

# Pasco County Schools

## ACHEIVE AT WCES

FALL 2023

## 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.

# 4.43

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 may be satisfied with their jobs, but they are not emotionally connected to their workplaces and are unlikely to devote much discretionary effort to their work. "Actively Disengaged" employees are dissatisfied with their workplaces and are likely to be spreading negativity to their coworkers.

### OE-GALLUP STUDENT POLL (OE-GSP)

The OE-Gallup Student Poll (OE-GSP) is a survey with 21 core items. It measures in- and out-of-school engagement with learning, student agency, and plans and optimism for life after high school in students in 5th through 12th grades.



#### In-School Engagement with Learning

Involvement in and enthusiasm for in-school activities.



#### Out-of-School Engagement with Learning

Involvement in and enthusiasm for out-of-school activities.



#### Student Agency

Ability and motivation to positively influence their own learning.



#### Life After High School

Plans and optimism for life after high school.

# 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**

\*

\*

\*

Engaged

Not Engaged

Actively Disengaged

ENGAGEMENT OVERALL ITEM GRANDMEAN	YOUR SCHOOL		PCS OVERALL	GALLUP K-12 DATABASE (75TH)
	Past	Current		
<b>GRANDMEAN</b> <i>(out of 5)</i> n-Size =	*	4.43 7	4.03 7,319	4.24
Q00. How satisfied are you with your organization as a place to work?	*	4.57	3.89	4.17
Q01. I know what is expected of me at work.	*	4.86	4.38	4.60
Q02. I have the materials and equipment I need to do my work right.	*	4.14	4.00	4.36
Q03. At work, I have the opportunity to do what I do best every day.	*	4.57	4.11	4.36
Q04. In the last seven days, I have received recognition or praise for doing good work.	*	3.50	3.66	4.00
Q05. My supervisor, or someone at work, seems to care about me as a person.	*	4.57	4.28	4.57
Q06. There is someone at work who encourages my development.	*	4.71	4.09	4.35
Q07. At work, my opinions seem to count.	*	4.57	3.73	4.11
Q08. The mission or purpose of my organization makes me feel my job is important.	*	4.57	4.09	4.43
Q09. My associates are committed to doing quality work.	*	4.57	4.16	4.48
Q10. I have a best friend at work.	*	4.00	3.83	4.00
Q11. In the last six months, someone at work has talked to me about my progress.	*	4.20	3.85	4.27
Q12. This last year, I have had opportunities at work to learn and grow.	*	4.83	4.15	4.40

\* Data suppressed due to n size

- No data available

↑↓ Meaningful growth or decline (0.20 mean change)

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# Employee Engagement (Continued)

YOUR SCHOOL

\*

\*

\*

Engaged

Not Engaged

Actively Disengaged

ENGAGEMENT OVERALL ITEM GRANDMEAN	YOUR SCHOOL		PCS OVERALL	GALLUP K-12 DATABASE (75TH)
	Past	Current		
<b>GRANDMEAN</b> (out of 5)	*	4.43	4.03	4.24
n-Size =	*	7	7,319	

YOUR SCHOOL

ITEM RESPONSES

Ext. Dissatisfied  
Strongly Disagree

Ext. Satisfied  
Strongly Agree

n-Size

■ % 1

■ % 2

■ % 3

■ % 4

■ % 5

Q00. How satisfied are you with your organization as a place to work?	7	• • • • •	57
Q01. I know what is expected of me at work.	7	•	86
Q02. I have the materials and equipment I need to do my work right.	7	• • • • •	43
Q03. At work, I have the opportunity to do what I do best every day.	7	• • • • •	57
Q04. In the last seven days, I have received recognition or praise for doing good work.	6	• • • • •	33
Q05. My supervisor, or someone at work, seems to care about me as a person.	7	• • • • •	57
Q06. There is someone at work who encourages my development.	7	• • • •	71
Q07. At work, my opinions seem to count.	7	• • • • •	57
Q08. The mission or purpose of my organization makes me feel my job is important.	7	• • • • •	57
Q09. My associates are committed to doing quality work.	7	• • • • •	57
Q10. I have a best friend at work.	7	• • • •	71
Q11. In the last six months, someone at work has talked to me about my progress.	5	• • • • •	40
Q12. This last year, I have had opportunities at work to learn and grow.	6	• •	83

\* Data suppressed due to n size  
- No data available

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.

↑↓ Meaningful growth or decline (0.20 mean change)

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# Employee Engagement - Additional Items

ADDITIONAL ITEMS	YOUR SCHOOL		PCS OVERALL	GALLUP OVERALL DATABASE (75TH)
	Past	Current		
n-Size =	*	7	7,319	
I'm extremely proud of the quality of the products/services my organization offers.	*	4.14	3.81	4.50
I understand how the organization's values impact how I do my job.	*	4.14	4.02	4.57
Good performance is adequately recognized and rewarded at my organization.	*	3.86	3.47	4.41
The executive district leadership of Pasco County Schools makes me confident about the future of the district.	*	4.00	3.18	

ITEM RESPONSES	n-Size	YOUR SCHOOL				
		Strongly Disagree				Strongly Agree
		% 1	% 2	% 3	% 4	% 5
I'm extremely proud of the quality of the products/services my organization offers.	7	• • • • •				43
I understand how the organization's values impact how I do my job.	7	• • • • •				43
Good performance is adequately recognized and rewarded at my organization.	7	• • • • •				29
The executive district leadership of Pasco County Schools makes me confident about the future of the district.	6	• • • • •				17

\* Data suppressed due to n size  
 - No data available  
 Numeric values shown when percentages are 5% or higher.  
 • Item data % 1 - % 4 not shown when n < 10, % 5 and means when n < 5.  
 ↑↓ Meaningful growth or decline (0.20 mean change)  
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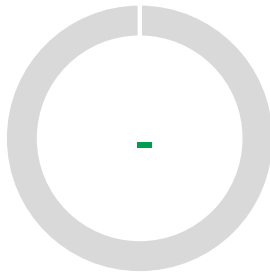
# Summary Snapshot

## ENGAGEMENT WITH LEARNING

The summary below provides a snapshot of the average scores for In-School and Out-of-School Engagement with Learning. These averages, in addition to the Student Agency average, can provide a sense of how students perceive or experience engagement with learning and agency at your school. An average score of "1.00" would indicate the most negative student perceptions possible and an average score of "5.00" would indicate the most positive student perceptions. On most items, the most negative option is "strongly disagree" and the most positive is "strongly agree."

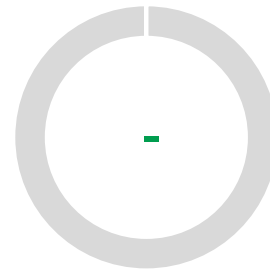
### In-School Engagement with Learning Average

The average of In-School Engagement items includes those listed in the first table on page 7.\*



### Out-of-School Engagement with Learning Average

The average of Out-of-School Engagement items includes those listed in the first table on page 8.\*

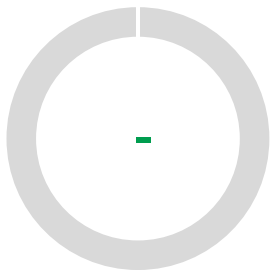


## STUDENT AGENCY

The following items summarize student responses on items related to Student Agency.

### Student Agency Average

The average of Student Agency items includes those listed in the first table on page 9.



Which of the following activities do you do *regularly* in your classes?  
Select all that apply.

---

Create a plan for completing a major project or assignment

---

Collaborate with other students to solve problems or complete a project

---

Discuss actions I can take to improve my work or skills

---

Prepare for class by completing activities in advance

---

Listen to a teacher's lesson or lecture

---

Read textbooks or other materials

---

Do worksheets or assignments on my own

---

Watch videos or examples without talking about them or trying them yourself

\*Items are reverse-coded for the calculation of the index averages because lower scores or negative responses for those items are the desirable outcome. For the In-School Engagement with Learning Average, the item "I'm always bored in my classes." is reverse-coded, and for the Out-of-School Engagement with Learning Average, the item "I only participate in after-school activities, like clubs or sports, because my parents or guardians want me to." is reverse-coded.

- Either a minimum n-Size of 10 is required to show results or no data is available.

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# Summary Snapshot (Continued)

The following items summarize high school students' responses on items related to Life After High School.

## POST-HIGH SCHOOL PLANS

(GRADES 9-12 ONLY) How prepared do you feel for life after high school?

■ % I Don't Know    ■ % Very Unprepared    ■ % Unprepared    ■ % Prepared    ■ % Very Prepared

Which of the following are you interested in doing in the future? *Select all that apply.*

---

Attend college or university

---

Attend training to learn a skill or trade

---

Enter the military

---

Work at a paid job

---

Volunteer or serve on a mission

---

Take time off/Gap year

---

Start my own business

---

Something else

---

I don't know

---

- Either a minimum n-Size of 10 is required to show results or no data is available.

Numeric values shown when percentages are 2% or higher.

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# In-School Engagement with Learning

Summary of student responses on items that asked about their involvement in and enthusiasm for in-school activities.

	n-Size						YOUR SCHOOL		YOUR DISTRICT	
		% Strongly Disagree	% Disagree	% Neutral	% Agree	% Strongly Agree	Past	Current	Past	Current
In school, I teach myself skills that will help me in life.	-	-	-	-	-	-	-	-	-	3.28
I enjoy my classes.	-	-	-	-	-	-	-	-	-	3.24
I like learning new things in class even if they are challenging.	-	-	-	-	-	-	-	-	-	3.30
I make an effort to learn new things in class.	-	-	-	-	-	-	-	-	-	3.78
I always pay attention in class.	-	-	-	-	-	-	-	-	-	3.44
I participate in in-class activities (conversations, experiments, games, etc.)	-	-	-	-	-	-	-	-	-	3.91
	n-Size	% Strongly Agree	% Agree	% Neutral	% Disagree	% Strongly Disagree	YOUR SCHOOL		YOUR DISTRICT	
							Past	Current	Past	Current
I'm always bored in my classes.	-	-	-	-	-	-	-	-	-	2.64

	n-Size					YOUR SCHOOL		YOUR DISTRICT	
		% No Effort	% Not Much Effort	% Some Effort	% A Lot of Effort	Past	Current	Past	Current
In school, how much effort do you put into class activities?	-	-	-	-	-	-	-	-	3.41

# Out-of-School Engagement with Learning

Summary of student responses on items that asked about their involvement in and enthusiasm for out-of-school activities.

	n-Size						YOUR SCHOOL		YOUR DISTRICT	
		% Strongly Disagree	% Disagree	% Neutral	% Agree	% Strongly Agree	Past	Current	Past	Current
I make an effort to learn new things outside of school.	-	-	-	-	-	-	-	-	-	3.77
Outside of school, I am teaching myself skills that will help me later in life.	-	-	-	-	-	-	-	-	-	3.68
I feel excited when I learn something new outside of school.	-	-	-	-	-	-	-	-	-	3.69
	n-Size						YOUR SCHOOL		YOUR DISTRICT	
		% Strongly Agree	% Agree	% Neutral	% Disagree	% Strongly Disagree	Past	Current	Past	Current
I only participate in after-school activities, like clubs or sports, because my parents or guardians want me to.	-	-	-	-	-	-	-	-	-	3.86

	n-Size					YOUR SCHOOL		YOUR DISTRICT	
		% No Effort	% Not Much Effort	% Some Effort	% A Lot of Effort	Past	Current	Past	Current
Outside of school, how much effort do you put into activities?	-	-	-	-	-	-	-	-	3.45



# Student Agency

Summary of student responses on items that asked about their ability and motivation to positively influence their own learning.

	n-Size	% Strongly Disagree	% Disagree	% Neutral	% Agree	% Strongly Agree	YOUR SCHOOL		YOUR DISTRICT	
							Past	Current	Past	Current
I am positive I will make a difference someday.	-	-	-	-	-	-	-	-	-	3.63
I get to make choices about what I learn in class.	-	-	-	-	-	-	-	-	-	2.72
I am able to learn at my own speed in class.	-	-	-	-	-	-	-	-	-	3.09
I look for opportunities to learn new skills or try new things.	-	-	-	-	-	-	-	-	-	3.70
I feel more confident in my abilities now compared to last year.	-	-	-	-	-	-	-	-	-	3.68

Which of the following activities do you do *regularly* in your classes? *Select all that apply.*

- Create a plan for completing a major project or assignment
- Collaborate with other students to solve problems or complete a project
- Discuss actions I can take to improve my work or skills
- Prepare for class by completing activities in advance
- Listen to a teacher's lesson or lecture
- Read textbooks or other materials
- Do worksheets or assignments on my own
- Watch videos or examples without talking about them or trying them yourself

- Either a minimum n-Size of 10 is required to show results or no data is available.

# Life After High School

Summary of student responses on items that asked about their plans and optimism for life after high school.

	n-Size	% I Don't Know	% Very Unprepared	% Unprepared	% Prepared	% Very Prepared	YOUR SCHOOL		YOUR DISTRICT	
							Past	Current	Past	Current
(GRADES 9-12 ONLY) How prepared do you feel for life after high school?	-	-	-	-	-	-	-	-	-	-

Which of the following are you interested in doing in the future? *Select all that apply.*

Attend college or university

Attend training to learn a skill or trade

Enter the military

Work at a paid job

Volunteer or serve on a mission

Take time off/Gap year

Start my own business

Something else

I don't know

# Additional Items

Summary of student responses on additional items.

Which of the following activities are you involved in? *Select all that apply.*

---

Sports

---

Music

---

Art

---

Clubs

---

Volunteering

---

Working at a job for pay

---

Participating in an internship

---

Taking classes at other schools or organizations

---

Getting tutoring or help with homework

---

Learning new skills on my own (like coding, knitting, etc.)

---

Learning through online groups (like social media groups, discussion websites, Khan Academy, etc.)

---

I'm not involved in any of these activities

---

Which of the following best describes the grades you get at school?

■ % Prefer not to Answer    ■ % Below Average    ■ % Average    ■ % Good    ■ % Excellent

---

Please think about your parent or guardian with the highest level of education. What is the highest completed level of education for this parent or guardian?

Do you have access to the internet at home?

---

High school graduate or lower	Some college or training after high school	Four-year degree or higher	I don't know
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Yes	No
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- Either a minimum n-Size of 10 is required to show results or no data is available.

Numeric values shown when percentages are 2% or higher.

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# Item Responses by Grade

<p>The top 5 items students <b>most agreed</b> with are as follows.</p> <p>Items which are eligible to be included in this chart are those that make up the In-School Engagement with Learning Average, the Out-of-School Engagement with Learning Average, and the Student Agency Average.</p>	<p>The top 5 items students <b>least agreed</b> with are as follows.</p> <p>Items which are eligible to be included in this chart are those that make up the In-School Engagement with Learning Average, the Out-of-School Engagement with Learning Average, and the Student Agency Average.</p>
<p><b>% Strongly Agree or Agree</b></p>	<p><b>% Strongly Agree or Agree</b></p>

Results reflect average student response per item and grade, based on the 5-point scale: % Strongly Disagree, % Disagree, % Neutral, % Agree, % Strongly Agree, unless otherwise specified.

	YOUR SCHOOL							
	5th	6th	7th	8th	9th	10th	11th	12th
<b>IN-SCHOOL ENGAGEMENT WITH LEARNING</b>								
In school, I teach myself skills that will help me in life.	-	-	-	-	-	-	-	-
I enjoy my classes.	-	-	-	-	-	-	-	-
I like learning new things in class even if they are challenging.	-	-	-	-	-	-	-	-
I make an effort to learn new things in class.	-	-	-	-	-	-	-	-
I always pay attention in class.	-	-	-	-	-	-	-	-
I participate in in-class activities (conversations, experiments, games, etc.)	-	-	-	-	-	-	-	-
***I'm always bored in my classes.	-	-	-	-	-	-	-	-
*In school, how much effort do you put into class activities?	-	-	-	-	-	-	-	-
<b>OUT-OF-SCHOOL ENGAGEMENT WITH LEARNING</b>								
I make an effort to learn new things outside of school.	-	-	-	-	-	-	-	-
Outside of school, I am teaching myself skills that will help me later in life.	-	-	-	-	-	-	-	-
I feel excited when I learn something new outside of school.	-	-	-	-	-	-	-	-
***I only participate in after-school activities, like clubs or sports, because my parents or guardians want me to.	-	-	-	-	-	-	-	-
*Outside of school, how much effort do you put into activities?	-	-	-	-	-	-	-	-
<b>STUDENT AGENCY</b>								
I am positive I will make a difference someday.	-	-	-	-	-	-	-	-
I get to make choices about what I learn in class.	-	-	-	-	-	-	-	-
I am able to learn at my own speed in class.	-	-	-	-	-	-	-	-
I look for opportunities to learn new skills or try new things.	-	-	-	-	-	-	-	-
I feel more confident in my abilities now compared to last year.	-	-	-	-	-	-	-	-
<b>LIFE AFTER HIGH SCHOOL</b>								
** (GRADES 9-12 ONLY) How prepared do you feel for life after high school?	-	-	-	-	-	-	-	-

- Either a minimum n-Size of 10 is required to show results or no data is available.

\*Based on the 4-point scale: % No Effort, % Not Much Effort, % Some Effort, % A Lot of Effort.

\*\*Based on the 5-point scale: % I Don't Know, % Very Unprepared, % Unprepared, % Prepared, % Very Prepared.

\*\*\*Based on the 5-point scale: % Strongly Agree, % Agree, % Neutral, % Disagree, % Strongly Disagree.

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# Purpose and Survey Methodology

The mission of the Pasco County Schools is "To provide a world-class education for all students." Achieving this mission requires that PCS is aware of the perceptions of employees and students, and that each employee and student see PCS as a great place to work and learn. PCS launched a partnership with Gallup in 2013 to measure employee and student perceptions and uses this information to make further progress toward achieving the PCS 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 Oct. 2 through Oct. 13, 2023, with 7,319 PCS employees registering their opinions (69% response rate).

The OE-Gallup Student Poll is a survey with 21 core items. It measures in- and out-of-school engagement with learning, student agency, and plans and optimism for life after high school in students in 5th through 12th grades. The OE-Gallup Student Poll was conducted online during the school day from Sep. 25 through Oct. 27, 2023, with over 28,269 PCS students completing the survey.

Both of these surveys have yielded a wealth of data designed to inform PCS improvement efforts. Ongoing dialogue will continue with teams of employees across PCS as we continue to leverage insights from these data to drive success.

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

- The employee survey results are reported at the school level, and also include the PCS districtwide results.
- The student survey results are shown at the school level, and also include PCS level-alike reports (e.g., all PCS high schools).
- The student survey is only available for students in grades 5-12. Although survey participation in the elementary schools is limited to students in the upper grades, discussions about in- and out-of-school engagement with learning and student agency apply to all students.
- School leaders are encouraged to approach the action planning process with school improvement needs and responses of both employees and students in mind. Many of the best examples of school leaders building great places to work and learn rely on integrating relatively simple actions into daily conversations.

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

# Appendix

## **SHARING THE RESULTS**

We encourage schools to share their OE-GSP results with key stakeholders. Below are some guidelines for the use and release of school and district data and results.

- You can share the participation results for your school and/or district. The n-Size represents the total number of respondents for your school or district. Your school or district participation rate is based on the total number of eligible students in your school or district. Students in 5th through 12th grade are eligible to participate in the survey.
- When sharing results, please include the limitations of polling.
- Be cautious when interpreting your data or comparing results to another school or district. The data are not representative of the U.S. population of students in 5th through 12th grade, and may not be fully representative of your school or district's students.
- When you share results, you may also want to provide information about how your school will use or has used the data to identify focus areas for improvement and actions to increase student engagement.

## **LIMITATIONS OF POLLING**

The data are not statistically weighted to reflect the U.S., Florida, district-specific, or school-specific student populations, and the sample is subject to non-response bias as there may be systematic reasons why some students responded to the survey but not others. Therefore, local schools and districts should interpret the data with the sample of student respondents in mind. School and district data and scorecards provide meaningful data for local comparisons and may inform strategic initiatives and programming, though the results are not generalizable beyond the participating school or district.

# Action Planning

## EMPLOYEE ENGAGEMENT

Items our school will invest in are:

Actions we will take:

When:

## IN-SCHOOL ENGAGEMENT WITH LEARNING

Items our school will invest in are:

Actions we will take:

When:

## OUT-OF-SCHOOL ENGAGEMENT WITH LEARNING

Items our school will invest in are:

Actions we will take:

When:

## STUDENT AGENCY

Items our school will invest in are:

Actions we will take:

When:

## LIFE AFTER HIGH SCHOOL

Items our school will invest in are:

Actions we will take:

When: