

## Survey Response Rates 2023

Response Rate	51%
Respondents	357
Recipients	698

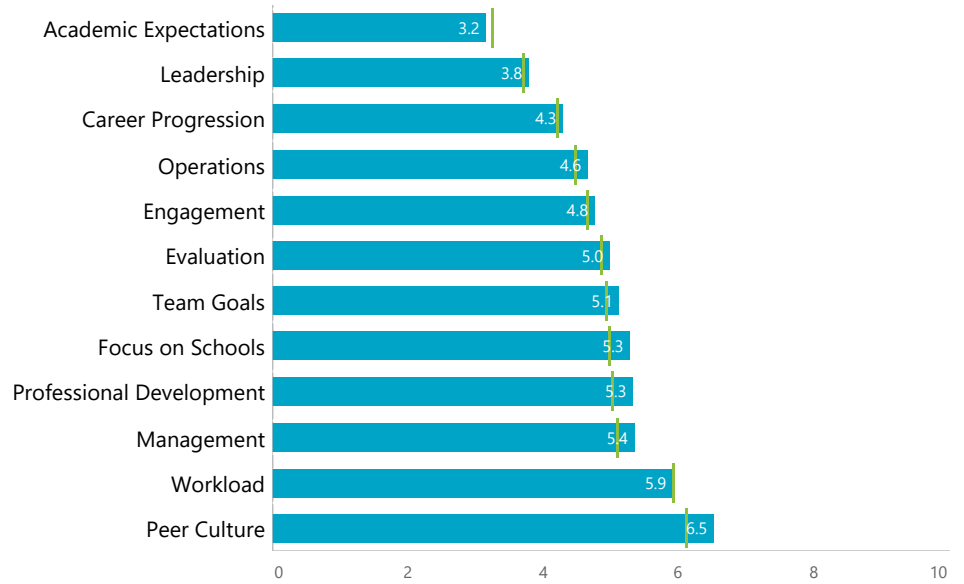
## Central Team Survey Results for

All Departments

Season  
All

### Domain Scores for All

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	3.2	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

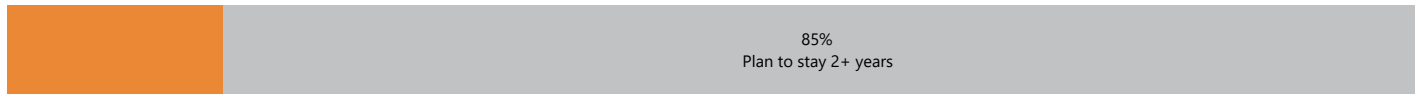
## Central Team Survey Results for

Response Rate	Central Teams Staff	All Departments		
Respondents	51%	2023	Alachua County Average	National Average
Recipients	357			
Recipients	698			
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	53%	53%	59%
	Someone in the district is thinking about my career progression.	26%	24%	43%
	There are opportunities for me to advance within the district.	34%	35%	45%
<b>Engagement</b>	I am compensated fairly for the work that I do.	34%	32%	45%
	My day-to-day work is clearly relevant to district goals.	79%	79%	86%
	My day-to-day work makes good use of my strengths.	81%	79%	76%
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	62%	60%	66%
	I know the criteria that will be used to evaluate my performance.	68%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	47%	47%	
	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%
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	70%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.	72%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	69%	66%	73%
	My team/department resolves problems from our schools quickly.	73%	68%	77%
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	38%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.	33%	31%	43%
	Leaders in my district value my feedback.	38%	36%	47%
	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%
<b>Management</b>	My manager actively supports my growth and development.	78%	73%	73%
	My manager provides me with regular, actionable feedback.	69%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.	76%	73%	73%
	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%

## Central Team Survey Results for

		Central Teams Staff	All Departments	2023	Alachua County Average	National Average
Response Rate		51%				
Respondents		357				
Recipients		698				
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.			18%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.			45%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.			31%	37%	44%
	The standards are appropriate for the students in this district.			40%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.			68%	63%	70%
	Processes at the district make my work more efficient.			34%	33%	44%
	The building where I work is clean and well maintained.			58%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..			77%	72%	82%
	The time I spend collaborating with my colleagues is productive.			81%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.			77%	71%	68%
	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.			81%	78%	74%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.			66%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.			49%	45%	44%
	There are opportunities for professional growth in my role.			52%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.			66%	65%	69%
	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



#### Top Reasons for Planning to Leave

for All Staff planning to leave this year or next year

I am leaving for personal reasons that have nothing ..	13 Staff
Dissatisfaction with culture and environment at the ..	5 Staff
I am leaving for professional reasons that have nothi..	5 Staff
Dissatisfaction with district leadership	4 Staff
Dissatisfaction with financial compensation	3 Staff
Dissatisfaction with my immediate supervisor	3 Staff
Dissatisfaction with staff collegiality and collaboratio..	2 Staff
Lack of recognition/respect	2 Staff
Insufficient opportunities to earn a promotion	1 Staff
My workload is too great	1 Staff

#### Top Reasons for Planning to Stay

for All Staff planning to stay for three or more years

Ability to have a positive impact on student ou..	51 Staff
Retirement benefits	33 Staff
I like the work schedule	21 Staff
Inspiring immediate supervisor	17 Staff
Staff collegiality and collaboration/relationship..	16 Staff
Financial compensation	12 Staff
Job security	12 Staff
Opportunities for advancement or career progr..	11 Staff
I would like to leave, but have not yet found a ..	7 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
- 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
- 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!



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Response Rate 40%  
 Respondents 4  
 Recipients 10

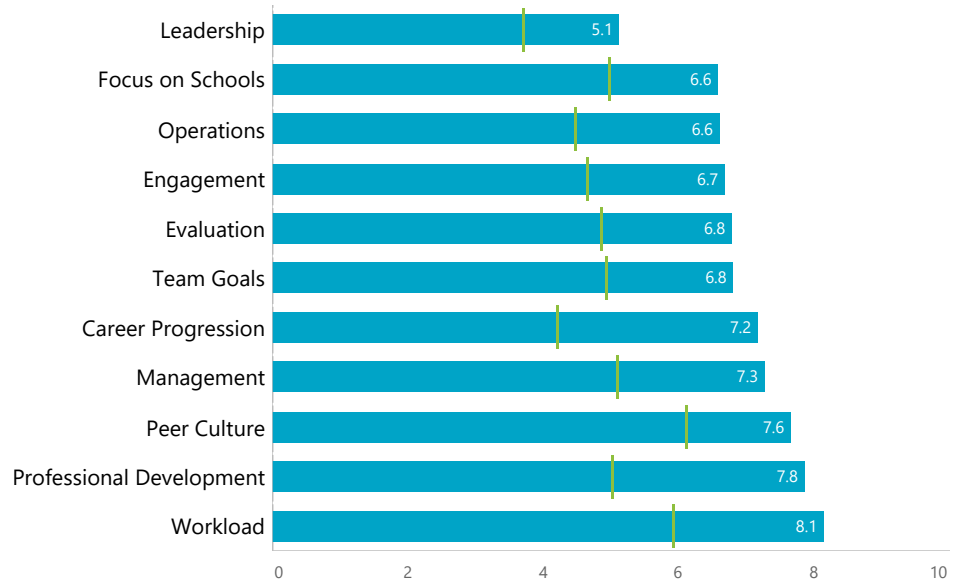
## Central Team Survey Results for

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

## Central Team Survey Results for Adult Education / Athletics / Physical Education / Driver's Ed

Response Rate 40%  
 Respondents 4  
 Recipients 10

		2023	Alachua County Average	National Average
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	75%	53%	59%
	Someone in the district is thinking about my career progression.	50%	24%	43%
	There are opportunities for me to advance within the district.	100%	35%	45%
<b>Engagement</b>	I am compensated fairly for the work that I do.	75%	32%	45%
	My day-to-day work is clearly relevant to district goals.	100%	79%	86%
	My day-to-day work makes good use of my strengths.	100%	79%	76%
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	100%	60%	66%
	I know the criteria that will be used to evaluate my performance.	75%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	100%	47%	
	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%
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	75%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.	100%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%
	My team/department resolves problems from our schools quickly.	75%	68%	77%
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	50%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.	50%	31%	43%
	Leaders in my district value my feedback.	50%	36%	47%
	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%
<b>Management</b>	My manager actively supports my growth and development.	100%	73%	73%
	My manager provides me with regular, actionable feedback.	100%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.	100%	73%	73%
	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%

## Central Team Survey Results for

Response Rate 40%  
 Respondents 4  
 Recipients 10

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

		2023	Alachua County Average	National Average
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	100%	63%	70%
	Processes at the district make my work more efficient.	50%	33%	44%
	The building where I work is clean and well maintained.	75%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	100%	72%	82%
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	There is someone I can talk with openly and honestly about my work problems.	100%	71%	68%
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	When someone is struggling with a work problem, a co-worker will always help.	100%	78%	74%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	100%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.	100%	45%	44%
	There are opportunities for professional growth in my role.	100%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	100%	65%	69%
	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.	100%	64%	70%

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

#### Top Reasons for Planning to Leave

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

#### Top Reasons for Planning to Stay

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

## Technical Appendix

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### Retention Options

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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
- 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
- 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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## Central Team Survey Results for

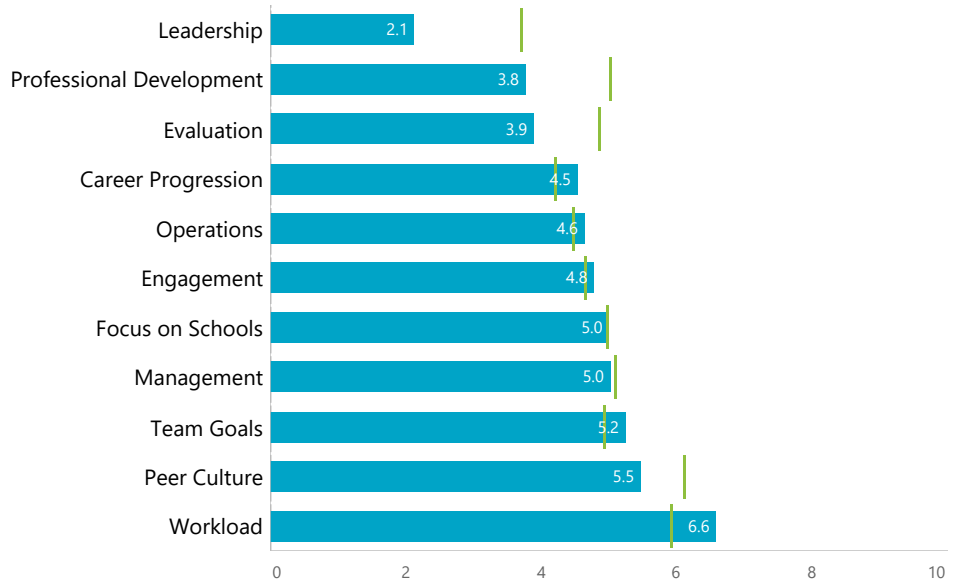
Response Rate 56%  
 Respondents 18  
 Recipients 32

Business Services

Season  
All

### Domain Scores for Business 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
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

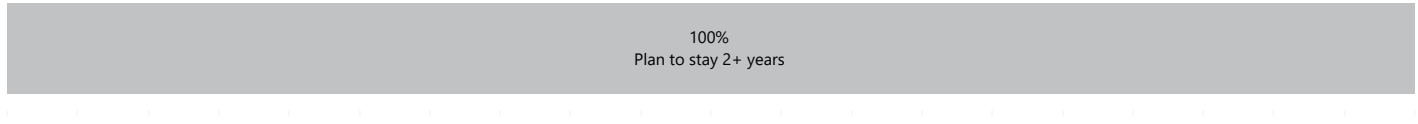
## Central Team Survey Results for

Response Rate		Business Services		2023	Alachua County Average	National Average
Respondents	Recipients					
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	50%	53%	59%		
	Someone in the district is thinking about my career progression.	31%	24%	43%		
	There are opportunities for me to advance within the district.	50%	35%	45%		
<b>Engagement</b>	I am compensated fairly for the work that I do.	31%	32%	45%		
	My day-to-day work is clearly relevant to district goals.	81%	79%	86%		
	My day-to-day work makes good use of my strengths.	100%	79%	76%		
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	53%	60%	66%		
	I know the criteria that will be used to evaluate my performance.	53%	65%	73%		
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	40%	47%			
	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%		
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	75%	66%	68%		
	My team/department regularly seeks feedback from schools to determine what support they need.	69%	69%	69%		
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	67%	66%	73%		
	My team/department resolves problems from our schools quickly.	75%	68%	77%		
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	13%	38%	53%		
	I have the opportunity to provide input on key district decisions that affect me.	19%	31%	43%		
	Leaders in my district value my feedback.	19%	36%	47%		
	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%		
<b>Management</b>	My manager actively supports my growth and development.	71%	73%	73%		
	My manager provides me with regular, actionable feedback.	59%	69%	72%		
	My manager supports me in prioritizing the most essential aspects of my work.	65%	73%	73%		
	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%		

## Central Team Survey Results for

		Business Services	2023	Alachua County Average	National Average
Response Rate	56%				
Respondents	18				
Recipients	32				
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.		69%	63%	70%
	Processes at the district make my work more efficient.		31%	33%	44%
	The building where I work is clean and well maintained.		50%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..		69%	72%	82%
	The time I spend collaborating with my colleagues is productive.		63%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.		75%	71%	68%
	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%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.		53%	61%	62%
	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%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.		63%	65%	69%
	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.		75%	64%	70%

### Business Services Staff Plans for 2023



#### 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 100%  
 Respondents 8  
 Recipients 8

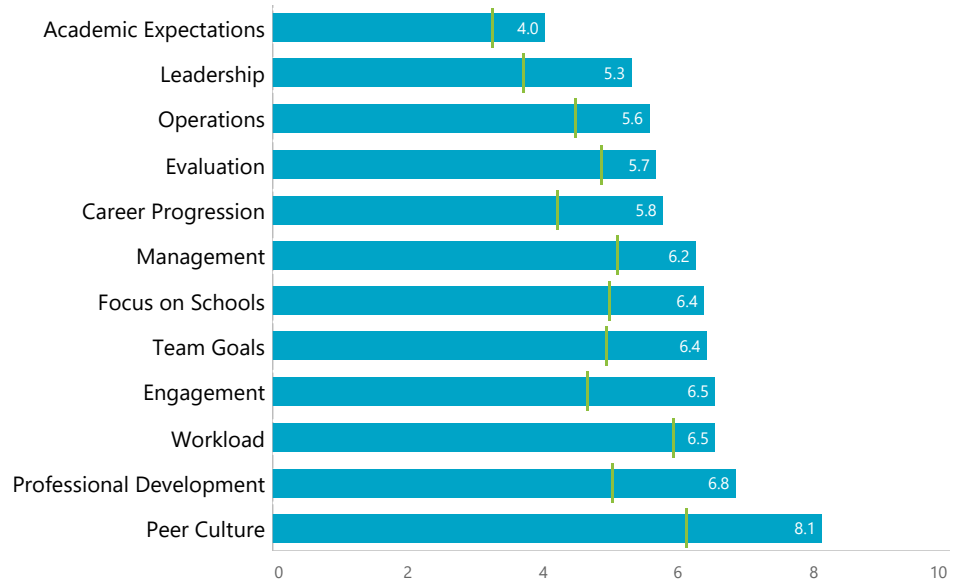
## Central Team Survey Results for

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

## Central Team Survey Results for

Response Rate 100%  
 Respondents 8  
 Recipients 8

### Communications and Community Initiatives / School Volunteers and Partnerships

		2023	Alachua County Average	National Average
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	75%	53%	59%
	Someone in the district is thinking about my career progression.	38%	24%	43%
	There are opportunities for me to advance within the district.	25%	35%	45%
<b>Engagement</b>	I am compensated fairly for the work that I do.	25%	32%	45%
	My day-to-day work is clearly relevant to district goals.	100%	79%	86%
	My day-to-day work makes good use of my strengths.	100%	79%	76%
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	71%	60%	66%
	I know the criteria that will be used to evaluate my performance.	71%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	75%	47%	
	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.	88%	74%	77%
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	88%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.	50%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	75%	66%	73%
	My team/department resolves problems from our schools quickly.	100%	68%	77%
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	63%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.	25%	31%	43%
	Leaders in my district value my feedback.	75%	36%	47%
	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	50%	33%	61%
	When district leaders commit to a program or priority, they follow through.	38%	32%	52%
<b>Management</b>	My manager actively supports my growth and development.	88%	73%	73%
	My manager provides me with regular, actionable feedback.	88%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.	88%	73%	73%
	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%

## Central Team Survey Results for

Response Rate 100%  
 Respondents 8  
 Recipients 8

### Communications and Community Initiatives / School Volunteers and Partnerships

		2023	Alachua County Average	National Average
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.	20%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.	67%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.	50%	37%	44%
	The standards are appropriate for the students in this district.	0%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	88%	63%	70%
	Processes at the district make my work more efficient.	38%	33%	44%
	The building where I work is clean and well maintained.	63%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	100%	72%	82%
	The time I spend collaborating with my colleagues is productive.	100%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.	88%	71%	68%
	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%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	75%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.	63%	45%	44%
	There are opportunities for professional growth in my role.	63%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	100%	65%	69%
	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

#### 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

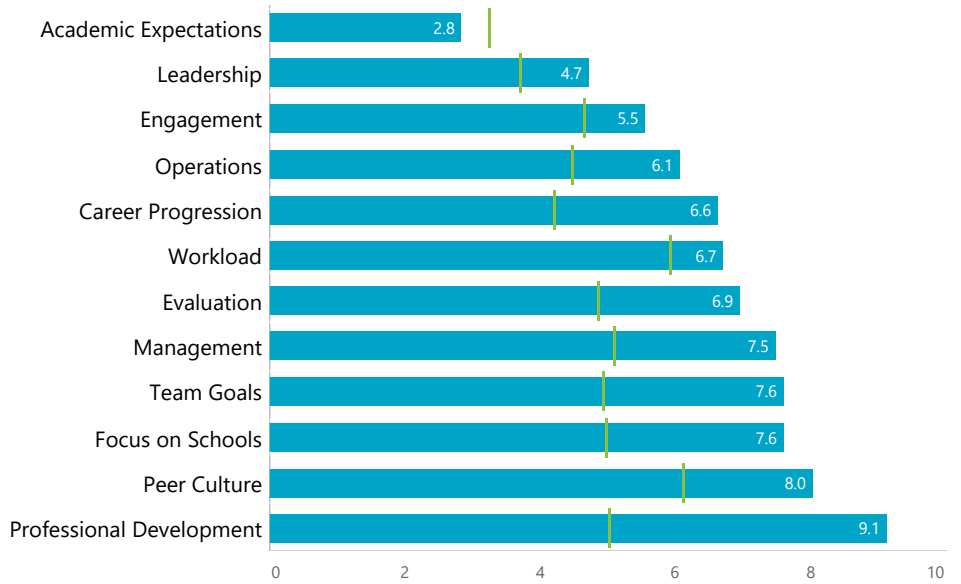
Response Rate 100%  
 Respondents 5  
 Recipients 5

**Central Teams Report for**  
 Career and Technical Education (CTE)

Season  
 All

**Domain Scores for Career and Technical Education (CTE)**

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	2.8	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**

Response Rate 100%  
 Respondents 5  
 Recipients 5

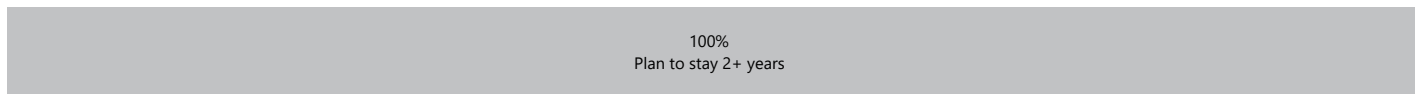
Career and Technical Education (CTE)

		2023	Alachua County Average	National Average
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	100%	53%	59%
	Someone in the district is thinking about my career progression.	40%	24%	43%
	There are opportunities for me to advance within the district.	60%	35%	45%
<b>Engagement</b>	I am compensated fairly for the work that I do.	40%	32%	45%
	My day-to-day work is clearly relevant to district goals.	80%	79%	86%
	My day-to-day work makes good use of my strengths.	100%	79%	76%
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	80%	60%	66%
	I know the criteria that will be used to evaluate my performance.	100%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	40%	47%	
	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%
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	80%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.	100%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%
	My team/department resolves problems from our schools quickly.	80%	68%	77%
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	60%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.	40%	31%	43%
	Leaders in my district value my feedback.	40%	36%	47%
	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%
<b>Management</b>	My manager actively supports my growth and development.	100%	73%	73%
	My manager provides me with regular, actionable feedback.	80%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.	80%	73%	73%
	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%



		<b>Central Teams Report for</b>		
Response Rate	100%	Career and Technical Education (CTE)	2023	Alachua County Average
Respondents	5			National Average
Recipients	5			
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.	0%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.	50%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.	50%	37%	44%
	The standards are appropriate for the students in this district.	75%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	100%	63%	70%
	Processes at the district make my work more efficient.	20%	33%	44%
	The building where I work is clean and well maintained.	80%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	80%	72%	82%
	The time I spend collaborating with my colleagues is productive.	100%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.	80%	71%	68%
	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%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	100%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.	100%	45%	44%
	There are opportunities for professional growth in my role.	100%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	80%	65%	69%
	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.	100%	64%	70%

### Career and Technical Education (CTE) Staff Plans for 2023



#### 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

## Central Team Survey Results for

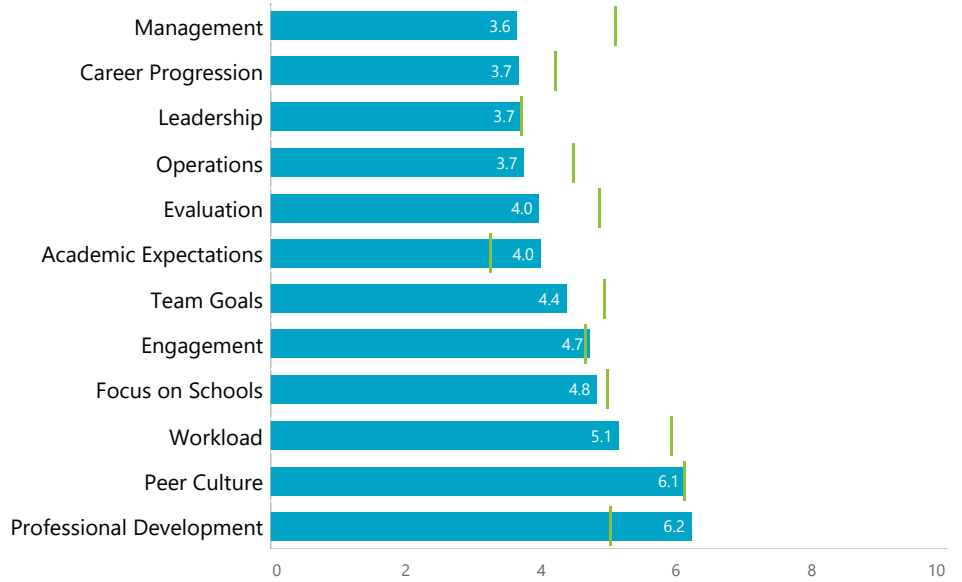
Response Rate 85%  
 Respondents 23  
 Recipients 27

Curriculum

Season  
All

### Domain Scores for Curriculum

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
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

## Central Team Survey Results for

		Curriculum		Alachua County Average	National Average
Response Rate			2023		
Respondents					
Recipients					
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	52%	53%	59%	
	Someone in the district is thinking about my career progression.	14%	24%	43%	
	There are opportunities for me to advance within the district.	24%	35%	45%	
<b>Engagement</b>	I am compensated fairly for the work that I do.	41%	32%	45%	
	My day-to-day work is clearly relevant to district goals.	77%	79%	86%	
	My day-to-day work makes good use of my strengths.	86%	79%	76%	
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	45%	60%	66%	
	I know the criteria that will be used to evaluate my performance.	50%	65%	73%	
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	29%	47%		
	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%	
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	74%	66%	68%	
	My team/department regularly seeks feedback from schools to determine what support they need.	70%	69%	69%	
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	65%	66%	73%	
	My team/department resolves problems from our schools quickly.	70%	68%	77%	
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	48%	38%	53%	
	I have the opportunity to provide input on key district decisions that affect me.	35%	31%	43%	
	Leaders in my district value my feedback.	43%	36%	47%	
	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%	
<b>Management</b>	My manager actively supports my growth and development.	74%	73%	73%	
	My manager provides me with regular, actionable feedback.	48%	69%	72%	
	My manager supports me in prioritizing the most essential aspects of my work.	70%	73%	73%	
	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%	

## Central Team Survey Results for

		Curriculum	2023	Alachua County Average	National Average
Response Rate	85%				
Respondents	23				
Recipients	27				
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.		19%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.		48%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.		19%	37%	44%
	The standards are appropriate for the students in this district.		33%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.		68%	63%	70%
	Processes at the district make my work more efficient.		23%	33%	44%
	The building where I work is clean and well maintained.		50%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..		83%	72%	82%
	The time I spend collaborating with my colleagues is productive.		74%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.		83%	71%	68%
	When I need help from a colleague, I know who to ask.		78%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.		74%	78%	74%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.		87%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.		61%	45%	44%
	There are opportunities for professional growth in my role.		61%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.		64%	65%	69%
	My team has clear goals that drive our day-to-day work.		59%	72%	75%
	My team regularly discusses our progress toward achieving our goals.		55%	64%	70%

### Curriculum Staff Plans for 2023



#### Top Reasons for Planning to Leave for Curriculum Staff planning to leave this year or next year

- Dissatisfaction with culture and environment at the .. 2 Staff
- I am leaving for personal reasons that have nothing .. 2 Staff

#### Top Reasons for Planning to Stay for Curriculum Staff planning to stay for three or more years

- Ability to have a positive impact on student ou.. 6 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

## Central Team Survey Results for

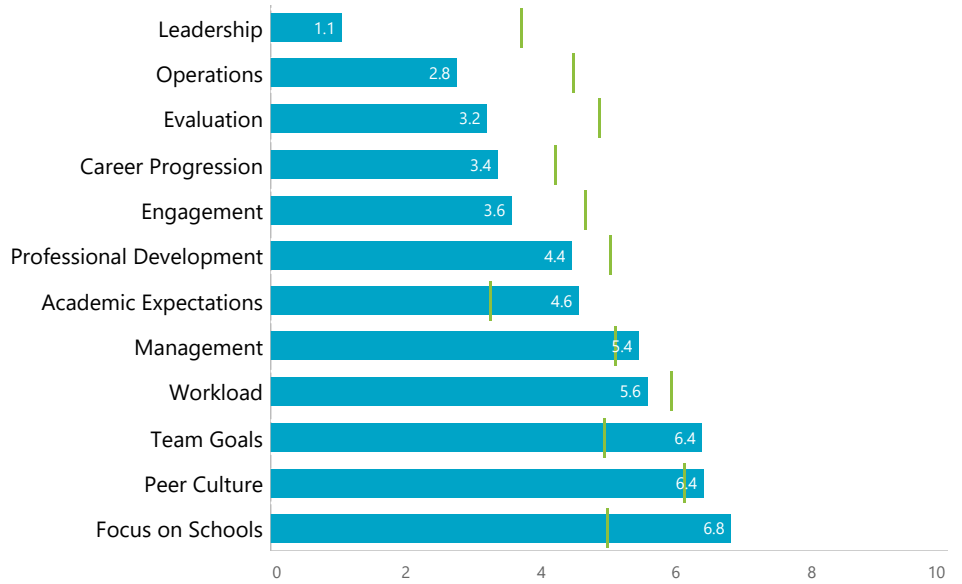
Response Rate 100%  
 Respondents 6  
 Recipients 6

Data Analytics, Evaluation, and Accountability

Season  
 All

### Domain Scores for Data Analytics, Evaluation, and Accountability

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	1.1	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

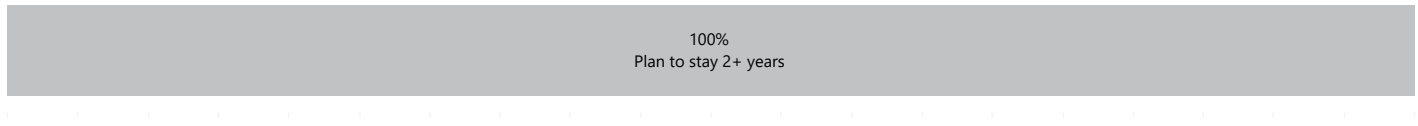
## Central Team Survey Results for

Response Rate		100%		Data Analytics, Evaluation, and Accountability	2023	Alachua County Average	National Average
Respondents		6					
Recipients		6					
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	67%	53%	59%			
	Someone in the district is thinking about my career progression.	33%	24%	43%			
	There are opportunities for me to advance within the district.	17%	35%	45%			
<b>Engagement</b>	I am compensated fairly for the work that I do.	33%	32%	45%			
	My day-to-day work is clearly relevant to district goals.	83%	79%	86%			
	My day-to-day work makes good use of my strengths.	50%	79%	76%			
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	0%	60%	66%			
	I know the criteria that will be used to evaluate my performance.	33%	65%	73%			
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	0%	47%				
	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%			
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	67%	66%	68%			
	My team/department regularly seeks feedback from schools to determine what support they need.	100%	69%	69%			
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%			
	My team/department resolves problems from our schools quickly.	100%	68%	77%			
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	0%	38%	53%			
	I have the opportunity to provide input on key district decisions that affect me.	33%	31%	43%			
	Leaders in my district value my feedback.	0%	36%	47%			
	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%			
<b>Management</b>	My manager actively supports my growth and development.	100%	73%	73%			
	My manager provides me with regular, actionable feedback.	83%	69%	72%			
	My manager supports me in prioritizing the most essential aspects of my work.	100%	73%	73%			
	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%			

## Central Team Survey Results for

		Data Analytics, Evaluation, and Accountability	2023	Alachua County Average	National Average
Response Rate	100%				
Respondents	6				
Recipients	6				
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.		20%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.		80%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.		60%	37%	44%
	The standards are appropriate for the students in this district.		80%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.		100%	63%	70%
	Processes at the district make my work more efficient.		17%	33%	44%
	The building where I work is clean and well maintained.		83%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..		67%	72%	82%
	The time I spend collaborating with my colleagues is productive.		50%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.		83%	71%	68%
	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%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.		67%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.		17%	45%	44%
	There are opportunities for professional growth in my role.		33%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.		67%	65%	69%
	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.		83%	64%	70%

### Data Analytics, Evaluation, and Accountability Staff Plans for 2023



#### Top Reasons for Planning to Leave

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

#### Top Reasons for Planning to Stay

for Data Analytics, Evaluation, and Accountability Staff planning to stay for three or more years

## Central Team Survey Results for

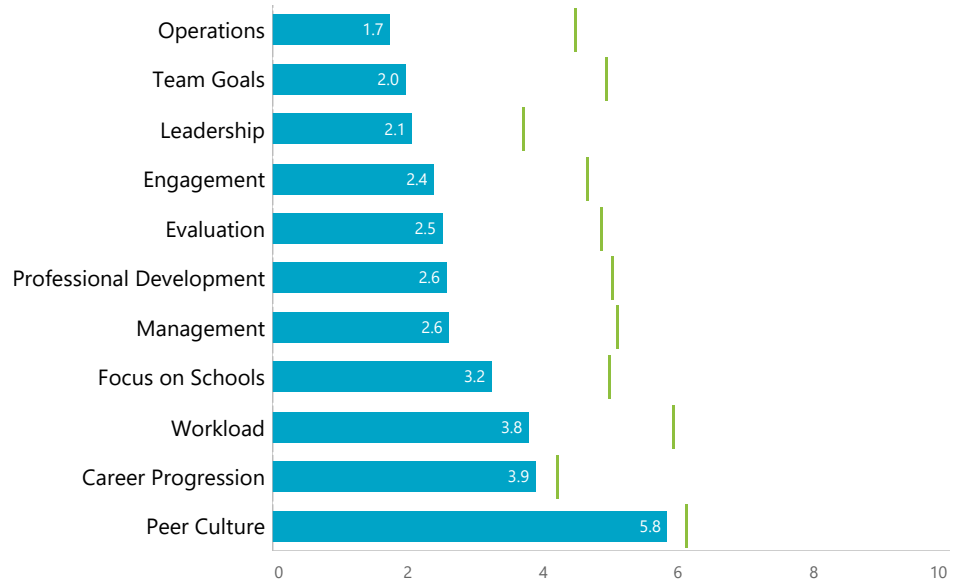
Response Rate 100%  
 Respondents 4  
 Recipients 4

Educational Equity and Outreach / The Parent Academy

Season  
 All

### Domain Scores for Educational Equity and Outreach/The Parent Academy

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
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 for

Response Rate		100%		Educational Equity and Outreach / The Parent Academy		2023	Alachua County Average	National Average
Respondents		4						
Recipients		4						
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	50%	53%	59%				
	Someone in the district is thinking about my career progression.	50%	24%	43%				
	There are opportunities for me to advance within the district.	0%	35%	45%				
<b>Engagement</b>	I am compensated fairly for the work that I do.	25%	32%	45%				
	My day-to-day work is clearly relevant to district goals.	25%	79%	86%				
	My day-to-day work makes good use of my strengths.	25%	79%	76%				
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	25%	60%	66%				
	I know the criteria that will be used to evaluate my performance.	25%	65%	73%				
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	0%	47%					
	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%				
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	25%	66%	68%				
	My team/department regularly seeks feedback from schools to determine what support they need.	75%	69%	69%				
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	50%	66%	73%				
	My team/department resolves problems from our schools quickly.	50%	68%	77%				
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	0%	38%	53%				
	I have the opportunity to provide input on key district decisions that affect me.	25%	31%	43%				
	Leaders in my district value my feedback.	0%	36%	47%				
	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%				
<b>Management</b>	My manager actively supports my growth and development.	50%	73%	73%				
	My manager provides me with regular, actionable feedback.	25%	69%	72%				
	My manager supports me in prioritizing the most essential aspects of my work.	25%	73%	73%				
	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%				

## Central Team Survey Results for

		Educational Equity and Outreach / The Parent Academy	2023	Alachua County Average	National Average
Response Rate					
Respondents					
Recipients					
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.		50%	63%	70%
	Processes at the district make my work more efficient.		0%	33%	44%
	The building where I work is clean and well maintained.		50%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..		75%	72%	82%
	The time I spend collaborating with my colleagues is productive.		50%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.		75%	71%	68%
	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%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.		50%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.		0%	45%	44%
	There are opportunities for professional growth in my role.		0%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.		25%	65%	69%
	My team has clear goals that drive our day-to-day work.		50%	72%	75%
	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

## Central Team Survey Results for

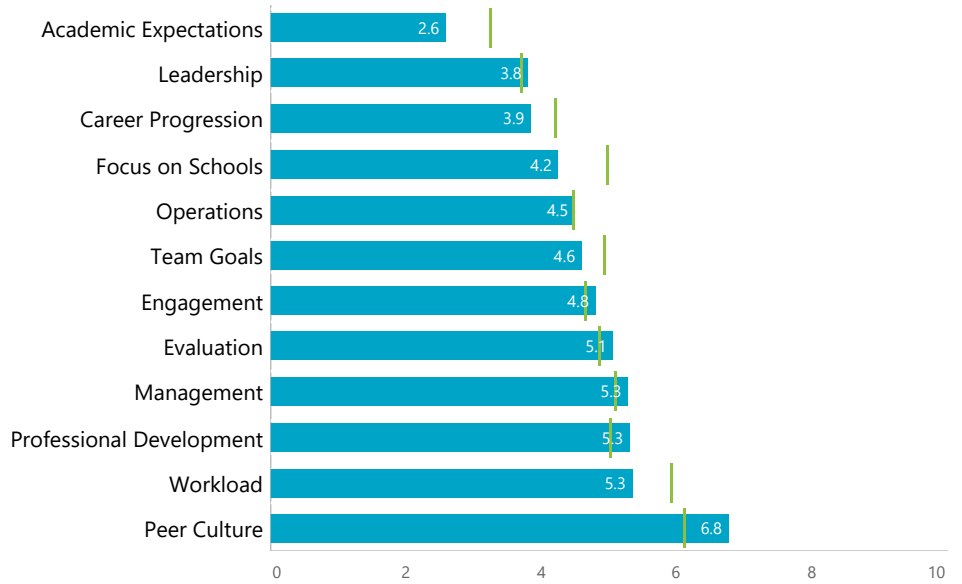
Response Rate 70%  
 Respondents 50  
 Recipients 71

Exceptional Student Education (ESE)

Season All

### Domain Scores for Exceptional Student Education (ESE)

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	2.6	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

## Central Team Survey Results for

Response Rate 70%  
 Respondents 50  
 Recipients 71

Exceptional Student Education (ESE)

		2023	Alachua County Average	National Average
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	47%	53%	59%
	Someone in the district is thinking about my career progression.	22%	24%	43%
	There are opportunities for me to advance within the district.	33%	35%	45%
<b>Engagement</b>	I am compensated fairly for the work that I do.	28%	32%	45%
	My day-to-day work is clearly relevant to district goals.	77%	79%	86%
	My day-to-day work makes good use of my strengths.	91%	79%	76%
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	65%	60%	66%
	I know the criteria that will be used to evaluate my performance.	76%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	41%	47%	
	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%
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	65%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.	65%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	48%	66%	73%
	My team/department resolves problems from our schools quickly.	55%	68%	77%
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	43%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.	24%	31%	43%
	Leaders in my district value my feedback.	38%	36%	47%
	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%
<b>Management</b>	My manager actively supports my growth and development.	76%	73%	73%
	My manager provides me with regular, actionable feedback.	63%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.	76%	73%	73%
	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		70%		Exceptional Student Education (ESE)		2023		Alachua County Average		National Average	
Respondents		50									
Recipients		71									
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.	12%		22%		45%					
	It's fair to expect students in this district to master grade-level standards by the end of the year.	33%		48%		65%					
	One year is enough time for students in this district to master the grade-level standards.	27%		37%		44%					
	The standards are appropriate for the students in this district.	34%		44%		68%					
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	63%		63%		70%					
	Processes at the district make my work more efficient.	29%		33%		44%					
	The building where I work is clean and well maintained.	55%		55%		69%					
	The district uses systems to track information in a way that is useful and up to date.	35%		37%		48%					
	When I need something at the district, I know who to ask.	63%		64%		68%					
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	82%		72%		82%					
	The time I spend collaborating with my colleagues is productive.	82%		79%		77%					
	There is someone I can talk with openly and honestly about my work problems.	86%		71%		68%					
	When I need help from a colleague, I know who to ask.	94%		86%		75%					
	When someone is struggling with a work problem, a co-worker will always help.	78%		78%		74%					
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	59%		61%		62%					
	Professional development opportunities for my team are relevant and well facilitated.	49%		45%		44%					
	There are opportunities for professional growth in my role.	55%		49%		53%					
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	59%		65%		69%					
	My team has clear goals that drive our day-to-day work.	67%		72%		75%					
	My team regularly discusses our progress toward achieving our goals.	61%		64%		70%					

### Exceptional Student Education (ESE) Staff Plans for 2023



#### Top Reasons for Planning to Leave

for Exceptional Student Education (ESE) Staff planning to leave this year or next year

I am leaving for personal reasons that have nothing ..	4 Staff
Dissatisfaction with culture and environment at the ..	1 Staff
Dissatisfaction with financial compensation	1 Staff
Dissatisfaction with staff collegiality and collaboratio..	1 Staff
I am leaving for professional reasons that have nothi..	1 Staff
Lack of recognition/respect	1 Staff

#### Top Reasons for Planning to Stay

for Exceptional Student Education (ESE) Staff planning to stay for three or more years

Ability to have a positive impact on student ou..	15 Staff
I like the work schedule	6 Staff
Staff collegiality and collaboration/relationship..	4 Staff
Autonomy to make decisions about my work	3 Staff
Inspiring immediate supervisor	3 Staff
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

## Central Team Survey Results for

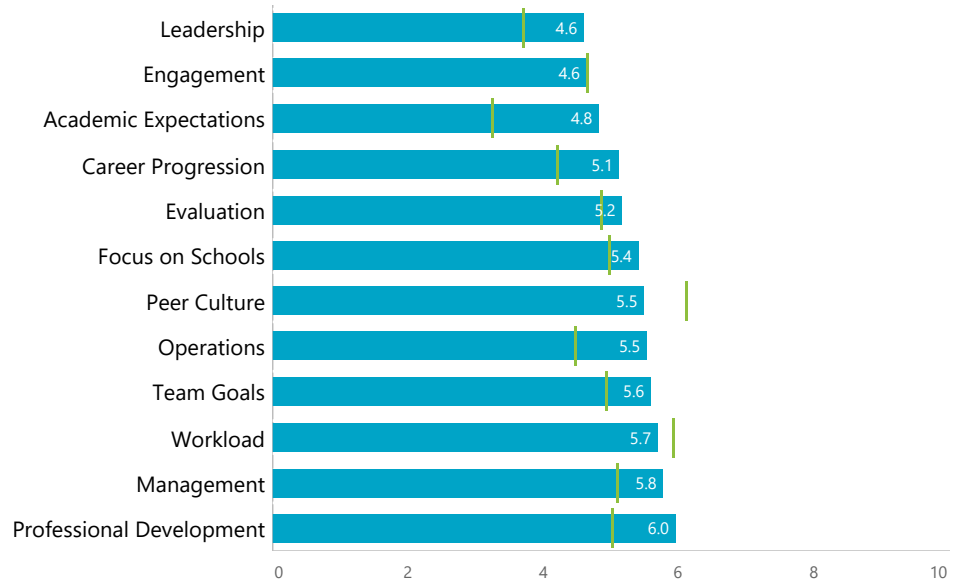
Response Rate 81%  
 Respondents 22  
 Recipients 27

Food And Nutrition Services

Season  
 All

### Domain Scores for Food And Nutrition 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
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

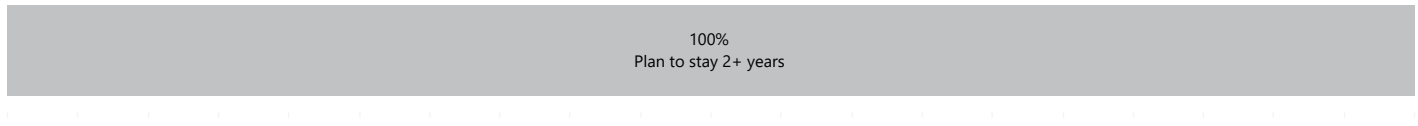
Response Rate		81%		Food And Nutrition Services	2023	Alachua County Average	National Average
Respondents		22					
Recipients		27					
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	62%	53%	59%			
	Someone in the district is thinking about my career progression.	29%	24%	43%			
	There are opportunities for me to advance within the district.	52%	35%	45%			
<b>Engagement</b>	I am compensated fairly for the work that I do.	43%	32%	45%			
	My day-to-day work is clearly relevant to district goals.	76%	79%	86%			
	My day-to-day work makes good use of my strengths.	81%	79%	76%			
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	67%	60%	66%			
	I know the criteria that will be used to evaluate my performance.	71%	65%	73%			
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	67%	47%				
	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%			
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	81%	66%	68%			
	My team/department regularly seeks feedback from schools to determine what support they need.	81%	69%	69%			
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	71%	66%	73%			
	My team/department resolves problems from our schools quickly.	81%	68%	77%			
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	57%	38%	53%			
	I have the opportunity to provide input on key district decisions that affect me.	43%	31%	43%			
	Leaders in my district value my feedback.	38%	36%	47%			
	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%			
<b>Management</b>	My manager actively supports my growth and development.	85%	73%	73%			
	My manager provides me with regular, actionable feedback.	86%	69%	72%			
	My manager supports me in prioritizing the most essential aspects of my work.	81%	73%	73%			
	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%			

## Central Team Survey Results for

Response Rate 81%  
 Respondents 22  
 Recipients 27

		Food And Nutrition Services	2023	Alachua County Average	National Average
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.		33%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.		57%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.		57%	37%	44%
	The standards are appropriate for the students in this district.		33%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.		57%	63%	70%
	Processes at the district make my work more efficient.		43%	33%	44%
	The building where I work is clean and well maintained.		76%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..		52%	72%	82%
	The time I spend collaborating with my colleagues is productive.		71%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.		62%	71%	68%
	When I need help from a colleague, I know who to ask.		81%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.		71%	78%	74%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.		71%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.		60%	45%	44%
	There are opportunities for professional growth in my role.		57%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.		71%	65%	69%
	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



#### 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

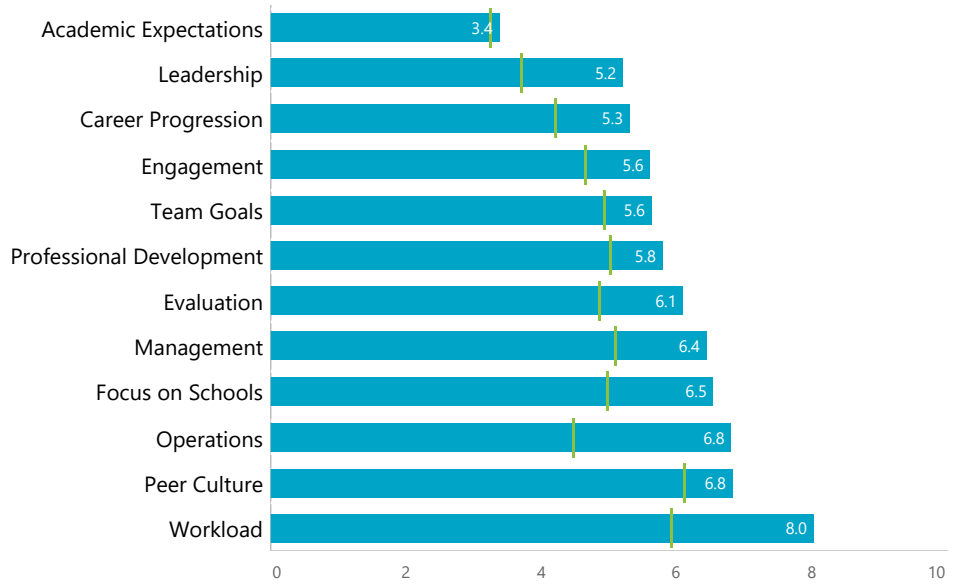
## Central Team Survey Results for

Human Resources / Risk Management

Season  
 All

### Domain Scores for Human Resources / Risk Management

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	3.4	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

## Central Team Survey Results for

Response Rate 100%  
 Respondents 20  
 Recipients 20

Human Resources / Risk Management

		2023	Alachua County Average	National Average
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	50%	53%	59%
	Someone in the district is thinking about my career progression.	42%	24%	43%
	There are opportunities for me to advance within the district.	45%	35%	45%
<b>Engagement</b>	I am compensated fairly for the work that I do.	45%	32%	45%
	My day-to-day work is clearly relevant to district goals.	100%	79%	86%
	My day-to-day work makes good use of my strengths.	80%	79%	76%
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	75%	60%	66%
	I know the criteria that will be used to evaluate my performance.	70%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	84%	47%	
	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%
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	85%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.	80%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	85%	66%	73%
	My team/department resolves problems from our schools quickly.	90%	68%	77%
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	53%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.	53%	31%	43%
	Leaders in my district value my feedback.	53%	36%	47%
	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%
<b>Management</b>	My manager actively supports my growth and development.	79%	73%	73%
	My manager provides me with regular, actionable feedback.	79%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.	89%	73%	73%
	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%

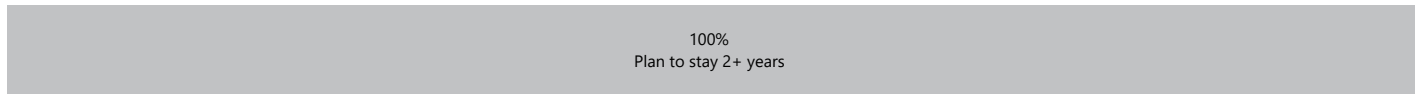
## Central Team Survey Results for

Response Rate 100%  
 Respondents 20  
 Recipients 20

Human Resources / Risk Management

		2023	Alachua County Average	National Average
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.	42%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.	64%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.	55%	37%	44%
	The standards are appropriate for the students in this district.	55%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	80%	63%	70%
	Processes at the district make my work more efficient.	70%	33%	44%
	The building where I work is clean and well maintained.	80%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	58%	72%	82%
	The time I spend collaborating with my colleagues is productive.	89%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.	84%	71%	68%
	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.	89%	78%	74%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	74%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.	53%	45%	44%
	There are opportunities for professional growth in my role.	58%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	85%	65%	69%
	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



#### Top Reasons for Planning to Leave

for Human Resources / Risk Management Staff planning to leave this year or next year

#### Top Reasons for Planning to Stay

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

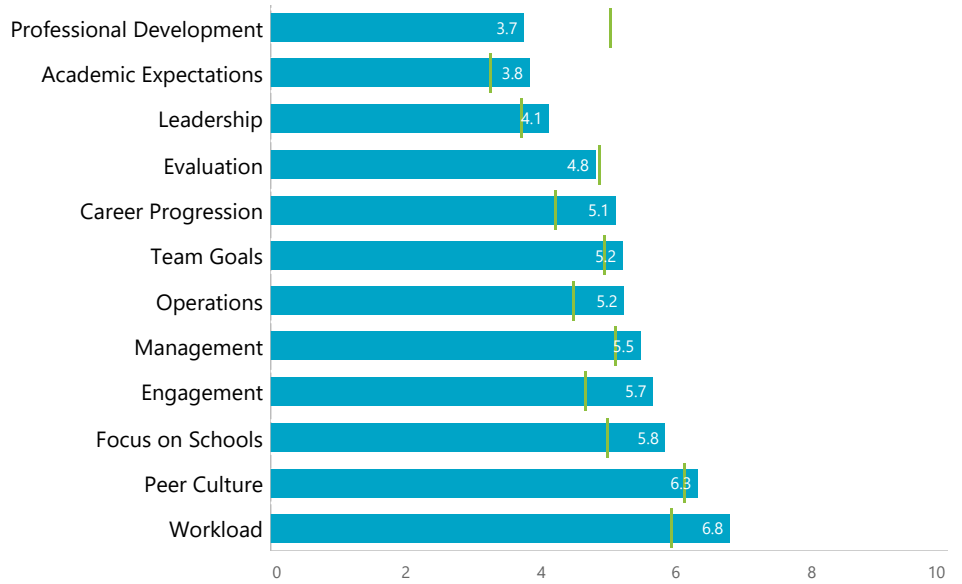
## Central Team Survey Results for

Information Resources (IR)

Season  
 All

### Domain Scores for Information Resources (IR)

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
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

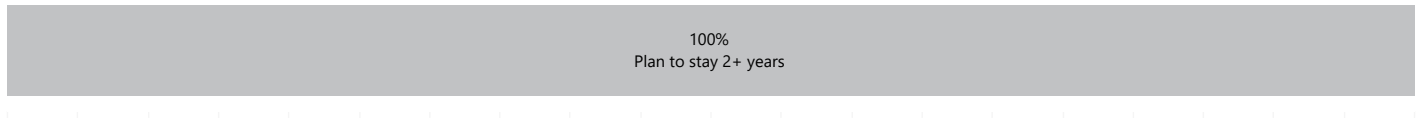
## Central Team Survey Results for

Response Rate		100%				
Respondents		12				
Recipients		12				
Information Resources (IR)				2023	Alachua County Average	National Average
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.			55%	53%	59%
	Someone in the district is thinking about my career progression.			55%	24%	43%
	There are opportunities for me to advance within the district.			27%	35%	45%
<b>Engagement</b>	I am compensated fairly for the work that I do.			42%	32%	45%
	My day-to-day work is clearly relevant to district goals.			83%	79%	86%
	My day-to-day work makes good use of my strengths.			75%	79%	76%
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.			67%	60%	66%
	I know the criteria that will be used to evaluate my performance.			50%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*			50%	47%	
	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%
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.			67%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.			67%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.			82%	66%	73%
	My team/department resolves problems from our schools quickly.			83%	68%	77%
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.			33%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.			33%	31%	43%
	Leaders in my district value my feedback.			25%	36%	47%
	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%
<b>Management</b>	My manager actively supports my growth and development.			83%	73%	73%
	My manager provides me with regular, actionable feedback.			67%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.			75%	73%	73%
	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%

## Central Team Survey Results for

		Information Resources (IR)	2023	Alachua County Average	National Average
Response Rate	100%				
Respondents	12				
Recipients	12				
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.		0%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.		25%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.		25%	37%	44%
	The standards are appropriate for the students in this district.		50%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.		67%	63%	70%
	Processes at the district make my work more efficient.		33%	33%	44%
	The building where I work is clean and well maintained.		50%	55%	69%
	The district uses systems to track information in a way that is useful and up to date.		42%	37%	48%
	When I need something at the district, I know who to ask.		83%	64%	68%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..		83%	72%	82%
	The time I spend collaborating with my colleagues is productive.		75%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.		83%	71%	68%
	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.		67%	78%	74%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.		50%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.		33%	45%	44%
	There are opportunities for professional growth in my role.		25%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.		75%	65%	69%
	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.		58%	64%	70%

### Information Resources (IR) Staff Plans for 2023



#### 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

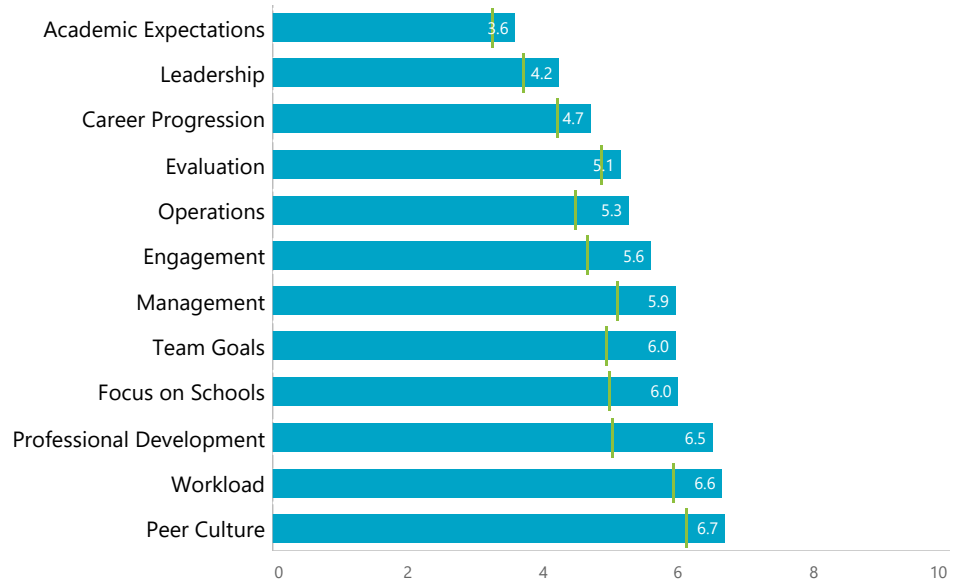
Response Rate 76%  
 Respondents 26  
 Recipients 34

## 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

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

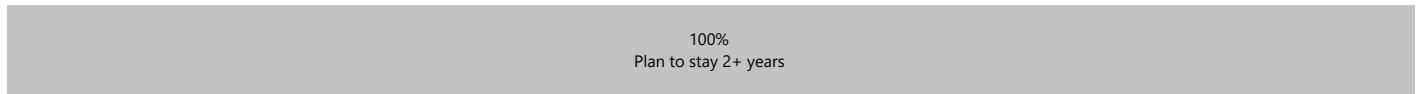


Response Rate 76%  
 Respondents 26  
 Recipients 34

### Central Teams Report for Instructional Technology (IT) / Media and Instructional Materials

		2023	Alachua County Average	National Average
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.	28%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.	56%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.	39%	37%	44%
	The standards are appropriate for the students in this district.	33%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	80%	63%	70%
	Processes at the district make my work more efficient.	36%	33%	44%
	The building where I work is clean and well maintained.	56%	55%	69%
	The district uses systems to track information in a way that is useful and up to date.	64%	37%	48%
	When I need something at the district, I know who to ask.	76%	64%	68%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	88%	72%	82%
	The time I spend collaborating with my colleagues is productive.	88%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.	76%	71%	68%
	When I need help from a colleague, I know who to ask.	96%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.	81%	78%	74%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	72%	61%	62%
	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%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	84%	65%	69%
	My team has clear goals that drive our day-to-day work.	84%	72%	75%
	My team regularly discusses our progress toward achieving our goals.	80%	64%	70%

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



#### 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 planning 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

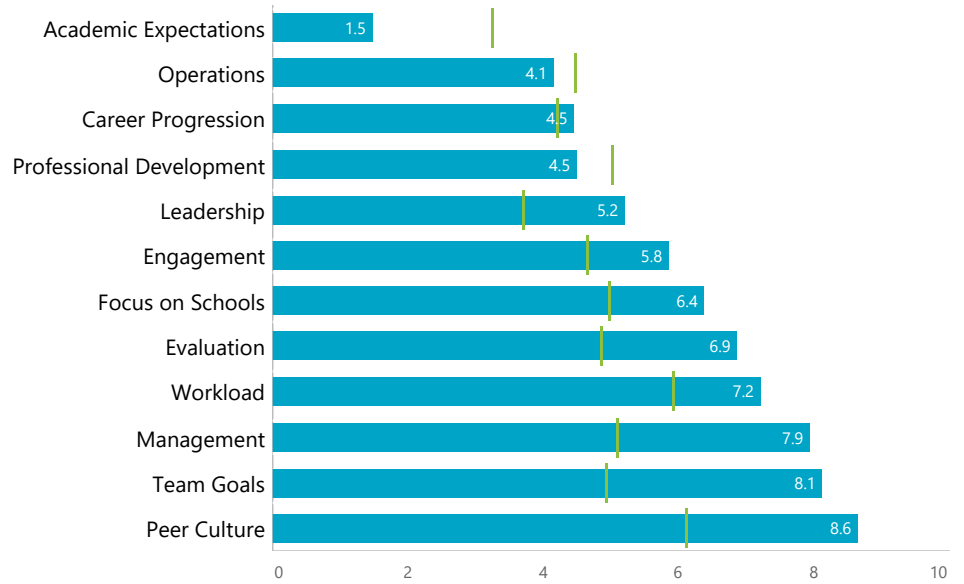
Response Rate 43%  
 Respondents 6  
 Recipients 14

## Central Team Survey Results for 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.



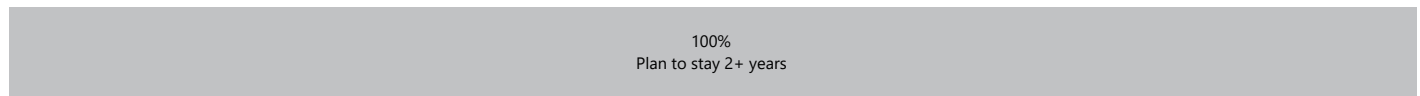
	2023	Alachua County Average	National Average
Academic Expectations	1.5	3.2	5.0
Operations	4.1	4.5	5.0
Career Progression	4.5	4.2	5.0
Professional Development	4.5	5.0	5.0
Leadership	5.2	3.7	5.0
Engagement	5.8	4.6	5.0
Focus on Schools	6.4	5.0	5.0
Evaluation	6.9	4.8	5.0
Workload	7.2	5.9	5.0
Management	7.9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

## Central Team Survey Results for

		Migrant Education	2023	Alachua County Average	National Average
Response Rate	43%				
Respondents	6				
Recipients	14				
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.		83%	53%	59%
	Someone in the district is thinking about my career progression.		20%	24%	43%
	There are opportunities for me to advance within the district.		40%	35%	45%
<b>Engagement</b>	I am compensated fairly for the work that I do.		17%	32%	45%
	My day-to-day work is clearly relevant to district goals.		83%	79%	86%
	My day-to-day work makes good use of my strengths.		100%	79%	76%
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.		67%	60%	66%
	I know the criteria that will be used to evaluate my performance.		83%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*		67%	47%	
	The performance evaluation process helps identify my strengths and weaknesses.*		33%	52%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.		100%	74%	77%
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.		50%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.		83%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.		83%	66%	73%
	My team/department resolves problems from our schools quickly.		67%	68%	77%
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.		50%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.		50%	31%	43%
	Leaders in my district value my feedback.		50%	36%	47%
	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.		50%	33%	61%
	When district leaders commit to a program or priority, they follow through.		50%	32%	52%
<b>Management</b>	My manager actively supports my growth and development.		100%	73%	73%
	My manager provides me with regular, actionable feedback.		100%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.		100%	73%	73%
	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%

		Central Team Survey Results for	2023	Alachua County Average	National Average
		Migrant Education			
Response Rate	43%				
Respondents	6				
Recipients	14				
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.	20%	22%	45%	
	It's fair to expect students in this district to master grade-level standards by the end of the year.	40%	48%	65%	
	One year is enough time for students in this district to master the grade-level standards.	40%	37%	44%	
	The standards are appropriate for the students in this district.	40%	44%	68%	
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	80%	63%	70%	
	Processes at the district make my work more efficient.	40%	33%	44%	
	The building where I work is clean and well maintained.	40%	55%	69%	
	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.	40%	64%	68%	
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	83%	72%	82%	
	The time I spend collaborating with my colleagues is productive.	100%	79%	77%	
	There is someone I can talk with openly and honestly about my work problems.	100%	71%	68%	
	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%	
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	60%	61%	62%	
	Professional development opportunities for my team are relevant and well facilitated.	60%	45%	44%	
	There are opportunities for professional growth in my role.	50%	49%	53%	
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	100%	65%	69%	
	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.	100%	64%	70%	

### Migrant Education Staff Plans for 2023



#### Top Reasons for Planning to Leave

for Migrant Education Staff planning to leave this year or next year

Retirement benefits	2 Staff
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

#### Top Reasons for Planning to Stay

for Migrant Education Staff planning to stay for three or more years

## Central Team Survey Results for

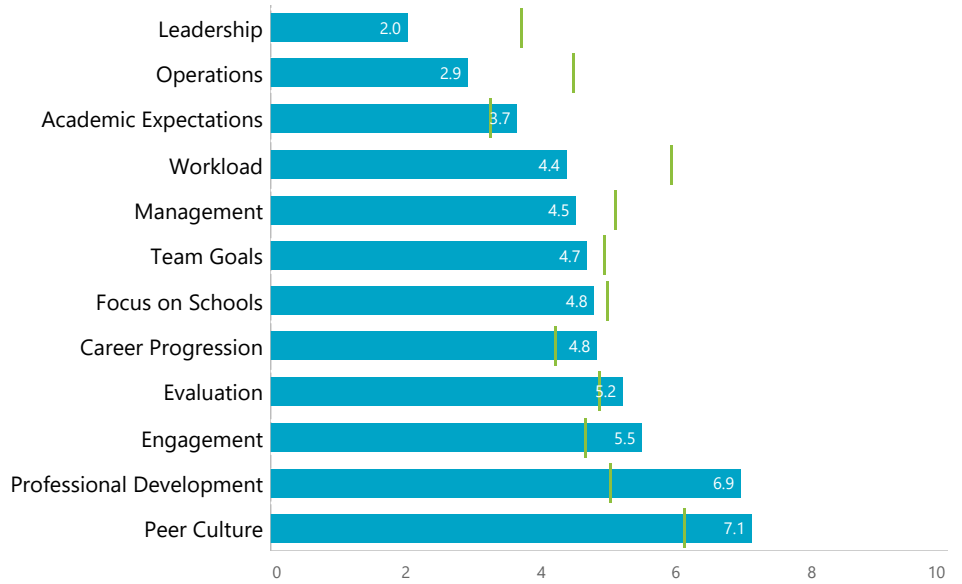
Response Rate 69%  
 Respondents 9  
 Recipients 13

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

## Central Team Survey Results for

Response Rate 69%  
 Respondents 9  
 Recipients 13

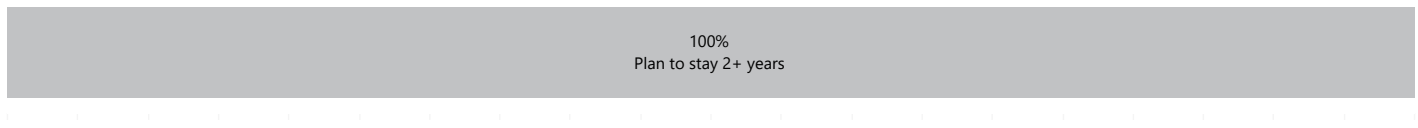
		Professional Development	2023	Alachua County Average	National Average
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.		67%	53%	59%
	Someone in the district is thinking about my career progression.		33%	24%	43%
	There are opportunities for me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

## Central Team Survey Results for

Response Rate 69%  
 Respondents 9  
 Recipients 13

		Professional Development	2023	Alachua County Average	National Average
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.		11%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.		22%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.		33%	37%	44%
	The standards are appropriate for the students in this district.		78%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.		63%	63%	70%
	Processes at the district make my work more efficient.		13%	33%	44%
	The building where I work is clean and well maintained.		50%	55%	69%
	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%	68%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..		89%	72%	82%
	The time I spend collaborating with my colleagues is productive.		78%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.		67%	71%	68%
	When I need help from a colleague, I know who to ask.		89%	86%	75%
	When someone is struggling with a work problem, a co-worker will always help.		89%	78%	74%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.		78%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.		56%	45%	44%
	There are opportunities for professional growth in my role.		89%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.		67%	65%	69%
	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



#### 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

## Central Team Survey Results for

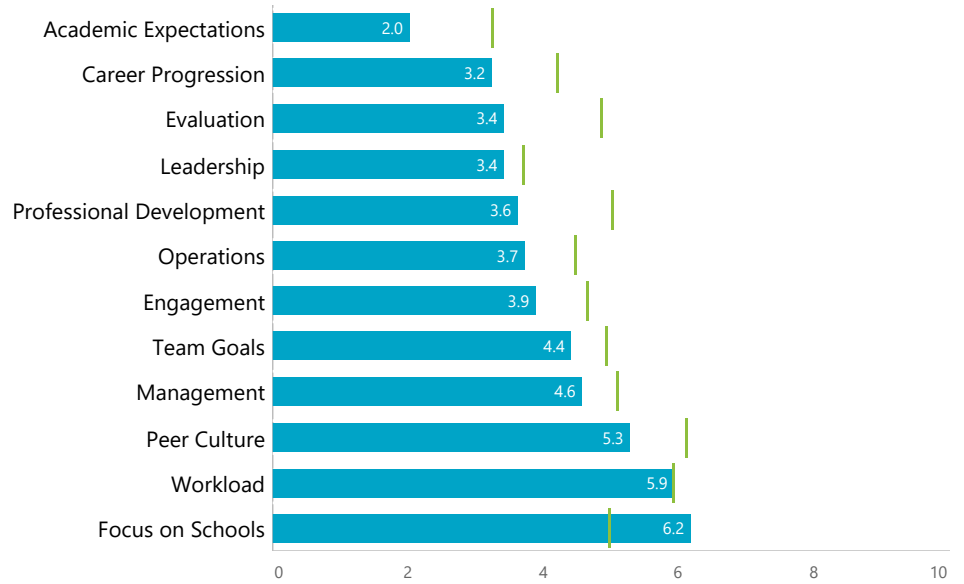
Response Rate 82%  
 Respondents 9  
 Recipients 11

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



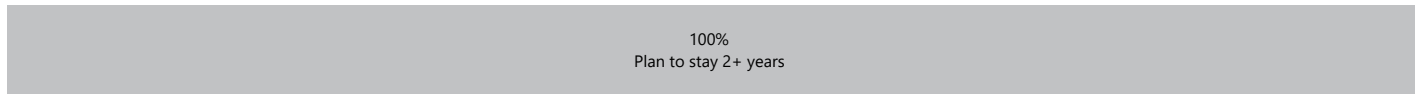
## Central Team Survey Results for

Response Rate		82%	Department Name	2023	Alachua County Average	National Average
Respondents		9	Project Development			
Recipients		11				
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	67%	53%	59%		
	Someone in the district is thinking about my career progression.	11%	24%	43%		
	There are opportunities for me to advance within the district.	22%	35%	45%		
<b>Engagement</b>	I am compensated fairly for the work that I do.	13%	32%	45%		
	My day-to-day work is clearly relevant to district goals.	67%	79%	86%		
	My day-to-day work makes good use of my strengths.	67%	79%	76%		
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	44%	60%	66%		
	I know the criteria that will be used to evaluate my performance.	56%	65%	73%		
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	13%	47%			
	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%		
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	78%	66%	68%		
	My team/department regularly seeks feedback from schools to determine what support they need.	89%	69%	69%		
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%		
	My team/department resolves problems from our schools quickly.	78%	68%	77%		
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	22%	38%	53%		
	I have the opportunity to provide input on key district decisions that affect me.	33%	31%	43%		
	Leaders in my district value my feedback.	33%	36%	47%		
	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%		
<b>Management</b>	My manager actively supports my growth and development.	67%	73%	73%		
	My manager provides me with regular, actionable feedback.	67%	69%	72%		
	My manager supports me in prioritizing the most essential aspects of my work.	56%	73%	73%		
	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%		

## Central Team Survey Results for

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

### Project Development Staff Plans for 2023



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

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

#### 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

## Central Team Survey Results for

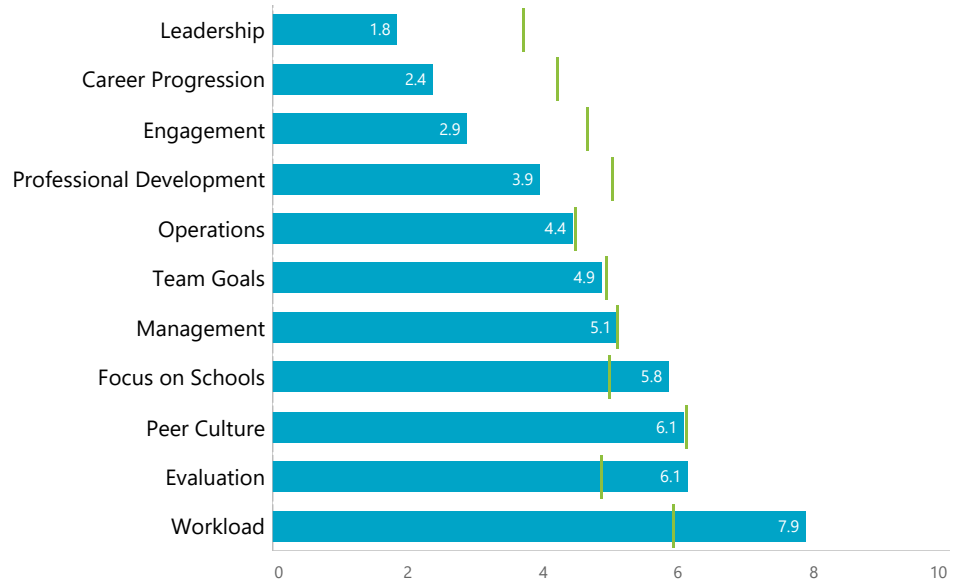
Response Rate 100%  
 Respondents 5  
 Recipients 5

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

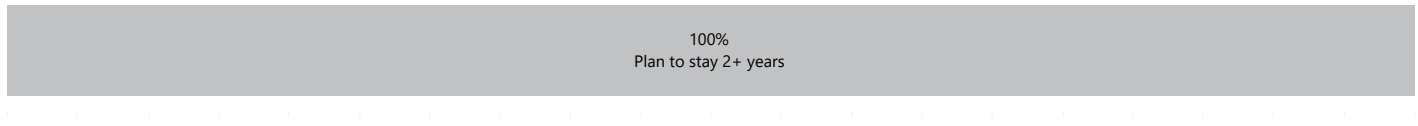
## Central Team Survey Results for

Response Rate		100%	Department Name		2023	Alachua County Average	National Average
Respondents	Recipients	5	Student Assignment				
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	40%	53%	59%			
	Someone in the district is thinking about my career progression.	20%	24%	43%			
	There are opportunities for me to advance within the district.	0%	35%	45%			
<b>Engagement</b>	I am compensated fairly for the work that I do.	20%	32%	45%			
	My day-to-day work is clearly relevant to district goals.	40%	79%	86%			
	My day-to-day work makes good use of my strengths.	40%	79%	76%			
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	80%	60%	66%			
	I know the criteria that will be used to evaluate my performance.	80%	65%	73%			
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	60%	47%				
	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%			
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	60%	66%	68%			
	My team/department regularly seeks feedback from schools to determine what support they need.	80%	69%	69%			
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	80%	66%	73%			
	My team/department resolves problems from our schools quickly.	80%	68%	77%			
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	20%	38%	53%			
	I have the opportunity to provide input on key district decisions that affect me.	0%	31%	43%			
	Leaders in my district value my feedback.	20%	36%	47%			
	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%			
<b>Management</b>	My manager actively supports my growth and development.	60%	73%	73%			
	My manager provides me with regular, actionable feedback.	80%	69%	72%			
	My manager supports me in prioritizing the most essential aspects of my work.	60%	73%	73%			
	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%			

## Central Team Survey Results for

Response Rate		100%	Department Name		2023	Alachua County Average	National Average
Respondents		5	Student Assignment				
Recipients		5					
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.		100%	63%	70%		
	Processes at the district make my work more efficient.		40%	33%	44%		
	The building where I work is clean and well maintained.		80%	55%	69%		
	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%		
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..		40%	72%	82%		
	The time I spend collaborating with my colleagues is productive.		80%	79%	77%		
	There is someone I can talk with openly and honestly about my work problems.		60%	71%	68%		
	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%		
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.		60%	61%	62%		
	Professional development opportunities for my team are relevant and well facilitated.		20%	45%	44%		
	There are opportunities for professional growth in my role.		20%	49%	53%		
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.		80%	65%	69%		
	My team has clear goals that drive our day-to-day work.		60%	72%	75%		
	My team regularly discusses our progress toward achieving our goals.		60%	64%	70%		

### Student Assignment Staff Plans for 2023



#### 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

## Central Team Survey Results for

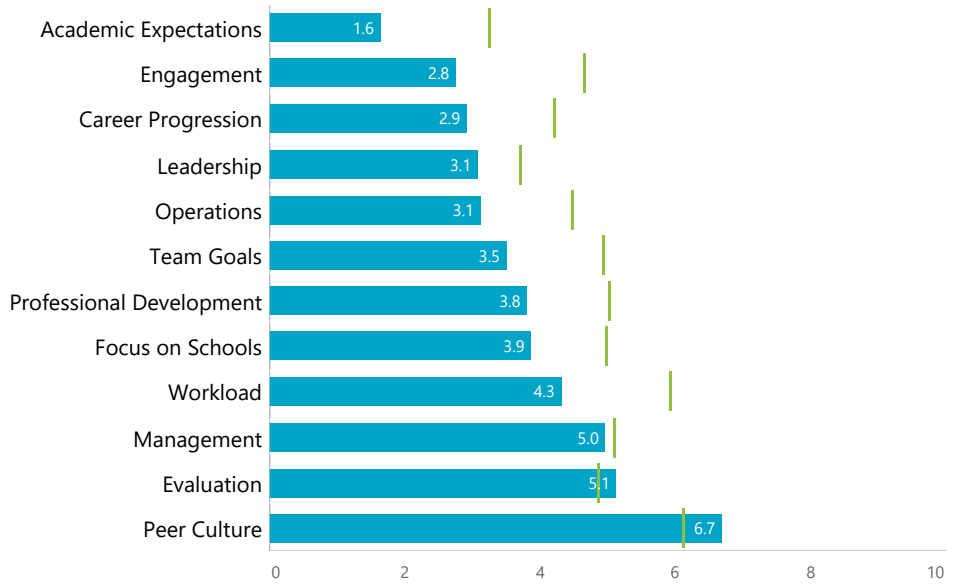
Response Rate 74%  
 Respondents 25  
 Recipients 34

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

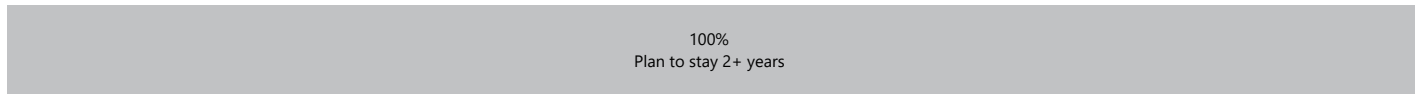
## Central Team Survey Results for

Response Rate		74%	Department Name		2023	Alachua County Average	National Average
Respondents		25	Student Support Services				
Recipients		34					
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	30%	53%	59%			
	Someone in the district is thinking about my career progression.	13%	24%	43%			
	There are opportunities for me to advance within the district.	13%	35%	45%			
<b>Engagement</b>	I am compensated fairly for the work that I do.	9%	32%	45%			
	My day-to-day work is clearly relevant to district goals.	74%	79%	86%			
	My day-to-day work makes good use of my strengths.	57%	79%	76%			
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	52%	60%	66%			
	I know the criteria that will be used to evaluate my performance.	78%	65%	73%			
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	30%	47%				
	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%			
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	48%	66%	68%			
	My team/department regularly seeks feedback from schools to determine what support they need.	42%	69%	69%			
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	44%	66%	73%			
	My team/department resolves problems from our schools quickly.	56%	68%	77%			
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	25%	38%	53%			
	I have the opportunity to provide input on key district decisions that affect me.	29%	31%	43%			
	Leaders in my district value my feedback.	38%	36%	47%			
	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%			
<b>Management</b>	My manager actively supports my growth and development.	71%	73%	73%			
	My manager provides me with regular, actionable feedback.	64%	69%	72%			
	My manager supports me in prioritizing the most essential aspects of my work.	75%	73%	73%			
	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%			

## Central Team Survey Results for

		Response Rate	74%	Department Name	2023	Alachua County Average	National Average
		Respondents	25	Student Support Services			
		Recipients	34				
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.	0%	22%	45%			
	It's fair to expect students in this district to master grade-level standards by the end of the year.	29%	48%	65%			
	One year is enough time for students in this district to master the grade-level standards.	5%	37%	44%			
	The standards are appropriate for the students in this district.	19%	44%	68%			
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	35%	63%	70%			
	Processes at the district make my work more efficient.	17%	33%	44%			
	The building where I work is clean and well maintained.	35%	55%	69%			
	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%			
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	72%	72%	82%			
	The time I spend collaborating with my colleagues is productive.	92%	79%	77%			
	There is someone I can talk with openly and honestly about my work problems.	72%	71%	68%			
	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.	88%	78%	74%			
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	44%	61%	62%			
	Professional development opportunities for my team are relevant and well facilitated.	32%	45%	44%			
	There are opportunities for professional growth in my role.	32%	49%	53%			
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	29%	65%	69%			
	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



**Top Reasons for Planning to Leave for Student Support Services Staff planning to leave this year or next year**

#### Top Reasons for Planning to Stay for Student Support Services Staff planning to stay for three or more years

Ability to have a positive impact on student ou..	6 Staff
Financial compensation	2 Staff
I like the work schedule	2 Staff
I would like to leave, but have not yet found a ..	2 Staff
Autonomy to make decisions about my work	1 Staff
Job security	1 Staff
Positive district culture and environment	1 Staff
Retirement benefits	1 Staff
Staff collegiality and collaboration/relationship..	1 Staff



## Central Team Survey Results for

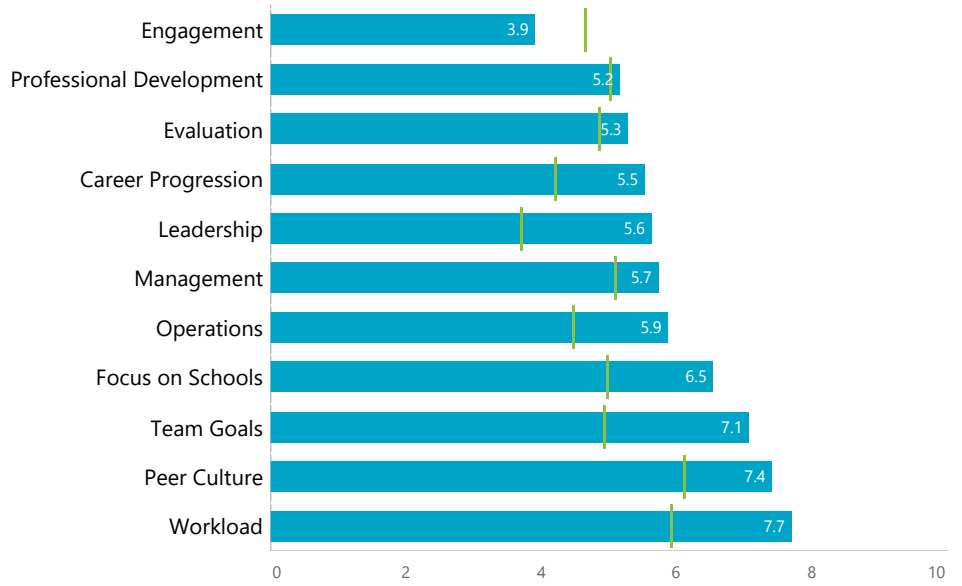
Response Rate 50%  
 Respondents 5  
 Recipients 10

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	50%	Superintendent, Staff Attorney, and Security/School Safety		2023	Alachua County Average	National Average
Respondents	5					
Recipients	10					
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	75%	53%	59%		
	Someone in the district is thinking about my career progression.	25%	24%	43%		
	There are opportunities for me to advance within the district.	50%	35%	45%		
<b>Engagement</b>	I am compensated fairly for the work that I do.	0%	32%	45%		
	My day-to-day work is clearly relevant to district goals.	75%	79%	86%		
	My day-to-day work makes good use of my strengths.	75%	79%	76%		
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	75%	60%	66%		
	I know the criteria that will be used to evaluate my performance.	75%	65%	73%		
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	25%	47%			
	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%		
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	80%	66%	68%		
	My team/department regularly seeks feedback from schools to determine what support they need.	60%	69%	69%		
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	100%	66%	73%		
	My team/department resolves problems from our schools quickly.	100%	68%	77%		
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	75%	38%	53%		
	I have the opportunity to provide input on key district decisions that affect me.	50%	31%	43%		
	Leaders in my district value my feedback.	50%	36%	47%		
	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%		
<b>Management</b>	My manager actively supports my growth and development.	80%	73%	73%		
	My manager provides me with regular, actionable feedback.	80%	69%	72%		
	My manager supports me in prioritizing the most essential aspects of my work.	80%	73%	73%		
	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		50%				
Respondents		5				
Recipients		10				
				Superintendent, Staff Attorney, and Security/School Safety		
				2023		
				Alachua County Average		
				National Average		
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.			100%	63%	70%
	Processes at the district make my work more efficient.			50%	33%	44%
	The building where I work is clean and well maintained.			50%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..			100%	72%	82%
	The time I spend collaborating with my colleagues is productive.			80%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.			80%	71%	68%
	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%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.			80%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.			20%	45%	44%
	There are opportunities for professional growth in my role.			40%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.			75%	65%	69%
	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.			100%	64%	70%

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

100%  
Plan to stay 2+ years

### Top Reasons for Planning to Stay

for Superintendent, Staff Attorney, and Security/School Safety Staff planning to stay for three or more years

<b>Top Reasons for Planning to Leave for Superintendent</b>	Retirement benefits	2 Staff
	Ability to have a positive impact on student ou..	1 Staff
	Financial compensation	1 Staff

## Central Team Survey Results for

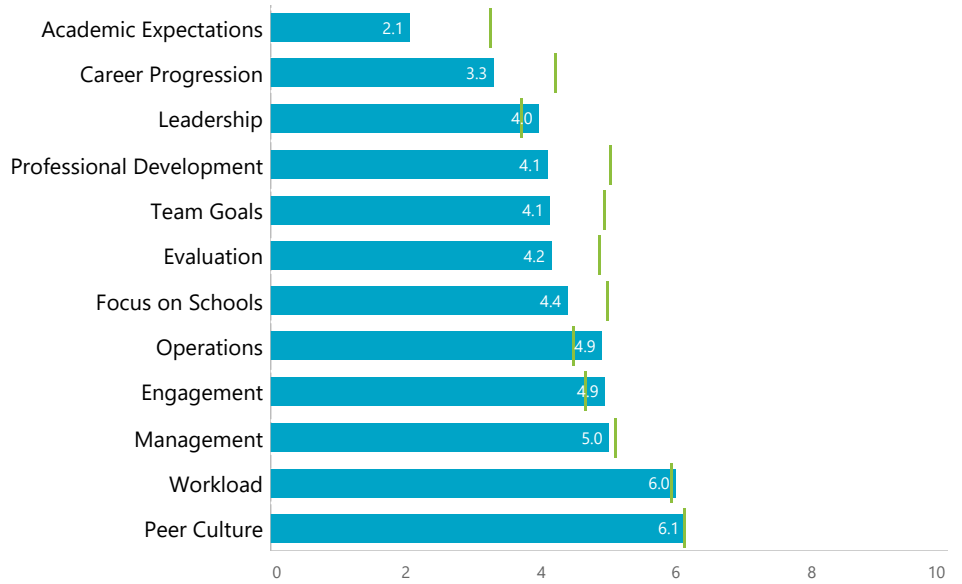
Response Rate 89%  
 Respondents 8  
 Recipients 9

System of Care

Season  
All

### 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

## Central Team Survey Results for

Response Rate 89%  
 Respondents 8  
 Recipients 9

System of Care

		2023	Alachua County Average	National Average
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	25%	53%	59%
	Someone in the district is thinking about my career progression.	25%	24%	43%
	There are opportunities for me to advance within the district.	38%	35%	45%
<b>Engagement</b>	I am compensated fairly for the work that I do.	38%	32%	45%
	My day-to-day work is clearly relevant to district goals.	63%	79%	86%
	My day-to-day work makes good use of my strengths.	88%	79%	76%
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	50%	60%	66%
	I know the criteria that will be used to evaluate my performance.	75%	65%	73%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	50%	47%	
	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%
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	63%	66%	68%
	My team/department regularly seeks feedback from schools to determine what support they need.	88%	69%	69%
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	63%	66%	73%
	My team/department resolves problems from our schools quickly.	63%	68%	77%
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	38%	38%	53%
	I have the opportunity to provide input on key district decisions that affect me.	38%	31%	43%
	Leaders in my district value my feedback.	38%	36%	47%
	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%
<b>Management</b>	My manager actively supports my growth and development.	75%	73%	73%
	My manager provides me with regular, actionable feedback.	63%	69%	72%
	My manager supports me in prioritizing the most essential aspects of my work.	75%	73%	73%
	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%

## Central Team Survey Results for

Response Rate 89%  
 Respondents 8  
 Recipients 9

System of Care

2023

Alachua  
County  
Average

National  
Average

		2023	Alachua County Average	National Average
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.	25%	22%	45%
	It's fair to expect students in this district to master grade-level standards by the end of the year.	50%	48%	65%
	One year is enough time for students in this district to master the grade-level standards.	25%	37%	44%
	The standards are appropriate for the students in this district.	25%	44%	68%
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	63%	63%	70%
	Processes at the district make my work more efficient.	50%	33%	44%
	The building where I work is clean and well maintained.	63%	55%	69%
	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%
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	75%	72%	82%
	The time I spend collaborating with my colleagues is productive.	88%	79%	77%
	There is someone I can talk with openly and honestly about my work problems.	63%	71%	68%
	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%	78%	74%
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	50%	61%	62%
	Professional development opportunities for my team are relevant and well facilitated.	50%	45%	44%
	There are opportunities for professional growth in my role.	25%	49%	53%
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	50%	65%	69%
	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%  
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

# Central Team Survey Results for

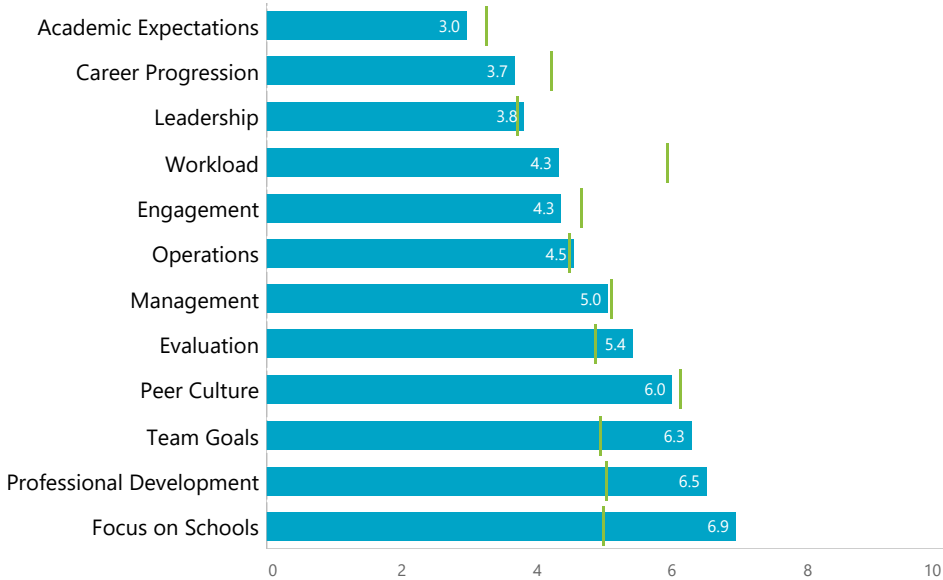
Response Rate 100%  
 Respondents 8  
 Recipients 8

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

## Central Team Survey Results for

Response Rate		100%				
Respondents		8				
Recipients		8	Title I	2023	Alachua County Average	National Average
<b>Career Progression</b>	I have a specific development goal or project for the coming year that excites me.	38%	53%	59%		
	Someone in the district is thinking about my career progression.	13%	24%	43%		
	There are opportunities for me to advance within the district.	50%	35%	45%		
<b>Engagement</b>	I am compensated fairly for the work that I do.	50%	32%	45%		
	My day-to-day work is clearly relevant to district goals.	88%	79%	86%		
	My day-to-day work makes good use of my strengths.	50%	79%	76%		
<b>Evaluation</b>	I agree with the criteria that will be used to evaluate my performance.	88%	60%	66%		
	I know the criteria that will be used to evaluate my performance.	88%	65%	73%		
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	50%	47%			
	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.	63%	74%	77%		
<b>Focus on Schools</b>	I have access to the information I need to support my district's schools.	75%	66%	68%		
	My team/department regularly seeks feedback from schools to determine what support they need.	88%	69%	69%		
	My team/department removes obstacles and distractions so school staff can focus on improving student outcomes.	88%	66%	73%		
	My team/department resolves problems from our schools quickly.	88%	68%	77%		
<b>Leadership</b>	District leaders model the behavior they hope to see across the district community.	38%	38%	53%		
	I have the opportunity to provide input on key district decisions that affect me.	38%	31%	43%		
	Leaders in my district value my feedback.	50%	36%	47%		
	The district has a clear, overarching vision that drives priorities, goals, and decision making within my team/department.	50%	33%	61%		
	When district leaders commit to a program or priority, they follow through.	38%	32%	52%		
<b>Management</b>	My manager actively supports my growth and development.	63%	73%	73%		
	My manager provides me with regular, actionable feedback.	75%	69%	72%		
	My manager supports me in prioritizing the most essential aspects of my work.	50%	73%	73%		
	The expectations for my role are clearly defined.	75%	66%	78%		
	When I get feedback, I receive support to implement those changes.	63%	67%	67%		



## Central Team Survey Results for

		Response Rate	100%		
		Respondents	8		
		Recipients	8	Title I	2023
				Alachua County Average	National Average
<b>Academic Expectations</b>	All students in this district can master the grade-level standards by the end of the year.	17%	22%	45%	
	It's fair to expect students in this district to master grade-level standards by the end of the year.	50%	48%	65%	
	One year is enough time for students in this district to master the grade-level standards.	50%	37%	44%	
	The standards are appropriate for the students in this district.	50%	44%	68%	
<b>Operations</b>	Day-to-day operations in my team/department run smoothly.	75%	63%	70%	
	Processes at the district make my work more efficient.	50%	33%	44%	
	The building where I work is clean and well maintained.	63%	55%	69%	
	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%	
<b>Peer Culture</b>	In the past six months, I've had the opportunity to collaborate with someone in another depar..	75%	72%	82%	
	The time I spend collaborating with my colleagues is productive.	88%	79%	77%	
	There is someone I can talk with openly and honestly about my work problems.	50%	71%	68%	
	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%	
<b>Professional Development</b>	In the past six months, I have developed new skills that I was able to apply in my role.	75%	61%	62%	
	Professional development opportunities for my team are relevant and well facilitated.	63%	45%	44%	
	There are opportunities for professional growth in my role.	63%	49%	53%	
<b>Team Goals</b>	I have access to the tools and resources I need to make progress on our team goals.	75%	65%	69%	
	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%  
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 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
- 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
- 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!



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