

## 2011 Staff Climate Survey Executive summary - Comments

The 2011 climate survey was sent to all employees in Pinellas County Schools. The survey was completed by 5,216 staff members who also provided 1,341 comments.

A team of six staff members from the Research and Accountability Department and a staff member from another department conducted a qualitative analysis of the survey results. The staff members spent over one hundred hours reading the comments while using qualitative research methodology to find trends within each of the 119 schools/sites.

Based on the comments given for each school, the schools are categorized into four levels as follows:

- 28% of the schools have comments demonstrating a positive climate
- 37% of the schools have comments demonstrating an average climate
- 16% of the schools have comments demonstrating an unsatisfactory climate
- 19% of the schools have comments demonstrating a poor climate

Seventeen schools did not have sufficient number of comments to arrive at any summary.

To assign the above ratings, the following factors were considered.

- Internal school's communication problems
- A lack of trust and respect
- Student discipline problems at the school

The ratings given for all the items on the survey are presented in tables attached.