Employee Survey: Highland Lakes Elementary

Results

2021-2022 School Year

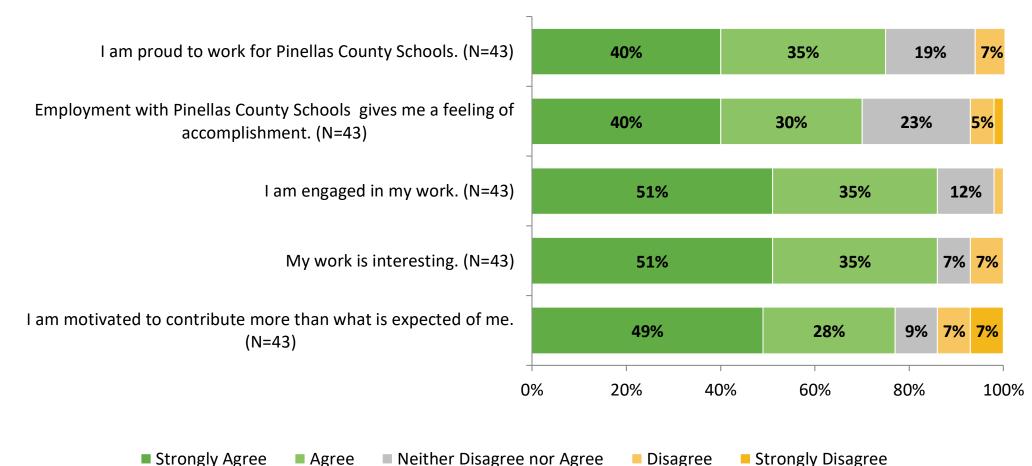


Participation

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

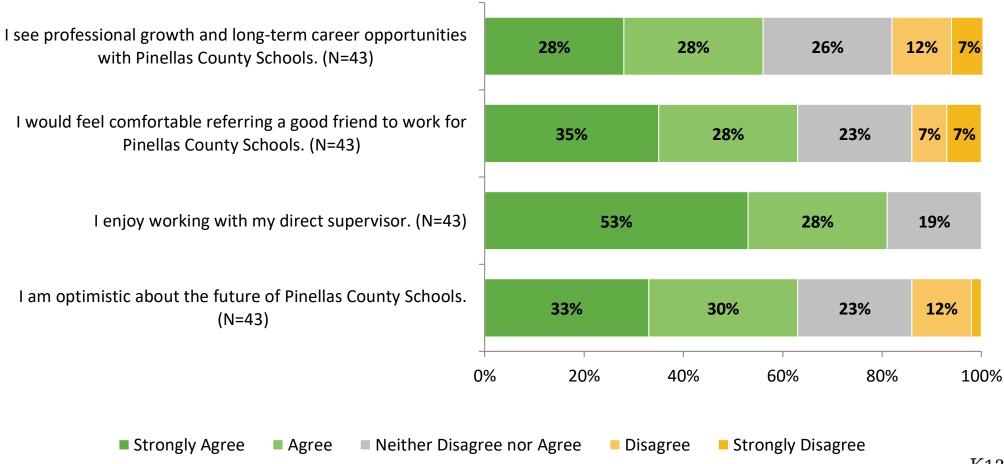


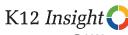
Overall Engagement



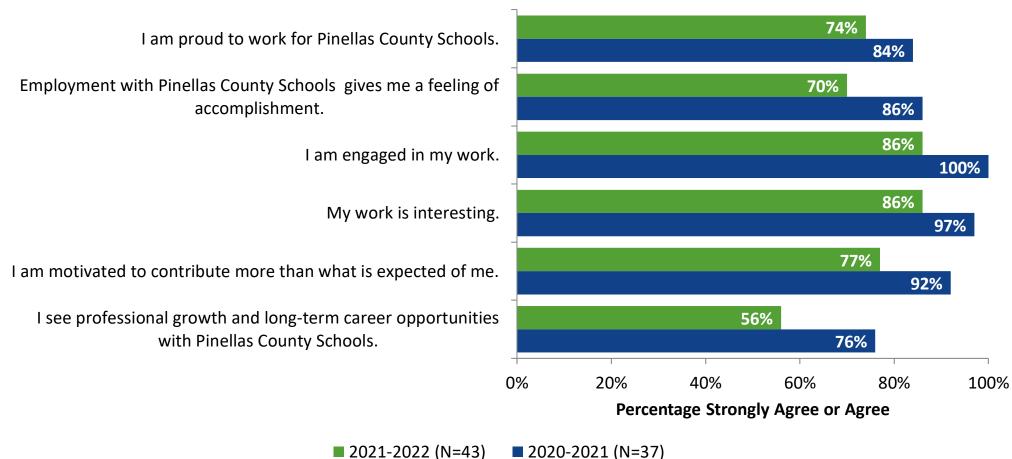


Overall Engagement (Continued)



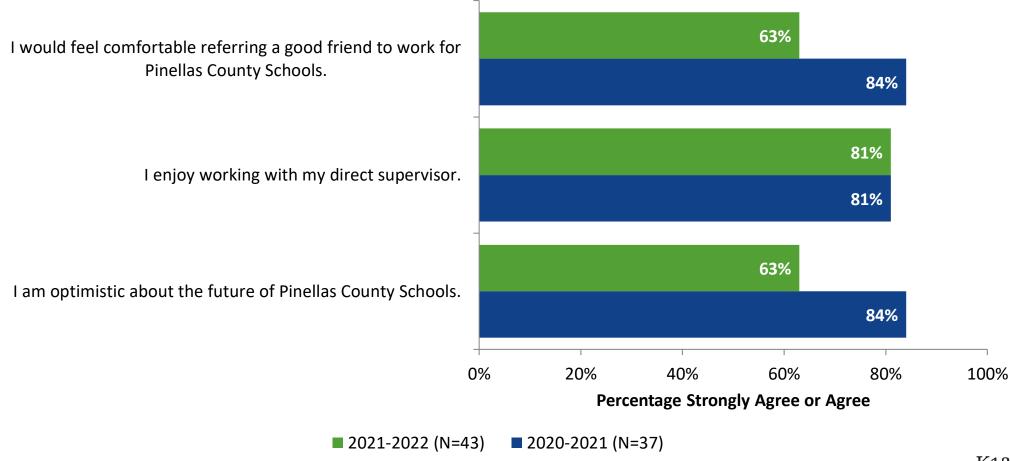


Overall Engagement: Comparison Over Time



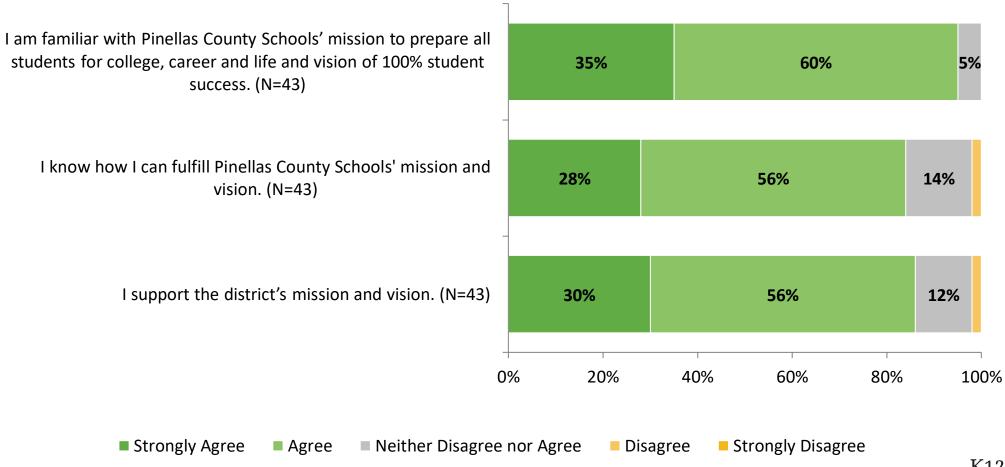


Overall Engagement: Comparison Over Time (Continued)



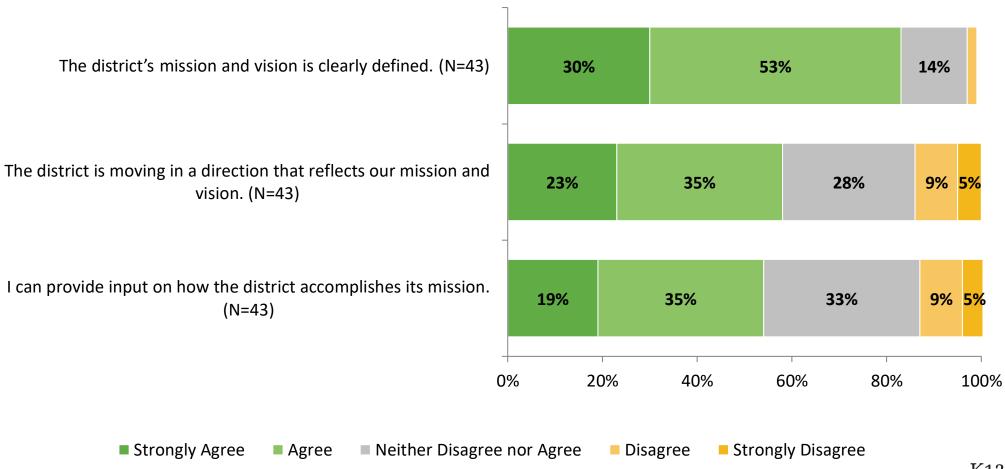


Mission and Vision





Mission and Vision (Continued)





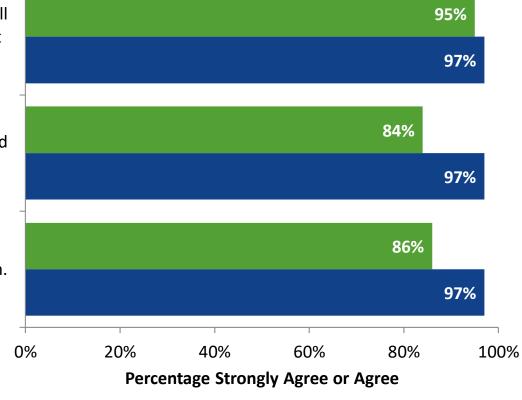
Mission and Vision: Comparison Over Time

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.

I know how I can fulfill Pinellas County Schools' mission and vision.

I support the district's mission and vision.

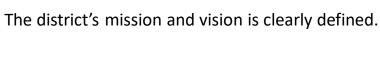


■ 2021-2022 (N=43) ■ 2020-2021 (N=37)



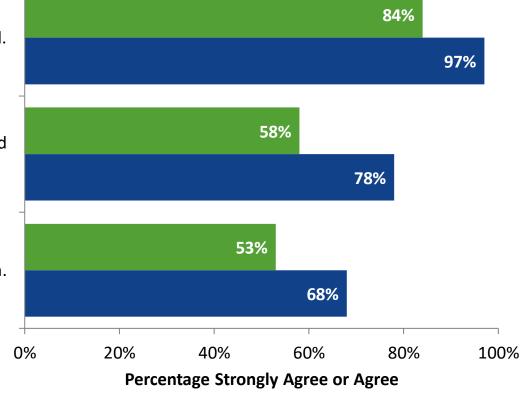
Mission and Vision: Comparison Over Time (Continued)

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



The district is moving in a direction that reflects our mission and vision.

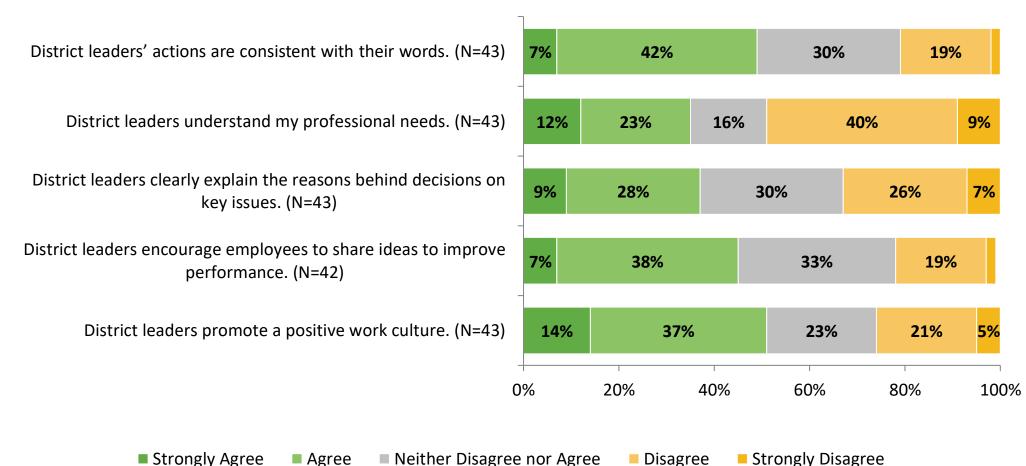
I can provide input on how the district accomplishes its mission.



■ 2021-2022 (N=43) ■ 2020-2021 (N=37)



District Leadership





District Leadership: Comparison Over Time

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

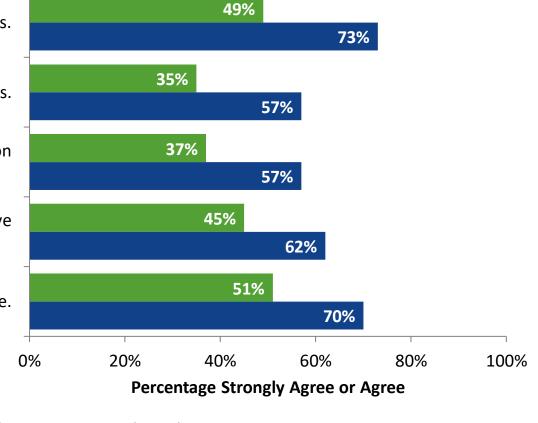


District leaders understand my professional needs.

District leaders clearly explain the reasons behind decisions on key issues.

District leaders encourage employees to share ideas to improve performance.

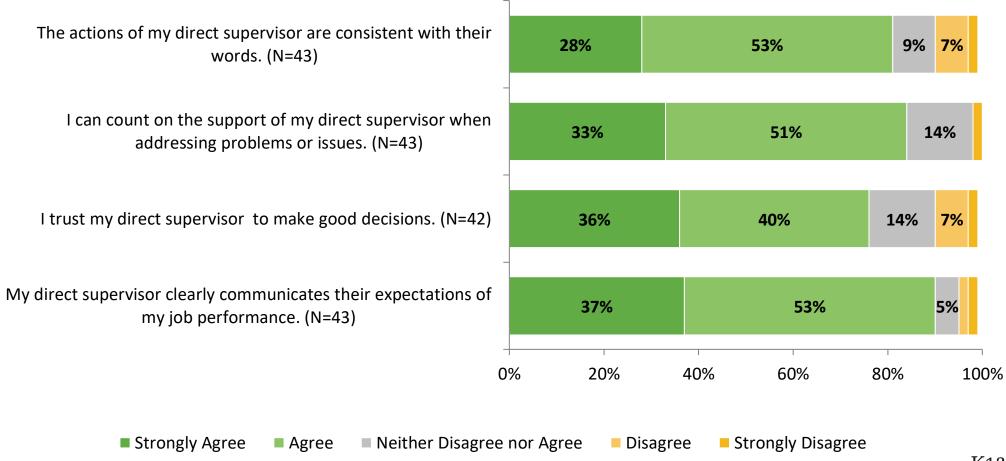
District leaders promote a positive work culture.



■ 2021-2022 (N=43) ■ 2020-2021 (N=37)

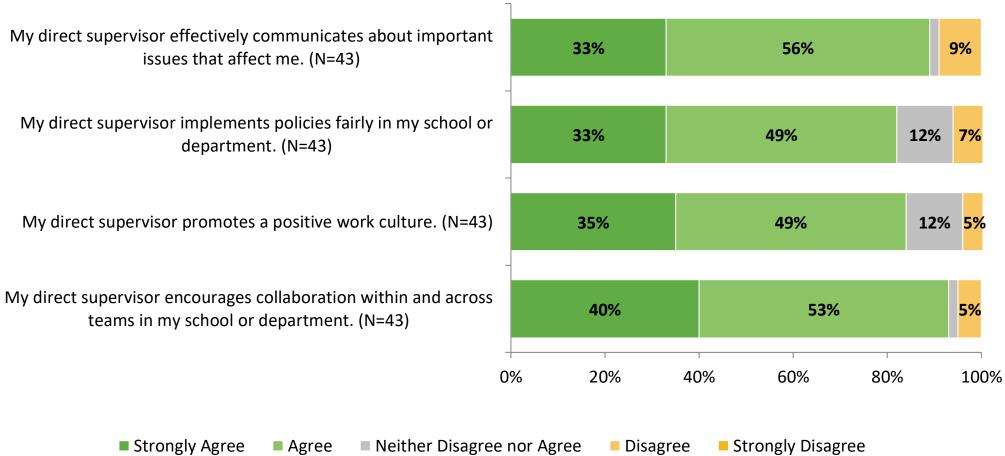


Worksite Leadership





Worksite Leadership (Continued)





Worksite Leadership: Comparison Over Time

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

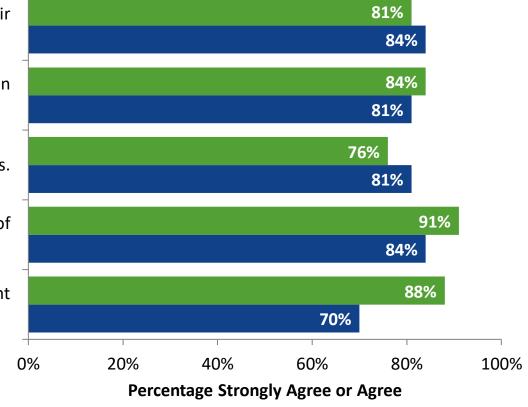
The actions of my direct supervisor are consistent with their words.

I can count on the support of my direct supervisor when addressing problems or issues.

I trust my direct supervisor to make good decisions.

My direct supervisor clearly communicates their expectations of my job performance.

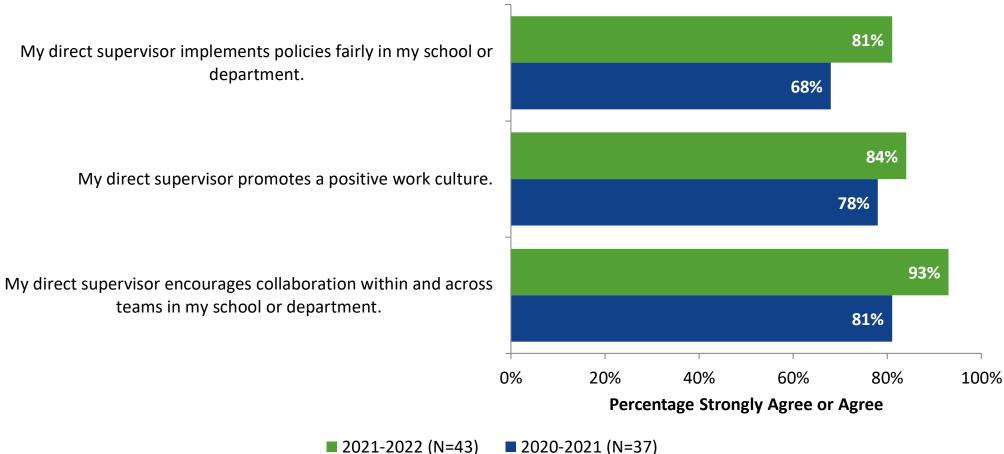
My direct supervisor effectively communicates about important issues that affect me.



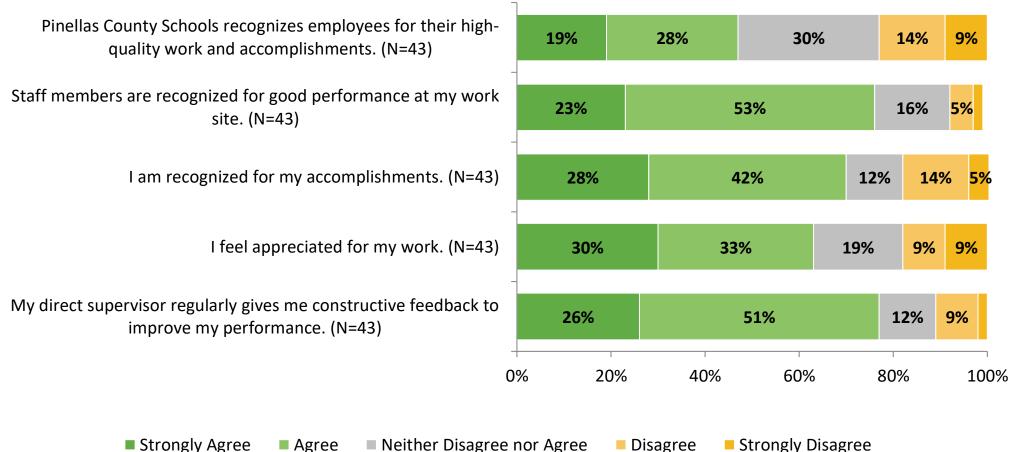
■ 2021-2022 (N=43) ■ 2020-2021 (N=37)

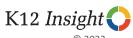


Worksite Leadership: Comparison Over Time (Continued)

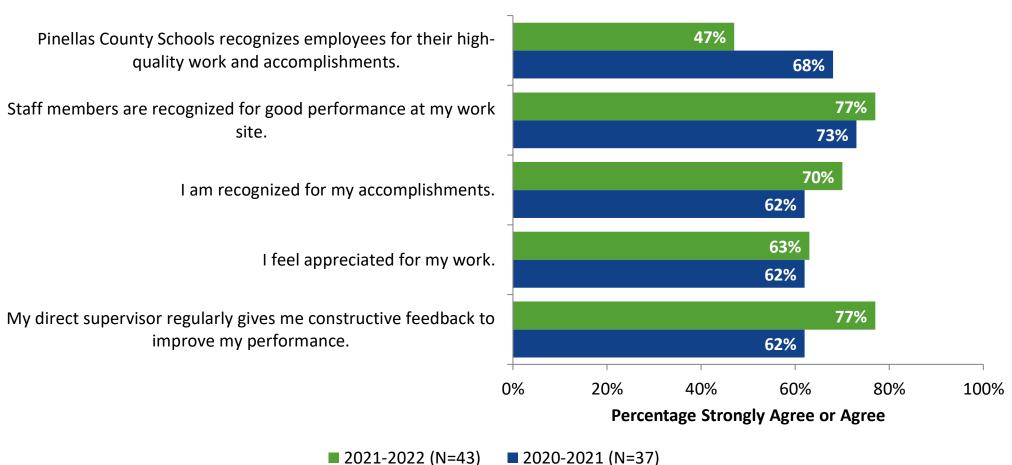


Feedback and Recognition

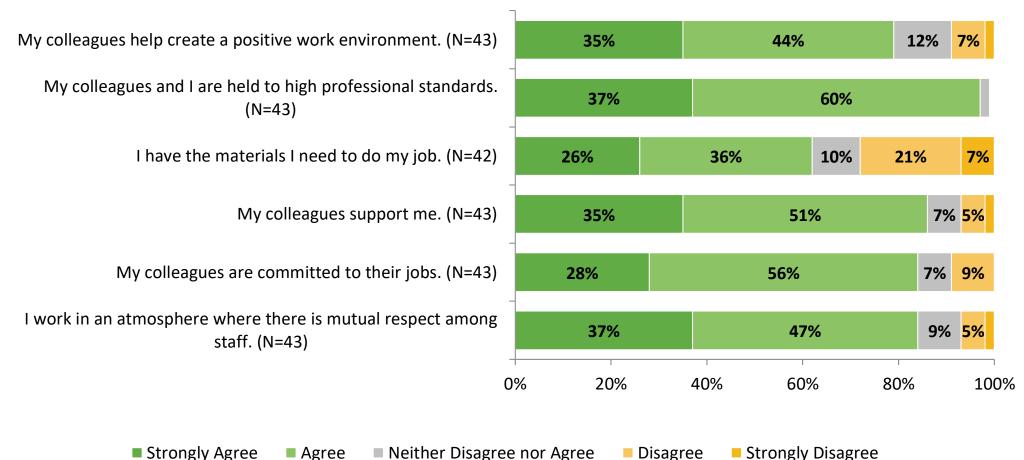




Feedback and Recognition: Comparison Over Time

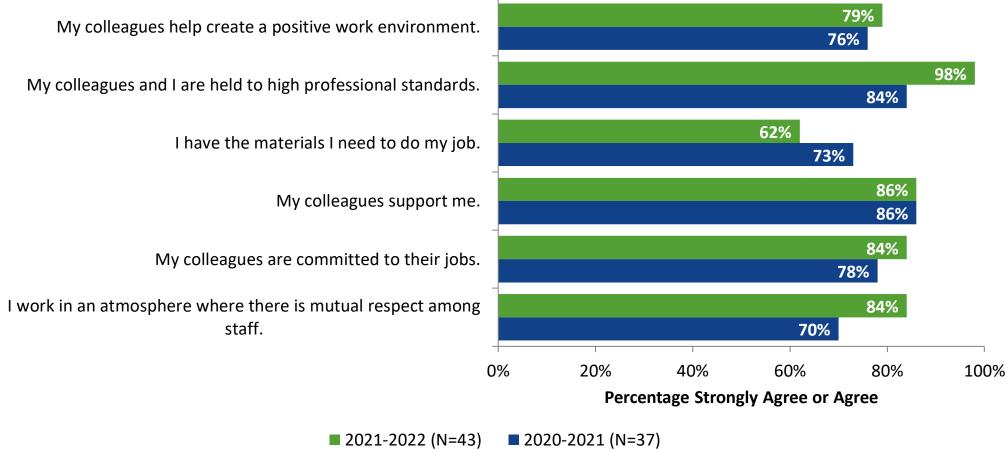


Work Environment



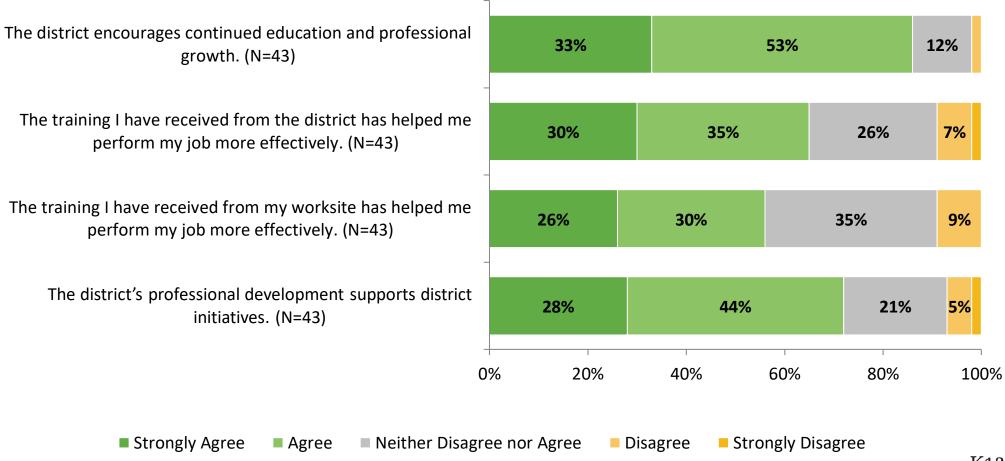


Work Environment: Comparison Over Time



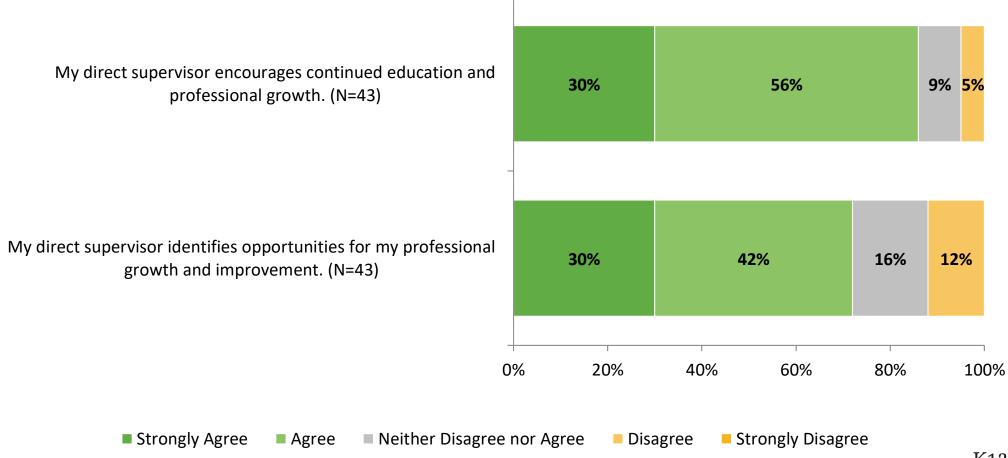


Career Growth and Training Opportunities



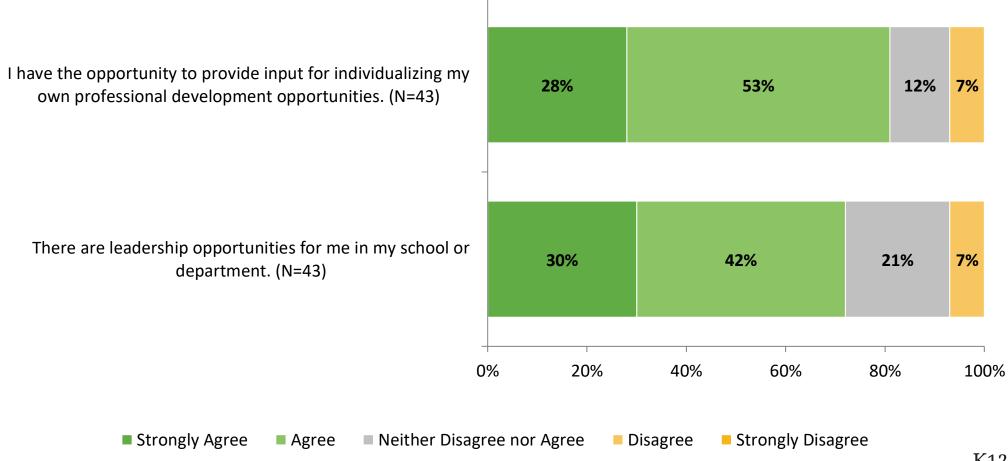


Career Growth and Training Opportunities (Continued)





Career Growth and Training Opportunities (Continued)



Career Growth and Training Opportunities: Comparison Over Time

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

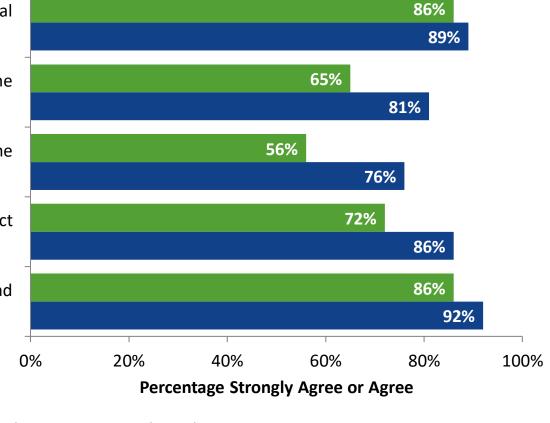
The district encourages continued education and professional growth.

The training I have received from the district has helped me perform my job more effectively.

The training I have received from my worksite has helped me perform my job more effectively.

The district's professional development supports district initiatives.

My direct supervisor encourages continued education and professional growth.

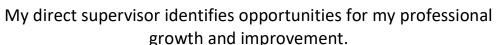


■ 2021-2022 (N=43) ■ 2020-2021 (N=37)



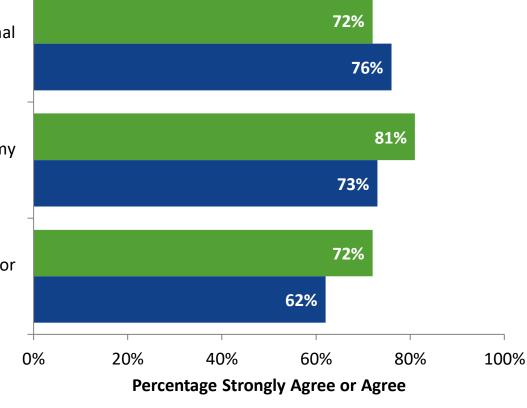
Career Growth and Training Opportunities: Comparison Over Time (Continued)

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.

There are leadership opportunities for me in my school or department.

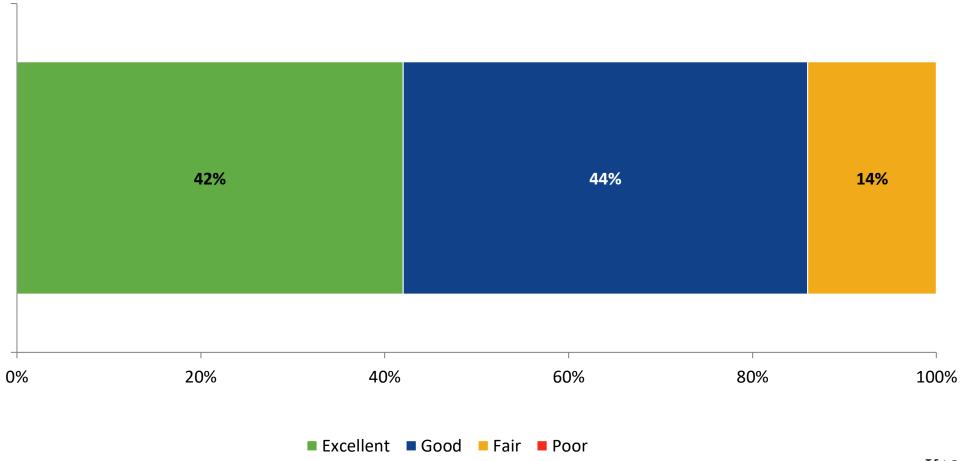


■ 2021-2022 (N=43) ■ 2020-2021 (N=37)



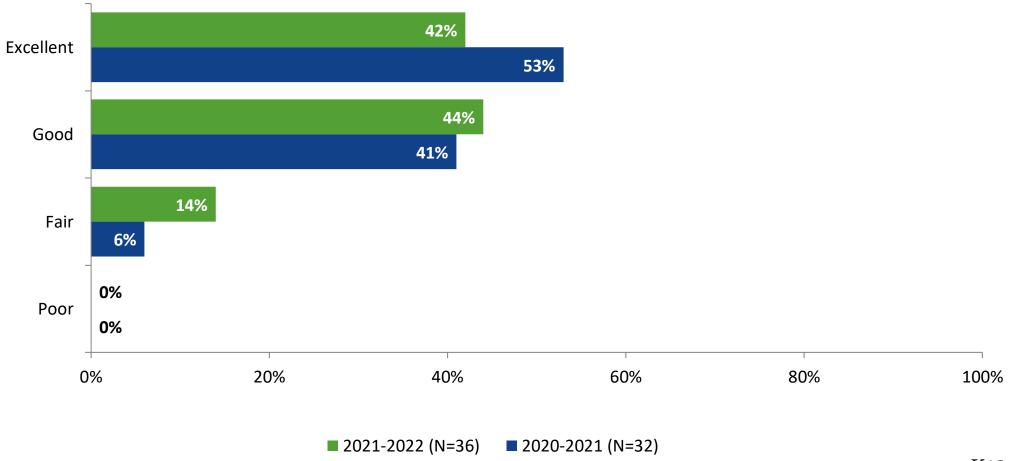
Overall Quality

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

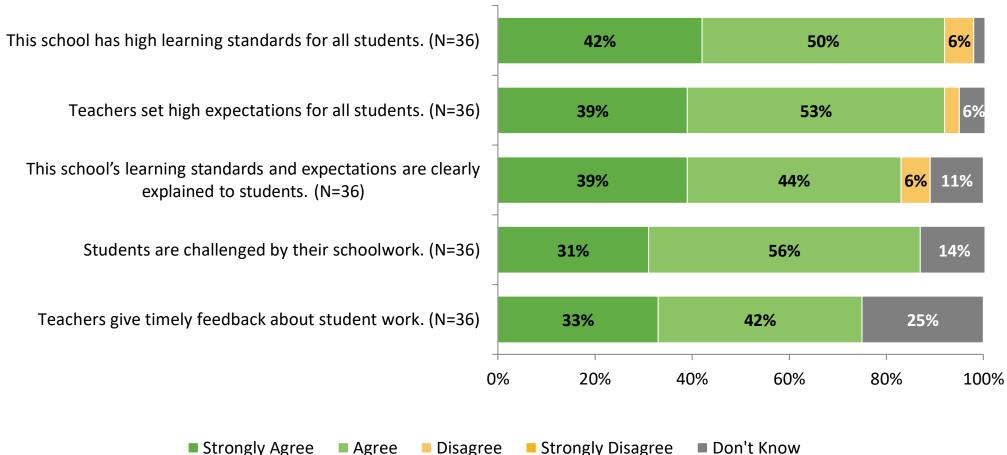


Overall Quality: Comparison Over Time

How would you rate the overall quality of your school?

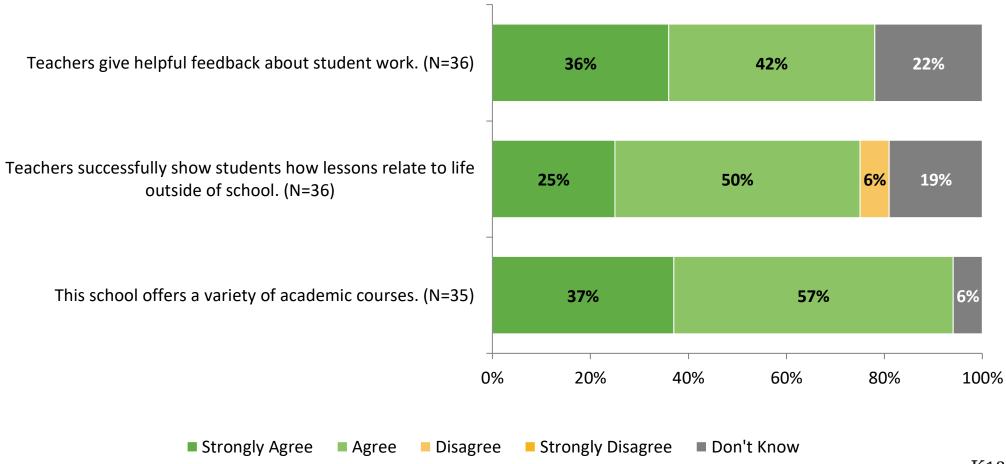


Academic Support



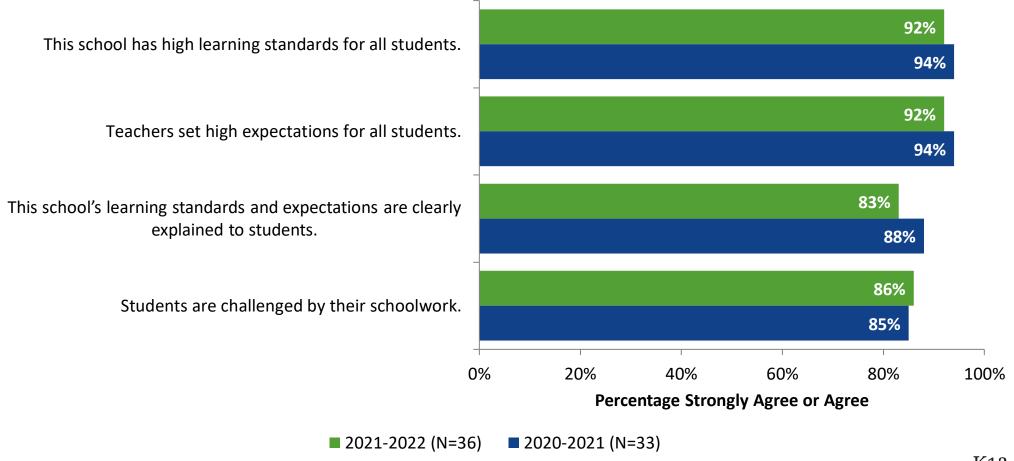


Academic Support (Continued)

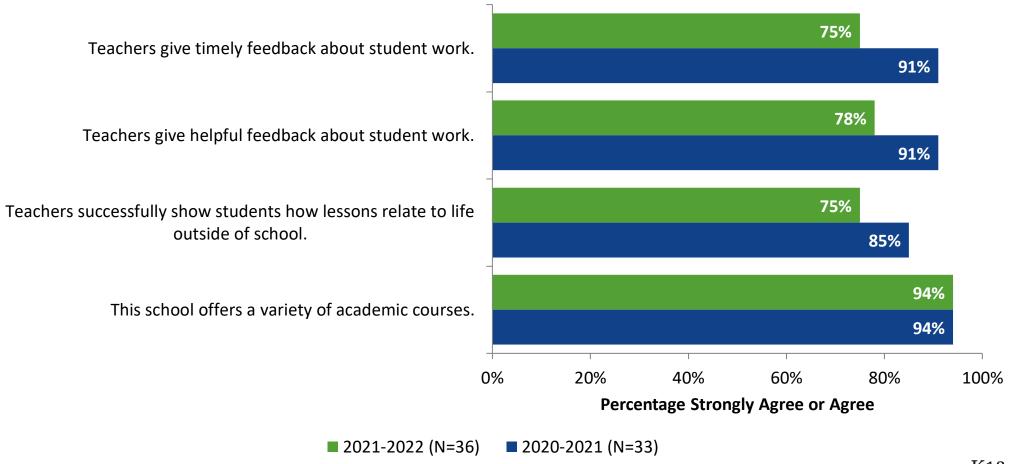




Academic Support: Comparison Over Time



Academic Support: Comparison Over Time (Continued)

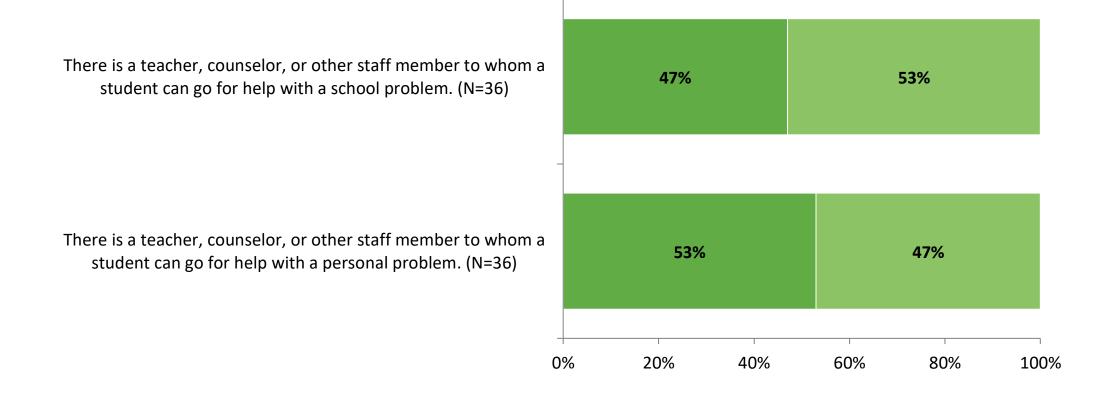


Student Support

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

Strongly Agree

Agree



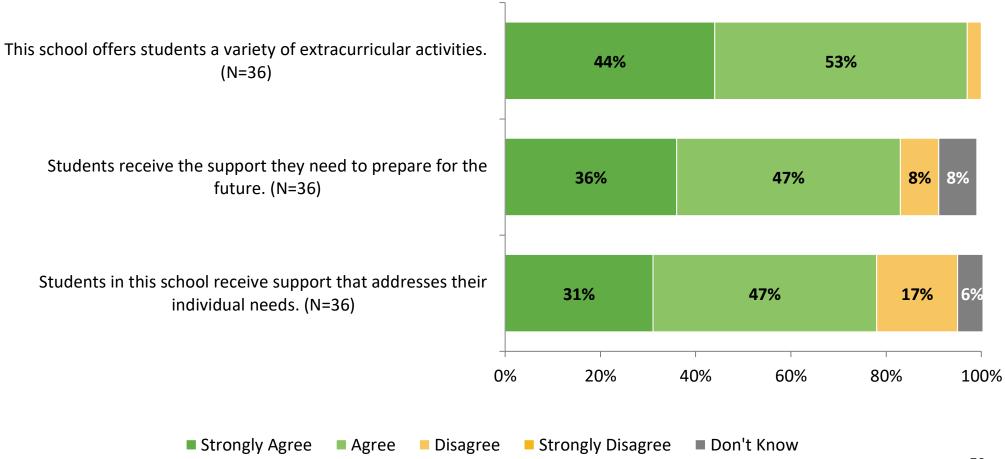
Disagree

Strongly Disagree

■ Don't Know



Student Support (Continued)





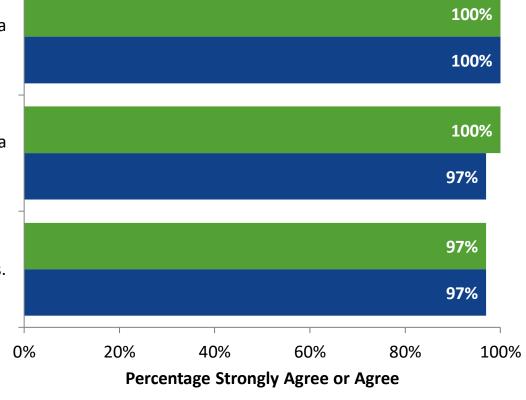
Student Support: Comparison Over Time

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.

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

This school offers students a variety of extracurricular activities.



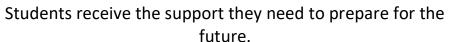
■ 2021-2022 (N=36)

■ 2020-2021 (N=32)

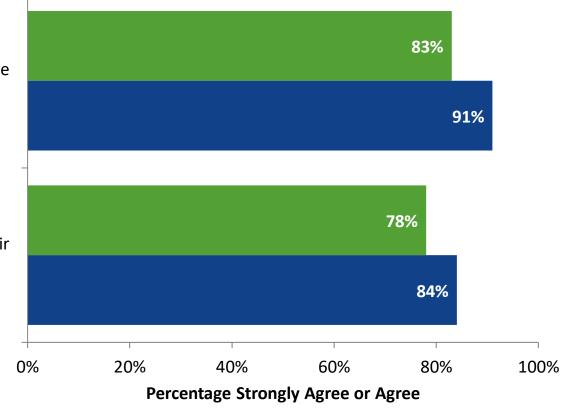


Student Support: Comparison Over Time (Continued)

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



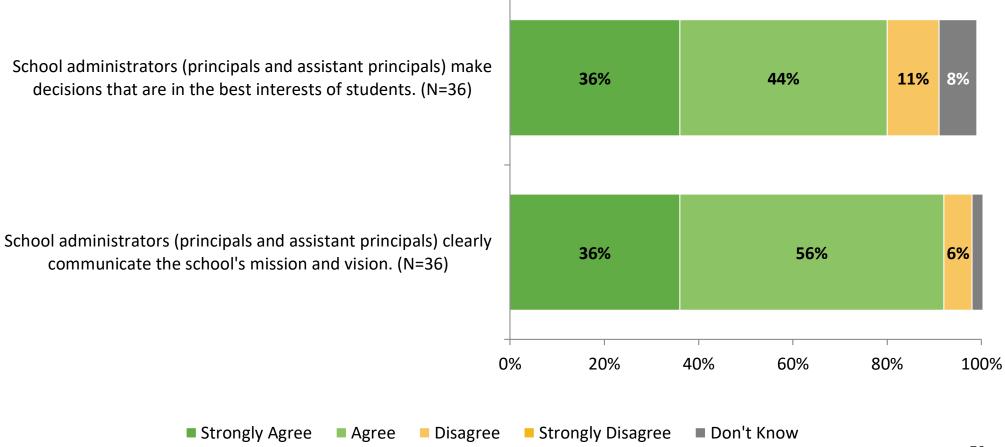
Students in this school receive support that addresses their individual needs.



■ 2021-2022 (N=36) ■ 2020-2021 (N=32)

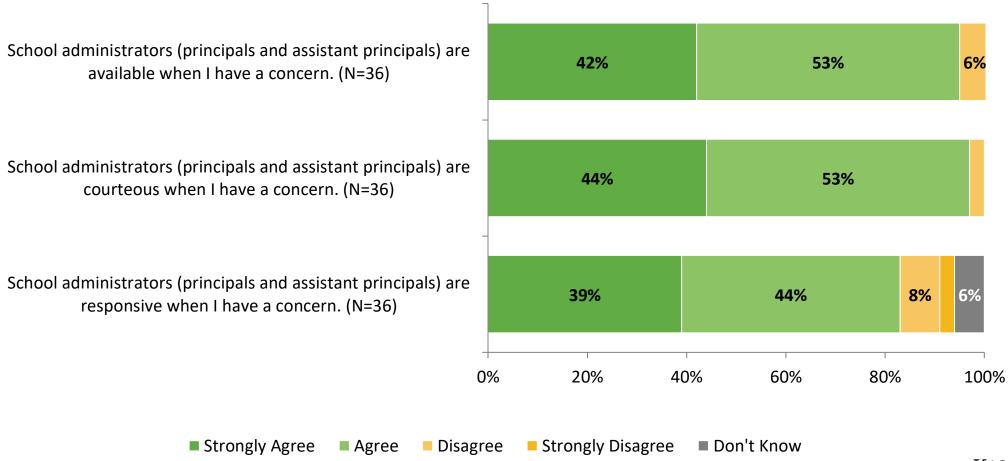


School Leadership





School Leadership (Continued)

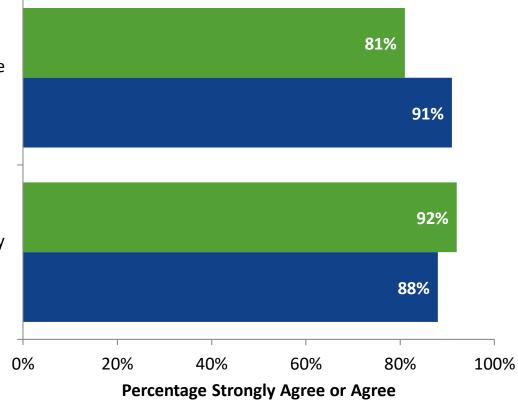


School Leadership: Comparison Over Time

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.

School administrators (principals and assistant principals) clearly communicate the school's mission and vision.



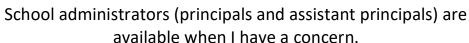
■ 2021-2022 (N=36)

■ 2020-2021 (N=32)



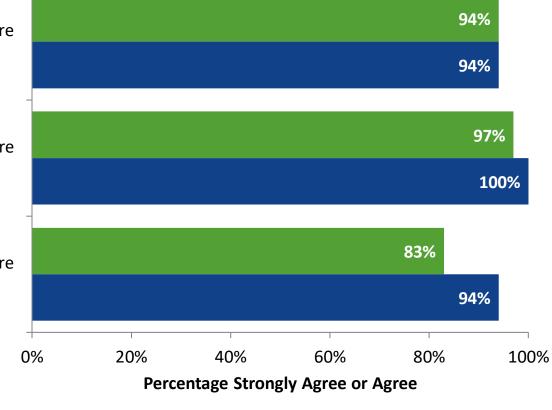
School Leadership: Comparison Over Time (Continued)

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



School administrators (principals and assistant principals) are courteous when I have a concern.

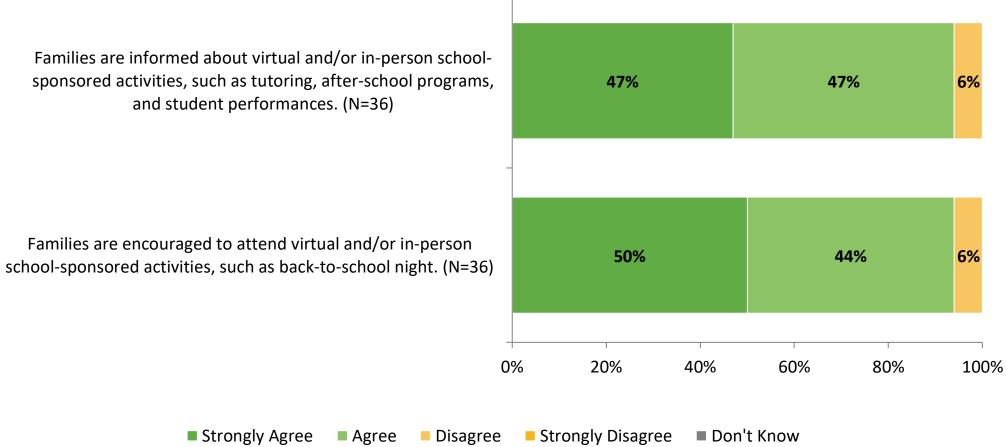
School administrators (principals and assistant principals) are responsive when I have a concern.



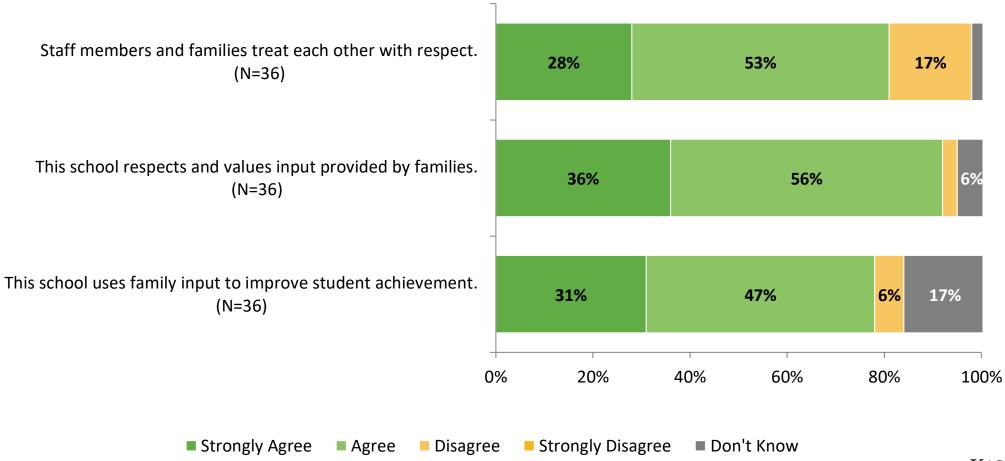
■ 2021-2022 (N=36) ■ 2020-2021 (N=32)



Family Involvement



Family Involvement (Continued)



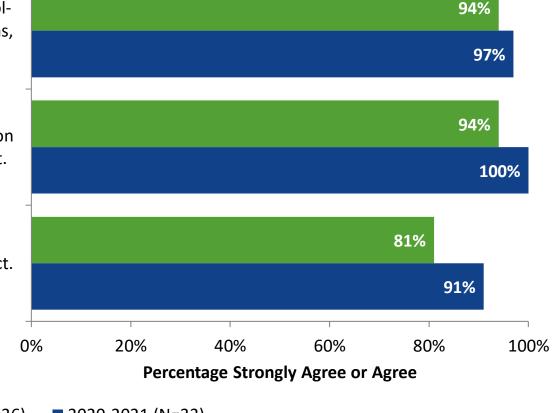
Family Involvement: Comparison Over Time

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

Families are informed about virtual and/or in-person schoolsponsored activities, such as tutoring, after-school programs, and student performances.

Families are encouraged to attend virtual and/or in-person school-sponsored activities, such as back-to-school night.

Staff members and families treat each other with respect.



■ 2021-2022 (N=36) ■ 2020-2021 (N=33)

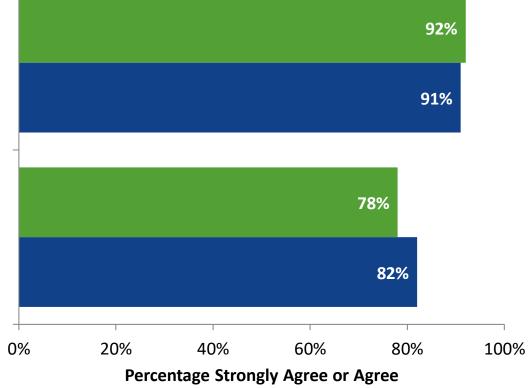


Family Involvement: Comparison Over Time (Continued)

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

This school respects and values input provided by families.

This school uses family input to improve student achievement.

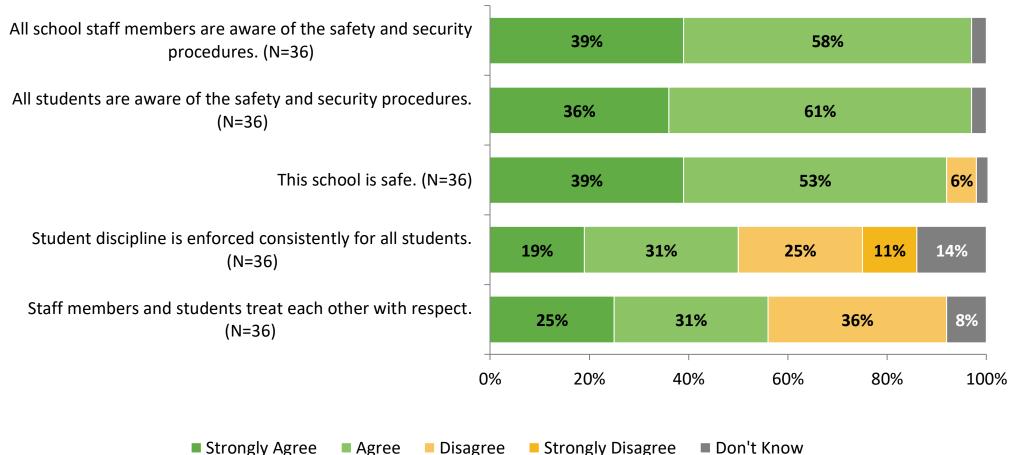


■ 2021-2022 (N=36)

■ 2020-2021 (N=33)

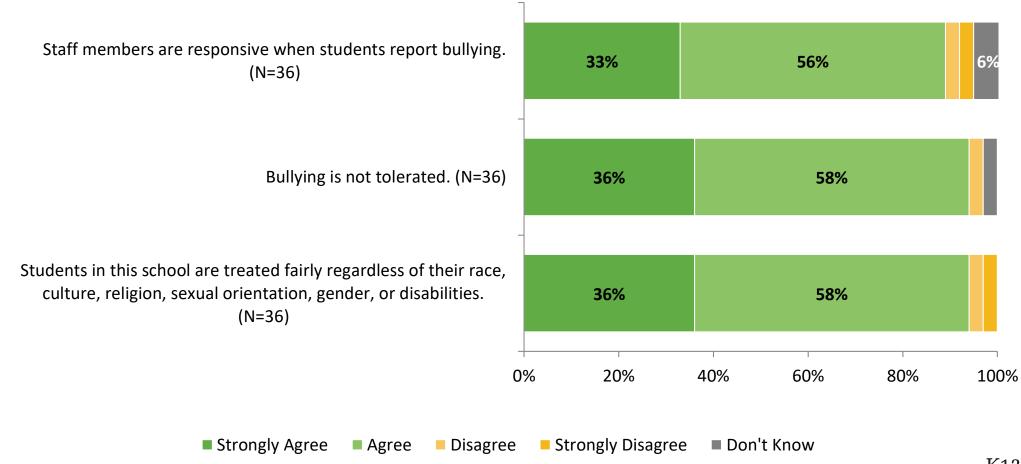


Safety and Behavior



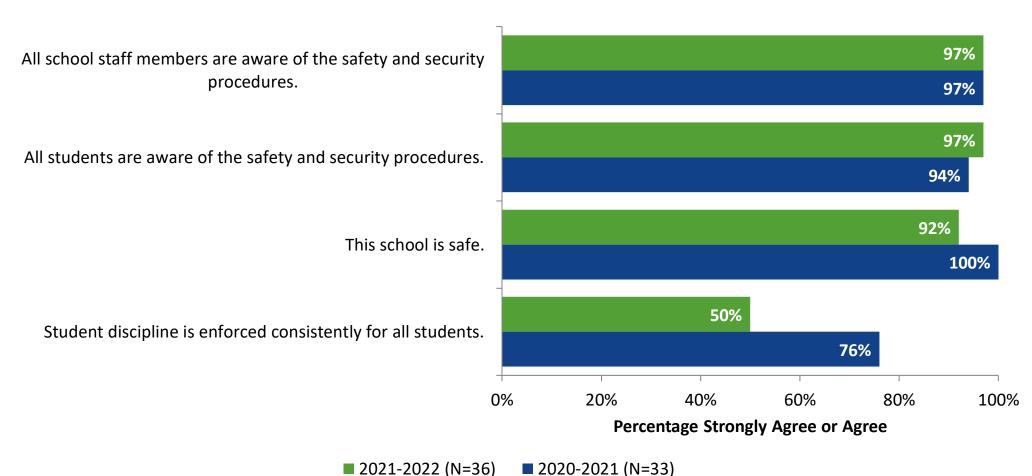


Safety and Behavior (Continued)



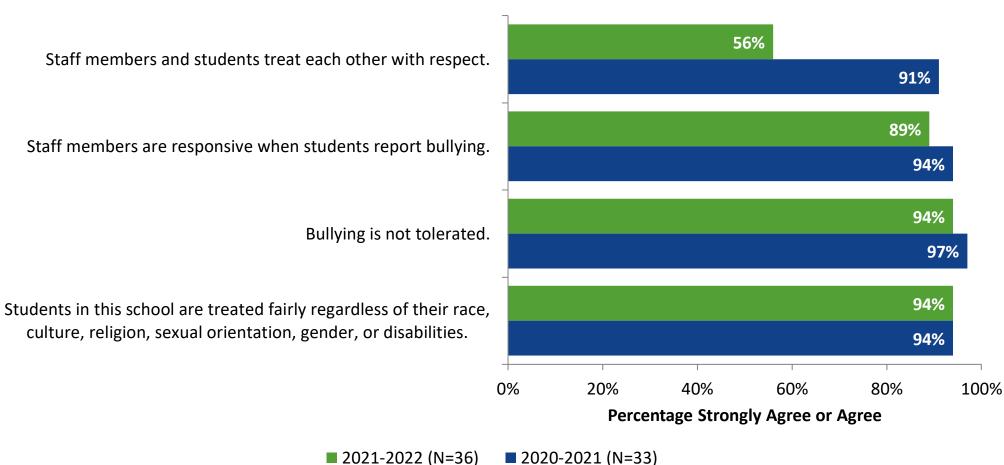


Safety and Behavior: Comparison Over Time





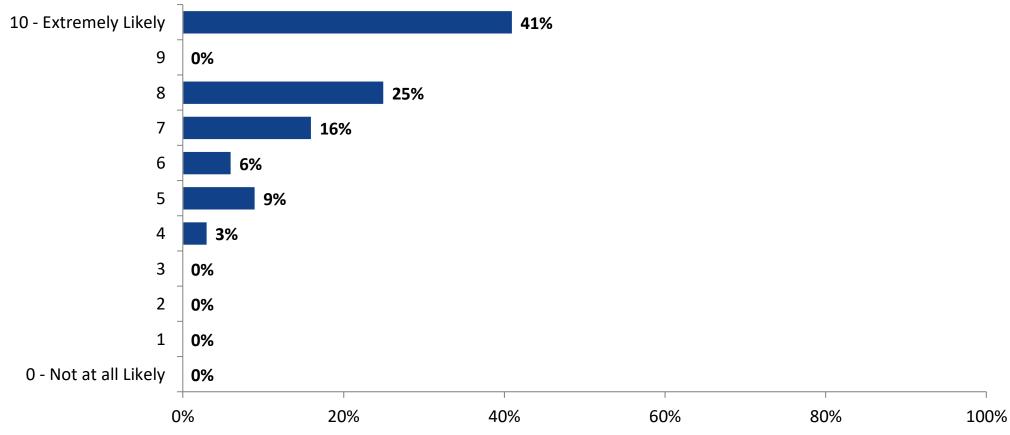
Safety and Behavior: Comparison Over Time (Continued)





Net Promoter Score - School

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

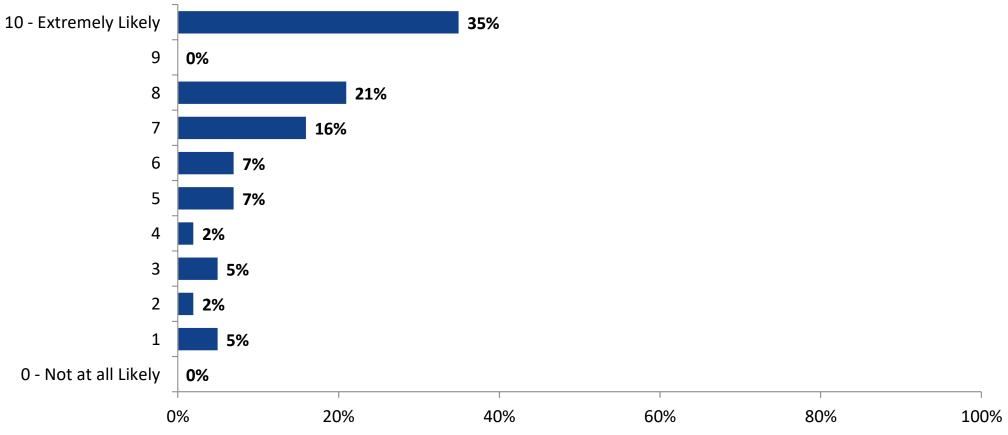


Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district. It is calculated by subtracting the percentage of detractors (0-6) from promoter (9-10) which gives a value between -100 to 100. A positive score means there are more people promoting the district than detracting 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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