Survey Design

- The annual surveys for staff and for parents/guardians are aligned to our current strategic plan.

- Both surveys allow for respondents to only complete sections that are relevant to their roles and sites in RPS.

Richfield Public Schools Strategic Plan 2021-26

RICHFIELD *Realized*

Staff Survey Results

# Staff Survey Distribution & Participation

- Staff members were given 12 days to complete the survey.
- Participation numbers by building:
  - Bus Garage: 3 (12% completion)
  - Centennial: 40 (65% completion)
  - Central: 31 (72% completion)
  - District Office: 20 (53% completion)
  - RCEP: 6 (75% completion)
  - RDLS: 36 (60% completion)
  - RHS: 56 (42% completion)
  - RMS: 40 (43% completion)
  - R-STEM: 47 (51% completion)
  - Sheridan: 43 (68% completion)
  - SEC: 9 (82% completion)
  - Total: 359 (53% completion)

Staff Survey Results - Overall

- "I would recommend my school or program to parents seeking a place for their child."

- 73.3% agree or strongly agree (5.2 percentage points higher than last year)

- 25% disagree or strongly disagree

2021-2022 Data

Would Recommend School/Program

1.9%
8.9%
23.0%
21.1%
45.1%

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Not Applicable
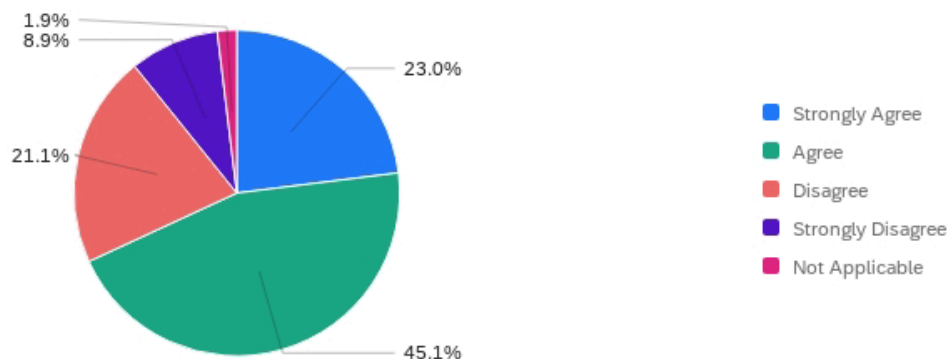
2022-2023 Data

Would Recommend School/Program

1.8%
7.1%
17.9%
29.5%
43.8%

- Strongly Agree
- Agree
- Disagree
- Strongly Disagree
- Not Applicable
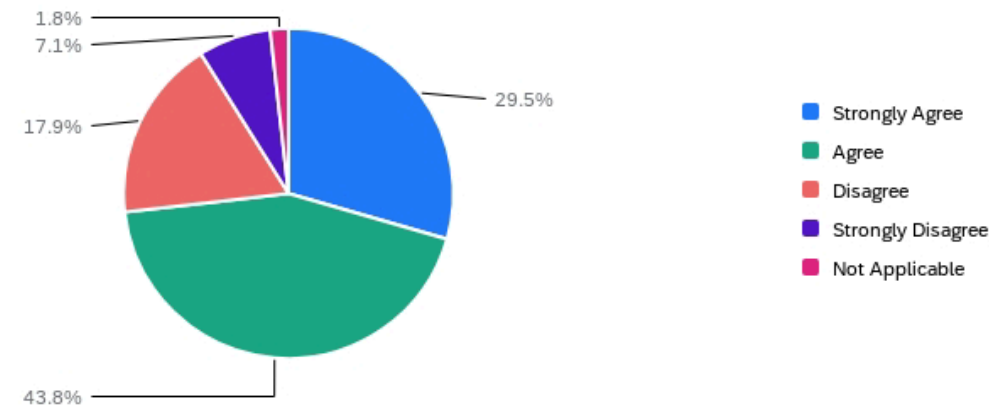
Staff Survey Results – School Administration

School Administration (Staff at the D.O. and bus garage skipped these questions):

- <u>Strength</u>: 93% of respondents agree or strongly agree that their school administration "promotes the school and district in a positive manner."

- <u>Opportunity</u>: 34% of respondents disagree or strongly disagree that their school administration "aligns support to the needs of the building."

- <u>Compared to last year</u>: Strong agreement increased by 3-7 percentage points for each statement. Strong disagreement decreased by 2-7 percentage points for each statement.

My School Administration (including Principal, Assistant Principals, Dean of Students, Director of RCEP, Director of Special Education, Director of Community Education ...

Q8 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Aligns support to the needs of my building.	23%	43%	23%	11%	271
Encourages student participation in extracurricular activities.	27%	52%	19%	2%	223
Ensures equitable outcomes for all students.	27%	44%	19%	10%	272
Ensures that students are seen, valued, heard, and respected.	32%	49%	14%	5%	271
Establishes an environment of trust, teamwork and collaboration.	24%	44%	19%	13%	275
Promotes the school and district in a positive manner.	37%	56%	6%	1%	278
Respects and supports teachers and staff.	30%	41%	19%	10%	276

Staff Survey Results - Teachers

Teachers in my Building (Staff at the D.O. and bus garage skipped these questions):

- Strength: 94% of respondents agree or strongly agree that the teachers in their building "ensure that students are seen, valued, heard, and respected."

- Opportunity: 13% of respondents disagree or strongly disagree that teachers in their building "ensure equitable outcomes for all students."

- Compared to last year: Responses remained similar, trending slightly toward stronger agreement.

The Teachers in my Building...

Q13 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Ensure equitable outcomes for all students.	34%	53%	11%	2%	258
Ensure that students are seen, valued, heard, and respected.	41%	53%	6%	0%	259
Establish an environment of trust, teamwork and collaboration.	39%	53%	6%	2%	262
Promote the school and district in a positive manner.	34%	58%	7%	1%	262
Respect and support fellow teachers and staff.	41%	48%	8%	2%	262
Respect the work of other staff who take the lead in school improvement eff...	35%	53%	10%	2%	255

Staff Survey Results – Business Team

Business Team (Finance, HR, Student Information – staff only completed these questions if they interact with this team specifically):

- <u>Strength</u>: 89% of respondents agree or strongly agree that the Business team "promotes the District in a positive manner."

- <u>Opportunity</u>: 40% of respondents disagree or strongly disagree that the Business team "establishes an environment of trust, teamwork and collaboration."

- <u>Compared to last year</u>: As a whole, strong agreement and agreement decreased by 1 to 10 percentage points for each statement.

The District Business Team (including Finance, Human Resources and Student Information)...

Q19 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Aligns supports with the needs of my building.	18%	46%	29%	7%	115
Establishes an environment of trust, teamwork and collaboration.	16%	44%	27%	13%	118
Fosters a culture of financial accountability and transparency.	20%	44%	22%	14%	117
Promotes the District in a positive manner.	25%	64%	10%	2%	118
Respects and supports teachers and staff.	18%	45%	28%	8%	120

Staff Survey Results – Operations Team

Operations Team (Facilities, Nutrition Services, Transportation, Safe Routes to School – staff only completed these questions if they interact with this team specifically):

- Strength: All of the statements inspired 92-97% agreement!

- Compared to last year: As a whole, strong agreement and agreement increased by 1 to 5 percentage points for all statements except "Provides resources needed by students, staff and families," which decreased by 2 percentage points.

The District Operations Team (including Facilities, Nutrition Services, Transportation and Safe Routes to School)...

Q23 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Aligns support with the needs of my building.	35%	56%	6%	2%	131
Establishes an environment of trust, teamwork and collaboration.	39%	57%	5%	0%	129
Is committed to continuous improvement of services.	39%	56%	5%	0%	133
Promotes the District in a positive manner.	44%	55%	0%	1%	131
Provides resources needed by students, staff and families.	38%	54%	8%	0%	131
Respects and supports teachers and staff.	38%	59%	2%	0%	133

Staff Survey Results – Marketing & Communications Team

Marketing & Communications Team:

- <u>Strength</u>: 94% of respondents agree or strongly agree that the Marketing & Communications team "supports the positive reputation of the District."

- <u>Opportunity</u>: 12% of respondents disagree or strongly disagree that the Marketing & Communications team "has provided effective communication this school year."

- <u>Compared to last year</u>: Strong agreement increased by 3-4 percentage points for each statement, and strong disagreement decreased 1-2 percentage points for each statement.

The District Marketing & Communications Team...

Q27 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Has provided effective communication this school year.	28%	60%	10%	2%	259
Supports the positive reputation of the District.	35%	59%	5%	1%	260
Works to celebrate diversity and improve school pride.	33%	57%	8%	2%	261

Staff Survey Results – Teaching & Learning Team

RICHFIELD PUBLIC SCHOOLS

Teaching & Learning (staff only completed these questions if they interact with this team specifically):

- Strength: 96% of respondents agree or strongly agree that the T&L team "promotes the District in a positive manner."

- Opportunity: 27% of respondents disagree or strongly disagree that the T&L team "aligns support with the needs of my building."

- Compared to last year: Progress is mixed. Overall agreement increased for 4 of the statements, while overall disagreement increased for 3 of the statements. Despite the lowest overall agreement with the statement "aligns support with the needs of my building," strong agreement for that statement also increased by 11 percentage points from last year.

The District Teaching & Learning Team (including Assistant Superintendent, Director of Elementary Ed., Director of Secondary Ed., Director of Technology and Director of ...

Q32 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Aligns support with the needs of my building.	35%	39%	19%	8%	156
Ensures equitable outcomes for all students.	32%	45%	18%	4%	159
Ensures that students are seen, valued, heard, and respected.	34%	56%	9%	1%	158
Establishes an environment of trust, teamwork and collaboration.	33%	49%	13%	6%	160
Promotes the District in a positive manner.	41%	55%	3%	1%	159
Respects and supports teachers and staff.	34%	45%	15%	7%	158
Takes a personal interest in the professional development and growth of sta...	36%	43%	15%	6%	160

Staff Survey Results – Special Programs Team

Special Programs (staff only completed these questions if they interact with this team specifically):

- Strength: 96% of respondents agree or strongly agree that the Special Programs team "promotes the District in a positive manner," and 92% of respondents agree or strongly that the Special Programs team "works to celebrate diversity and improve school pride."

- Opportunity: 25% of respondents disagree or strongly disagree that the Special Programs team "aligns support with the needs of my building."

- Compared to last year: Overall agreement increased by 2-8 percentage points for 5 of the statements, while holding steady or decreasing by 1 percentage point for the remaining 3 statements.

The District Special Programs Team (including the Executive Director of Special Programs, Director of Multilingual Learning, Director of Special Education and Director of... ...

Q37 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Aligns support with the needs of my building.	33%	42%	18%	7%	123
Ensures equitable outcomes for all students.	38%	47%	10%	4%	125
Ensures that students are seen, valued, heard, and respected.	42%	50%	8%	1%	125
Establishes an environment of trust, teamwork and collaboration.	35%	47%	12%	6%	125
Promotes the District in a positive manner.	44%	52%	2%	2%	128
Respects and supports teachers and staff.	34%	47%	13%	6%	127
Works to celebrate diversity and improve school pride.	43%	49%	7%	1%	122
Works to increase social-emotional support for the RPS community.	42%	49%	7%	2%	122

Staff Survey Results - Technology

RICHFIELD PUBLIC SCHOOLS

Technology (First 5 statements shown to all staff; rest to teachers only):

- Strength: 93% of respondents rated their workspace software as good or excellent, and 93% of respondents rated support from the Help Desk ticket system as good or excellent.

- Opportunity: 38% of teacher respondents rated their data tools as only fair or poor.

- Compared to last year: Tech support was rated 5-7 percentage points higher than last year. Teaching and learning hardware were rated 10-12 percentage points higher. The wording of other categories was updated this year, so an accurate comparison cannot be made.

Q42 Matrix	Excellent	Good	Only Fair	Poor	Count
Calling 6050	48%	44%	5%	4%	126
Help Desk Ticket support	43%	50%	6%	1%	253
In person building support from site technicians	49%	43%	7%	2%	249
Quality of workspace hardware (PC/Laptop)	35%	53%	9%	3%	257
Quality of workspace software applications (Google Workspace, Microsoft Off...	39%	54%	6%	1%	257
Access to quality technology training from site and District staff.	16%	51%	23%	10%	167
Data tools (Hoonuit, Qualtrics, etc.)	18%	43%	19%	19%	134
Learning Hardware (Chromebooks for students, PC labs, robotics, etc.)	18%	64%	13%	4%	157
Student information & learning management systems (Synergy, Schoology, Sees...	17%	55%	16%	13%	168
Teaching and learning software (SMART Notebook, Kami, Screencastify, Edgenu...	18%	61%	17%	4%	144
Teaching Hardware (Smartboards, Lightspeed speaker systems, document camera...	31%	56%	9%	4%	167

14

Staff Survey Results - Superintendent

Superintendent:

- <u>Strength</u>: 89% of respondents agree or strongly agree that the superintendent "leads the District to accomplish strategic plan goals."

- <u>Opportunity</u>: 41% of respondents disagree or strongly disagree that the superintendent "effectively supports keeping high performing and diverse educators in the District."

- <u>Compared to last year</u>: Overall agreement increased by 2-13 percentage points for all statements except "manages assets and utilizes resources to maintain the District's financial stability," which decreased by 2 percentage points.

The Superintendent...

Q46 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Leads the District to accomplish strategic plan goals.	28%	61%	7%	4%	242
Effectively communicates with stakeholders to promote a positive image for...	26%	60%	11%	3%	227
Manages assets and utilizes resources to maintain the District's financial...	25%	57%	15%	4%	216
Leads the District to provide programs and services that go beyond what oth...	23%	50%	22%	5%	224
Leads the District to offer innovative educational programs that provide op...	23%	56%	14%	7%	235
Ensures equitable outcomes for all students.	23%	51%	18%	8%	237
Effectively recruits high performing and diverse educators.	22%	50%	19%	8%	237
Effectively supports keeping high performing and diverse educators in the D...	19%	40%	28%	13%	232

Staff Survey Results - Comments

A few final comments from respondents:

- "I am proud to work for RPS. All in all, I think we do a fantastic job."

- Despite its faults, I am happy to work in Richfield Public Schools. I hope the district doesn't fall into the trap of making political decisions at the expense of student education and growth."

- "Most importantly, we could really use more mental health support."

- "This year has been a difficult year to get a sense for what is going well and what is going poorly since much of the year has been spent putting schools back together with pieces and people that are still trying to put themselves back together. It is a messy year."

- "I would love to see the district be able to offer more pathways for growth in skills/responsibilities/pay/certification for non-licensed staff, many of whom are BIPOC."

- "I am newer to the district and to teaching and I am truly proud to be a part of RPS as both an employee and a parent."

- "Post Covid we have increased needs at the elementary level for academic and SEL interventions yet the need does not match the staffing needed to provide these. We'd love an increase in gen ed intervention staff to support the need."

- I think that this is a wonderful place to work, however I think sometimes that a bit more love, trust, and positive feedback needs to come from our district administrators of all levels. People want to be seen, heard, and appreciated. Education is really hard. Staff appreciation events are really nice, but what people want is to have a voice, and to have that voice heard and honored."

Parent/Guardian Survey Results

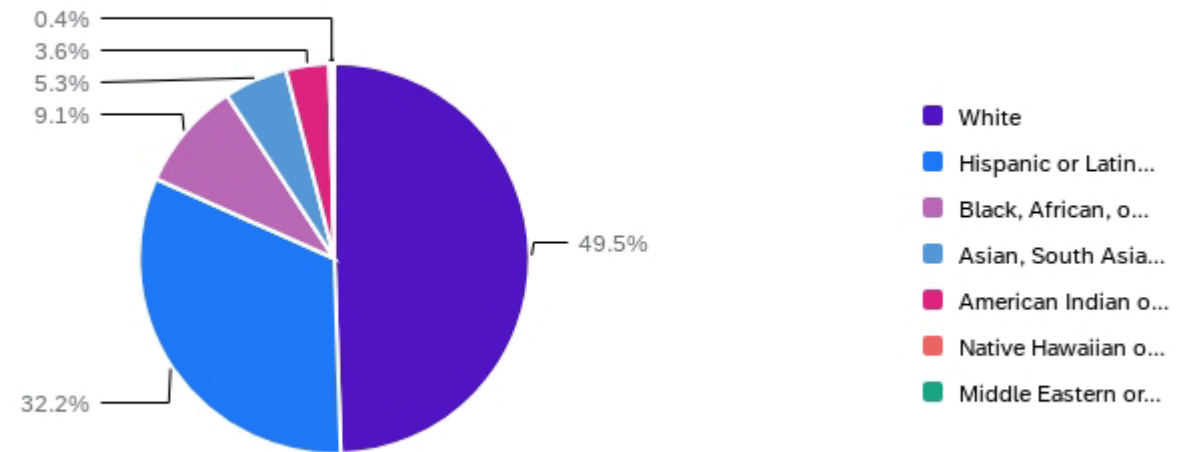# Parent Survey Distribution & Participation

- Parents/guardians were given a 14 days to complete the survey.
- Participation numbers by school and by race/ethnicity:
  - Centennial: 33
  - Central: 28
  - RCEP: 1
  - RDLS: 67
  - RHS: 80
  - RMS: 77
  - R-STEM: 71
  - Sheridan Hills: 66
  - SEC: 1
  - Total: 424

Participant Race/Ethnicity

0.4%
3.6%
5.3%
9.1%
49.5%
32.2%

- White
- Hispanic or Latin...
- Black, African, o...
- Asian, South Asia...
- American Indian o...
- Native Hawaiian o...
- Middle Eastern or...

Parent Survey Results – RPS Overall

Richfield Public Schools:

- Strength: 95% of respondents agree or strongly agree that RPS provides the technology resources for their children to effectively learn and participate and that RPS supports and celebrates diversity and school pride.

- Opportunity: 26% of respondents disagree or strongly disagree that RPS has a positive reputation in the community.

- Compared to last year: Overall agreement increased by 1-7 percentage points for 8 of the statements, while holding steady or decreasing by 1 percentage point for the remaining 3 statements.

Richfield Public Schools...

Q53 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Communicates effectively with parents.	33%	52%	10%	5%	332
Ensures students are seen, valued, heard and respected.	33%	56%	10%	2%	319
Has a positive reputation in the community.	25%	49%	22%	4%	327
Has safe, modern and clean school buildings and facilities.	40%	53%	5%	2%	332
Provides a welcoming environment.	42%	51%	5%	2%	323
Provides access for my child(ren) to additional resources, such as healthca...	36%	51%	10%	3%	273
Provides extracurricular activities that cater to the needs and interests o...	30%	54%	12%	4%	299
Provides healthy and nutritious meals.	26%	50%	19%	6%	313
Provides opportunities for parents and community members to be involved.	38%	53%	7%	2%	325
Provides technology resources for my child(ren) to effectively learn and pa...	39%	56%	4%	1%	322
Supports and celebrates diversity and school pride.	46%	49%	3%	2%	326

Parent Survey Results Comparison: BIPOC Respondents & All Respondents

RICHFIELD PUBLIC SCHOOLS

RPS:

- <u>Biggest difference</u>: Among BIPOC respondents, 85% agree or strongly agree that RPS has a positive reputation in the community, whereas only 74% of all respondents agree or strongly agree with that statement.

- <u>Strongest similarity</u>: 93% of respondents agree or strongly agree that RPS has safe, modern and clean school buildings and facilities. This 93% rating also holds true for BIPOC respondents specifically.

- **<u>Overall trend in comparison</u>: For every statement except one, BIPOC respondents had a higher percentage of combined agree responses, indicating an overall higher level of satisfaction with RPS from BIPOC respondents.**

- The only exception was the statement that RPS supports and celebrates diversity and school pride, which had an agreement percentage of 93% from BIPOC respondents, as opposed to 95% from all respondents.

Parent Survey Results – School Transition Experiences
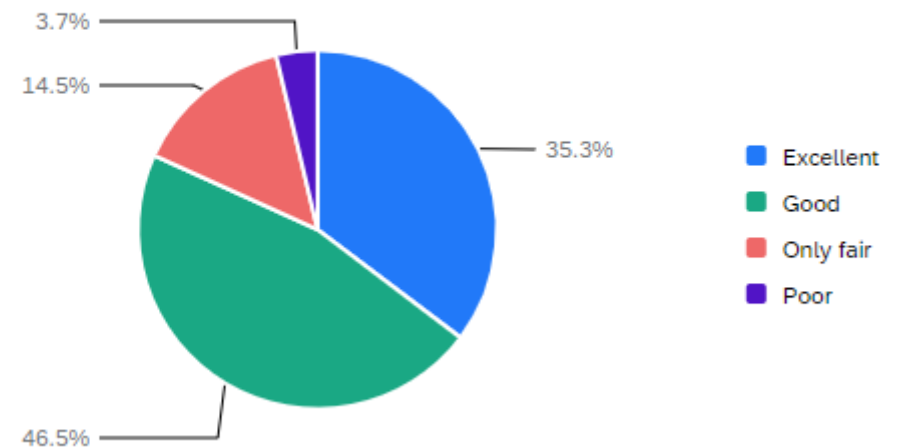
RICHFIELD PUBLIC SCHOOLS

School Transition Experiences: 81.8% of respondents indicated excellent or good experiences transitioning from PreK to K, elementary to middle, and/or middle to high.

Compared to last year: The percentage of respondents who rated their transitions as excellent increased by 1.1 percentage points.

Sample Comments:

- "Transition between elementary schools went well. However we are transitioning into middle school and feel that there has been very few and limited communication about this transition process."

- "If RPS wants to keep RDLS students they need a fancy brochure about the [RMS] immersion program and some statistics about how RDLS students who have graduated from RPS are doing."

- "Our youngest will be starting K in the fall of 2023. I wish we had more opportunities to ride the bus - this is both exciting and a point of anxiety!"

- "The transition from elementary school to middle school is hard for kids, but also hard for parents. Communication and grades need to be streamlined, and there should be better systems in place and consistency, plus orientation for parents on how to navigate these systems and tech support in doing so."
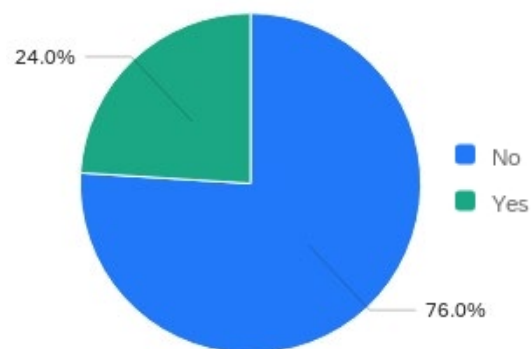

School Transition Experiences

3.7%
14.5%
35.3%
46.5%

Excellent
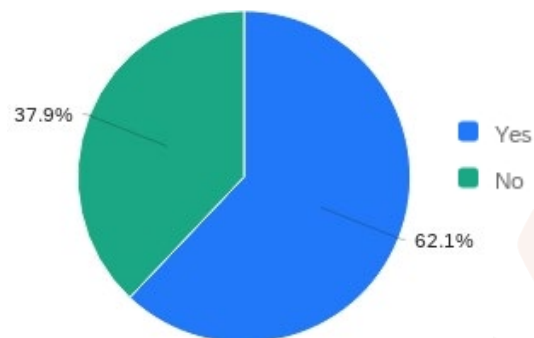Good
Only fair
Poor

Parent Survey Results - Activities

2021-2022 Survey Results:

Activity Fees a Barrier?
- No 76.0%
- Yes 24.0%

Aware of Scholarship Opportunities?
- Yes 62.1%
- No 37.9%

Enjoy Attending Performances & Competitions?
- Yes 87.2%
- No 12.8%
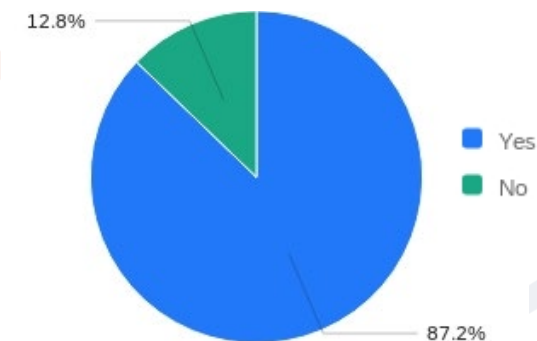
2022-2023 Survey Results:

Activity Fees a Barrier?
- No 76.2%
- Yes 23.8%
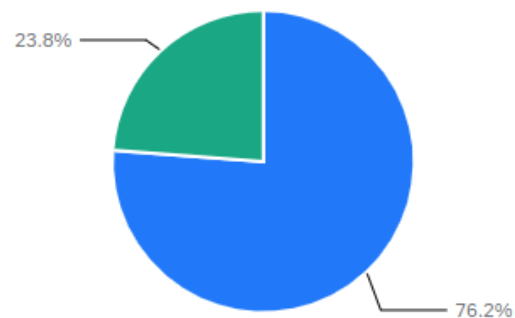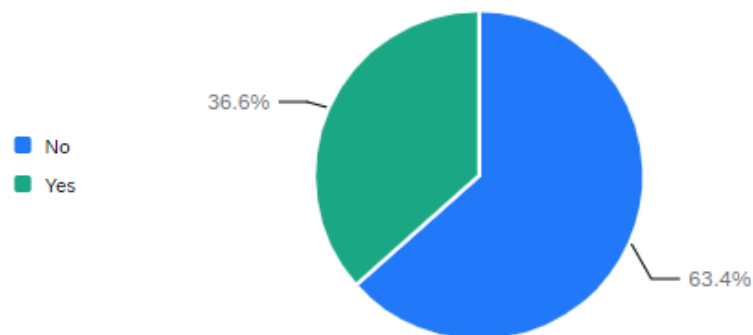
Aware of Scholarship Opportunities?
- No 63.4%
- Yes 36.6%

Enjoy Attending Performances & Competitions?
- Yes 90.4%
- No 9.6%
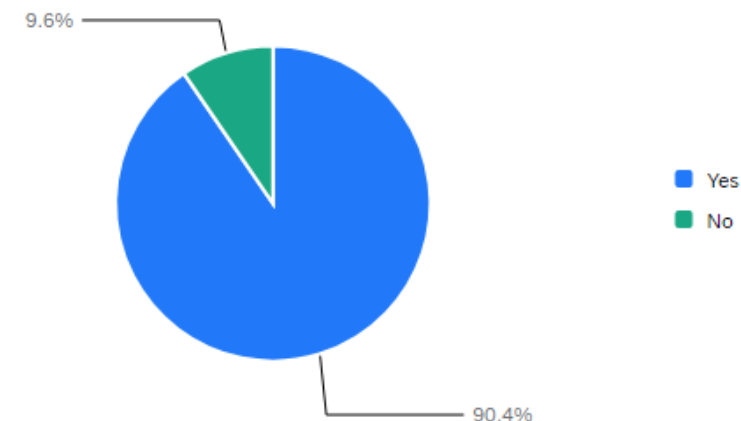
RICHFIELD
PUBLIC SCHOOLS

Parent Survey Results Comparison: BIPOC Respondents & All Respondents

Activities:

- Biggest difference: 37.5% of BIPOC respondents indicated that activity fees are a barrier for them, as compared to 23.8% of all respondents.

- Strongest similarity: 88.3% of BIPOC respondents indicated they enjoy attending student performances and competitions, as compared to 90.4% of all respondents.

- Additional data point: 42.3% of BIPOC respondents indicated they are not aware of scholarship opportunities, as compared to 36.6% of all respondents.

Parent Survey Results – Superintendent

RICHFIELD PUBLIC SCHOOLS

The Superintendent:

- <u>Strength</u>: 89% of respondents agree or strongly agree that the superintendent manages assets and utilizes resources to maintain the District's financial stability. Additionally, 88% of respondents agree or strongly agree that the superintendent leads the District to accomplish strategic plan goals.

- <u>Opportunity</u>: 23% of respondents disagree that the superintendent leads the District to provide programs and services that go beyond what other similarly sized districts offer.

- <u>Compared to last year</u>: Overall agreement increased by 2-8 percentage points for every statement.

The Superintendent...

Q58 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Respondents
Effectively communicates with stakeholders to promote a positive image for...	27%	54%	11%	7%	257
Effectively recruits high performing and diverse educators.	27%	52%	15%	6%	268
Effectively supports keeping high performing and diverse educators in the D...	24%	54%	15%	7%	267
Ensures equitable outcomes for all students.	26%	56%	11%	7%	266
Leads the District to accomplish strategic plan goals.	30%	58%	9%	4%	284
Leads the District to offer innovative educational programs that provide op...	29%	56%	11%	4%	278
Leads the District to provide programs and services that go beyond what oth...	25%	52%	16%	7%	254
Manages assets and utilizes resources to maintain the District's financial...	31%	58%	8%	4%	255

Parent Survey Results Comparison: BIPOC Respondents & All Respondents

The Superintendent:

- <u>Biggest difference</u>: 86% of BIPOC respondents agreed or strongly agreed that the superintendent leads the District to provide programs and services that go beyond what other similarly sized districts offer, as compared to 77% of all respondents.

- <u>Strongest similarity</u>: 88% of BIPOC respondents agreed or strongly agreed that the superintendent effectively communicates with stakeholders to promote a positive image for the District, as compared to 87% of all respondents.

- **<u>Overall trend in comparison</u>: For every statement, BIPOC respondents had a higher percentage of combined agreement, indicating an overall higher level of satisfaction with the superintendent's performance from BIPOC respondents.**

Parent Survey Results – Comments

A few final comments from respondents:

- "I am happy and my son is happy to have him going to Richfield Middle School. Thank You, teachers, and other staff for making it a positive environment for our kids!"

- "I love living in Richfield, I just wish the schools were more unified. Instead, it feels like a competition. One school has all the best opportunities, while another school feels like an afterthought or not the popular choice. We are all in the same district and should be represented similarly."

- "We were disappointed that the machines, construction, and welding programs are not running."

- "I would like to have more diversity in the extracurricular sports."

- "I believe that the academic standards should be raised."

- "We NEED more access to Fun Club. We've been on the wait list for 2.5 years since moving into the district. This is a huge barrier to employment in our family."

- "Teachers and staff are respectful and welcoming."

- "I appreciate having a voice to share concerns."

- "We've had good experiences with RPS, but FWIW, people I know who have been at other schools do think RHS is not rigorous enough."

- "Keep working long/hard as you have been doing - it's going super well."

Next Steps

- Board members will be given access to Qualtrics in order to view the dashboard of survey information, including all the comments written in about the superintendent's performance.

- Data from this survey are part of the superintendent's annual evaluation, along with upcoming data on superintendent goals and feedback from board members and staff members who report directly to the superintendent.

Questions/Comments