

Employee Engagement Survey: Nina Harris ESE Center

Results and Analysis

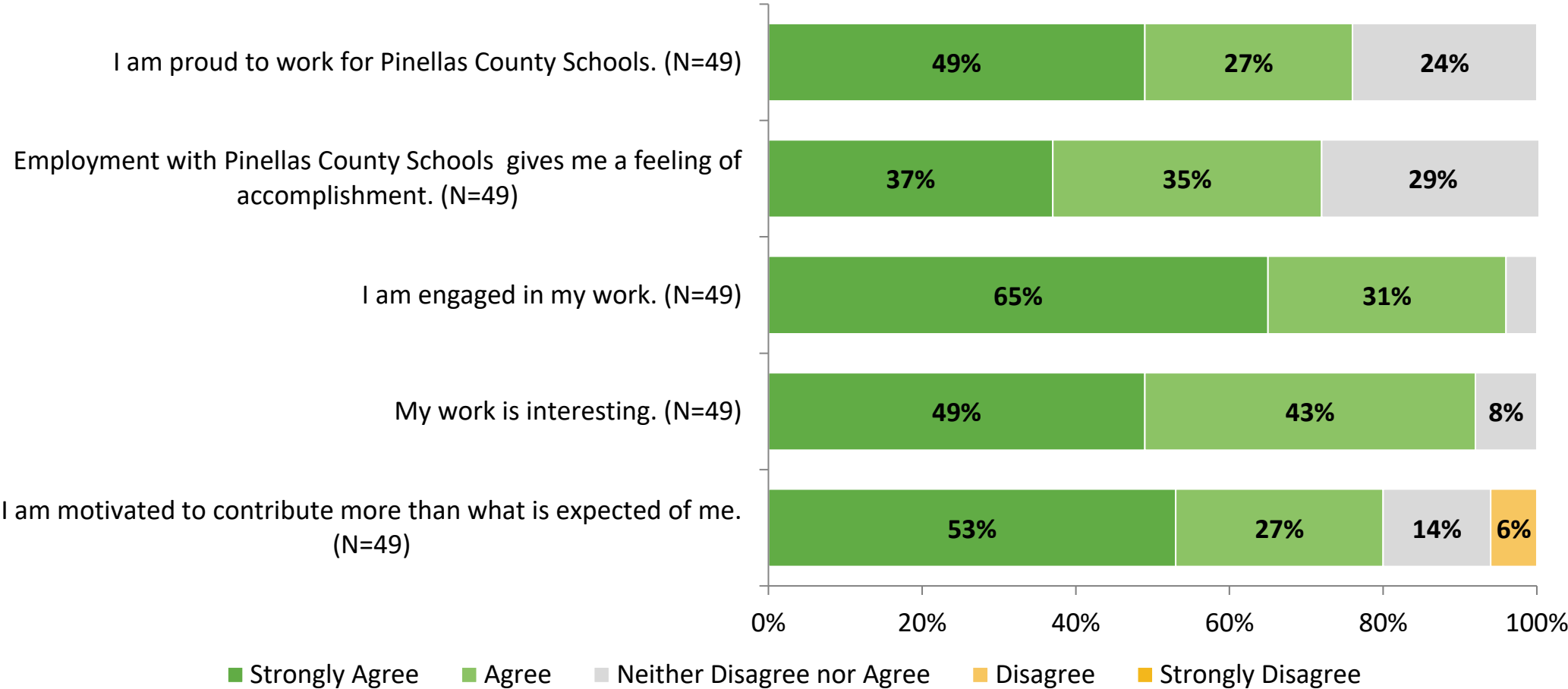
2023-2024



Questions for All Staff Members

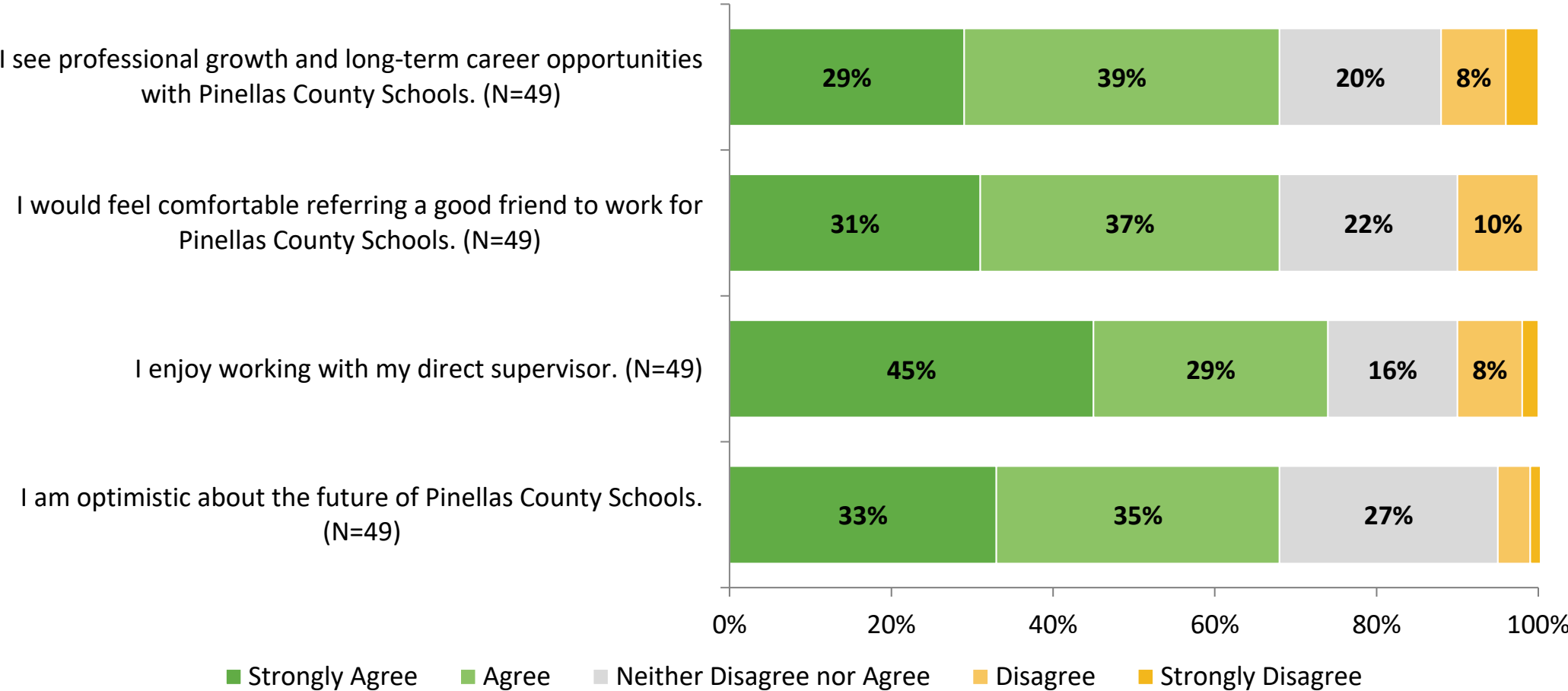
Overall Engagement

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



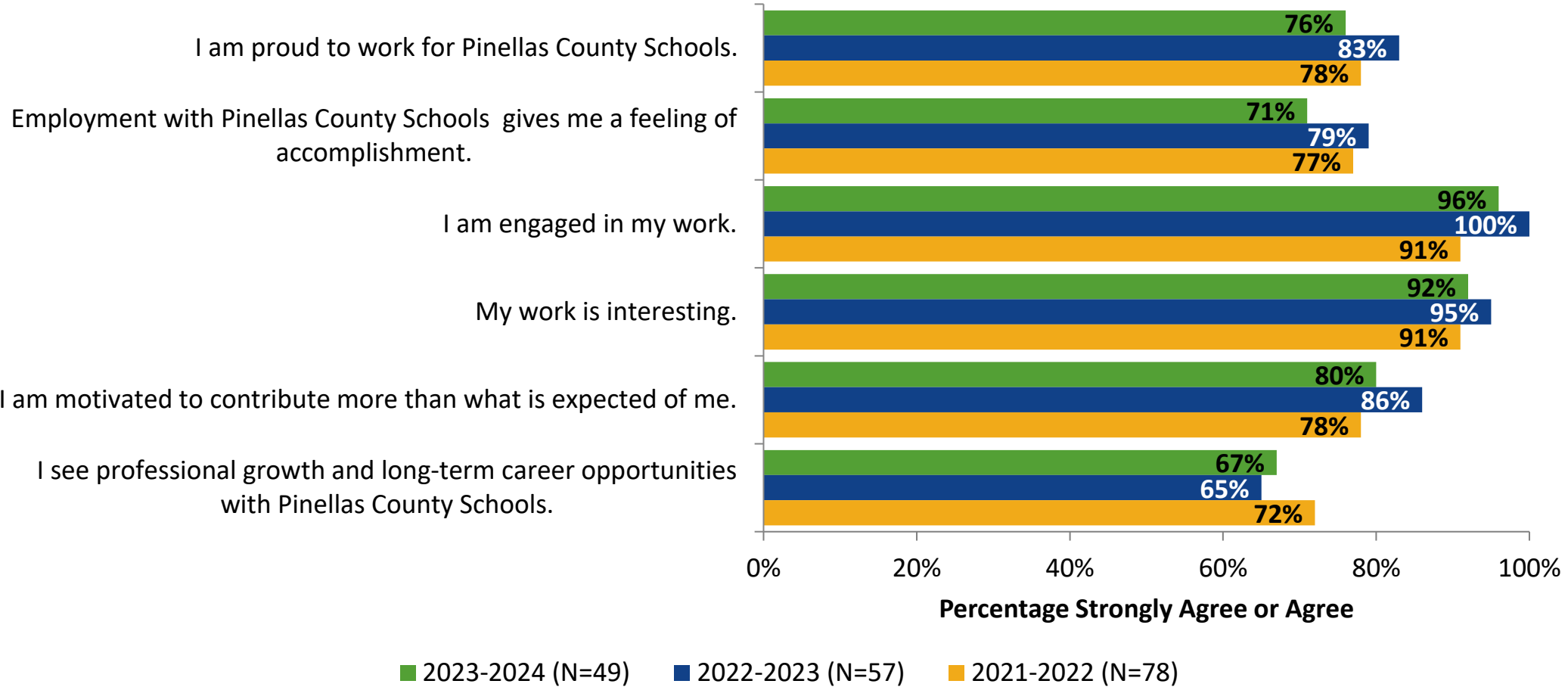
Overall Engagement (Continued)

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



Overall Engagement: Comparison Over Time

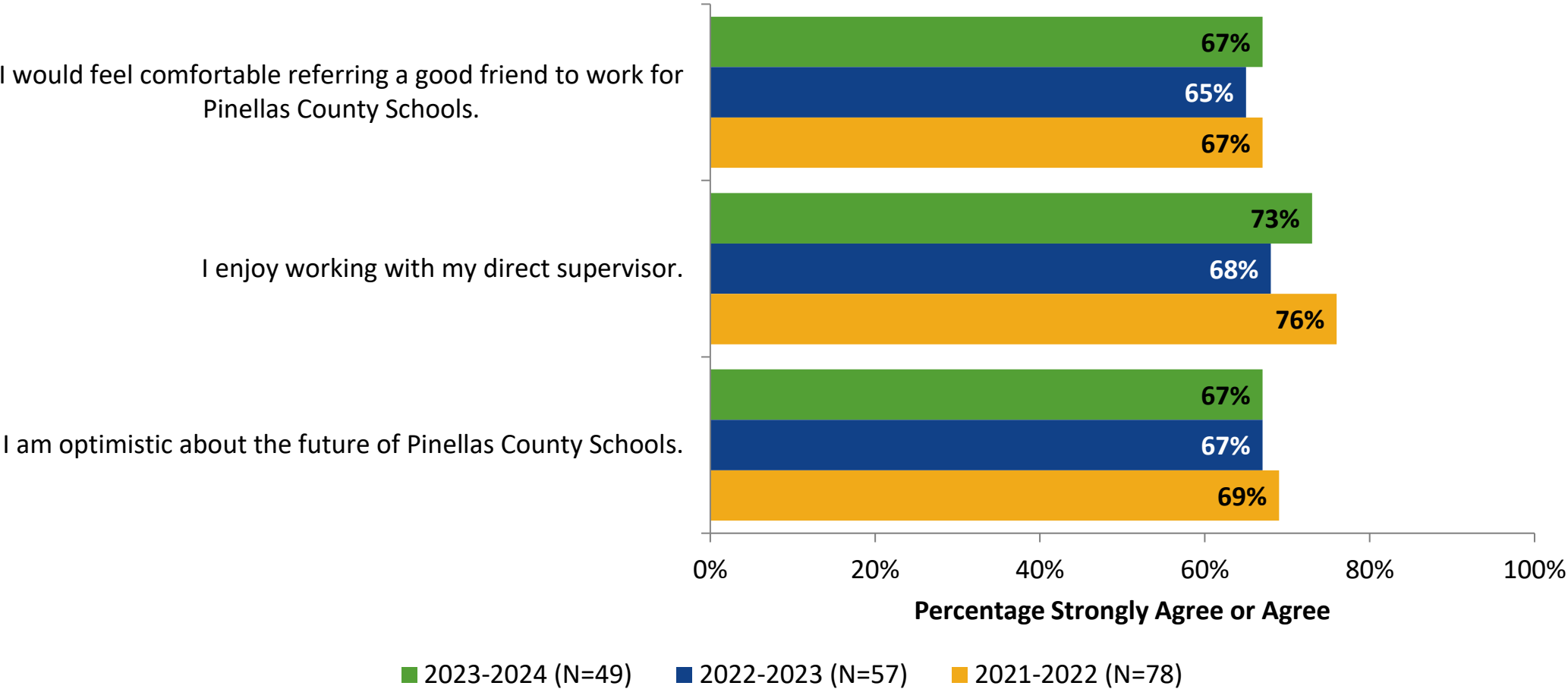
How strongly do you agree or disagree with the following statements?



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

Overall Engagement: Comparison Over Time (Continued)

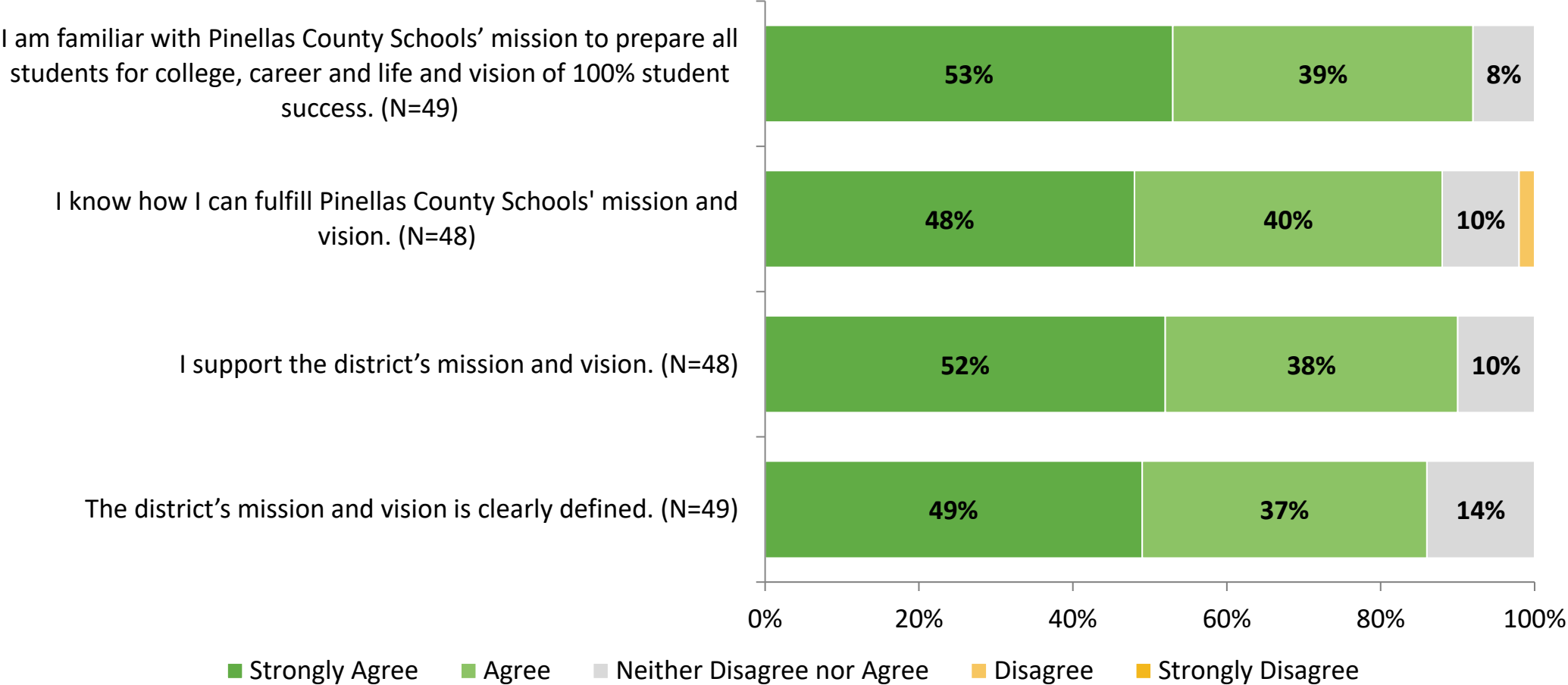
How strongly do you agree or disagree with the following statements?



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

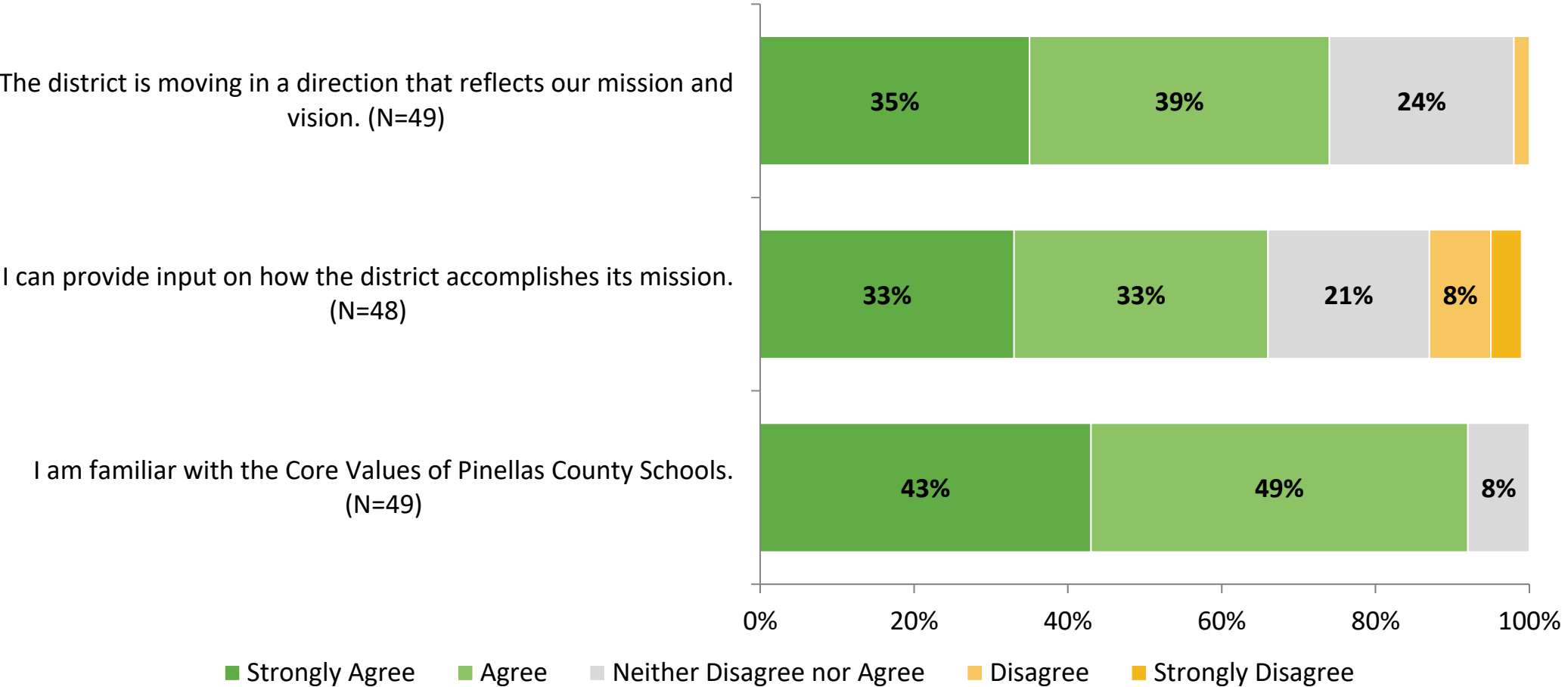
Mission and Vision

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



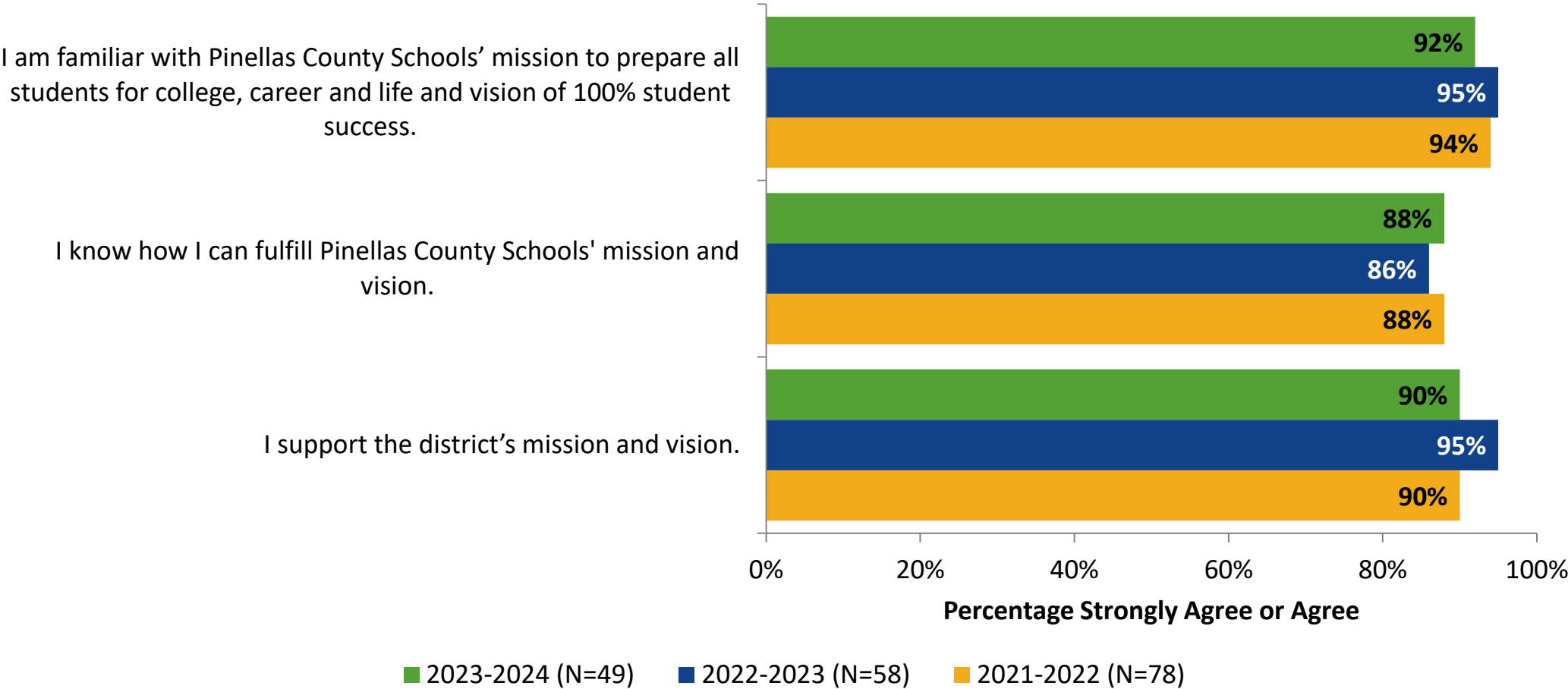
Mission and Vision (Continued)

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



Mission and Vision: Comparison Over Time

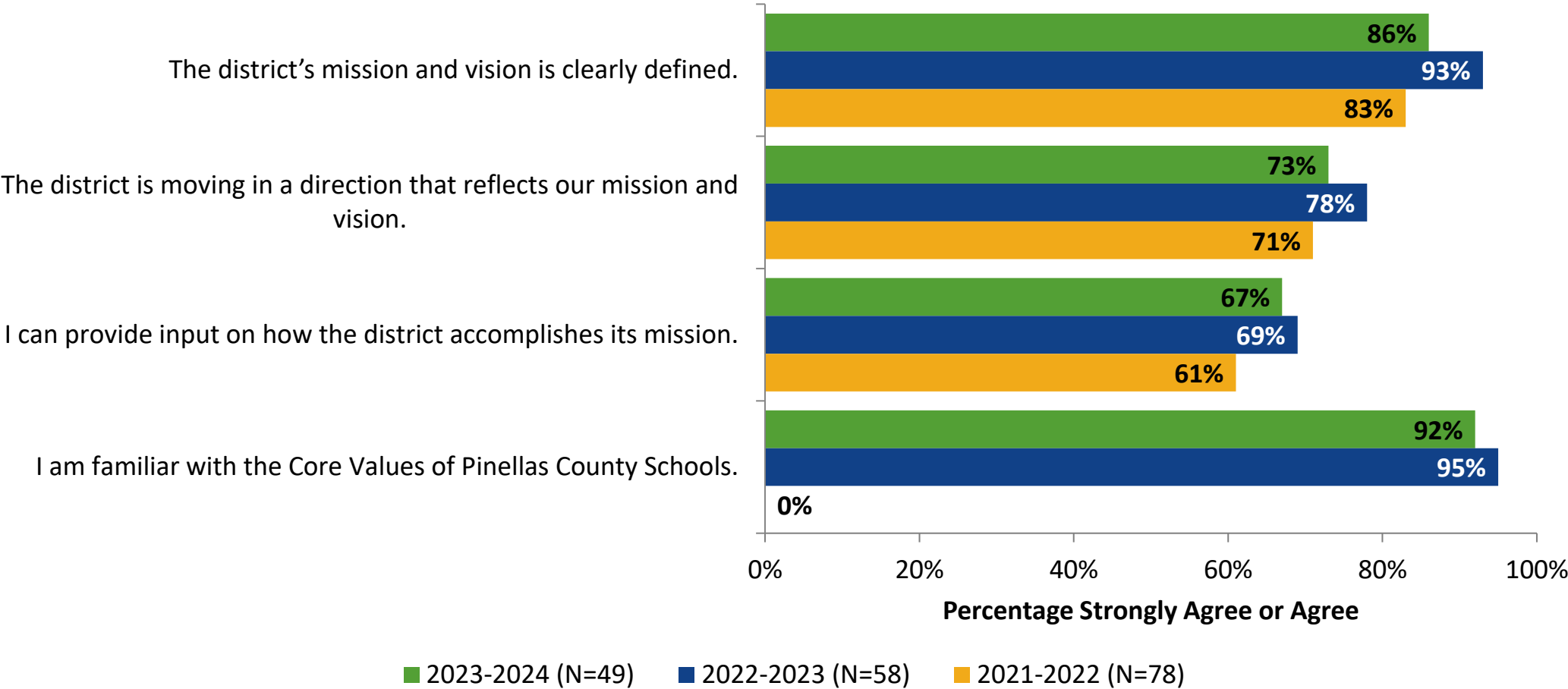
How strongly do you agree or disagree with the following statements?



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

Mission and Vision: Comparison Over Time (Continued)

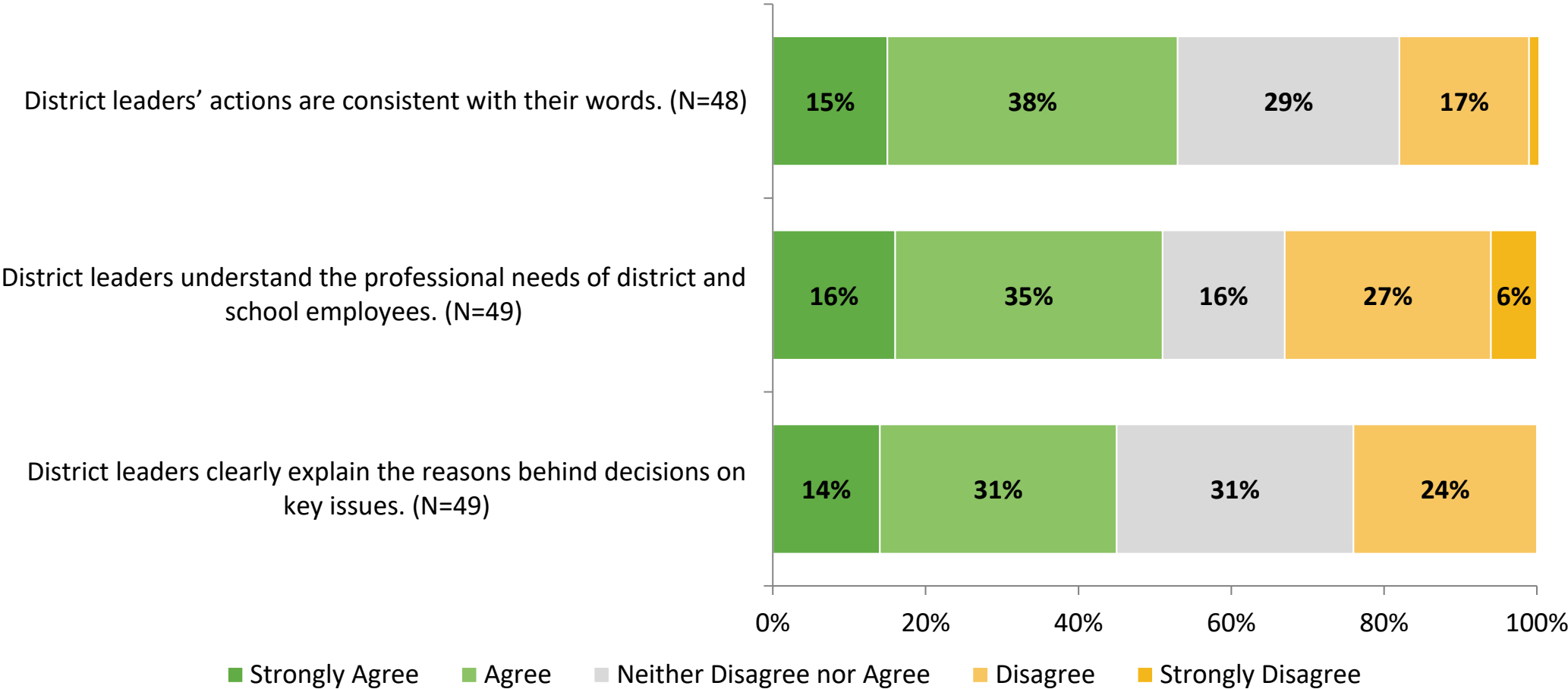
How strongly do you agree or disagree with the following statements?



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

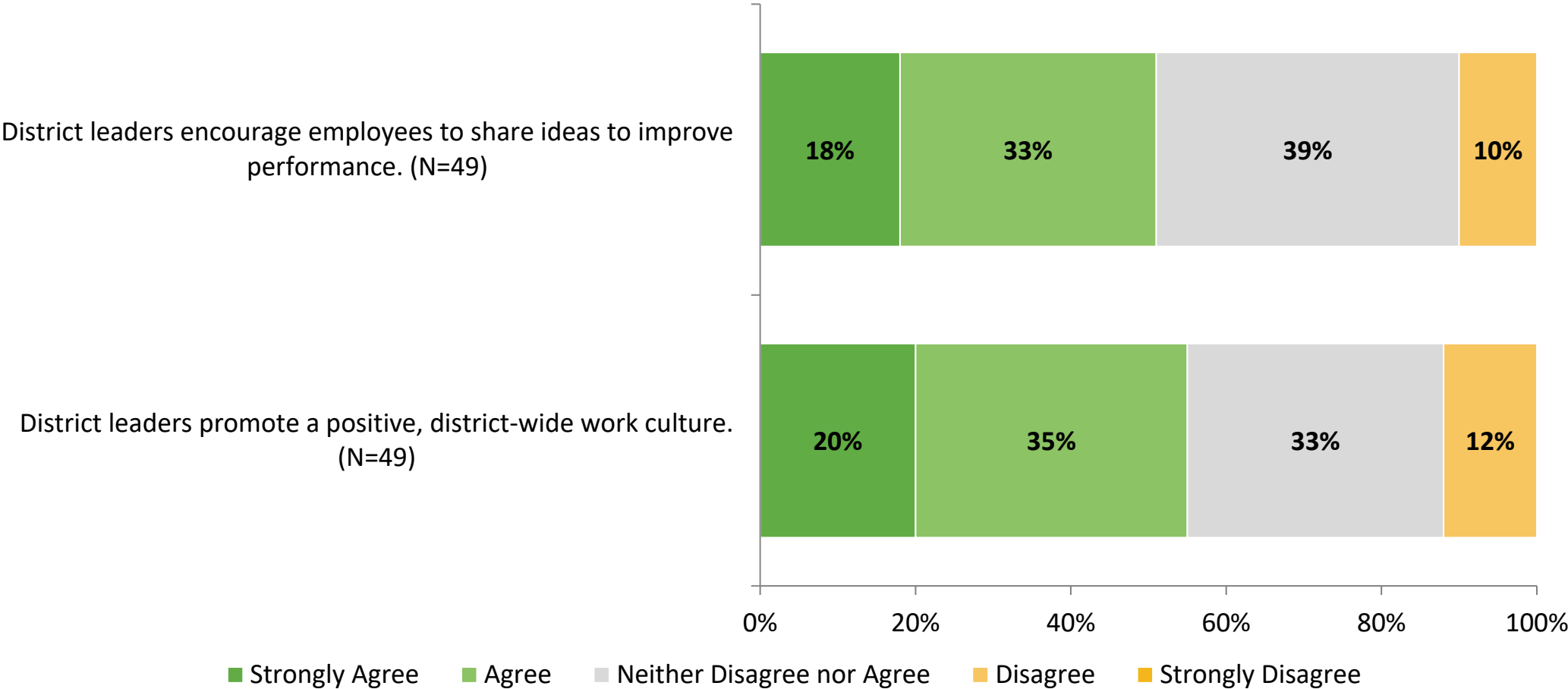
District Leadership

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



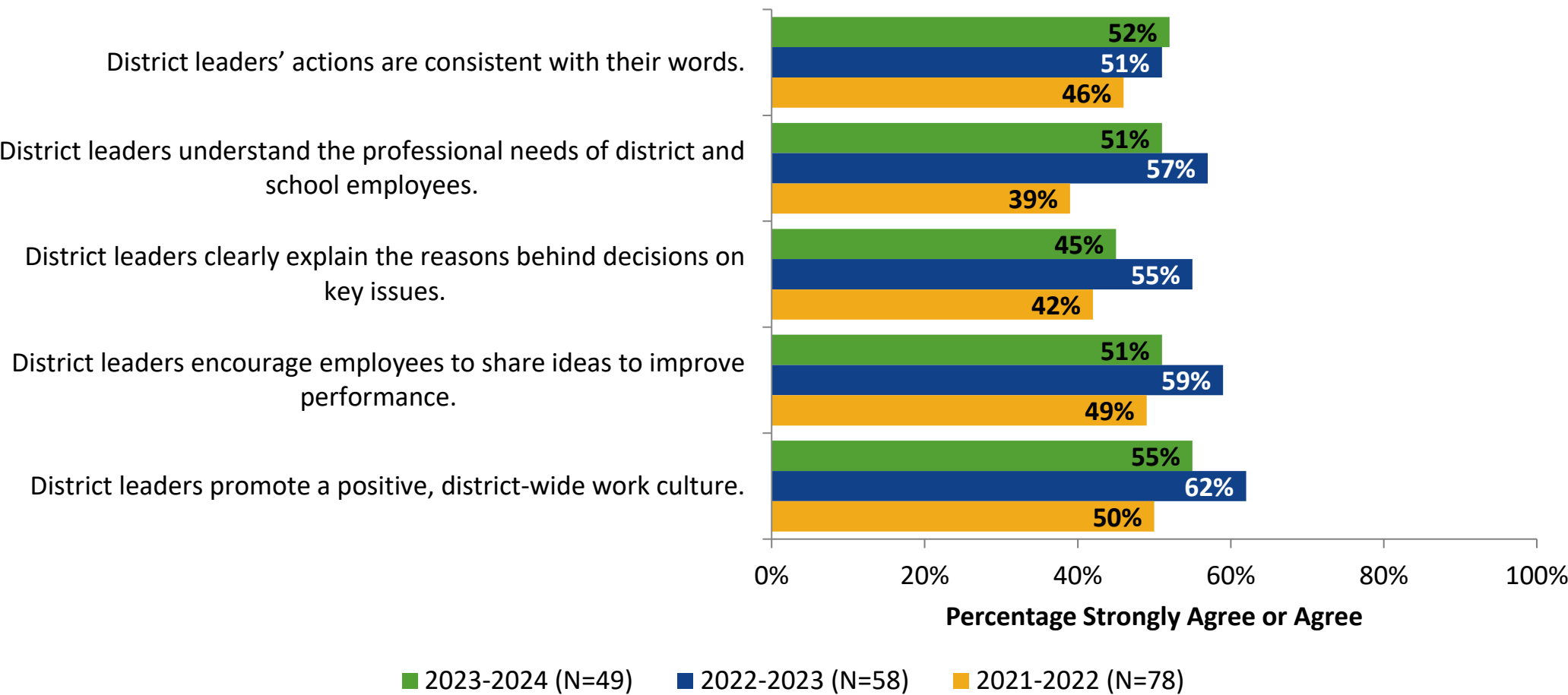
District Leadership (Continued)

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



District Leadership: Comparison Over Time

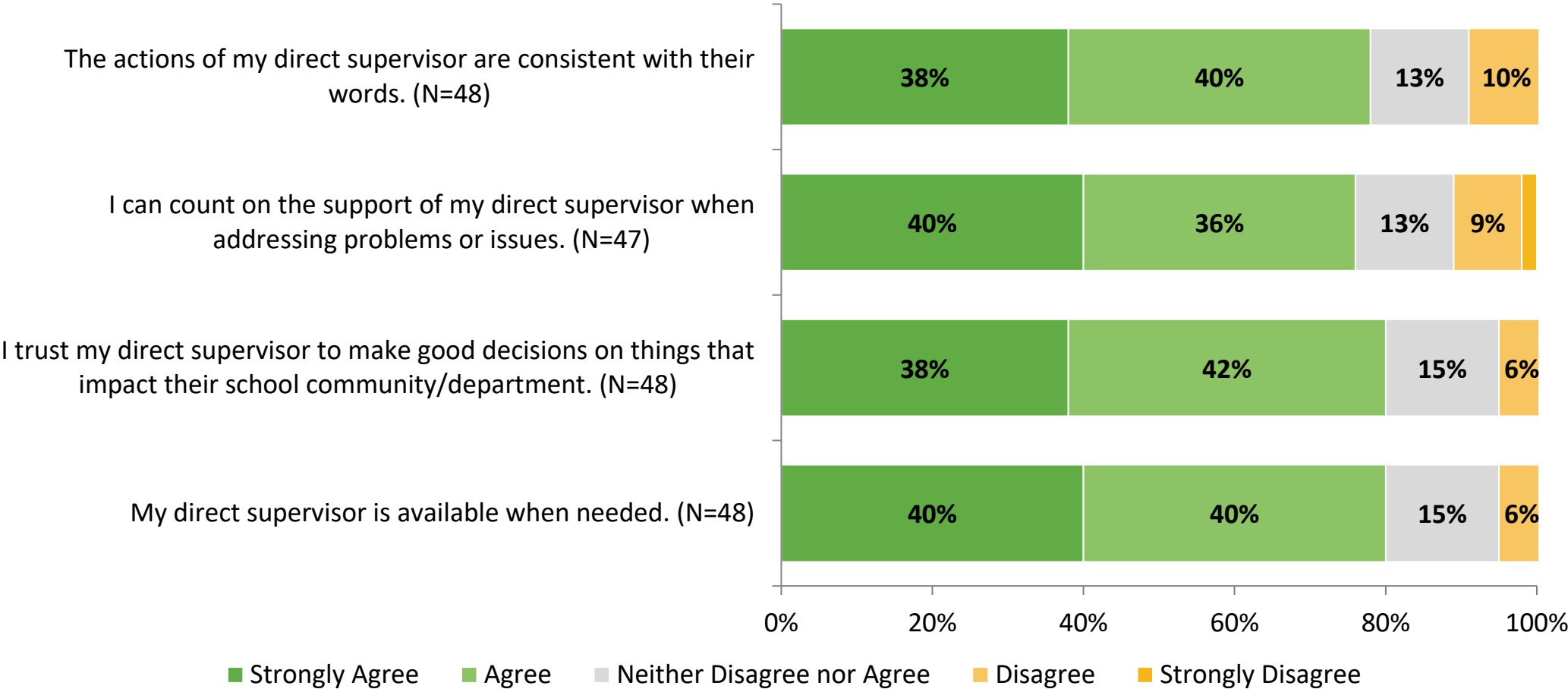
How strongly do you agree or disagree with the following statements?



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

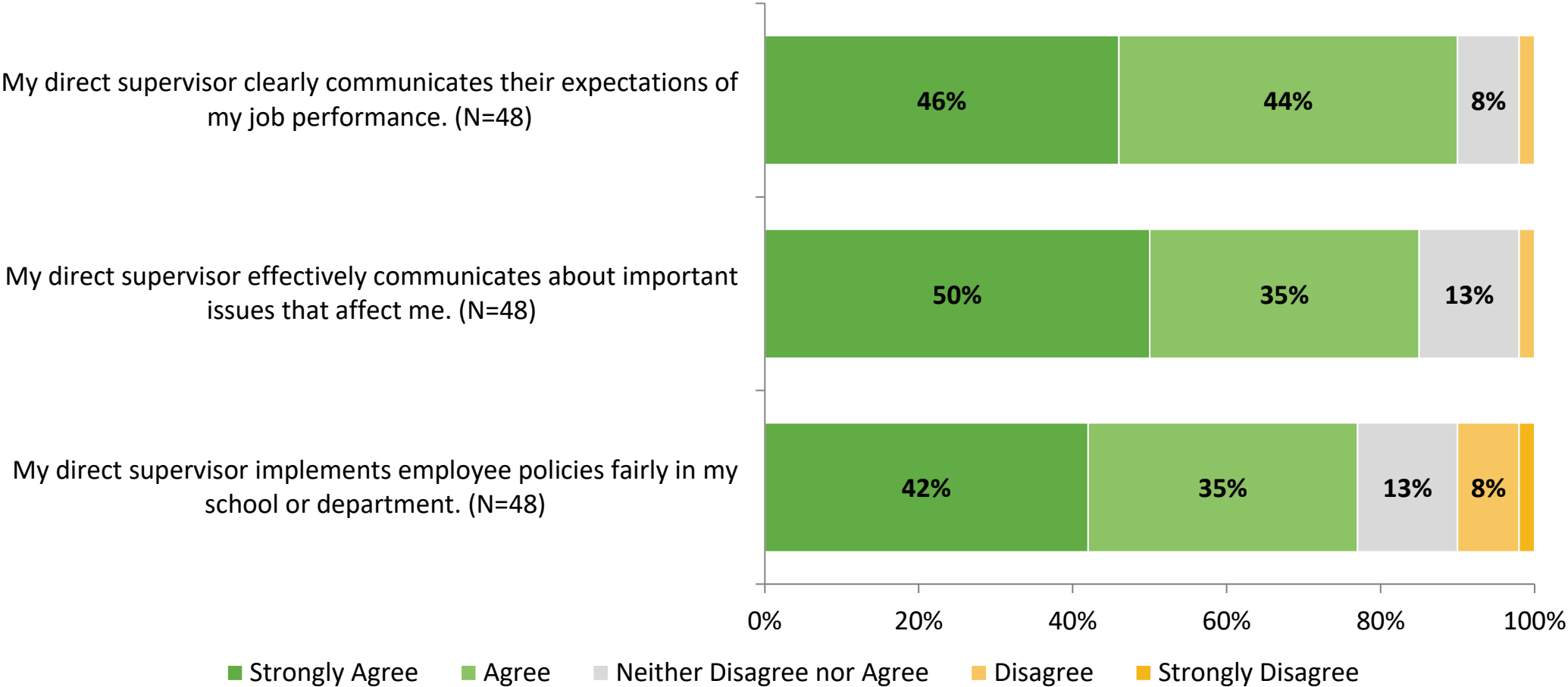
Worksite Leadership

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



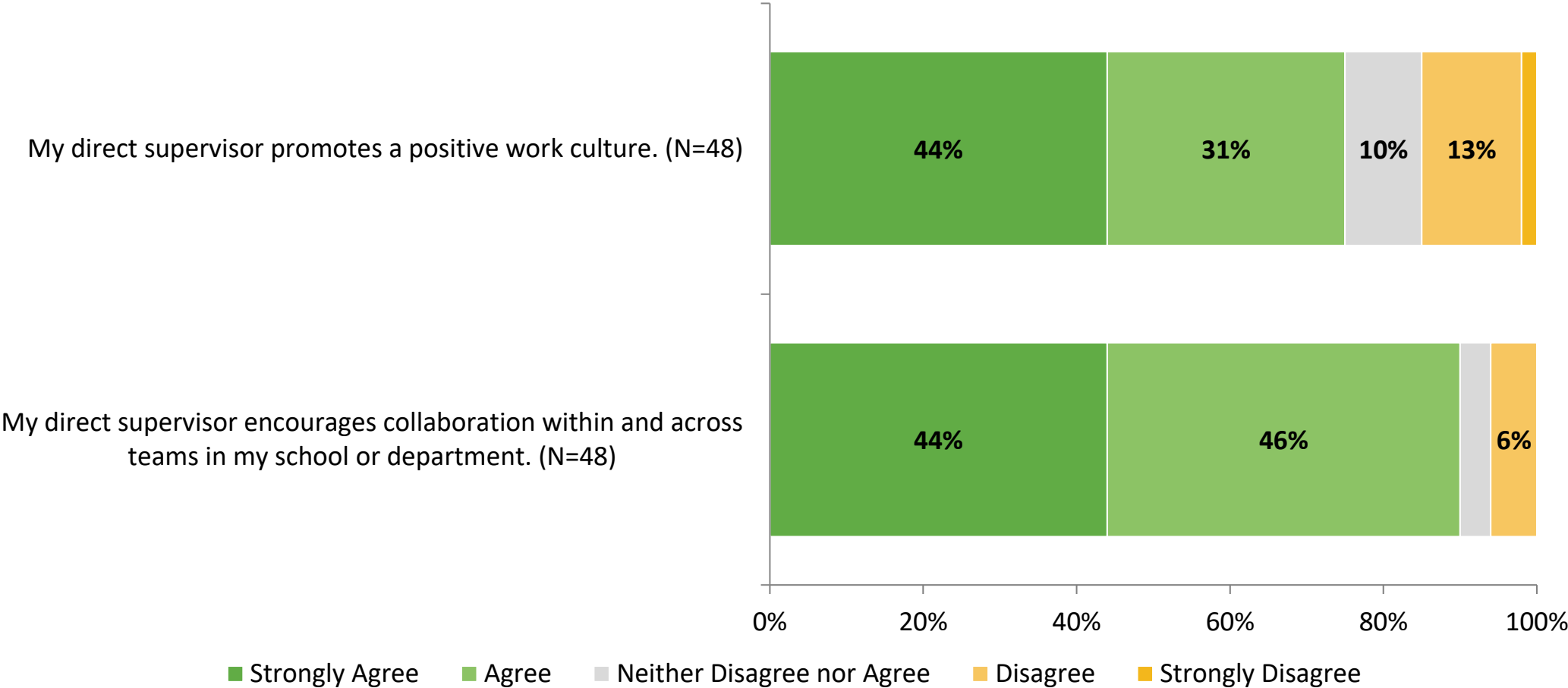
Worksite Leadership (Continued)

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



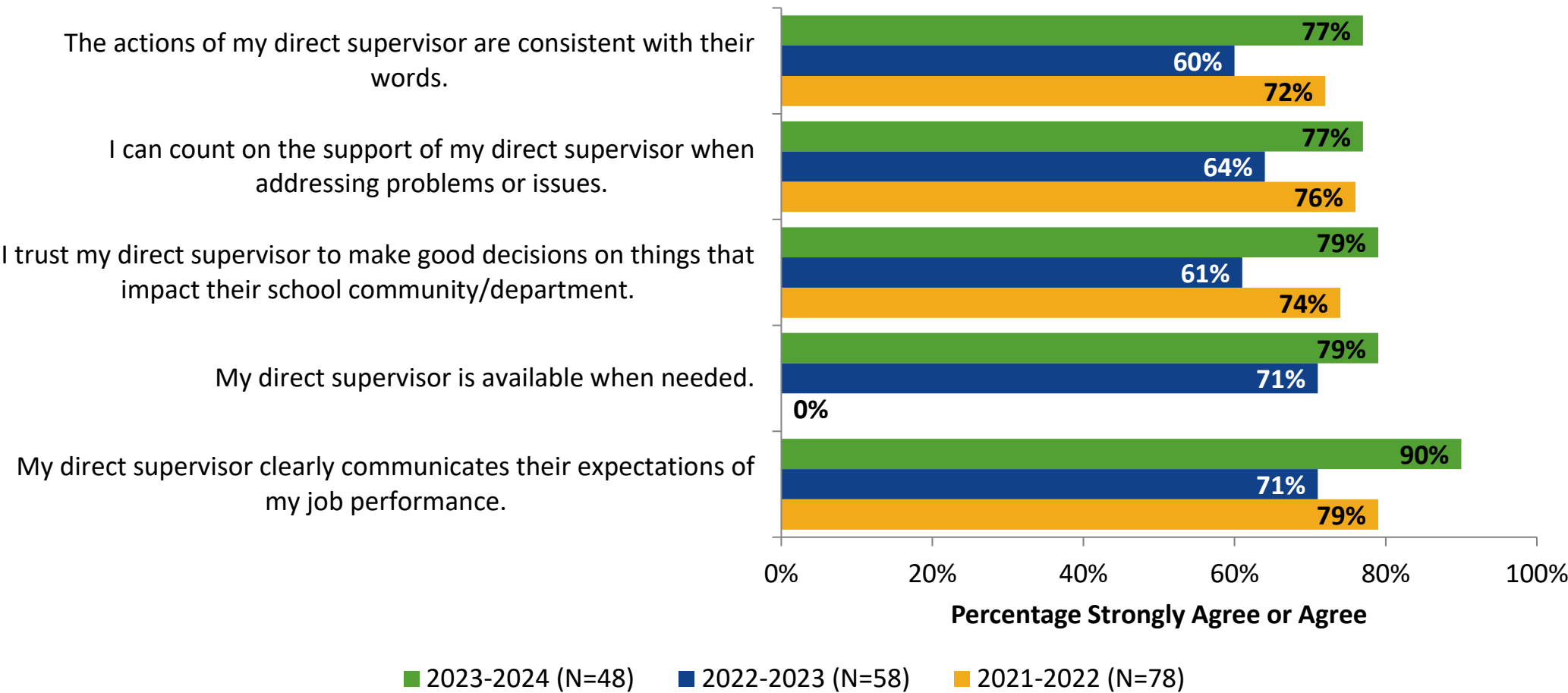
Worksite Leadership (Continued)

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



Worksite Leadership: Comparison Over Time

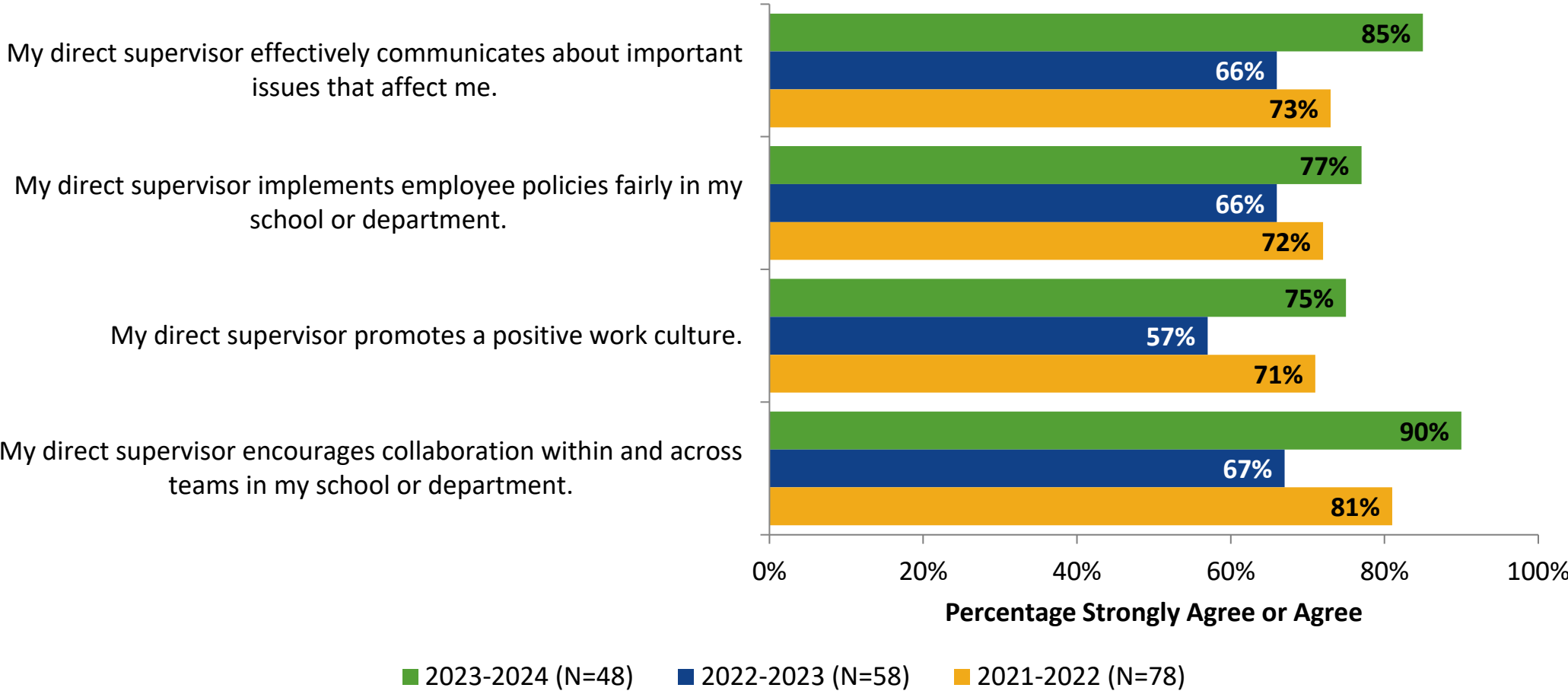
How strongly do you agree or disagree with the following statements?



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

Worksite Leadership: Comparison Over Time (Continued)

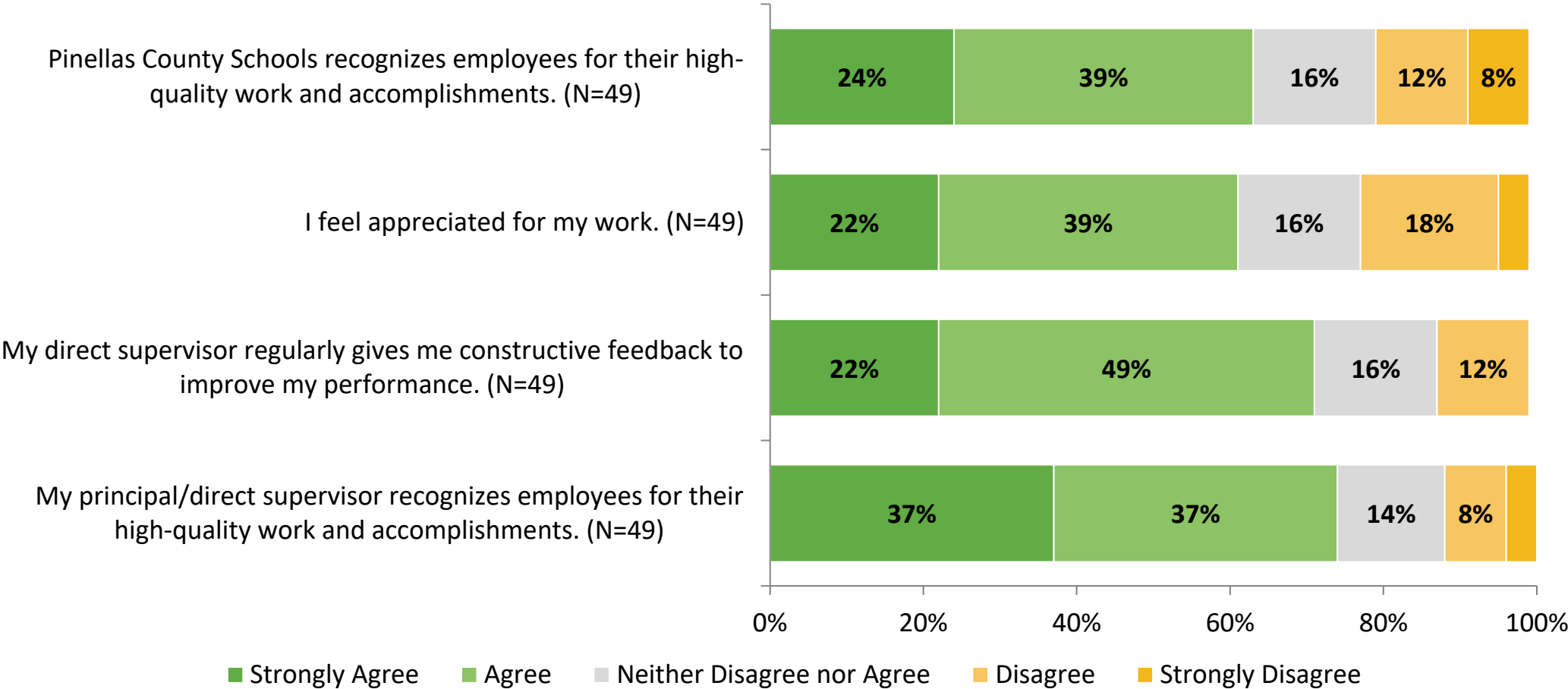
How strongly do you agree or disagree with the following statements?



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

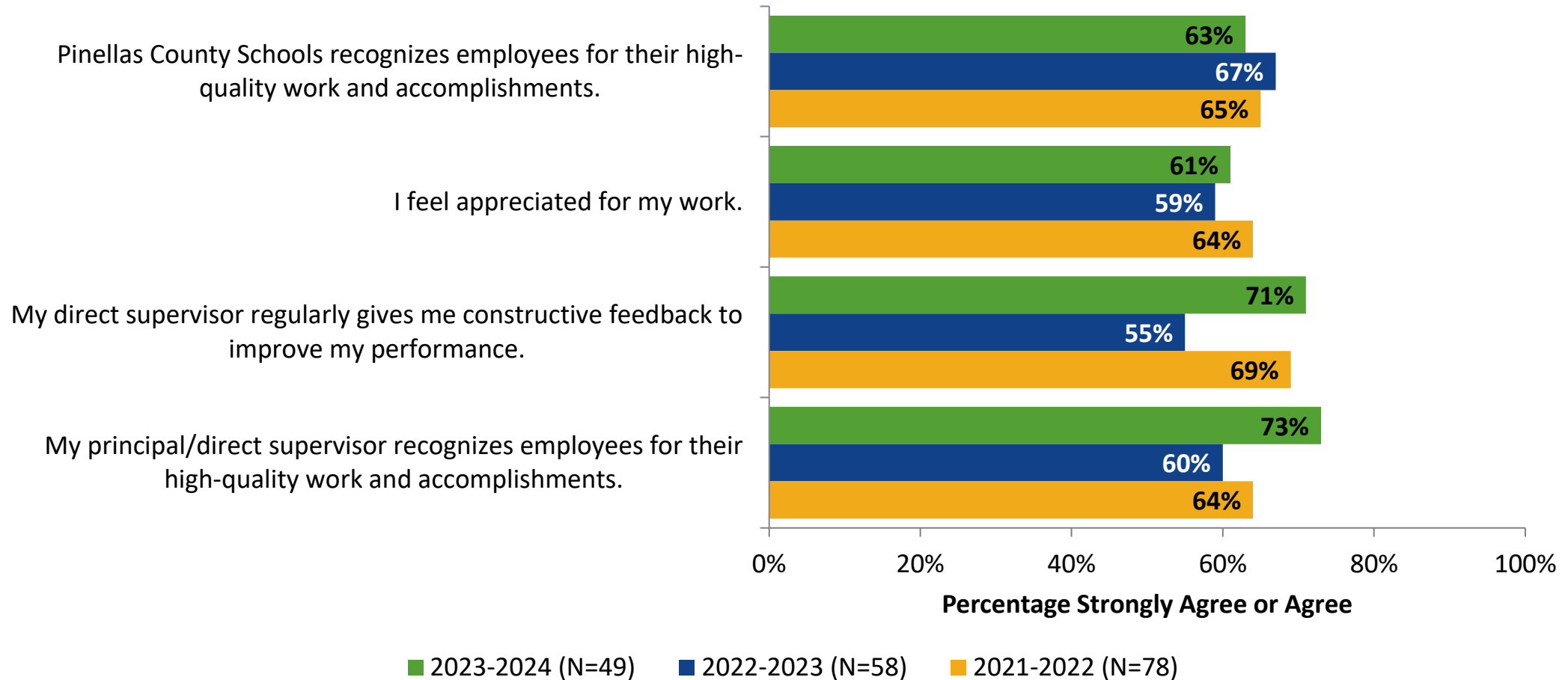
Feedback and Recognition

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



Feedback and Recognition: Comparison Over Time

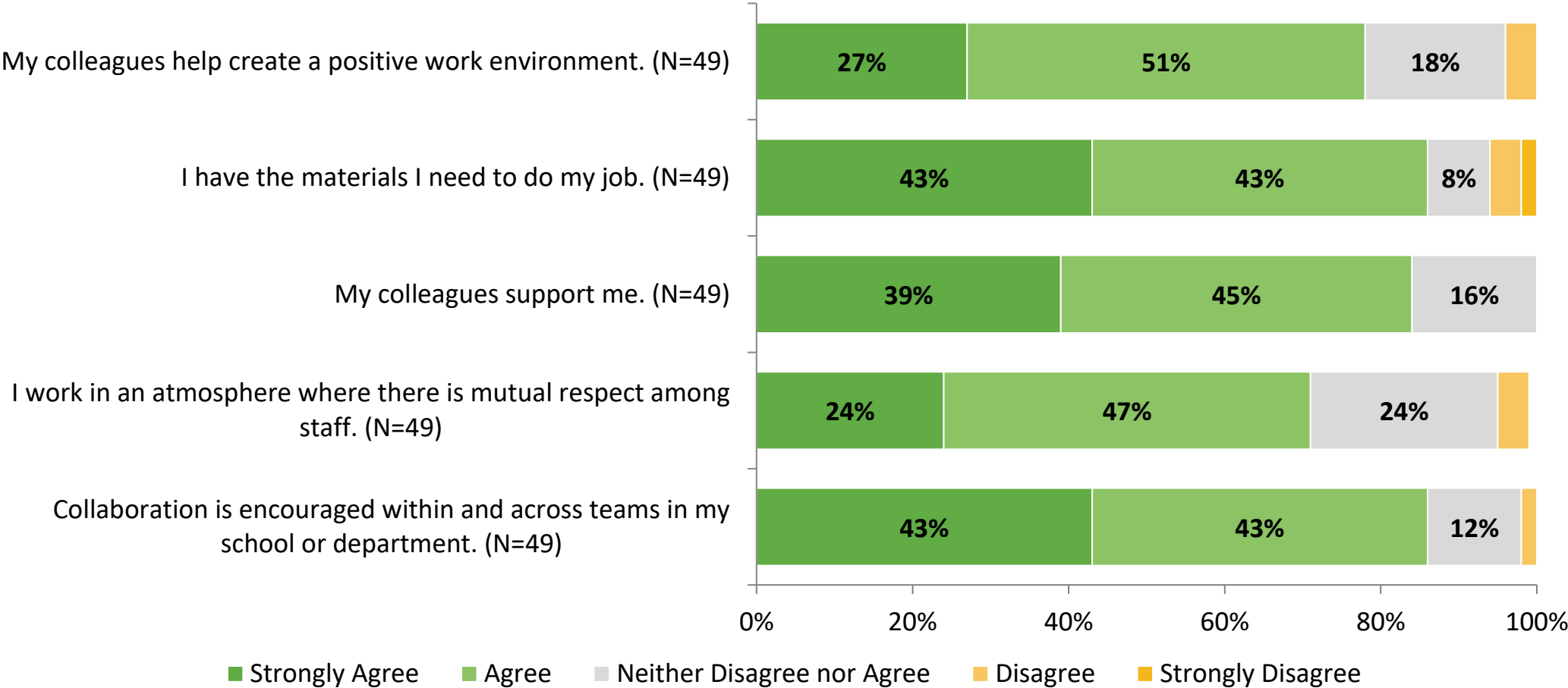
How strongly do you agree or disagree with the following statements?



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

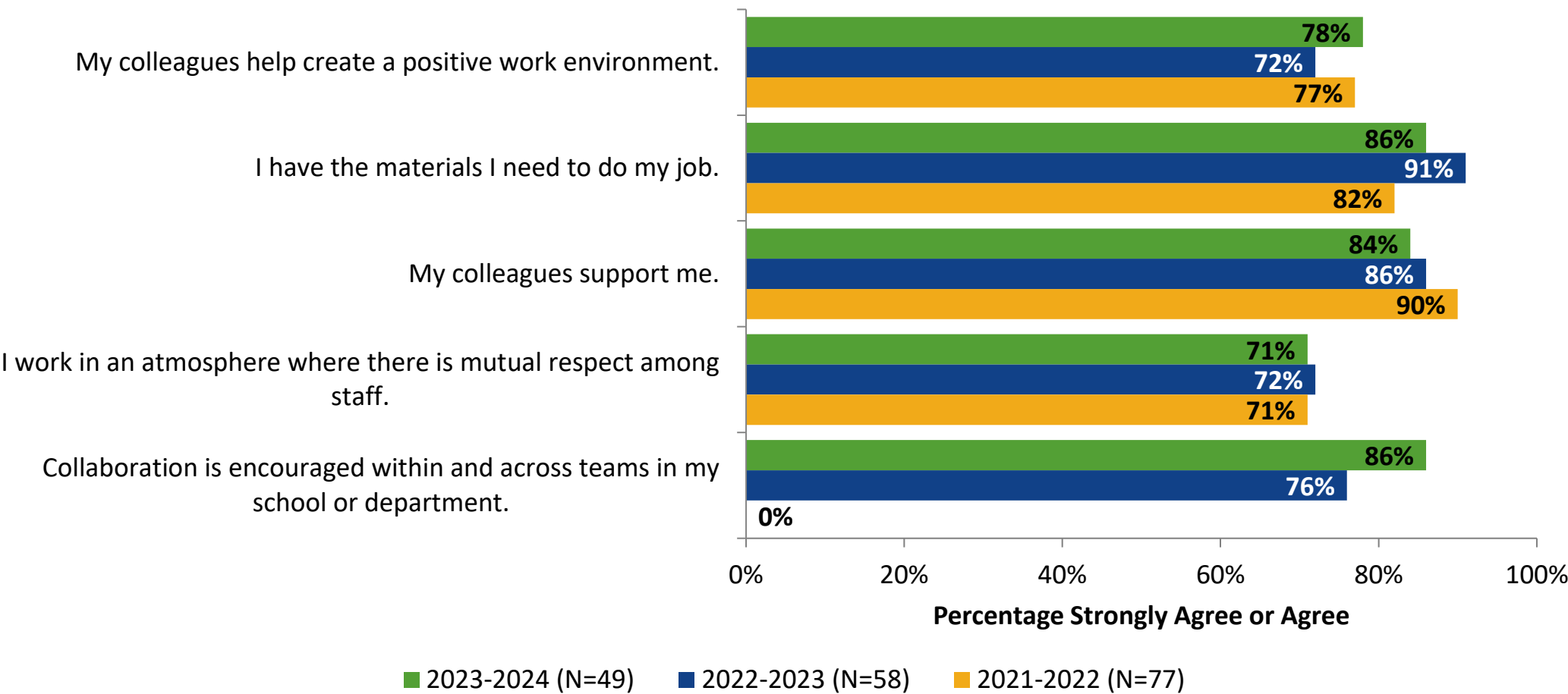
Work Environment

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



Work Environment: Comparison Over Time

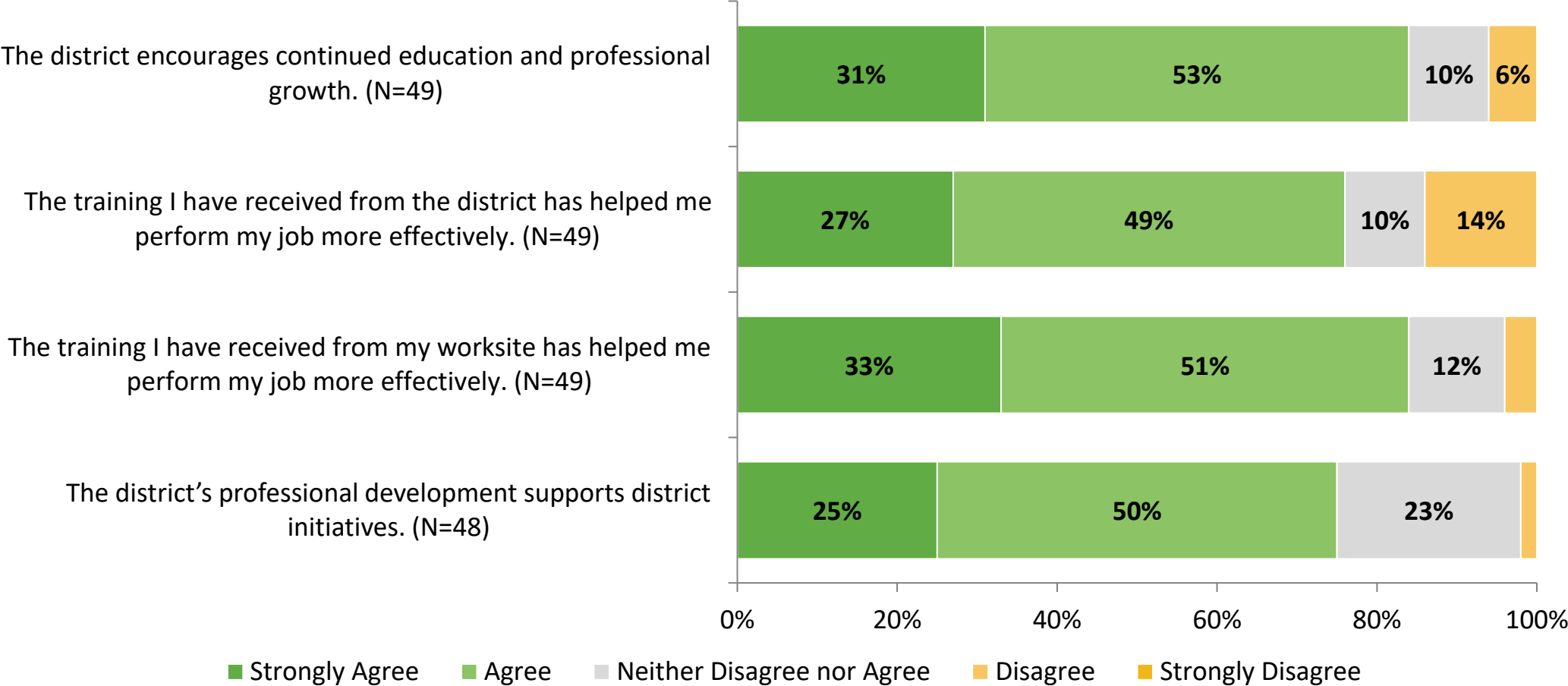
How strongly do you agree or disagree with the following statements?



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

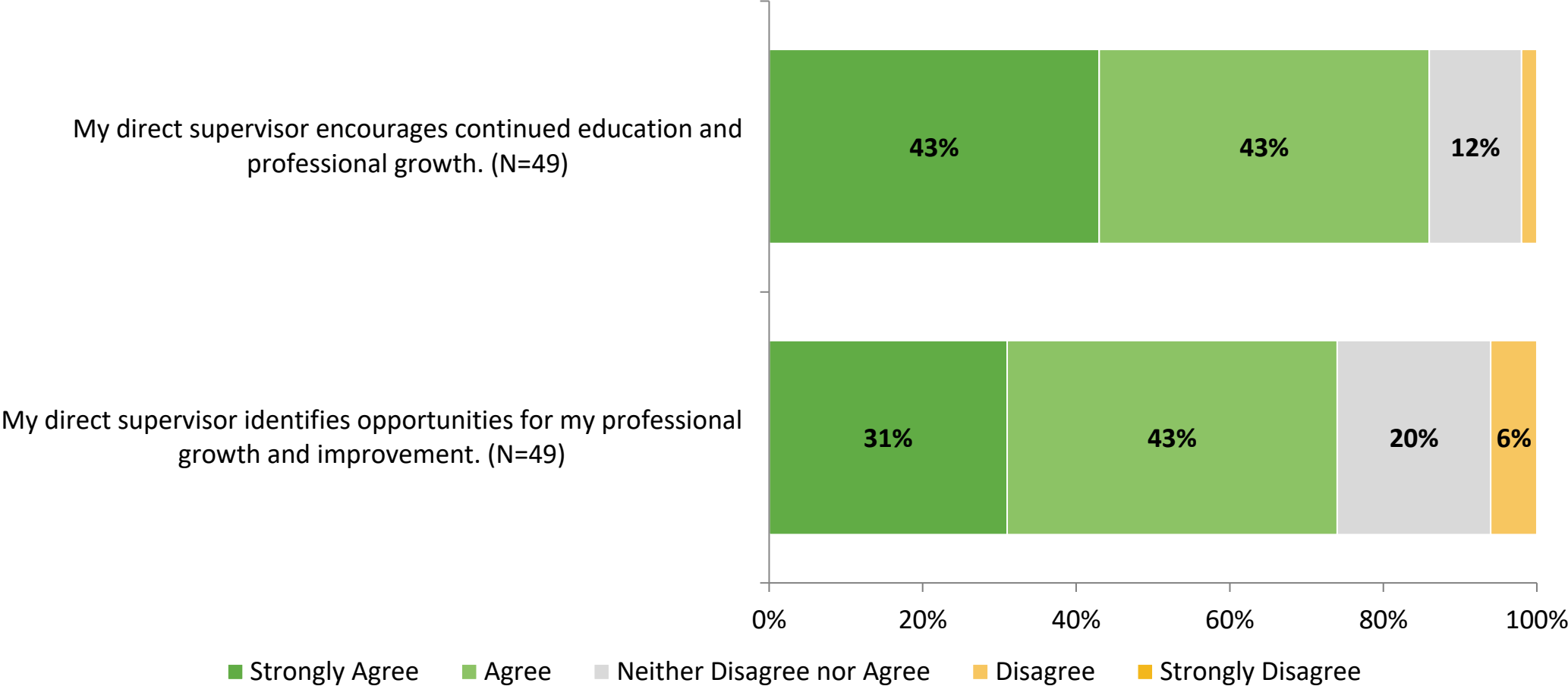
Career Growth and Training Opportunities

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



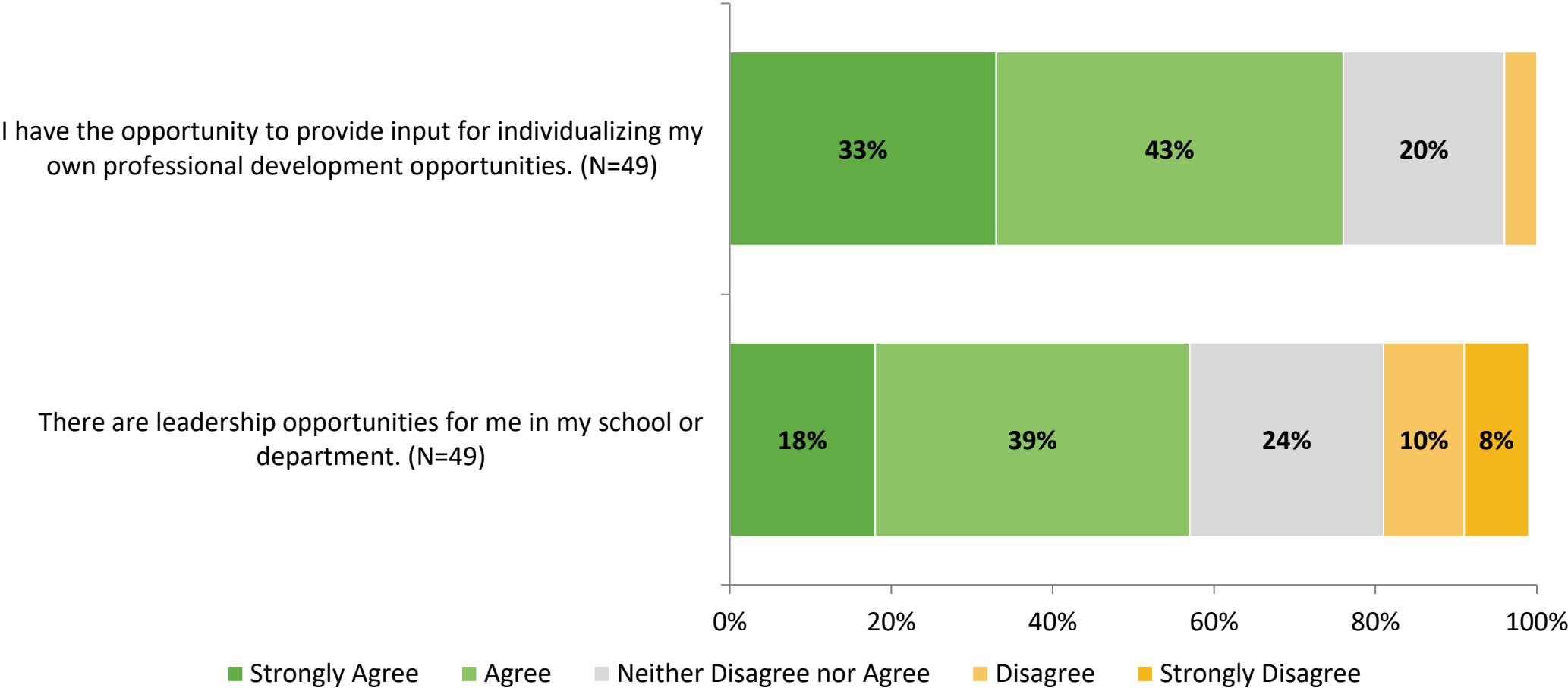
Career Growth and Training Opportunities (Continued)

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



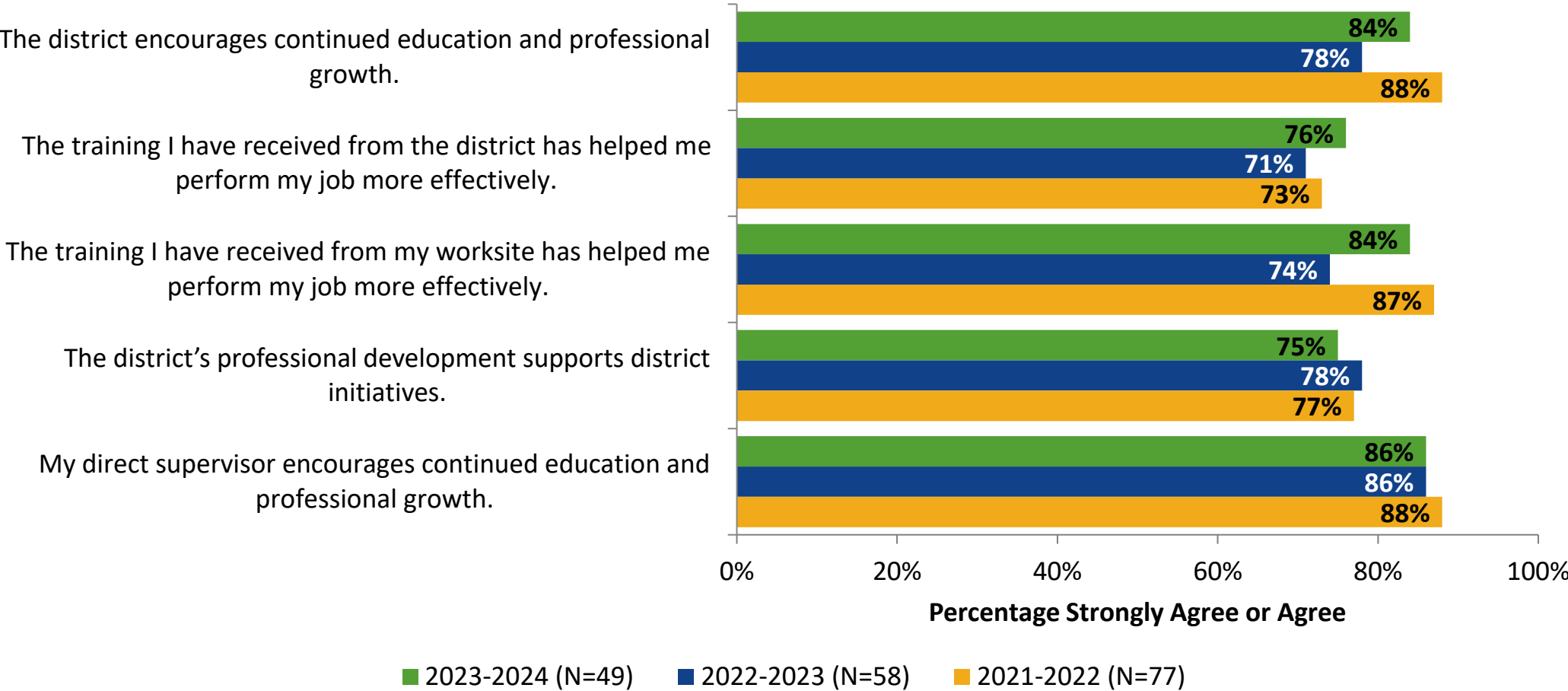
Career Growth and Training Opportunities (Continued)

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



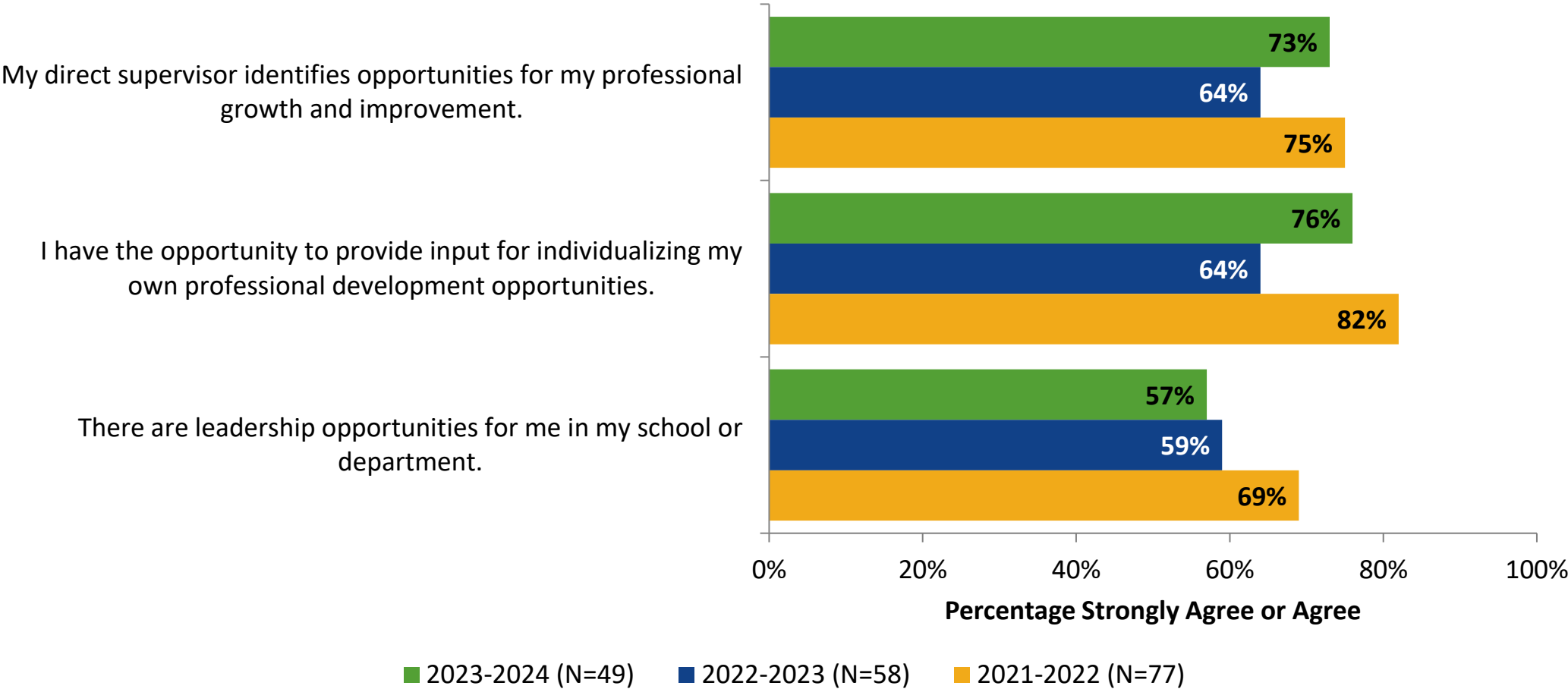
Career Growth and Training Opportunities: Comparison Over Time

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



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

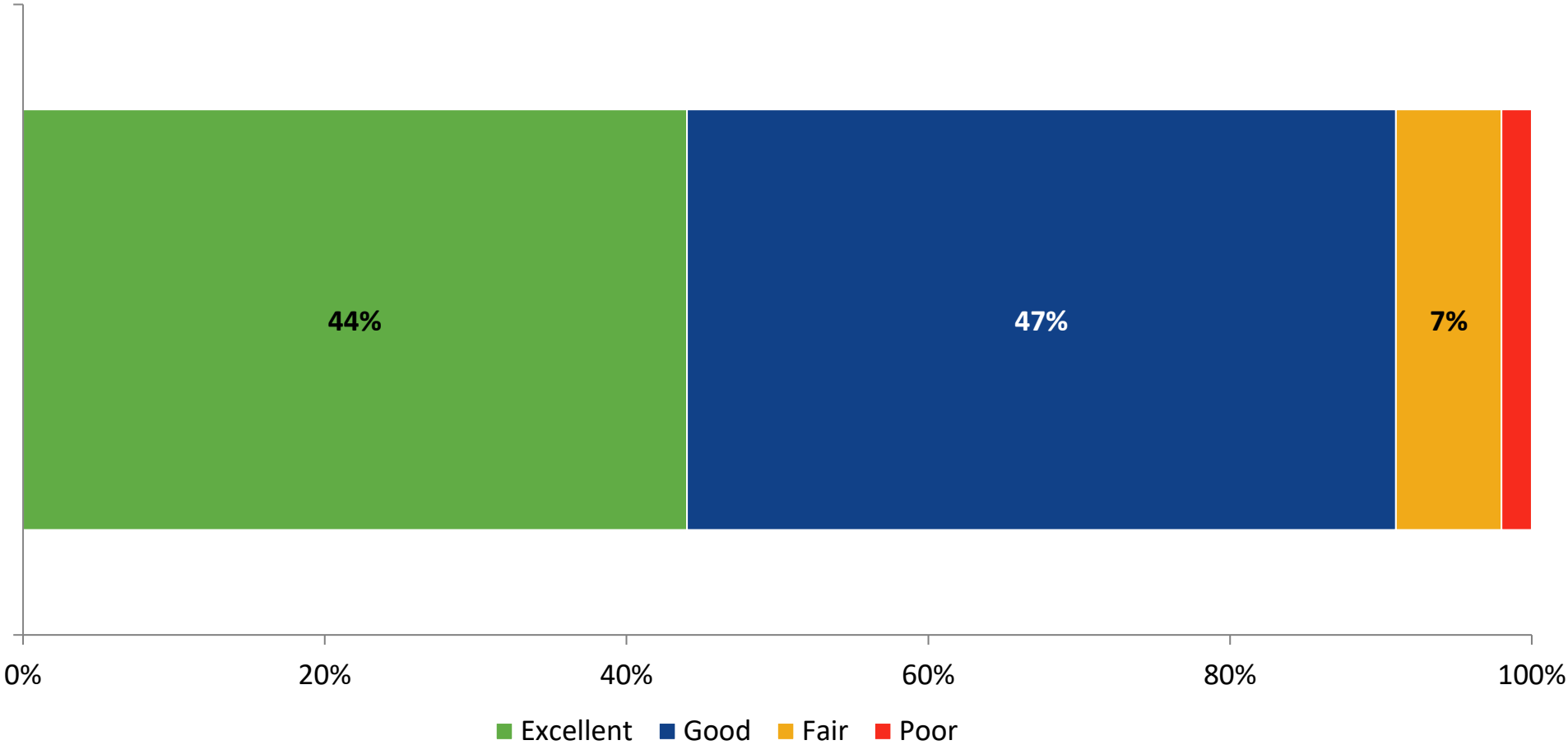
How strongly do you agree or disagree with the following statements?



Questions for Campus-based Staff Members

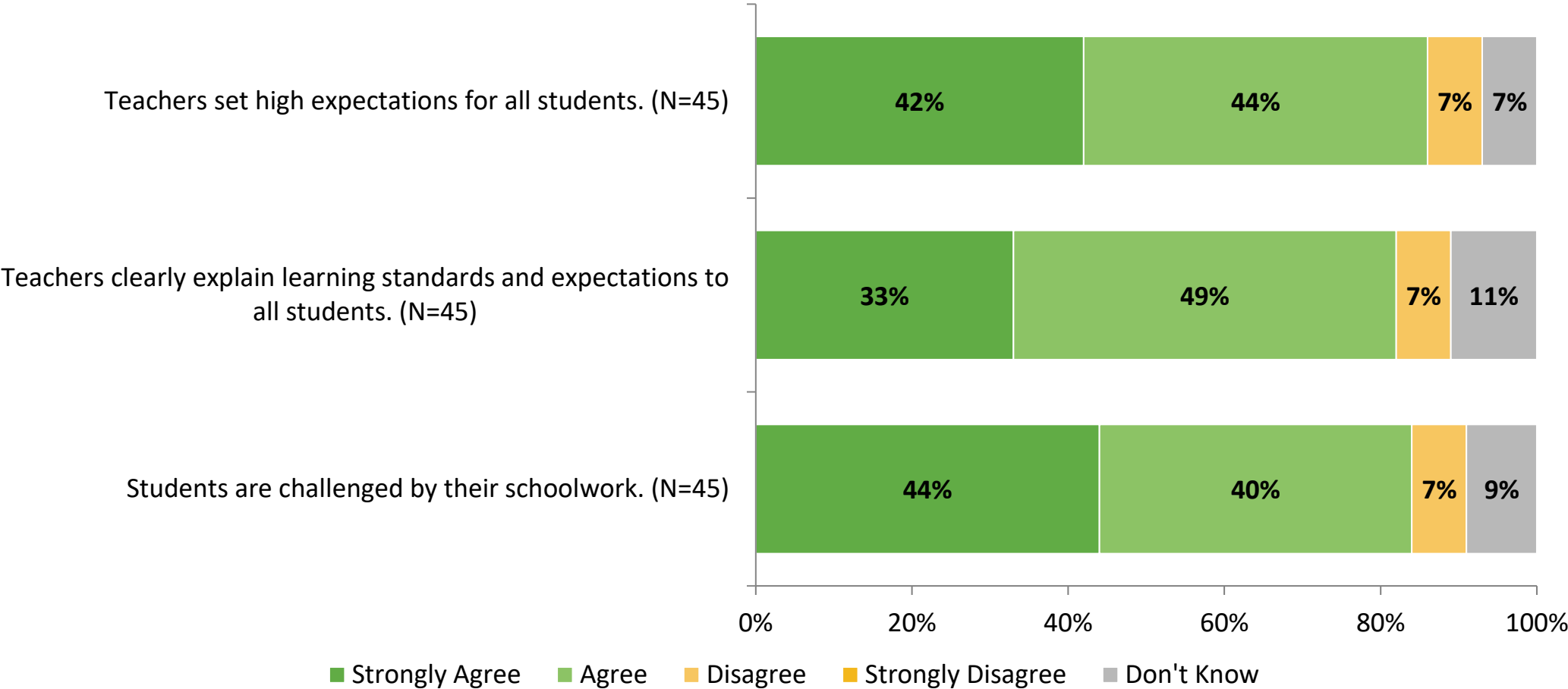
Overall Quality

How would you rate the overall quality of the education at your school? (N=45)



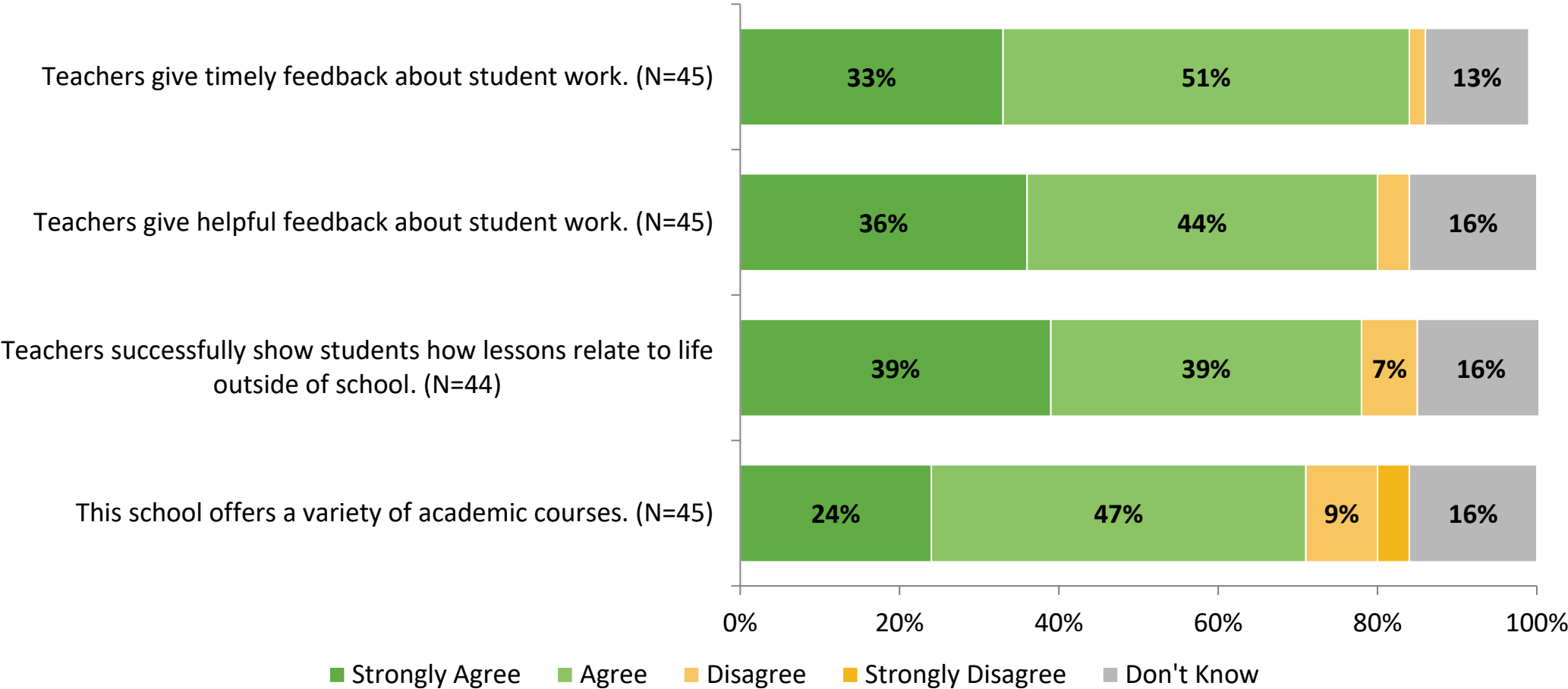
Academic Support

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



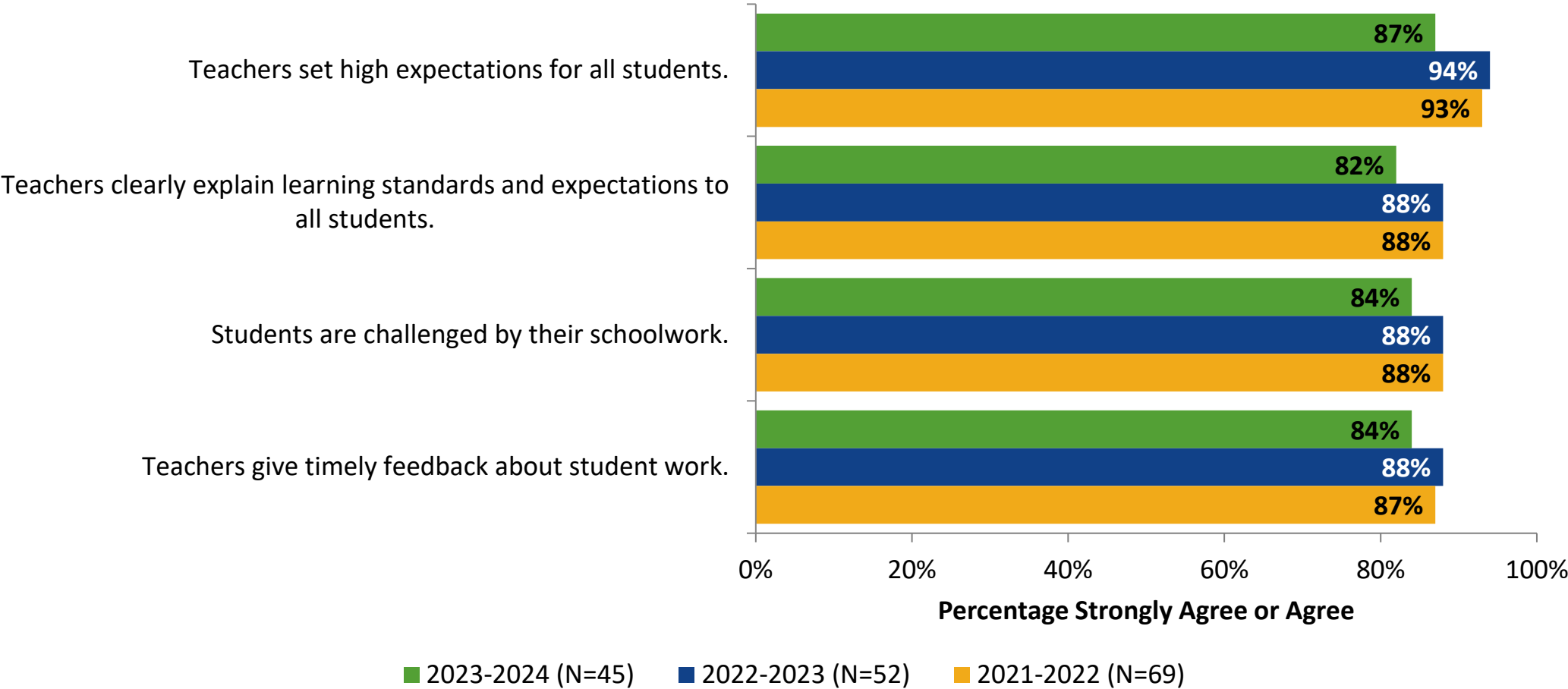
Academic Support (Continued)

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



Academic Support: Comparison Over Time

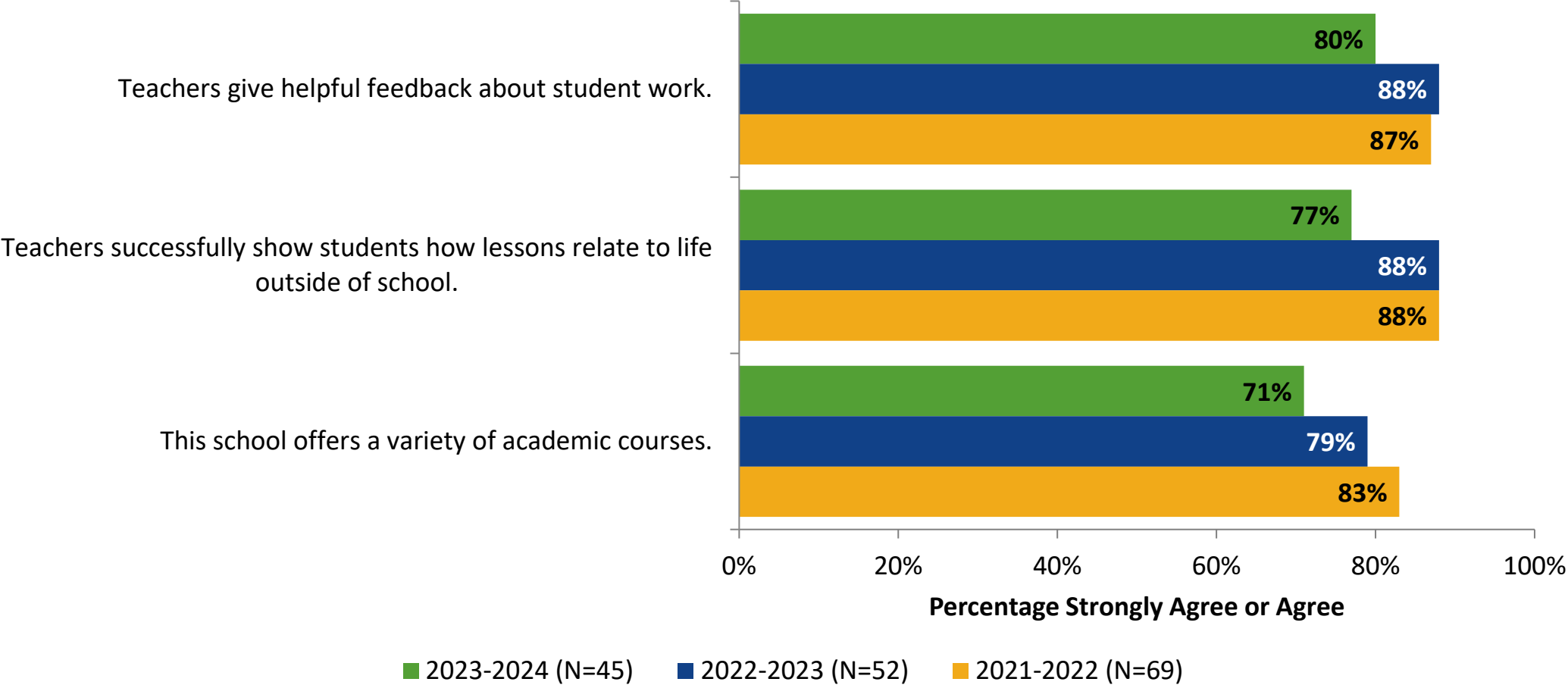
How strongly do you agree or disagree with the following statements?



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

Academic Support: Comparison Over Time (Continued)

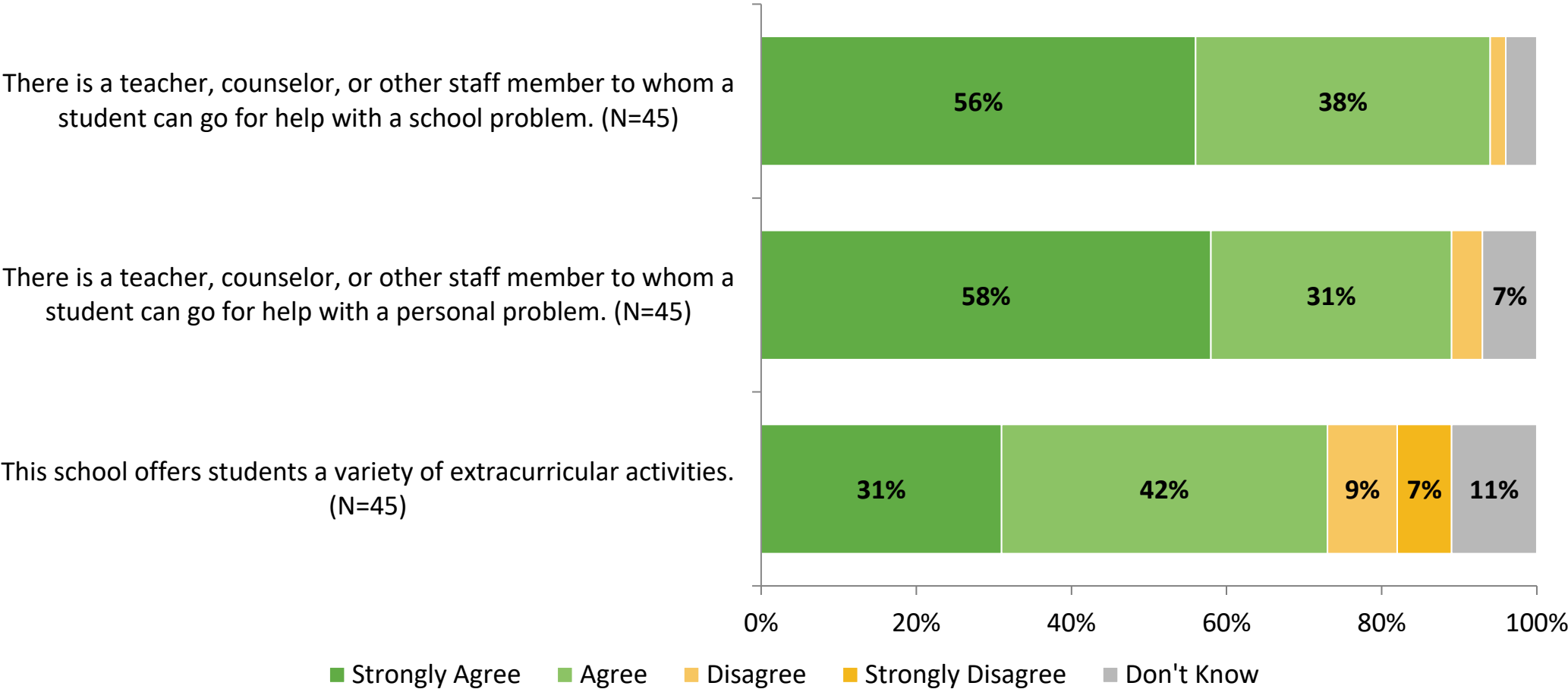
How strongly do you agree or disagree with the following statements?



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

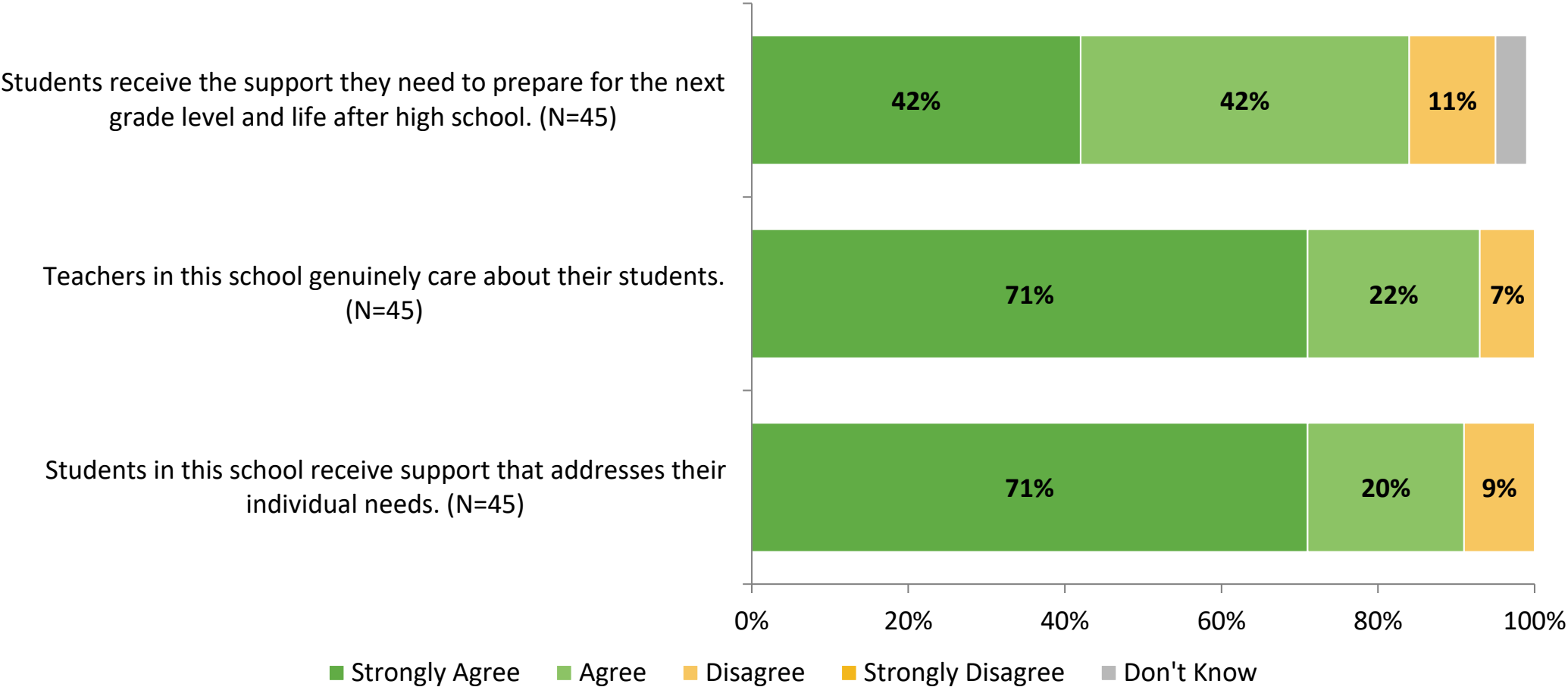
Student Support

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



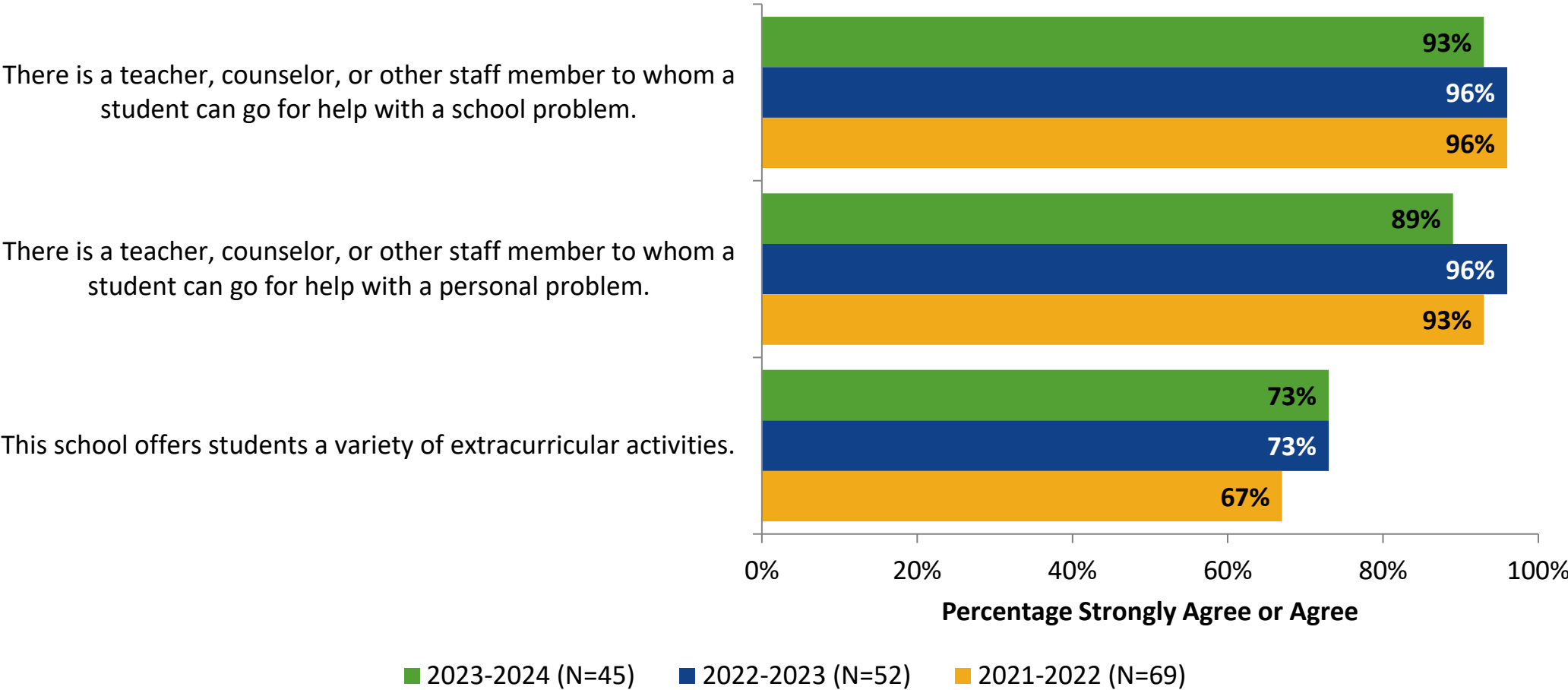
Student Support (Continued)

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



Student Support: Comparison Over Time

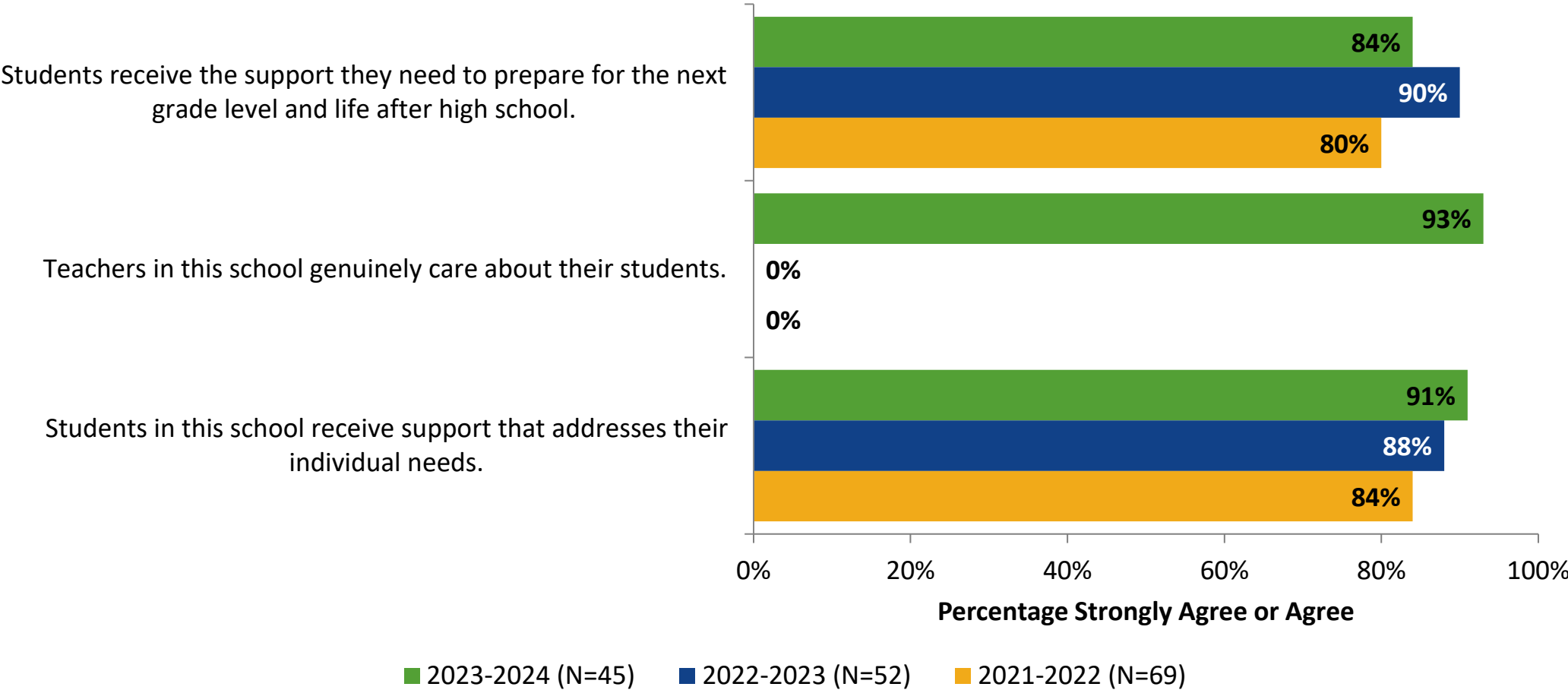
How strongly do you agree or disagree with the following statements?



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

Student Support: Comparison Over Time (Continued)

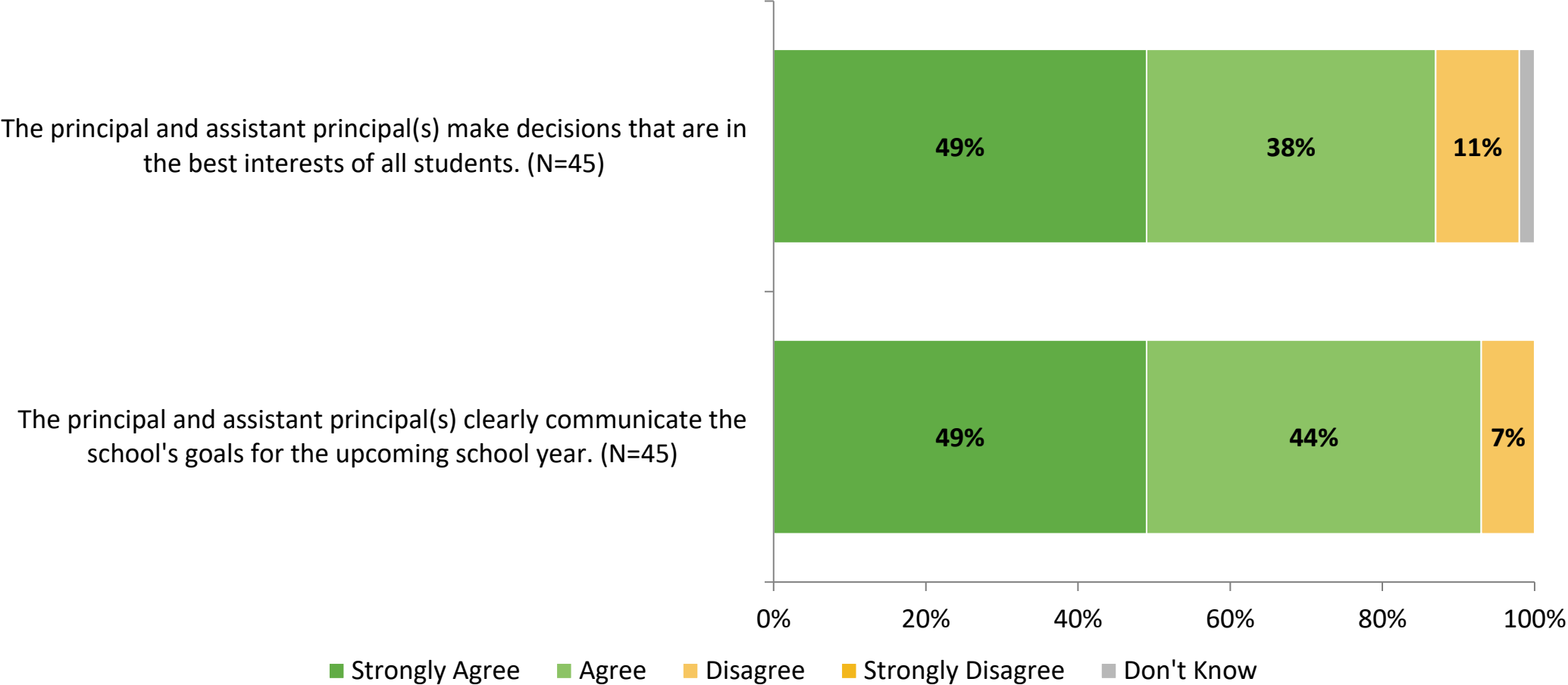
How strongly do you agree or disagree with the following statements?



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

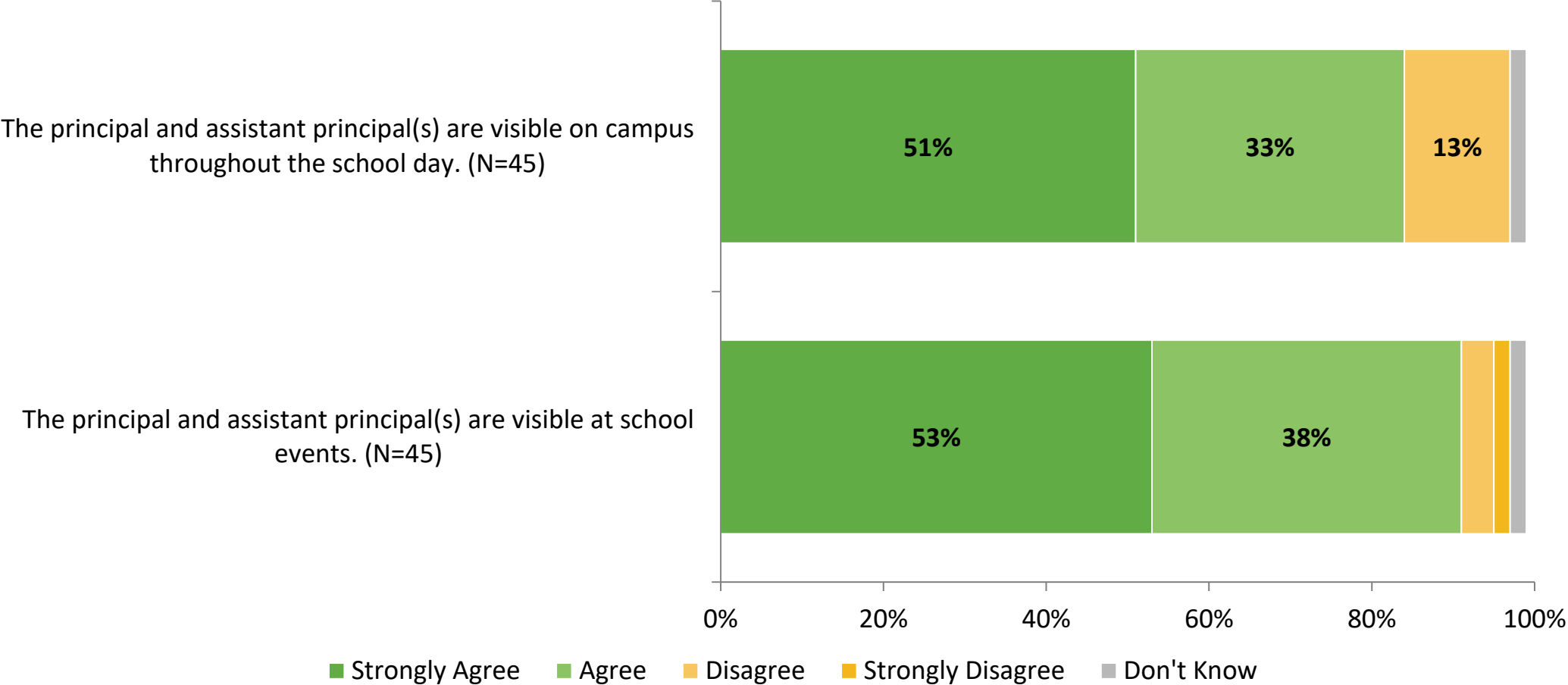
School Leadership

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



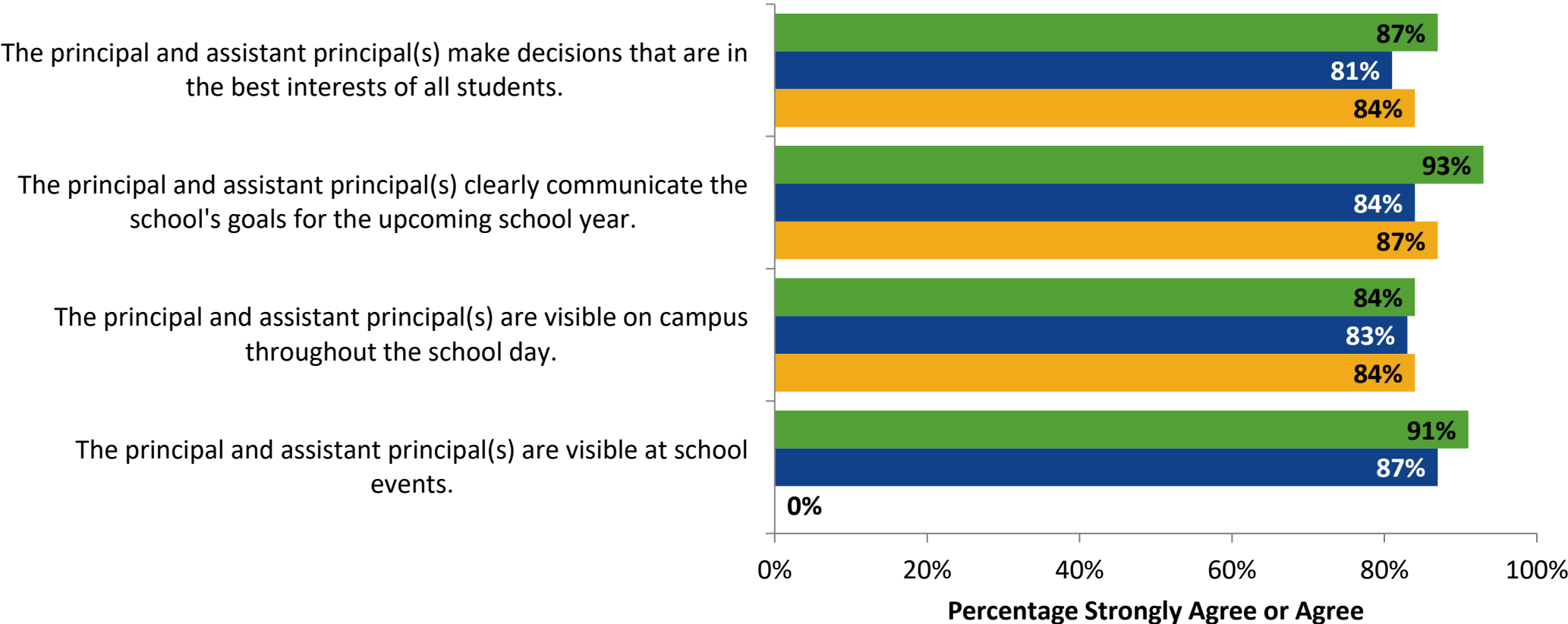
School Leadership (Continued)

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?



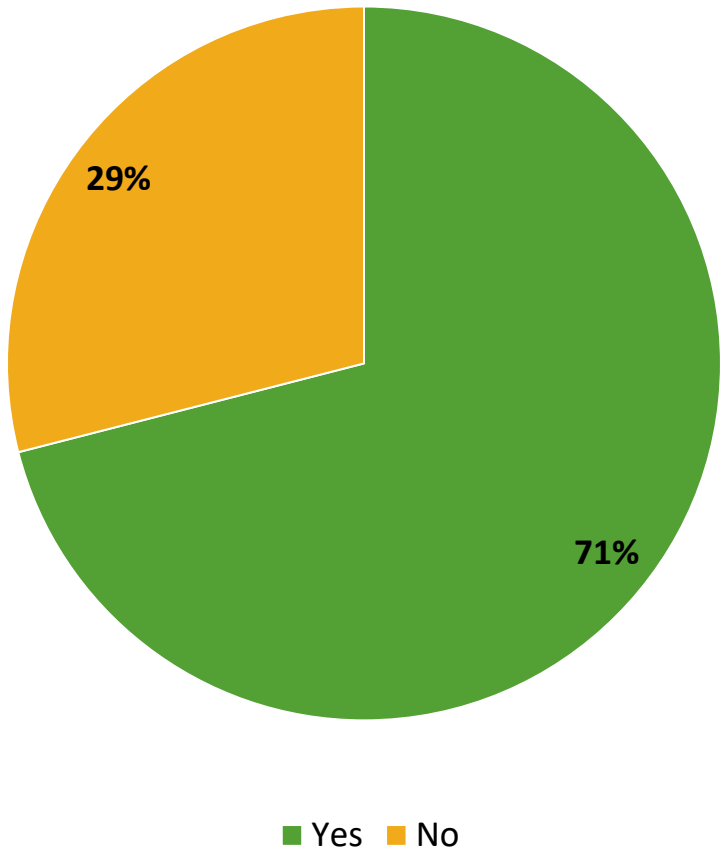
■ 2023-2024 (N=45) ■ 2022-2023 (N=52) ■ 2021-2022 (N=69)

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

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

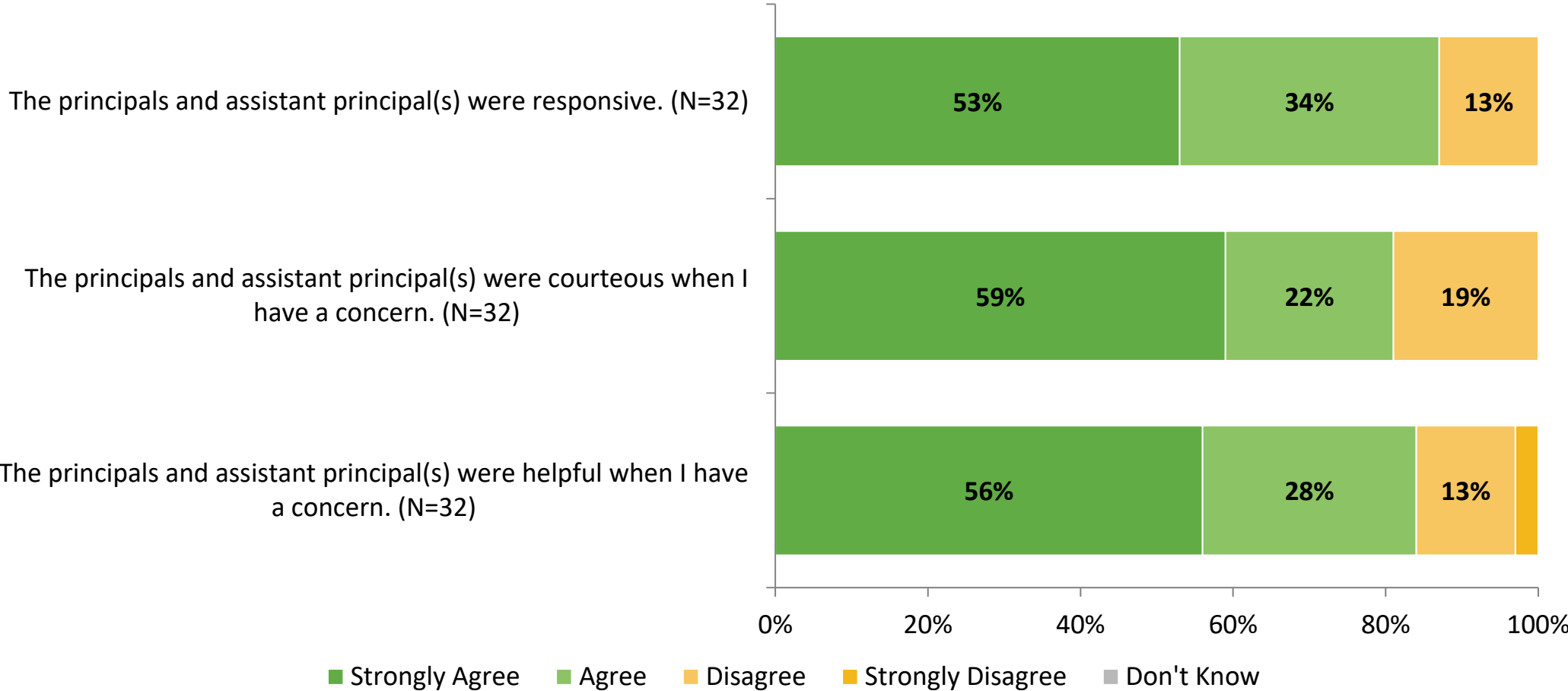
Communications with School Leadership

This past school year, have you reached out to the principal and/or assistant principal(s) with a need or concern? (N=45)



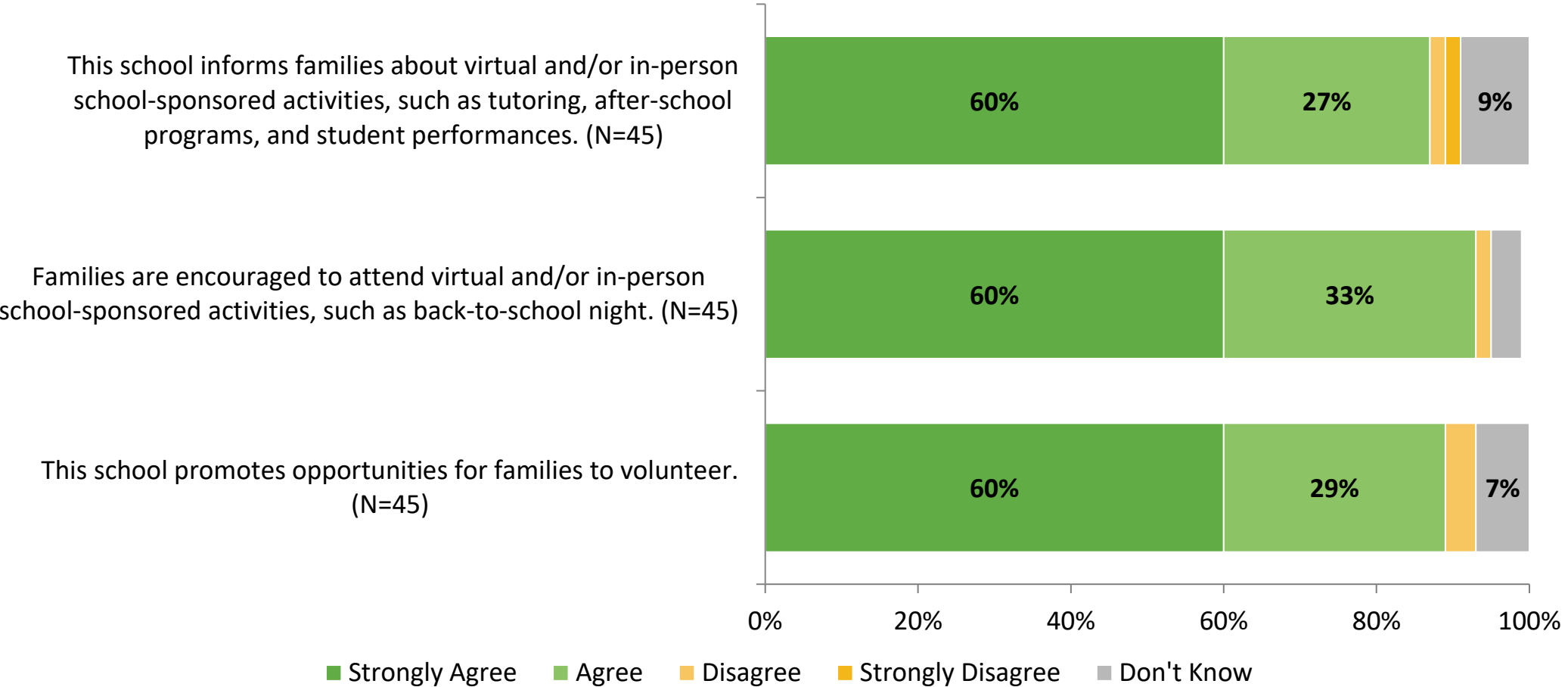
Perceptions of Communication with School Leadership

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



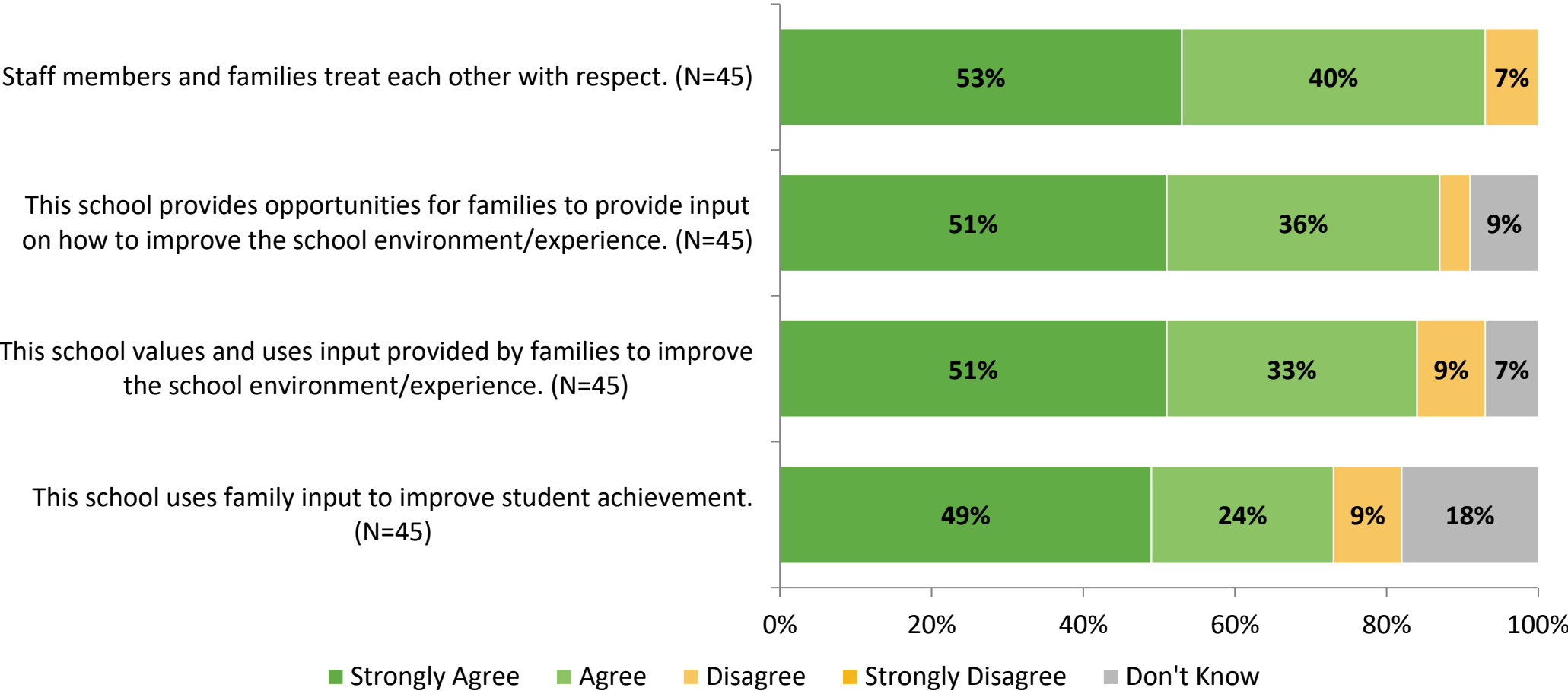
Family Involvement

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



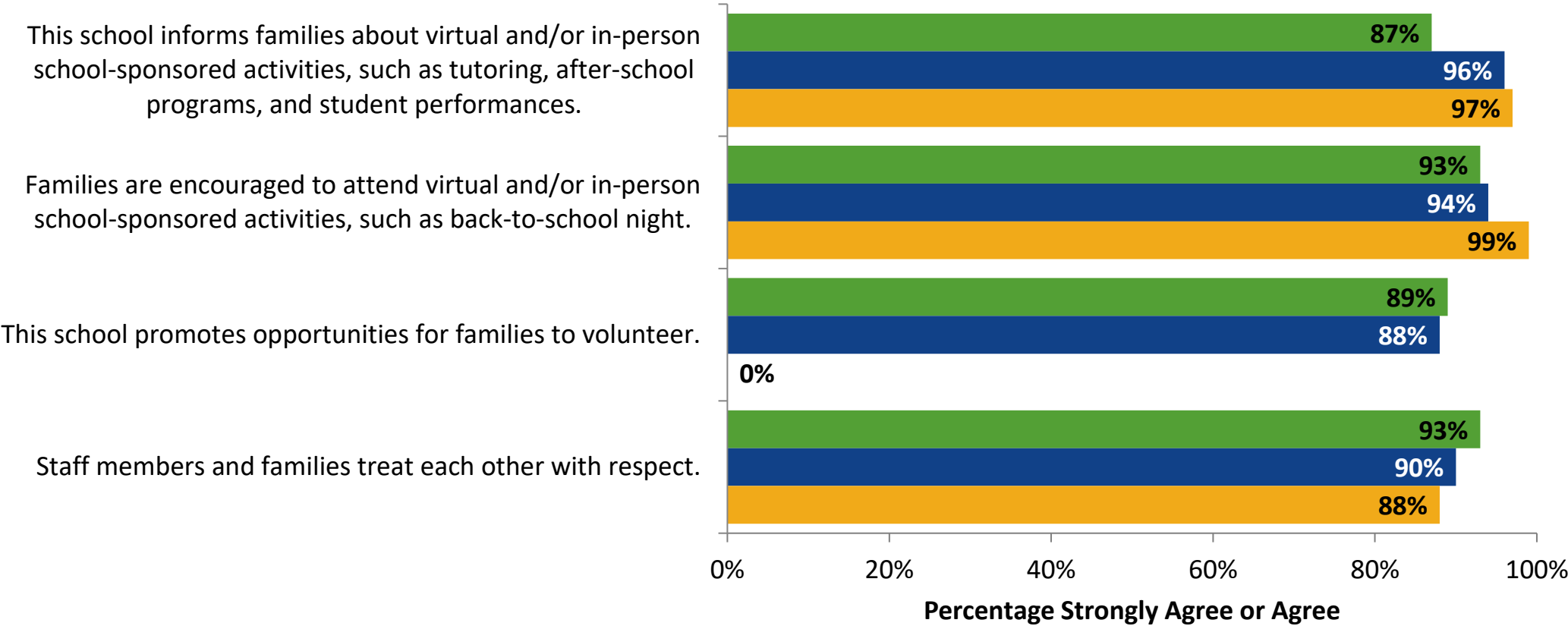
Family Involvement (Continued)

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?



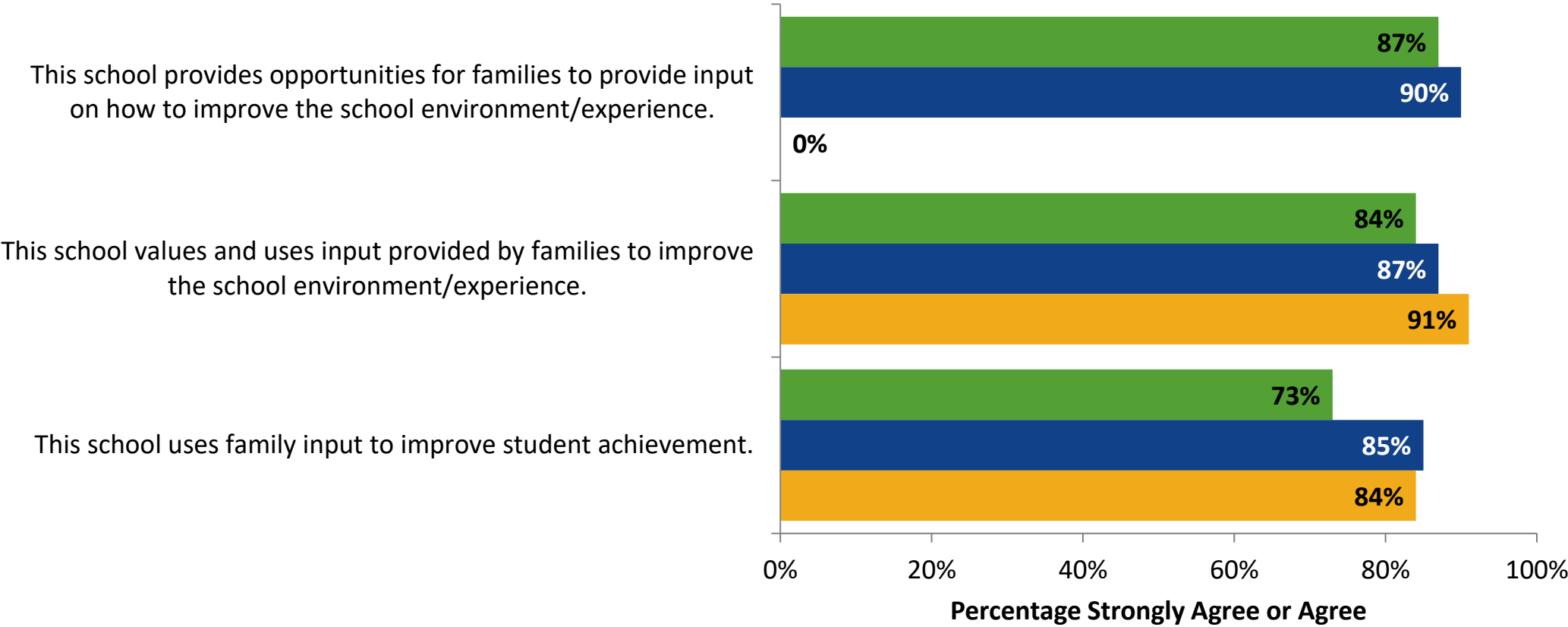
■ 2023-2024 (N=45) ■ 2022-2023 (N=52) ■ 2021-2022 (N=69)

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?

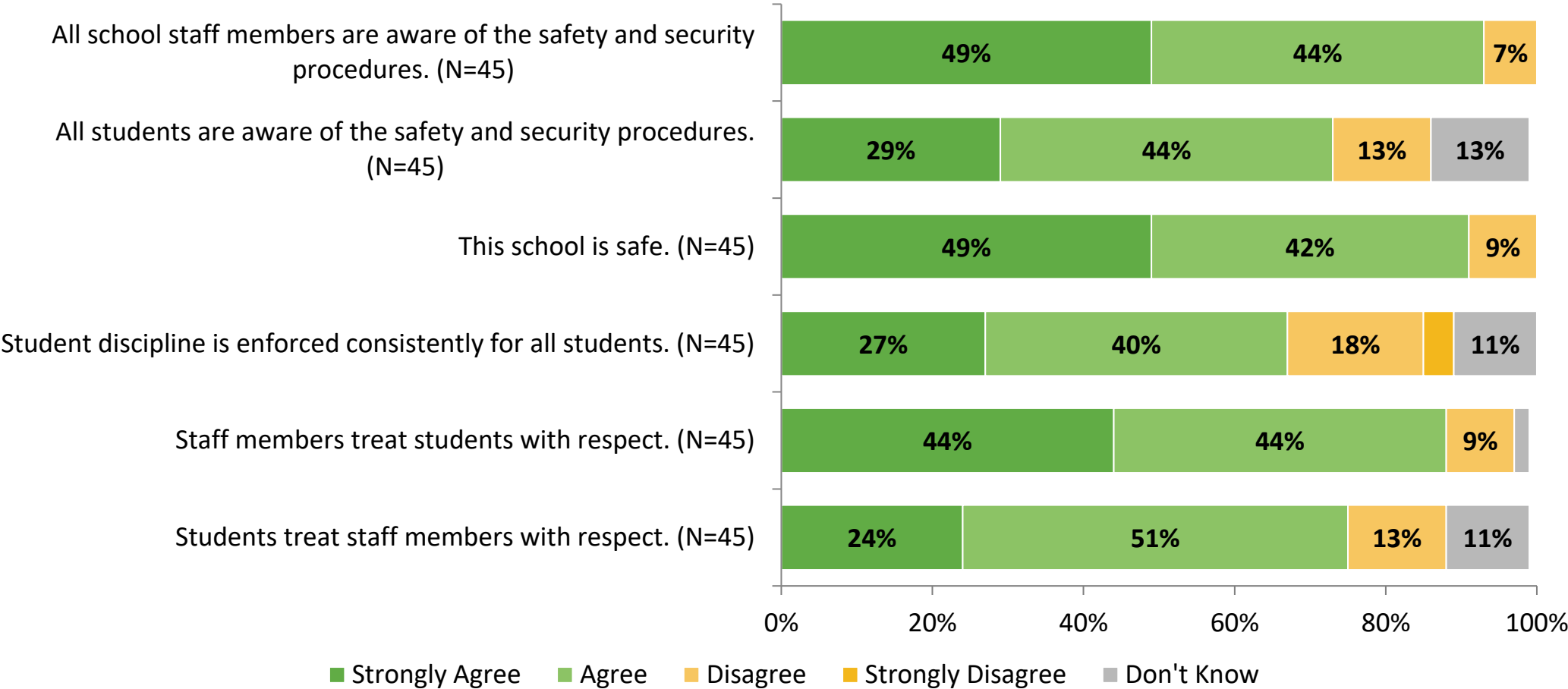


■ 2023-2024 (N=45) ■ 2022-2023 (N=52) ■ 2021-2022 (N=69)

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

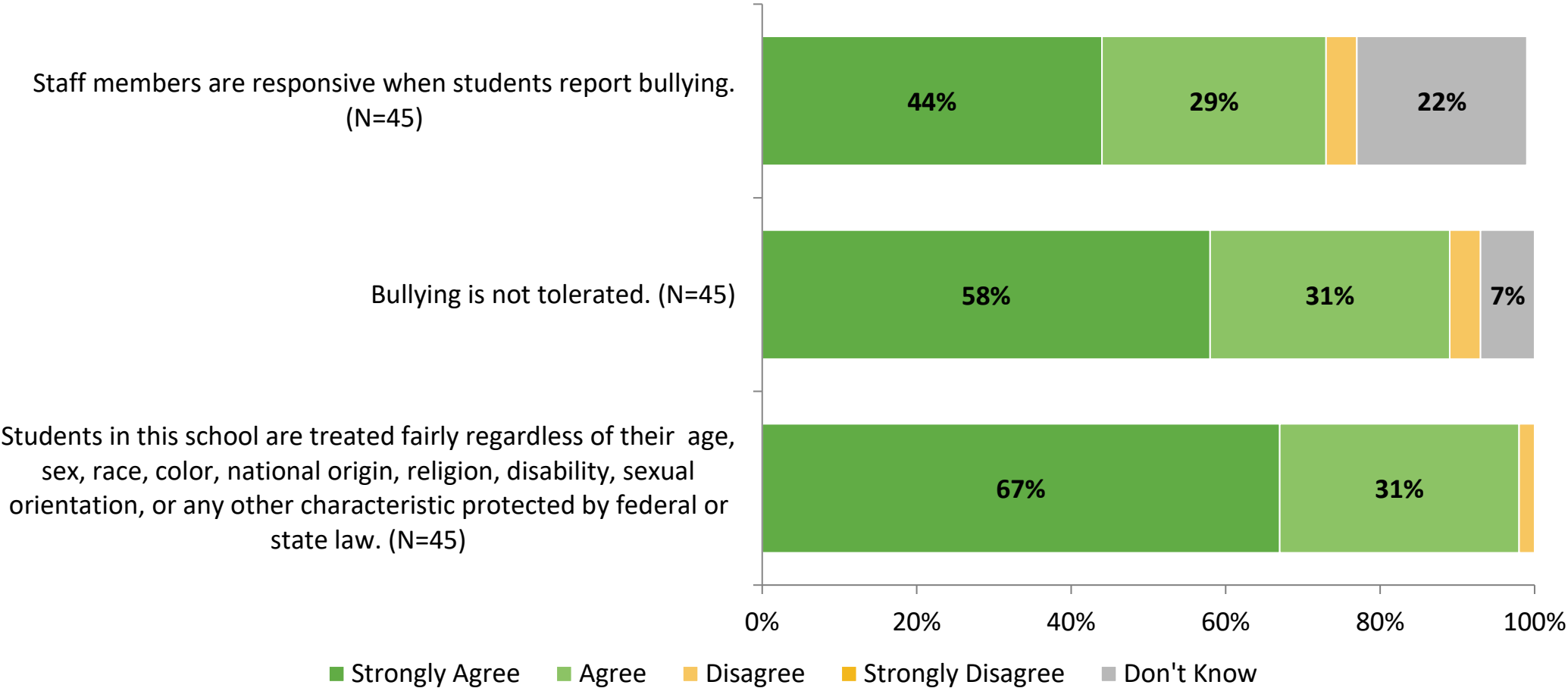
Safety and Behavior

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



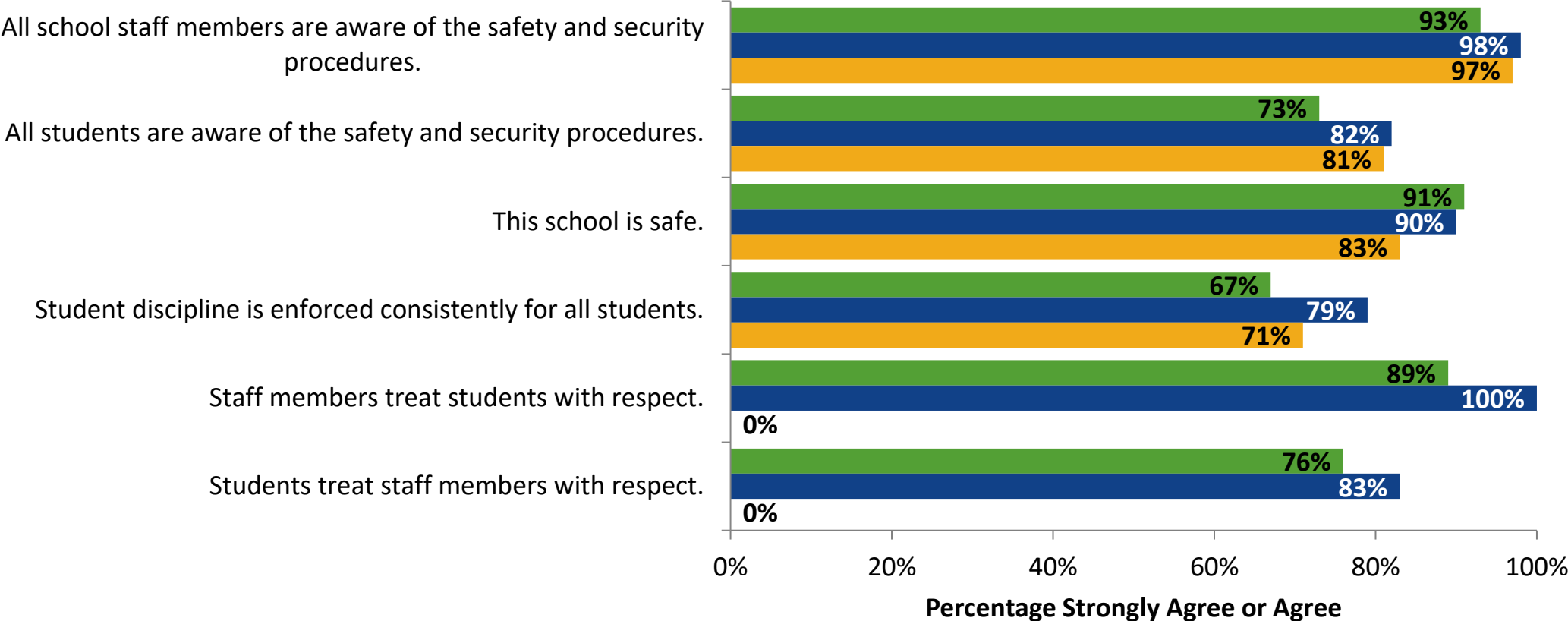
Safety and Behavior (Continued)

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



Safety and Behavior: Comparison Over Time

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



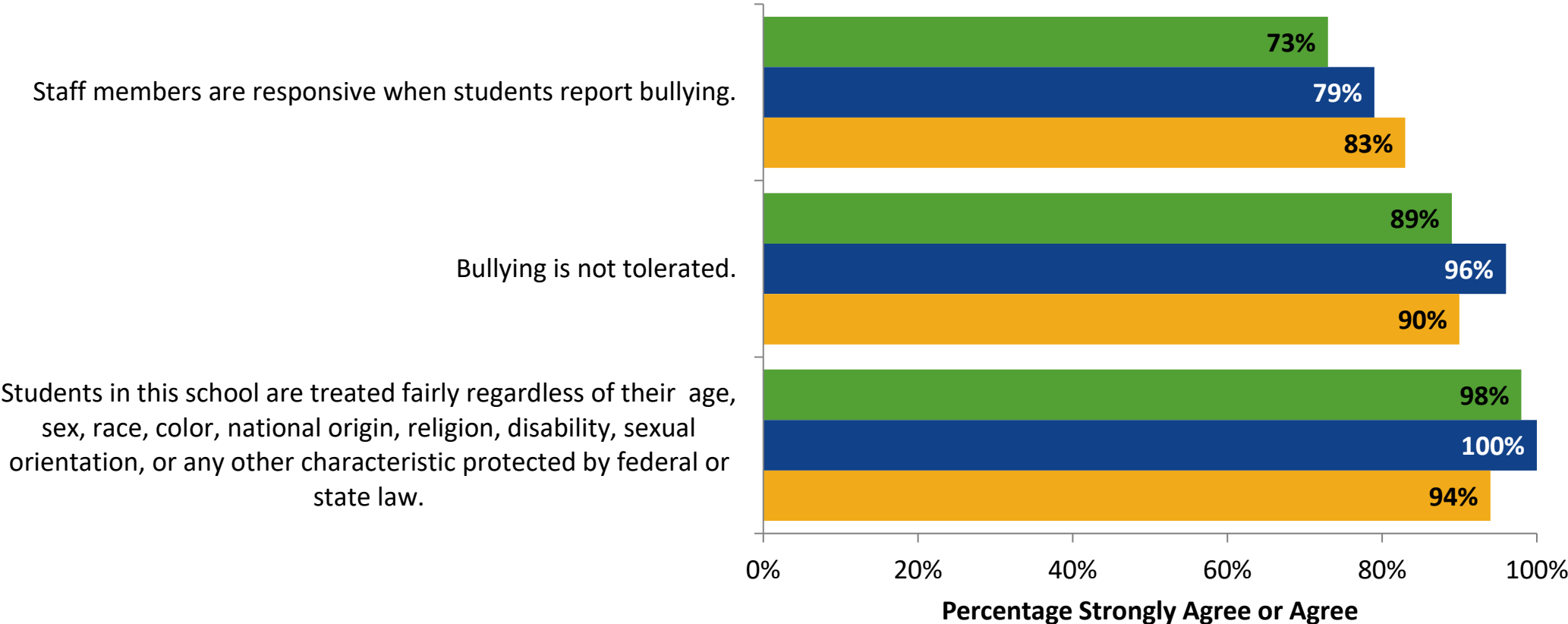
■ 2023-2024 (N=45) ■ 2022-2023 (N=52) ■ 2021-2022 (N=69)

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=45) ■ 2022-2023 (N=52) ■ 2021-2022 (N=69)

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

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

Highest Ranking Indicators

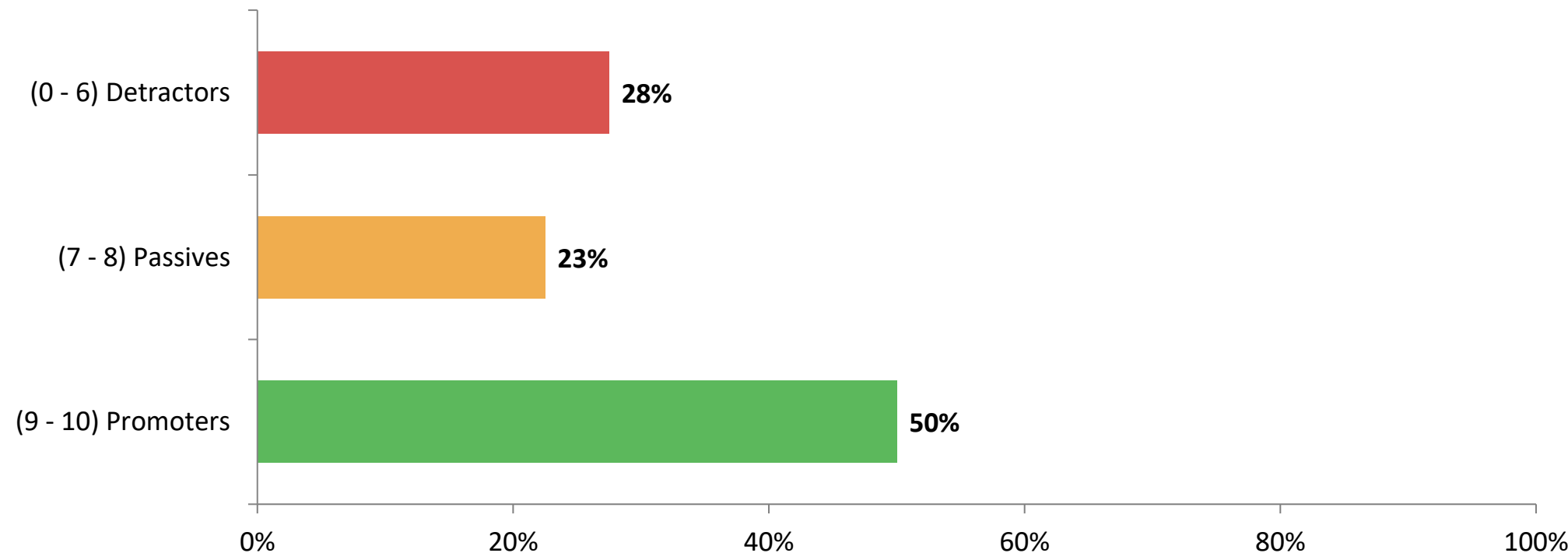
Survey Item	Percentage Strongly Agree or Agree (%)	Dimension
Students in this school are treated fairly regardless of their age, sex, race, color, national origin, religion, disability, sexual orientation, or any other characteristic protected by federal or state law.	98%	Safety and Behavior
I am engaged in my work.	96%	Overall Engagement
There is a teacher, counselor, or other staff member to whom a student can go for help with a school problem.	93%	Student Support
Teachers in this school genuinely care about their students.	93%	Student Support
The principal and assistant principal(s) clearly communicate the school's goals for the upcoming school year.	93%	School Leadership

Lowest Ranking Indicators

Survey Item	Percentage Strongly Disagree or Disagree (%)	Dimension
District leaders understand the professional needs of district and school employees.	33%	District Leadership
District leaders clearly explain the reasons behind decisions on key issues.	24%	District Leadership
Student discipline is enforced consistently for all students.	22%	Safety and Behavior
I feel appreciated for my work.	22%	Feedback and Recognition
Pinellas County Schools recognizes employees for their high-quality work and accomplishments.	20%	Feedback and Recognition

School Net Promoter Score

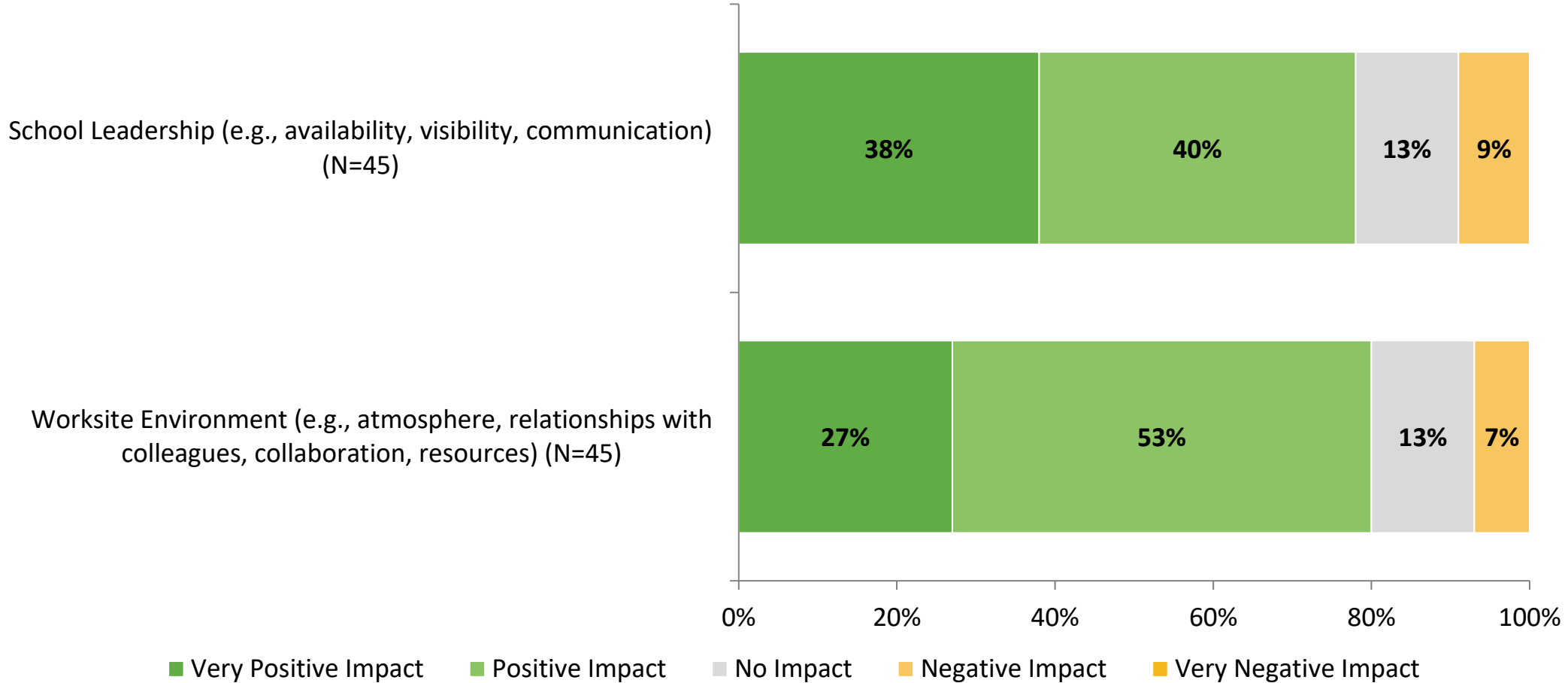
How likely is it that you would recommend your school to a family member or friend? (N=40)



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.

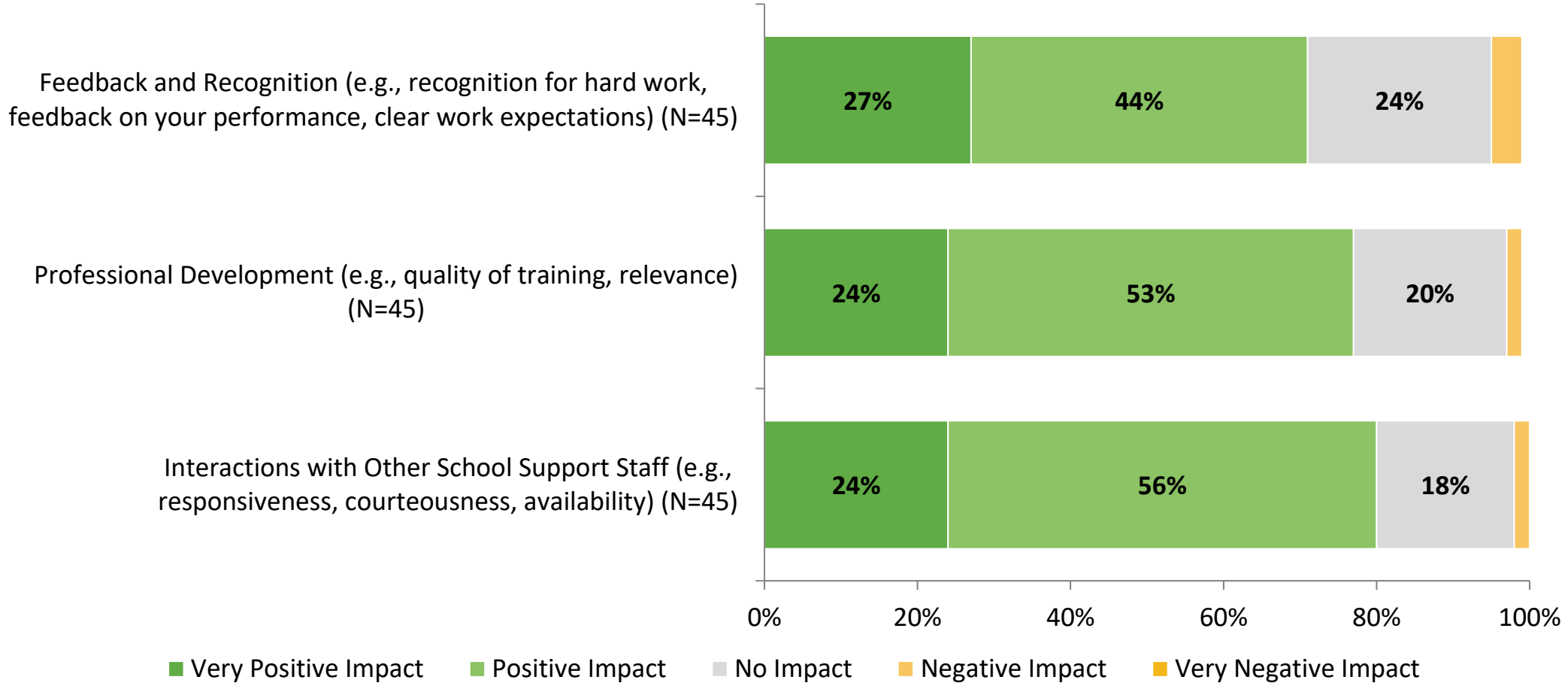
Factors Driving School NPS

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



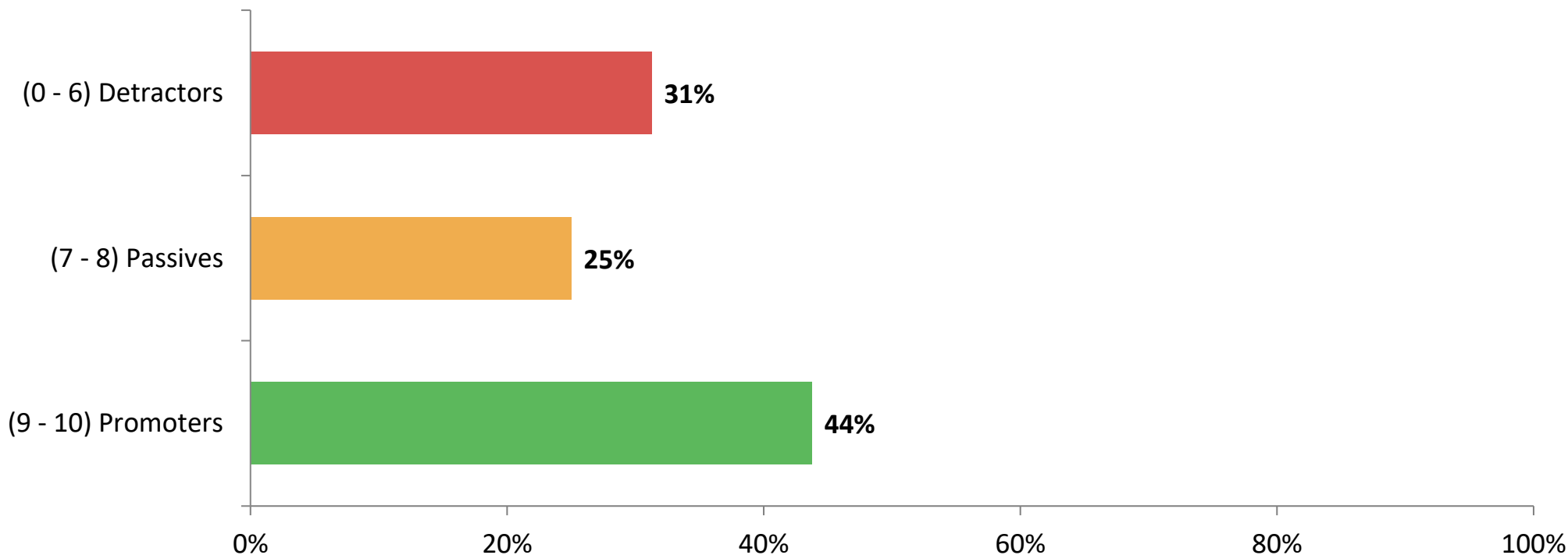
Factors Driving School NPS (Continued)

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



District Net Promoter Score

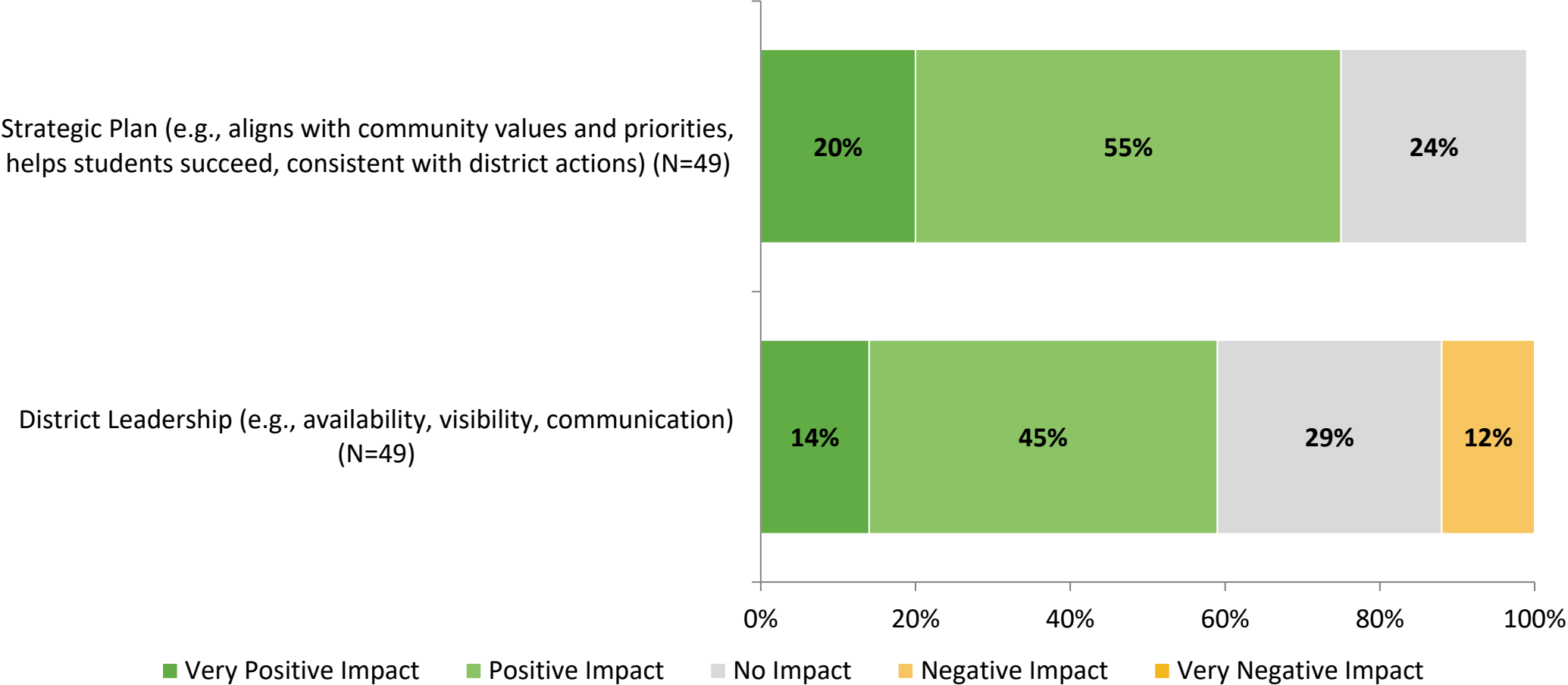
How likely is it that you would recommend Pinellas County Schools to a family member or friend? (N=48)



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.

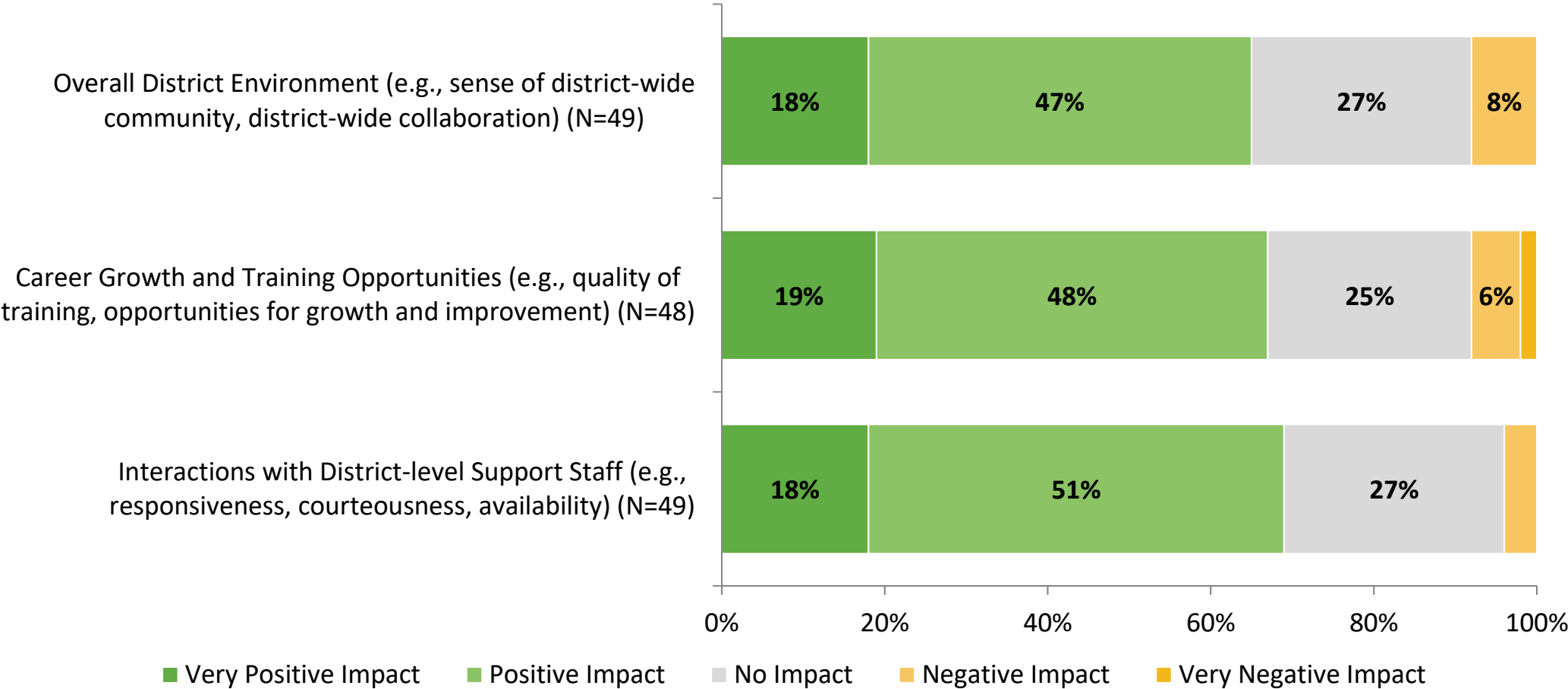
Factors Driving District NPS

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?





703.542.9601 | www.k12insight.com

