# Fall 2013 District School Board of Pasco County PASCO MIDDLE SCHOOL EMPLOYEE AND STUDENT SURVEY RESULTS

### **EMPLOYEE ENGAGEMENT**

Gallup measures employee engagement based on responses to its Q<sup>12</sup> survey, which consists of 12 actionable workplace elements with proven links to performance outcomes.

# 3.57

GRANDMEAN

"Engaged" employees work with passion and feel a profound connection to their employer. They drive innovation and move the organization forward. "Not Engaged" employees are essentially "checked out". They're sleepwalking through their workday, putting time — but not energy or passion — into their work. "Actively Disengaged" employees aren't just unhappy at work; they're busy acting out their unhappiness. Every day, these workers undermine what their engaged coworkers accomplish.

#### **STUDENT HOPE**

The ideas and energy we have for the future drives effort, academic achievement, credits earned, and retention of students of all ages.



HOPEFUL

#### \* Data suppressed due to n size

### STUDENT ENGAGEMENT

The involvement in and enthusiasm for school, reflects how well students are known and how often they get to do what they do best.



#### **STUDENT WELL-BEING**

How we think about and experience our lives, tells us how students are doing today and predicts their success in the future.

62%

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# **EMPLOYEE ENGAGEMENT**

Overall Engagement is measured by the GrandMean, which is an average of the 12 Engagement items. The higher your score (with a maximum possible score of 5), the more engaged your fellow employees are.

	YOUR SCHOOL		
5),	17%	*	*
5/,	ENGAGED	NOT ENGAGED	ACTIVELY DISENGAGED

ENGAGEMENT OVERALL ITEM	YOUR SO	CHOOL			
GRANDMEAN	CURRENT	PAST	PCPS Overall	GALLUP OVERALL DATABASE	
<b>GRANDMEAN</b> (out of n	<i>5)</i> <b>3.57</b> = 42	-	3.58 3,896	4.04	
Q00. How satisfied are you with your organization as a place to work?	a 3.37	-	3.49	4.01	
Q01. I know what is expected of me at work.	3.88	-	3.92	4.50	
Q02. I have the materials and equipment I need to do not work right.	<sup>my</sup> 3.43	-	3.34	4.15	
Q03. At work, I have the opportunity to do what I do best every day.	3.61	-	3.52	4.10	
Q04. In the last seven days, I have received recognition or praise for doing good work.	<sup>1</sup> 2.60	-	2.85	3.77	
Q05. My supervisor, or someone at work, seems to care about me as a person.	<sup>e</sup> 3.93	-	3.86	4.21	
Qo6. There is someone at work who encourages my development.	3.59	-	3.65	3.98	
Q07. At work, my opinions seem to count.	2.95	-	3.27	3.85	
Q08. The mission or purpose of my company makes m feel my job is important.	<sup>e</sup> 3.63	-	3.66	4.13	
Q09. My associates or fellow employees are committed to doing quality work.	3.95	-	4.06	4.16	
Q10. I have a best friend at work.	3.68	-	3.53	3.86	
Q11. In the last six months, someone at work has talked to me about my progress.	d <b>3.46</b>	-	3.41	4.14	
Q12. This last year, I have had opportunities at work to learn and grow.	4.10	-	3.88	4.13	

- No data available

\* Data suppressed due to n size

• Item data not shown if n < 5. Workgroup data not shown to protect confidentiality.

 $\uparrow\downarrow~$  Meaningful growth or decline (0.20 mean change)

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#### EMPLOYEE ENGAGEMENT (CONTINUED) **YOUR SCHOOL** \* \* 17% ENGAGED NOT ENGAGED ACTIVELY DISENGAGED **ENGAGEMENT OVERALL ITEM YOUR SCHOOL** GRANDMEAN GALLUP OVERALL CURRENT PAST PCPS Overall DATABASE 3.57 **GRANDMEAN** (out of 5) 3.58 4.04 3,896 42 n = YOUR SCHOOL EXT. DISSATISFIED EXT. SATISFIED **ITEM RESPONSES** STRONGLY DISAGREE STRONGLY AGREE TOTAL N ■ % 1 %2 % 3 6 % 4 **%** 5 Qoo. How satisfied are you with your organization as a 41 10 32 10 7 place to work? Q01. I know what is expected of me at work. 42 14 5 29 Q02. I have the materials and equipment I need to do my 42 31 14 10 work right. Q03. At work, I have the opportunity to do what I do 41 29 5 7 39 20 best every day. Q04. In the last seven days, I have received recognition 40 43 10 13 20 or praise for doing good work. Q05. My supervisor, or someone at work, seems to care 41 24 7 5 49 about me as a person. Qo6. There is someone at work who encourages my 41 10 12 17 32 29 development. Q07. At work, my opinions seem to count. 41 20 20 22 24 Qo8. The mission or purpose of my company makes me 40 15 20 28 feel my job is important. Q09. My associates or fellow employees are committed 41 5 5 17 37 37 to doing quality work. Q10. I have a best friend at work. 37 11 5 27 38 19 Q11. In the last six months, someone at work has talked 41 29 10 to me about my progress. Q12. This last year, I have had opportunities at work to 41 5 22 32 41

- No data available

learn and grow.

\* Data suppressed due to n size

Numeric values shown when percentages are 5% or higher.

• Item data % 1 - % 4 not shown when n < 10, % 5 and means when n < 5. Workgroup data not shown to protect confidentiality.

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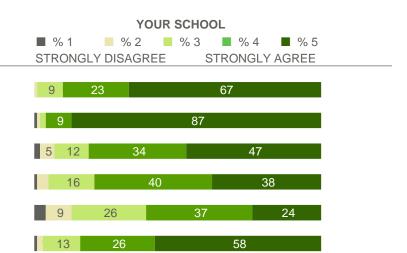
# **STUDENT HOPE**

	YOUR SCHOOL							
The ideas and energy we have for the drives effort, academic achievement, earned, and retention of students of a	47% HOPEFUL			<b>33%</b> sтиск		20% DISCOURAGED		
	YOUR SCHOOL							
HOPE GRANDMEAN	5th	6th	7th	8th	9th	10th	11th	12th
BY GRADE	•	4.31	4.28	4.29	٠	•	٠	٠
HOPE OVERALL ITEM	VOU							

HOPE OVERALL ITEM	YOUR S	CHOOL		
GRANDMEAN	CURRENT	PAST	PCPS MS OVERALL	GALLUP MS OVERALL
<b>GRANDMEAN</b> (out of 5)	4.29	-	4.36	4.41
n =	737		12,351	248,763
I know I will graduate from high school	4.54	-	4.62	4.71
There is an adult in my life who cares about my future.	4.80	-	4.79	4.80
I can think of many ways to get good grades.	4.21	-	4.30	4.35
I energetically pursue my goals.	4.10	-	4.13	4.19
I can find lots of ways around any problem.	3.67	-	3.81	3.86
I know I will find a good job after I graduate.	4.38	-	4.42	4.47

## **ITEM RESPONSES**

	TOTAL N
I know I will graduate from high school	753
There is an adult in my life who cares about my future.	753
I can think of many ways to get good grades.	755
I energetically pursue my goals.	751
I can find lots of ways around any problem.	753
I know I will find a good job after I graduate.	747



- No data available

\* Data suppressed due to n size

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• Item data % 1 - % 4 not shown when n < 10, % 5 and means when n < 5.

 $\uparrow\downarrow~$  Meaningful growth or decline (0.20 mean change)

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13%

ACTIVELY DISENGAGED

# STUDENT ENGAGEMENT

The involvement in and enthusiasm for school, reflects how well students are known and how often they get to do what they do best.

	YOUR SCHOOL							
ENGAGEMENT GRANDMEAN	5th	6th	7th	8th	9th	10th	11th	12th
BY GRADE	•	4.27	4.16	3.97	7•	٠	٠	٠
ENGAGEMENT OVERALL ITEM		YOUR	SCHOOL					
GRANDMEAN		CURRENT	PAS	ST	PCPS MS O	/ERALL	GALLUP	MS OVERALI
GRANDMEAN (ou	ıt of 5)	4.13	-		4.09			4.13
, , , , , , , , , , , , , , , , , , ,	n =	734			12,41	9	2	48,821
I have a best friend at school.		4.64	-		4.63			4.58
I feel safe in this school.		4.00	-		4.01			4.11
My teachers make me feel my schoolwork is impor	tant.	4.28	-		4.20			4.26
At this school, I have the opportunity to do what I obest every day.	do	4.02	-		3.97			4.00
In the last seven days, I have received recognition of praise for doing good schoolwork.	or	3.67	-		3.58			3.63
My school is committed to building the strengths o student.**	f each	4.15	-		4.09			4.12
I have at least one teacher who makes me excited a the future.**	bout	4.33	-		4.30			4.28
ITEM RESPONSES				1	YOUR S	CHOOL		
			<b>%</b>					% 5
		TOTAL N	STRC	NGLY	DISAGREE	STRC	ONGLY AGR	EE

**YOUR SCHOOL** 

26%

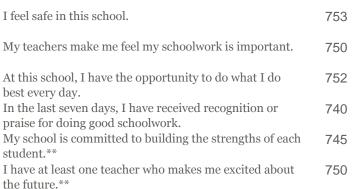
NOT ENGAGED

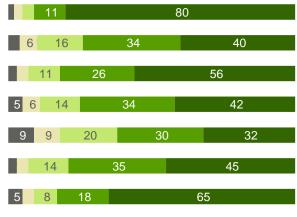
61%

ENGAGED

 TOTAL N
 STRONGLY DISAGREE

 755
 11





- No data available

\* Data suppressed due to n size

I have a best friend at school.

Numeric values shown when percentages are 5% or higher.

\*\* Not included in Engagement Index or Engagement GrandMean calculations

- Item data % 1 - % 4 not shown when n < 10, % 5 and means when n < 5.

 $\uparrow\downarrow~$  Meaningful growth or decline (0.20 mean change)

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# STUDENT WELL-BEING

How we think about and experience our lives, tells us how students are doing today and predicts their success in the future.

#### YOUR SCHOOL

62%

37% struggling 1% SUFFERING

Please imagine a ladder with steps numbered from zero at the bottom to ten at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.

### WELL-BEING ITEMS<sup>1</sup>

YOUR SCHOOL STEP ITEM STEP			WELL-BEING GRANDMEAN BY GRADE YOUR SCHOOL									
AT THIS TIME	RESPONSES "BEST LIFE"	IN 5 YEARS	5th	6th	7th	8th	9th	10th	11th	12th		
15%	% 10	34%	۰	8.61	8.58	8.57	٠	•	٠	٠		
16%	% 9	27%										
21%	% 8	20%		GRANDMEA								
18%	% 7	10%		THIS TIME		STEP IN 5 YEARS						
12%	% 6	3%			ep of the ladder		On which step do you					
11%	% 5	3%		would you say you personally feel you stand at this time?					think you will stand about five years from now?			
3%	% 4	0%										
3%	% 3	1%	YOUR S	CHOOL	PCPS MS	GALLUP MS	YOUR SO	CHOOL	PCPS MS	GALLUP MS		
1%	% 2	0%	CURRENT	PAST	OVERALL	OVERALL	CURRENT	PAST	OVERALL	OVERALL		
0%	% 1	0%	7.32	-	7.37	7.58	8.58	-	8.55	8.58		
0%	% 0 "WORST LIFE"	0%	n = 756	-	12,921	260,448	756	-	12,921	260,448		

YOUR SCHOOL ITEM RESPONSES	TOTAL N	YOU CURRENT ■ % YES	IR SCHOOL	PAST	PCPS MS OVERALL	GALLUP MS OVERALL
Were you treated with respect all day yesterday?**	707		76%	-	69%	69%
Did you smile or laugh a lot yesterday?**	741		84%	-	83%	85%
Did you learn or do something interesting yesterday?**	735		80%	-	75%	77%
Did you have enough energy to get things done yesterday?**	737		77%	-	78%	79%
Do you have health problems that keep you from doing any of the things other people your age normally can do?**	713	14%		-	16%	16%
If you are in trouble, do you have family or friends you can count on to help whenever you need them?**	732		93%	-	93%	93%

- No data available

\* Data suppressed due to n size

\*\* Not included in Well-Being Index or GrandMean calculations

<sup>1</sup> WB Index calculated from responses to "Step at this time" and "Step in five years". WB GrandMean calculated from responses to "Step in 5 Years".

Item data not shown if n < 5.</li>

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# PURPOSE AND SURVEY METHODOLOGY

The District School Board of Pasco County exist so that graduates possess the knowledge, skills and abilities to be successful at the next stage of their lives. Achieving this mission requires that DSBPC is aware of the perceptions of employees and students, and that each employee and student see DSBPC as a great place to work and learn. DSBPC launched a partnership with Gallup in 2013 to measure employee and student perceptions and uses this information to make further progress toward achieving the DSBPC mission.

Based on more than four decades of research, Gallup has identified definitive employee attitudes that correspond with the most successful workplaces. Employee engagement — involvement with and enthusiasm for work — is measured by Gallup in a 12-question employee survey. An employee's level of engagement links to various school outcomes, including employee retention, parent engagement, student retention, and student achievement. The employee engagement survey was conducted online from Nov. 15 through Nov. 22, 2013, with 3,896 employees registering their opinions (79% response rate).

The Gallup Student Poll is a 20-question survey that measures the hope, engagement, and well-being of students in grades 5-12. Research supports the idea that hope (ideas and energy for the future), engagement (involvement with and enthusiasm for school), and well-being (how we think about and experience our lives) are actionable targets linked to student achievement, retention, and future employment. The Gallup Student Poll was conducted online during the school day from Nov. 15 through Nov. 22, 2013, with 31,740 students completing the survey.

Both of these surveys have yielded a wealth of data designed to inform DSBPC improvement efforts. Gallup has provided presentations for DSBPC executive staff, principals, and central office managers. Ongoing conversations will continue with teams of employees across the district as we continue to improve our student and staff culture.

The results provide a comprehensive view of school-level data collected from the employee and student surveys. Please note the following:

- These data should be treated as a baseline measure. Future years will allow for comparison of current and previous year survey data.
- O The employee survey results are reported at the school level, and also include the DSBPC districtwide results.
- O The student survey results are shown at the school level, and also include DSBPC level-alike reports (e.g., all DSBPC high schools). The Gallup 2013 database results (a convenience sample of over 610,000 students from around the nation) are also presented.
- O The student survey was only conducted with students in grades 5-12. Although survey participation in the elementary schools is limited to students in the upper grades, discussions about student hope, engagement, and well-being apply to all students.

These data are at the foundation of many important discussions and actions being taken throughout DSBPC. We look forward to leveraging insights from these results as we work to achieve our important mission.

# **ACTION PLANNING**

# **EMPLOYEE ENGAGEMENT**

Items our school will invest in are:

Actions we will take:

When:

STUDENT HOPE	STUDENT ENGAGEMENT	STUDENT WELL-BEING
Items our school will invest in are:	Items our school will invest in are:	Items our school will invest in are:
Actions we will take:	Actions we will take:	Actions we will take:
When:	When:	When: