Fall 2020

PASCO COUNTY SCHOOLS
GULF TRACE ELEMENTARY SCHOOL
EMPLOYEE AND STUDENT SURVEY RESULTS

EMPLOYEE ENGAGEMENT

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

4.04

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 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.

75%

ENGAGED

MISSION

"The mission of

Pasco County Schools

is to provide a world

class education for all

students."

STUDENT HOPE

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

44%

HOPEFUL

* Data suppressed due to n size

GALLUP®

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

52%	*	*
ENGAGED	NOT ENGAGED	ACTIVELY DISENGAGED

ENGAGEMENT OVERALL ITEM GRANDMEAN	YOUR SCHOOL		PCS OVERALL	GALLUP OVERALL DATABASE (50TH)
	CURRENT	*PAST*		
GRANDMEAN *(out of 5)*	**4.04**	*4.04*	3.96	4.06
n =	50	*66*	6,340	
Q00. How satisfied are you with your organization as a place to work?	4.00	*4.00*	3.92	4.08
Q01. I know what is expected of me at work.	4.18	*4.24*	4.34	4.50
Q02. I have the materials and equipment I need to do my work right.	3.64 ↓	*3.88*	3.91	4.19
Q03. At work, I have the opportunity to do what I do best every day.	4.04	*4.11*	4.06	4.16
Q04. In the last seven days, I have received recognition or praise for doing good work.	3.68	*3.74*	3.61	3.76
Q05. My supervisor, or someone at work, seems to care about me as a person.	4.22	*4.30*	4.25	4.31
Q06. There is someone at work who encourages my development.	4.18	*4.15*	4.02	4.01
Q07. At work, my opinions seem to count.	3.90	*3.73*	3.73	3.94
Q08. The mission or purpose of my organization makes me feel my job is important.	4.12	*4.22*	4.08	4.18
Q09. My associates are committed to doing quality work.	4.30	*4.20*	4.24	4.19
Q10. I have a best friend at work.	3.65	*3.68*	3.64	3.79
Q11. In the last six months, someone at work has talked to me about my progress.	4.06	*4.06*	3.63	4.09
Q12. This last year, I have had opportunities at work to learn and grow.	4.46 ↑	*4.13*	4.06	4.18

- No data available
* Data suppressed due to n size

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

↑↓ Meaningful growth or decline (0.20 mean change)

Employee Engagement *(Continued)*

YOUR SCHOOL

52%	*	*
ENGAGED	NOT ENGAGED	ACTIVELY DISENGAGED

ENGAGEMENT OVERALL ITEM GRANDMEAN	YOUR SCHOOL		PCS OVERALL	GALLUP OVERALL DATABASE (50TH)
	CURRENT	PAST		
GRANDMEAN *(out of 5)*	4.04	4.04	3.96	4.06
n =	50	66	6,340	

ITEM RESPONSES

YOUR SCHOOL

EXT. DISSATISFIED STRONGLY DISAGREE — EXT. SATISFIED STRONGLY AGREE

	TOTAL N	■ % 1	■ % 2	■ % 3	■ % 4	■ % 5

Item	TOTAL N	% 1	% 2	% 3	% 4	% 5
Q00. How satisfied are you with your organization as a place to work?	49			24	39	33
Q01. I know what is expected of me at work.	50			20	30	46
Q02. I have the materials and equipment I need to do my work right.	50		16	20	32	28
Q03. At work, I have the opportunity to do what I do best every day.	50	8	12		48	32
Q04. In the last seven days, I have received recognition or praise for doing good work.	50	14	10	12	22	42
Q05. My supervisor, or someone at work, seems to care about me as a person.	50		10	12	24	54
Q06. There is someone at work who encourages my development.	50		8	18	22	52
Q07. At work, my opinions seem to count.	49		6	29	18	43
Q08. The mission or purpose of my organization makes me feel my job is important.	50		10	18	22	50
Q09. My associates are committed to doing quality work.	50			16	32	50
Q10. I have a best friend at work.	49	8	14	18	22	37
Q11. In the last six months, someone at work has talked to me about my progress.	50		10	16	16	54
Q12. This last year, I have had opportunities at work to learn and grow.	50		10	22		64

- No data available

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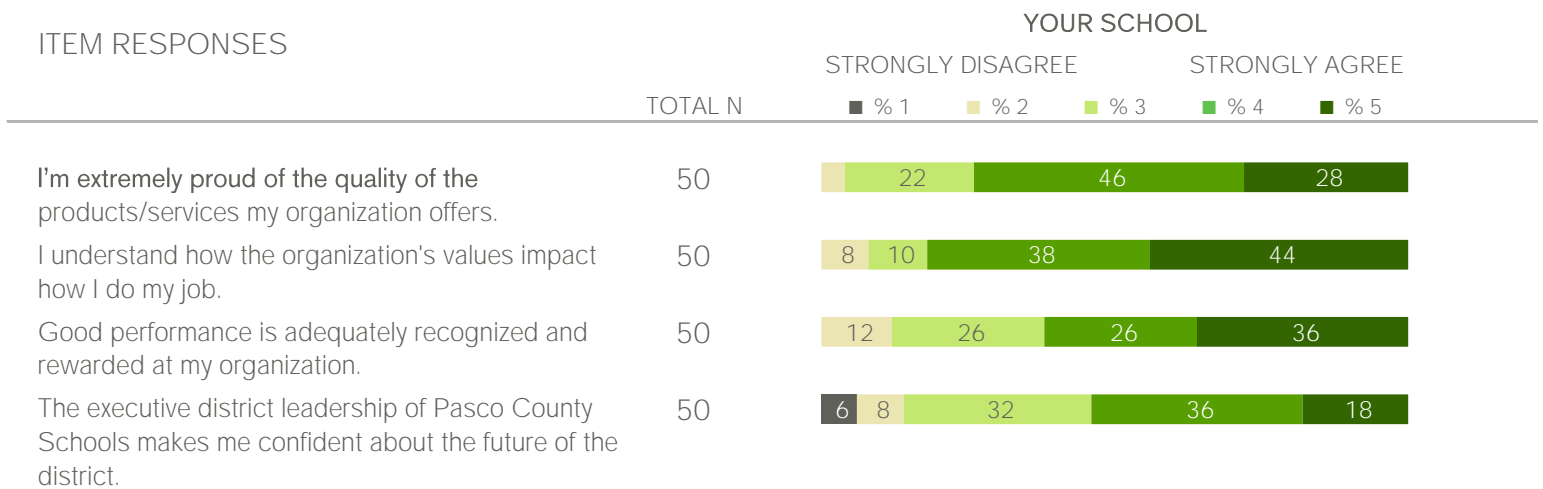
↑↓ Meaningful growth or decline (0.20 mean change)

Employee Engagement - Additional Items

ADDITIONAL ITEMS	YOUR SCHOOL		PCS OVERALL	GALLUP OVERALL DATABASE (50TH)
	CURRENT	*PAST*		
n =	50	*66*	6,340	
I'm extremely proud of the quality of the products/services my organization offers.	3.98	*4.00*	3.87	4.25
I understand how the organization's values impact how I do my job.	4.18	*4.24*	4.03	4.29
Good performance is adequately recognized and rewarded at my organization.	3.86	*3.86*	3.44	3.88
The executive district leadership of Pasco County Schools makes me confident about the future of the district.	3.52	*3.48*	3.21	

ITEM RESPONSES

YOUR SCHOOL

STRONGLY DISAGREE   STRONGLY AGREE

	TOTAL N	■ % 1	■ % 2	■ % 3	■ % 4	■ % 5
I'm extremely proud of the quality of the products/services my organization offers.	50			22	46	28
I understand how the organization's values impact how I do my job.	50		8	10	38	44
Good performance is adequately recognized and rewarded at my organization.	50		12	26	26	36
The executive district leadership of Pasco County Schools makes me confident about the future of the district.	50	6	8	32	36	18

- No data available

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↑↓ Meaningful growth or decline (0.20 mean change)

Student Engagement

The involvement in and enthusiasm for school.

YOUR SCHOOL

75%	*	*
ENGAGED	NOT ENGAGED	ACTIVELY DISENGAGED

ENGAGEMENT GRANDMEAN BY GRADE

	YOUR SCHOOL							
5th	6th	7th	8th	9th	10th	11th	12th
4.36	*	*	*	*	*	*	*

ENGAGEMENT OVERALL ITEM GRANDMEAN	YOUR SCHOOL			PCS OVERALL	OVERALL GSP DATABASE**
	CURRENT		*PAST*		
GRANDMEAN *(out of 5)*	4.36		*4.30*	3.76	3.85
n =	69		*79*	23,099	
At this school, I get to do what I do best every day.	4.07		*4.17*	3.47	3.53
My teachers make me feel my schoolwork is important.	4.46	↓	*4.66*	3.97	3.98
I feel safe in this school.	4.35	↑	*3.99*	3.87	3.84
I have fun at school.	4.04		*3.93*	3.28	3.44
I have a best friend at school.	4.23	↓	*4.69*	4.06	4.36
In the last seven days, someone has told me I have done good work at school.	4.29	↑	*4.07*	3.58	3.60
In the last seven days, I have learned something interesting at school.	4.40		*4.21*	3.72	3.85
The adults at my school care about me.	4.59		*4.43*	3.83	3.82
I have at least one teacher who makes me excited about the future.	4.62		*4.46*	3.95	4.08

ITEM RESPONSES

YOUR SCHOOL

STRONGLY DISAGREE ————— STRONGLY AGREE

	TOTAL N	% 1	% 2	% 3	% 4	% 5
At this school, I get to do what I do best every day.	71		7	20	27	45
My teachers make me feel my schoolwork is important.	71		10	25		62
I feel safe in this school.	71	6	13	17		63
I have fun at school.	71	6		17	35	41
I have a best friend at school.	71	11	8	15		65
In the last seven days, someone has told me I have done good work at school.	69	6	9	17		64
In the last seven days, I have learned something interesting at school.	70		11	29		57
The adults at my school care about me.	68			25		69
I have at least one teacher who makes me excited about the future.	69		7	17		74

**Overall GSP Database reflects results from previous three years.
- No data available
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Student Hope

The ideas and energy students have for the future.

YOUR SCHOOL

44%   *   *
HOPEFUL   STUCK   DISCOURAGED

HOPE GRANDMEAN BY GRADE	YOUR SCHOOL							
	5th	6th	7th	8th	9th	10th	11th	12th
	4.24	*	*	*	*	*	*	*

HOPE OVERALL ITEM GRANDMEAN	YOUR SCHOOL CURRENT		YOUR SCHOOL PAST	PCS OVERALL	OVERALL GSP DATABASE**
GRANDMEAN *(out of 5)*	4.24		4.42	4.10	4.27
n =	70		85	23,589	
I know I will graduate from high school.	4.36	↓	4.56	4.43	4.63
I have a great future ahead of me.	4.29	↓	4.63	4.21	4.37
I can think of many ways to get good grades.	4.26		4.33	4.02	4.15
I have many goals.	4.13		4.18	3.93	4.14
I can find many ways around problems.	3.81		3.89	3.75	3.88
I know I will find a good job in the future.	4.60		4.48	4.18	4.35

ITEM RESPONSES

YOUR SCHOOL

STRONGLY DISAGREE   STRONGLY AGREE

■ % 1   % 2   % 3   % 4   ■ % 5

	TOTAL N					
I know I will graduate from high school.	70		11	27	57	
I have a great future ahead of me.	69	7	9	26	57	
I can think of many ways to get good grades.	70		19	23	54	
I have many goals.	69	6	16	32	45	
I can find many ways around problems.	70	7	26	34	30	
I know I will find a good job in the future.	68	7	16	74		

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- No data available
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Belonging

Feeling accepted and included as part of the school.

OVERALL GRANDMEAN BY GRADE	YOUR SCHOOL							
	5th	6th	7th	8th	9th	10th	11th	12th
	4.12	*	*	*	*	*	*	*

ITEM GRANDMEAN	YOUR SCHOOL	PCS OVERALL
GRANDMEAN *(out of 5)*	4.12	3.53
n =	63	20,861
If I were in trouble, there is an adult at school I can count on to help.	4.16	3.72
My classmates care about me.	3.90	3.19
I feel like I belong at my school.	4.04	3.47
This school is a good place for students like me.	4.19	3.62

ITEM RESPONSES

YOUR SCHOOL

STRONGLY DISAGREE   STRONGLY AGREE

TOTAL N   ■ % 1   ■ % 2   ■ % 3   ■ % 4   ■ % 5

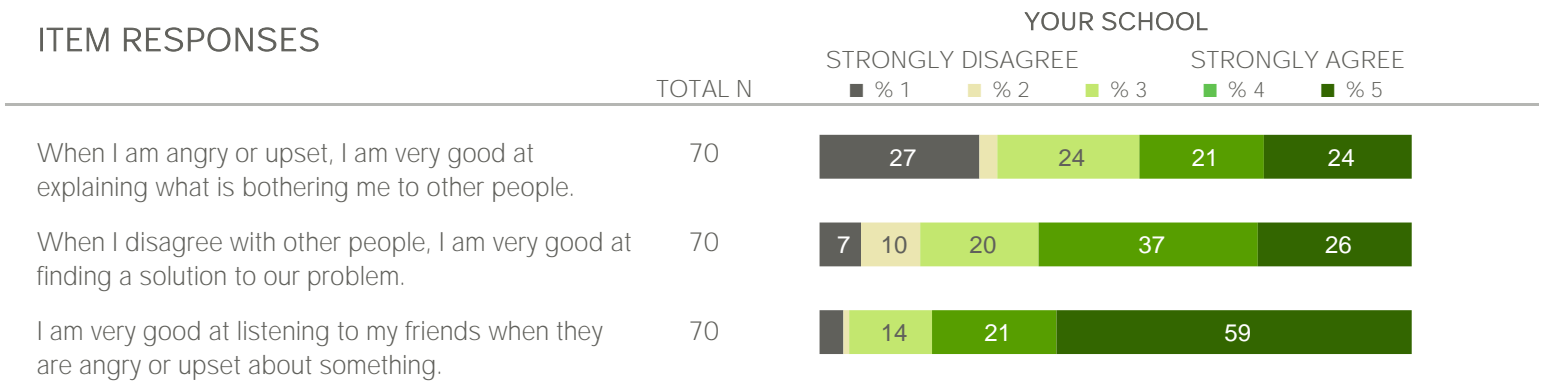|	TOTAL N	%1	%2	%3	%4	%5
If I were in trouble, there is an adult at school I can count on to help.	69	10		7	29	54
My classmates care about me.	67	6		16	40	33
I feel like I belong at my school.	71	7	7	11	24	51
This school is a good place for students like me.	69	6	6	14	12	62

- No data available
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↑↓ Meaningful growth or decline (0.20 mean change)

Social and Emotional Learning

How people learn to understand and manage emotions and establish positive relationships with others.

OVERALL GRANDMEAN BY GRADE	YOUR SCHOOL							
	5th	6th	7th	8th	9th	10th	11th	12th
	3.69	*	*	*	*	*	*	*

ITEM GRANDMEAN	YOUR SCHOOL	PCS OVERALL
GRANDMEAN (out of 5)	3.69	3.45
n =	69	23,342
When I am angry or upset, I am very good at explaining what is bothering me to other people.	3.13	2.68
When I disagree with other people, I am very good at finding a solution to our problem.	3.64	3.34
I am very good at listening to my friends when they are angry or upset about something.	4.29	4.32

ITEM RESPONSES

YOUR SCHOOL

STRONGLY DISAGREE | STRONGLY AGREE

TOTAL N | ■ % 1 ■ % 2 ■ % 3 ■ % 4 ■ % 5

Item	TOTAL N	% 1	% 2	% 3	% 4	% 5
When I am angry or upset, I am very good at explaining what is bothering me to other people.	70	27		24	21	24
When I disagree with other people, I am very good at finding a solution to our problem.	70	7	10	20	37	26
I am very good at listening to my friends when they are angry or upset about something.	70			14	21	59

- No data available
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↑↓ Meaningful growth or decline (0.20 mean change)

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. 5 through Oct. 16, 2020, with 6,340 PCS employees registering their opinions (64% response rate).

The 22 core items in the Gallup Student Poll measure several dimensions of student success, including engagement with school, hope for the future, belonging, and social and emotional learning. Research supports the idea that hope (ideas and energy for the future) and engagement (involvement with and enthusiasm for school) are actionable targets linked to student achievement, retention, and future employment. The Gallup Student Poll was conducted online during the school day from Sep. 28 through Oct. 26, 2020, with over 25,056 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 Overall GSP Database results, representing national data from the last three years, are also presented for student engagement and hope.

○   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 student hope, engagement, belonging, and social and emotional learning 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.

Action Planning

EMPLOYEE ENGAGEMENT

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 HOPE

Items our school will invest in are:

Actions we will take:

When:

BELONGING AND SOCIAL AND EMOTIONAL LEARNING

Items our school will invest in are:

Actions we will take:

When: