

Enriching and accelerating learning

R

RICHFIELD
PUBLIC SCHOOLS

23-24 Annual Survey Results

Jennifer Valley, Director of
Marketing & Communications

4/1/23

Enriqueciendo y acelerando el aprendizaje

Survey Design & Administration



- 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.
- This year the surveys were administered earlier – in March instead of April/May, in part so that the survey timing could be aligned to spring conferences.
 - Overall parent/guardian & staff participation was higher than last year
 - Parent/guardian survey was slightly less demographically representative of our District community

Richfield Public Schools Strategic Plan 2021-26

RICHFIELD

Realized

Enriching and accelerating learning

Staff Survey Results

Enriqueciendo y acelerando el aprendizaje

Staff Survey Distribution & Participation



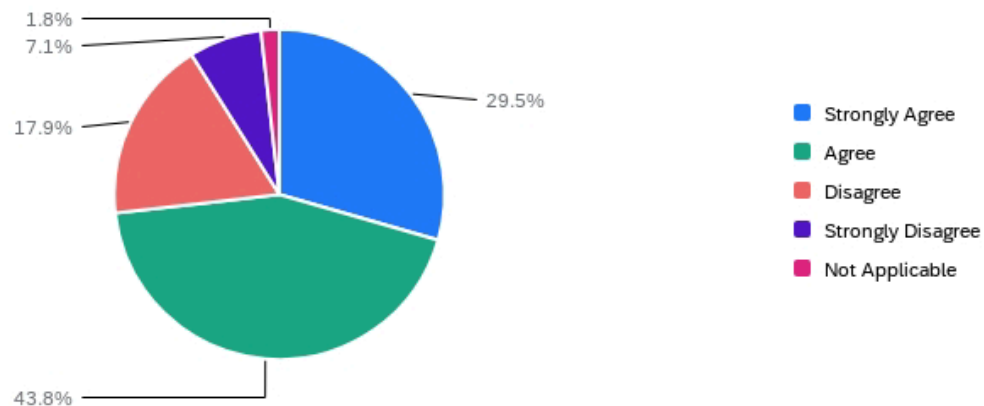
- Staff members were given 12 days to complete the survey.
- Participation numbers by building:
 - Bus Garage: 2 (6% completion)
 - Centennial: 41 (71% completion)
 - Central: 25 (61% completion)
 - District Office: 27 (56% completion)
 - RCEP: 5 (63% completion)
 - RDLS: 35 (60% completion)
 - RHS: 71 (50% completion)
 - RMS: 70 (73% completion)
 - R-STEM: 41 (48% completion)
 - Sheridan: 42 (64% completion)
 - SEC: 5 (50% completion)
 - Didn't specify building: 27
 - Total: 391 (58% completion)

Staff Survey Results - Overall

- “I would recommend my school or program to parents seeking a place for their child.”
- 79.4% agree or strongly agree (6.1 percentage points higher than last year)
- 17.9% disagree or strongly disagree

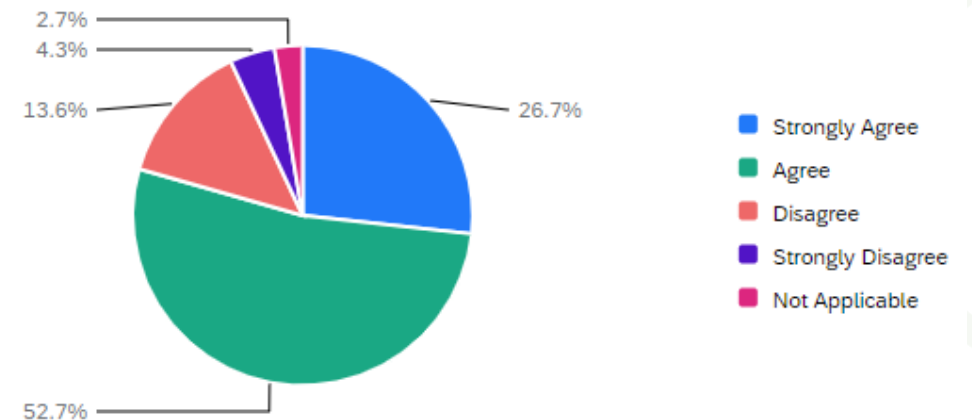
2022-2023 Data

Would Recommend School/Program



2023-2024 Data

Would Recommend School/Program



Staff Survey Results – School Administration

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

- **Strength (highest):** 95% of respondents agree or strongly agree that their school administration “promotes the school and district in a positive manner.”
- **Opportunity (lowest):** Only 79% of respondents agree or strongly agree that their school administration “aligns support to the needs of the building.”
- **Compared to last year:** Strong agreement increased by 6-10 percentage points for each statement. Strong disagreement decreased by up to 9 percentage points for each statement.

[My School Administration \(including Principal, Assistant Principals, Dean of Students, Director of RCEP, Director of Special Education, Director of Community Education and/or Activities Director\)](#) > ...

Q8 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Aligns support to the needs of my building.	30%	49%	17%	4%	317
Encourages student participation in extracurricular activities.	34%	57%	8%	1%	270
Ensures equitable outcomes for all students.	33%	49%	14%	4%	320
Ensures that students are seen, valued, heard, and respected.	40%	51%	7%	2%	321
Establishes an environment of trust, teamwork and collaboration.	34%	50%	12%	4%	321
Promotes the school and district in a positive manner.	47%	48%	4%	1%	321
Respects and supports teachers and staff.	38%	46%	11%	4%	317

Staff Survey Results - Teachers

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

- **Strength (highest):** 96% of respondents agree or strongly agree that the teachers in their building “ensure that students are seen, valued, heard, and respected.”
- **Opportunity (lowest):** Only 88% of respondents agree or strongly agree that teachers in their building “ensure equitable outcomes for all students.”
- **Compared to last year:** Overall agreement increased by 1-5 percentage points for each statement.

The Teachers in my Building...

Q13 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Ensure equitable outcomes for all students.	31%	57%	9%	3%	306
Ensure that students are seen, valued, heard, and respected.	38%	58%	4%	0%	307
Establish an environment of trust, teamwork and collaboration.	40%	55%	5%	1%	308
Promote the school and district in a positive manner.	36%	60%	5%	0%	303
Respect and support fellow teachers and staff.	41%	54%	5%	1%	306
Respect the work of other staff who take the lead in school improvement eff...	39%	54%	7%	0%	299

Staff Survey Results – Business Team

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

- **Strength (highest):** 94% of respondents agree or strongly agree that the Business team “promotes the District in a positive manner.”
- **Opportunity (lowest):** Only 68% agree or strongly agree that the Business team “fosters a culture of financial accountability and transparency,” and 67% of respondents agree or strongly agree that the Business team “establishes an environment of trust, teamwork and collaboration.”
- **Compared to last year:** Strong agreement increased by 4-6 percentage point for each statement. Strong disagreement decreased by 2-8 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.	23%	51%	22%	4%	116
Establishes an environment of trust, teamwork and collaboration.	21%	46%	28%	5%	121
Fosters a culture of financial accountability and transparency.	26%	42%	26%	6%	125
Promotes the District in a positive manner.	29%	65%	6%	0%	118
Respects and supports teachers and staff.	24%	47%	24%	5%	124

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 91-98% overall agreement!
- **Compared to last year:** Overall agreement decreased by 1 to 3 percentage points for 4 statements, remained equal for 1 statement and increased by 3 percentage points for the statement: “Provides resources needed by students, staff and families.”

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.	38%	53%	9%	0%	128
Establishes an environment of trust, teamwork and collaboration.	37%	56%	7%	0%	135
Is committed to continuous improvement of services.	41%	51%	7%	1%	136
Promotes the District in a positive manner.	43%	55%	1%	1%	134
Provides resources needed by students, staff and families.	37%	58%	5%	1%	133
Respects and supports teachers and staff.	43%	52%	4%	1%	137

Staff Survey Results – Marketing & Communications Team

Marketing & Communications Team:

- **Strength:** All of the statements inspired 94-98% agreement!
- **Compared to last year:** Strong agreement increased by 3 percentage points for each statement, and strong disagreement decreased 1 percentage point for each statement.

The District Marketing & Communications Team...

Q27 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Has provided effective communication this school year.	31%	63%	6%	1%	281
Supports the positive reputation of the District.	38%	60%	1%	0%	281
Works to celebrate diversity and improve school pride.	36%	61%	3%	1%	283

Staff Survey Results – Teaching & Learning Team



RICHFIELD
PUBLIC SCHOOLS

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

- **Strength (highest):** 98% of respondents agree or strongly agree that the T&L team “promotes the District in a positive manner.”
- **Opportunity (lowest):** Only 77% of respondents agree or strongly agree that the T&L team “respects and supports teachers and staff.”
- **Compared to last year:** Progress is mixed, but trending upward. Overall agreement increased by 2-9 percentage points for 4 of the statements, while overall disagreement increased for by 1-2 percentage points for 3 of the statements.

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

Q32 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Aligns support with the needs of my building.	25%	53%	18%	4%	158
Ensures equitable outcomes for all students.	34%	52%	12%	3%	159
Ensures that students are seen, valued, heard, and respected.	33%	56%	9%	2%	156
Establishes an environment of trust, teamwork and collaboration.	27%	52%	17%	4%	162
Promotes the District in a positive manner.	35%	63%	1%	1%	161
Respects and supports teachers and staff.	29%	48%	19%	4%	160
Takes a personal interest in the professional development and growth of sta...	27%	54%	13%	5%	158

Staff Survey Results – Special Programs Team



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

- **Strength (highest):** 98% 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 “ensures that students are seen, valued, heard, and respected.”
- **Opportunity (lowest):** Only 79% of respondents agree or strongly agree that the Special Programs team “aligns support with the needs of my building.”
- **Compared to last year:** Overall agreement increased by 2-4 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 Student Support Services)...

Q37 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Aligns support with the needs of my building.	35%	44%	19%	2%	138
Ensures equitable outcomes for all students.	40%	49%	12%	0%	144
Ensures that students are seen, valued, heard, and respected.	45%	47%	8%	0%	143
Establishes an environment of trust, teamwork and collaboration.	34%	51%	13%	2%	144
Promotes the District in a positive manner.	43%	55%	2%	0%	141
Respects and supports teachers and staff.	37%	48%	12%	4%	142
Works to celebrate diversity and improve school pride.	40%	51%	9%	0%	141
Works to increase social-emotional support for the RPS community.	43%	48%	9%	0%	141

Staff Survey Results - Technology



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

- **Strength:** 96% of respondents rated in person building support from site technicians as excellent or good.
- **Opportunity:** Only 64% of teacher respondents rated their data tools as excellent or good.
- **Compared to last year:** Progress is mixed. Responses of excellent for tech support increased by 5-14 percentage points. Responses of excellent or good for tech training increased 7 percentage points. Responses of excellent or good for teaching & learning software and management systems increased 10-11 points. At the same time, responses of only fair for hardware increased by 2-10 percentage points.

Calling 6050	53%	41%	4%	2%	160
Help Desk Ticket support	57%	35%	6%	1%	283
In person building support from site technicians	60%	36%	4%	1%	277
Quality of workspace hardware (PC/Laptop)	32%	46%	19%	3%	287
Quality of workspace software applications (Google Workspace, Microsoft Off...	38%	56%	5%	1%	282
Access to quality technology training from site and District staff.	18%	56%	20%	6%	180
Data tools (Hoonuit, Qualtrics, etc.)	12%	52%	23%	13%	145
Learning Hardware (Chromebooks for students, PC labs, robotics, etc.)	25%	51%	22%	3%	166
Student information & learning management systems (Synergy, Schoology, Sees...	22%	61%	13%	4%	182
Teaching and learning software (SMART Notebook, Kami, Screencastify, Edgenu...	22%	67%	10%	1%	154
Teaching Hardware (Smartboards, Lightspeed speaker systems, document camera...	33%	52%	11%	4%	166

Staff Survey Results - Superintendent



Superintendent:

- **Strength (highest):** 93% of respondents agree or strongly agree that the superintendent “leads the District to accomplish strategic plan goals” and that the superintendent “effectively communicates with stakeholders to promote a positive image for the District.”
- **Opportunity (lowest):** Only 71% of respondents agree or strongly agree that the superintendent “effectively supports keeping high performing and diverse educators in the District.”
- **Compared to last year:** Strong agreement increased by 2-8 percentage points for all statements, and strong disagreement decreased by 1-7 percentage points for all statements.

The Superintendent...

Q46 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree ▼	Count
Effectively supports keeping high performing and diverse educators in the D...	23%	48%	20%	8%	266
Ensures equitable outcomes for all students.	28%	52%	14%	5%	269
Leads the District to provide programs and services that go beyond what oth...	28%	52%	16%	3%	262
Leads the District to offer innovative educational programs that provide op...	26%	59%	13%	2%	268
Leads the District to accomplish strategic plan goals.	30%	63%	6%	2%	276
Manages assets and utilizes resources to maintain the District's financial...	33%	57%	9%	2%	258
Effectively communicates with stakeholders to promote a positive image for...	31%	62%	5%	2%	261
Effectively recruits high performing and diverse educators.	29%	53%	16%	1%	273

Staff Survey Results - Comments



A few final comments from respondents:

- “Richfield is a GREAT place to work.”
- “Much is expected of all educators, but if you are not a core class you do not get the same support from admin, DO or resources.”
- “Our district needs to do more restorative practices with discipline. It's consistently been shown to resolve issues and improve lives.”
- “This year is better than last year, but we have plenty of room to grow.”
- “Overall, I have been happy at RPS as a second year teacher. Thanks for being an amazing district to work for!”
- “More ML teachers to support our multi-lingual learners. More reading/math intervention staff.”
- “The parking lot is not adequate to hold all staff vehicles.”
- “I would also like to see more focused language support for newcomers to the country.”
- “Class sizes in elementary should be equitable across the district...Class size does impact equity.”
- “I think Richfield would benefit to diversify its staff more to meet the needs of its diverse students.”
- “I love the Richfield community and hope that the school is able to retain high level staff going forward.”

Enriching and accelerating learning

**Parent/Guardian Survey
Results**

Enriqueciendo y acelerando el aprendizaje



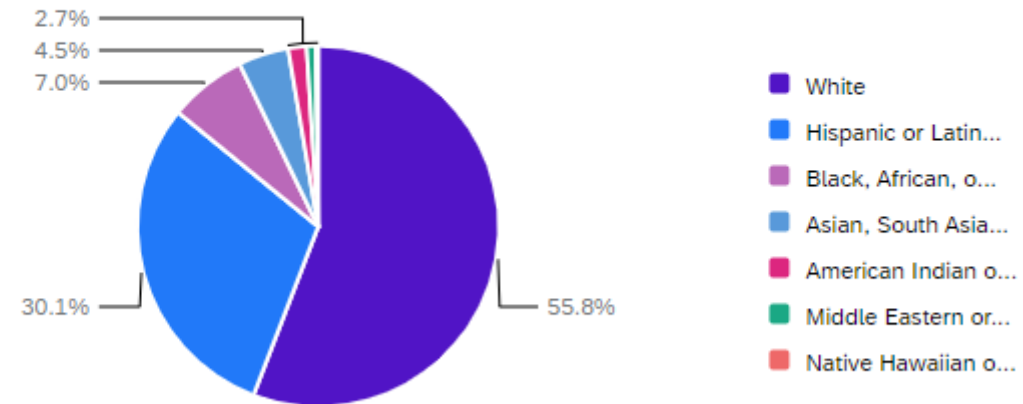
Parent Survey Distribution & Participation



RICHFIELD
PUBLIC SCHOOLS

- Parents/guardians were given a 12 days to complete the survey.
- A total of 478 parent/guardians participated (up from 438 last year)
- Participation numbers by school and by race/ethnicity:
 - Centennial: 39 (13%)
 - Central: 27 (16%)
 - RCEP: 4 (7%)
 - RDLS: 73 (14%)
 - RHS: 70 (6%)
 - RMS: 99 (12%)
 - R-STEM: 78 (14%)
 - Sheridan Hills: 78 (18%)
 - SEC: 3 (15%)
 - Didn't specify school: 7

Participant Race/Ethnicity >



Note: Survey participants were able to check as many race/ethnicity boxes as apply. Therefore one participant may be counted in multiple race/ethnicity categories in the pie chart. For example, 14% of the white respondents also checked another race/ethnicity category.

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 has safe, modern and clean school buildings and facilities.
- **Opportunity:** 22% of respondents disagree or strongly disagree that RPS has a positive reputation in the community.
- **Compared to last year:** Progress is mixed, but trending upward. Overall agreement increased by 1-5 percentage points for 7 of the statements, while holding steady or decreasing by 1 percentage point for 3 statements. Overall agreement decreased by 3 points for the statement that RPS supports and celebrates diversity and school pride.

Richfield Public Schools...

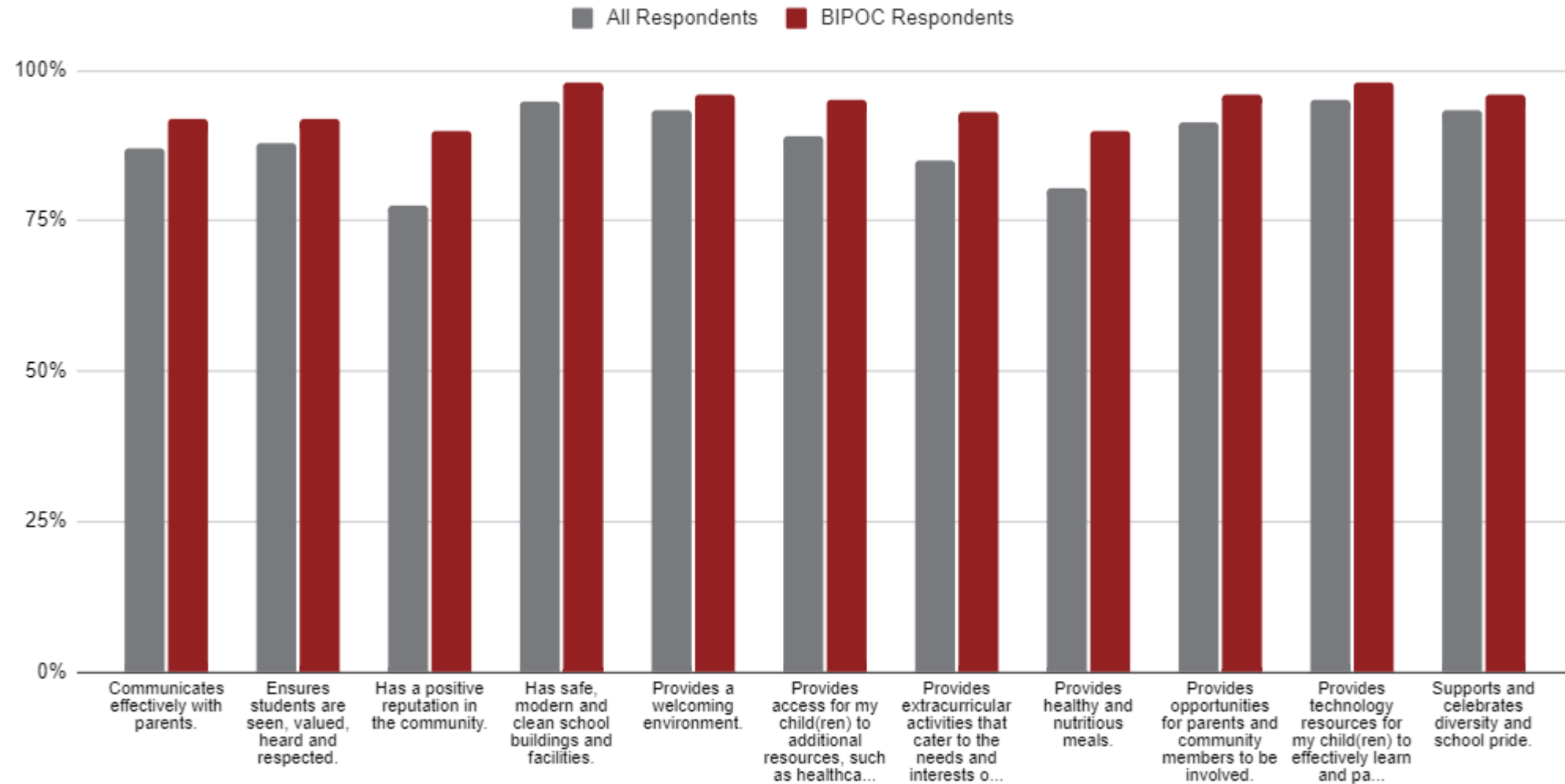
Q53 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Count
Communicates effectively with parents.	38%	49%	8%	5%	394
Ensures students are seen, valued, heard and respected.	32%	56%	8%	4%	383
Has a positive reputation in the community.	24%	54%	19%	3%	383
Has safe, modern and clean school buildings and facilities.	42%	53%	4%	2%	391
Provides a welcoming environment.	41%	53%	4%	3%	388
Provides access for my child(ren) to additional resources, such as healthca...	39%	50%	8%	3%	348
Provides extracurricular activities that cater to the needs and interests o...	31%	55%	12%	2%	363
Provides healthy and nutritious meals.	30%	51%	15%	5%	366
Provides opportunities for parents and community members to be involved.	39%	52%	7%	2%	385
Provides technology resources for my child(ren) to effectively learn and pa...	39%	56%	3%	2%	376
Supports and celebrates diversity and school pride.	42%	51%	3%	3%	385

Parent Survey Results Comparison: BIPOC Respondents & All Respondents



RICHFIELD
PUBLIC SCHOOLS

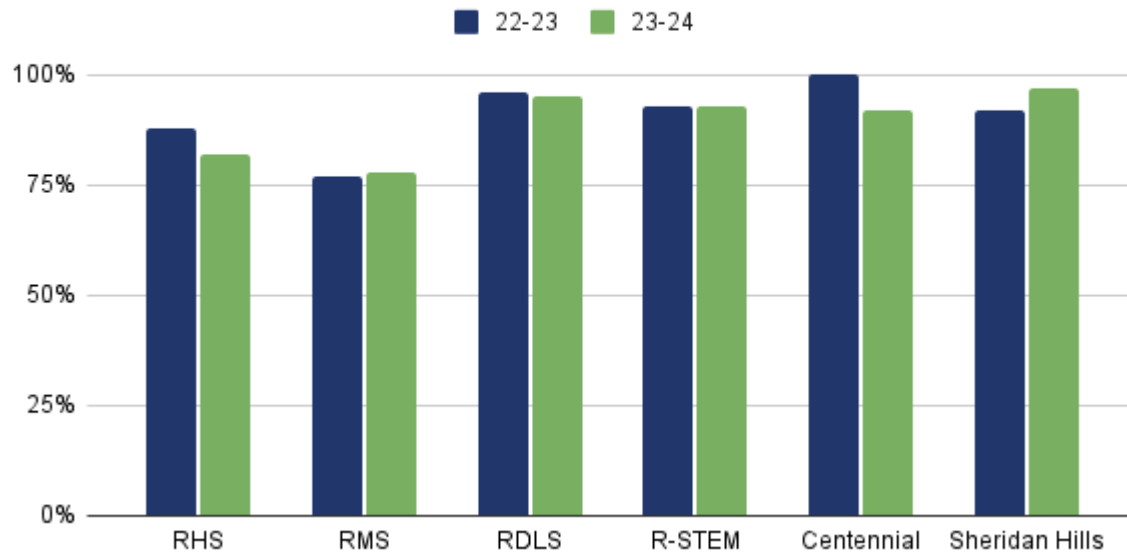
Overall Agreement with Each Statement About RPS



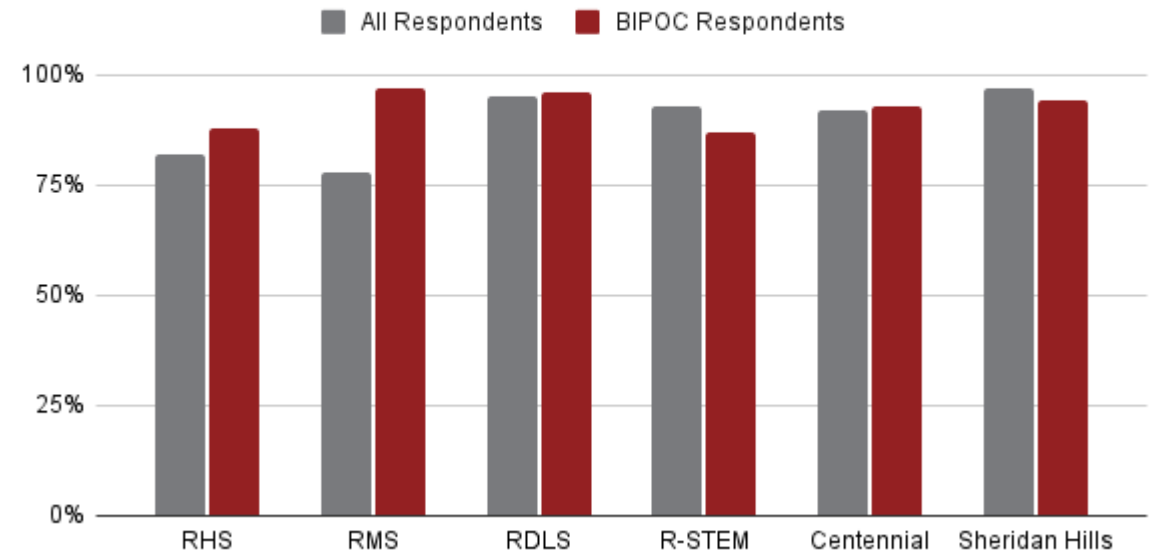
Parent Survey Results - Schools



I would recommend my school to a parent seeking a place for their child.



I would recommend my school to a parent seeking a place for their child.



Parent Survey Results – School Transition Experiences



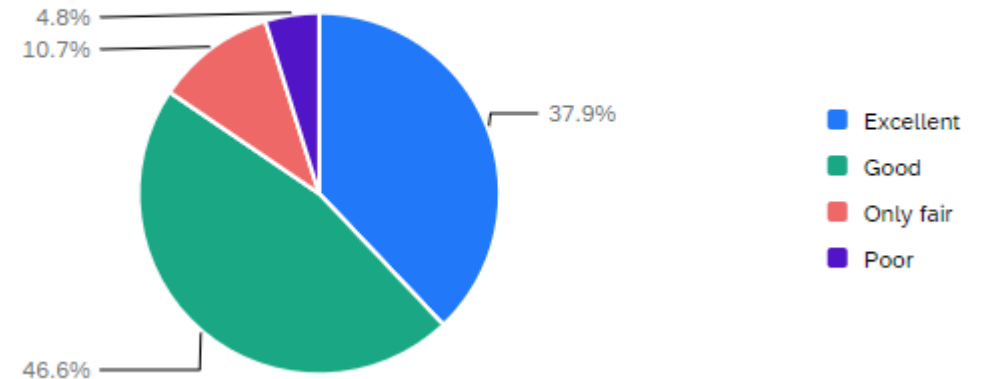
School Transition Experiences: 84.5% of respondents indicated excellent or good experiences transitioning from PreK to K, elementary to middle, and/or middle to high.

Compared to last year: The percentage of respondents who rated their transitions as excellent increased by 2.6 percentage points.

Sample Comments:

- “Better information night in the spring. More communication from teachers rather than just advisory teachers. More communication to parents about extracurricular clubs vs just information to students.”
- “Our son felt overwhelmed by the difference in the amount of work expected of him at the middle school.”
- “Give the 6th graders an extra day at the beginning of the year to practice moving around the building w/o the upper grades present. Kids are terrified to look lost/stupid/clueless in front of their peers who have more experience. Middle school to high school...The last thing a 9th grader wants is to be seen with a map; give them access to a phone-friendly map so they can discreetly figure things out on their phone.”
- “Liked that she got to meet with her teacher before school. Maybe a social event (ice cream and tour school/playground) for prek and k kids before school starts so they can get to know other kiddos?”
- “I've seen really good improvement in this area over the last 6 years.”

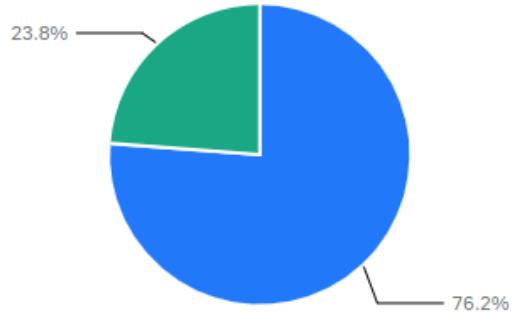
School Transition Experiences >



Parent Survey Results - Activities

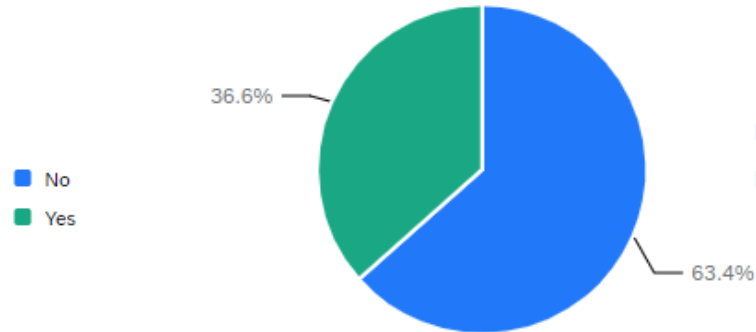
2022-2023 Survey Results:

Activity Fees a Barrier?

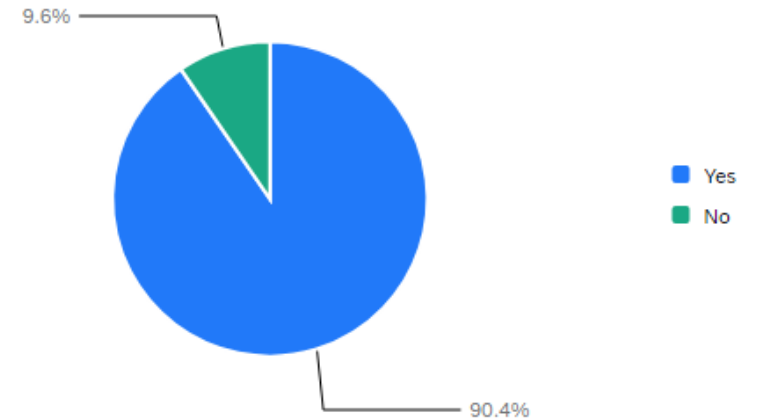


Aware of Scholarship Opportunities?

...

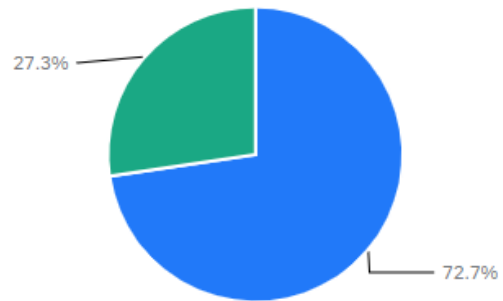


Enjoy Attending Performances & Competitions?

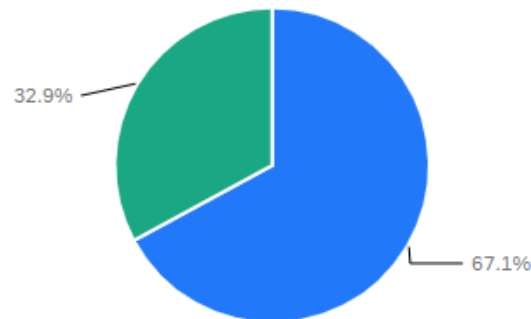


2023-2024 Survey Results:

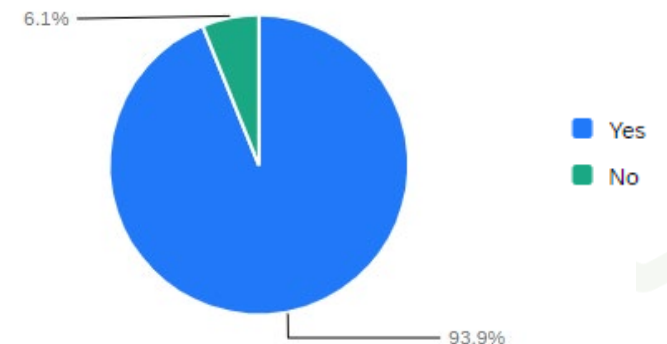
Activity Fees a Barrier?



Aware of Scholarship Opportunities?



Enjoy Attending Performances & Competitions? >

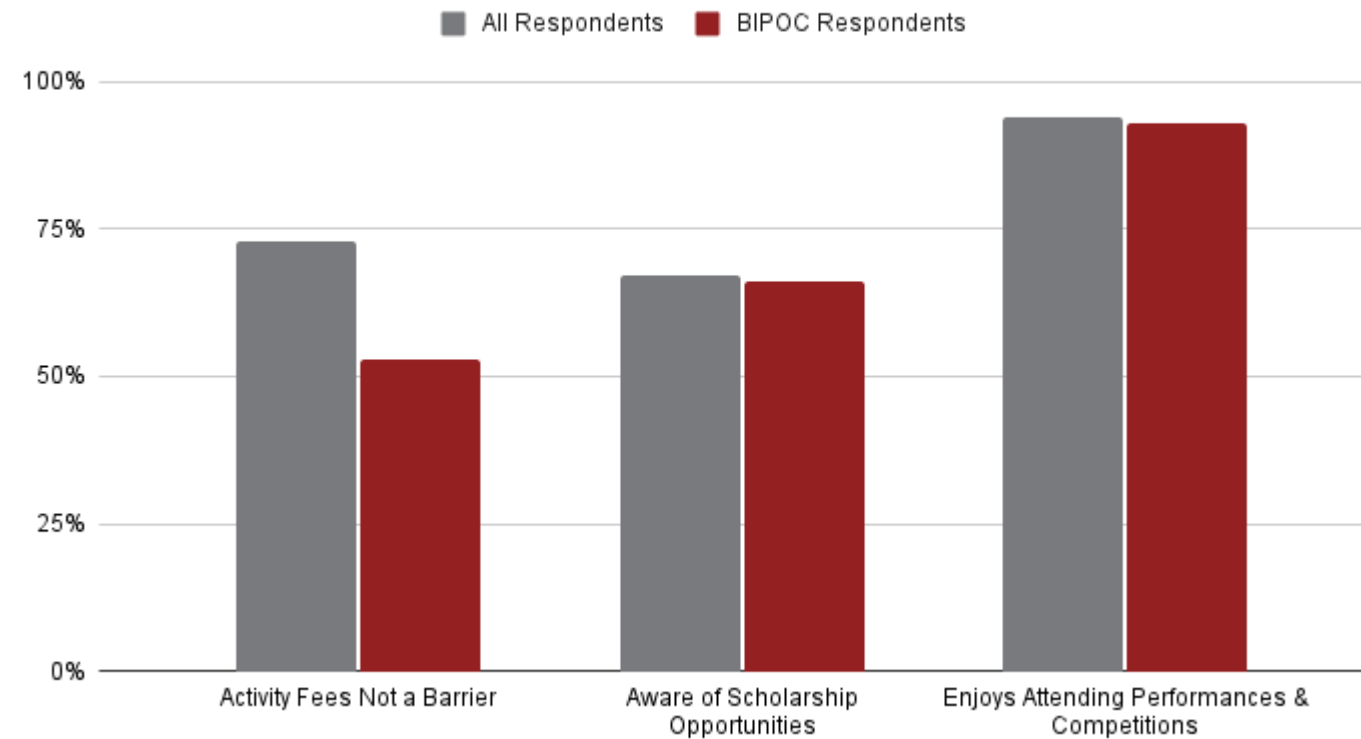


Parent Survey Results Comparison: BIPOC Respondents & All Respondents



RICHFIELD
PUBLIC SCHOOLS

Activities



Parent Survey Results – Superintendent



RICHFIELD
PUBLIC SCHOOLS

The Superintendent:

- **Strengths (highest):** 90% of respondents agree or strongly agree that the superintendent manages assets and utilizes resources to maintain the District’s financial stability. Additionally, 87% of respondents agree or strongly agree that the superintendent effectively recruits high performing and diverse educators.
- **Opportunities (lowest):** Only 79% of respondents agree that the superintendent leads the District to provide programs and services that go beyond what other similarly sized districts offer. Additionally, only 80% of respondents agree that the superintendent effectively supports keeping high performing and diverse educators in the District.
- **Compared to last year:** Overall agreement increased by 1-8 percentage points for 5 of the statements. Two of the statements were equal to last year in agreement, and agreement decreased by 2 points for one statement.

The Superintendent...

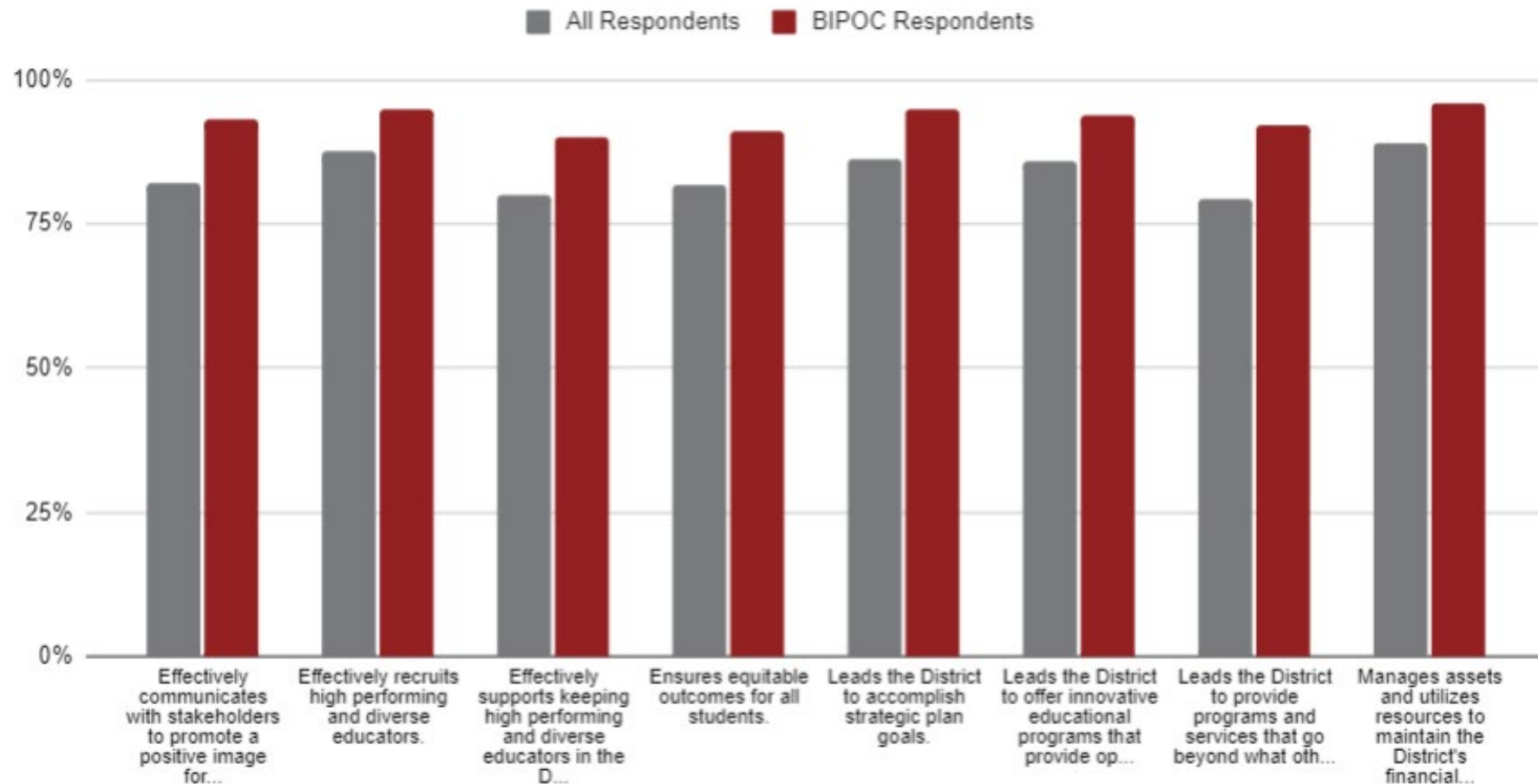
Q58 Matrix	Strongly Agree	Agree	Disagree	Strongly Disagree	Total Respondents
Effectively communicates with stakeholders to promote a positive image for...	29%	53%	13%	5%	284
Effectively recruits high performing and diverse educators.	26%	61%	8%	4%	305
Effectively supports keeping high performing and diverse educators in the D...	23%	57%	14%	6%	295
Ensures equitable outcomes for all students.	27%	55%	11%	7%	294
Leads the District to accomplish strategic plan goals.	27%	59%	9%	5%	312
Leads the District to offer innovative educational programs that provide op...	25%	60%	9%	5%	310
Leads the District to provide programs and services that go beyond what oth...	25%	54%	14%	7%	289
Manages assets and utilizes resources to maintain the District's financial...	26%	64%	6%	4%	294

Parent Survey Results Comparison: BIPOC Respondents & All Respondents



RICHFIELD
PUBLIC SCHOOLS

Overall Agreement with Each Statement About the Superintendent



Parent Survey Results – Comments



A few final comments from respondents:

- “Richfield Schools are the Best Schools”
- “I was told and received information on the scholarship my children could receive for them to participate in games, but paying the difference is hard for me because there are three of them and we don’t have a car and sometimes the games are far or they have to leave and could not go.”
- “There is a need for after school care. Having been a parent in the district for five years now this is an on going need. If anything the need is greater post pandemic. People need safe, affordable childcare options.”
- “Keep strengthening music programs at all schools. Would love to see orchestra as an option some day!”
- “Our district could take a stronger stand on early childhood education. We could also be intentional about creating opportunities for or students to develop a global and inclusive mindset. We currently have diversity by proximity but do not foster the ability to connect across difference.”
- “I am curious why the RPS website says that students are issued new chromebooks in 6th and 9th grade, when my 10th grader is still using the same, glitchy chromebook from 6th grade.”
- “The Richfield school community (students and parents) need more sensitivity training with language around people who have physical disabilities.”
- “We’d love to see afterschool child care options at school expanded.”
- “I would prefer to see inclusive holiday exposure and celebrations, rather than excluding all holidays and cultural events as the district has currently decided to do. Other than that, I have no concerns with the Richfield Public Schools.”

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 and district-level questions.
- District leaders will view the survey results that are specific to their building or department in order to incorporate the feedback into continuous improvement efforts. Data from the survey are also part of each district leader's annual evaluation.
- 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.

Enriching and accelerating learning



RICHFIELD
PUBLIC SCHOOLS

Questions/Comments

Enriqueciendo y acelerando el aprendizaje