Survey Response Rates 2023

Central Team Survey Results for

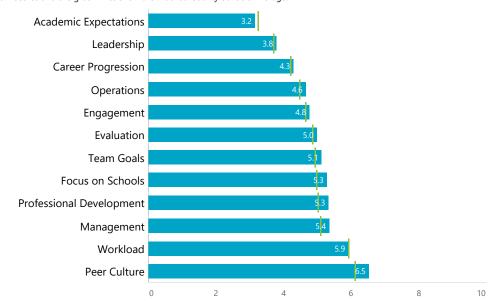
Central Teams Staff

Response Rate 51% Respondents 357 Recipients 698

All Departments

Season All

Domain Scores for All



	2023	Alachua County Average	National Average
Academic Expectations	3.2	3.2	5.0
Leadership	3.8	3.7	5.0
Career Progression	4.3	4.2	5.0
Operations	4.6	4.5	5.0
Engagement	4.8	4.6	5.0
Evaluation	5.0	4.8	5.0
Team Goals	5.1	4.9	5.0
Focus on Schools	5.3	5.0	5.0
Professional Development	5.3	5.0	5.0
Management	5.4	5.1	5.0
Workload	5.9	5.9	5.0
Peer Culture	6.5	6.1	5.0

	Central Team Survey Results for				
Response Rate Respondents Recipients	51% 357 All Departments 698	2023	Alachua County Average	National Average	
r oi	I have a specific development goal or project for the coming year that excites me.	53%	53%	59%	
Career Progression	Someone in the district is thinking about my career progression.	26%	24%	43%	
Pre	There are opportunities for me to advance within the district.	34%	35%	45%	
nent	I am compensated fairly for the work that I do.	34%	32%	45%	
Engagement	My day-to-day work is clearly relevant to district goals.	79%	79%	86%	
Eng	My day-to-day work makes good use of my strengths.	81%	79%	76%	
	I agree with the criteria that will be used to evaluate my performance.	62%	60%	66%	
u	I know the criteria that will be used to evaluate my performance.	68%	65%	73%	
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	47%	47%		
Ā	The performance evaluation process helps identify my strengths and weaknesses.*	52%	52%		
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	76%	74%	77%	
sloc	I have access to the information I need to support my district's schools.	70%	66%	68%	
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	72%	69%	69%	
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	69%	66%	73%	
Ğ	My team/department resolves problems from our schools quickly.	73%	68%	77%	
	District leaders model the behavior they hope to see across the district community.	38%	38%	53%	
d d	I have the opportunity to provide input on key district decisions that affect me.	33%	31%	43%	
Leadership	Leaders in my district value my feedback.	38%	36%	47%	
, F	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	35%	33%	61%	
	When district leaders commit to a program or priority, they follow through.	33%	32%	52%	
	My manager actively supports my growth and development.	78%	73%	73%	
nent	My manager provides me with regular, actionable feedback.	69%	69%	72%	
Management	My manager supports me in prioritizing the most essential aspects of my work.	76%	73%	73%	
Ma	The expectations for my role are clearly defined.	68%	66%	78%	
	When I get feedback, I receive support to implement those changes.	71%	67%	67%	

Response Rate	Central Teams Staff 51%			
Response Rate Respondents Recipients	357 All Departments 698	2023	Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year.	18%	22%	45%
lem Eatie	It's fair to expect students in this district to master grade-level standards by the end of the year.	45%	48%	65%
Academic xpectatio n	One year is enough time for students in this district to master the grade-level standards.	31%	37%	44%
EX A	The standards are appropriate for the students in this district.	40%	44%	68%
v	Day-to-day operations in my team/department run smoothly.	68%	63%	70%
Operations	Processes at the district make my work more efficient.	34%	33%	44%
rat	The building where I work is clean and well maintained.	58%	55%	69%
ədc	The district uses systems to track information in a way that is useful and up to date.	36%	37%	48%
	When I need something at the district, I know who to ask.	67%	64%	68%
ā	In the past six months, I've had the opportunity to collaborate with someone in another depar	77%	72%	82%
<u>‡</u>	The time I spend collaborating with my colleagues is productive.	81%	79%	77%
Peer Culture	There is someone I can talk with openly and honestly about my work problems.	77%	71%	68%
eer	When I need help from a colleague, I know who to ask.	88%	86%	75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	81%	78%	74%
sio vel	In the past six months, I have developed new skills that I was able to apply in my role.	66%	61%	62%
Professional Development	Professional development opportunities for my team are relevant and well facilitated.	49%	45%	44%
Pro nal op	There are opportunities for professional growth in my role.	52%	49%	53%
<u>د </u>	I have access to the tools and resources I need to make progress on our team goals.	66%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	74%	72%	75%
⊢ ⊍	My team regularly discusses our progress toward achieving our goals.	66%	64%	70%

All Staff Plans for 2023

85% Plan to stay 2+ years

Top Reasons for Planning to Leav for All Staff planning to leave this year or next yea		Top Reasons for Planning to S for All Staff planning to stay for three or more y	,
am leaving for personal reasons that have nothing	13 Staff	Ability to have a positive impact on student ou	51 Staff
Dissatisfaction with culture and environment at the	5 Staff	Retirement benefits	33 Staff
am leaving for professional reasons that have nothi	5 Staff	I like the work schedule	21 Staff
Dissatisfaction with district leadership	4 Staff	Inspiring immediate supervisor	17 Staff
Dissatisfaction with financial compensation	3 Staff	Staff collegiality and collaboration/relationship	16 Staff
Dissatisfaction with my immediate supervisor	3 Staff	Financial compensation	12 Staff
Dissatisfaction with staff collegiality and collaboratio	2 Staff	Job security	12 Staff
Lack of recognition/respect	2 Staff	Opportunities for advancement or career progr	11 Staff
Insufficient opportunities to earn a promotion	1 Staff	I would like to leave, but have not yet found a	7 Staff
My workload is too great	1 Staff	Autonomy to make decisions about my work	6 Staff
		Development support/opportunity to improve	6 Staff
		I feel safe and supported bringing my authenti	5 Staff
		Positive district culture and environment	4 Staff
		My office is in a convenient location; I have an	2 Staff
		Recognition and respect	1 Staff

Technical Appendix

National Benchmarks

Throughout this report, you'll see comparisons to a National Average, which is calculated from our national dataset of over 4000 responses. National benchmarks may not be available for new survey questions.

Domain Scores

Questions in the survey are grouped into topics called domains. Domain scores summarize staff feedback on these topics and are based on the average ratings of Likert items in that domain. When we report on individual questions, we usually share the percentage of respondents who agree or strongly agree. Because domain scores consider the full answer scale, they also capture the strength of agreement or disagreement with statements in that domain. We summarize the average ratings and then place the calculation on a 0–10 scale. For each domain, a score of 5 represents the national average for the domain. A score of 7 is one standard deviation above average; a score of 3 is one standard deviation below average.

Survey Notes

- · *Survey items with an asterisk are not included in the domain score for that domain
- **Survey items with a double asterisk are reverse-coded because for these items lower agreement is a better result

Retention Options

The report only shows those responses that were selected by at least one survey respondent. Below are all the possible options shown on the survey for retention-related questions.

Please select the most important factor contributing to your plans to stop working at the district/network.

- · Dissatisfaction with financial compensation (including salary and benefits)
- · Not enough discretion to make decisions about my work
- · Insufficient opportunities to earn a promotion
- · Dissatisfaction with district/network leadership
- · Dissatisfaction with my immediate supervisor
- \cdot I don't feel safe and supported bringing my authentic self to work
- · Inability to have an adequate positive impact on student outcomes
- · Dissatisfaction with culture and environment at the district/network
- \cdot Dissatisfaction with staff collegiality and collaboration
- \cdot I am being laid off, non-renewed, or bumped from my position for reasons that are not my decision
- · My workload is too great
- · My commute is too long
- · I am leaving for personal reasons that have nothing to do with the district (e.g., moving, family matters, retirement)
- I am leaving for professional reasons that have nothing to do with the district (e.g., changing careers, graduate school)
- · Lack of recognition/respect
- · Dissatisfaction with the staff performance evaluation system

Please select the most important factor contributing to your plans to continue working at the district/network.

- · Inspiring district leadership
- · Inspiring immediate supervisor
- · Positive district culture and environment
- $\cdot \ \mathsf{Opportunities} \ \mathsf{for} \ \mathsf{advancement} \ \mathsf{or} \ \mathsf{career} \ \mathsf{progression}$
- · Development support/opportunity to improve in my role
- · Financial compensation
- · Retirement benefits
- $\cdot \ Recognition \ and \ respect$
- · I feel safe and supported bringing my authentic self to work
- · I like the work schedule
- · Autonomy to make decisions about my work
- · My office is in a convenient location: I have an easy commute
- · Job security
- Staff collegiality and collaboration/relationships with staff
- · Ability to have a positive impact on student outcomes
- I would like to leave, but have not yet found a better opportunity elsewhere

Insight Help Center

Still have questions? Go to the Insight Help Center for FAQs about survey methodology, interpreting results, and resources for sharing results with others.



Provide Report Feedback

How was your experience using this report? Complete a brief survey to let us know how we did!



Terms of Use

Response Rate 40% Respondents 10 Recipients

Adult Education / Athletics / Physical Education / Driver's Ed

Season All

Domain Scores for Adult Education/Athletics/Physical Education/Driver Education

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Leadership	5.1	3.7	5.0
Focus on Schools	6.6	5.0	5.0
Operations	6.6	4.5	5.0
Engagement	6.7	4.6	5.0
Evaluation	6.8	4.8	5.0
Team Goals	6.8	4.9	5.0
Career Progression	7.2	4.2	5.0
Management	7.3	5.1	5.0
Peer Culture	7.6	6.1	5.0
Professional Development	7.8	5.0	5.0
Workload	8.1	5.9	5.0

Response Rate 40% Respondents 4 Recipients 10

Adult Education / Athletics / Physical Education / Driver's Ed

Recipients	10	2023	Alachua County Average	National Average
r ion	I have a specific development goal or project for the coming year that excites me.	75%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	50%	24%	43%
Pre	There are opportunities for me to advance within the district.	100%	35%	45%
nent	I am compensated fairly for the work that I do.	75%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	100%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	100%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	100%	60%	66%
u	I know the criteria that will be used to evaluate my performance.	75%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	100%	47%	
Ē	The performance evaluation process helps identify my strengths and weaknesses.*	75%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	100%	74%	77%
sols	I have access to the information I need to support my district's schools.	75%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	100%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%
Ğ	My team/department resolves problems from our schools quickly.	75%	68%	77%
	District leaders model the behavior they hope to see across the district community.	50%	38%	53%
hip	I have the opportunity to provide input on key district decisions that affect me.	50%	31%	43%
Leadership	Leaders in my district value my feedback.	50%	36%	47%
Le	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	75%	33%	61%
	When district leaders commit to a program or priority, they follow through.	50%	32%	52%
	My manager actively supports my growth and development.	100%	73%	73%
nent	My manager provides me with regular, actionable feedback.	100%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	100%	73%	73%
Mai	The expectations for my role are clearly defined.	100%	66%	78%
	When I get feedback, I receive support to implement those changes.	100%	67%	67%

Respondents Adult Education / Athletics / Physical Education / Driver's Ed 10 Recipients Alachua National 2023 County Average Average 100% 63% 70% Day-to-day operations in my team/department run smoothly. Operations 50% 33% 44% Processes at the district make my work more efficient. 55% 69% The building where I work is clean and well maintained. 75% The district uses systems to track information in a way that is useful and up to date. 75% 37% 48% When I need something at the district, I know who to ask. 75% 64% 68% 82% 100% 72% In the past six months, I've had the opportunity to collaborate with someone in another depar.. **Peer Culture** 100% 79% 77% The time I spend collaborating with my colleagues is productive. 100% 71% 68% There is someone I can talk with openly and honestly about my work problems. When I need help from a colleague, I know who to ask. 75% 86% 75% 100% 78% 74% When someone is struggling with a work problem, a co-worker will always help. Professiona **Team Goals I Developm** In the past six months, I have developed new skills that I was able to apply in my role. 100% 61% 62% 44% Professional development opportunities for my team are relevant and well facilitated. 100% 45% There are opportunities for professional growth in my role. 100% 49% 53% 100% 65% 69% I have access to the tools and resources I need to make progress on our team goals.

Adult Education/Athletics/Physical Education/Driver Education Staff Plans for 2023

Top Reasons for Planning to Leave

My team has clear goals that drive our day-to-day work.

My team regularly discusses our progress toward achieving our goals.

40%

Response Rate

for Adult Education/Athletics/Physical Education/Driver Education Staff planning to leave this year or next year

Top Reasons for Planning to Stay

100%

100%

72%

64%

75%

70%

for Adult Education/Athletics/Physical Education/Driver Education Staff planning to stay for three or more years

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Please select the <u>most important</u> factor contributing to your plans to stop working at the district/network.

- · Dissatisfaction with financial compensation (including salary and benefits)
- · Not enough discretion to make decisions about my work
- · Insufficient opportunities to earn a promotion
- · Dissatisfaction with district/network leadership
- Dissatisfaction with my immediate supervisor
- \cdot I don't feel safe and supported bringing my authentic self to work
- · Inability to have an adequate positive impact on student outcomes
- · Dissatisfaction with culture and environment at the district/network
- · Dissatisfaction with staff collegiality and collaboration
- · I am being laid off, non-renewed, or bumped from my position for reasons that are not my decision
- · My workload is too great
- · My commute is too long
- · I am leaving for personal reasons that have nothing to do with the district (e.g., moving, family matters, retirement)
- I am leaving for professional reasons that have nothing to do with the district (e.g., changing careers, graduate school)
- · Lack of recognition/respect
- · Dissatisfaction with the staff performance evaluation system

Please select the most important factor contributing to your plans to continue working at the district/network.

- · Inspiring district leadership
- · Inspiring immediate supervisor
- · Positive district culture and environment
- · Opportunities for advancement or career progression
- · Development support/opportunity to improve in my role
- · Financial compensation
- · Retirement benefits
- · Recognition and respect
- · I feel safe and supported bringing my authentic self to work
- · I like the work schedule
- · Autonomy to make decisions about my work
- · My office is in a convenient location: I have an easy commute
- · Job security
- $\cdot \ \text{Staff collegiality and collaboration/relationships with staff}$
- · Ability to have a positive impact on student outcomes
- I would like to leave, but have not yet found a better opportunity elsewhere

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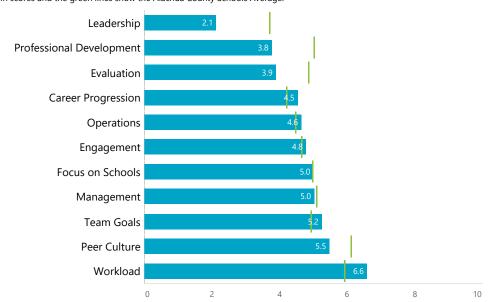


Terms of Use

Response Rate 56% Respondents 18 Recipients 32 **Business Services**

Season All

Domain Scores for Business Services



	2023	Alachua County Average	National Average
Leadership	2.1	3.7	5.0
Professional Development	3.8	5.0	5.0
Evaluation	3.9	4.8	5.0
Career Progression	4.5	4.2	5.0
Operations	4.6	4.5	5.0
Engagement	4.8	4.6	5.0
Focus on Schools	5.0	5.0	5.0
Management	5.0	5.1	5.0
Team Goals	5.2	4.9	5.0
Peer Culture	5.5	6.1	5.0
Workload	6.6	5.9	5.0

Response Ra Respondents Recipients	Dadinedo del video	2023	Alachua County Average	National Average
r ion	I have a specific development goal or project for the coming year that excites me.	50%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	31%	24%	43%
Pro	There are opportunities for me to advance within the district.	50%	35%	45%
ent	I am compensated fairly for the work that I do.	31%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	81%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	100%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	53%	60%	66%
u	I know the criteria that will be used to evaluate my performance.	53%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	40%	47%	
Ā	The performance evaluation process helps identify my strengths and weaknesses.*	60%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	67%	74%	77%
s ook	I have access to the information I need to support my district's schools.	75%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	69%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	67%	66%	73%
Ğ	My team/department resolves problems from our schools quickly.	75%	68%	77%
	District leaders model the behavior they hope to see across the district community.	13%	38%	53%
di d	I have the opportunity to provide input on key district decisions that affect me.	19%	31%	43%
Leadership	Leaders in my district value my feedback.	19%	36%	47%
Le	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	13%	33%	61%
	When district leaders commit to a program or priority, they follow through.	19%	32%	52%
	My manager actively supports my growth and development.	71%	73%	73%
nent	My manager provides me with regular, actionable feedback.	59%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	65%	73%	73%
a ⊠	The expectations for my role are clearly defined.	65%	66%	78%
	When I get feedback, I receive support to implement those changes.	71%	67%	67%

Response Rat Respondents Recipients	Business Services 18 32	2023	Alachua County Average	National Average
	Day-to-day operations in my team/department run smoothly.	69%	63%	70%
ons	Processes at the district make my work more efficient.	31%	33%	44%
Operations	The building where I work is clean and well maintained.	50%	55%	69%
ö	The district uses systems to track information in a way that is useful and up to date.	40%	37%	48%
	When I need something at the district, I know who to ask.	69%	64%	68%
	In the past six months, I've had the opportunity to collaborate with someone in another depar	69%	72%	82%
ture	The time I spend collaborating with my colleagues is productive.	63%	79%	77%
Peer Culture	There is someone I can talk with openly and honestly about my work problems.	75%	71%	68%
Peer	When I need help from a colleague, I know who to ask.	69%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.	69%	78%	74%
ona	In the past six months, I have developed new skills that I was able to apply in my role.	53%	61%	62%
Professiona I Developm ent	Professional development opportunities for my team are relevant and well facilitated.	24%	45%	44%
	There are opportunities for professional growth in my role.	35%	49%	53%
oals	I have access to the tools and resources I need to make progress on our team goals.	63%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	75%	72%	75%
Tea	My team regularly discusses our progress toward achieving our goals.	75%	64%	70%

Business Services Staff Plans for 2023

100%
100% Plan to stay 2+ years

Top Reasons for Planning to Leave for Business Services Staff planning to leave this year or next year

Top Reasons for Planning to Stay for Business Services Staff planning to stay for three or more years

I like the work schedule	5 Staff
Inspiring immediate supervisor	2 Staff
Retirement benefits	2 Staff
Financial compensation	1 Staff
I feel safe and supported bringing my authenti	1 Staff
I would like to leave, but have not yet found a	1 Staff
Staff collegiality and collaboration/relationship	1 Staff

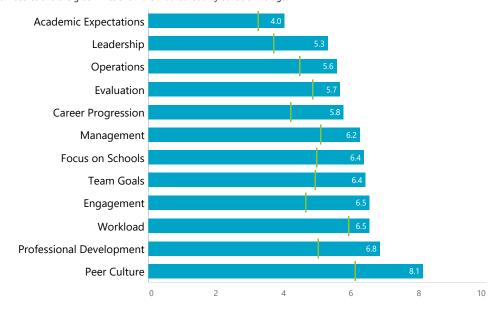
Response Rate Respondents Recipients

100% 8 8

Communications and Community Initiatives / School Volunteers and Partnerships

Season All

Domain Scores for Communications and Community Initiatives / School Volunteers and Partnerships Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Academic Expectations	4.0	3.2	5.0
Leadership	5.3	3.7	5.0
Operations	5.6	4.5	5.0
Evaluation	5.7	4.8	5.0
Career Progression	5.8	4.2	5.0
Management	6.2	5.1	5.0
Focus on Schools	6.4	5.0	5.0
Team Goals	6.4	4.9	5.0
Engagement	6.5	4.6	5.0
Workload	6.5	5.9	5.0
Professional Development	6.8	5.0	5.0
Peer Culture	8.1	6.1	5.0

Response Rate	100%			
Respondents Recipients	8 Communications and Community Initiatives / School Volunteers and P 8	artnerships 2023	Alachua County Average	National Average
, io	I have a specific development goal or project for the coming year that excites me.	75%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	38%	24%	43%
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Man	The expectations for my role are clearly defined.	88%	66%	78%
	When I get feedback, I receive support to implement those changes.	100%	67%	67%

Response Rate Respondents	100% 8 Communications and Community Initiatives / School Volunteers and	Partnerships	I	
Recipients	8	2023	Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year.	20%	22%	45%
Academic xpectation	It's fair to expect students in this district to master grade-level standards by the end of the year	. 67%	48%	65%
cad	One year is enough time for students in this district to master the grade-level standards.	50%	37%	44%
EX	The standards are appropriate for the students in this district.	0%	44%	68%
v	Day-to-day operations in my team/department run smoothly.	88%	63%	70%
ion	Processes at the district make my work more efficient.	38%	33%	44%
Operations	The building where I work is clean and well maintained.	63%	55%	69%
Ö	The district uses systems to track information in a way that is useful and up to date.	29%	37%	48%
	When I need something at the district, I know who to ask.	75%	64%	68%
ត	In the past six months, I've had the opportunity to collaborate with someone in another depart.	100%	72%	82%
重	The time I spend collaborating with my colleagues is productive.	100%	79%	77%
Š	There is someone I can talk with openly and honestly about my work problems.	88%	71%	68%
Peer Culture	When I need help from a colleague, I know who to ask.	88%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.	100%	78%	74%
ssio evel	In the past six months, I have developed new skills that I was able to apply in my role.	75%	61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	63%	45%	44%
Pre na of	There are opportunities for professional growth in my role.	63%	49%	53%
E S	I have access to the tools and resources I need to make progress on our team goals.	100%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	100%	72%	75%
- -	My team regularly discusses our progress toward achieving our goals.	88%	64%	70%

Communications and Community Initiatives / School Volunteers and Partnerships Staff Plans for 2023

100% Plan to stay 2+ years
Plan to stay 2+ years

Top Reasons for Planning to Leave

for Communications and Community Initiatives / School Volunteers and Partnerships Staff planning to leave this year or next year

Top Reasons for Planning to Stay for Communications and Community Initiatives / School Volunteers and Partnerships Staff planning to stay for three or more years

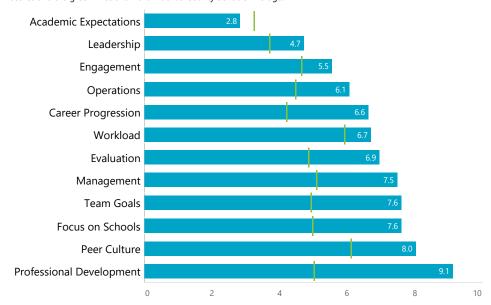
Opportunities for advancement or career progr	2 Staff	
Staff collegiality and collaboration/relationship	2 Staff	
Ability to have a positive impact on student ou	1 Staff	
Autonomy to make decisions about my work	1 Staff	
Inspiring immediate supervisor	1 Staff	

Response Rate 100% Respondents 5 Recipients 5

Career and Technical Education (CTE)

Season All

Domain Scores for Career and Technical Education (CTE)



	2023	Alachua County Average	National Average
Academic Expectations	2.8	3.2	5.0
Leadership	4.7	3.7	5.0
Engagement	5.5	4.6	5.0
Operations	6.1	4.5	5.0
Career Progression	6.6	4.2	5.0
Workload	6.7	5.9	5.0
Evaluation	6.9	4.8	5.0
Management	7.5	5.1	5.0
Team Goals	7.6	4.9	5.0
Focus on Schools	7.6	5.0	5.0
Peer Culture	8.0	6.1	5.0
Professional Development	9.1	5.0	5.0

Central Teams Report for

	100%			
Response Rate Respondents Recipients	5 Career and Technical Education (CTE) 5	2023	Alachua County Average	National Average
, io	I have a specific development goal or project for the coming year that excites me.	100%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	40%	24%	43%
Pro	There are opportunities for me to advance within the district.	60%	35%	45%
ent	I am compensated fairly for the work that I do.	40%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	80%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	100%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	80%	60%	66%
u O	I know the criteria that will be used to evaluate my performance.	100%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	40%	47%	
Ę	The performance evaluation process helps identify my strengths and weaknesses.*	60%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	80%	74%	77%
slo	I have access to the information I need to support my district's schools.	80%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	100%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%
P	My team/department resolves problems from our schools quickly.	80%	68%	77%
	District leaders model the behavior they hope to see across the district community.	60%	38%	53%
qi	I have the opportunity to provide input on key district decisions that affect me.	40%	31%	43%
Leadership	Leaders in my district value my feedback.	40%	36%	47%
ľě	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	40%	33%	61%
	When district leaders commit to a program or priority, they follow through.	40%	32%	52%
	My manager actively supports my growth and development.	100%	73%	73%
nent	My manager provides me with regular, actionable feedback.	80%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	80%	73%	73%
Mar	The expectations for my role are clearly defined.	100%	66%	78%
	When I get feedback, I receive support to implement those changes.	80%	67%	67%
			_	

	Central Teams Report for		1	
Response Rate Respondents Recipients	100% Career and Technical Education (CTE) 5	2023	Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year.	0%	22%	45%
em atic	It's fair to expect students in this district to master grade-level standards by the end of the year.	50%	48%	Average 45% 65% 44% 68% 70% 44% 69% 48% 68% 77% 68% 75% 74% 62% 44% 53% 69% 75%
Academic xpectatio n	One year is enough time for students in this district to master the grade-level standards.	50%	37%	44%
EX A	The standards are appropriate for the students in this district.	75%	44%	68%
5	Day-to-day operations in my team/department run smoothly.	100%	63%	70%
<u>io</u>	Processes at the district make my work more efficient.	20%	33%	44%
Operations	The building where I work is clean and well maintained.	80%	55%	69%
ре	The district uses systems to track information in a way that is useful and up to date.	40%	37%	48%
	When I need something at the district, I know who to ask.	80%	64%	68%
ā	In the past six months, I've had the opportunity to collaborate with someone in another depar	80%	72%	82%
Peer Culture	The time I spend collaborating with my colleagues is productive.	100%	79%	National Average 45% 65% 44% 68% 70% 44% 69% 48% 68% 82% 77% 68% 75% 74% 62% 44% 53% 69%
3	There is someone I can talk with openly and honestly about my work problems.	80%	71%	68%
eer	When I need help from a colleague, I know who to ask.	100%	86%	75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	100%	78%	74%
sio vel	In the past six months, I have developed new skills that I was able to apply in my role.	100%	61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	100%	45%	44%
Pro nal op	There are opportunities for professional growth in my role.	100%	49%	53%
u s	I have access to the tools and resources I need to make progress on our team goals.	80%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	100%	72%	75%
Ĕ Ū	My team regularly discusses our progress toward achieving our goals.	100%	64%	70%

Career and Technical Education (CTE) Staff Plans for 2023

100%
Plan to stay 2+ years

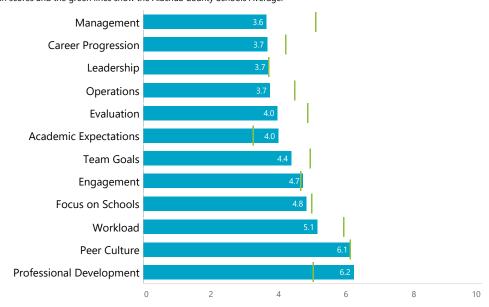
Top Reasons for Planning to Leave for Career and Technical Education (CTE) Staff planning to leave this year or next year

Top Reasons for Planning to Stay for Career and Technical Education (CTE) Staff planning to stay for three or more years

Ability to have a positive impact on student ou	1 Staff
Inspiring immediate supervisor	1 Staff
Recognition and respect	1 Staff
Retirement benefits	1 Staff

Response Rate 85%
Respondents 23
Curriculum Season All

Domain Scores for Curriculum



	2023	Alachua County Average	National Average
Management	3.6	5.1	5.0
Career Progression	3.7	4.2	5.0
Leadership	3.7	3.7	5.0
Operations	3.7	4.5	5.0
Evaluation	4.0	4.8	5.0
Academic Expectations	4.0	3.2	5.0
Team Goals	4.4	4.9	5.0
Engagement	4.7	4.6	5.0
Focus on Schools	4.8	5.0	5.0
Workload	5.1	5.9	5.0
Peer Culture	6.1	6.1	5.0
Professional Development	6.2	5.0	5.0

Respons Respond Recipien	ents 23 Curriculum	2023	Alachua County Average	National Average
ir Sion	I have a specific development goal or project for the coming year that excites me.	52%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	14%	24%	43%
A	There are opportunities for me to advance within the district.	24%	35%	45%
ent	I am compensated fairly for the work that I do.	41%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	77%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	86%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	45%	60%	66%
u O	I know the criteria that will be used to evaluate my performance.	50%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	29%	47%	
ĘĶ	The performance evaluation process helps identify my strengths and weaknesses.*	45%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	55%	74%	77%
ols	I have access to the information I need to support my district's schools.	74%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	70%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	65%	66%	73%
P00	My team/department resolves problems from our schools quickly.	70%	68%	77%
	District leaders model the behavior they hope to see across the district community.	48%	38%	53%
ģ	I have the opportunity to provide input on key district decisions that affect me.	35%	31%	43%
Leadership	Leaders in my district value my feedback.	43%	36%	47%
Lea	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	35%	33%	61%
	When district leaders commit to a program or priority, they follow through.	35%	32%	52%
	My manager actively supports my growth and development.	74%	73%	73%
lent	My manager provides me with regular, actionable feedback.	48%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	70%	73%	73%
Man	The expectations for my role are clearly defined.	30%	66%	78%
	When I get feedback, I receive support to implement those changes.	43%	67%	67%

Response Respond Recipient	ents 23 Curriculum	2023	Alachua County Average	National Average
ic ons	All students in this district can master the grade-level standards by the end of the year.	19%	22%	45%
Academic Expectations	It's fair to expect students in this district to master grade-level standards by the end of the year.	48%	48%	65%
cad	One year is enough time for students in this district to master the grade-level standards.	19%	37%	44%
EX A	The standards are appropriate for the students in this district.	33%	44%	68%
ω.	Day-to-day operations in my team/department run smoothly.	68%	63%	70%
Operations	Processes at the district make my work more efficient.	23%	33%	44%
rati	The building where I work is clean and well maintained.	50%	55%	69%
Эре	The district uses systems to track information in a way that is useful and up to date.	23%	37%	48%
	When I need something at the district, I know who to ask.	68%	64%	68%
ā	In the past six months, I've had the opportunity to collaborate with someone in another depar	83%	72%	82%
<u>‡</u>	The time I spend collaborating with my colleagues is productive.	74%	79%	77%
3	There is someone I can talk with openly and honestly about my work problems.	83%	71%	68%
Peer Culture	When I need help from a colleague, I know who to ask.	78%	86%	75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	74%	78%	74%
sio vel int	In the past six months, I have developed new skills that I was able to apply in my role.	87%	61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	61%	45%	44%
Pro nal	There are opportunities for professional growth in my role.	61%	49%	53%
<u>د s</u>	I have access to the tools and resources I need to make progress on our team goals.	64%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	59%	72%	75%
בֿ ש	My team regularly discusses our progress toward achieving our goals.	55%	64%	70%

Curriculum Staff Plans for 2023

83%

Plan to leave this year or next		Plan to stay 2+ years	
			1
Top Reasons for Planning to Leav for Curriculum Staff planning to leave this year or next		Top Reasons for Planning to St for Curriculum Staff planning to stay for three or mo	,
Dissatisfaction with culture and environment at the	2 Staff	Ability to have a positive impact on student ou	6 Staff
I am leaving for personal reasons that have nothing	2 Staff	Retirement benefits	3 Staff
		Job security	2 Staff
		I feel safe and supported bringing my authenti	1 Staff
		I like the work schedule	1 Staff
		I would like to leave, but have not yet found a	1 Staff
		Inspiring immediate supervisor	1 Staff
		My office is in a convenient location; I have an	1 Staff

Response Rate 100% Respondents 6 Recipients 6

Data Analytics, Evaluation, and Accountability

Season All

Domain Scores for Data Analytics, Evaluation, and Accountability



	2023	Alachua County Average	National Average
Leadership	1.1	3.7	5.0
Operations	2.8	4.5	5.0
Evaluation	3.2	4.8	5.0
Career Progression	3.4	4.2	5.0
Engagement	3.6	4.6	5.0
Professional Development	4.4	5.0	5.0
Academic Expectations	4.6	3.2	5.0
Management	5.4	5.1	5.0
Workload	5.6	5.9	5.0
Team Goals	6.4	4.9	5.0
Peer Culture	6.4	6.1	5.0
Focus on Schools	6.8	5.0	5.0

Response Ra Respondents Recipients	Data Analytics, Evaluation, and Accountability 6 Data Analytics, Evaluation, and Accountability	2023	Alachua County Average	National Average
. G	I have a specific development goal or project for the coming year that excites me.	67%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	33%	24%	43%
Pro	There are opportunities for me to advance within the district.	17%	35%	45%
ent	I am compensated fairly for the work that I do.	33%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	83%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	50%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	0%	60%	66%
uo	I know the criteria that will be used to evaluate my performance.	33%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	0%	47%	
Ē	The performance evaluation process helps identify my strengths and weaknesses.*	17%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	100%	74%	77%
sols	I have access to the information I need to support my district's schools.	67%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	100%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%
Ğ	My team/department resolves problems from our schools quickly.	100%	68%	77%
	District leaders model the behavior they hope to see across the district community.	0%	38%	53%
hip	I have the opportunity to provide input on key district decisions that affect me.	33%	31%	43%
Leadership	Leaders in my district value my feedback.	0%	36%	47%
L e	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	0%	33%	61%
	When district leaders commit to a program or priority, they follow through.	0%	32%	52%
	My manager actively supports my growth and development.	100%	73%	73%
nent	My manager provides me with regular, actionable feedback.	83%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	100%	73%	73%
⊒ M	The expectations for my role are clearly defined.	50%	66%	78%
	When I get feedback, I receive support to implement those changes.	67%	67%	67%

Response Rat Respondents Recipients	Data Analytics, Evaluation, and Accountability 6 6	2023	Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year.	20%	22%	45%
em ati	It's fair to expect students in this district to master grade-level standards by the end of the year	ear. 80%	48%	65%
Academic <pectation< td=""><td>One year is enough time for students in this district to master the grade-level standards.</td><td>60%</td><td>37%</td><td>44%</td></pectation<>	One year is enough time for students in this district to master the grade-level standards.	60%	37%	44%
EX A	The standards are appropriate for the students in this district.	80%	44%	68%
LO.	Day-to-day operations in my team/department run smoothly.	100%	63%	70%
o Si O	Processes at the district make my work more efficient.	17%	33%	44%
Operations	The building where I work is clean and well maintained.	83%	55%	69%
Эре	The district uses systems to track information in a way that is useful and up to date.	0%	37%	48%
	When I need something at the district, I know who to ask.	33%	64%	68%
ġ.	In the past six months, I've had the opportunity to collaborate with someone in another department	ar 67%	72%	82%
Peer Culture	The time I spend collaborating with my colleagues is productive.	50%	79%	77%
2	There is someone I can talk with openly and honestly about my work problems.	83%	71%	68%
eer	When I need help from a colleague, I know who to ask.	100%	86%	75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	100%	78%	74%
sio vel nt	In the past six months, I have developed new skills that I was able to apply in my role.	67%	61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	17%	45%	44%
Pro nal op	There are opportunities for professional growth in my role.	33%	49%	53%
ς s	I have access to the tools and resources I need to make progress on our team goals.	67%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	100%	72%	75%
⊢ Մ	My team regularly discusses our progress toward achieving our goals.	83%	64%	70%

Data Analytics, Evaluation, and Accountability Staff Plans for 2023

100% Plan to stay 2+ years

Top Reasons for Planning to Leave

for Data Analytics, Evaluation, and Accountability Staff planning to leave this year

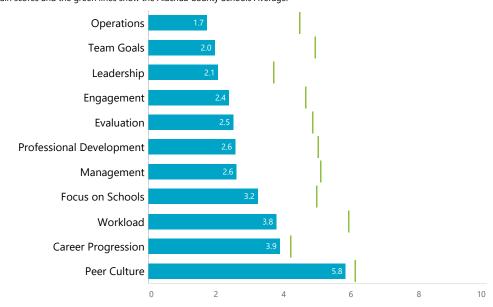
Top Reasons for Planning to Stay for Data Analytics, Evaluation, and Accountability Staff planning to stay for three or more years

Response Rate 100% Respondents 4 Recipients 4

Educational Equity and Outreach / The Parent Academy

Season All

Domain Scores for Educational Equity and Outreach/The Parent Academy



	2023	Alachua County Average	National Average
Operations	1.7	4.5	5.0
Team Goals	2.0	4.9	5.0
Leadership	2.1	3.7	5.0
Engagement	2.4	4.6	5.0
Evaluation	2.5	4.8	5.0
Professional Development	2.6	5.0	5.0
Management	2.6	5.1	5.0
Focus on Schools	3.2	5.0	5.0
Workload	3.8	5.9	5.0
Career Progression	3.9	4.2	5.0
Peer Culture	5.8	6.1	5.0

	Central Team Survey Results 101			
Response Rate Respondents Recipients	100% 4 Educational Equity and Outreach / The Parent Academy 4	2023	Alachua County Average	National Average
, io	I have a specific development goal or project for the coming year that excites me.	50%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	50%	24%	43%
Pro	There are opportunities for me to advance within the district.	0%	35%	45%
ent	I am compensated fairly for the work that I do.	25%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	25%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	25%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	25%	60%	66%
u O	I know the criteria that will be used to evaluate my performance.	25%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	0%	47%	
Ŗ	The performance evaluation process helps identify my strengths and weaknesses.*	0%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	25%	74%	77%
ols	I have access to the information I need to support my district's schools.	25%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	75%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	50%	66%	73%
Poc	My team/department resolves problems from our schools quickly.	50%	68%	77%
	District leaders model the behavior they hope to see across the district community.	0%	38%	53%
qin	I have the opportunity to provide input on key district decisions that affect me.	25%	31%	43%
Leadership	Leaders in my district value my feedback.	0%	36%	47%
Le	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	0%	33%	61%
	When district leaders commit to a program or priority, they follow through.	0%	32%	52%
	My manager actively supports my growth and development.	50%	73%	73%
nent	My manager provides me with regular, actionable feedback.	25%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	25%	73%	73%
Mar	The expectations for my role are clearly defined.	25%	66%	78%
	When I get feedback, I receive support to implement those changes.	25%	67%	67%

Response Rate Respondents Recipients	100% 4 Educational Equity and Outreach / The Parent Academy 4		Alachua County Average	National Average
	Day-to-day operations in my team/department run smoothly.	50%	63%	70%
ons	Processes at the district make my work more efficient.	0%	33%	44%
Operations	The building where I work is clean and well maintained.	50%	55%	69%
ö	The district uses systems to track information in a way that is useful and up to date.	0%	37%	48%
	When I need something at the district, I know who to ask.	50%	64%	68%
	In the past six months, I've had the opportunity to collaborate with someone in another department.	r 75%	72%	82%
ture	The time I spend collaborating with my colleagues is productive.	50%	79%	77%
Peer Culture	There is someone I can talk with openly and honestly about my work problems.	75%	71%	68%
Peer	When I need help from a colleague, I know who to ask.	75%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.	75%	78%	74%
ona	In the past six months, I have developed new skills that I was able to apply in my role.	50%	61%	62%
Professiona Developm ent	Professional development opportunities for my team are relevant and well facilitated.	0%	45%	44%
Prof	There are opportunities for professional growth in my role.	0%	49%	53%
oals	I have access to the tools and resources I need to make progress on our team goals.	25%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	50%	72%	75%
Теаі	My team regularly discusses our progress toward achieving our goals.	50%	64%	70%

Educational Equity and Outreach/The Parent Academy Staff Plans for 2023

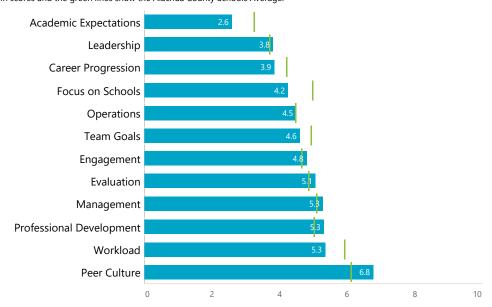
Top Reasons for Planning to Leave for Educational Equity and Outreach/The Parent Academy Staff planning to leave this year or next year Top Reasons for Planning to Stay for Educational Equity and Outreach/The Parent Academy Staff planning to stay for three or more years

Response Rate 70% Respondents 50 Recipients 71

Exceptional Student Education (ESE)

Season All

Domain Scores for Exceptional Student Education (ESE)



	2023	Alachua County Average	National Average
Academic Expectations	2.6	3.2	5.0
Leadership	3.8	3.7	5.0
Career Progression	3.9	4.2	5.0
Focus on Schools	4.2	5.0	5.0
Operations	4.5	4.5	5.0
Team Goals	4.6	4.9	5.0
Engagement	4.8	4.6	5.0
Evaluation	5.1	4.8	5.0
Management	5.3	5.1	5.0
Professional Development	5.3	5.0	5.0
Workload	5.3	5.9	5.0
Peer Culture	6.8	6.1	5.0

Response Rate	70%			
Respondents Recipients	Exceptional Student Education (ESE)	2023	Alachua County Average	National Average
r oi	I have a specific development goal or project for the coming year that excites me.	47%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	22%	24%	43%
Pro	There are opportunities for me to advance within the district.	33%	35%	45%
ent	I am compensated fairly for the work that I do.	28%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	77%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	91%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	65%	60%	66%
u o	I know the criteria that will be used to evaluate my performance.	76%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	41%	47%	
Ę	The performance evaluation process helps identify my strengths and weaknesses.*	51%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	78%	74%	77%
ols	I have access to the information I need to support my district's schools.	65%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	65%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	48%	66%	73%
P	My team/department resolves problems from our schools quickly.	55%	68%	77%
	District leaders model the behavior they hope to see across the district community.	43%	38%	53%
ë	I have the opportunity to provide input on key district decisions that affect me.	24%	31%	43%
Leadership	Leaders in my district value my feedback.	38%	36%	47%
Le	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	34%	33%	61%
	When district leaders commit to a program or priority, they follow through.	32%	32%	52%
	My manager actively supports my growth and development.	76%	73%	73%
ent	My manager provides me with regular, actionable feedback.	63%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	76%	73%	73%
Man	The expectations for my role are clearly defined.	80%	66%	78%
	When I get feedback, I receive support to implement those changes.	70%	67%	67%
			-	

	Central Team Survey Results for			
Response Rate Respondents Recipients	70% 50 Exceptional Student Education (ESE) 71	2023	Alachua County Average	National Average
ic	All students in this district can master the grade-level standards by the end of the year.	12%	22%	
em ätic	It's fair to expect students in this district to master grade-level standards by the end of the year.	33%	48%	
Academic Expectations	One year is enough time for students in this district to master the grade-level standards.	27%	37%	44%
EXP	The standards are appropriate for the students in this district.	34%	44%	68%
ι Λ	Day-to-day operations in my team/department run smoothly.	63%	63%	70%
Ö	Processes at the district make my work more efficient.	29%	33%	44%
Operations	The building where I work is clean and well maintained.	55%	55%	69%
ре	The district uses systems to track information in a way that is useful and up to date.	35%	37%	48%
J	When I need something at the district, I know who to ask.	63%	64%	% 44% % 68% % 70% % 44% % 69% % 48% % 68% % 77% % 68% % 75% % 74% % 62%
بو	In the past six months, I've had the opportunity to collaborate with someone in another depar	82%	72%	82%
<u>t</u>	The time I spend collaborating with my colleagues is productive.	82%	79%	77%
Peer Culture	There is someone I can talk with openly and honestly about my work problems.	86%	71%	68%
eer	When I need help from a colleague, I know who to ask.	94%	86%	75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	78%	78%	74%
sio vel nt	In the past six months, I have developed new skills that I was able to apply in my role.	59%	61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	49%	45%	44%
Pro nal op	There are opportunities for professional growth in my role.	55%	49%	53%
c v	I have access to the tools and resources I need to make progress on our team goals.	59%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	67%	72%	75%
⊢ ს	My team regularly discusses our progress toward achieving our goals.	61%	64%	70%
	why team regularly discusses our progress toward achieving our goals.	0176	0476	7070

Exceptional Student Education (ESE) Staff Plans for 2023

20%	80%
Plan to leave this year or next	Plan to stay 2+ years

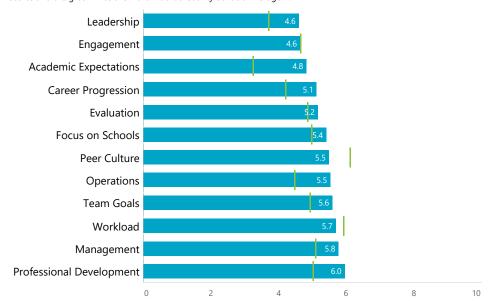
	1 1 1		I I
Top Reasons for Planning to Leave for Exceptional Student Education (ESE) Staff planning to leave this	Top Reasons for Planning to Stay for Exceptional Student Education (ESE) Staff planning to stay for three or more		
I am leaving for personal reasons that have nothing	4 Staff	years	45.6. ((
Dissatisfaction with culture and environment at the	1 Staff	Ability to have a positive impact on student ou	15 Staff
Dissatisfaction with financial compensation	1 Staff	I like the work schedule	6 Staff
Dissatisfaction with staff collegiality and collaboratio	1 Staff	Staff collegiality and collaboration/relationship	4 Staff
I am leaving for professional reasons that have nothi 1 Staf		Autonomy to make decisions about my work	3 Staff
Lack of recognition/respect	1 Staff	Inspiring immediate supervisor	3 Staff
Lack of recognition/respect	1 Stair	Opportunities for advancement or career progr	2 Staff
		Retirement benefits	2 Staff
		I would like to leave, but have not yet found a	1 Staff
		Job security	1 Staff
		Positive district culture and environment	1 Staff

Response Rate 81%
Respondents 22
Recipients 27

Food And Nutrition Services

Season All

Domain Scores for Food And Nutrition Services



	2023	Alachua County Average	National Average
Leadership	4.6	3.7	5.0
Engagement	4.6	4.6	5.0
Academic Expectations	4.8	3.2	5.0
Career Progression	5.1	4.2	5.0
Evaluation	5.2	4.8	5.0
Focus on Schools	5.4	5.0	5.0
Peer Culture	5.5	6.1	5.0
Operations	5.5	4.5	5.0
Team Goals	5.6	4.9	5.0
Workload	5.7	5.9	5.0
Management	5.8	5.1	5.0
Professional Development	6.0	5.0	5.0

	Central Team Survey Results for	1		
Response Rate Respondents Recipients	81% 22 Food And Nutrition Services 27	2023	Alachua County Average	National Average
, io	I have a specific development goal or project for the coming year that excites me.	62%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	29%	24%	43%
Pro C	There are opportunities for me to advance within the district.	52%	35%	45%
ent	I am compensated fairly for the work that I do.	43%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	76%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	81%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	67%	60%	66%
u o	I know the criteria that will be used to evaluate my performance.	71%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	67%	47%	
ĒV	The performance evaluation process helps identify my strengths and weaknesses.*	62%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	76%	74%	77%
ols	I have access to the information I need to support my district's schools.	81%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	81%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	71%	66%	73%
P00	My team/department resolves problems from our schools quickly.	81%	68%	77%
	District leaders model the behavior they hope to see across the district community.	57%	38%	53%
ë	I have the opportunity to provide input on key district decisions that affect me.	43%	31%	43%
Leadership	Leaders in my district value my feedback.	38%	36%	47%
Lea	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	57%	33%	61%
	When district leaders commit to a program or priority, they follow through.	57%	32%	52%
	My manager actively supports my growth and development.	85%	73%	73%
ent	My manager provides me with regular, actionable feedback.	86%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	81%	73%	73%
Man	The expectations for my role are clearly defined.	52%	66%	78%
	When I get feedback, I receive support to implement those changes.	86%	67%	67%

Response Rate Respondents Recipients	e 81% 22 Food And Nutrition Services 27		Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year.	33%	22%	45%
lem Eati	It's fair to expect students in this district to master grade-level standards by the end of the year	r. 57%	48%	65%
Academic xpectation	One year is enough time for students in this district to master the grade-level standards.	57%	37%	44%
EX A	The standards are appropriate for the students in this district.	33%	44%	68%
ι Λ	Day-to-day operations in my team/department run smoothly.	57%	63%	70%
<u></u>	Processes at the district make my work more efficient.	43%	33%	44%
Operations	The building where I work is clean and well maintained.	76%	55%	69%
Оре	The district uses systems to track information in a way that is useful and up to date.	52%	37%	48%
•	When I need something at the district, I know who to ask.	71%	64%	68%
ىۋ	In the past six months, I've had the opportunity to collaborate with someone in another depart	. 52%	72%	82%
Peer Culture	The time I spend collaborating with my colleagues is productive.	71%	79%	77%
J	There is someone I can talk with openly and honestly about my work problems.	62%	71%	68%
eer	When I need help from a colleague, I know who to ask.	81%	86%	75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	71%	78%	74%
sio vel	In the past six months, I have developed new skills that I was able to apply in my role.	71%	61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	60%	45%	44%
Pro la l op	There are opportunities for professional growth in my role.	57%	49%	53%
r s	I have access to the tools and resources I need to make progress on our team goals.	71%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	81%	72%	75%
⊢	My team regularly discusses our progress toward achieving our goals.	81%	64%	70%

Food And Nutrition Services Staff Plans for 2023

100% Plan to stay 2+ years

Top Reasons for Planning to Leave for Food And Nutrition Services Staff planning to leave this year or next year

Top Reasons for Planning to Stay for Food And Nutrition Services Staff planning to stay for three or more years

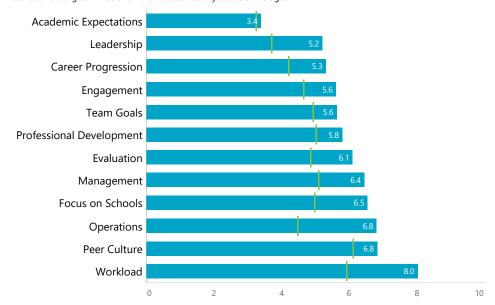
Retirement benefits	4 Staff
Ability to have a positive impact on student ou	3 Staff
Development support/opportunity to improve	3 Staff
I like the work schedule	2 Staff
Inspiring immediate supervisor	2 Staff
Opportunities for advancement or career progr	2 Staff
Autonomy to make decisions about my work	1 Staff
Job security	1 Staff

Response Rate 100% Respondents 20 Recipients 20

Human Resources / Risk Management

Season All

Domain Scores for Human Resources / Risk Management



	2023	Alachua County Average	National Average
Academic Expectations	3.4	3.2	5.0
Leadership	5.2	3.7	5.0
Career Progression	5.3	4.2	5.0
Engagement	5.6	4.6	5.0
Team Goals	5.6	4.9	5.0
Professional Development	5.8	5.0	5.0
Evaluation	6.1	4.8	5.0
Management	6.4	5.1	5.0
Focus on Schools	6.5	5.0	5.0
Operations	6.8	4.5	5.0
Peer Culture	6.8	6.1	5.0
Workload	8.0	5.9	5.0

Response R	te 100% Central Team Survey Results for			
Responden Recipients		2023	Alachua County Average	National Average
r ië	I have a specific development goal or project for the coming year that excites me.	50%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	42%	24%	43%
Pro	There are opportunities for me to advance within the district.	45%	35%	45%
ent	I am compensated fairly for the work that I do.	45%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	100%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	80%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	75%	60%	66%
u o	I know the criteria that will be used to evaluate my performance.	70%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	84%	47%	
Ř	The performance evaluation process helps identify my strengths and weaknesses.*	79%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	95%	74%	77%
ols	I have access to the information I need to support my district's schools.	85%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	80%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	85%	66%	73%
8	My team/department resolves problems from our schools quickly.	90%	68%	77%
	District leaders model the behavior they hope to see across the district community.	53%	38%	53%
ë	I have the opportunity to provide input on key district decisions that affect me.	53%	31%	43%
Leadership	Leaders in my district value my feedback.	53%	36%	47%
Lea	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	53%	33%	61%
	When district leaders commit to a program or priority, they follow through.	63%	32%	52%
	My manager actively supports my growth and development.	79%	73%	73%
ent	My manager provides me with regular, actionable feedback.	79%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	89%	73%	73%
Man	The expectations for my role are clearly defined.	89%	66%	78%
	When I get feedback, I receive support to implement those changes.	84%	67%	67%

Response Ra	te 100%			
Respondents Recipients	20 Human Resources / Risk Management 20	2023	Alachua County Average	National Average
ic ons	All students in this district can master the grade-level standards by the end of the year.	42%	22%	45%
Academic Expectations	It's fair to expect students in this district to master grade-level standards by the end of the year $\frac{1}{2}$	ear. 64%	48%	65%
cad	One year is enough time for students in this district to master the grade-level standards.	55%	37%	44%
EX A	The standards are appropriate for the students in this district.	55%	44%	68%
S	Day-to-day operations in my team/department run smoothly.	80%	63%	70%
Operations	Processes at the district make my work more efficient.	70%	33%	44%
erat	The building where I work is clean and well maintained.	80%	55%	69%
Ope	The district uses systems to track information in a way that is useful and up to date.	53%	37%	48%
	When I need something at the district, I know who to ask.	90%	64%	68%
อ	In the past six months, I've had the opportunity to collaborate with someone in another department of the past six months, I've had the opportunity to collaborate with someone in another department.	ar 58%	72%	82%
Peer Culture	The time I spend collaborating with my colleagues is productive.	89%	79%	77%
3	There is someone I can talk with openly and honestly about my work problems.	84%	71%	68%
eer	When I need help from a colleague, I know who to ask.	100%	86%	75%
<u> </u>	When someone is struggling with a work problem, a co-worker will always help.	89%	78%	74%
sel svel	In the past six months, I have developed new skills that I was able to apply in my role.	74%	61%	62%
nal Devel	Professional development opportunities for my team are relevant and well facilitated.	53%	45%	44%
r la g	There are opportunities for professional growth in my role.	58%	49%	53%
<u>د ه</u>	I have access to the tools and resources I need to make progress on our team goals.	85%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	75%	72%	75%
⊢ ⊍	My team regularly discusses our progress toward achieving our goals.	55%	64%	70%

Human Resources / Risk Management Staff Plans for 2023

100%
100% Plan to stay 2+ years

Top Reasons for Planning to Leave Top Reasons for Planning to Stay for Human Resources / Risk Management Staff planning to leave this year for Human Resources / Risk Management Staff planning to stay for three or more years

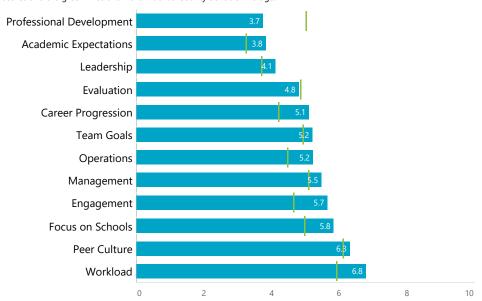
Inspiring immediate supervisor	3 Staff
Opportunities for advancement or career progr	3 Staff
Retirement benefits	3 Staff
Staff collegiality and collaboration/relationship	3 Staff
Development support/opportunity to improve	2 Staff
Ability to have a positive impact on student ou	1 Staff
Financial compensation	1 Staff
I like the work schedule	1 Staff

Response Rate 100% Respondents 12 Recipients 12

Information Resources (IR)

Season All

Domain Scores for Information Resources (IR)



	2023	Alachua County Average	National Average
Professional Development	3.7	5.0	5.0
Academic Expectations	3.8	3.2	5.0
Leadership	4.1	3.7	5.0
Evaluation	4.8	4.8	5.0
Career Progression	5.1	4.2	5.0
Team Goals	5.2	4.9	5.0
Operations	5.2	4.5	5.0
Management	5.5	5.1	5.0
Engagement	5.7	4.6	5.0
Focus on Schools	5.8	5.0	5.0
Peer Culture	6.3	6.1	5.0
Workload	6.8	5.9	5.0

Respor	Central Team Survey Results for		l	
Respor Recipie	Information Resources (IR)	2023	Alachua County Average	National Average
r sion	I have a specific development goal or project for the coming year that excites me.	55%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	55%	24%	43%
Pro	There are opportunities for me to advance within the district.	27%	35%	45%
ent	I am compensated fairly for the work that I do.	42%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	83%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	75%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	67%	60%	66%
u O	I know the criteria that will be used to evaluate my performance.	50%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	50%	47%	
Ā	The performance evaluation process helps identify my strengths and weaknesses.*	50%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	75%	74%	77%
sools	I have access to the information I need to support my district's schools.	67%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	67%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	82%	66%	73%
- P	My team/department resolves problems from our schools quickly.	83%	68%	77%
	District leaders model the behavior they hope to see across the district community.	33%	38%	53%
hip	I have the opportunity to provide input on key district decisions that affect me.	33%	31%	43%
Leadership	Leaders in my district value my feedback.	25%	36%	47%
Le	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	17%	33%	61%
	When district leaders commit to a program or priority, they follow through.	33%	32%	52%
	My manager actively supports my growth and development.	83%	73%	73%
nent	My manager provides me with regular, actionable feedback.	67%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	75%	73%	73%
Mar	The expectations for my role are clearly defined.	50%	66%	78%
	When I get feedback, I receive support to implement those changes.	67%	67%	67%

Respons	so Pato	100%	Central Team Survey Results for		I	
Respons Recipien	dents	12 12	Information Resources (IR)	2023	Alachua County Average	National Average
ic ons	All students	in this distric	ct can master the grade-level standards by the end of the year.	0%	22%	45%
Academic Expectations	It's fair to ex	It's fair to expect students in this district to master grade-level standards by the end of the year.		25%	48%	65%
cad	One year is	enough time	for students in this district to master the grade-level standards.	25%	37%	44%
EX A	The standar	ds are appro	priate for the students in this district.	50%	44%	68%
6	Day-to-day	operations ir	n my team/department run smoothly.	67%	63%	70%
Operations	Processes at	t the district i	make my work more efficient.	33%	33%	44%
rati	The building	g where I woi	rk is clean and well maintained.	50%	55%	69%
Эре	The district uses systems to track information in a way that is useful and up to date.			42%	37%	48%
	When I need	d something	at the district, I know who to ask.	83%	64%	68%
é	In the past s	six months, I'	ve had the opportunity to collaborate with someone in another depar	83%	72%	82%
<u><u>‡</u></u>	The time I s	pend collabo	rating with my colleagues is productive.	75%	79%	77%
3	There is son	neone I can t	alk with openly and honestly about my work problems.	83%	71%	68%
Peer Culture	When I need	d help from a	a colleague, I know who to ask.	75%	86%	75%
<u> </u>	When some	one is strugg	gling with a work problem, a co-worker will always help.	67%	78%	74%
sio vel	In the past s	six months, I	have developed new skills that I was able to apply in my role.	50%	61%	62%
Professio nal Devel opment	Professiona	l developmer	nt opportunities for my team are relevant and well facilitated.	33%	45%	44%
Pro nal op	There are o	oportunities t	for professional growth in my role.	25%	49%	53%
E S	I have acces	s to the tools	s and resources I need to make progress on our team goals.	75%	65%	69%
Team Goals	My team ha	s clear goals	that drive our day-to-day work.	75%	72%	75%
⊢ ⊍	My team re	gularly discus	sses our progress toward achieving our goals.	58%	64%	70%

Information Resources (IR) Staff Plans for 2023

100%
Plan to stay 2+ years

Top Reasons for Planning to Leave for Information Resources (IR) Staff planning to leave this year or next year

Top Reasons for Planning to Stay for Information Resources (IR) Staff planning to stay for three or more years

Ability to have a positive impact on student ou	2 Staff
Retirement benefits	2 Staff
Staff collegiality and collaboration/relationship	2 Staff
Development support/opportunity to improve	1 Staff
Job security	1 Staff
Positive district culture and environment	1 Staff

Response Rate 76% Respondents 26 Recipients 34

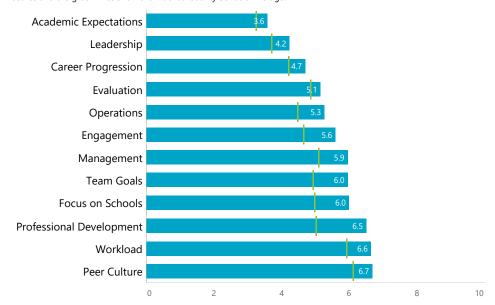
Central Teams Report for

Instructional Technology (IT) / Media and Instructional Materials

Season All

Domain Scores for Instructional Technology (IT) / Media and Instructional Materials

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Academic Expectations	3.6	3.2	5.0
Leadership	4.2	3.7	5.0
Career Progression	4.7	4.2	5.0
Evaluation	5.1	4.8	5.0
Operations	5.3	4.5	5.0
Engagement	5.6	4.6	5.0
Management	5.9	5.1	5.0
Team Goals	6.0	4.9	5.0
Focus on Schools	6.0	5.0	5.0
Professional Development	6.5	5.0	5.0
Workload	6.6	5.9	5.0
Peer Culture	6.7	6.1	5.0

Response Rate 76%
Respondents 26
Recipients 34

Central Teams Report for

Instructional Technology (IT) / Media and Instructional Materials Alachua National 2023 County Average Average 56% 53% 59% I have a specific development goal or project for the coming year that excites me. **Progression** Career 24% 43% Someone in the district is thinking about my career progression. 16% There are opportunities for me to advance within the district. 32% 35% 45% **Engagement** 32% 45% I am compensated fairly for the work that I do. 56% 86% 84% 79% My day-to-day work is clearly relevant to district goals. 76% 84% 79% My day-to-day work makes good use of my strengths. 75% 60% 66% I agree with the criteria that will be used to evaluate my performance. 69% 65% 73% I know the criteria that will be used to evaluate my performance. **Evaluation** 47% In my district, performance evaluation ratings are accurate reflections of staff effectiveness.* 64% The performance evaluation process helps identify my strengths and weaknesses.* 60% 52% The person who evaluates my performance has a clear understanding of my role and 74% 77% 79% responsibilities. 76% 66% 68% I have access to the information I need to support my district's schools. **Focus on Schools** My team/department regularly seeks feedback from schools to determine what support they 69% 69% 80% need. My team/department removes obstacles and distractions so school staff can focus on improving 84% 66% 73% student outcomes. 83% 68% 77% My team/department resolves problems from our schools quickly. 27% 38% 53% District leaders model the behavior they hope to see across the district community. I have the opportunity to provide input on key district decisions that affect me. 36% 31% 43% Leadership 40% 36% 47% Leaders in my district value my feedback. The district has a clear, overarching vision that drives priorities, goals, and decision making 62% 33% 61% within my team/department. 32% 52% When district leaders commit to a program or priority, they follow through. 31% My manager actively supports my growth and development. 80% 73% 73% **Management** 72% My manager provides me with regular, actionable feedback. 80% 69% 84% 73% 73% My manager supports me in prioritizing the most essential aspects of my work. 80% 66% 78% The expectations for my role are clearly defined. 84% 67% 67% When I get feedback, I receive support to implement those changes.

Response Rate	769
Respondents	26
Recipients	34

Central Teams Report for

Responden	ts 26 Instructional Technology (IT) / Media and Instructional Materi	als		
Recipients	34 Cy ()	2023	Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year.	28%	22%	45%
Academic xpectation	It's fair to expect students in this district to master grade-level standards by the end of the year.	56%	48%	65%
cad	One year is enough time for students in this district to master the grade-level standards.	39%	37%	44%
EX A	The standards are appropriate for the students in this district.	33%	44%	68%
W	Day-to-day operations in my team/department run smoothly.	80%	63%	70%
<u>o</u>	Processes at the district make my work more efficient.	36%	33%	44%
Operations	The building where I work is clean and well maintained.	56%	55%	69%
ре	The district uses systems to track information in a way that is useful and up to date.	64%	37%	48%
O	When I need something at the district, I know who to ask.	76%	64%	68%
ā	In the past six months, I've had the opportunity to collaborate with someone in another depar	88%	72%	82%
Peer Culture	The time I spend collaborating with my colleagues is productive.	88%	79%	77%
3	There is someone I can talk with openly and honestly about my work problems.	76%	71%	68%
eer	When I need help from a colleague, I know who to ask.	96%	86%	75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	81%	78%	74%
vel int	In the past six months, I have developed new skills that I was able to apply in my role.	72%	61%	62%
nal Devel	Professional development opportunities for my team are relevant and well facilitated.	69%	45%	44%
	There are opportunities for professional growth in my role.	73%	49%	53%
<u>د ه</u>	I have access to the tools and resources I need to make progress on our team goals.	84%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	84%	72%	75%
F 0	My team regularly discusses our progress toward achieving our goals.	80%	64%	70%

Instructional Technology (IT) / Media and Instructional Materials Staff Plans for 2023

100%
100% Plan to stay 2+ years

Top Reasons for Planning to Leave for Instructional Technology (IT) / Media and Instructional Materials Staff planning to leave this year or next year

Top Reasons for Planning to Stay

for Instructional Technology (IT) / Media and Instructional Materials Staff plann	ing to stay for three or more years
Retirement benefits	6 Staff
Financial compensation	3 Staff
Job security	3 Staff
I feel safe and supported bringing my authenti	2 Staff
I would like to leave, but have not yet found a	2 Staff
Opportunities for advancement or career progr	2 Staff
Staff collegiality and collaboration/relationship	2 Staff
Ability to have a positive impact on student ou	1 Staff
I like the work schedule	1 Staff
My office is in a convenient location; I have an	1 Staff

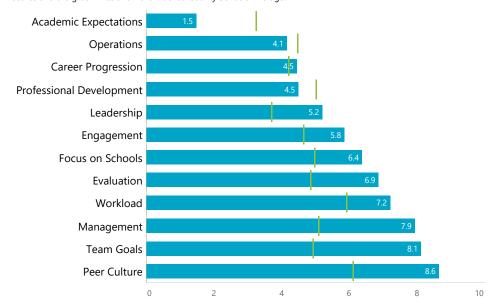
Response Rate 43% Respondents Recipients 14

Migrant Education

Season All

Domain Scores for Migrant Education

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Academic Expectations	1.5	3.2	5.0
Operations	4.1	4.5	5.0
Career Progression	4.5	4.2	5.0
Professional Development	4.5	5.0	5.0
Leadership	5.2	3.7	5.0
Engagement	5.8	4.6	5.0
Focus on Schools	6.4	5.0	5.0
Evaluation	6.9	4.8	5.0
Workload	7.2	5.9	5.0
Management	7.9	5.1	5.0
Team Goals	8.1	4.9	5.0
Peer Culture	8.6	6.1	5.0

	ponse Rate	43%	Central Team Survey Results for		Alachua	National
	pondents ipients	6 14	Migrant Education	2023	County Average	Average
ır sion	I have a spec	ific development go	oal or project for the coming year that excites me.	83%	53%	59%
Career Progression	Someone in t	the district is thinkir	ng about my career progression.	20%	24%	43%
Ā	There are opp	portunities for me to	o advance within the district.	40%	35%	45%
nent	I am compen	sated fairly for the v	work that I do.	17%	32%	45%
Engagement	My day-to-da	ay work is clearly rel	levant to district goals.	83%	79%	86%
E E	My day-to-da	ay work makes good	d use of my strengths.	100%	79%	76%
	I agree with t	he criteria that will	be used to evaluate my performance.	67%	60%	66%
ion	I know the cr	iteria that will be us	ed to evaluate my performance.	83%	65%	73%
Evaluation	In my district	, performance evalu	nation ratings are accurate reflections of staff effectiveness.*	67%	47%	
Ā	The performa	ance evaluation pro	cess helps identify my strengths and weaknesses.*	33%	52%	
	The person w		erformance has a clear understanding of my role and	100%	74%	77%
sols	I have access	to the information	I need to support my district's schools.	50%	66%	68%
ר Scho	My team/depneed.	partment regularly s	eeks feedback from schools to determine what support they	83%	69%	69%
Focus on Schools	My team/dep		bstacles and distractions so school staff can focus on improving	83%	66%	73%
Ğ	My team/dep	partment resolves p	roblems from our schools quickly.	67%	68%	77%
	District leade	rs model the behav	ior they hope to see across the district community.	50%	38%	53%
h G	I have the op	portunity to provide	e input on key district decisions that affect me.	50%	31%	43%
Leadership	Leaders in my	y district value my f	eedback.	50%	36%	47%
ľě		as a clear, overarchi am/department.	ng vision that drives priorities, goals, and decision making	50%	33%	61%
	When district	leaders commit to	a program or priority, they follow through.	50%	32%	52%
	My manager	actively supports m	y growth and development.	100%	73%	73%
nent	My manager	provides me with re	egular, actionable feedback.	100%	69%	72%
Management	My manager	supports me in pric	oritizing the most essential aspects of my work.	100%	73%	73%
Ma	The expectati	ions for my role are	clearly defined.	100%	66%	78%
	When I get fe	eedback, I receive su	upport to implement those changes.	100%	67%	67%

Resp	oonse Rate	43%	Central Team Survey Results for		Alachua	
Resp Recip	pients	6 14	Migrant Education	2023	County Average	National Average
Academic Expectations	All students i	n this district ca	an master the grade-level standards by the end of the year.	20%	22%	45%
Academic kpectation	It's fair to exp	ect students ir	this district to master grade-level standards by the end of the year.	40%	48%	65%
cad	One year is e	nough time for	students in this district to master the grade-level standards.	40%	37%	44%
EX A	The standard	s are appropria	te for the students in this district.	40%	44%	68%
v	Day-to-day o	perations in m	y team/department run smoothly.	80%	63%	70%
o B	Processes at the district make my work more efficient.		40%	33%	44%	
rati	The building	where I work is	clean and well maintained.	40%	55%	69%
Operations	The district uses systems to track information in a way that is useful and up to date.				37%	48%
	When I need	something at t	he district, I know who to ask.	40%	64%	68%
ė,	In the past six	x months, I've h	nad the opportunity to collaborate with someone in another depar	83%	72%	82%
Peer Culture	The time I sp	end collaborati	ng with my colleagues is productive.	100%	79%	77%
3	There is some	eone I can talk	with openly and honestly about my work problems.	100%	71%	68%
eer	When I need	help from a co	lleague, I know who to ask.	100%	86%	75%
△	When someo	ne is struggling	g with a work problem, a co-worker will always help.	100%	78%	74%
sio vel	In the past six	x months, I hav	e developed new skills that I was able to apply in my role.	60%	61%	62%
Professio nal Devel opment	Professional o	development o	pportunities for my team are relevant and well facilitated.	60%	45%	44%
Pro nal op	There are opp	portunities for	professional growth in my role.	50%	49%	53%
r S	I have access	to the tools an	d resources I need to make progress on our team goals.	100%	65%	69%
Team Goals	My team has	clear goals tha	t drive our day-to-day work.	100%	72%	75%
⊢ ⊍	My team regi	ularly discusses	our progress toward achieving our goals.	100%	64%	70%

Migrant Education Staff Plans for 2023

100% Plan to stay 2+ years

Top Reasons for Planning to Leave	Top Reasons for Pla for Migrant Education Staff planning t	
for Migrant Education Staff planning to leave this year or next year	Retirement benefits	2 Staff
year or next year	Ability to have a positive impact on student ou	1 Staff
	Financial compensation	1 Staff
	I feel safe and supported bringing my authenti	1 Staff

Staff collegiality and collaboration/relationship..

1 Staff

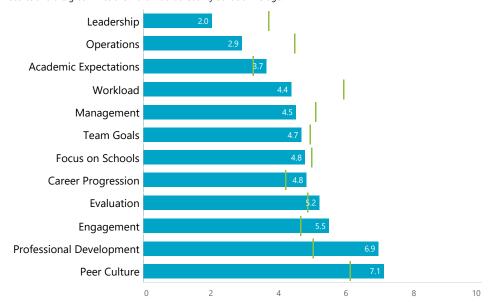
Response Rate 69% Respondents 9 Recipients 13

Professional Development

Season All

Domain Scores for Professional Development

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Leadership	2.0	3.7	5.0
Operations	2.9	4.5	5.0
Academic Expectations	3.7	3.2	5.0
Workload	4.4	5.9	5.0
Management	4.5	5.1	5.0
Team Goals	4.7	4.9	5.0
Focus on Schools	4.8	5.0	5.0
Career Progression	4.8	4.2	5.0
Evaluation	5.2	4.8	5.0
Engagement	5.5	4.6	5.0
Professional Development	6.9	5.0	5.0
Peer Culture	7.1	6.1	5.0

Re	esponse Rate espondents ecipients	69% 9 13	F	Professional Developme	ent	2023	Alachua County Average	National Average
r ië	I have a spec	ific development g	oal or project for th	e coming year that excite	es me.	67%	53%	59%
Career Progression	Someone in t	the district is thinki	ng about my career	progression.		33%	24%	43%
Pro	There are op	portunities for me	to advance within th	ne district.		44%	35%	45%
ent	I am compen	sated fairly for the	work that I do.			44%	32%	45%
Engagement	My day-to-da	ay work is clearly re	elevant to district go	pals.		89%	79%	86%
Eng	My day-to-da	ay work makes goo	od use of my strengt	ths.		100%	79%	76%
	I agree with t	he criteria that will	be used to evaluate	e my performance.		56%	60%	66%
on	I know the cr	iteria that will be u	sed to evaluate my	performance.		67%	65%	73%
Evaluation	In my district	, performance eval	uation ratings are a	ccurate reflections of sta	ff effectiveness.*	33%	47%	
Ē	The performa	ance evaluation pro	ocess helps identify	my strengths and weakn	esses.*	44%	52%	
	The person w		erformance has a cl	ear understanding of my	role and	56%	74%	77%
ols	I have access	to the information	I need to support r	my district's schools.		78%	66%	68%
Scho	My team/depneed.	partment regularly	seeks feedback fron	n schools to determine w	hat support they	67%	69%	69%
Focus on Schools	My team/dep		obstacles and distra	ctions so school staff car	n focus on improving	g 56%	66%	73%
F 00	My team/dep	partment resolves p	problems from our s	chools quickly.		78%	68%	77%
	District leade	ers model the beha	vior they hope to se	e across the district com	munity.	22%	38%	53%
hip	I have the op	portunity to provic	de input on key distr	rict decisions that affect 1	ne.	22%	31%	43%
Leadership	Leaders in m	y district value my	feedback.			22%	36%	47%
Le		as a clear, overarch am/department.	ning vision that drive	es priorities, goals, and d	ecision making	0%	33%	61%
	When district	t leaders commit to	o a program or prior	ity, they follow through.		0%	32%	52%
	My manager	actively supports r	my growth and deve	elopment.		78%	73%	73%
nent	My manager	provides me with I	regular, actionable f	eedback.		56%	69%	72%
Management	My manager	supports me in pri	oritizing the most e	ssential aspects of my wo	ork.	89%	73%	73%
Mar	The expectat	ions for my role are	e clearly defined.			67%	66%	78%
	When I get fo	eedback, I receive s	support to implemen	nt those changes.		67%	67%	67%

	nse Rate 69% ndents 9 Professional Development ents 13	2023	Alachua County Average	National Average
ic ons	All students in this district can master the grade-level standards by the end of the year.	11%	22%	45%
Academic Expectations	It's fair to expect students in this district to master grade-level standards by the end of the year.	22%	48%	65%
cad	One year is enough time for students in this district to master the grade-level standards.	33%	37%	44%
EX A	The standards are appropriate for the students in this district.	78%	44%	68%
w	Day-to-day operations in my team/department run smoothly.	63%	63%	70%
<u></u>	Processes at the district make my work more efficient.	13%	33%	44%
Operations	The building where I work is clean and well maintained.	50%	55%	69%
adc	The district uses systems to track information in a way that is useful and up to date.	13%	37%	48%
	When I need something at the district, I know who to ask.	44%	64% 689	68%
ā	In the past six months, I've had the opportunity to collaborate with someone in another depar	89%	72%	82%
Peer Culture	The time I spend collaborating with my colleagues is productive.	78%	79%	77%
J	There is someone I can talk with openly and honestly about my work problems.	67%	71%	68%
eer	When I need help from a colleague, I know who to ask.	89%	86%	75%
<u> </u>	When someone is struggling with a work problem, a co-worker will always help.	89%	78%	74%
sio rvel	In the past six months, I have developed new skills that I was able to apply in my role.	78%	61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	56%	45%	44%
Pro nal op	There are opportunities for professional growth in my role.	89%	49%	53%
u <u>s</u>	I have access to the tools and resources I need to make progress on our team goals.	67%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	78%	72%	75%
⊢ ⊍	My team regularly discusses our progress toward achieving our goals.	67%	64%	70%

Professional Development Staff Plans for 2023

100%
100% Plan to stay 2+ years

Top Reasons for Planning
to Leave

for Professional Development Staff planning to leave this year or next year

Top Reasons for Planning to Stay for Professional Development Staff planning to stay for three or more years

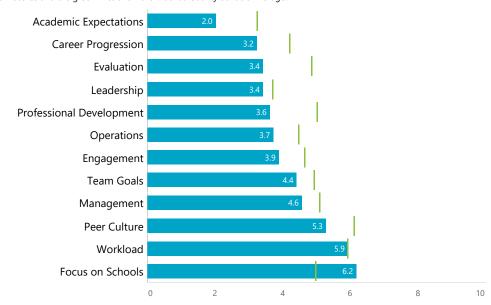
Ability to have a positive impact on student ou	2 Staff
Retirement benefits	2 Staff
Inspiring immediate supervisor	1 Staff

Response Rate 82% Respondents 9 Recipients 11

Department Name Project Development Season All

Domain Scores for Project Development

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Academic Expectations	2.0	3.2	5.0
Career Progression	3.2	4.2	5.0
Evaluation	3.4	4.8	5.0
Leadership	3.4	3.7	5.0
Professional Development	3.6	5.0	5.0
Operations	3.7	4.5	5.0
Engagement	3.9	4.6	5.0
Team Goals	4.4	4.9	5.0
Management	4.6	5.1	5.0
Peer Culture	5.3	6.1	5.0
Workload	5.9	5.9	5.0
Focus on Schools	6.2	5.0	5.0

	Central Team Survey Results for			
Response Rate Respondents Recipients	82% Department Name 9 Project Development 11	2023	Alachua County Average	National Average
<u>.</u> io	I have a specific development goal or project for the coming year that excites me.	67%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	11%	24%	43%
Ā.	There are opportunities for me to advance within the district.	22%	35%	County Average National Average 53% 59% 24% 43% 35% 45% 79% 86% 79% 76% 60% 66% 65% 73% 47% 77% 66% 68% 69% 69% 66% 73% 38% 53% 31% 43% 36% 47% 33% 61% 32% 52% 73% 73% 69% 72% 73% 73% 66% 78%
ent	I am compensated fairly for the work that I do.	13%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	67%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	67%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	44%	60%	66%
ᄄ	I know the criteria that will be used to evaluate my performance.	56%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	13%	47%	
ĘĶ	The performance evaluation process helps identify my strengths and weaknesses.*	25%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	44%	74%	77%
ols	I have access to the information I need to support my district's schools.	78%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	89%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%
Foc	My team/department resolves problems from our schools quickly.	78%	68%	77%
	District leaders model the behavior they hope to see across the district community.	22%	38%	53%
نات ط	I have the opportunity to provide input on key district decisions that affect me.	33%	31%	43%
Leadership	Leaders in my district value my feedback.	33%	36%	47%
Le	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	22%	33%	61%
	When district leaders commit to a program or priority, they follow through.	22%	32%	52%
	My manager actively supports my growth and development.	67%	73%	73%
nent	My manager provides me with regular, actionable feedback.	67%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	56%	73%	73%
Mar	The expectations for my role are clearly defined.	67%	66%	78%
	When I get feedback, I receive support to implement those changes.	56%	67%	67%

Response Rate Respondents Recipients	9 Department Name 9 Project Development	2023	Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year.	11%	22%	45%
Academic xpectation	It's fair to expect students in this district to master grade-level standards by the end of the year.	22%	48%	65%
cad	One year is enough time for students in this district to master the grade-level standards.	0%	37%	44%
EX A	The standards are appropriate for the students in this district.	33%	44%	68%
w	Day-to-day operations in my team/department run smoothly.	44%	63%	70%
<u>.</u> <u>0</u>	Processes at the district make my work more efficient.	22%	33%	44%
Operations	The building where I work is clean and well maintained.	44%	55%	69%
adc	The district uses systems to track information in a way that is useful and up to date.	22%	37%	48%
	When I need something at the district, I know who to ask.	56%	64%	68%
ā	In the past six months, I've had the opportunity to collaborate with someone in another depar	78%	72%	82%
<u> </u>	The time I spend collaborating with my colleagues is productive.	67%	79%	77%
Peer Culture	There is someone I can talk with openly and honestly about my work problems.	56%	71%	68%
eer	When I need help from a colleague, I know who to ask.	78%	86%	75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	56%	78%	74%
sio vel int	In the past six months, I have developed new skills that I was able to apply in my role.	67%	61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	22%	45%	44%
Pro nal op	There are opportunities for professional growth in my role.	33%	49%	53%
r s	I have access to the tools and resources I need to make progress on our team goals.	44%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	44%	72%	75%
⊢ Մ	My team regularly discusses our progress toward achieving our goals.	67%	64%	70%

Project Development Staff Plans for 2023

100% Plan to stay 2+ years
Plan to stay 2+ years

Top Reasons for Planning to Leave for Project Development Staff planning to leave this year or next year

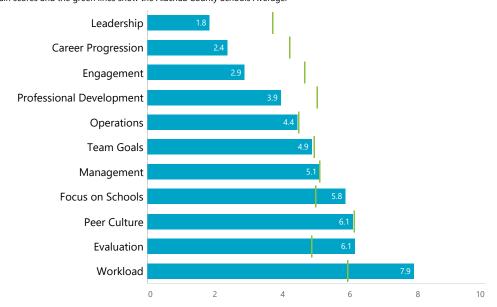
Top Reasons for Planning to Stay for Project Development Staff planning to stay for three or more years			
Ability to have a positive impact on student ou	2 Staff		
I like the work schedule	2 Staff		
Financial compensation	1 Staff		
Job security	1 Staff		

Response Rate 100% Respondents 5 Recipients 5

Department Name Student Assignment Season All

Domain Scores for Student Assignment

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Leadership	1.8	3.7	5.0
Career Progression	2.4	4.2	5.0
Engagement	2.9	4.6	5.0
Professional Development	3.9	5.0	5.0
Operations	4.4	4.5	5.0
Team Goals	4.9	4.9	5.0
Management	5.1	5.1	5.0
Focus on Schools	5.8	5.0	5.0
Peer Culture	6.1	6.1	5.0
Evaluation	6.1	4.8	5.0
Workload	7.9	5.9	5.0

Response R Respondent Recipients	Department Name	2023	Alachua County Average	National Average
, io	I have a specific development goal or project for the coming year that excites me.	40%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	20%	24%	43%
Pro P	There are opportunities for me to advance within the district.	0%	35%	45%
ent	I am compensated fairly for the work that I do.	20%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	40%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	40%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	80%	60%	66%
u.	I know the criteria that will be used to evaluate my performance.	80%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	60%	47%	
Eva	The performance evaluation process helps identify my strengths and weaknesses.*	60%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	100%	74%	77%
ols	I have access to the information I need to support my district's schools.	60%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	80%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	80%	66%	73%
Poc	My team/department resolves problems from our schools quickly.	80%	68%	77%
	District leaders model the behavior they hope to see across the district community.	20%	38%	53%
نو	I have the opportunity to provide input on key district decisions that affect me.	0%	31%	43%
Leadership	Leaders in my district value my feedback.	20%	36%	47%
Lea	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	0%	33%	61%
	When district leaders commit to a program or priority, they follow through.	20%	32%	52%
	My manager actively supports my growth and development.	60%	73%	73%
ent	My manager provides me with regular, actionable feedback.	80%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	60%	73%	73%
Man	The expectations for my role are clearly defined.	80%	66%	78%
	When I get feedback, I receive support to implement those changes.	60%	67%	67%

Response R Respondent Recipients	Department Name	2023	Alachua County Average	National Average
	Day-to-day operations in my team/department run smoothly.	100%	63%	70%
ons	Processes at the district make my work more efficient.	40%	33%	44%
Operations	The building where I work is clean and well maintained.	80%	55%	69%
ö	The district uses systems to track information in a way that is useful and up to date.	20%	37%	48%
	When I need something at the district, I know who to ask.	60%	64%	68%
	In the past six months, I've had the opportunity to collaborate with someone in another depar	40%	72%	82%
ture	The time I spend collaborating with my colleagues is productive.	80%	79%	77%
Peer Culture	There is someone I can talk with openly and honestly about my work problems.	60%	71%	68%
Peer	When I need help from a colleague, I know who to ask.	100%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.	100%	78%	74%
ona	In the past six months, I have developed new skills that I was able to apply in my role.	60%	61%	62%
Professiona Developm ent	Professional development opportunities for my team are relevant and well facilitated.	20%	45%	44%
Prof	There are opportunities for professional growth in my role.	20%	49%	53%
oals	I have access to the tools and resources I need to make progress on our team goals.	80%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	60%	72%	75%
Teal	My team regularly discusses our progress toward achieving our goals.	60%	64%	70%

Student Assignment Staff Plans for 2023

100% Plan to stay 2+ years

Top Reasons for Planning to Leave

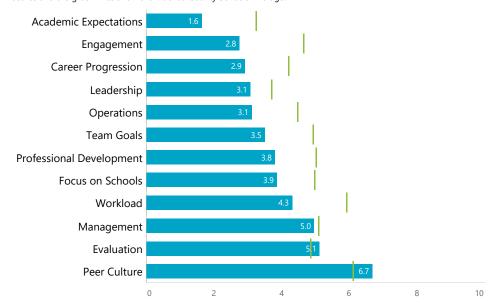
for Student Assignment Staff planning to leave this year or next year Top Reasons for Planning to Stay for Student Assignment Staff planning to stay for three or more years

Response Rate 74% Respondents 25 Recipients 34

Department Name Student Support Services Season All

Domain Scores for Student Support Services

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Academic Expectations	1.6	3.2	5.0
Engagement	2.8	4.6	5.0
Career Progression	2.9	4.2	5.0
Leadership	3.1	3.7	5.0
Operations	3.1	4.5	5.0
Team Goals	3.5	4.9	5.0
Professional Development	3.8	5.0	5.0
Focus on Schools	3.9	5.0	5.0
Workload	4.3	5.9	5.0
Management	5.0	5.1	5.0
Evaluation	5.1	4.8	5.0
Peer Culture	6.7	6.1	5.0

	Central Team Survey Results for			
Response Responder Recipients	B	2023	Alachua County Average	National Average
^r io	I have a specific development goal or project for the coming year that excites me.	30%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	13%	24%	43%
Pro	There are opportunities for me to advance within the district.	13%	35%	45%
ent	I am compensated fairly for the work that I do.	9%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	74%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	57%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	52%	60%	66%
uo	I know the criteria that will be used to evaluate my performance.	78%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	30%	47%	
ĒV	The performance evaluation process helps identify my strengths and weaknesses.*	39%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	96%	74%	77%
ols	I have access to the information I need to support my district's schools.	48%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	42%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	44%	66%	73%
Foo	My team/department resolves problems from our schools quickly.	56%	68%	77%
	District leaders model the behavior they hope to see across the district community.	25%	38%	53%
qir	I have the opportunity to provide input on key district decisions that affect me.	29%	31%	43%
Leadership	Leaders in my district value my feedback.	38%	36%	47%
Leg	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	17%	33%	61%
	When district leaders commit to a program or priority, they follow through.	17%	32%	52%
	My manager actively supports my growth and development.	71%	73%	73%
ient	My manager provides me with regular, actionable feedback.	64%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	75%	73%	73%
Man	The expectations for my role are clearly defined.	60%	66%	78%
	When I get feedback, I receive support to implement those changes.	63%	67%	67%

Response R Responden Recipients	D () () ()	2023	Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year.	0%	22%	45%
Academic xpectatio n	It's fair to expect students in this district to master grade-level standards by the end of the year.	29%	48%	65%
cad	One year is enough time for students in this district to master the grade-level standards.	5%	37%	44%
EX A	The standards are appropriate for the students in this district.	19%	44%	68%
w	Day-to-day operations in my team/department run smoothly.	35%	63%	70%
<u>.0</u>	Processes at the district make my work more efficient.	17%	33%	44%
rati	The building where I work is clean and well maintained.	35%	55%	69%
Operations	The district uses systems to track information in a way that is useful and up to date.	9%	37%	48%
•	When I need something at the district, I know who to ask.	61%	64%	68%
؈	In the past six months, I've had the opportunity to collaborate with someone in another depar	72%	72%	82%
<u>t</u>	The time I spend collaborating with my colleagues is productive.	92%	79%	77%
Peer Culture	There is someone I can talk with openly and honestly about my work problems.	72%	71%	68%
eer	When I need help from a colleague, I know who to ask.	88%	86%	75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	88%	78%	74%
sio vel nt	In the past six months, I have developed new skills that I was able to apply in my role.	44%	61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	32%	45%	44%
Pro nal op	There are opportunities for professional growth in my role.	32%	49%	53%
c o	I have access to the tools and resources I need to make progress on our team goals.	29%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	58%	72%	75%
⊢ ⊍	My team regularly discusses our progress toward achieving our goals.	29%	64%	70%

Student Support Services Staff Plans for 2023

100% Plan to stay 2+ years

Top Reasons	Top Reasons for Plannir for Student Support Services Staff planning to st		11.
for	Ability to have a positive impact on student ou	6 Staff	
Planning to Leave	Financial compensation	2 Staff	
	I like the work schedule	2 Staff	
for Student Support	I would like to leave, but have not yet found a	2 Staff	
Services Staff planning to	Autonomy to make decisions about my work	1 Staff	
leave this year	Job security	1 Staff	
or next year	Positive district culture and environment	1 Staff	
	Retirement benefits	1 Staff	
	Staff collegiality and collaboration/relationship	1 Staff	

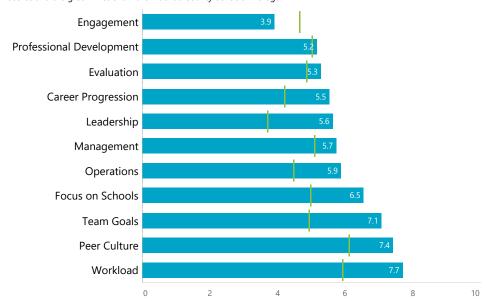
50% Response Rate Respondents 10 Recipients

Superintendent, Staff Attorney, and Security/School Safety

Season All

Domain Scores for Superintendent, Staff Attorney, and Security/School Safety

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Engagement	3.9	4.6	5.0
Professional Development	5.2	5.0	5.0
Evaluation	5.3	4.8	5.0
Career Progression	5.5	4.2	5.0
Leadership	5.6	3.7	5.0
Management	5.7	5.1	5.0
Operations	5.9	4.5	5.0
Focus on Schools	6.5	5.0	5.0
Team Goals	7.1	4.9	5.0
Peer Culture	7.4	6.1	5.0
Workload	7.7	5.9	5.0

	Central Team Survey Results for			
Response Rate Respondents Recipients	50% 5 Superintendent, Staff Attorney, and Security/School Safety 10	2023	Alachua County Average	National Average
io.	I have a specific development goal or project for the coming year that excites me.	75%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	25%	24%	43%
Pro	There are opportunities for me to advance within the district.	50%	35%	45%
ent	I am compensated fairly for the work that I do.	0%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	75%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	75%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	75%	60%	66%
u	I know the criteria that will be used to evaluate my performance.	75%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	25%	47%	
Ę	The performance evaluation process helps identify my strengths and weaknesses.*	50%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	75%	74%	77%
ols S	I have access to the information I need to support my district's schools.	80%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	60%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%
Ğ	My team/department resolves problems from our schools quickly.	100%	68%	77%
	District leaders model the behavior they hope to see across the district community.	75%	38%	53%
٩٠٠	I have the opportunity to provide input on key district decisions that affect me.	50%	31%	43%
Leadership	Leaders in my district value my feedback.	50%	36%	47%
Le	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	25%	33%	61%
	When district leaders commit to a program or priority, they follow through.	25%	32%	52%
	My manager actively supports my growth and development.	80%	73%	73%
nent	My manager provides me with regular, actionable feedback.	80%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	80%	73%	73%
Mar	The expectations for my role are clearly defined.	60%	66%	78%
	When I get feedback, I receive support to implement those changes.	80%	67%	67%

	Central Team Survey Results for			
Response Rate Respondents Recipients	50% 5 Superintendent, Staff Attorney, and Security/School Safety 10	2023	Alachua County Average	National Average
	Day-to-day operations in my team/department run smoothly.	100%	63%	70%
ons	Processes at the district make my work more efficient.	50%	33%	44%
Operations	The building where I work is clean and well maintained.	50%	55%	69%
Ö	The district uses systems to track information in a way that is useful and up to date.	25%	37%	48%
	When I need something at the district, I know who to ask.	75%	64%	68%
	In the past six months, I've had the opportunity to collaborate with someone in another depar	100%	72%	82%
ture	The time I spend collaborating with my colleagues is productive.	80%	79%	77%
Peer Culture	There is someone I can talk with openly and honestly about my work problems.	80%	71%	68%
Peer	When I need help from a colleague, I know who to ask.	100%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.	100%	78%	74%
ona	In the past six months, I have developed new skills that I was able to apply in my role.	80%	61%	62%
Professiona I Developm ent	Professional development opportunities for my team are relevant and well facilitated.	20%	45%	44%
Pro I De	There are opportunities for professional growth in my role.	40%	49%	53%
oals	I have access to the tools and resources I need to make progress on our team goals.	75%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	100%	72%	75%
Теа	My team regularly discusses our progress toward achieving our goals.	100%	64%	70%

Superintendent, Staff Attorney, and Security/School Safety Staff Plans for 2023

100% Plan to stay 2+ years

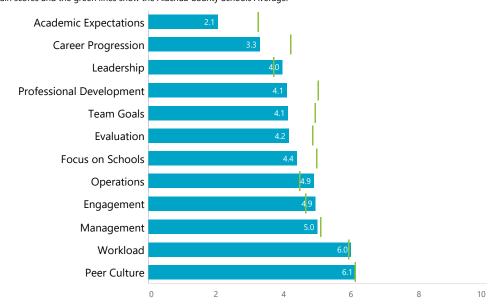
							Тор	Reaso	ns for	· Plann	ing to	Stay						
То				for Supe	rintender	nt, Staff A	•				_	-	stay for th	nree or m	ore years	5		
p	Retiremer	nt benefi	its										2 Staff					
Re	Ability to have a positive impact on student ou						1 Staff											
as	Financial o	compen	sation										1 Staff					

on s f or PΙ an ni ng to Le av e for Sup erin ten den

89% Response Rate Season System of Care Respondents 8 All Recipients 9

Domain Scores for System of Care

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Academic Expectations	2.1	3.2	5.0
Career Progression	3.3	4.2	5.0
Leadership	4.0	3.7	5.0
Professional Development	4.1	5.0	5.0
Team Goals	4.1	4.9	5.0
Evaluation	4.2	4.8	5.0
Focus on Schools	4.4	5.0	5.0
Operations	4.9	4.5	5.0
Engagement	4.9	4.6	5.0
Management	5.0	5.1	5.0
Workload	6.0	5.9	5.0
Peer Culture	6.1	6.1	5.0

Response Rate	89% System of Care			
Respondents Recipients	8 9	2023	Alachua County Average	National Average
, ioi	I have a specific development goal or project for the coming year that excites me.	25%	53%	59%
Career Progression	Someone in the district is thinking about my career progression.	25%	24%	43%
Pro	There are opportunities for me to advance within the district.	38%	35%	45%
ent	I am compensated fairly for the work that I do.	38%	32%	45%
Engagement	My day-to-day work is clearly relevant to district goals.	63%	79%	86%
Eng	My day-to-day work makes good use of my strengths.	88%	79%	76%
	I agree with the criteria that will be used to evaluate my performance.	50%	60%	66%
u O	I know the criteria that will be used to evaluate my performance.	75%	65%	73%
Evaluation	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	50%	47%	
ĘĶ	The performance evaluation process helps identify my strengths and weaknesses.*	63%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	63%	74%	77%
ols	I have access to the information I need to support my district's schools.	63%	66%	68%
Scho	My team/department regularly seeks feedback from schools to determine what support they need.	88%	69%	69%
Focus on Schools	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	63%	66%	73%
Ъ	My team/department resolves problems from our schools quickly.	63%	68%	77%
	District leaders model the behavior they hope to see across the district community.	38%	38%	53%
qir	I have the opportunity to provide input on key district decisions that affect me.	38%	31%	43%
Leadership	Leaders in my district value my feedback.	38%	36%	47%
Le	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	38%	33%	61%
	When district leaders commit to a program or priority, they follow through.	38%	32%	52%
	My manager actively supports my growth and development.	75%	73%	73%
ent	My manager provides me with regular, actionable feedback.	63%	69%	72%
Management	My manager supports me in prioritizing the most essential aspects of my work.	75%	73%	73%
Man	The expectations for my role are clearly defined.	63%	66%	78%
	When I get feedback, I receive support to implement those changes.	50%	67%	67%

Response Rate Respondents Recipients	89% 8 System of Care 9	2023	Alachua County Average	National Average
ic ons	All students in this district can master the grade-level standards by the end of the year.	25%	22%	45%
Academic Expectations	It's fair to expect students in this district to master grade-level standards by the end of the year.	50%	48%	65%
cad	One year is enough time for students in this district to master the grade-level standards.	25%	37%	44%
EX A	The standards are appropriate for the students in this district.	25%	44%	68%
ω.	Day-to-day operations in my team/department run smoothly.	63%	63%	6 45% 6 65% 6 44% 6 68% 6 70% 6 44% 6 69% 6 48% 6 68% 6 77% 6 68% 6 77% 6 68% 6 75%
Operations	Processes at the district make my work more efficient.	50%	County Average 22% 45% 48% 65% 37% 44% 44% 68% 63% 70% 33% 44% 55% 69% 37% 48% 64% 68% 72% 82% 79% 77% 71% 68% 86% 75% 78% 74% 61% 62% 45% 44% 49% 53% 65% 69% 72% 75%	44%
rati	The building where I work is clean and well maintained.	63%	55%	69%
Эре	The district uses systems to track information in a way that is useful and up to date.	38%	37%	48%
	When I need something at the district, I know who to ask.	50%	64%	Average 45% 65% 44% 68% 70% 44% 69% 48% 68% 77% 68% 75% 74%
ā	In the past six months, I've had the opportunity to collaborate with someone in another depar	75%	37% 44% 44% 68% 63% 70% 33% 44% 55% 69% 37% 48% 64% 68% 72% 82% 79% 77% 71% 68% 86% 75% 78% 74% 61% 62% 45% 44%	82%
<u>‡</u>	The time I spend collaborating with my colleagues is productive.	88%		77%
C	There is someone I can talk with openly and honestly about my work problems.	63%	71%	68%
Peer Culture	When I need help from a colleague, I know who to ask.	88%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.	75%	County Average 22% 45% 48% 659 37% 444 44% 689 63% 709 33% 449 55% 699 37% 489 64% 689 72% 829 79% 779 71% 689 86% 759 78% 749 61% 629 45% 449 49% 539 65% 699 72% 759	74%
sio vel rnt	In the past six months, I have developed new skills that I was able to apply in my role.	50%	86% 78% 61%	62%
Professio nal Devel opment	Professional development opportunities for my team are relevant and well facilitated.	50%	45%	44%
Pro nal op	There are opportunities for professional growth in my role.	25%	49%	53%
<u>د</u> ع	I have access to the tools and resources I need to make progress on our team goals.	50%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	63%	72%	75%
⊢ ⊍	My team regularly discusses our progress toward achieving our goals.	63%	64%	70%

System of Care Staff Plans for 2023

100%
100% Plan to stay 2+ years

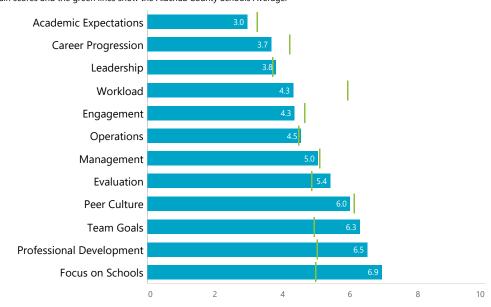
Top Reasons for Planning to Stay for System of Care Staff planning to stay for three or more years

Ability to have a positive impact on student ou	4 Staff
Financial compensation	1 Staff
Job security	1 Staff

Response Rate 100%
Respondents 8 Title I Season All

Domain Scores for Title I

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.



	2023	Alachua County Average	National Average
Academic Expectations	3.0	3.2	5.0
Career Progression	3.7	4.2	5.0
Leadership	3.8	3.7	5.0
Workload	4.3	5.9	5.0
Engagement	4.3	4.6	5.0
Operations	4.5	4.5	5.0
Management	5.0	5.1	5.0
Evaluation	5.4	4.8	5.0
Peer Culture	6.0	6.1	5.0
Team Goals	6.3	4.9	5.0
Professional Development	6.5	5.0	5.0
Focus on Schools	6.9	5.0	5.0

Resi	oonse Rate	100%	Central Team Surve	y Results for			
Resp	pients	8	Title I		2023	Alachua County Average	National Average
r ioi	I have a specif	fic development go	al or project for the coming year tha	at excites me.	38%	53%	59%
Career Progression	Someone in th	ne district is thinkin	g about my career progression.		13%	24%	43%
Pro	There are opp	ortunities for me to	advance within the district.		50%	35%	45%
ent	I am compens	ated fairly for the w	vork that I do.		50%	32%	45%
Engagement	My day-to-day	y work is clearly rele	evant to district goals.		88%	79%	86%
Eng	My day-to-day	y work makes good	l use of my strengths.		50%	79%	76%
	I agree with th	ne criteria that will b	pe used to evaluate my performance	2.	88%	60%	66%
u o	I know the crit	teria that will be use	ed to evaluate my performance.		88%	65%	73%
Evaluation	In my district,	performance evalu	ation ratings are accurate reflection:	s of staff effectiveness.*	50%	County Average	
Ŗ	The performar	nce evaluation proc	ess helps identify my strengths and	weaknesses.*	50%		
	The person wh		rformance has a clear understanding	g of my role and	63%	74%	77%
ols	I have access t	to the information I	need to support my district's school	ols.	75%	66%	68%
Scho	My team/depa	artment regularly se	eeks feedback from schools to deter	rmine what support they	88%	69%	69%
Focus on Schools	My team/depa student outco		ostacles and distractions so school s	staff can focus on improving	88%	66%	73%
P00	My team/depa	artment resolves pr	oblems from our schools quickly.		88%	68%	77%
	District leaders	s model the behavi	or they hope to see across the distr	ict community.	38%	38%	53%
ë	I have the opp	portunity to provide	input on key district decisions that	affect me.	38%	31%	43%
Leadership	Leaders in my	district value my fe	eedback.		50%	36%	47%
Lea		s a clear, overarchii m/department.	ng vision that drives priorities, goals	, and decision making	50%	33%	61%
	When district	leaders commit to a	a program or priority, they follow th	rough.	38%	32%	52%
	My manager a	actively supports my	y growth and development.		63%	73%	73%
ent	My manager p	provides me with re	gular, actionable feedback.		75%	69%	72%
Management	My manager s	supports me in prio	ritizing the most essential aspects o	f my work.	50%	73%	73%
Man	The expectation	ons for my role are	clearly defined.		75%	66%	78%
	When I get fee	edback, I receive su	pport to implement those changes.		63%	67%	67%

	Central Team Survey Results fo	r	I	
Res	ponse Rate 100% pondents 8 Title I	2023	Alachua County Average	National Average
Academic Expectations	All students in this district can master the grade-level standards by the end of the year	ar. 17%	22%	45%
Academic xpectatio n	It's fair to expect students in this district to master grade-level standards by the end	of the year. 50%	48%	65%
cad	One year is enough time for students in this district to master the grade-level standa	rds. 50%	37%	44%
EX A	The standards are appropriate for the students in this district.	50%	44%	68%
S	Day-to-day operations in my team/department run smoothly.	75%	63%	70%
Operations	Processes at the district make my work more efficient.	50%	County Average 22% 45% 48% 65% 37% 44% 44% 68%	44%
rati	The building where I work is clean and well maintained.	63%		69%
Эре	The district uses systems to track information in a way that is useful and up to date.	38%	37%	48%
	When I need something at the district, I know who to ask.	50%	64%	68%
ā	In the past six months, I've had the opportunity to collaborate with someone in another	her depar 75%	72%	82%
Peer Culture	The time I spend collaborating with my colleagues is productive.	to collaborate with someone in another depar 75% 72% 82% ues is productive. 88% 79% 77%		
3	There is someone I can talk with openly and honestly about my work problems.	50%	33% 44% 55% 69% 37% 48% 64% 68% 72% 82% 79% 77% 71% 68% 86% 75% 78% 74% 61% 62% 45% 44% 49% 53%	68%
eer	When I need help from a colleague, I know who to ask.	88%		75%
Δ.	When someone is struggling with a work problem, a co-worker will always help.	100%	78%	74%
sio	In the past six months, I have developed new skills that I was able to apply in my role	e. 75%	61%	62%
Professional Development	Professional development opportunities for my team are relevant and well facilitated	l. 63%	45%	44%
Pro nal	There are opportunities for professional growth in my role.	63%	49%	53%
u s	I have access to the tools and resources I need to make progress on our team goals.	75%	65%	69%
Team Goals	My team has clear goals that drive our day-to-day work.	88%	72%	75%
⊢ ⊍	My team regularly discusses our progress toward achieving our goals.	88%	64%	70%

Title I Staff Plans for 2023

100%
100% Plan to stay 2+ years

Top Reasons for Planning to Stay for Title I Staff planning to stay for three or more years

Retirement benefits	2 Staff
Ability to have a positive impact on student ou	1 Staff
Financial compensation	1 Staff
Positive district culture and environment	1 Staff

Technical Appendix

National Benchmarks

Throughout this report, you'll see comparisons to a National Average, which is calculated from our national dataset of over 4000 responses. National benchmarks may not be available for new survey questions.

Domain Scores

Questions in the survey are grouped into topics called domains. Domain scores summarize staff feedback on these topics and are based on the average ratings of Likert items in that domain. When we report on individual questions, we usually share the percentage of respondents who agree or strongly agree. Because domain scores consider the full answer scale, they also capture the strength of agreement or disagreement with statements in that domain. We summarize the average ratings and then place the calculation on a 0–10 scale. For each domain, a score of 5 represents the national average for the domain. A score of 7 is one standard deviation above average; a score of 3 is one standard deviation below average.

Survey Notes

- · *Survey items with an asterisk are not included in the domain score for that domain
- **Survey items with a double asterisk are reverse-coded because for these items lower agreement is a better result

Retention Options

The report only shows those responses that were selected by at least one survey respondent. Below are all the possible options shown on the survey for retention-related questions.

Please select the <u>most important</u> factor contributing to your plans to stop working at the district/network.

- · Dissatisfaction with financial compensation (including salary and benefits)
- · Not enough discretion to make decisions about my work
- · Insufficient opportunities to earn a promotion
- · Dissatisfaction with district/network leadership
- Dissatisfaction with my immediate supervisor
- · I don't feel safe and supported bringing my authentic self to work
- · Inability to have an adequate positive impact on student outcomes
- Dissatisfaction with culture and environment at the district/network
- · Dissatisfaction with staff collegiality and collaboration
- · I am being laid off, non-renewed, or bumped from my position for reasons that are not my decision
- · My workload is too great
- · My commute is too long
- · I am leaving for personal reasons that have nothing to do with the district (e.g., moving, family matters, retirement)
- I am leaving for professional reasons that have nothing to do with the district (e.g., changing careers, graduate school)
- · Lack of recognition/respect
- · Dissatisfaction with the staff performance evaluation system

Please select the most important factor contributing to your plans to continue working at the district/network.

- · Inspiring district leadership
- · Inspiring immediate supervisor
- · Positive district culture and environment
- · Opportunities for advancement or career progression
- · Development support/opportunity to improve in my role
- $\cdot \ \text{Financial compensation}$
- · Retirement benefits
- · Recognition and respect
- · I feel safe and supported bringing my authentic self to work
- · I like the work schedule
- · Autonomy to make decisions about my work
- · My office is in a convenient location: I have an easy commute
- · Job security
- Staff collegiality and collaboration/relationships with staff
- · Ability to have a positive impact on student outcomes
- \cdot I would like to leave, but have not yet found a better opportunity elsewhere

Insight Help Center

Still have questions? Go to the Insight Help Center for FAQs about survey methodology, interpreting results, and resources for sharing results with others.



Provide Report Feedback

How was your experience using this report? Complete a brief survey to let us know how we did!



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