



Fall 2014

District School Board of Pasco County

THOMAS E. WEIGHTMAN MIDDLE

EMPLOYEE AND STUDENT SURVEY RESULTS



EMPLOYEE ENGAGEMENT

Gallup measures employee engagement based on responses to its Q¹² survey, which consists of 12 actionable workplace elements with proven links to performance outcomes.

3.53

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.

STUDENT HOPE

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

48%

HOPEFUL

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.

53%

ENGAGED

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.

63%

THRIVING

* Data suppressed due to n size

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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

23%

ENGAGED

*

NOT ENGAGED

*

ACTIVELY DISENGAGED

ENGAGEMENT OVERALL ITEM GRANDMEAN	YOUR SCHOOL		PCPS Overall	GALLUP OVERALL DATABASE (50TH)
	CURRENT	PAST ²		
GRANDMEAN (out of 5) n =	3.53 64	3.62 67	3.73 6,481	4.08
Q00. How satisfied are you with your organization as a place to work?	3.41 ↓	3.70	3.63	4.07
Q01. I know what is expected of me at work.	3.64 ↓	4.01	4.14	4.50
Q02. I have the materials and equipment I need to do my work right.	3.48	3.64	3.62	4.17
Q03. At work, I have the opportunity to do what I do best every day.	3.73	3.66	3.79	4.14
Q04. In the last seven days, I have received recognition or praise for doing good work.	3.27 ↑	2.74	3.20	3.83
Q05. My supervisor, or someone at work, seems to care about me as a person.	3.81	3.95	4.01	4.28
Q06. There is someone at work who encourages my development.	3.50	3.69	3.77	4.01
Q07. At work, my opinions seem to count.	3.39	3.34	3.44	3.88
Q08. The mission or purpose of my company makes me feel my job is important.	3.46	3.58	3.82	4.17
Q09. My associates or fellow employees are committed to doing quality work.	3.89 ↓	4.12	4.07	4.17
Q10. I have a best friend at work.	3.26 ↓	3.56	3.49	3.93
Q11. In the last six months, someone at work has talked to me about my progress.	3.14	3.22	3.54	4.19
Q12. This last year, I have had opportunities at work to learn and grow.	3.77	3.88	3.91	4.17

- No data available

* Data suppressed due to n size

² Past data included a more targeted population.

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

↑↓ Meaningful growth or decline (0.20 mean change)

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EMPLOYEE ENGAGEMENT (CONTINUED)

YOUR SCHOOL

23%

ENGAGED

*

NOT ENGAGED

*

ACTIVELY DISENGAGED

ENGAGEMENT OVERALL ITEM GRANDMEAN

YOUR SCHOOL

CURRENT

PAST²

PCPS Overall

GALLUP OVERALL
DATABASE
(50TH)
GRANDMEAN (out of 5)
n =
3.53

3.62

3.73

4.08

64

67

6,481

ITEM RESPONSES

TOTAL N

YOUR SCHOOL
EXT. DISSATISFIED
STRONGLY DISAGREE
EXT. SATISFIED
STRONGLY AGREE

■ % 1

■ % 2

■ % 3

■ % 4

■ % 5

Q00. How satisfied are you with your organization as a place to work?

64



Q01. I know what is expected of me at work.

64



Q02. I have the materials and equipment I need to do my work right.

64



Q03. At work, I have the opportunity to do what I do best every day.

64



Q04. In the last seven days, I have received recognition or praise for doing good work.

64



Q05. My supervisor, or someone at work, seems to care about me as a person.

64



Q06. There is someone at work who encourages my development.

64



Q07. At work, my opinions seem to count.

64



Q08. The mission or purpose of my company makes me feel my job is important.

63



Q09. My associates or fellow employees are committed to doing quality work.

64



Q10. I have a best friend at work.

62



Q11. In the last six months, someone at work has talked to me about my progress.

64



Q12. This last year, I have had opportunities at work to learn and grow.

64



- No data available

* Data suppressed due to n size

² Past data included a more targeted population.

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.

STUDENT HOPE

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

YOUR SCHOOL

48%

HOPEFUL

37%

STUCK

15%

DISCOURAGED

HOPE GRANDMEAN BY GRADE

YOUR SCHOOL							
5th	6th	7th	8th	9th	10th	11th	12th
•	4.34	4.32	4.33	•	•	•	•

HOPE OVERALL ITEM GRANDMEAN

	YOUR SCHOOL		PCPS MS OVERALL	GALLUP MS OVERALL
	CURRENT	PAST		
GRANDMEAN (out of 5)	4.33	4.41	4.33	4.40
n =	1,011	1,047	12,331	338,002
I know I will graduate from high school.	4.63	4.68	4.60	4.70
There is an adult in my life who cares about my future.	4.83	4.81	4.77	4.80
I can think of many ways to get good grades.	4.22	4.35	4.23	4.33
I energetically pursue my goals.	4.04	4.22	4.07	4.19
I can find lots of ways around any problem.	3.75	3.88	3.80	3.84
I know I will find a good job after I graduate.	4.39	4.47	4.40	4.48

ITEM RESPONSES

	TOTAL N	YOUR SCHOOL				
		% 1	% 2	% 3	% 4	% 5
		STRONGLY DISAGREE			STRONGLY AGREE	
I know I will graduate from high school.	1,047	6	19		73	
There is an adult in my life who cares about my future.	1,059	7			89	
I can think of many ways to get good grades.	1,053	14	36		46	
I energetically pursue my goals.	1,054	5	19	41		34
I can find lots of ways around any problem.	1,053	8	26	38		25
I know I will find a good job after I graduate.	1,031	11	29		57	

- No data available

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↑↓ Meaningful growth or decline (0.20 mean change)

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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

53%

ENGAGED

31%

NOT ENGAGED

16%

ACTIVELY DISENGAGED

ENGAGEMENT GRANDMEAN BY GRADE

YOUR SCHOOL							
5th	6th	7th	8th	9th	10th	11th	12th
•	4.17	4.01	3.89	•	•	•	•

ENGAGEMENT OVERALL ITEM GRANDMEAN

	YOUR SCHOOL		PCPS MS OVERALL		GALLUP MS OVERALL	
	CURRENT	PAST				
GRANDMEAN (out of 5)	4.01	4.08	4.03		4.10	
n =	995	1,049	12,370		338,448	
I have a best friend at school.	4.65	4.61	4.60		4.58	
I feel safe in this school.	4.00	4.05	3.94		4.04	
My teachers make me feel my schoolwork is important.	4.18	4.25	4.14		4.24	
At this school, I have the opportunity to do what I do best every day.	3.88	3.94	3.91		3.99	
In the last seven days, I have received recognition or praise for doing good schoolwork.	3.31	3.49	3.53		3.61	
My school is committed to building the strengths of each student.**	4.02	4.07	4.01		4.10	
I have at least one teacher who makes me excited about the future.**	4.20	4.25	4.25		4.28	

ITEM RESPONSES

	TOTAL N	YOUR SCHOOL				
		% 1	% 2	% 3	% 4	% 5
		STRONGLY DISAGREE			STRONGLY AGREE	
I have a best friend at school.	1,047			10		82
I feel safe in this school.	1,053	6	16	35		40
My teachers make me feel my schoolwork is important.	1,056		13	32		47
At this school, I have the opportunity to do what I do best every day.	1,045	5	7	19	35	34
In the last seven days, I have received recognition or praise for doing good schoolwork.	1,022	15	13	19	30	23
My school is committed to building the strengths of each student.**	1,033	5	19	32		41
I have at least one teacher who makes me excited about the future.**	1,045	6	5	10	20	59

- No data available

* Data suppressed due to n size

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.

↑↓ 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

63%

THRIVING

36%

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 ITEMS¹

YOUR SCHOOL		
STEP AT THIS TIME	ITEM RESPONSES "BEST LIFE"	STEP IN 5 YEARS
13%	% 10	32%
14%	% 9	31%
22%	% 8	20%
21%	% 7	9%
12%	% 6	4%
9%	% 5	3%
5%	% 4	1%
2%	% 3	0%
1%	% 2	0%
1%	% 1	0%
1%	% 0	0%
"WORST LIFE"		

WELL-BEING GRANDMEAN BY GRADE							
YOUR SCHOOL							
5th	6th	7th	8th	9th	10th	11th	12th
•	8.66	8.50	8.57	•	•	•	•

GRANDMEAN (out of 10)							
STEP AT THIS TIME				STEP IN 5 YEARS			
On which step of the ladder would you say you personally feel you stand at this time?				On which step do you think you will stand about five years from now?			
YOUR SCHOOL		PCPS MS OVERALL		GALLUP MS OVERALL		YOUR SCHOOL	
CURRENT	PAST			CURRENT	PAST		
7.24	7.13	7.30	7.52	8.58	8.56	8.50	8.55
n = 1061	1,090	12,950	355,654	1,061	1,090	12,950	355,650

YOUR SCHOOL ITEM RESPONSES

	TOTAL N	YOUR SCHOOL		PCPS MS OVERALL	GALLUP MS OVERALL
		CURRENT ■ % YES	PAST		
Were you treated with respect all day yesterday?***	979	72%	76%	66%	68%
Did you smile or laugh a lot yesterday?***	1,027	86%	86%	83%	84%
Did you learn or do something interesting yesterday?***	1,019	70%	71%	74%	76%
Did you have enough energy to get things done yesterday?***	1,013	78%	78%	76%	78%
Do you have health problems that keep you from doing any of the things other people your age normally can do?***	1,006	15%	14%	16%	16%
If you are in trouble, do you have family or friends you can count on to help whenever you need them?***	1,013	93%	92%	92%	93%

- No data available

* Data suppressed due to n size

¹ 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.

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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 Oct. 24 through Nov. 7, 2014, with 6,481 employees registering their opinions (70% 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 Oct. 24 through Nov. 7, with 33,127 DSBPC 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.
- The employee survey results are reported at the school level, and also include the DSBPC districtwide results.
- 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 2014 database results (a convenience sample of over 875,000 students from around the nation) are also presented.
- 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

Items our school will invest in are:

Actions we will take:

When:

STUDENT ENGAGEMENT

Items our school will invest in are:

Actions we will take:

When:

STUDENT WELL-BEING

Items our school will invest in are:

Actions we will take:

When: