

## **Employee Engagement Survey: Highland Lakes Elementary** School

Results and Analysis

2023-2024







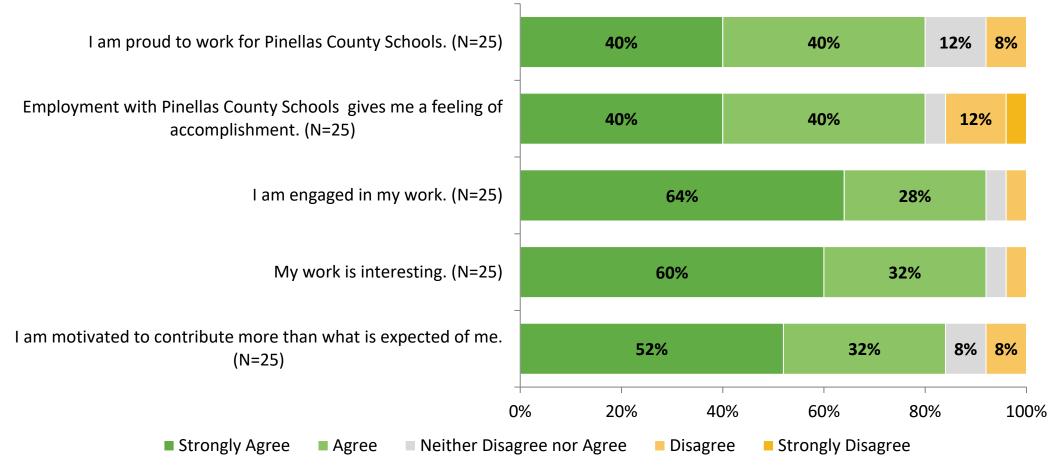
# **Questions for All Staff Members**





## **Overall Engagement**

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



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## **Overall Engagement (Continued)**

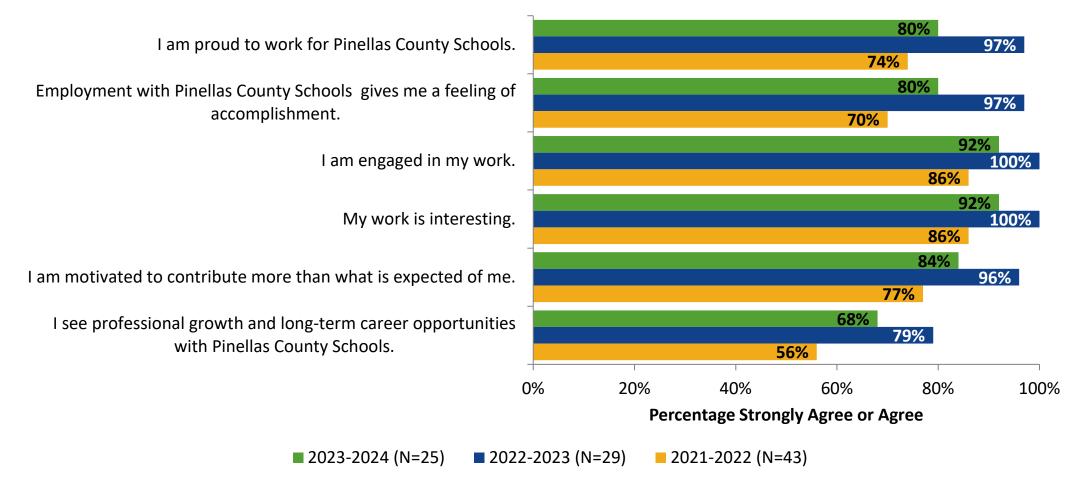
How strongly do you agree or disagree with the following statements?

I see professional growth and long-term career opportunities with Pinellas County Schools. (N=25)	28%	40%	16% <b>12%</b>
I would feel comfortable referring a good friend to work for Pinellas County Schools. (N=25)	32%	44%	16%
I enjoy working with my direct supervisor. (N=25)	48%	32%	8% 12%
- I am optimistic about the future of Pinellas County Schools. (N=25)	32%	40%	12% 8% 8%
- O ■ Strongly Agree ■ Agree ■ Neither Di	% 20% isagree nor Agree	40% 60% Disagree Strongly D	80% 1009 isagree

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#### **Overall Engagement: Comparison Over Time**

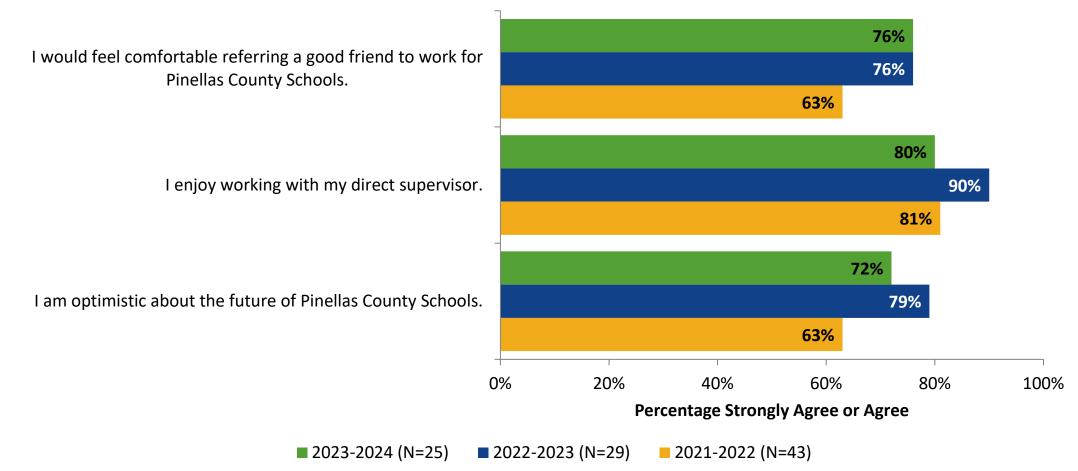
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

## **Overall Engagement: Comparison Over Time (Continued)**

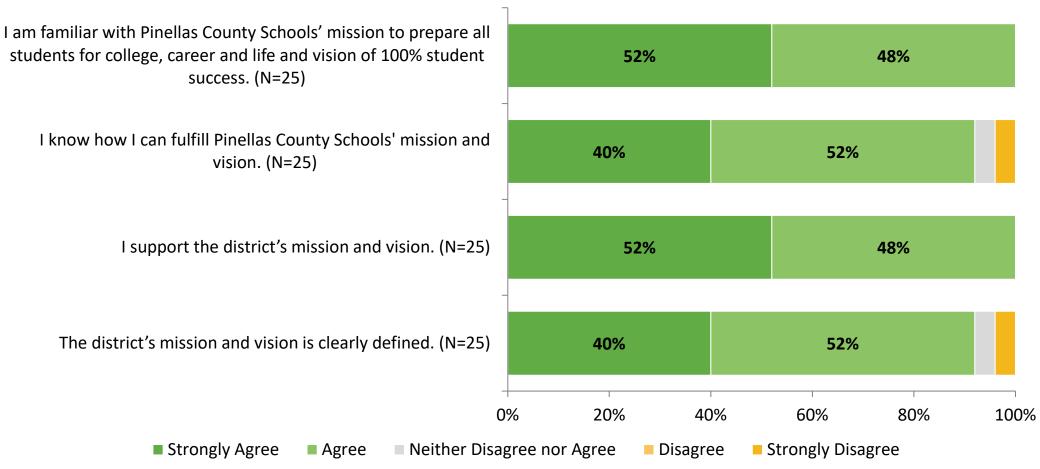
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

## **Mission and Vision**

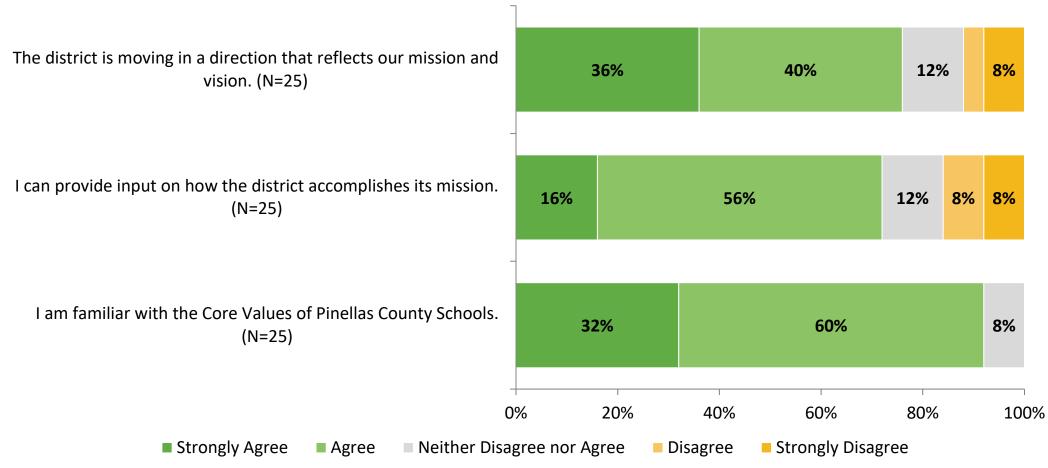
How strongly do you agree or disagree with the following statements?



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## **Mission and Vision (Continued)**

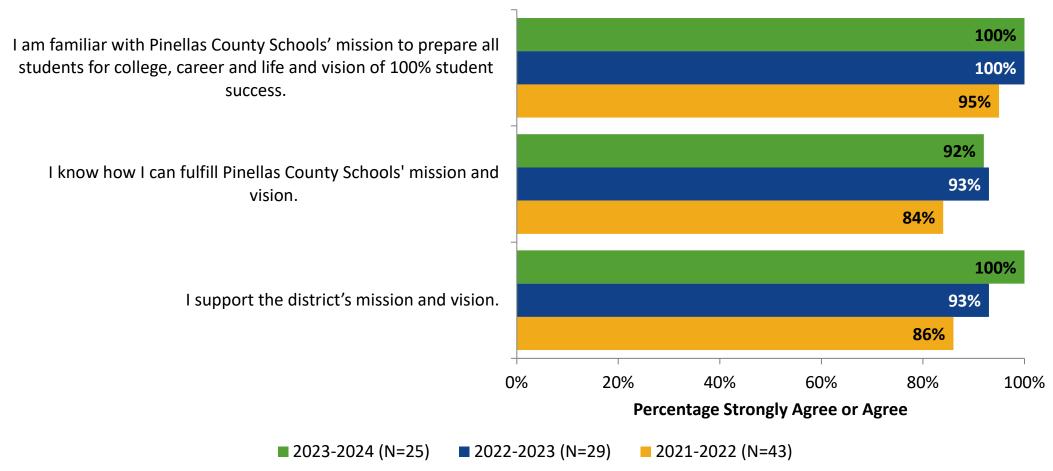
How strongly do you agree or disagree with the following statements?



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#### **Mission and Vision: Comparison Over Time**

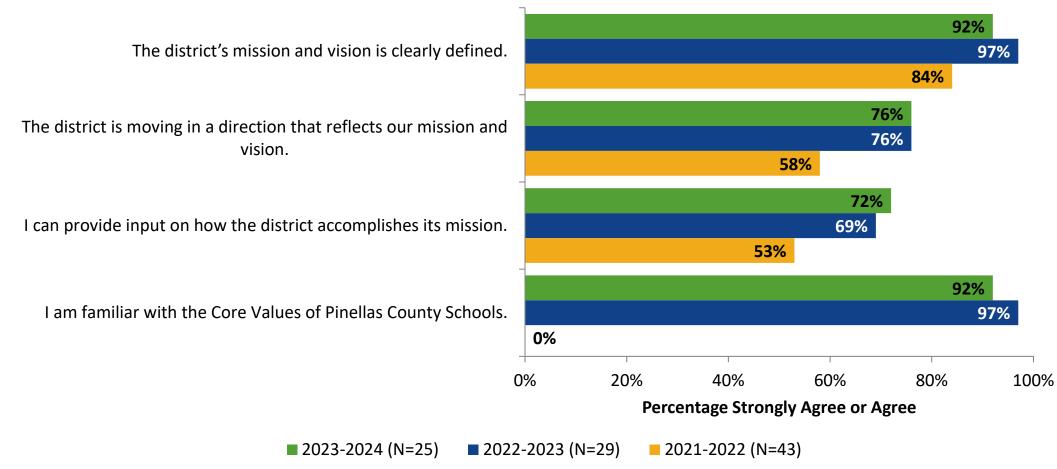
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

## Mission and Vision: Comparison Over Time (Continued)

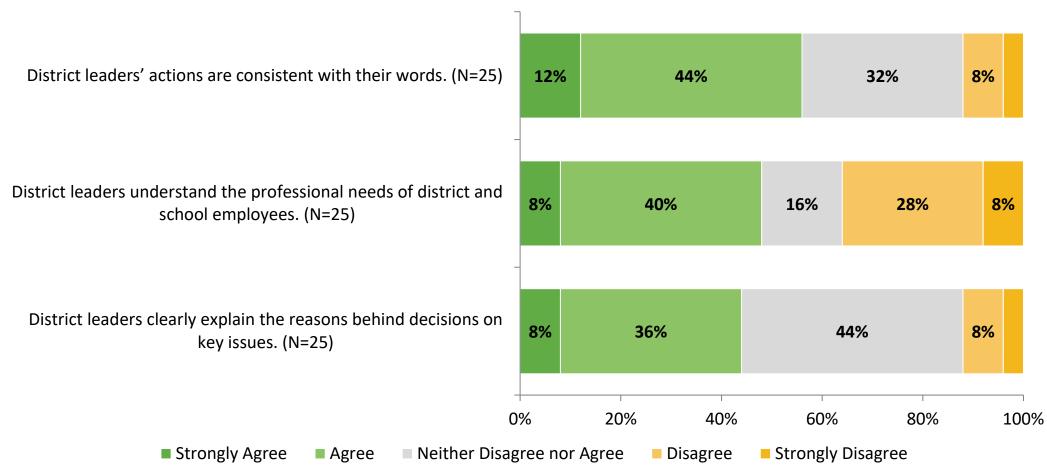
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

## **District Leadership**

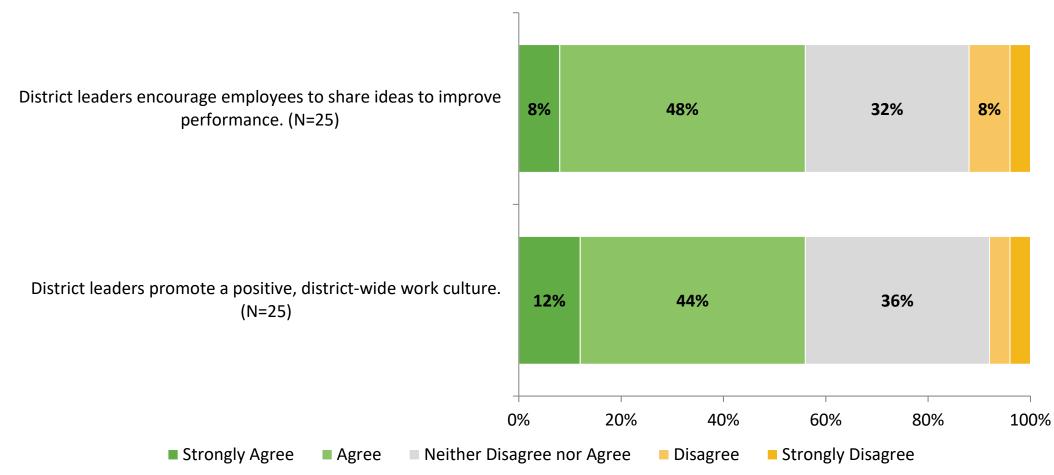
How strongly do you agree or disagree with the following statements?



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## **District Leadership (Continued)**

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?

56% District leaders' actions are consistent with their words. 66% 49% 48% District leaders understand the professional needs of district and 52% school employees. 35% 44% District leaders clearly explain the reasons behind decisions on 48% key issues. 37% 56% District leaders encourage employees to share ideas to improve 66% performance. 45% 56% District leaders promote a positive, district-wide work culture. 66% 51% 0% 20% 40% 60% Percentage Strongly Agree or Agree

■ 2023-2024 (N=25) ■ 2022-2023 (N=29) ■ 2021-2022 (N=43)

Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

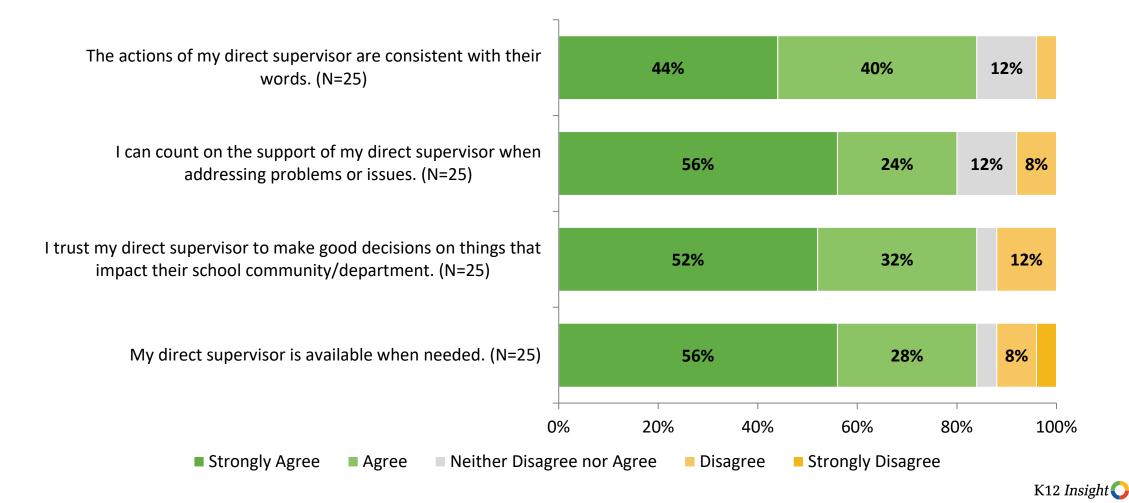
13

100%

80%

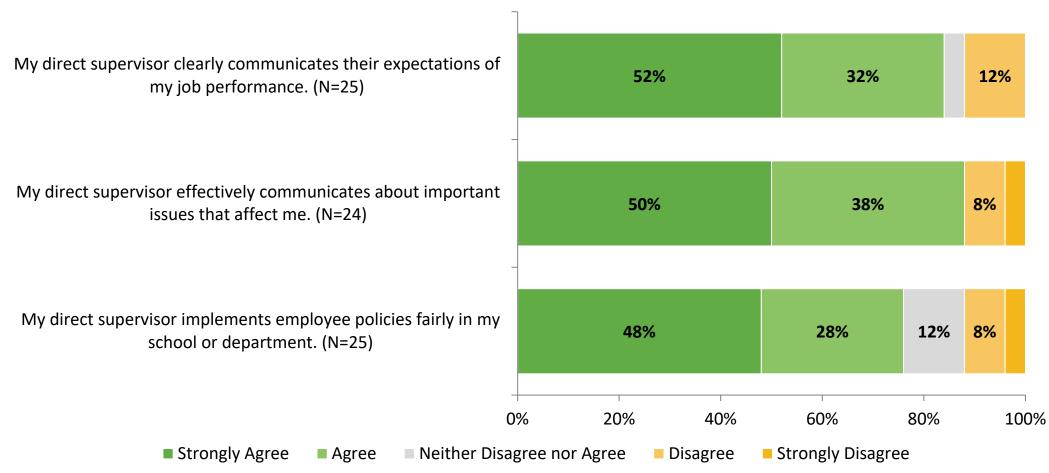
## **Worksite Leadership**

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



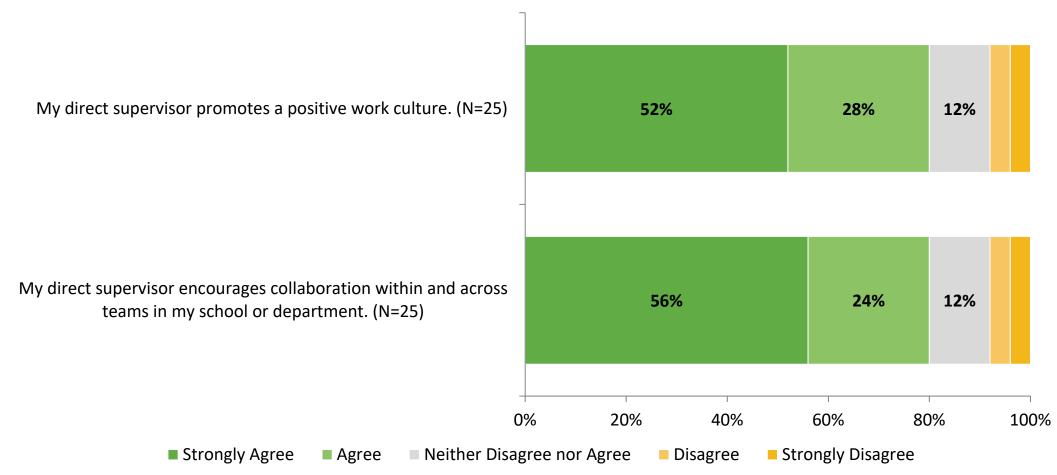
## Worksite Leadership (Continued)

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



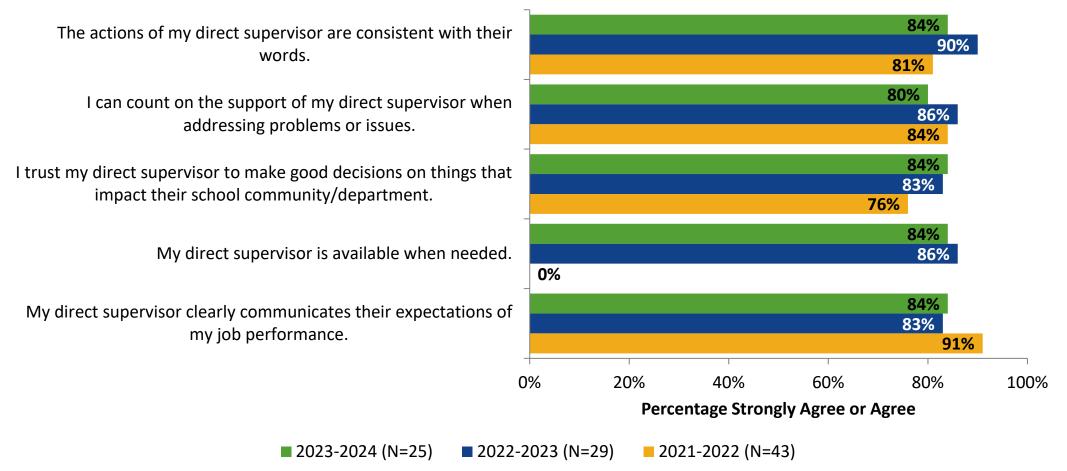
## Worksite Leadership (Continued)

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



#### **Worksite Leadership: Comparison Over Time**

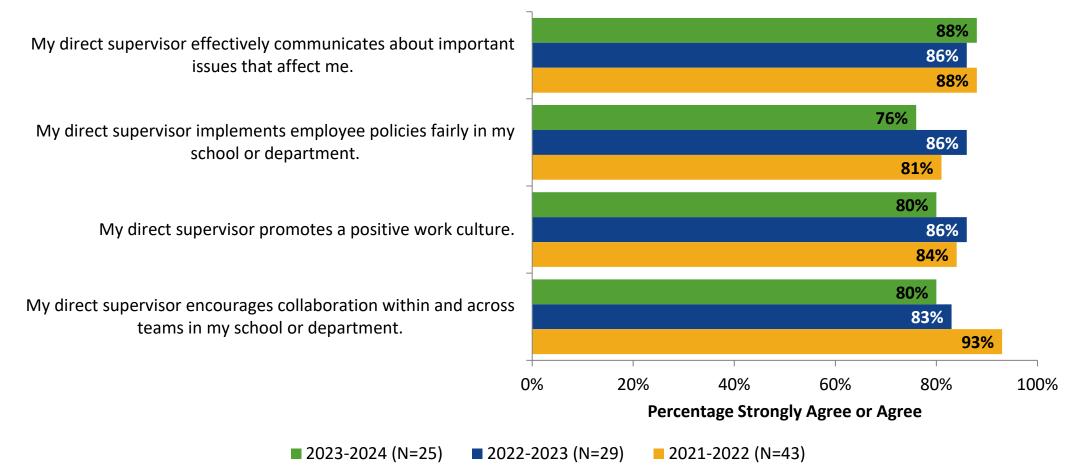
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

## Worksite Leadership: Comparison Over Time (Continued)

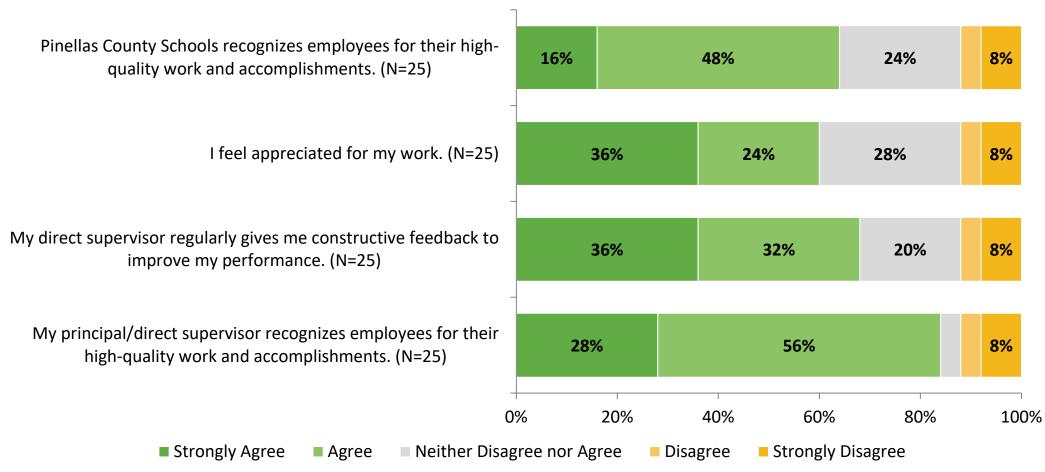
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

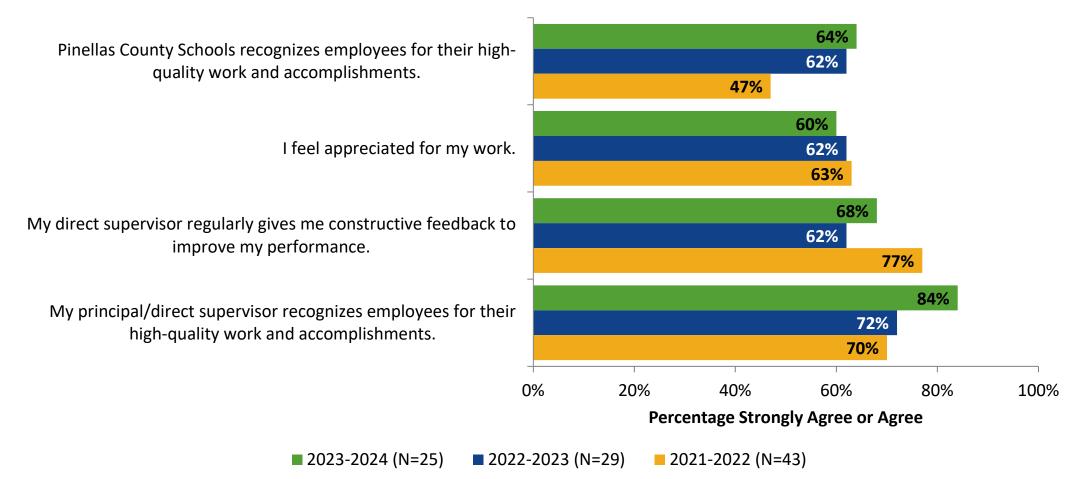
## **Feedback and Recognition**

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



#### Feedback and Recognition: Comparison Over Time

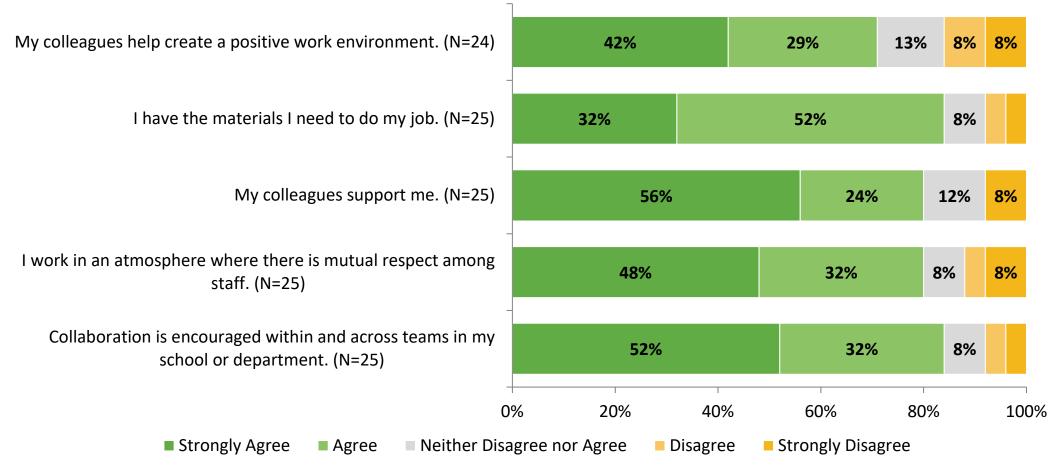
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

#### **Work Environment**

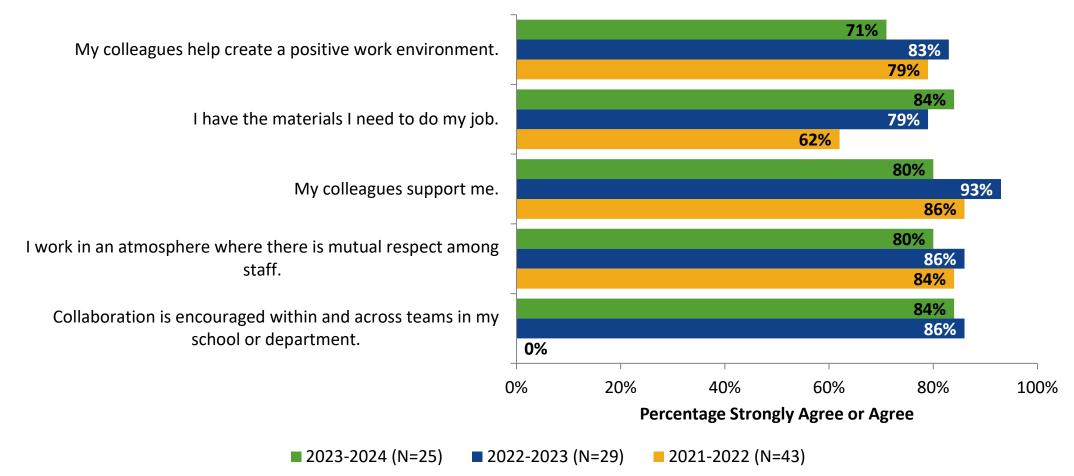
How strongly do you agree or disagree with the following statements?



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#### **Work Environment: Comparison Over Time**

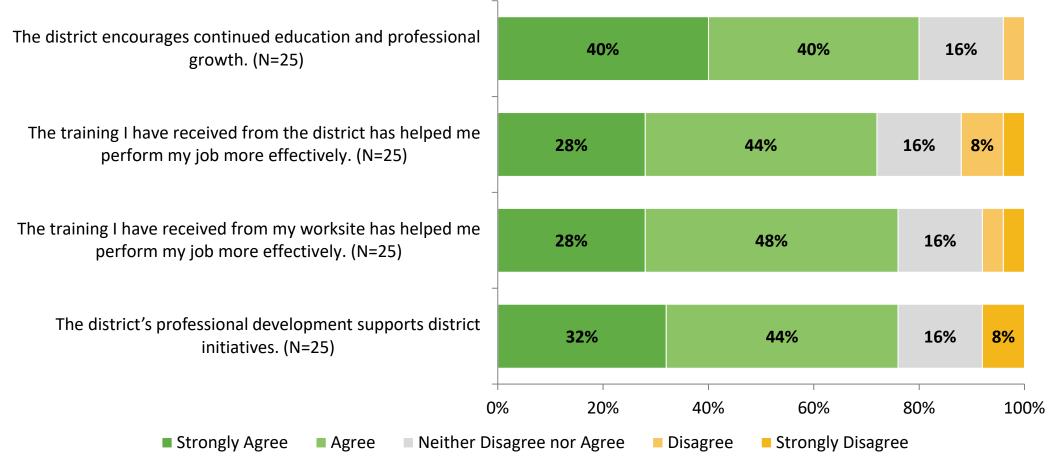
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Neither Disagree nor Agree, Disagree, Strongly Disagree

## **Career Growth and Training Opportunities**

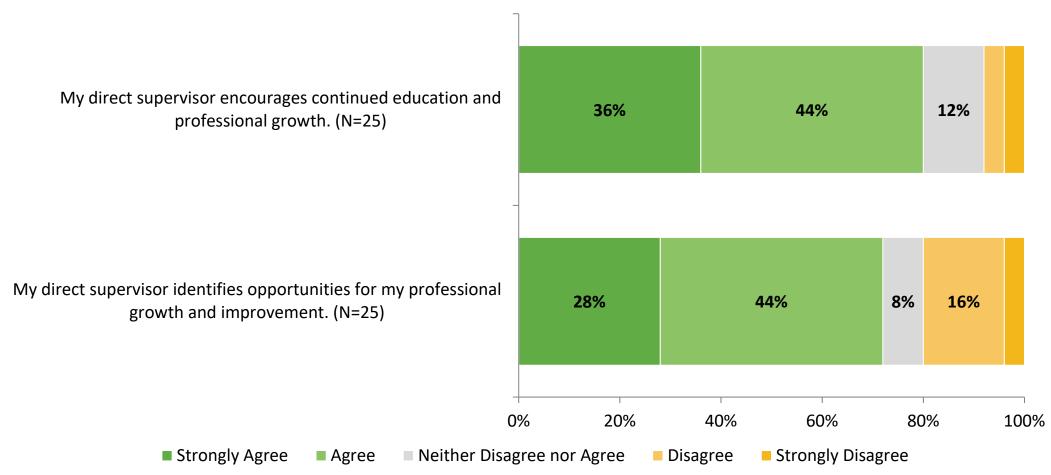
How strongly do you agree or disagree with the following statements?



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## **Career Growth and Training Opportunities (Continued)**

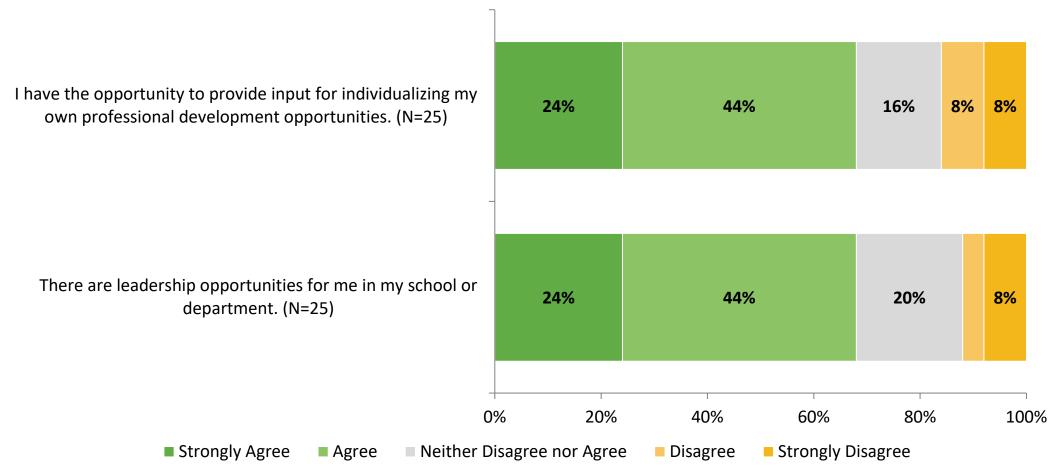
How strongly do you agree or disagree with the following statements?



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## **Career Growth and Training Opportunities (Continued)**

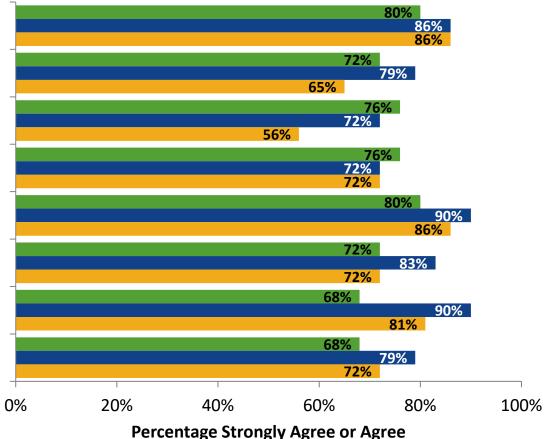
How strongly do you agree or disagree with the following statements?



#### **Career Growth and Training Opportunities: Comparison Over Time**

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

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. My direct supervisor identifies opportunities for my professional growth and improvement. 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.



2023-2024 (N=25)
2022-2023 (N=29)
2021-2022 (N=43)



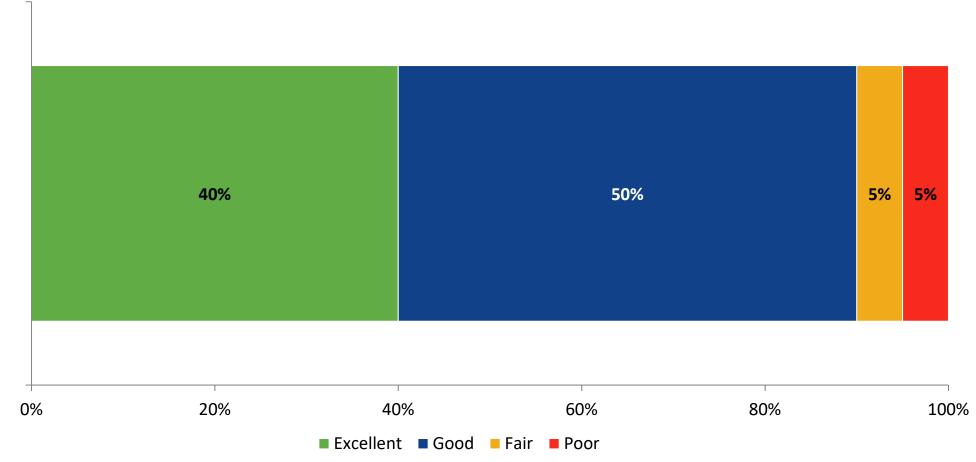
# **Questions for Campus-based Staff Members**





#### **Overall Quality**

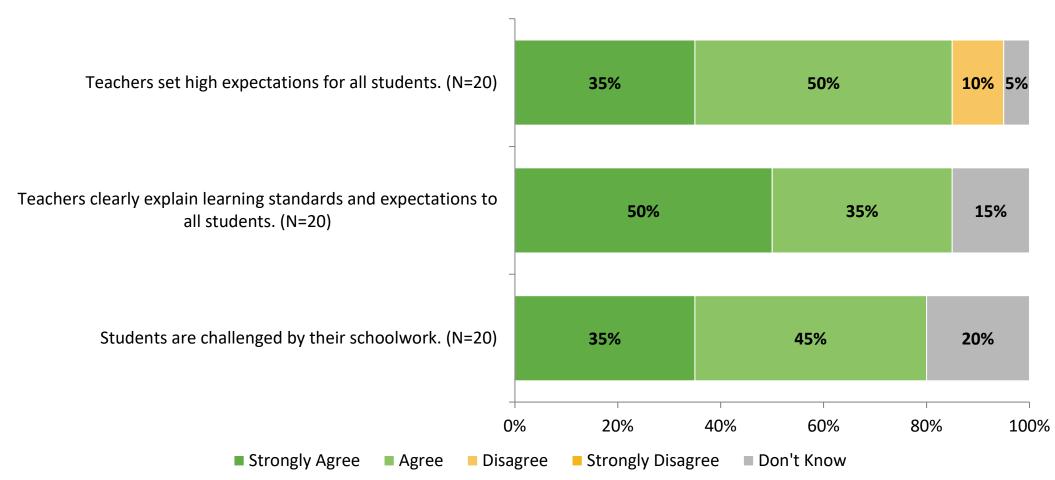
How would you rate the overall quality of the education at your school? (N=20)



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## **Academic Support**

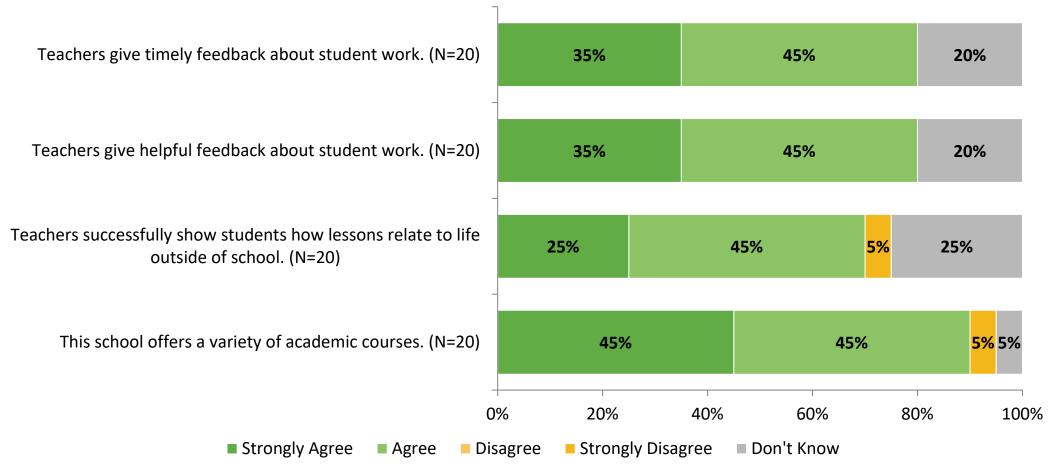
How strongly do you agree or disagree with the following statements?



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## **Academic Support (Continued)**

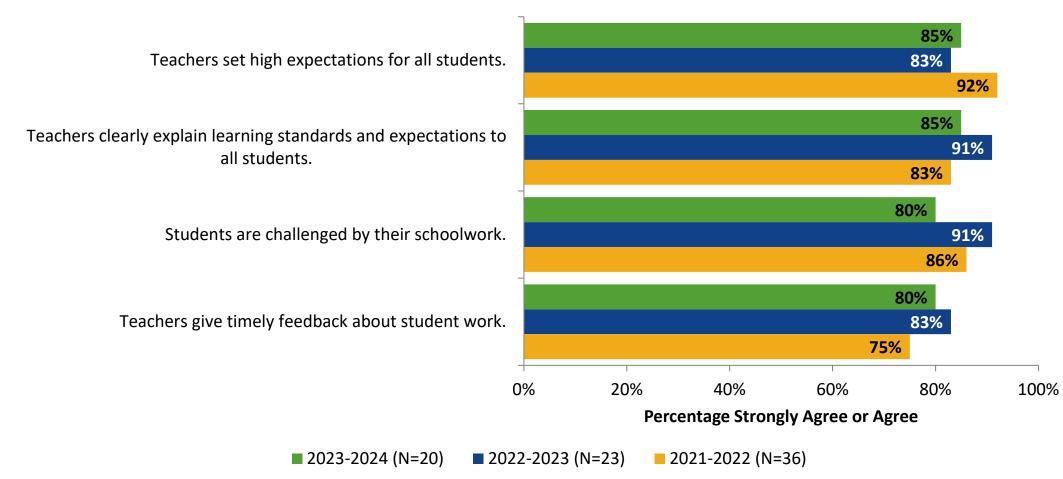
How strongly do you agree or disagree with the following statements?



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## **Academic Support: Comparison Over Time**

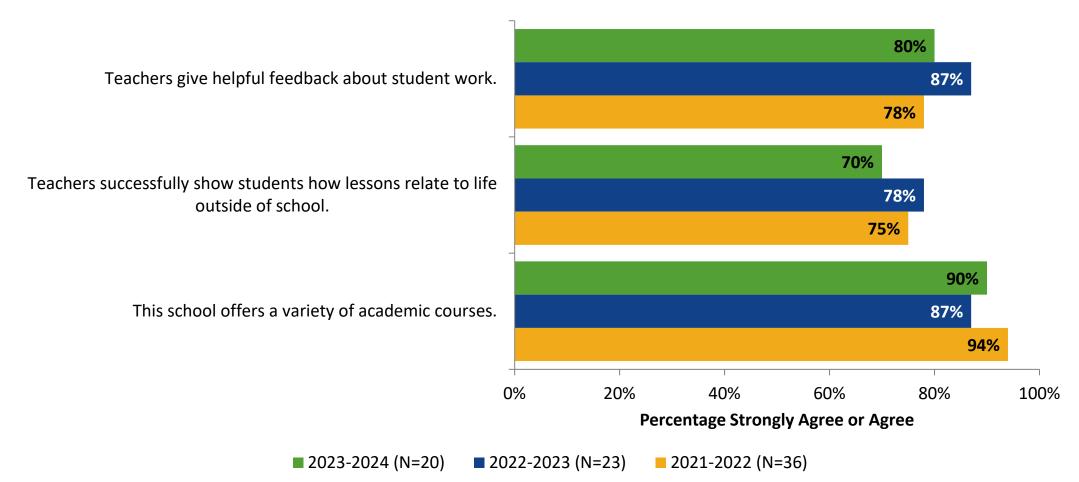
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

## Academic Support: Comparison Over Time (Continued)

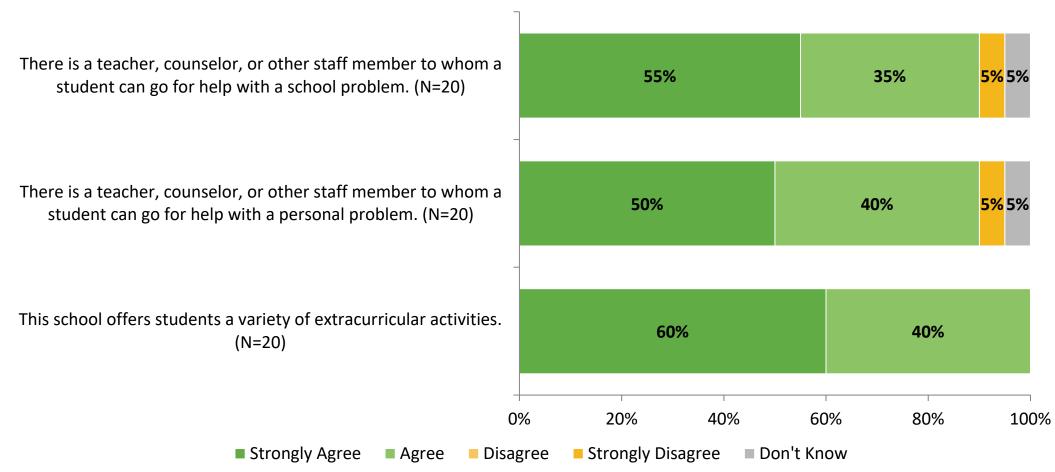
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

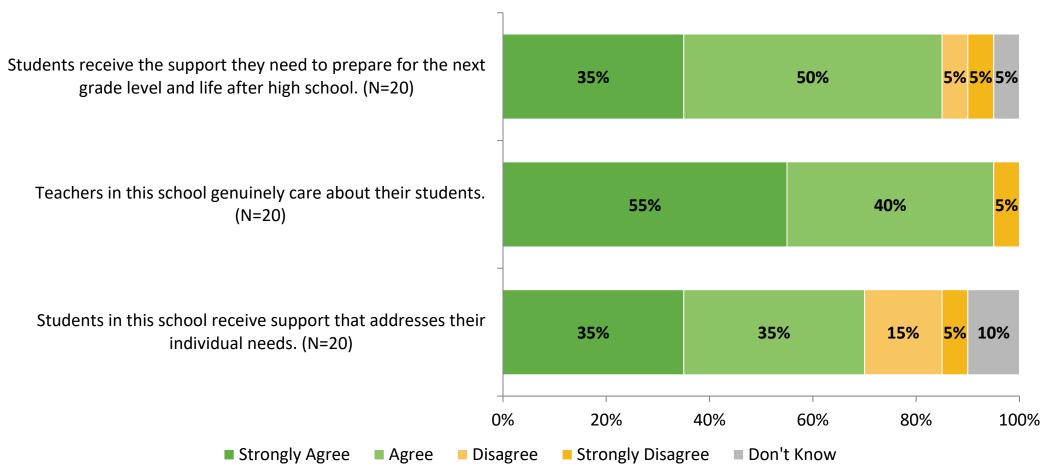
## **Student Support**

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



## **Student Support (Continued)**

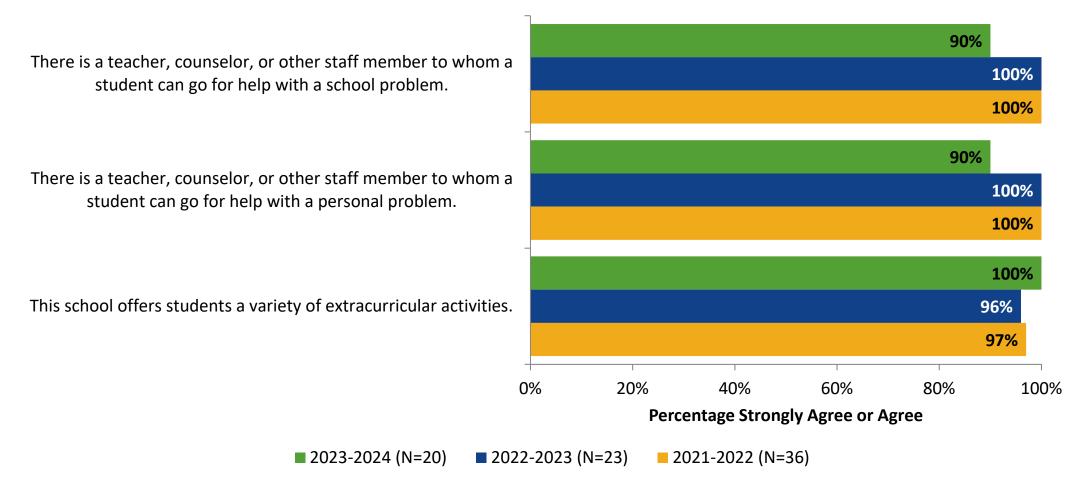
How strongly do you agree or disagree with the following statements?



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## **Student Support: Comparison Over Time**

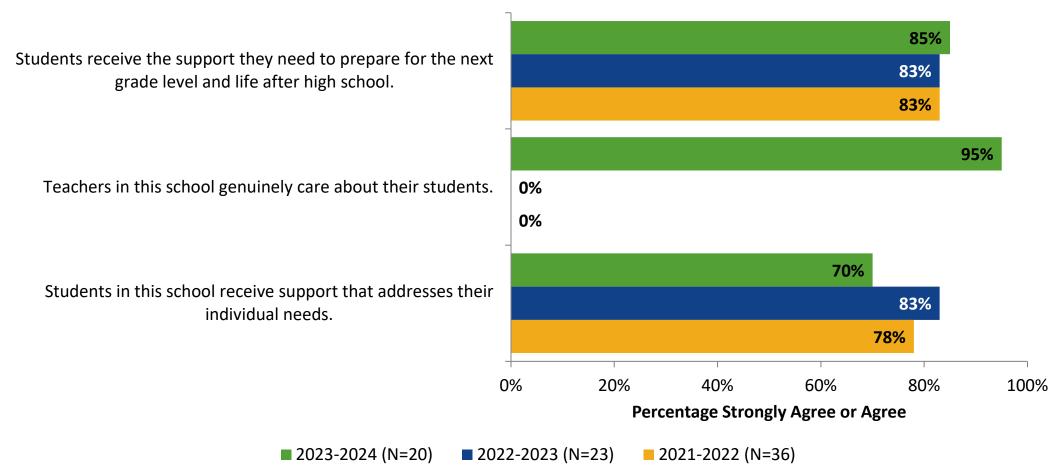
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

## **Student Support: Comparison Over Time (Continued)**

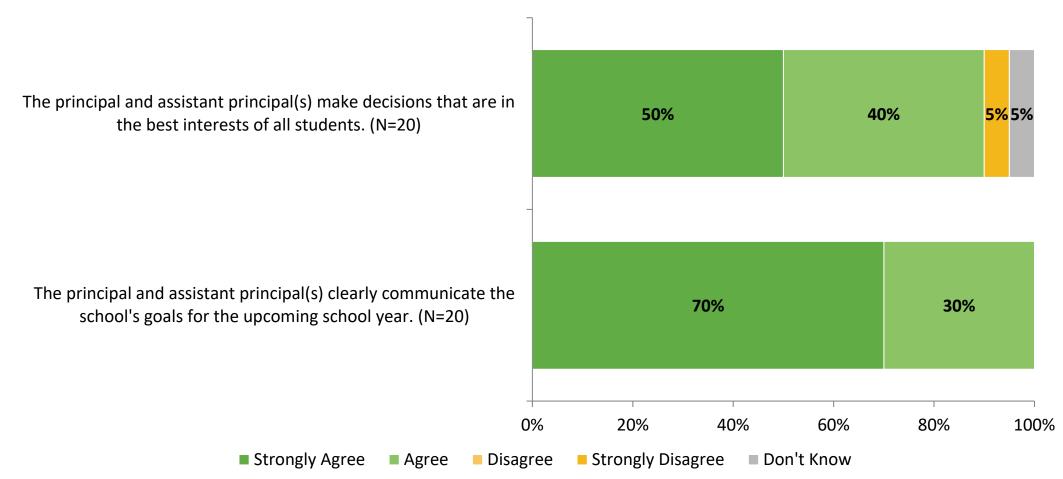
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

## **School Leadership**

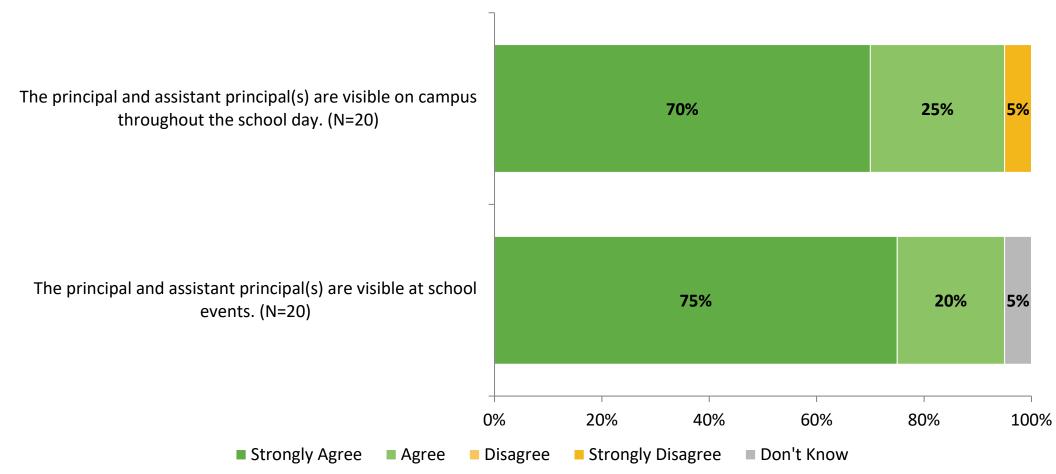
How strongly do you agree or disagree with the following statements?



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## **School Leadership (Continued)**

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



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## **School Leadership: Comparison Over Time**

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

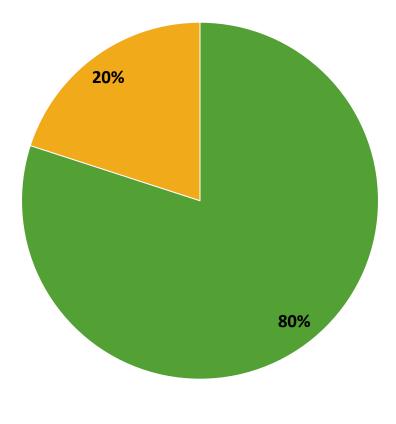
90% The principal and assistant principal(s) make decisions that are in 86% the best interests of all students. 81% 100% The principal and assistant principal(s) clearly communicate the 91% school's goals for the upcoming school year. 92% 95% The principal and assistant principal(s) are visible on campus 100% throughout the school day. 94% 95% The principal and assistant principal(s) are visible at school 100% events. 0% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

2021-2022 (N=36)

■ 2023-2024 (N=20) ■ 2022-2023 (N=23) Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

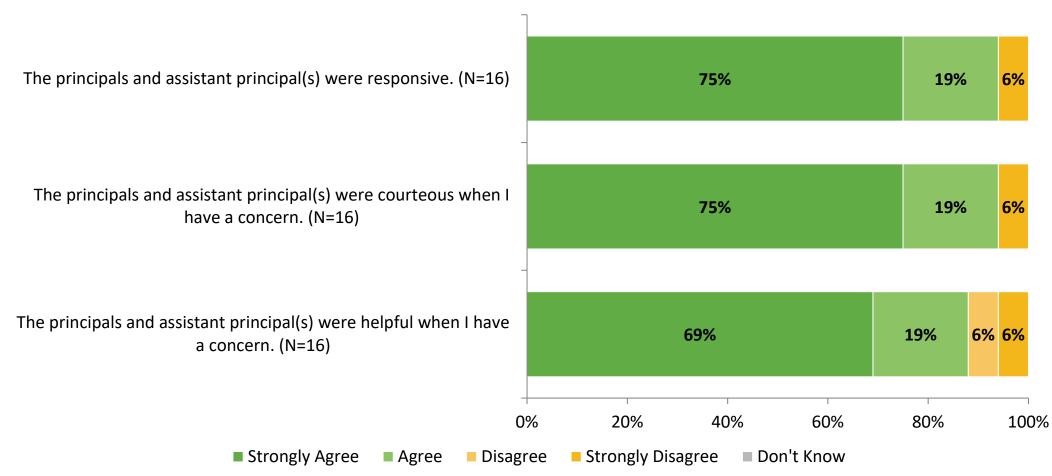
#### **Communications with School Leadership**

This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=20)



#### **Perceptions of Communication with School Leadership**

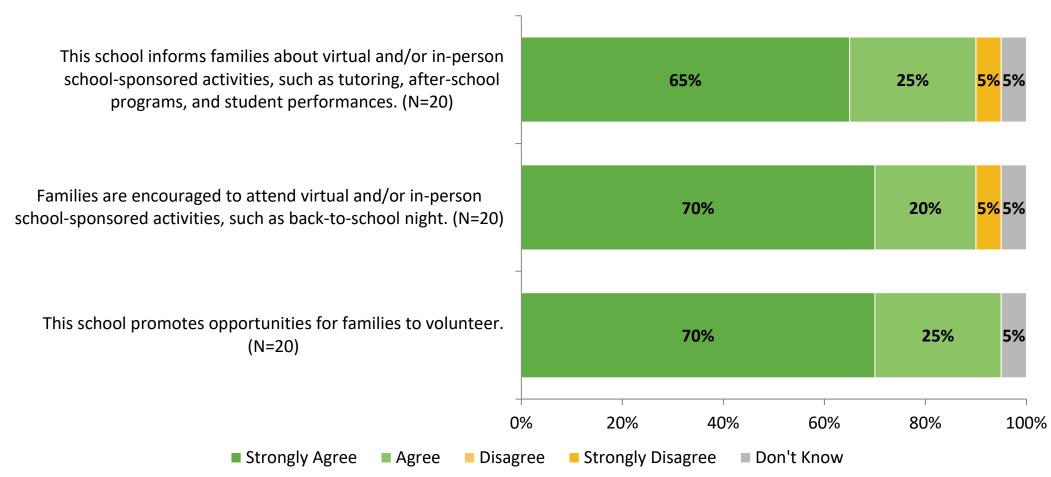
How strongly do you agree or disagree with the following statements?



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## **Family Involvement**

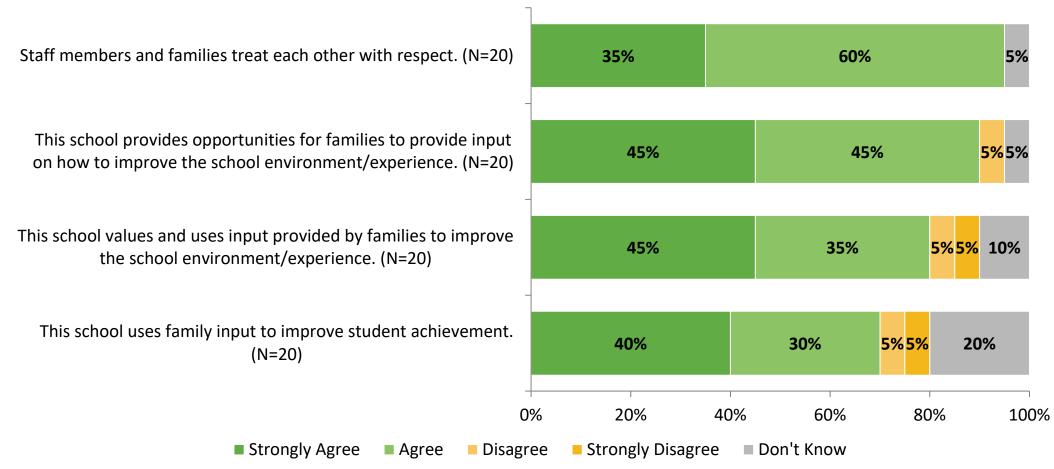
How strongly do you agree or disagree with the following statements?



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# **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?

This school informs families about virtual and/or in-person 90% school-sponsored activities, such as tutoring, after-school 100% programs, and student performances. 94% 90% 100% 94% 95% 100% 0% 95% 78% 81% 0% 20% 40% 60% 80% 100% Percentage Strongly Agree or Agree

2021-2022 (N=36)

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

This school promotes opportunities for families to volunteer.

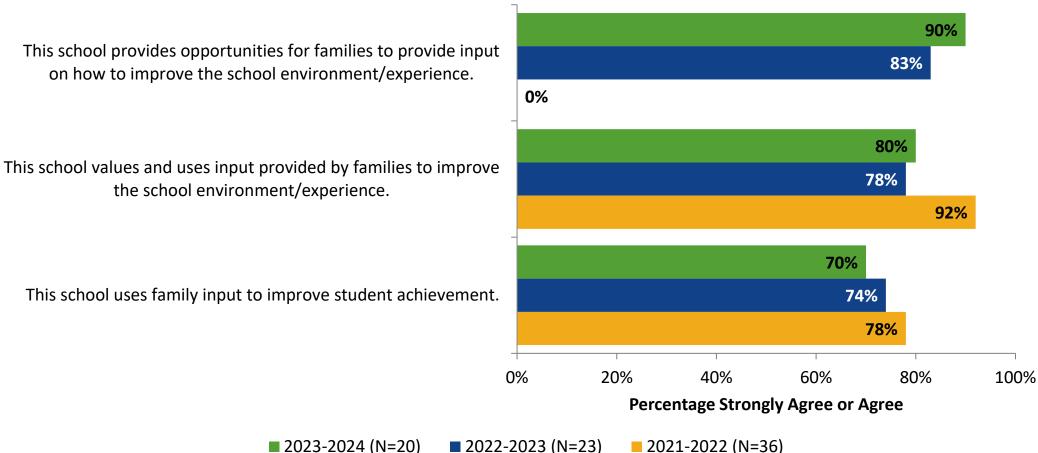
Staff members and families treat each other with respect.

2023-2024 (N=20) 2022-2023 (N=23)

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

## Family Involvement: Comparison Over Time (Continued)

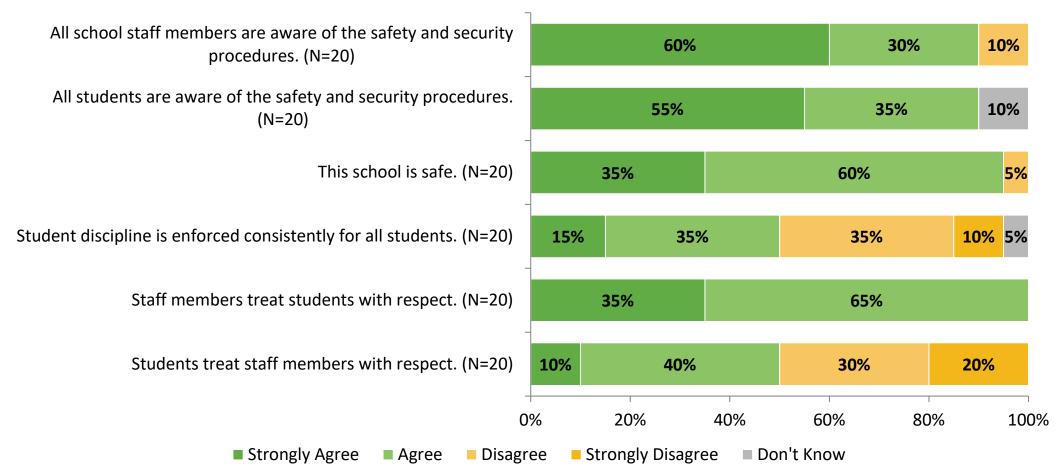
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

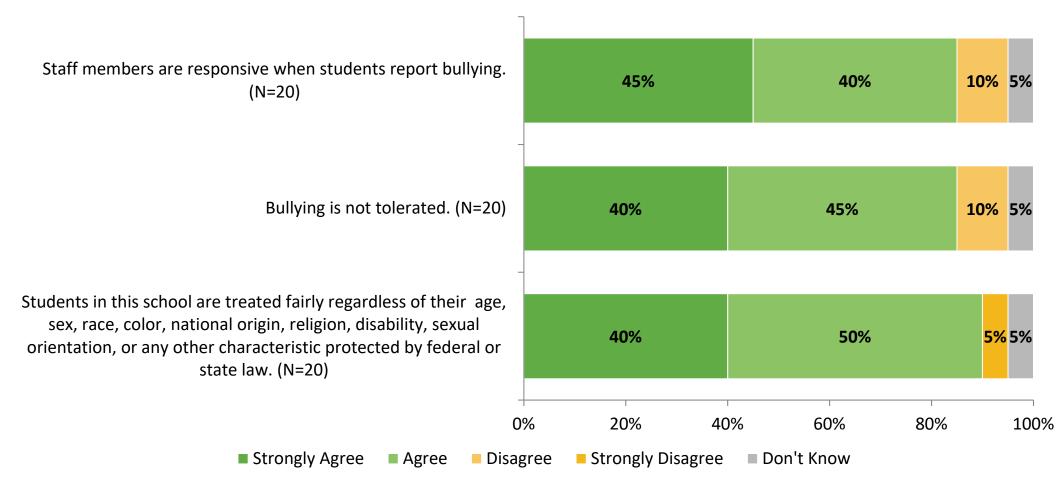
## **Safety and Behavior**

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



# Safety and Behavior (Continued)

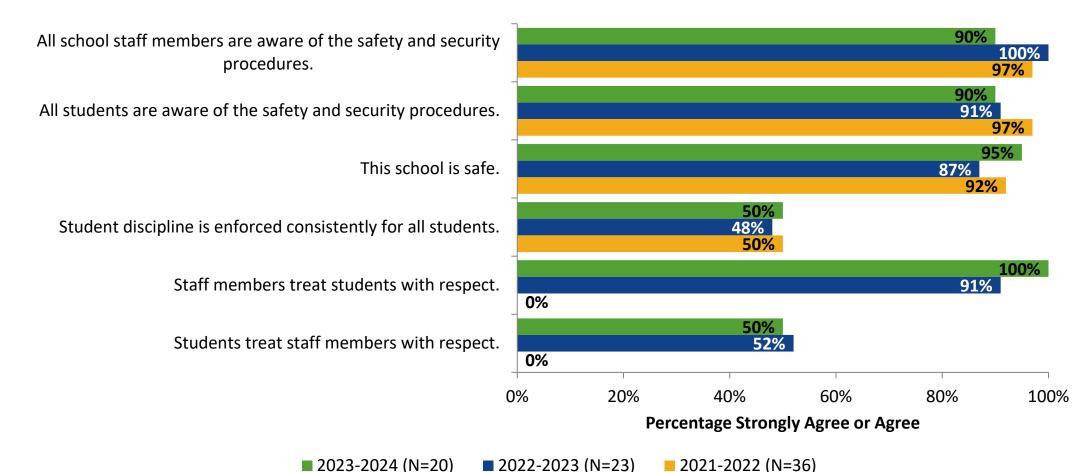
How strongly do you agree or disagree with the following statements?



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## Safety and Behavior: Comparison Over Time

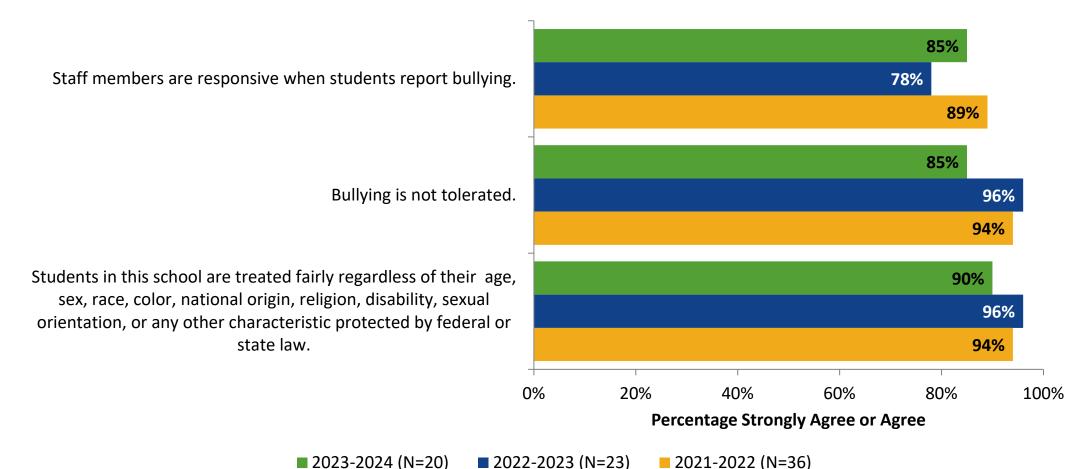
How strongly do you agree or disagree with the following statements?



Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

## Safety and Behavior: Comparison Over Time (Continued)

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



2023-2024 (N=20) 2022-2023 (N=23)

Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

#### **Highest Ranking Indicators**

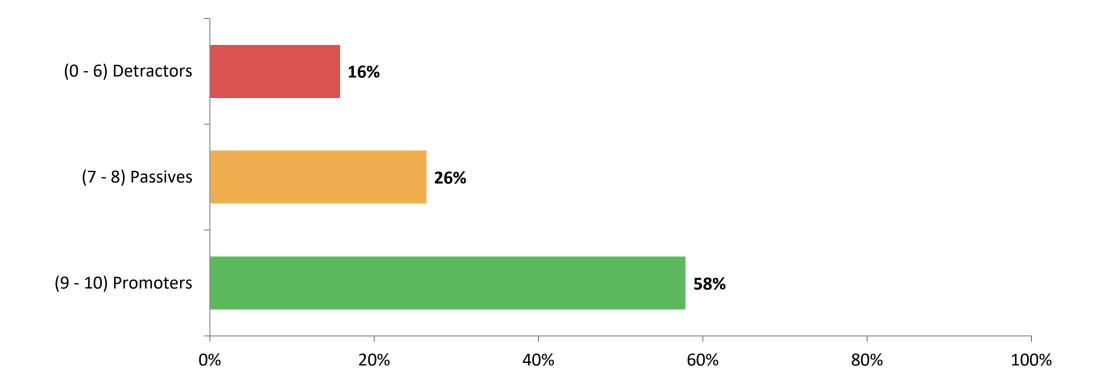
Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
This school offers students a variety of extracurricular activities.	100%	Student Support
The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.	100%	School Leadership
Staff members treat students with respect.	100%	Safety and Behavior
I am familiar with Pinellas County Schools' mission to prepare all students for college, career and life and vision of 100% student success.	100%	Mission and Vision
I support the district's mission and vision.	100%	Mission and Vision

#### **Lowest Ranking Indicators**

Survey Item	Percentage Strongly Disagree or Disagree (%)	Dimension
Students treat staff members with respect.	50%	Safety and Behavior
Student discipline is enforced consistently for all students.	45%	Safety and Behavior
District leaders understand the professional needs of district and school employees.	36%	District Leadership
My direct supervisor identifies opportunities for my professional growth and improvement.	20%	Career Growth and Training Opportunities
Students in this school receive support that addresses their individual needs.	20%	Student Support

#### **School Net Promoter Score**

How likely is it that you would recommend your school to a family member or friend? (N=19)



Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district and can potentially be connected to district growth. It is calculated by subtracting the percentage of detractors from promoters which gives a value between -100 to 100. A positive score means there are more people promoting the district than detracting from it. Passives represent individuals who do not have an unequivocal opinion about their school or district. The Net Promoter Score has been rounded to a whole number.

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## **Factors Driving School NPS**

How do the following areas impact your rating of your school?

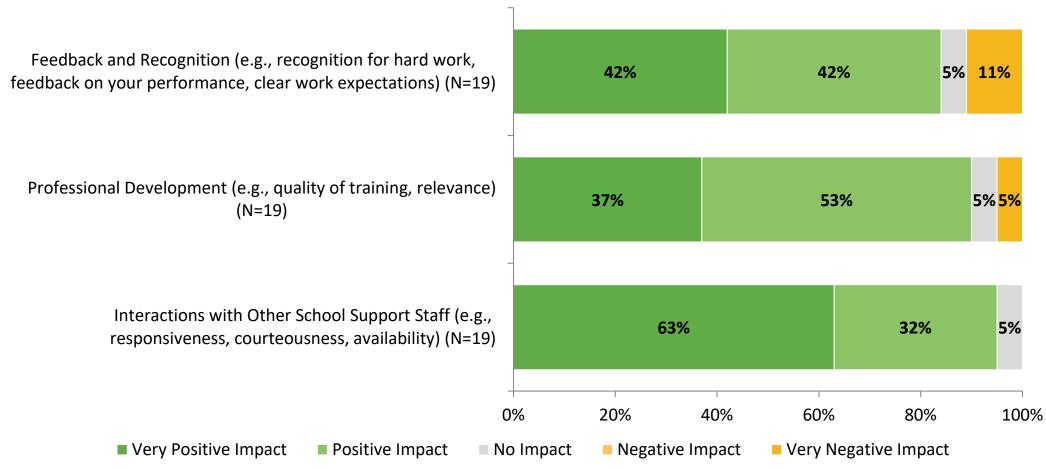
School Leadership (e.g., availability, visibility, communication) (N=20)

colleagues, collaboration, resources) (N=19)

55% 30% 15% Worksite Environment (e.g., atmosphere, relationships with 11% 5% 5% 53% 26% 0% 20% 40% 60% 80% 100% Negative Impact Very Negative Impact

## **Factors Driving School NPS (Continued)**

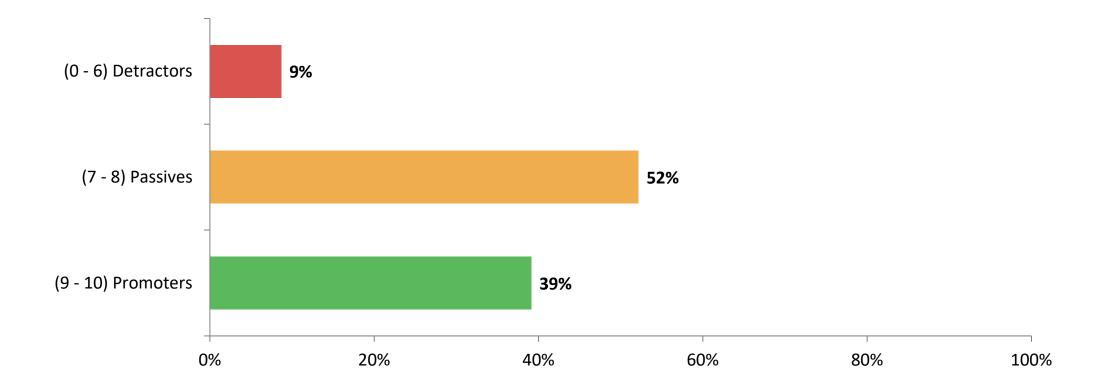
How do the following areas impact your rating of your school?



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#### **District Net Promoter Score**

How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=23)

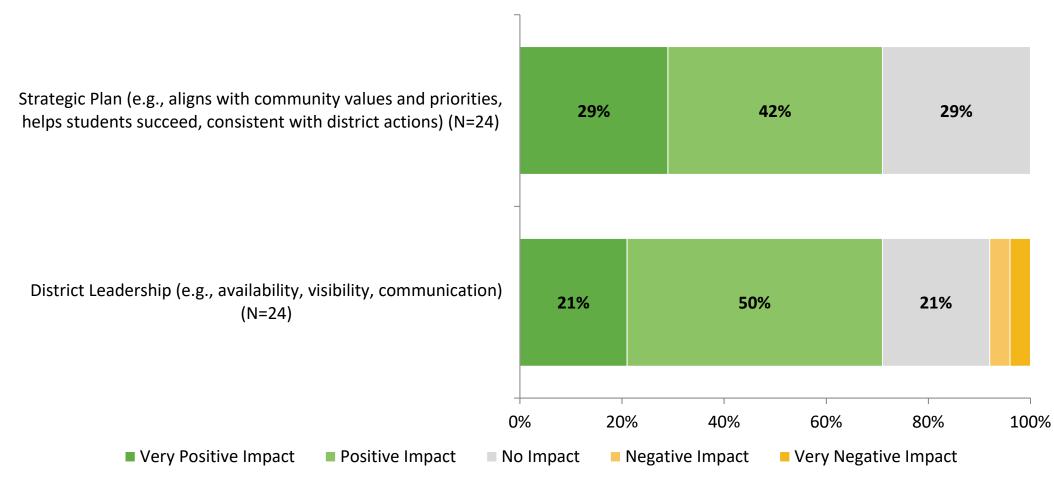


Note: The Net Promoter Score (NPS) serves as a proxy for public confidence in the district and can potentially be connected to district growth. It is calculated by subtracting the percentage of detractors from promoters which gives a value between -100 to 100. A positive score means there are more people promoting the district than detracting from it. Passives represent individuals who do not have an unequivocal opinion about their school or district. The Net Promoter Score has been rounded to a whole number.

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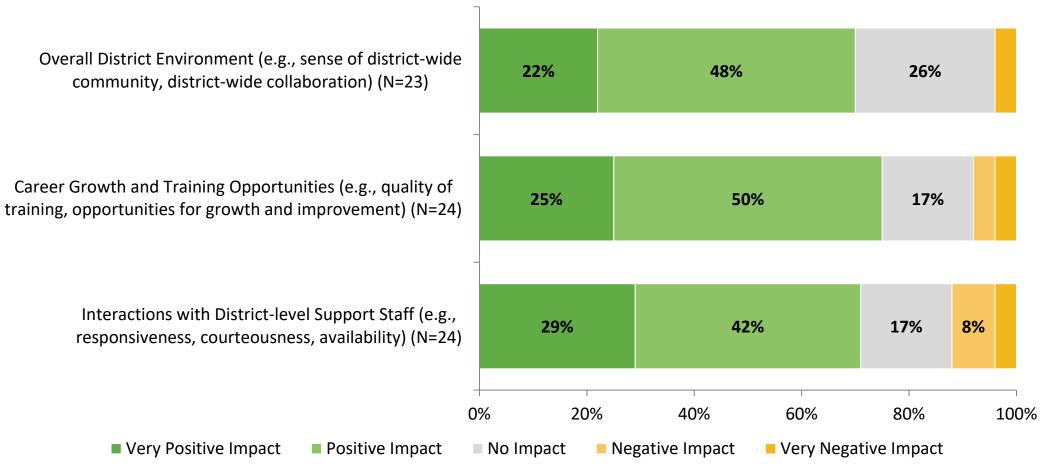
#### **Factors Driving District NPS**

How do the following areas impact your rating of Pinellas County Schools?



## **Factors Driving District NPS (Continued)**

How do the following areas impact your rating of Pinellas County Schools?





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