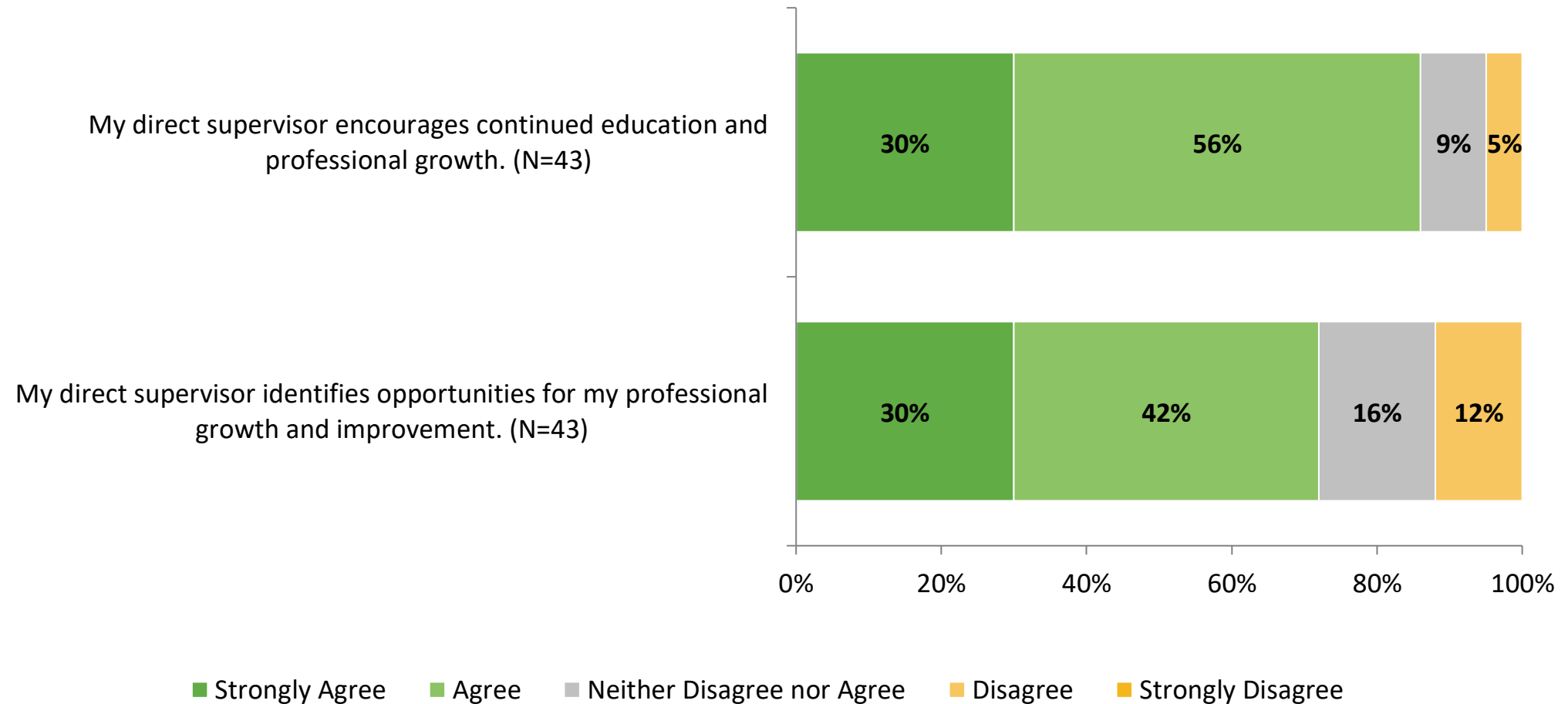
# Career Growth and Training Opportunities

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



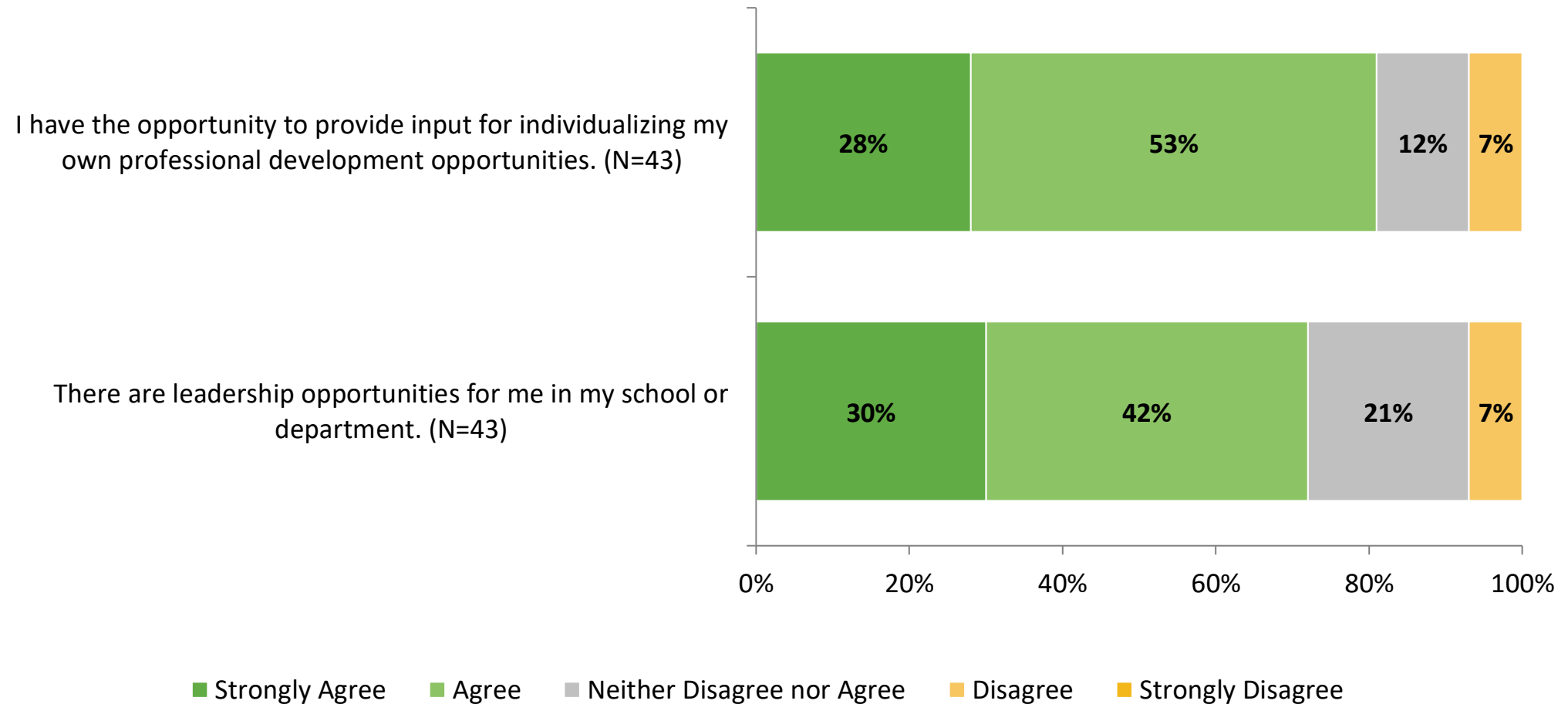
# Career Growth and Training Opportunities (Continued)

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



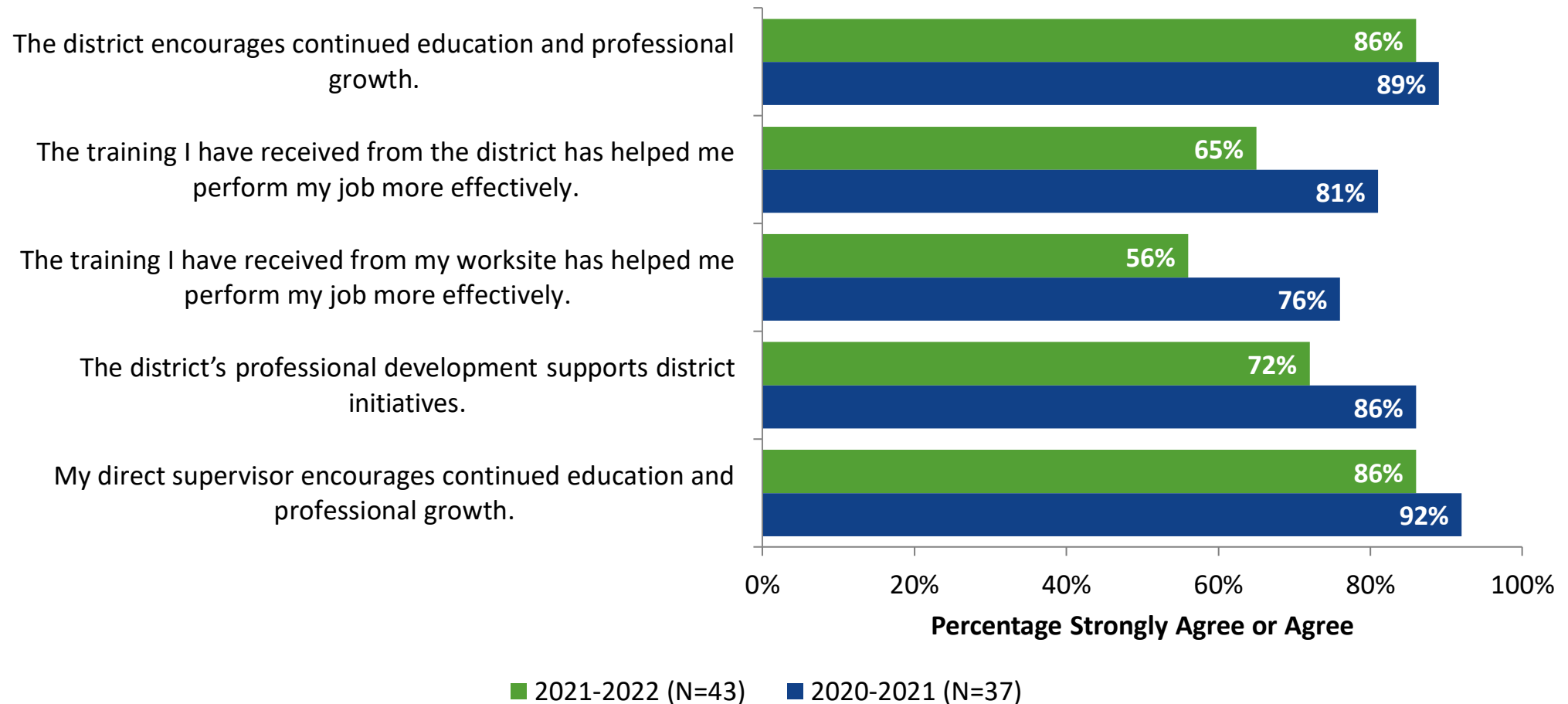
# Career Growth and Training Opportunities (Continued)

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



# Career Growth and Training Opportunities: Comparison Over Time

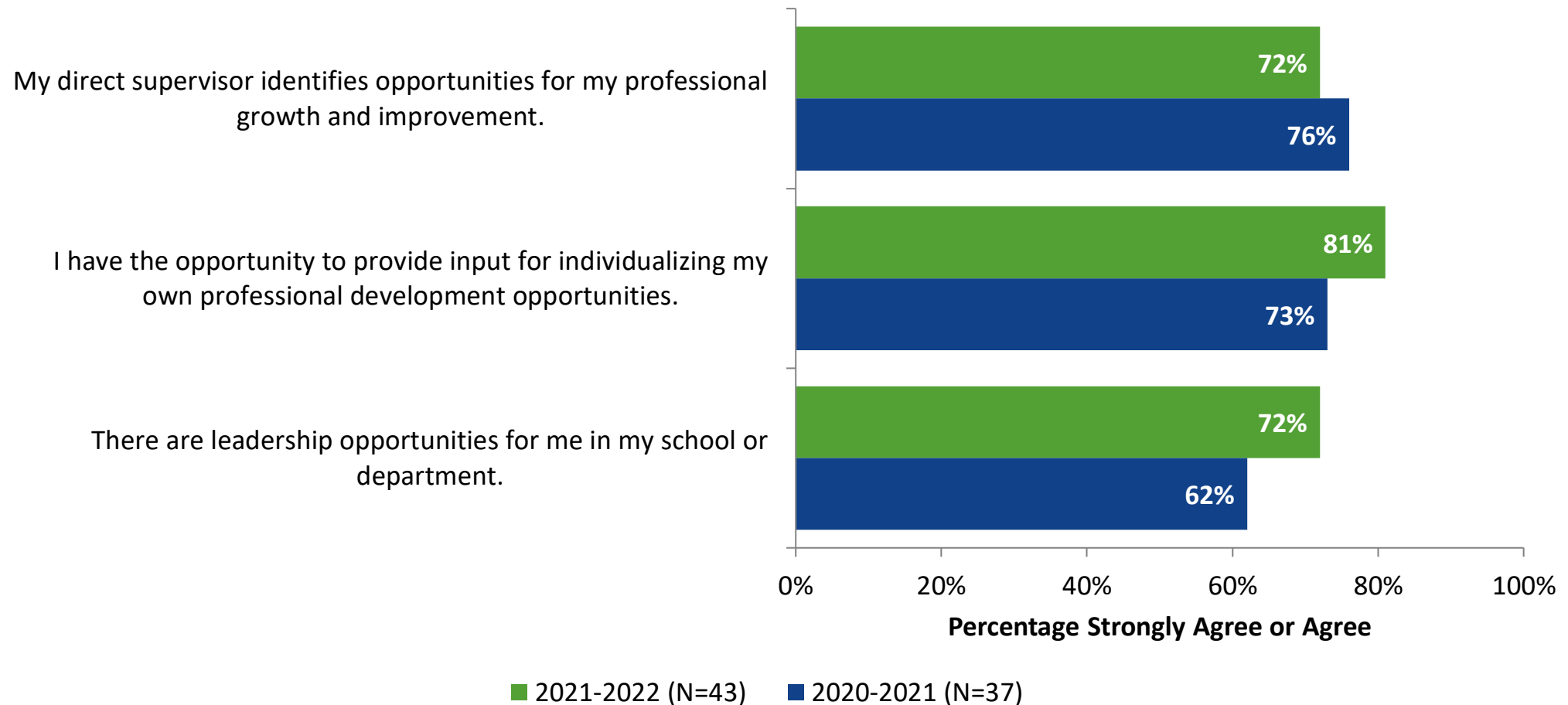
How strongly do you agree or disagree with the following statements?





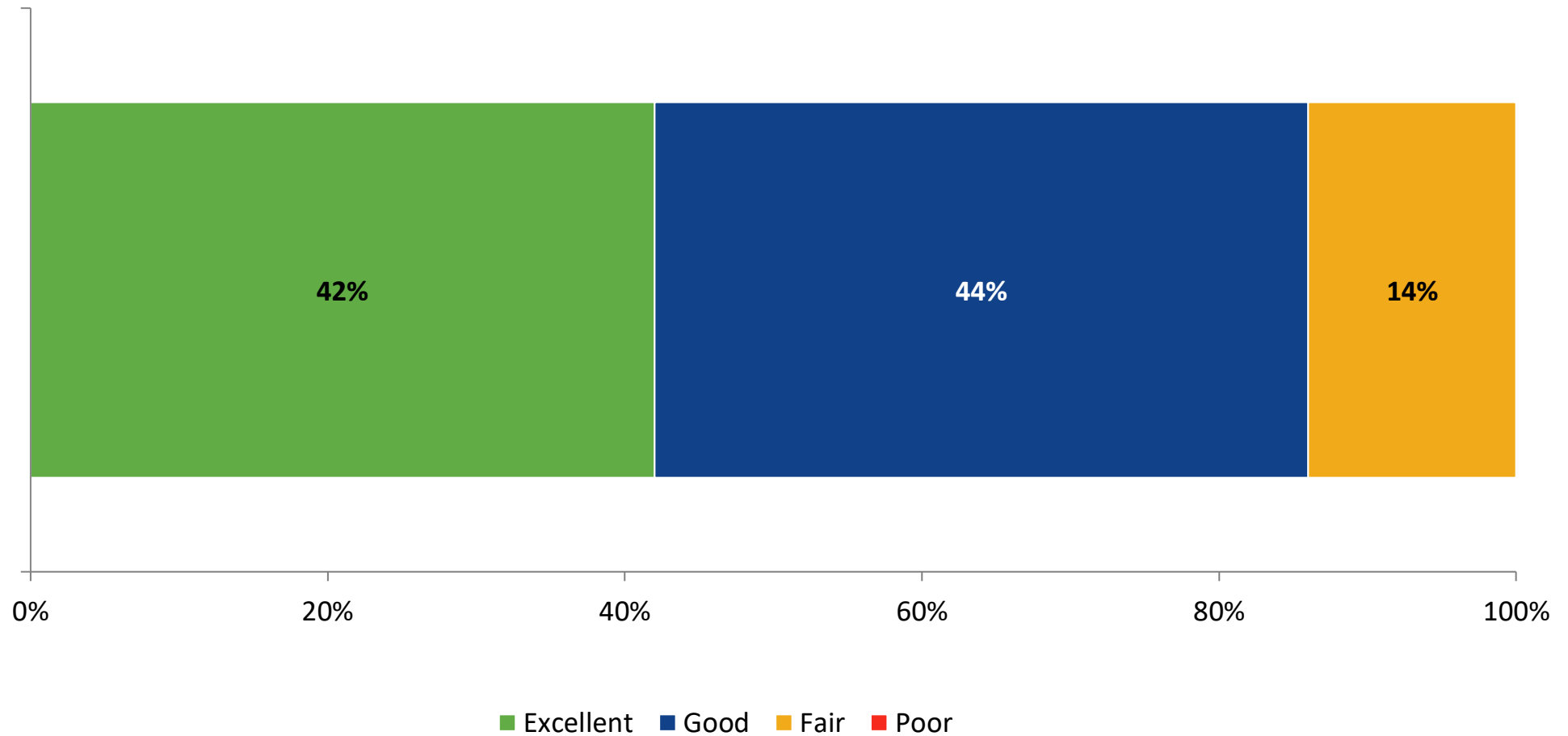
## Career Growth and Training Opportunities: Comparison Over Time (Continued)

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



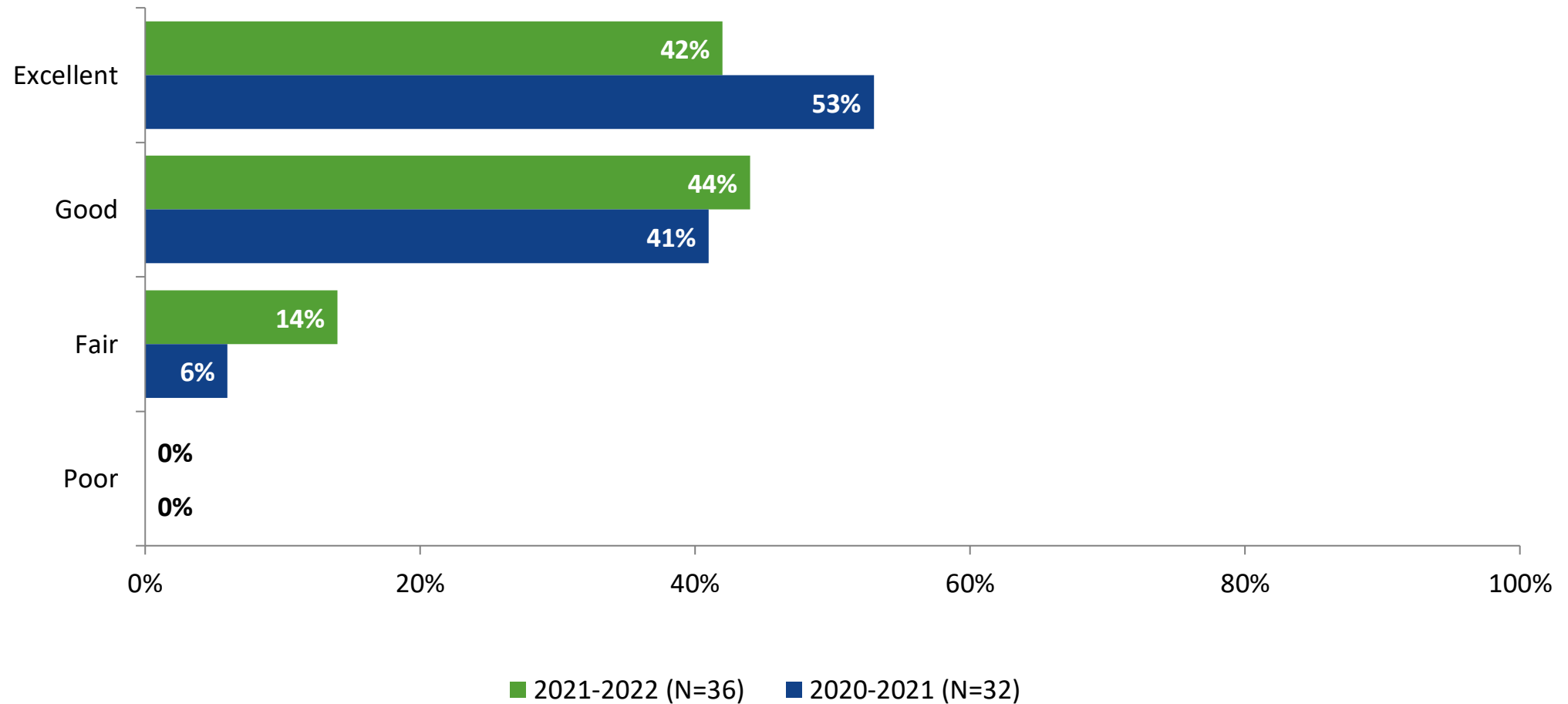
# Overall Quality

How would you rate the overall quality of your school? (N=36)



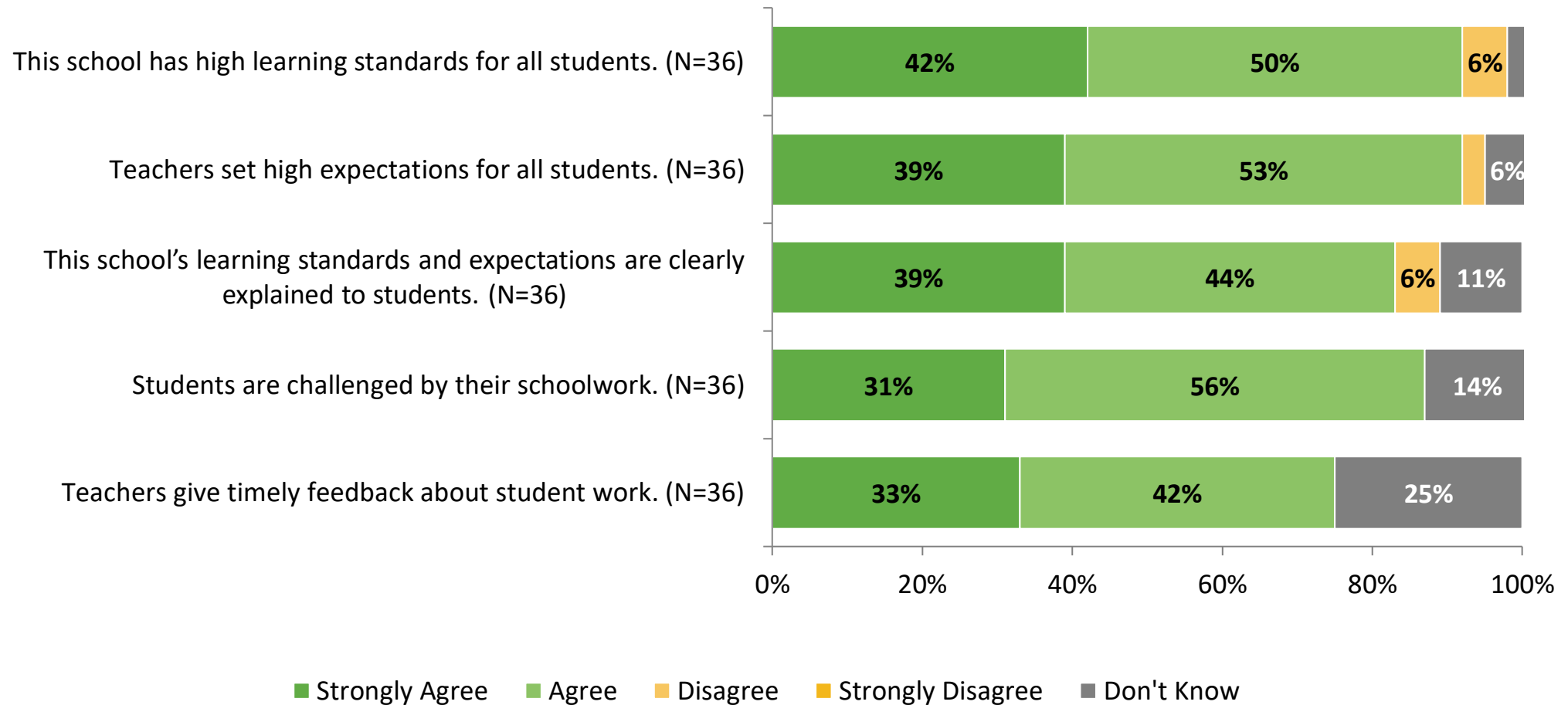
# Overall Quality: Comparison Over Time

How would you rate the overall quality of your school?



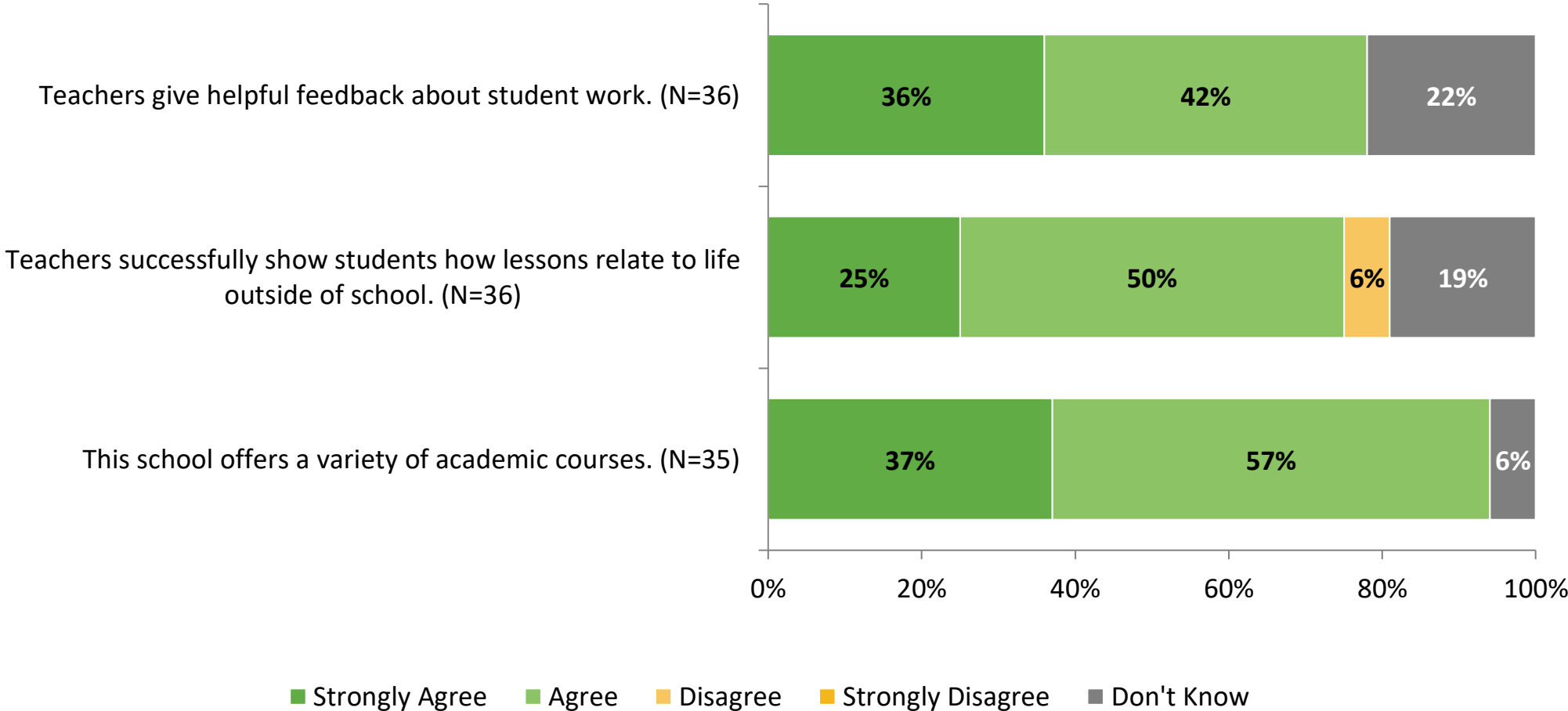
# Academic Support

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



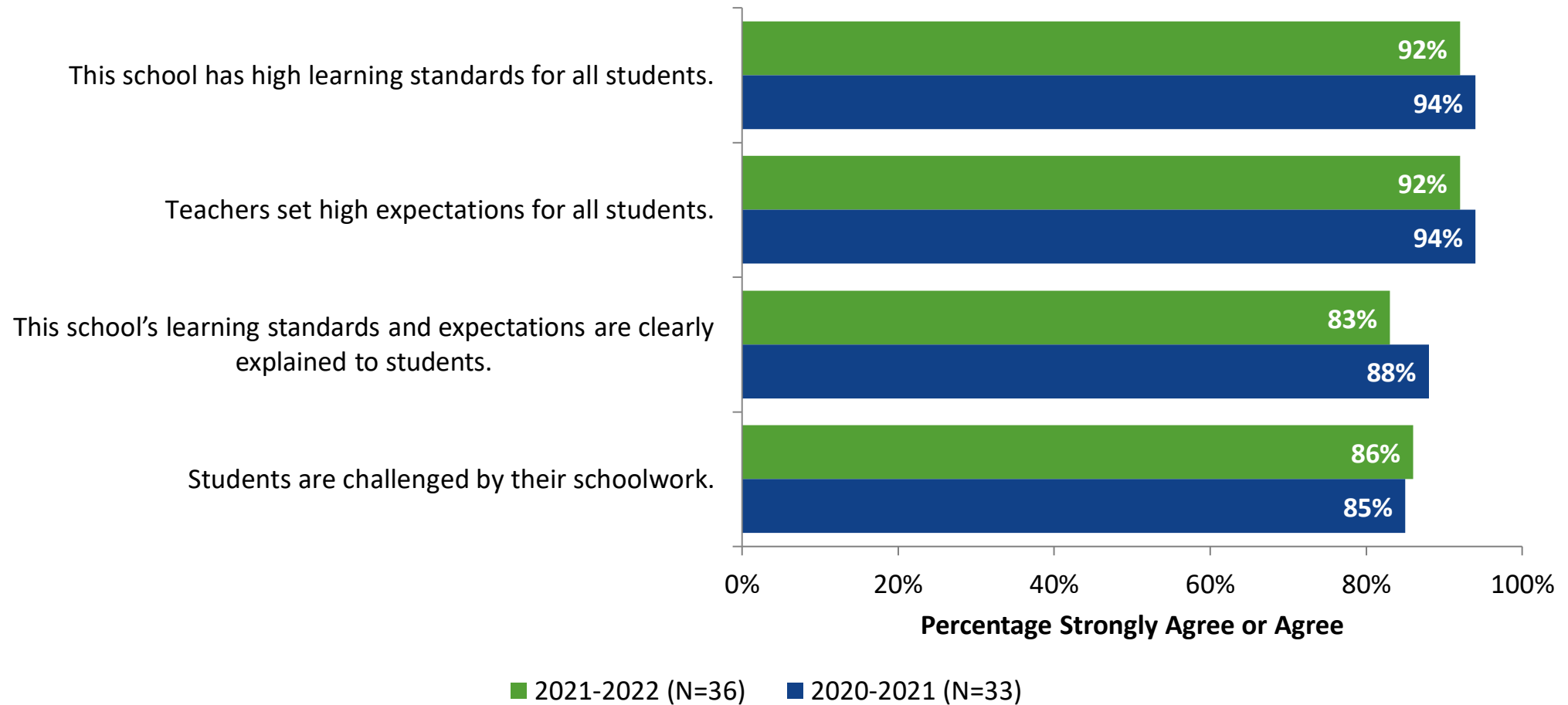
# Academic Support (Continued)

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



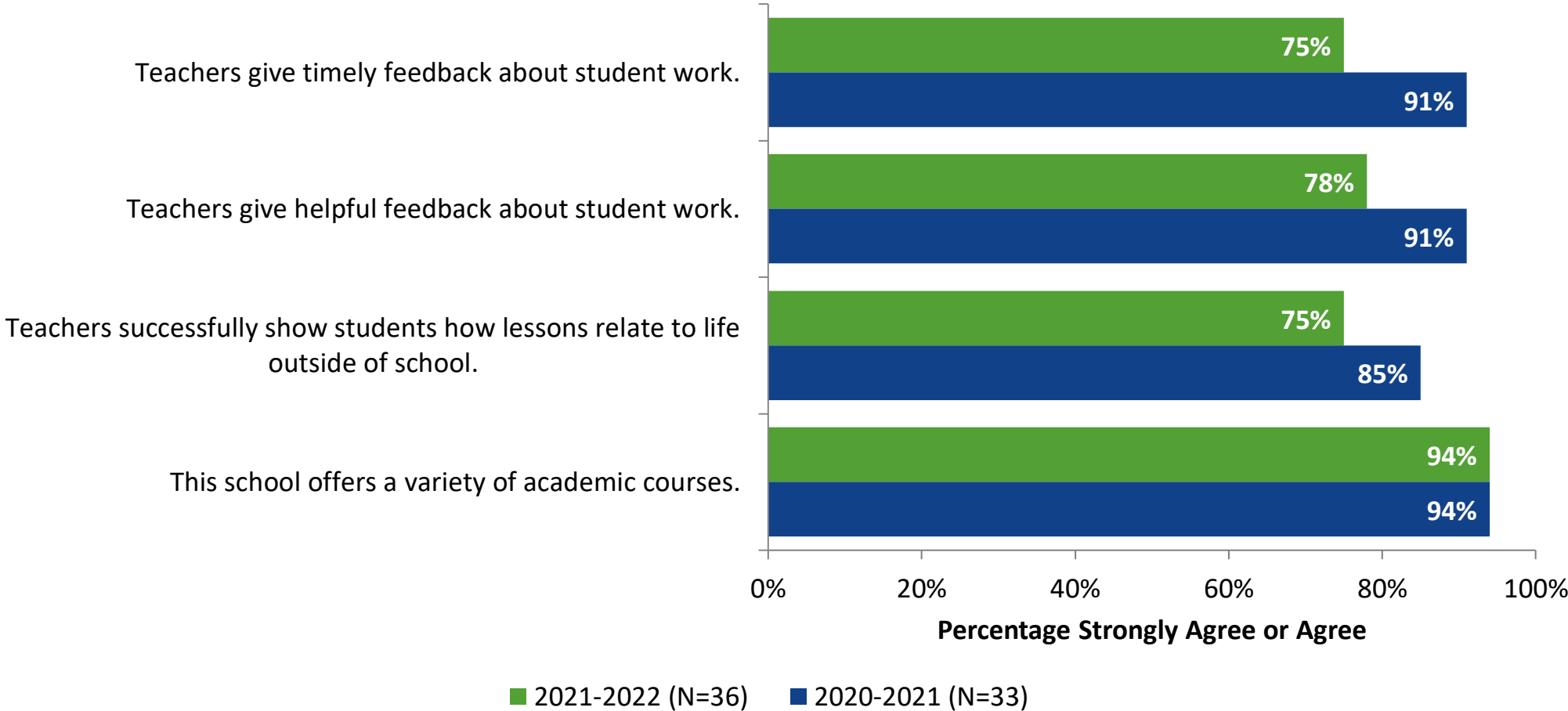
# Academic Support: Comparison Over Time

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



# Academic Support: Comparison Over Time (Continued)

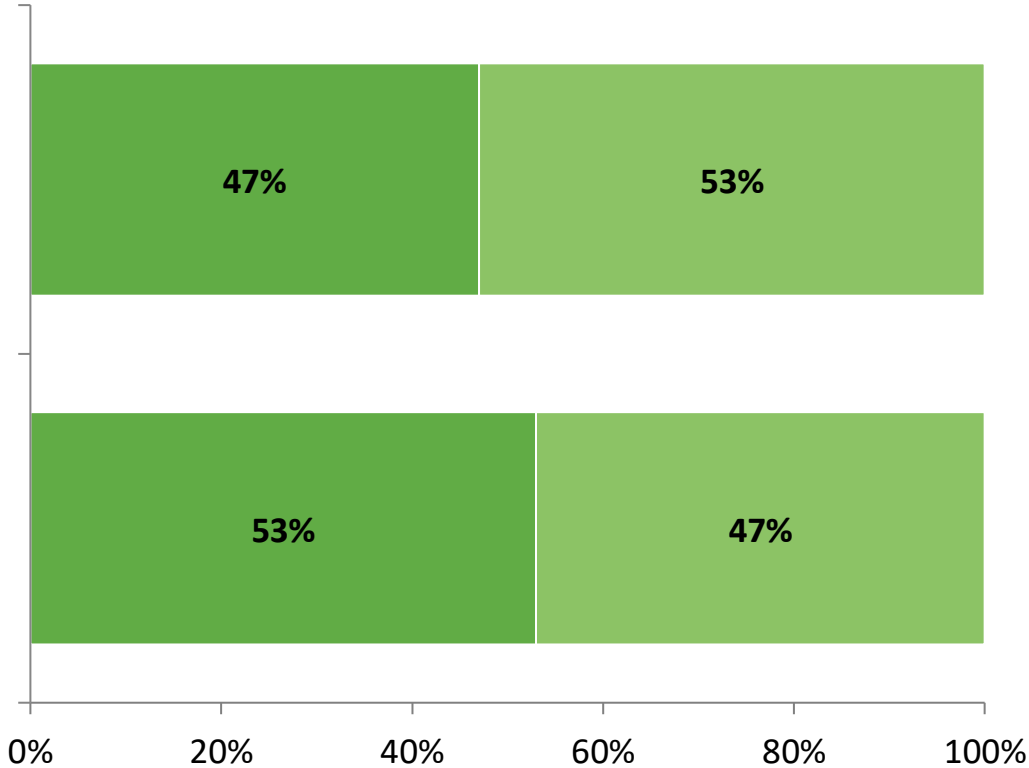
How strongly do you agree or disagree with the following statements?



# 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=36)

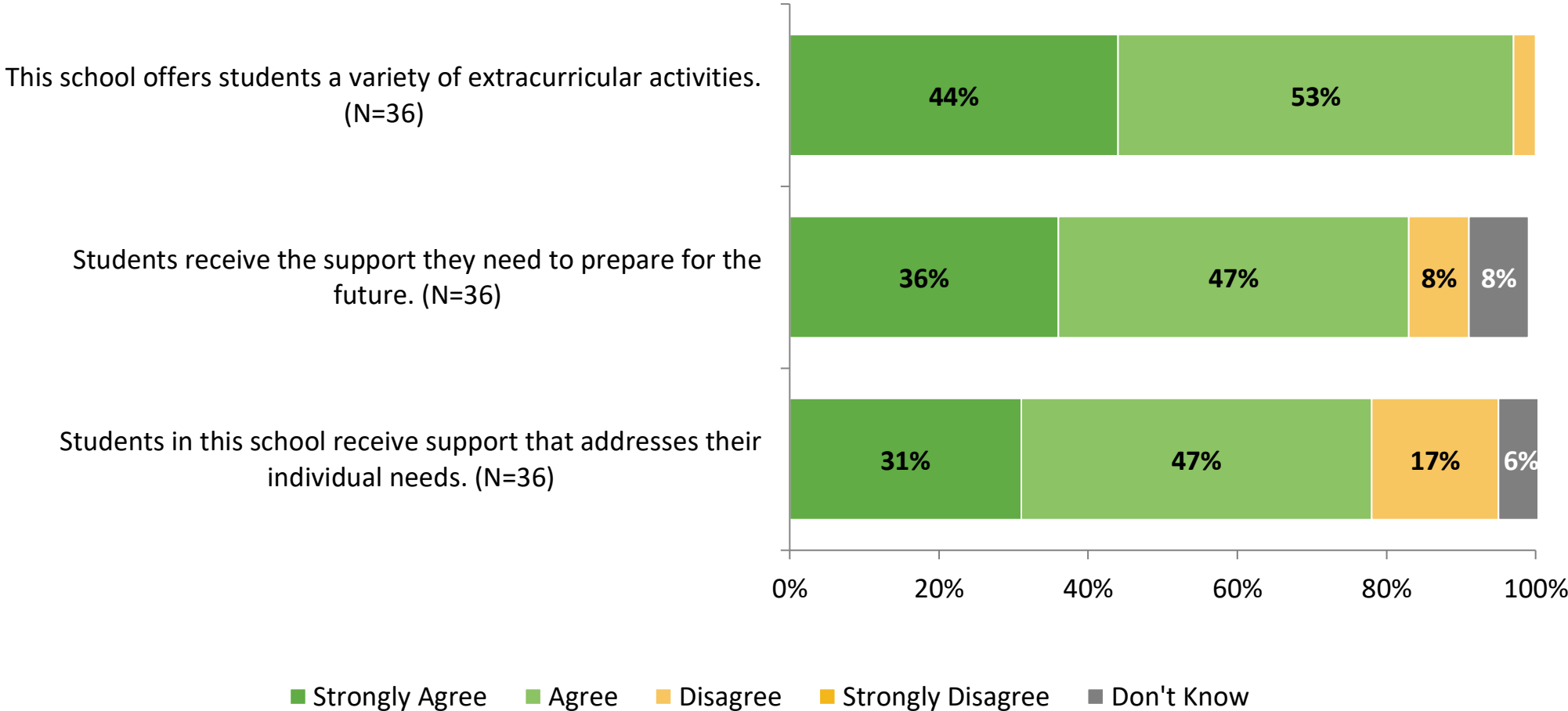


Strongly Agree   Agree   Disagree   Strongly Disagree   Don't Know



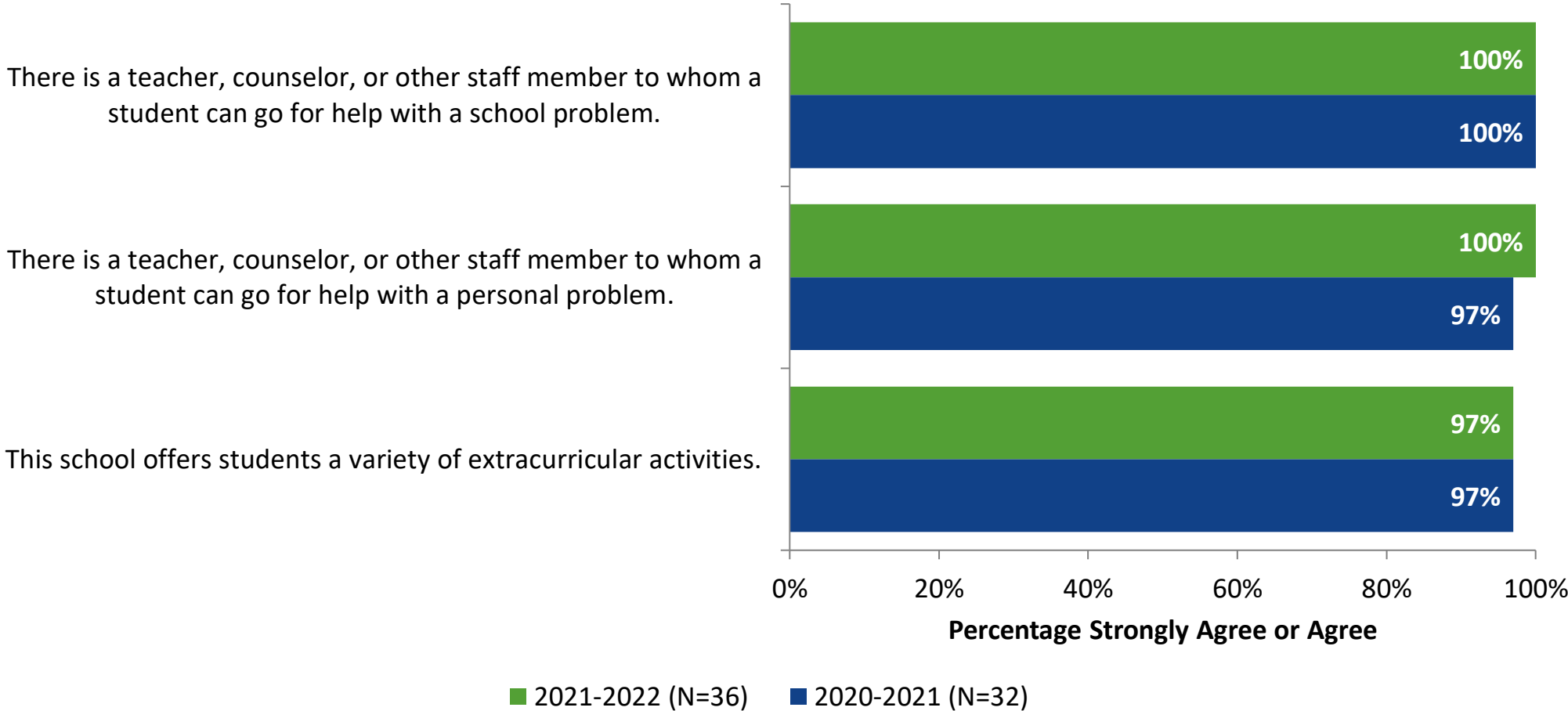
# Student Support (Continued)

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



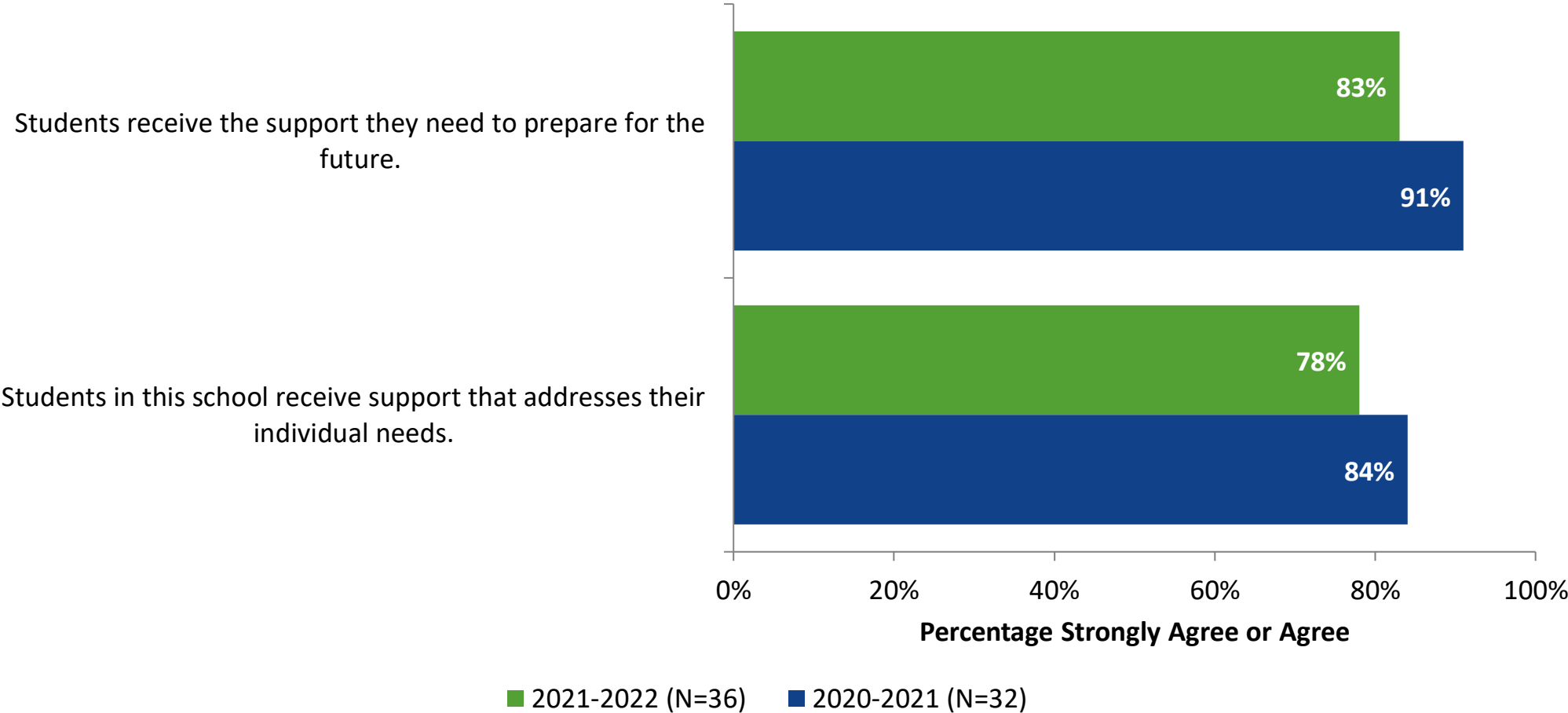
# Student Support: Comparison Over Time

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



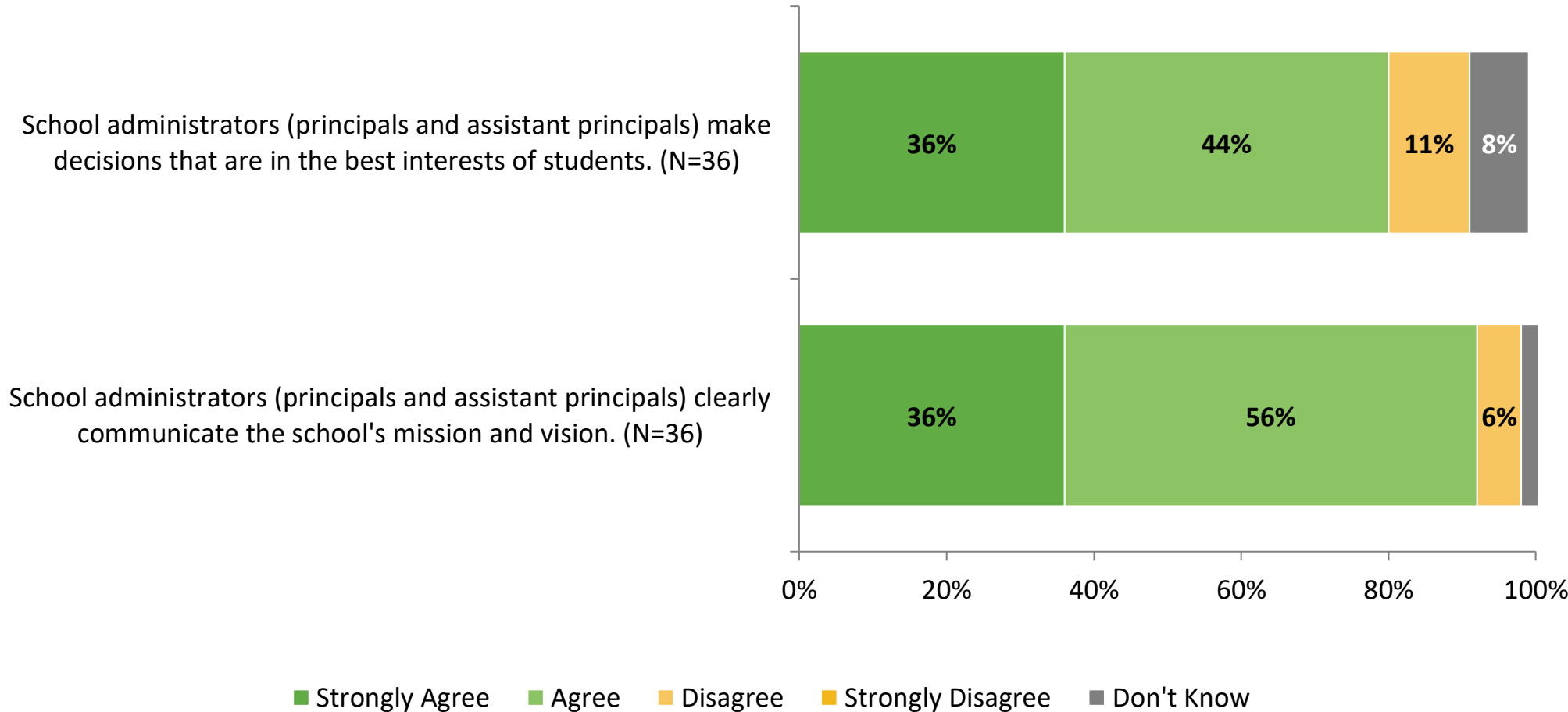
# Student Support: Comparison Over Time (Continued)

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



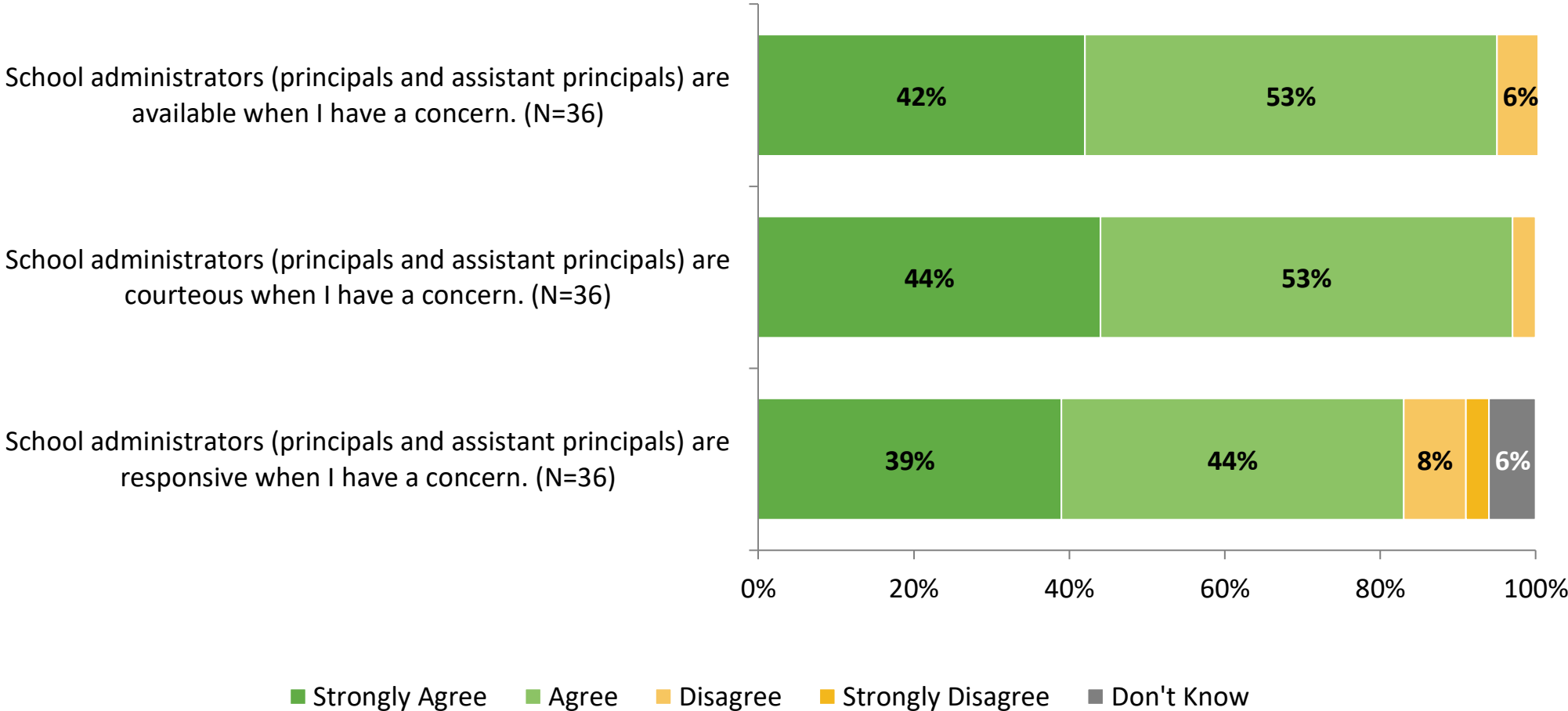
# School Leadership

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



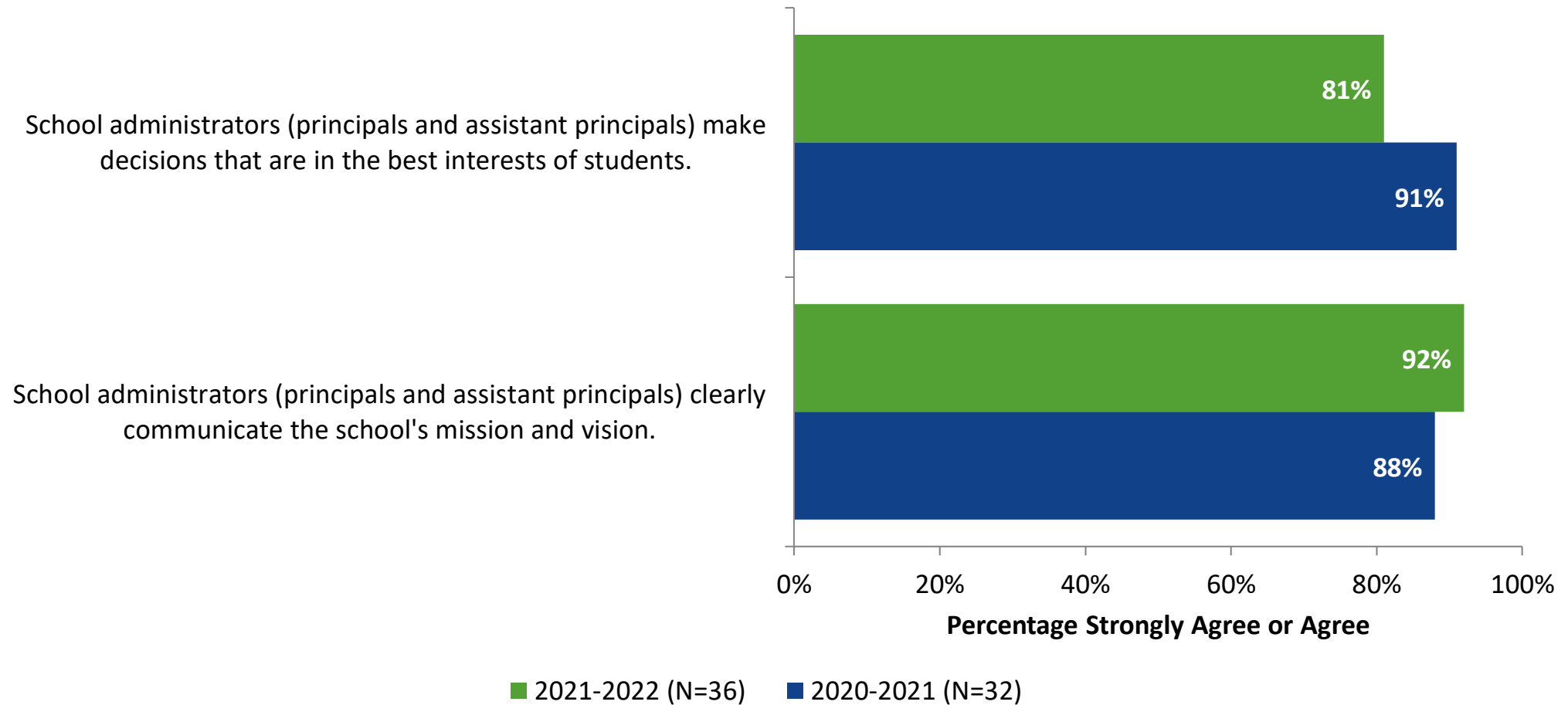
# School Leadership (Continued)

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



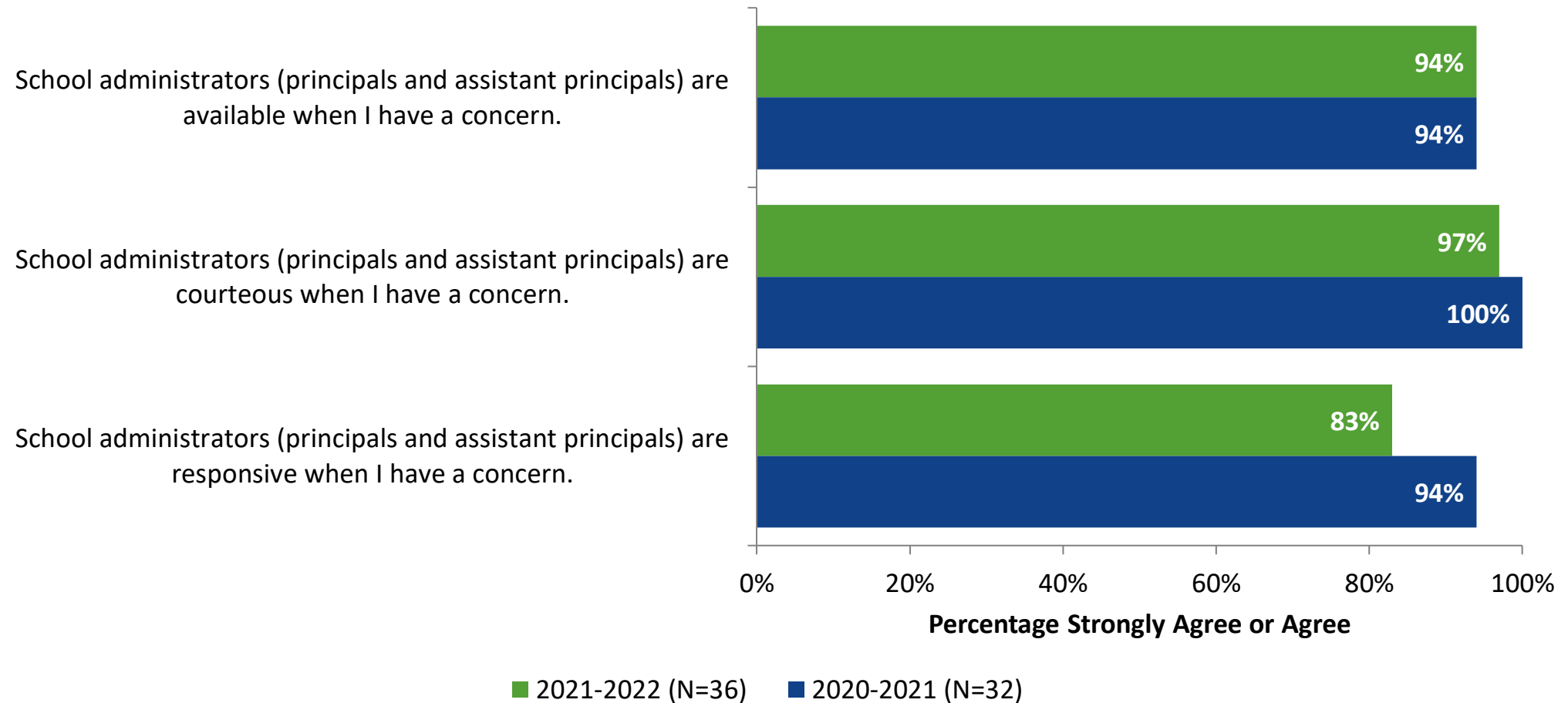
# School Leadership: Comparison Over Time

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



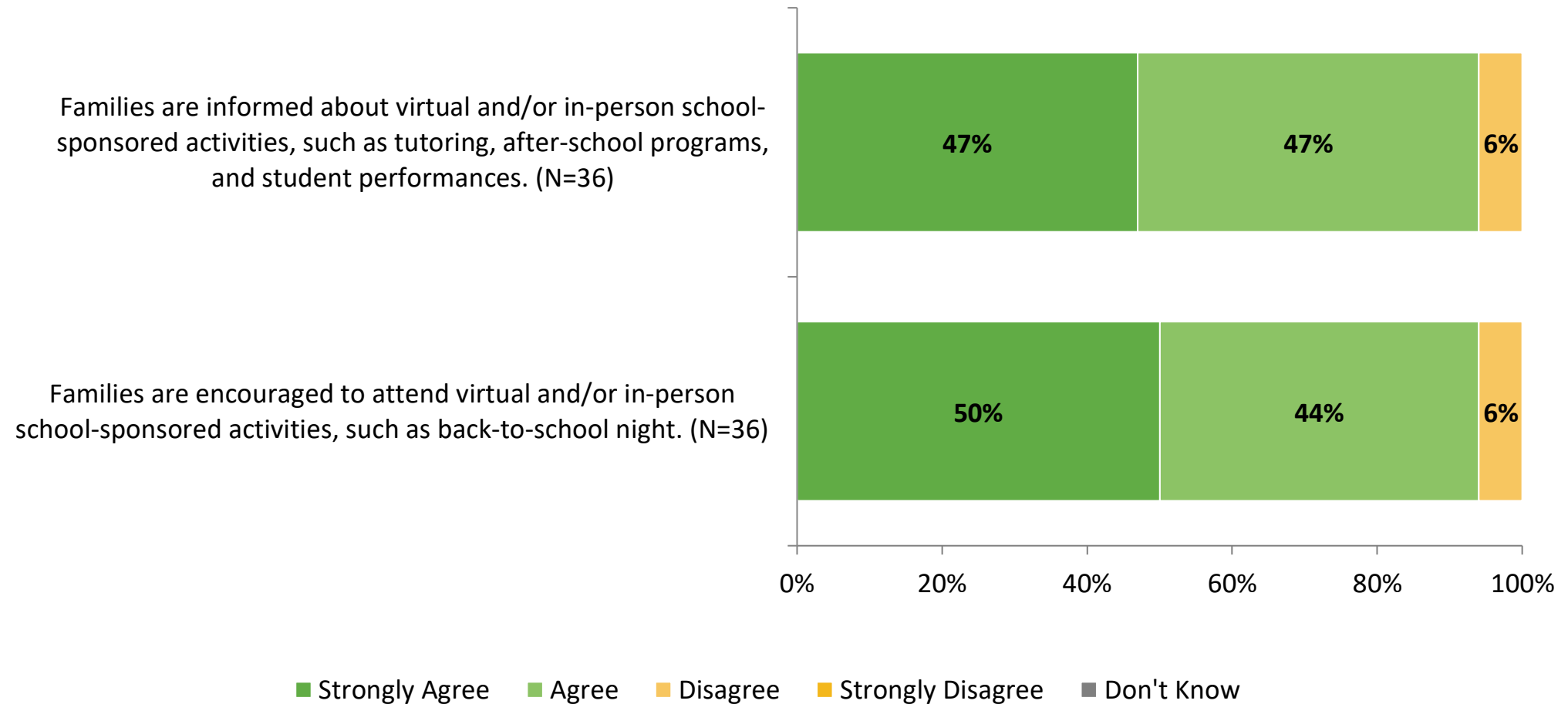
# School Leadership: Comparison Over Time (Continued)

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



# Family Involvement

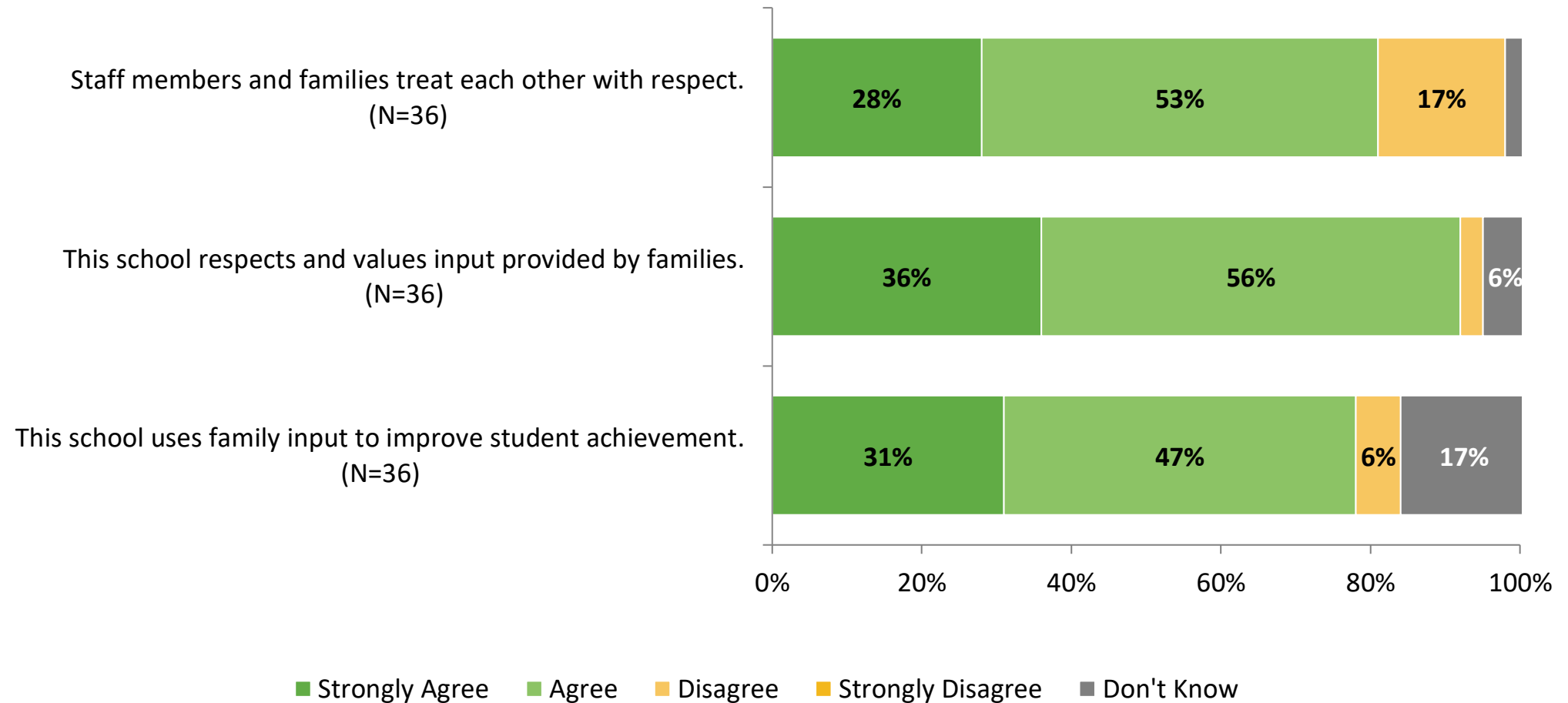
How strongly do you agree or disagree with the following statements?





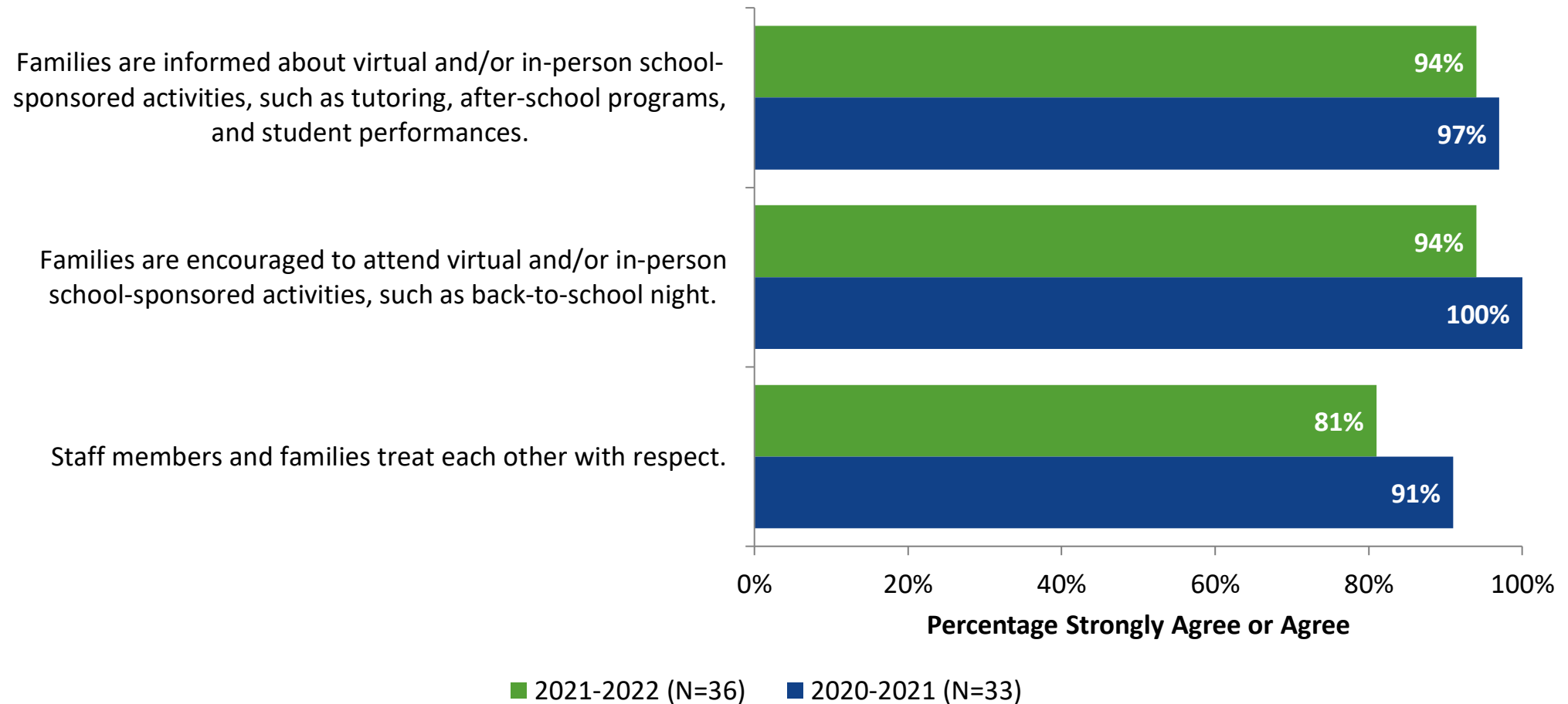
# Family Involvement (Continued)

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



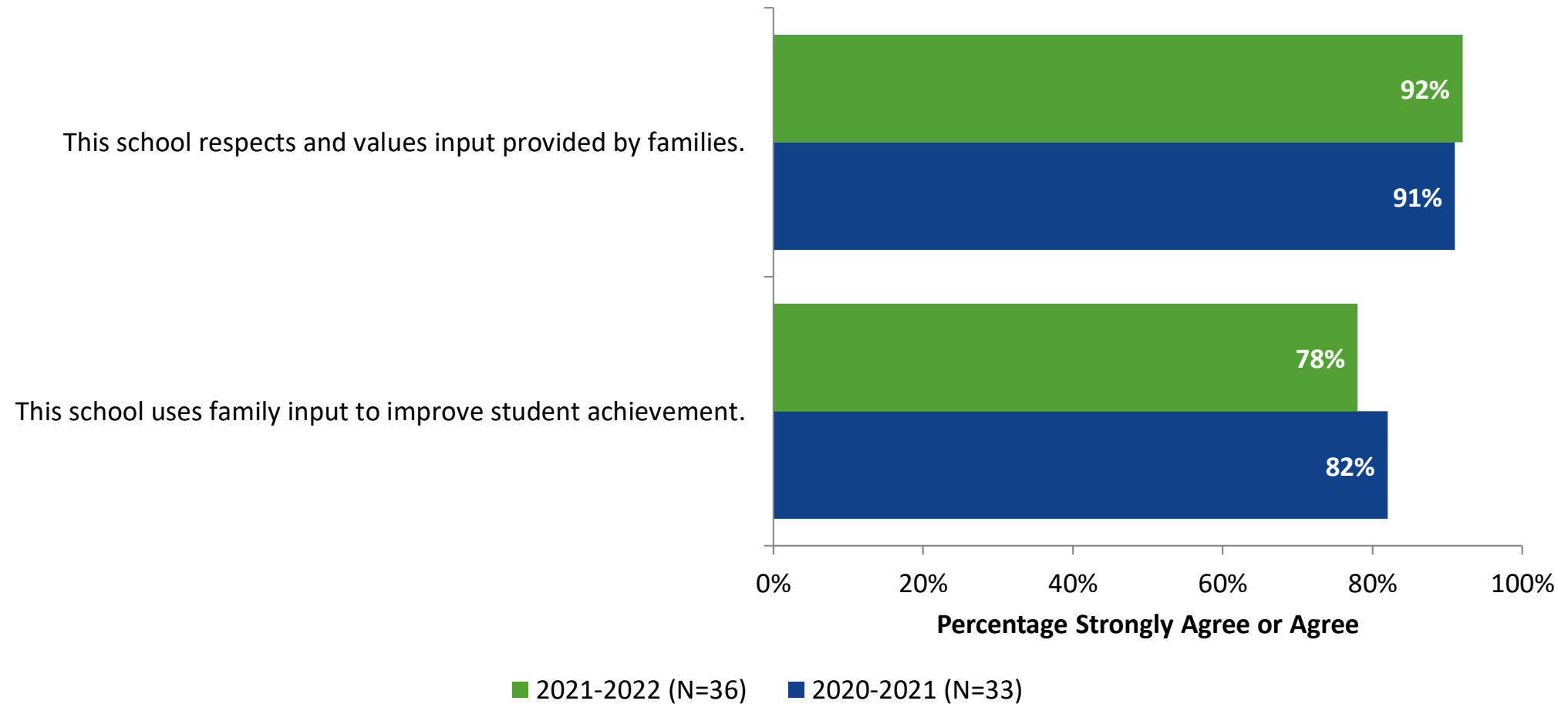
# Family Involvement: Comparison Over Time

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



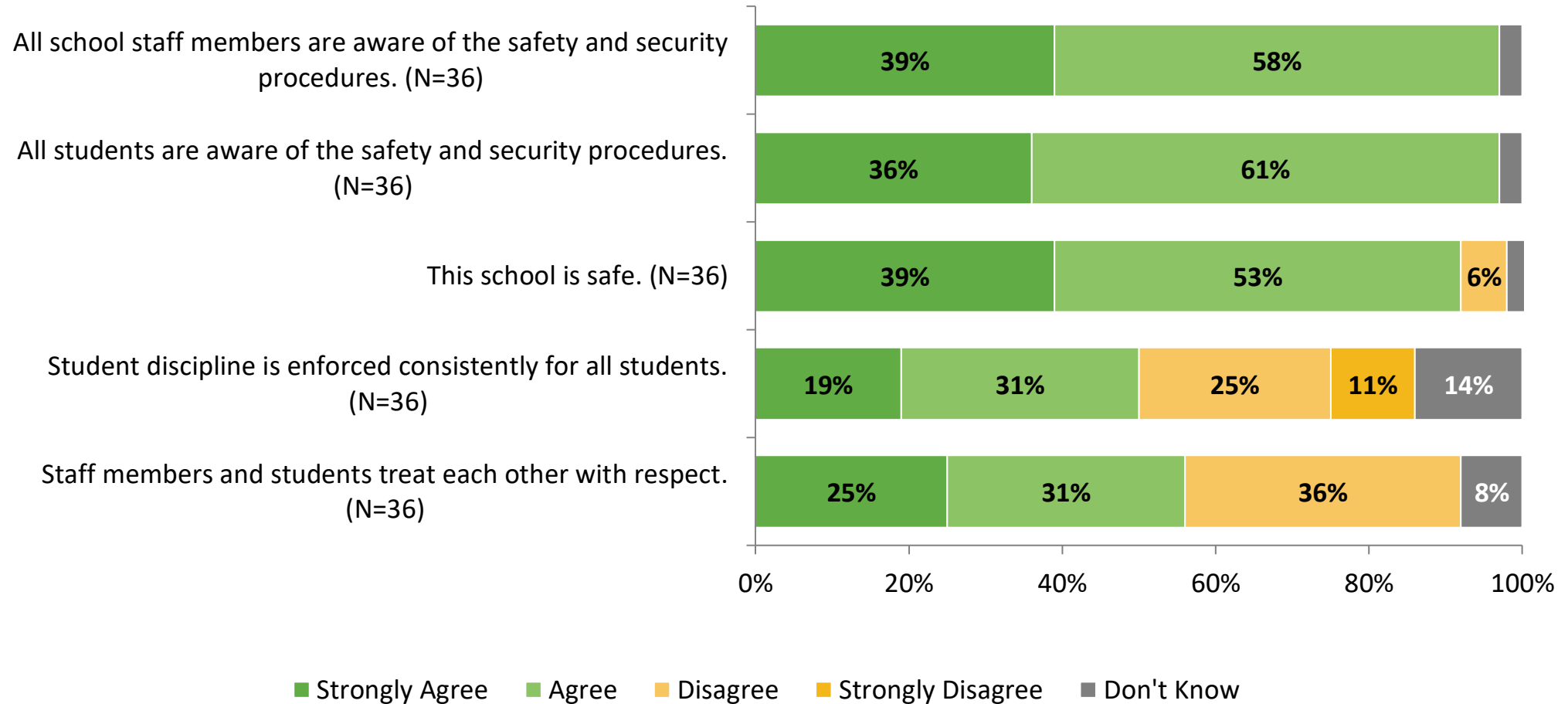
# Family Involvement: Comparison Over Time (Continued)

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



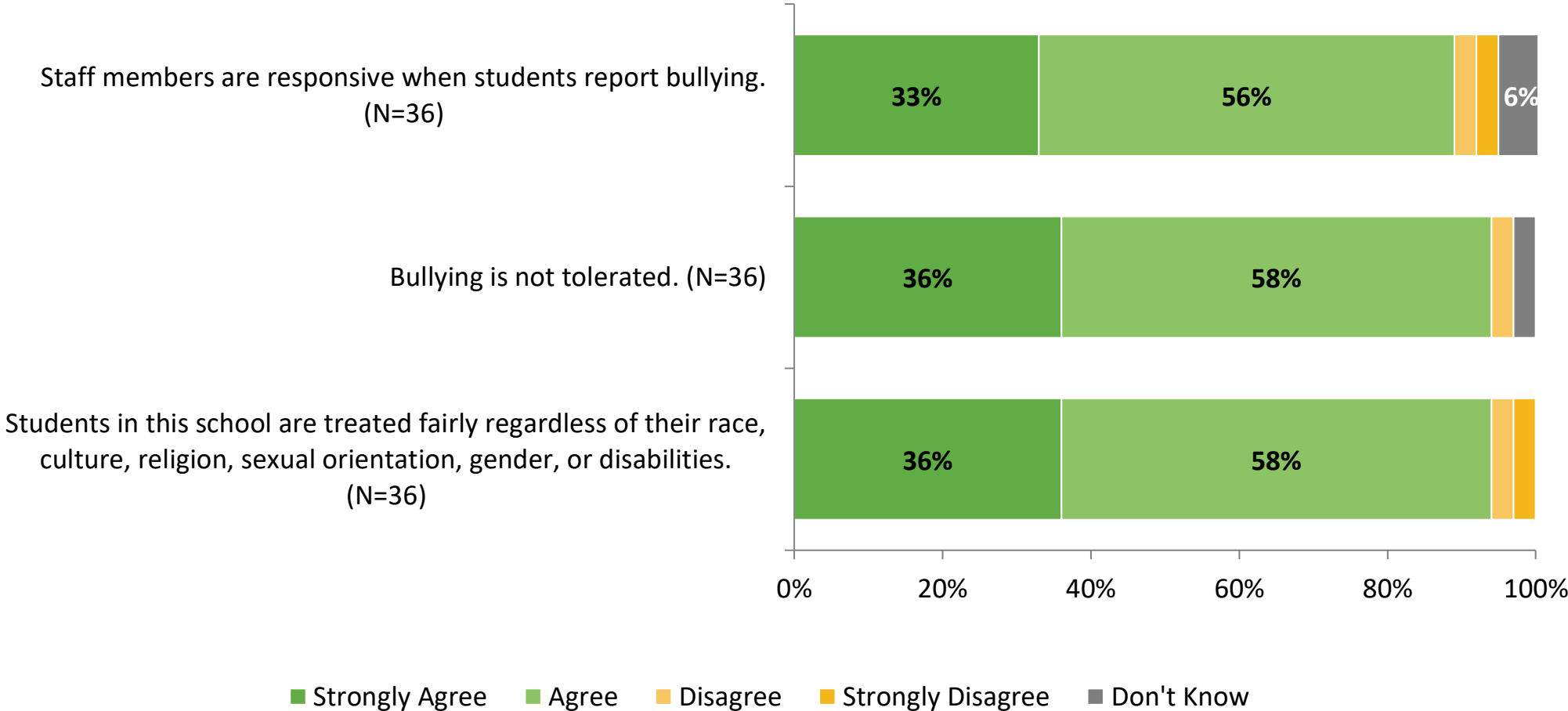
# Safety and Behavior

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



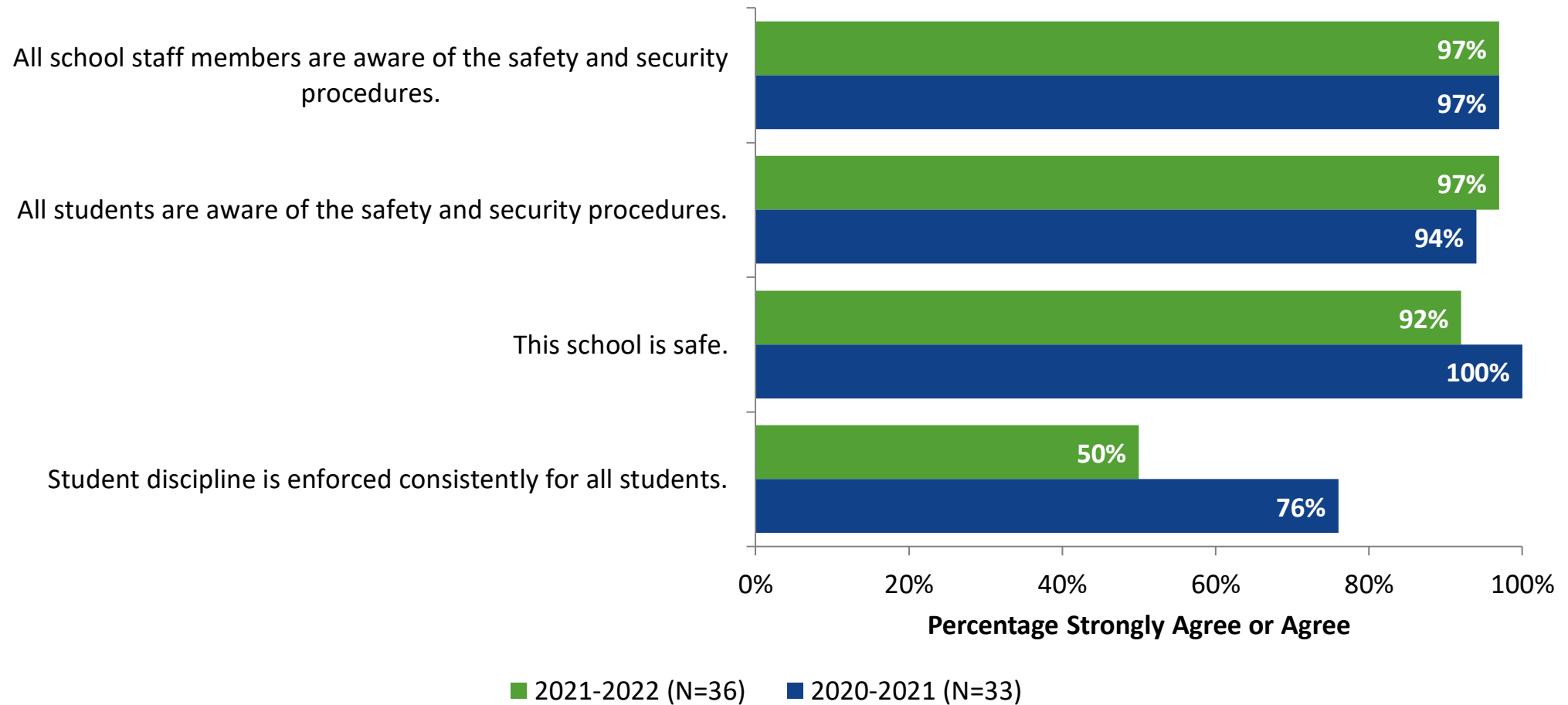
# Safety and Behavior (Continued)

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



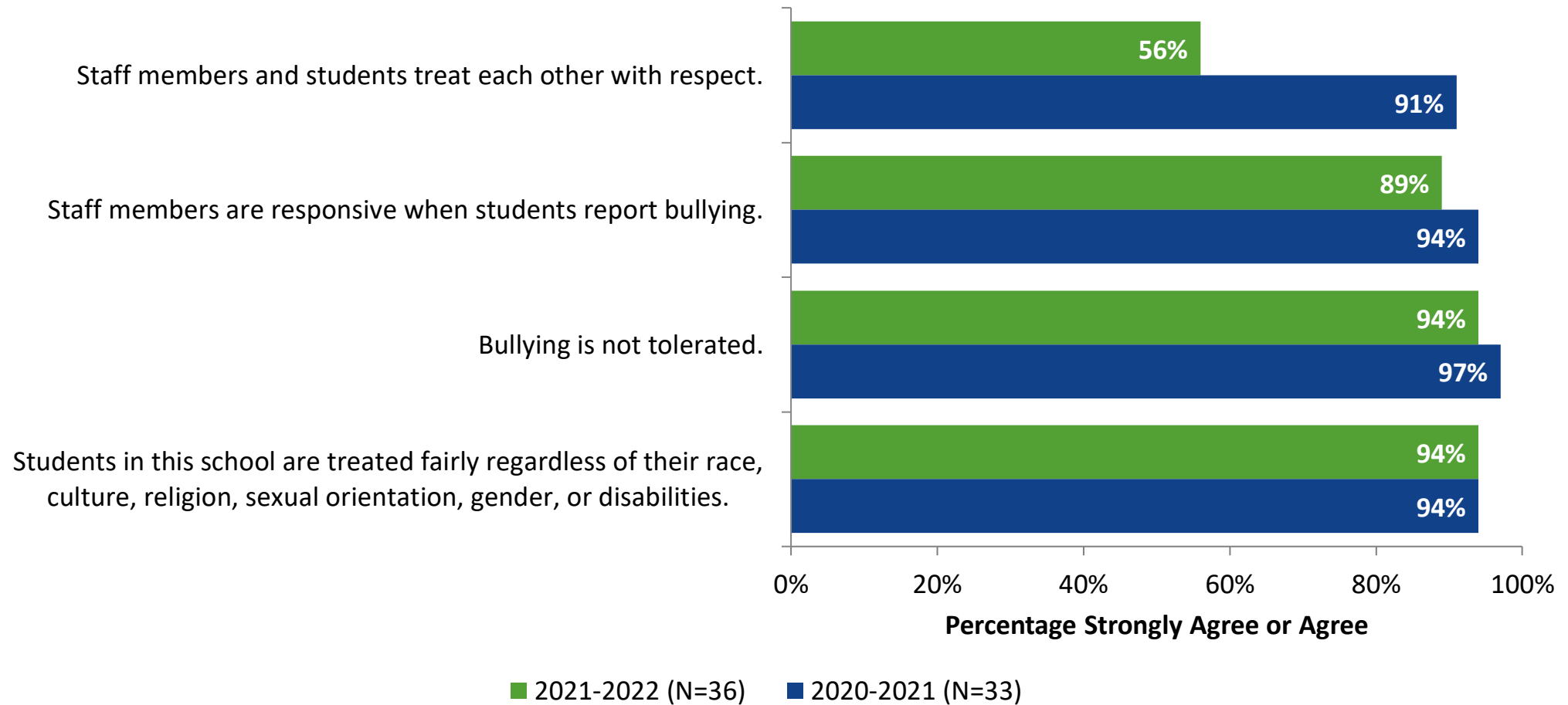
# Safety and Behavior: Comparison Over Time

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



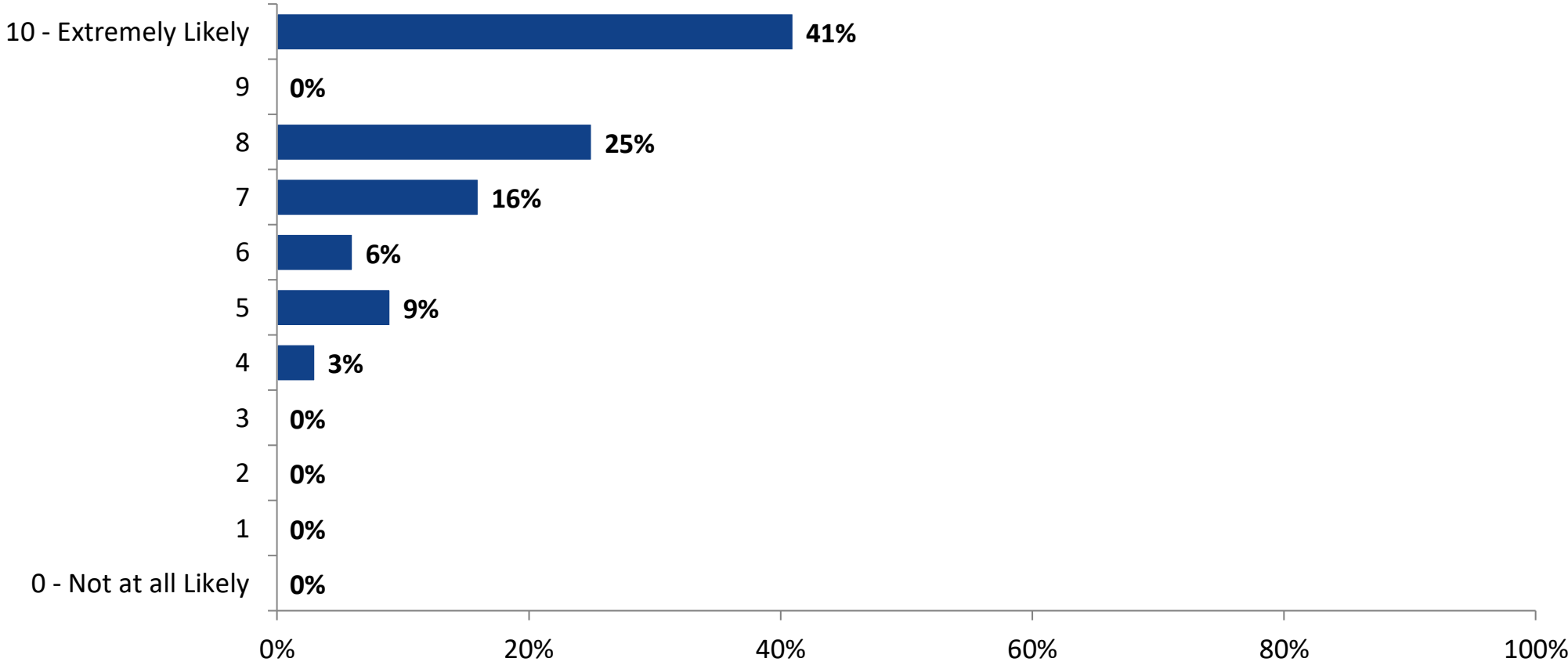
# Safety and Behavior: Comparison Over Time (Continued)

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



# Net Promoter Score - School

How likely is it that you would recommend your school to a family member or friend? (N=32)

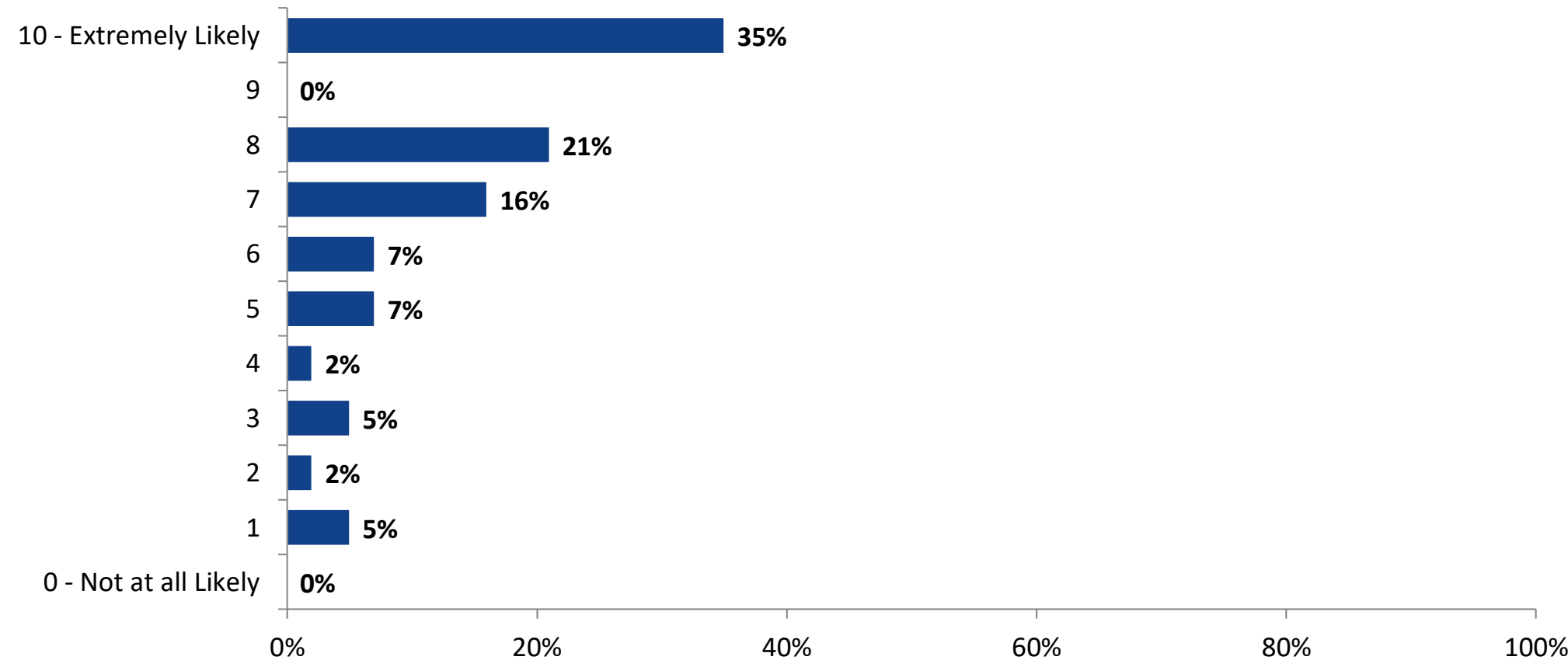


*Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district. It is calculated by subtracting the percentage of detractors (0-6) from promoter (9-10) which gives a value between -100 to 100. A positive score means there are more people promoting the district than detracting from it. Passives (7-8) represent individuals who do not have an unequivocal opinion about their school or district.*



# Net Promoter Score - District

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=43)



*Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district. It is calculated by subtracting the percentage of detractors (0-6) from promoter (9-10) which gives a value between -100 to 100. A positive score means there are more people promoting the district than detracting from it. Passives (7-8) represent individuals who do not have an unequivocal opinion about their school or district.*



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