

### **Employee Engagement Survey: Tarpon Springs High School**

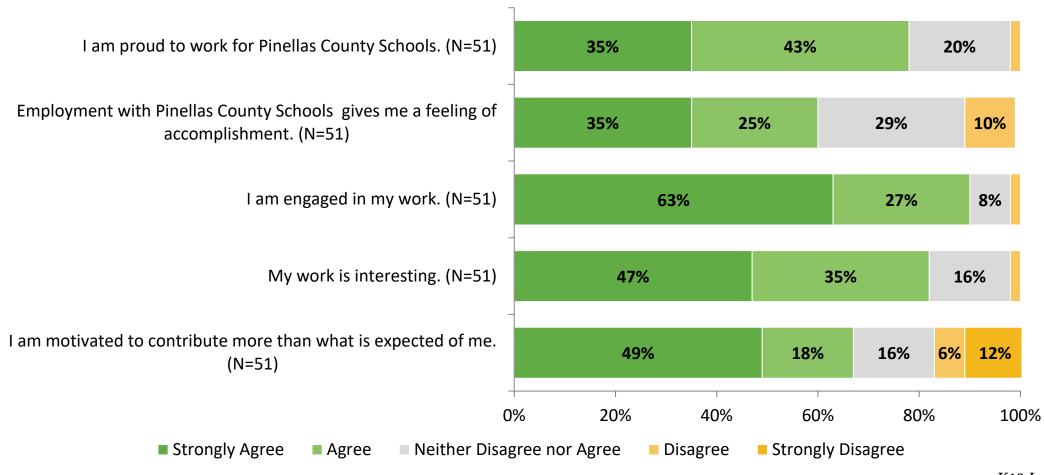
Results and Analysis

2023-2024

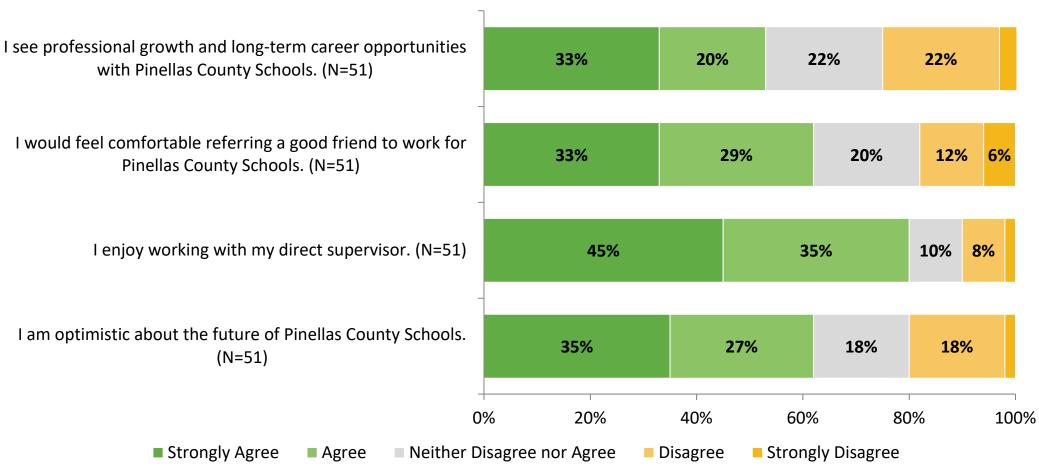


# **Questions for All Staff Members**

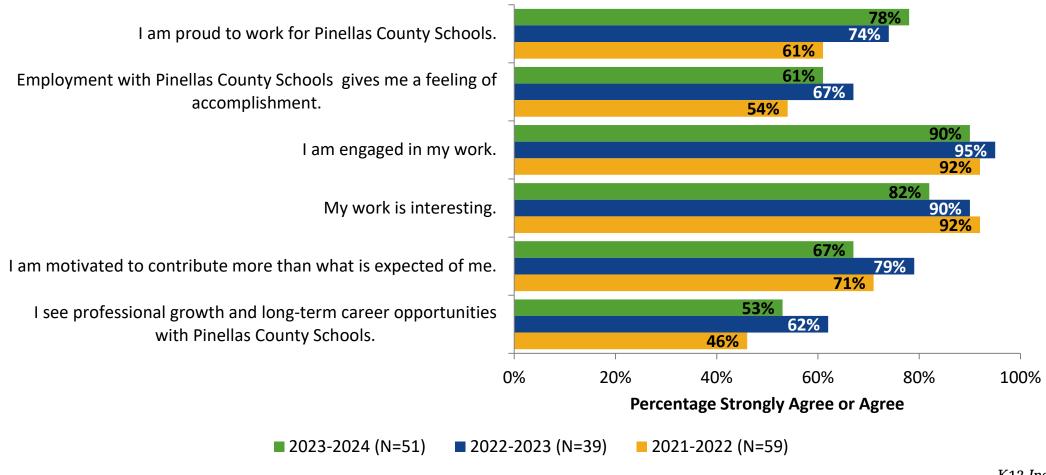
### **Overall Engagement**



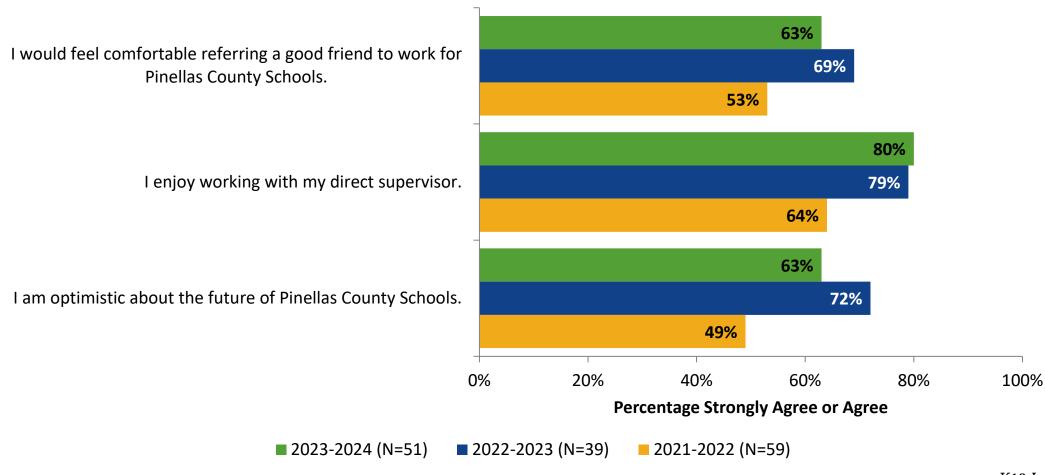
### **Overall Engagement (Continued)**



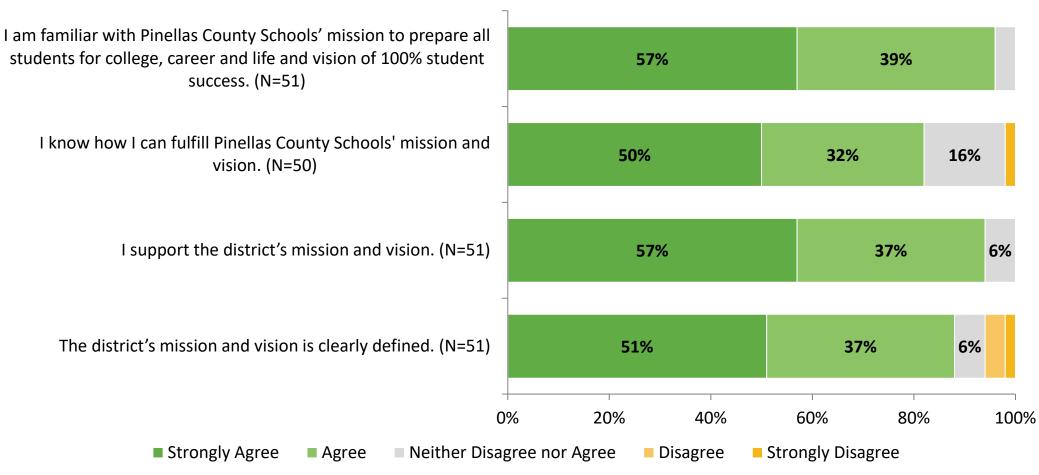
### **Overall Engagement: Comparison Over Time**



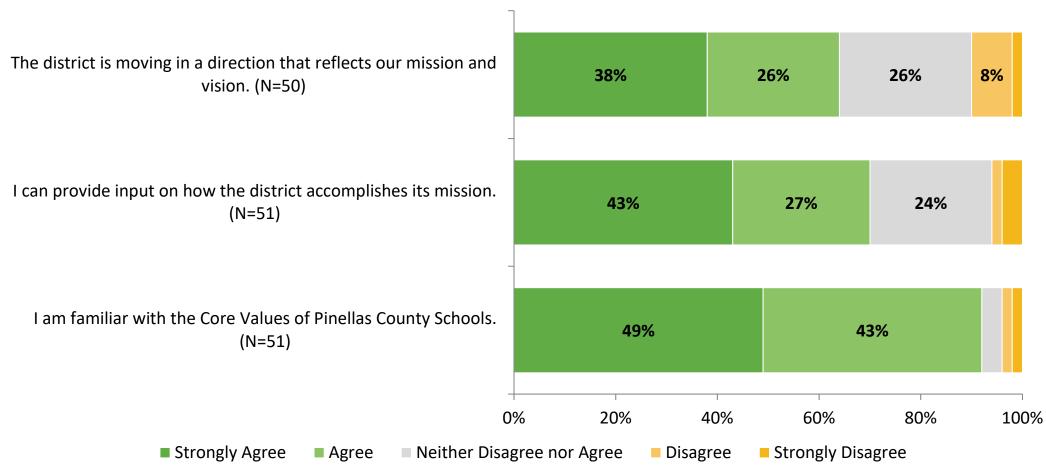
### **Overall Engagement: Comparison Over Time (Continued)**



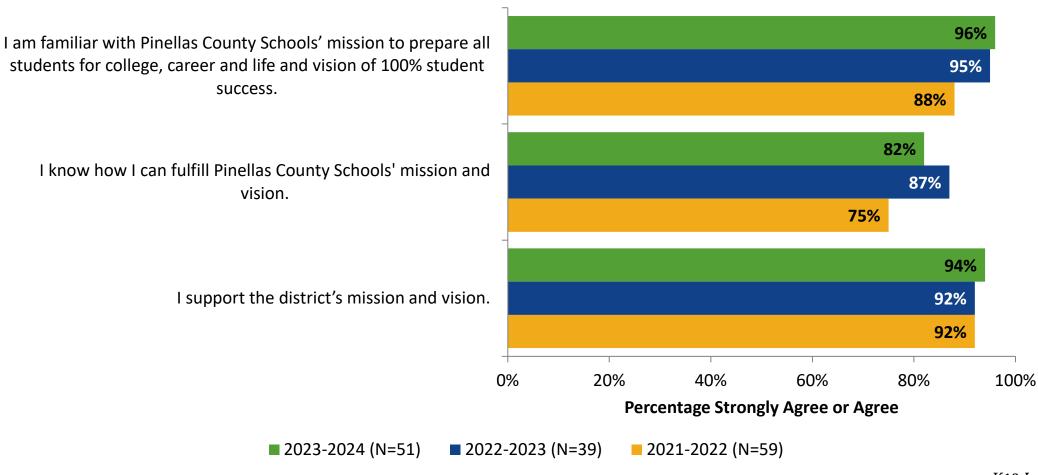
#### **Mission and Vision**



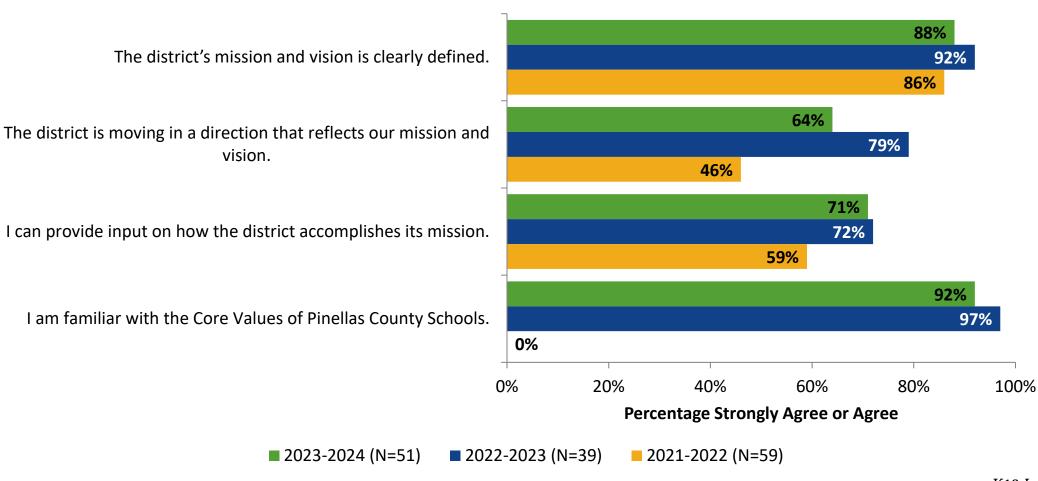
### **Mission and Vision (Continued)**



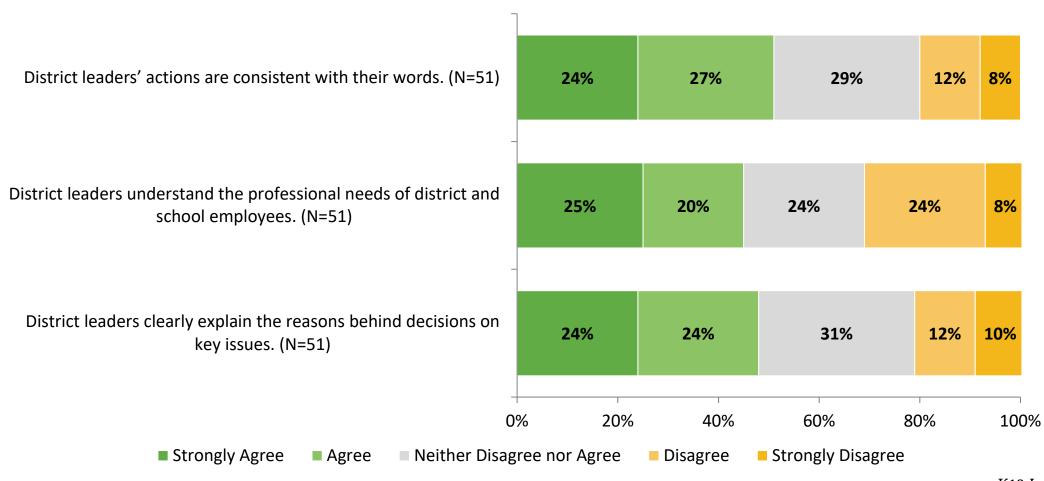
### Mission and Vision: Comparison Over Time



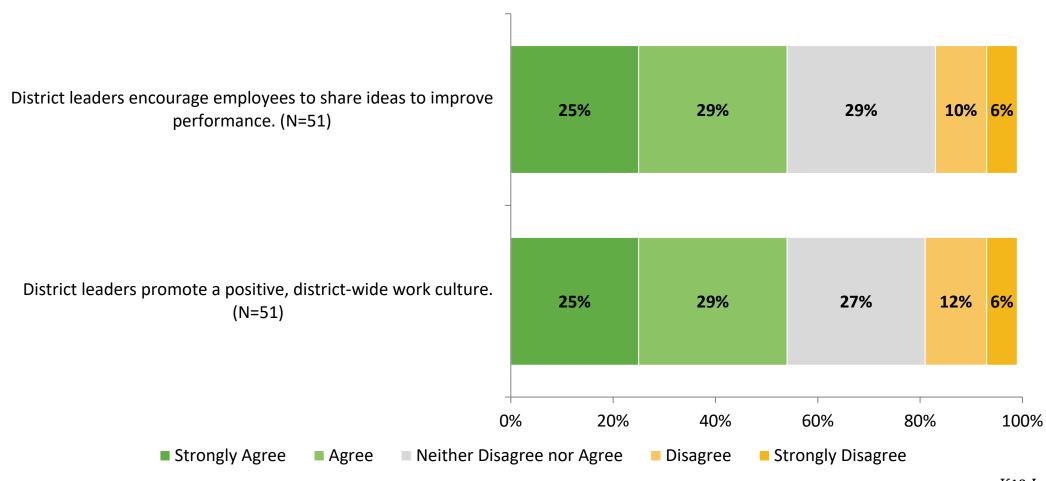
### Mission and Vision: Comparison Over Time (Continued)



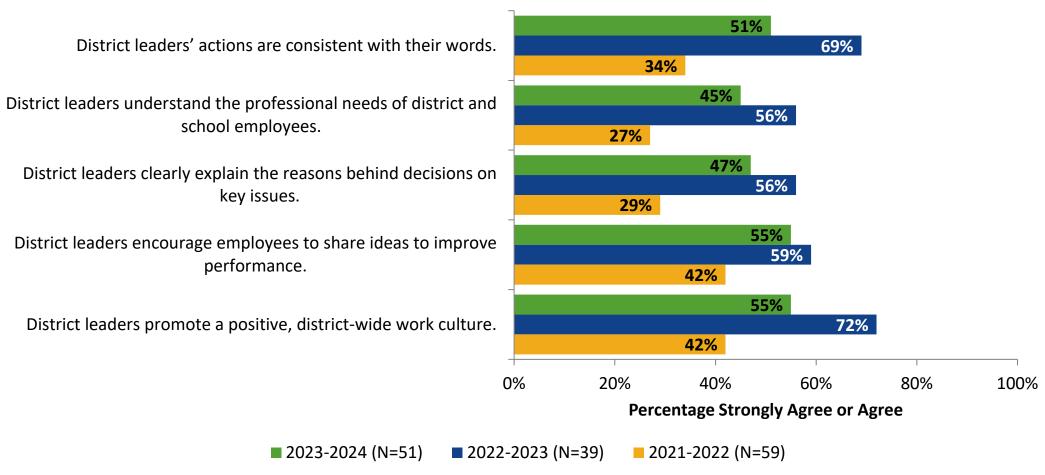
### **District Leadership**



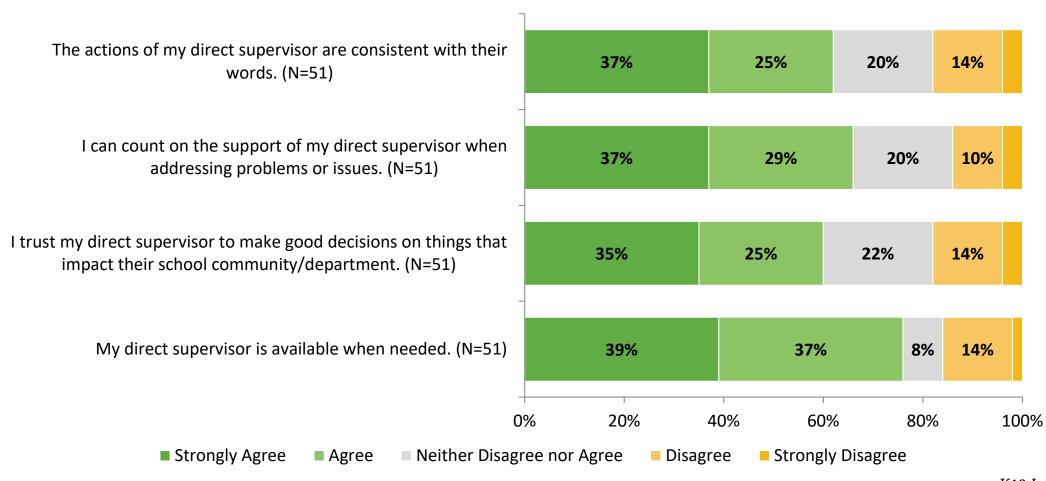
### **District Leadership (Continued)**



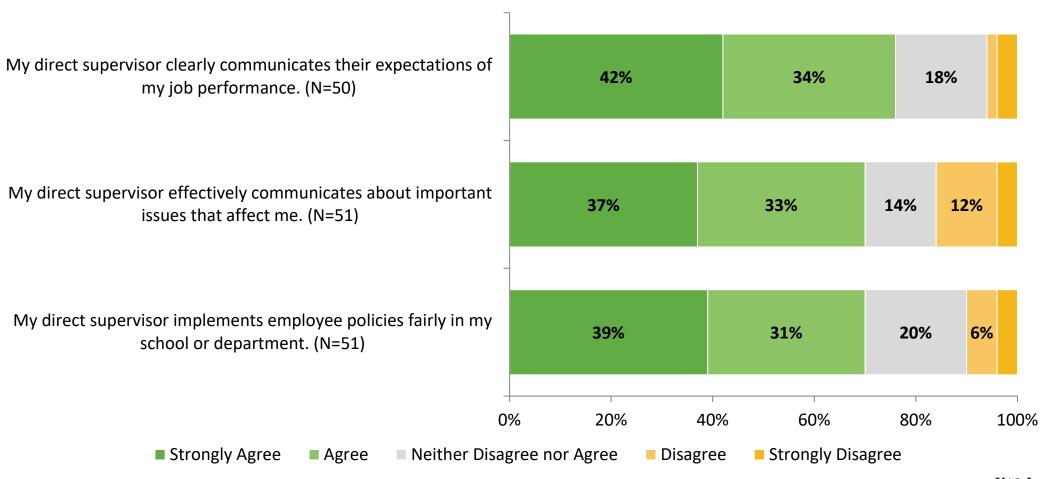
### **District Leadership: Comparison Over Time**



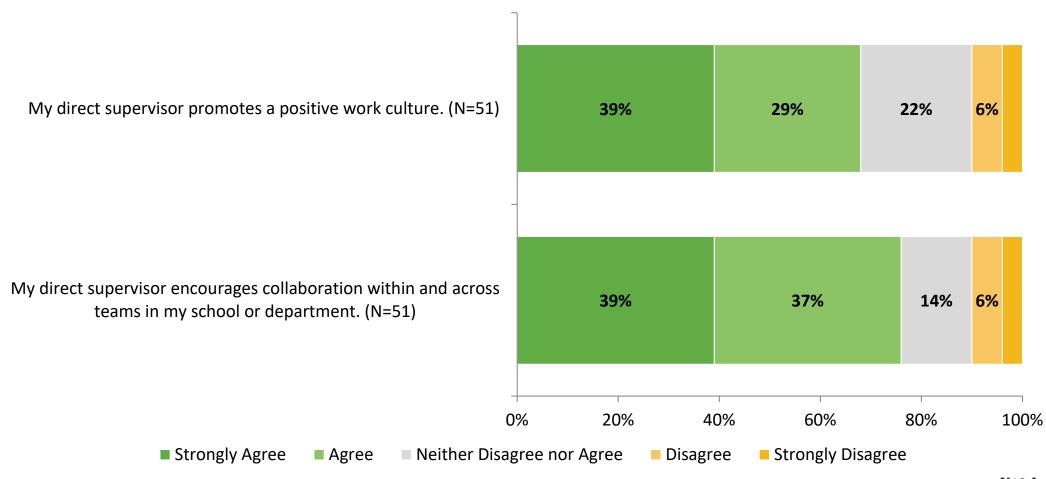
### **Worksite Leadership**



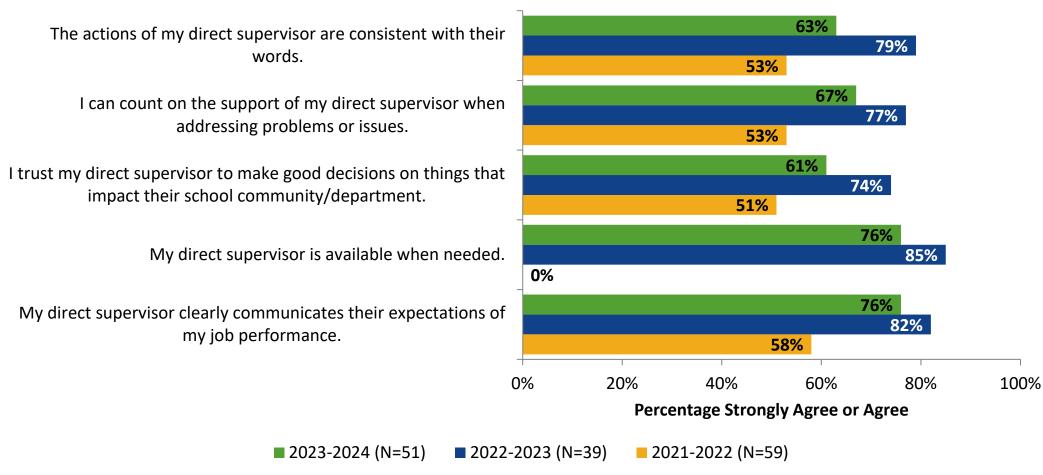
### **Worksite Leadership (Continued)**



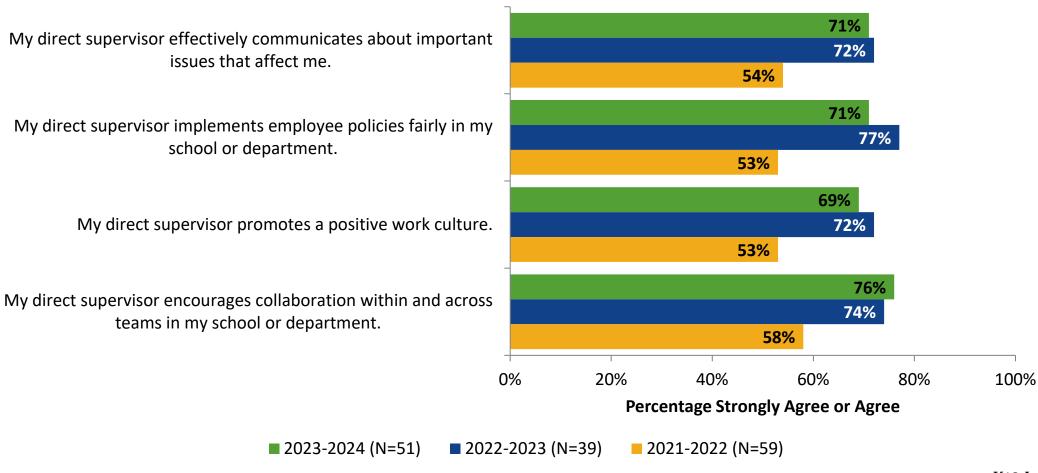
## **Worksite Leadership (Continued)**



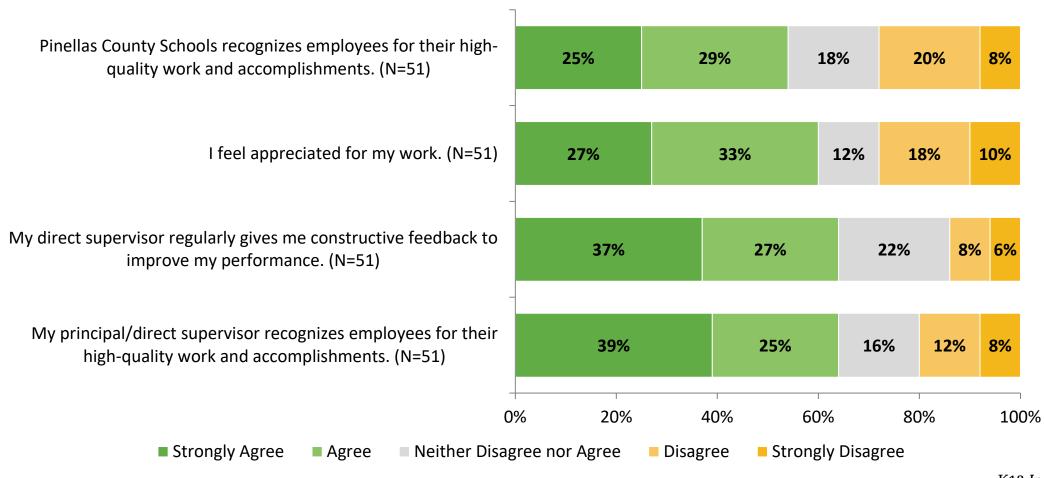
### **Worksite Leadership: Comparison Over Time**



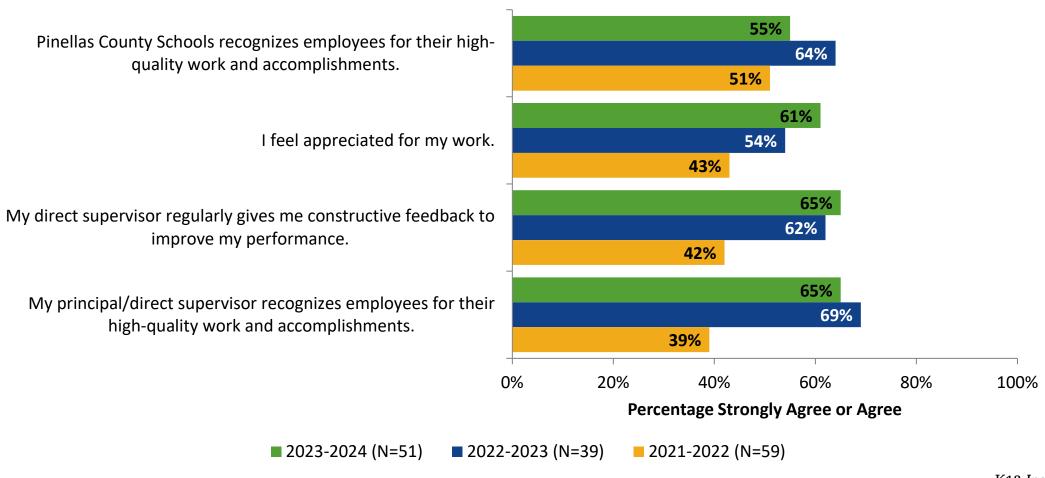
### **Worksite Leadership: Comparison Over Time (Continued)**



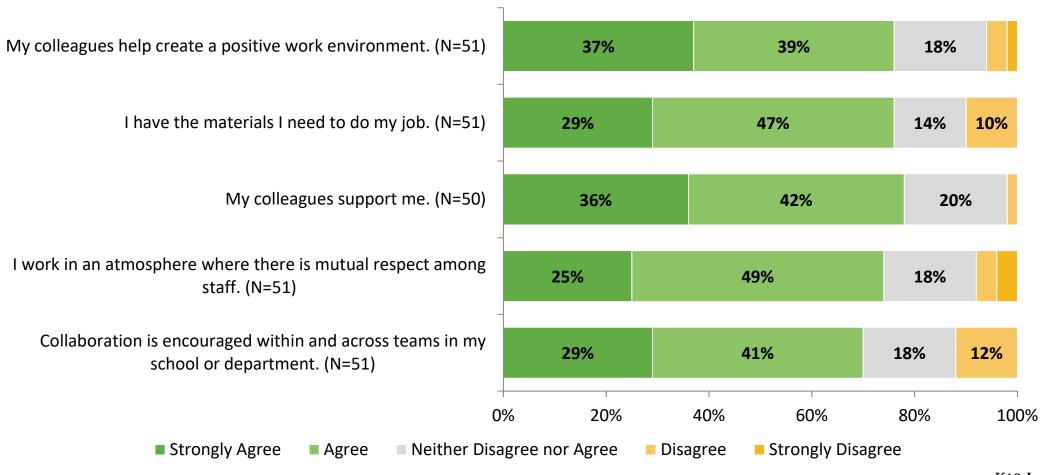
### **Feedback and Recognition**



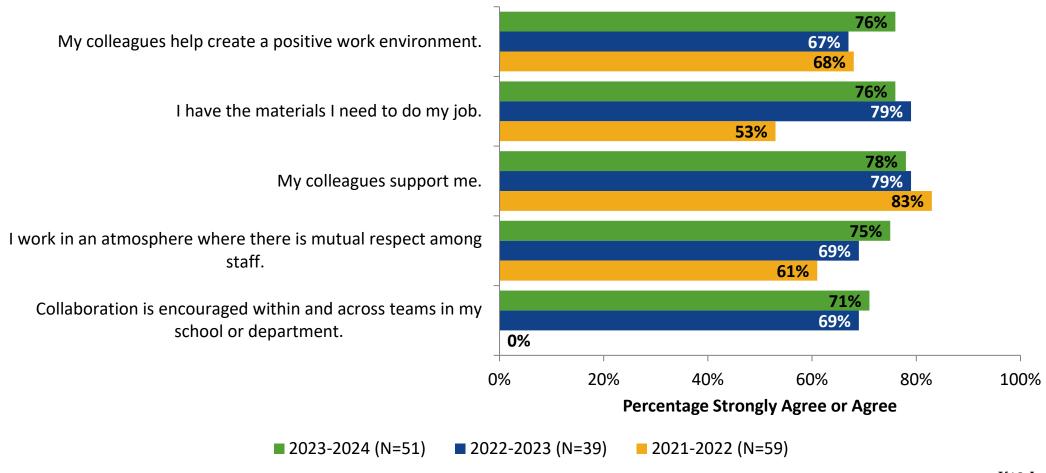
### Feedback and Recognition: Comparison Over Time



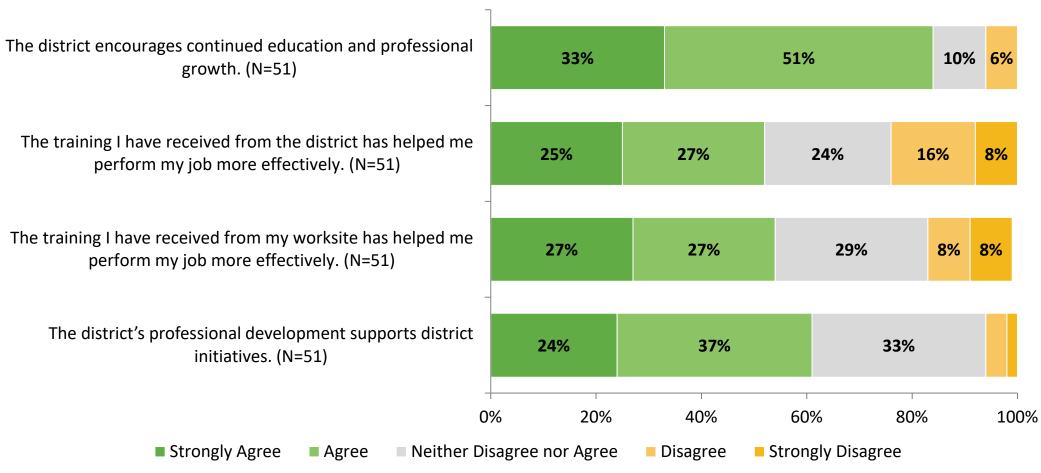
### **Work Environment**



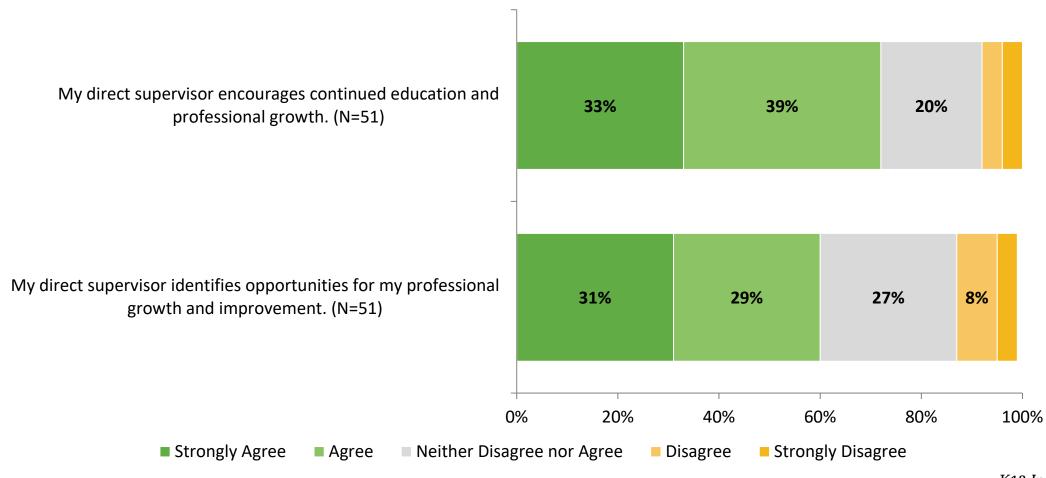
### **Work Environment: Comparison Over Time**



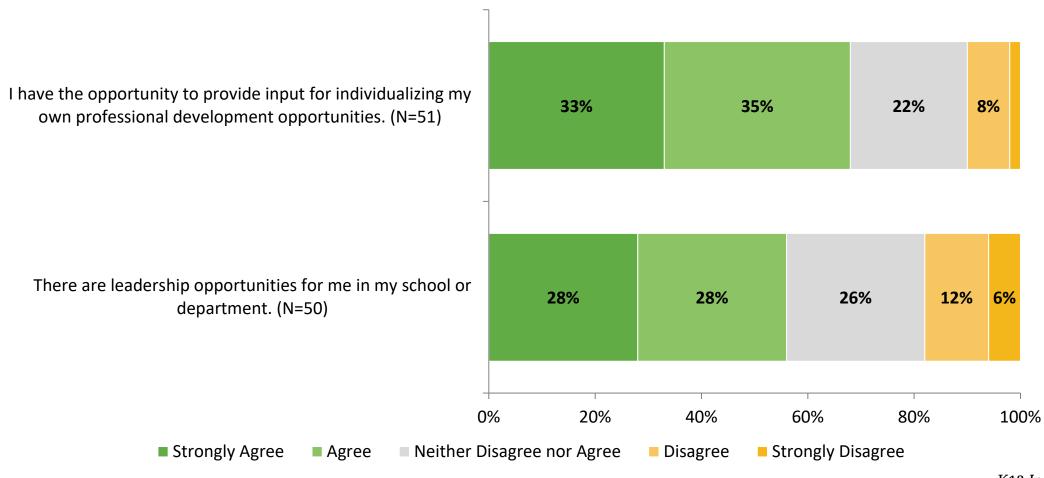
### **Career Growth and Training Opportunities**



### **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.

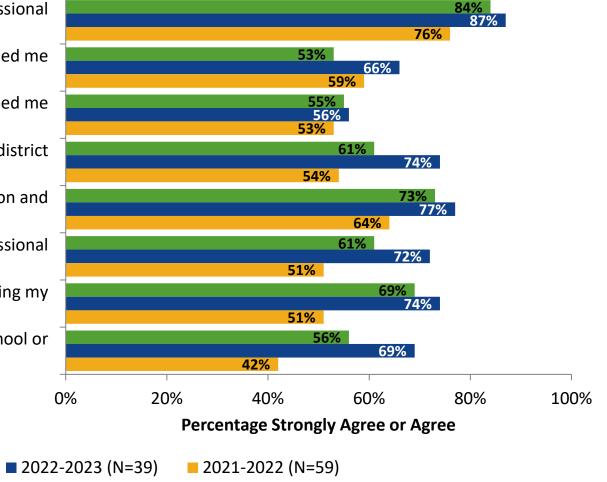
My direct supervisor encourages continued education and professional growth.

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.

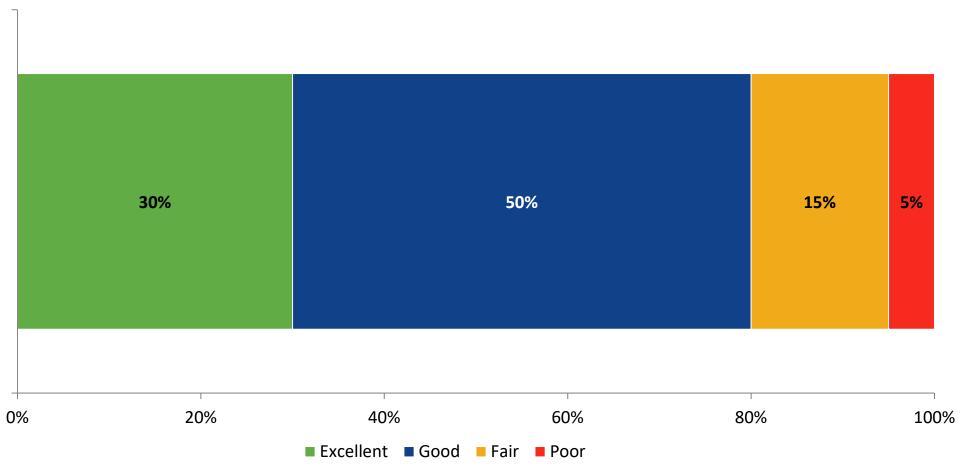
■ 2023-2024 (N=51)



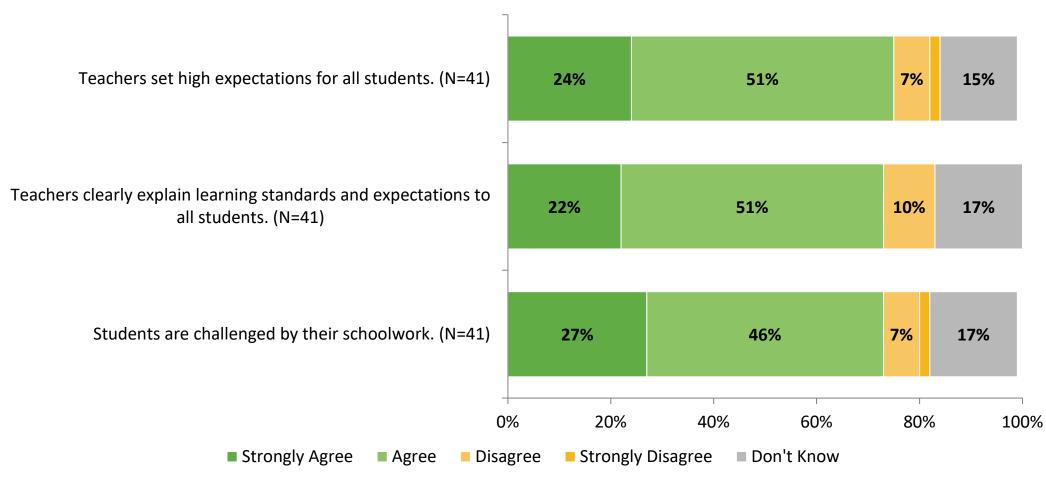
# **Questions for Campus-based Staff Members**

## **Overall Quality**

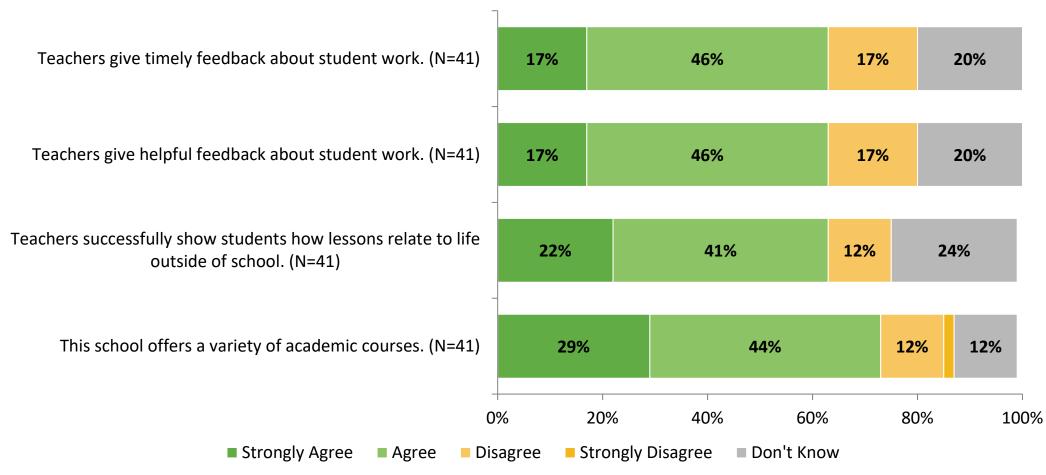
How would you rate the overall quality of the education at your school? (N=40)



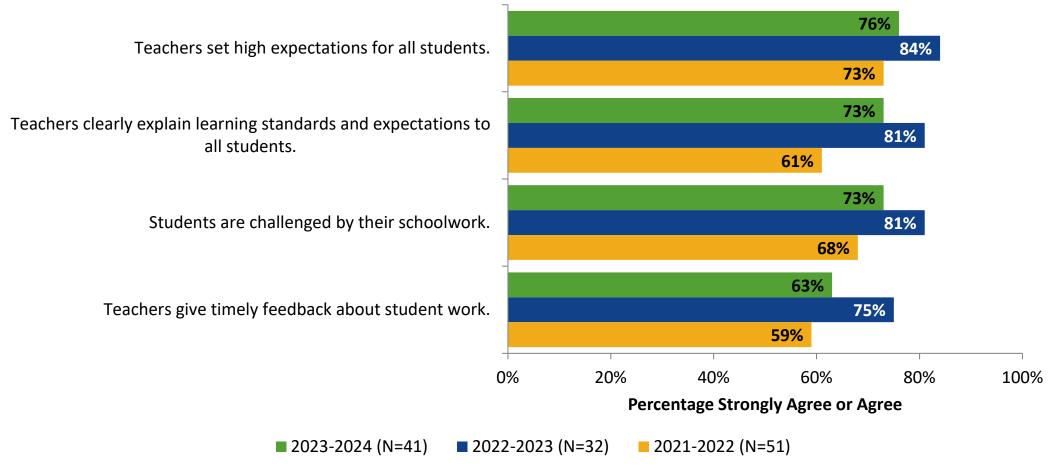
### **Academic Support**



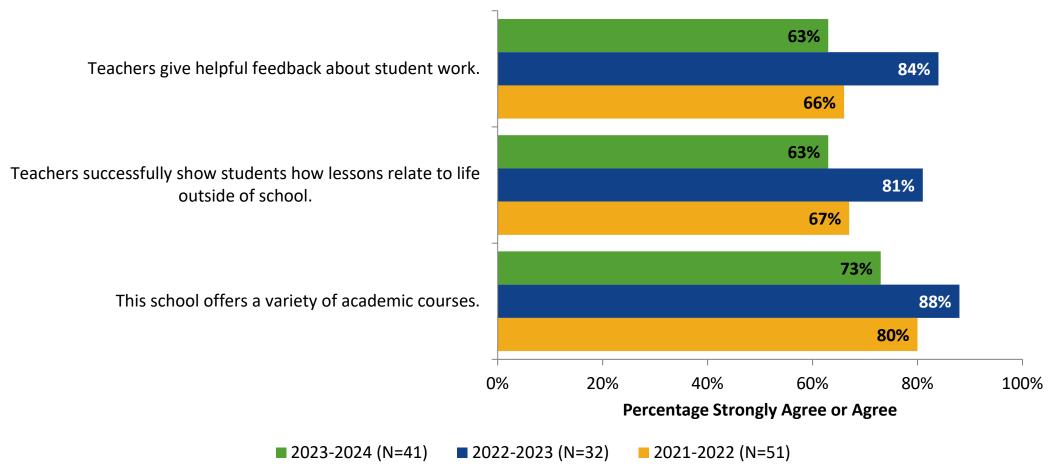
### **Academic Support (Continued)**



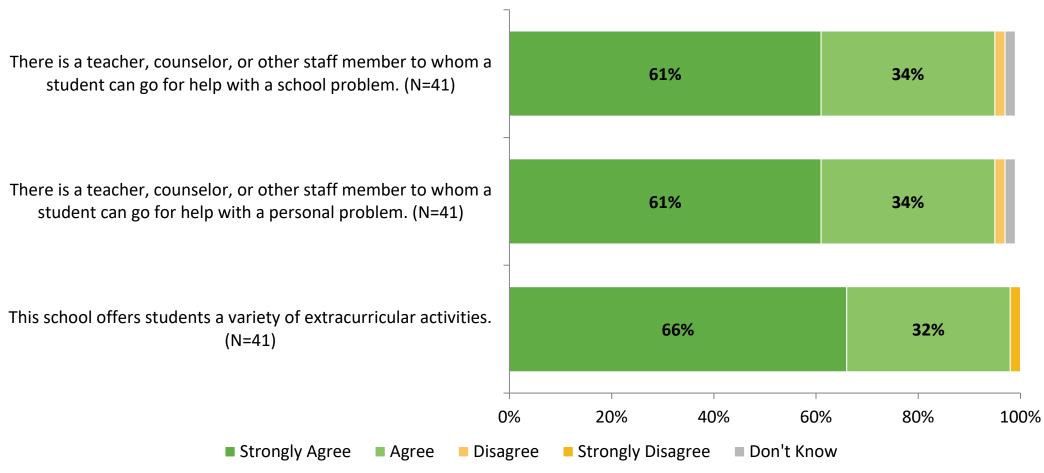
### **Academic Support: Comparison Over Time**



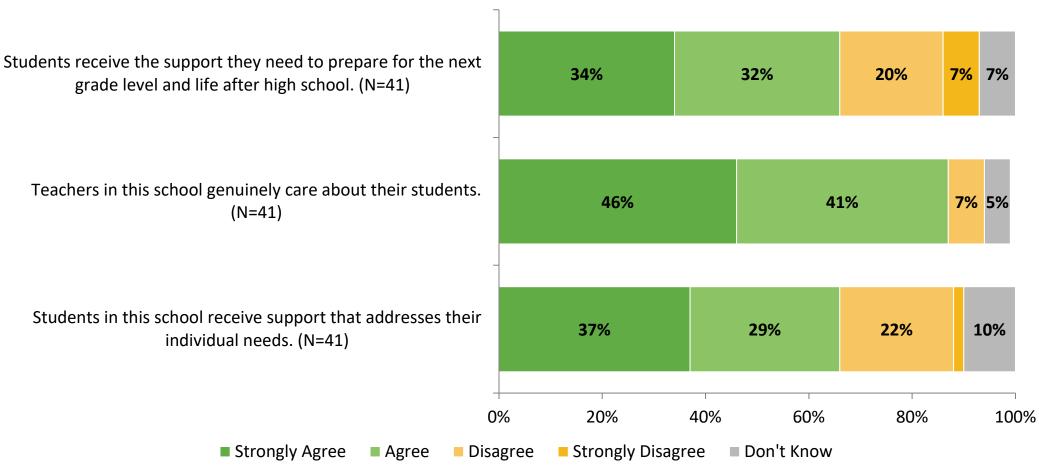
### **Academic Support: Comparison Over Time (Continued)**



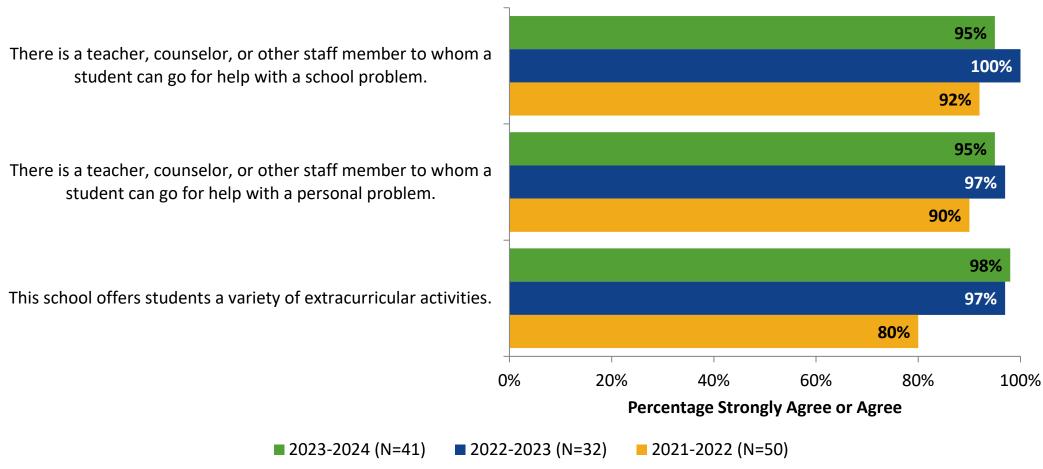
### **Student Support**



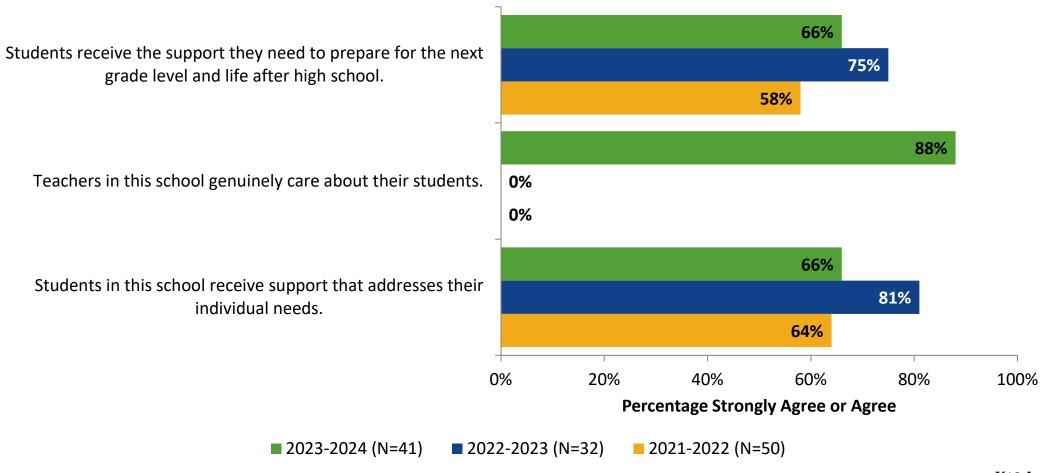
### **Student Support (Continued)**



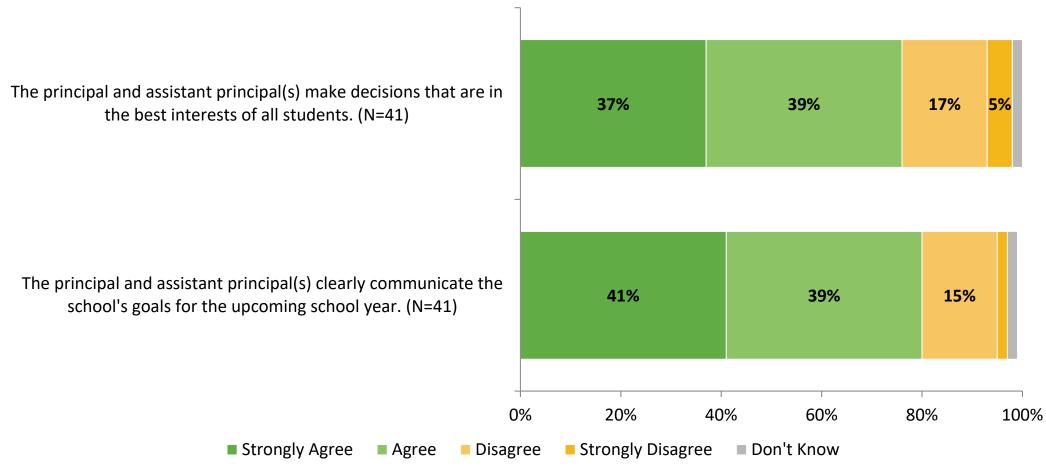
### **Student Support: Comparison Over Time**



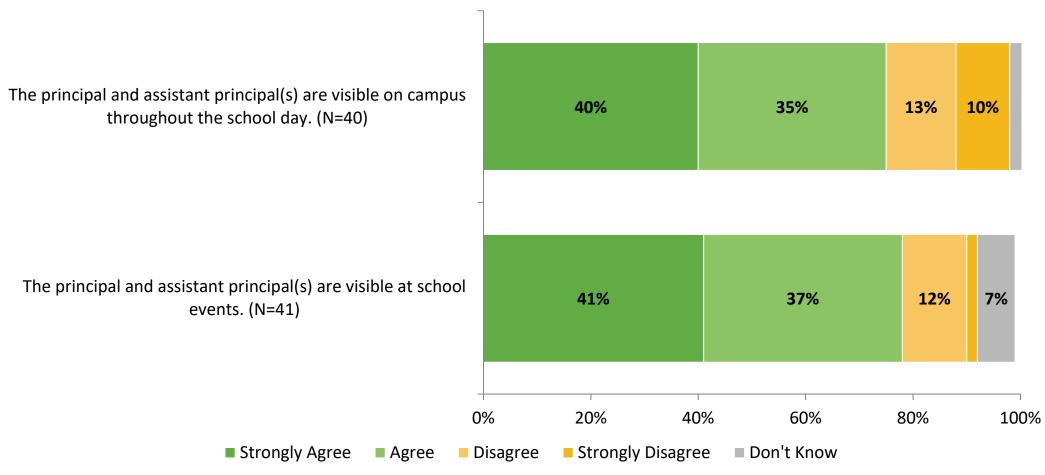
### **Student Support: Comparison Over Time (Continued)**



### **School Leadership**



## **School Leadership (Continued)**



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

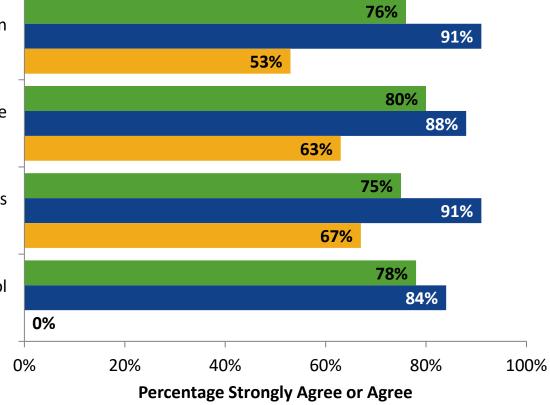
How strongly do you agree or disagree with the following statements?

The principal and assistant principal(s) make decisions that are in the best interests of all students.

The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.

The principal and assistant principal(s) are visible on campus throughout the school day.

The principal and assistant principal(s) are visible at school events.

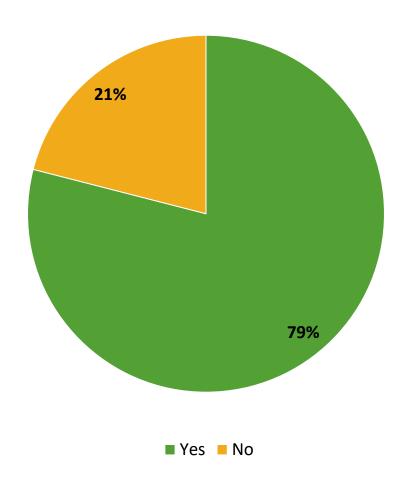


■ 2023-2024 (N=41) ■ 2022-2023 (N=32) ■ 2021-2022 (N=51)

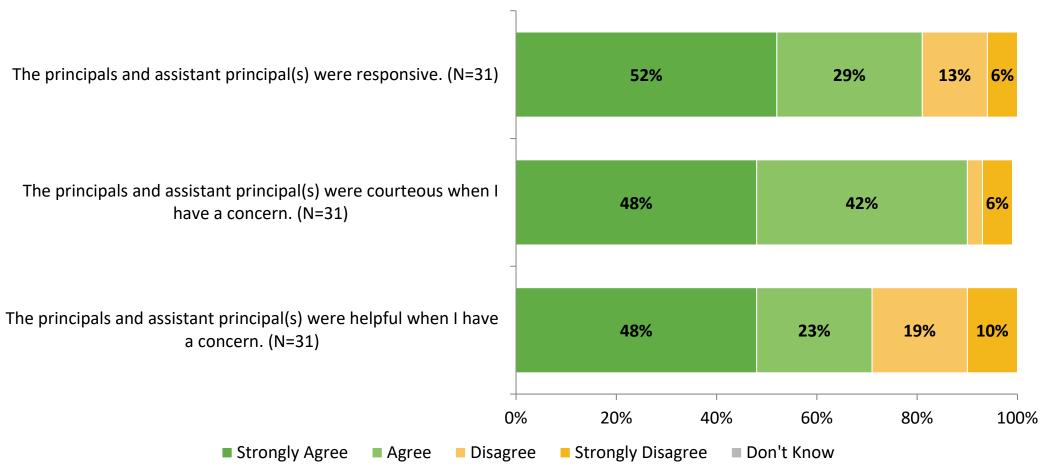
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know Note: 0% indicates the question was not asked that year.

## **Communications with School Leadership**

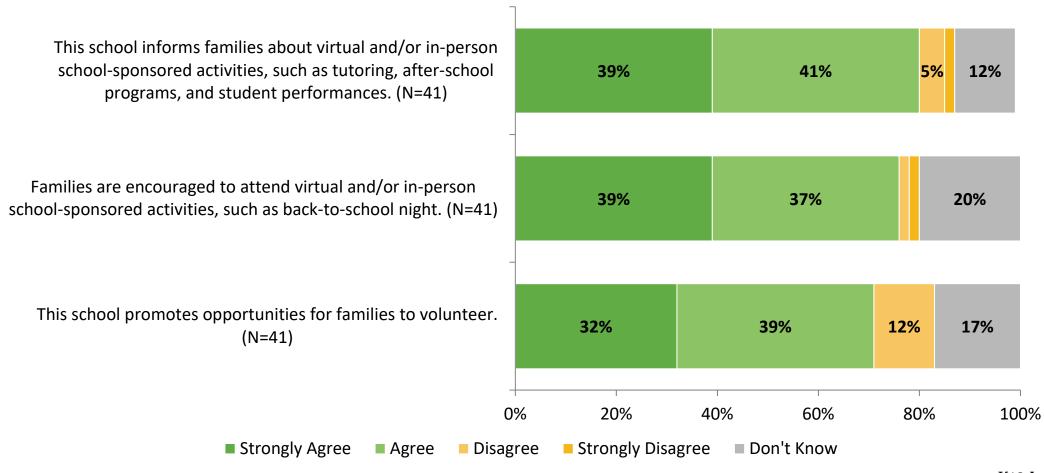
This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=39)



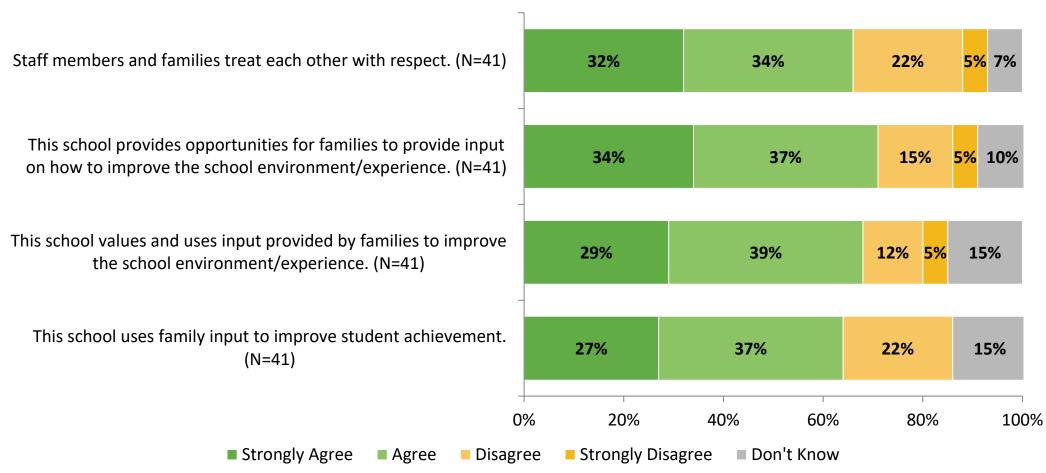
#### **Perceptions of Communication with School Leadership**



# **Family Involvement**

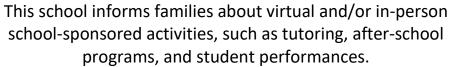


## **Family Involvement (Continued)**



#### **Family Involvement: Comparison Over Time**

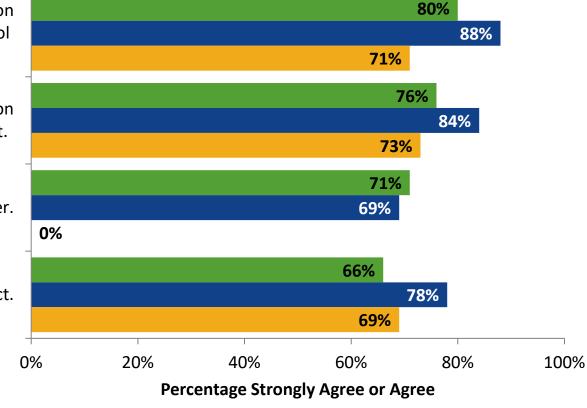
How strongly do you agree or disagree with the following statements?



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.

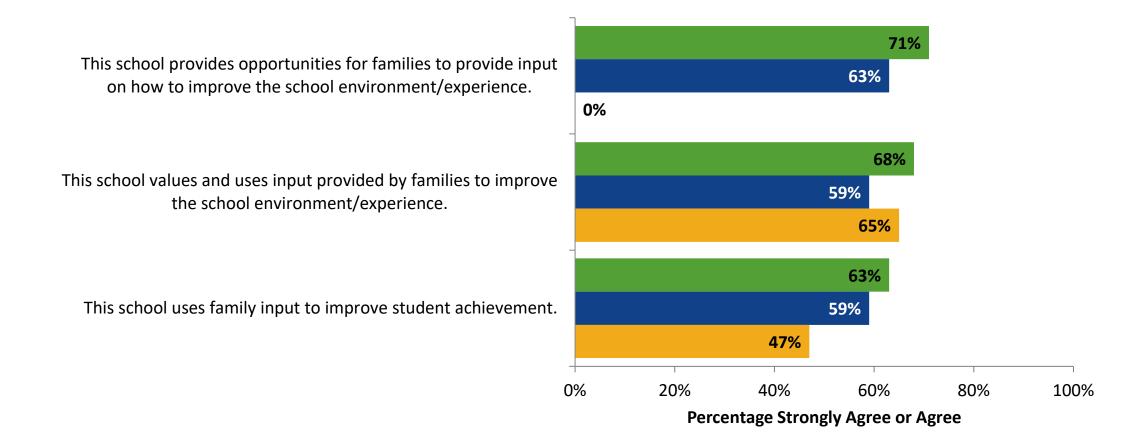


■ 2023-2024 (N=41) ■ 2022-2023 (N=32) ■ 2021-2022 (N=51)

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?



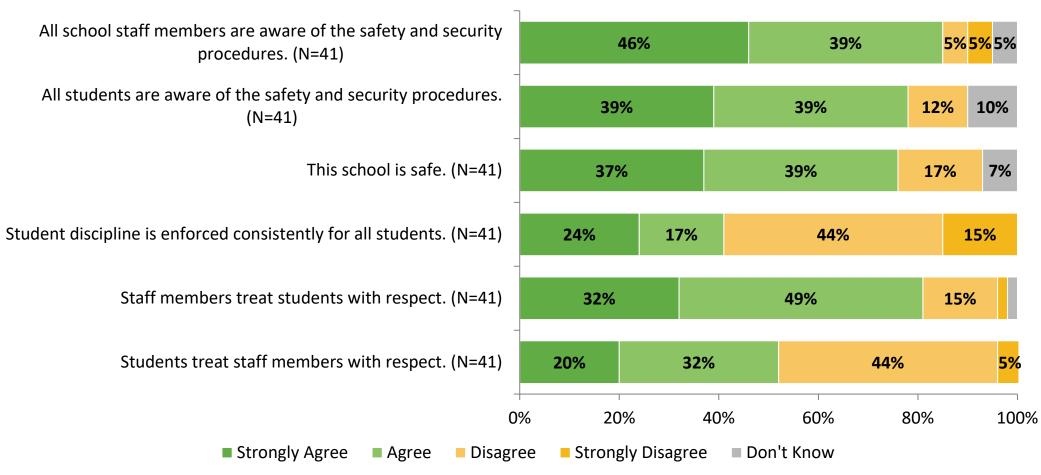
2021-2022 (N=51)

■ 2023-2024 (N=41) ■ 2022-2023 (N=32)

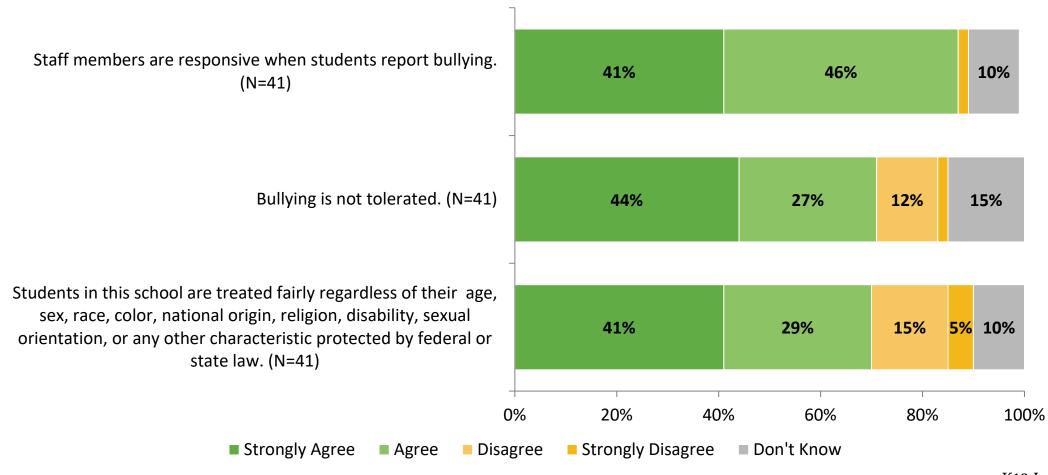
Answer options: Strongly Agree, Agree, Disagree, Strongly Disagree, Don't Know

Note: 0% indicates the question was not asked that year.

### **Safety and Behavior**

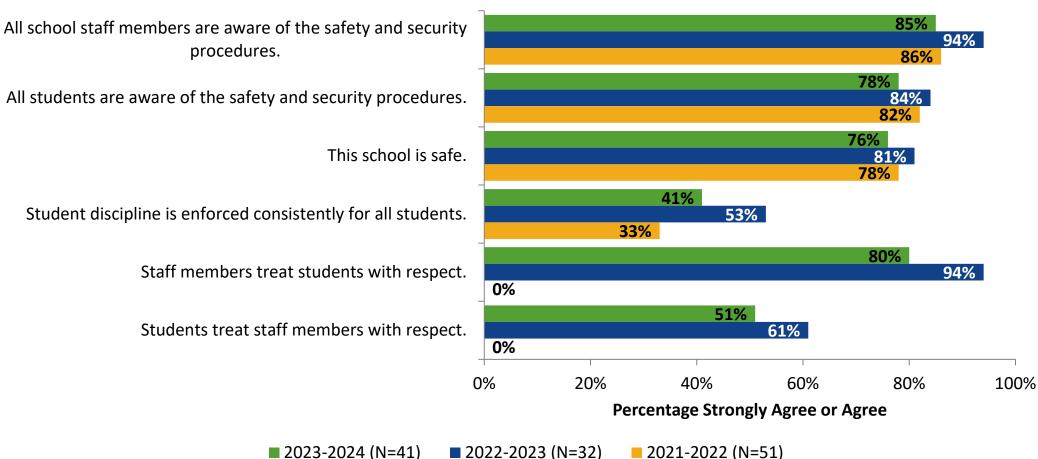


## **Safety and Behavior (Continued)**



### **Safety and Behavior: Comparison Over Time**

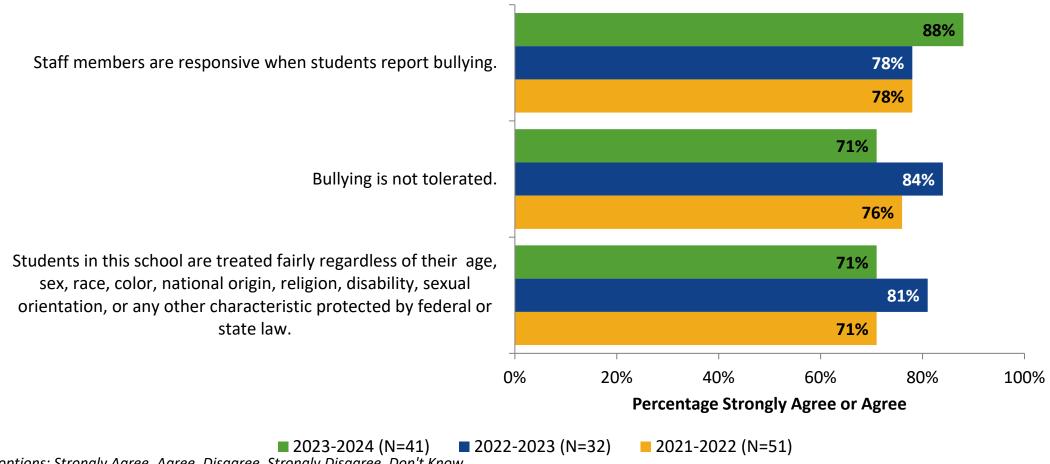
How strongly do you agree or disagree with the following statements?



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?



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

# **Highest Ranking Indicators**

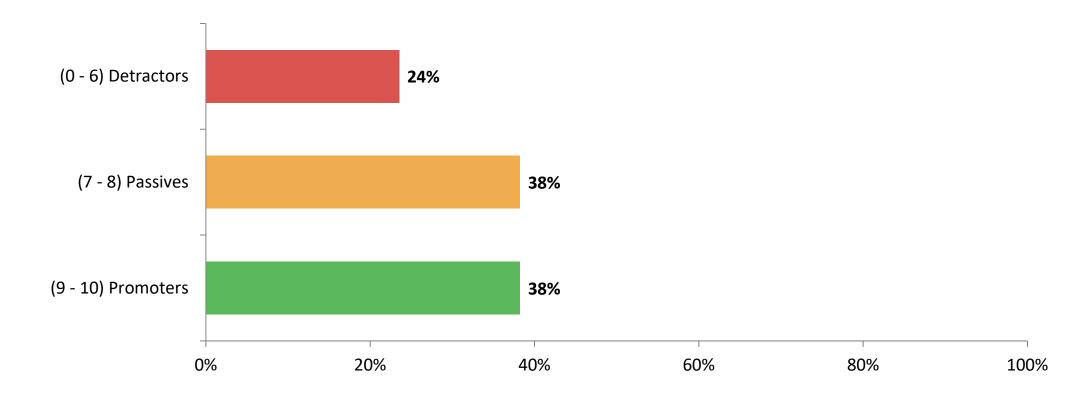
Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
This school offers students a variety of extracurricular activities.	98%	Student Support
I am familiar with Pinellas County Schools' mission to prepare all students for college, career and life and vision of 100% student success.	96%	Mission and Vision
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	95%	Student Support
There is a teacher, counselor, or other staff member to whom a student can go for help with a personal problem.	95%	Student Support
I support the district's mission and vision.	94%	Mission and Vision

# **Lowest Ranking Indicators**

Survey Item	Percentage Strongly Disagree or Disagree (%)	Dimension
Student discipline is enforced consistently for all students.	59%	Safety and Behavior
Students treat staff members with respect.	49%	Safety and Behavior
District leaders understand the professional needs of district and school employees.	31%	District Leadership
Students receive the support they need to prepare for the next grade level and life after high school.	27%	Student Support
Staff members and families treat each other with respect.	27%	Family Involvement

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

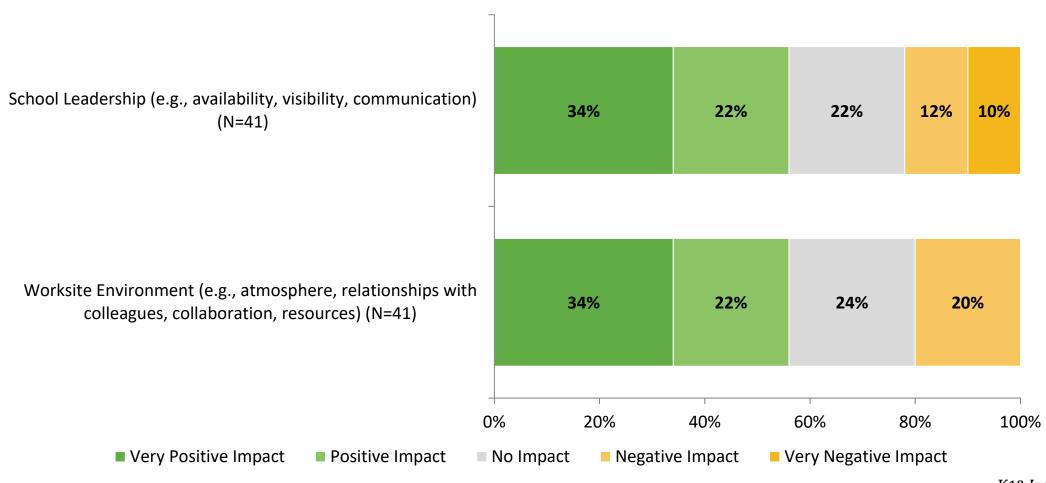
How likely is it that you would recommend your school to a family member or friend? (N=34)



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.

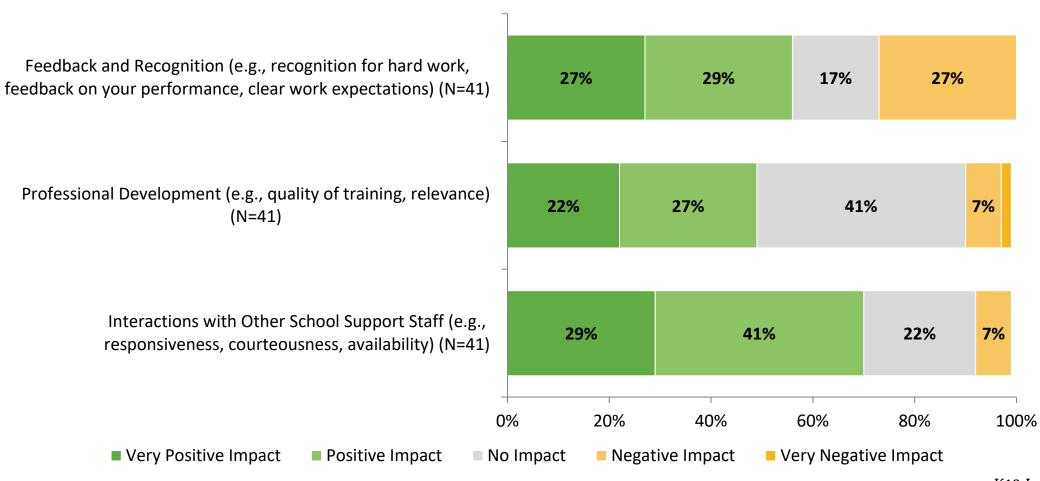
#### **Factors Driving School NPS**

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



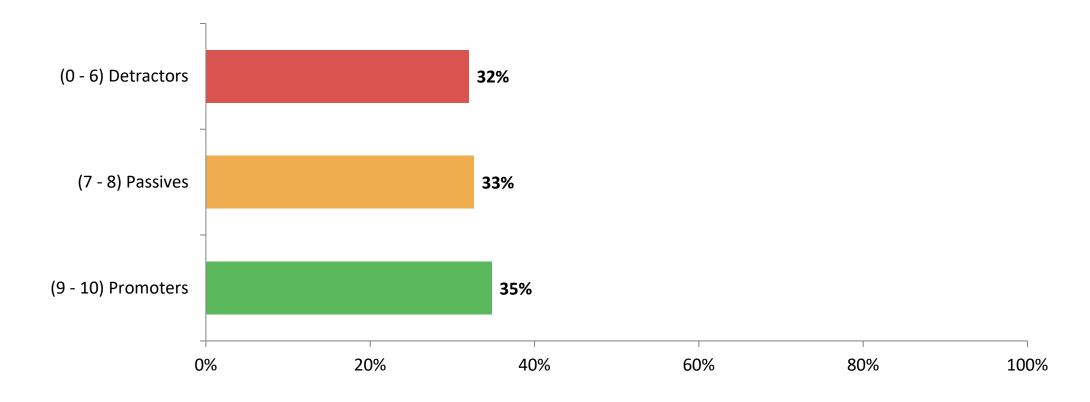
## **Factors Driving School NPS (Continued)**

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



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

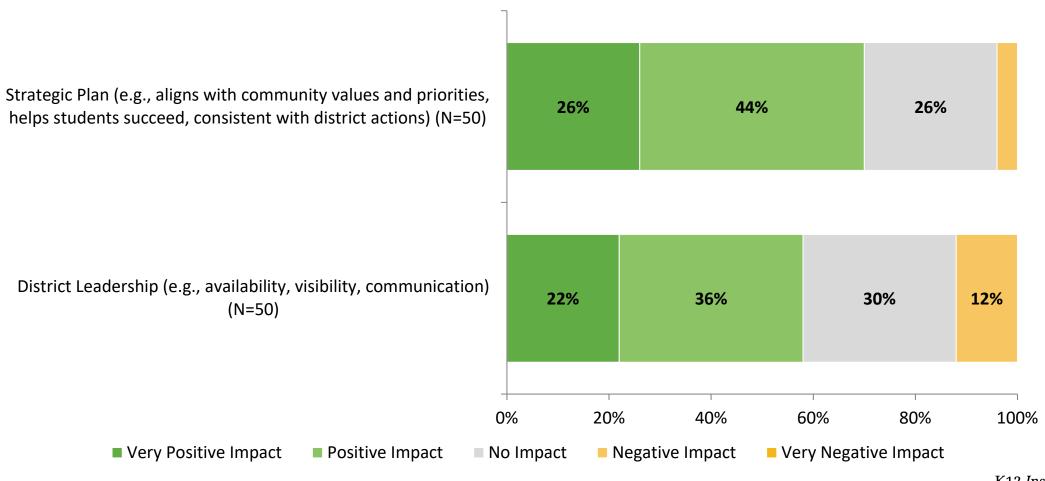
How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=46)



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.

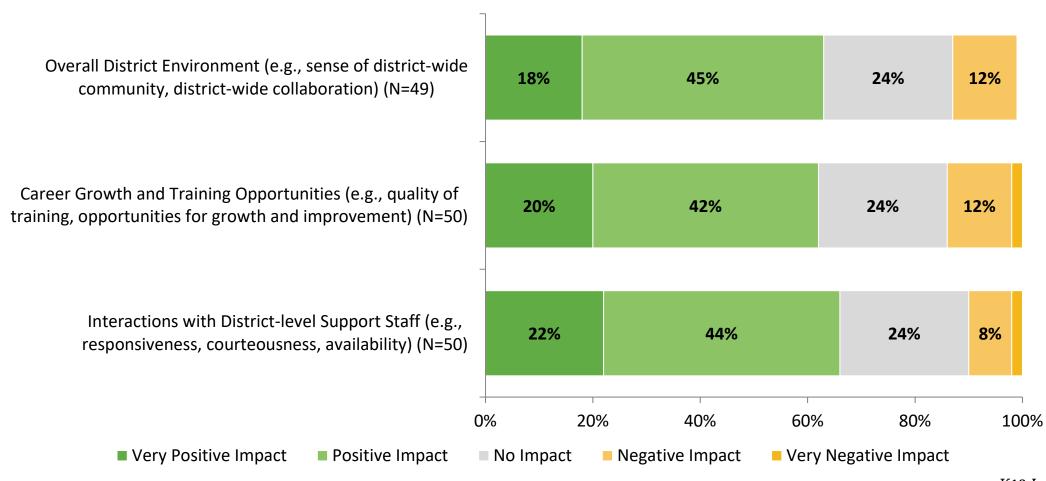
### **Factors Driving District NPS**

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?



K12 Insight

703.542.9601 | www.k12insight.com