Carmel Clay Schools Community Survey

January 2025

Who responded to our survey?

Total Number of Respondents n=4,565

Adult Respondents	n=2,820
Parents with a child/children in a Carmel Clay school	n=2,046
Employees of Carmel Clay Schools	n=677
Community members without children in Carmel Clay Schools	n=400

Adult groups are not mutually exclusive

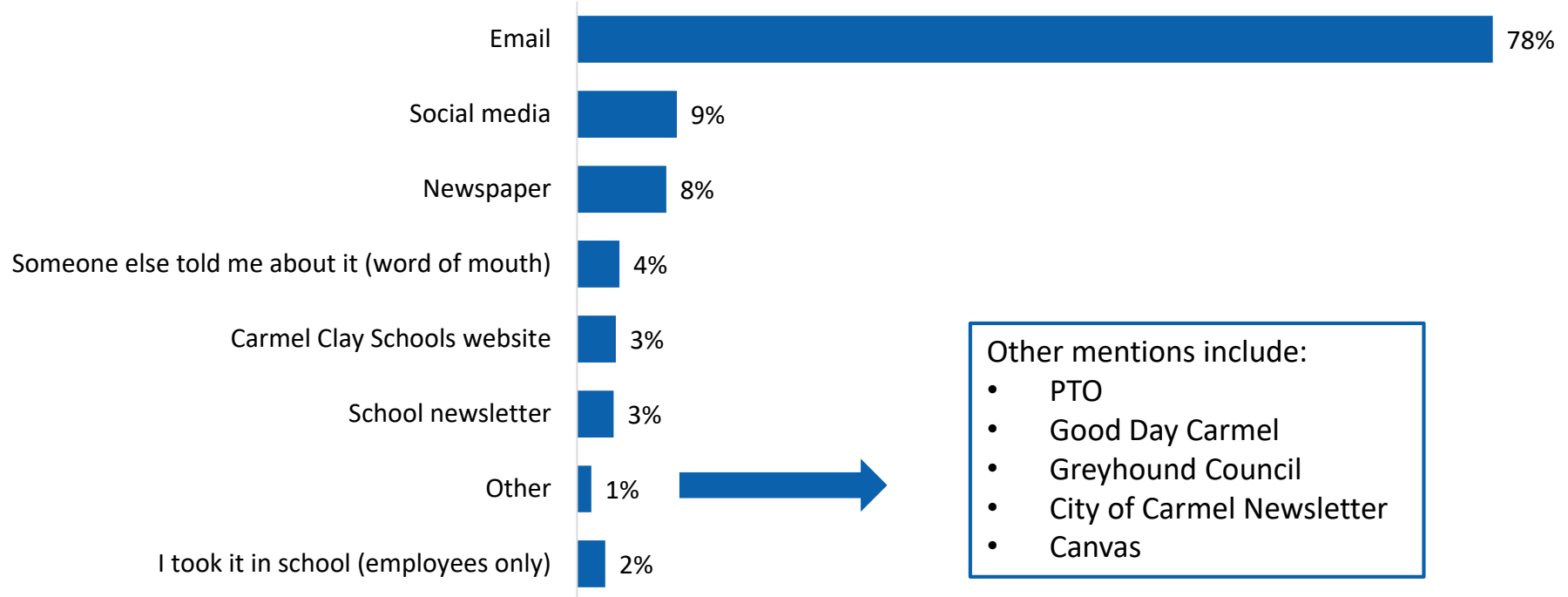| Student Respondents	n=1,745
Middle School Students	n=1,056
High School Students	n=689

A 10-minute online survey was shared with parents, employees, students and anyone else residing in the Carmel Clay Schools District. The link www.ccssurvey.com was open from December 4 to December 23, 2024.

Note: Icons are used throughout the report to visually represent each group that is included in the analysis

Learned of Survey: Adult Respondents

How did you learn about the survey?
(*Select all that apply*)

Category	Percentage
Email	78%
Social media	9%
Newspaper	8%
Someone else told me about it (word of mouth)	4%
Carmel Clay Schools website	3%
School newsletter	3%
Other	1%
I took it in school (employees only)	2%

Other mentions include:
- PTO
- Good Day Carmel
- Greyhound Council
- City of Carmel Newsletter
- Canvas

n=2,820

Most adult respondents learned about the survey from an email.

Learned of Survey: Middle School and High School Respondents

How did you learn about the survey?
(*Select all that apply.*)

■ Middle School Students (n=1,056) ■ High School Students (n=689)

I took it in school
- 85%
- 67%

Someone else told me about it (word of mouth)
- 12%
- 14%

Carmel Clay Schools website
- 9%
- 14%

Email
- 8%
- 14%

Other
- 3%
- 1%

→ 12 Mentions of Canvas

School newsletter
- 2%
- 2%

Social Media
- 2%
- 2%

Newspaper
- 1%
- 0%
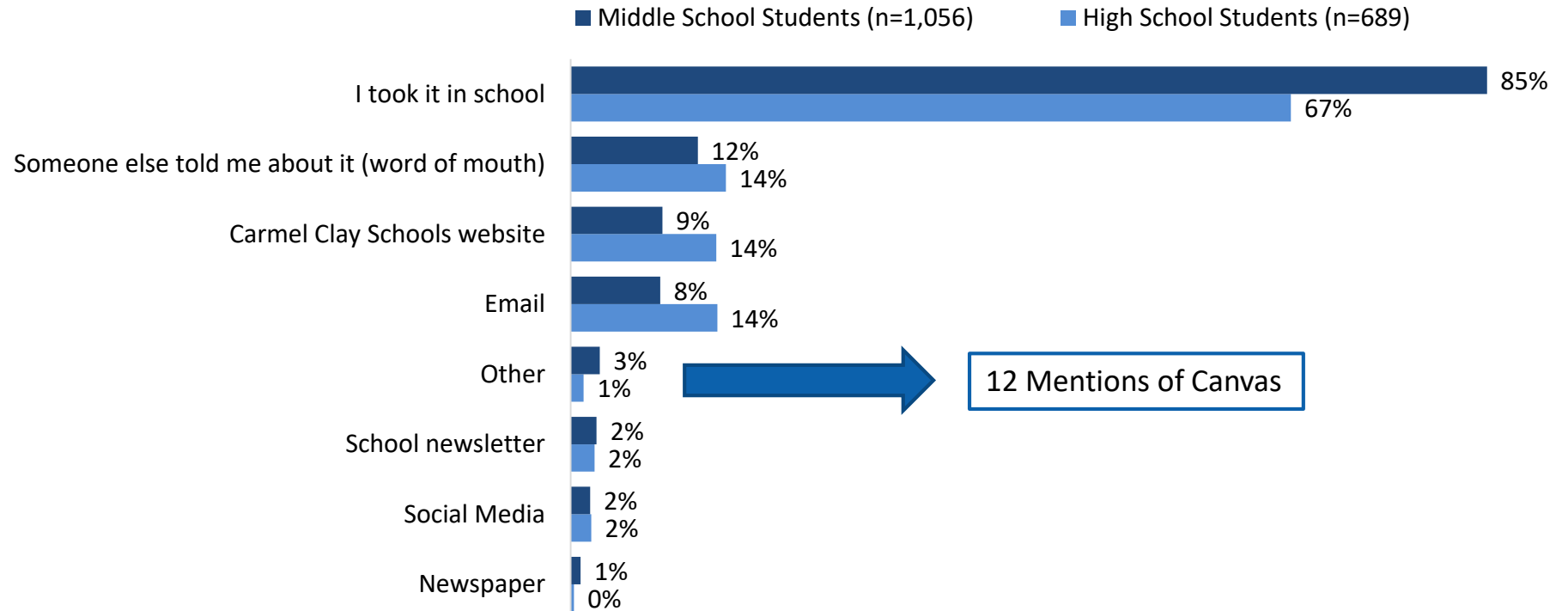
Most students indicated they took the survey at school.

Age Groups: Adult Respondents

Which of the following best describes your age group?

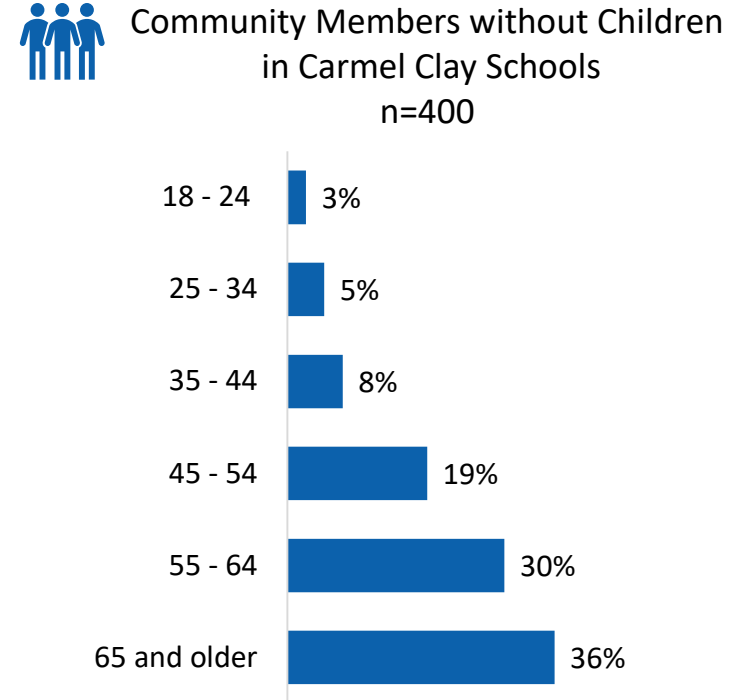| Age Group	Percentage
18 - 24	1%
25 - 34	5%
35 - 44	37%
45 - 54	40%
55 - 64	11%
65 and older	7%
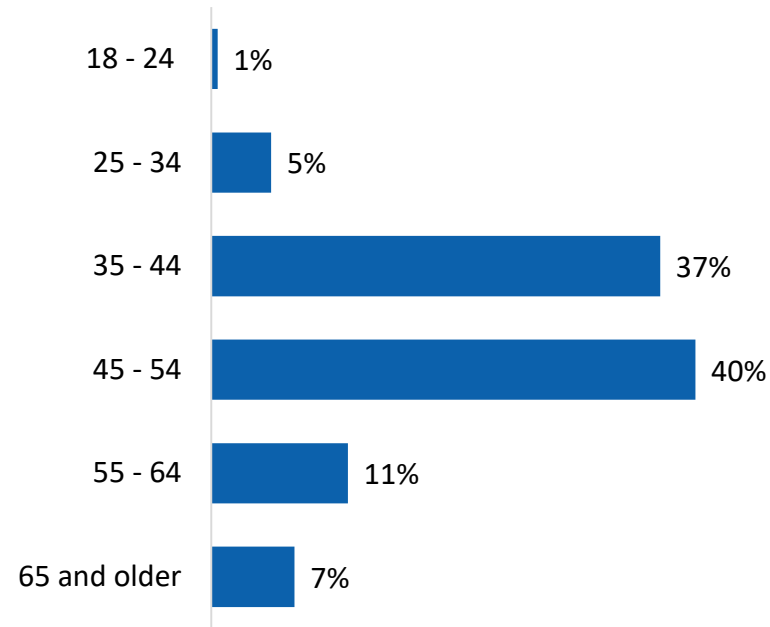
n=2,820

Most adults who took the survey are between the ages of 35 to 54.

Age Groups: Adult Respondents

Which of the following best describes your age group?

Parents of a Child in Carmel Clay Schools
n=2,046

Age Group	Percentage
18 - 24	0%
25 - 34	2%
35 - 44	45%
45 - 54	46%
55 - 64	6%
65 and older	1%

Community Members without Children in Carmel Clay Schools
n=400

Age Group	Percentage
18 - 24	3%
25 - 34	5%
35 - 44	8%
45 - 54	19%
55 - 64	30%
65 and older	36%
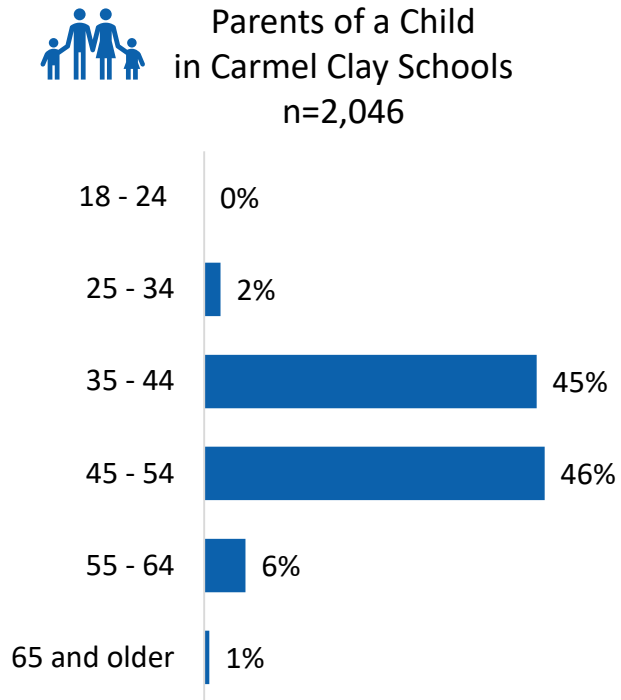
Most parents who took the survey are between the ages of 35 to 54, while the age of community members without a student skews older.

Carmel Clay Schools Evaluation: Adult Respondents

Thinking about Carmel Clay Schools and their overall mission of educating students for the world of tomorrow, how would you describe Carmel Clay Schools' performance?

- 20% — Significantly Exceeds Expectations
- 45% — Exceeds Expectations
- 29% — Meets Expectations
- 5% — Meets Few Expectations
- 2% — Fails to Meet Expectations

Net: 94%

n=2,820
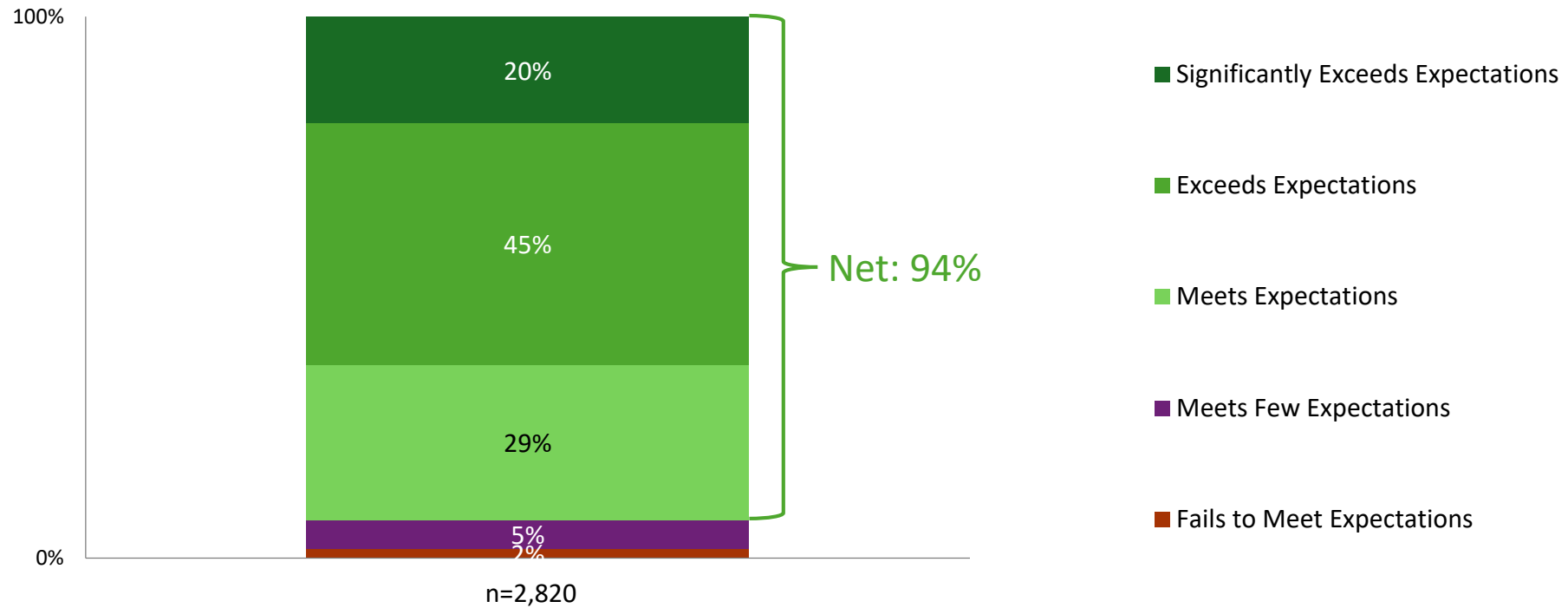
Among all adult respondents, about 2 in 3 indicate Carmel Clay Schools are exceeding/significantly exceeding expectations.

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Carmel Clay Schools Evaluation: All Respondents
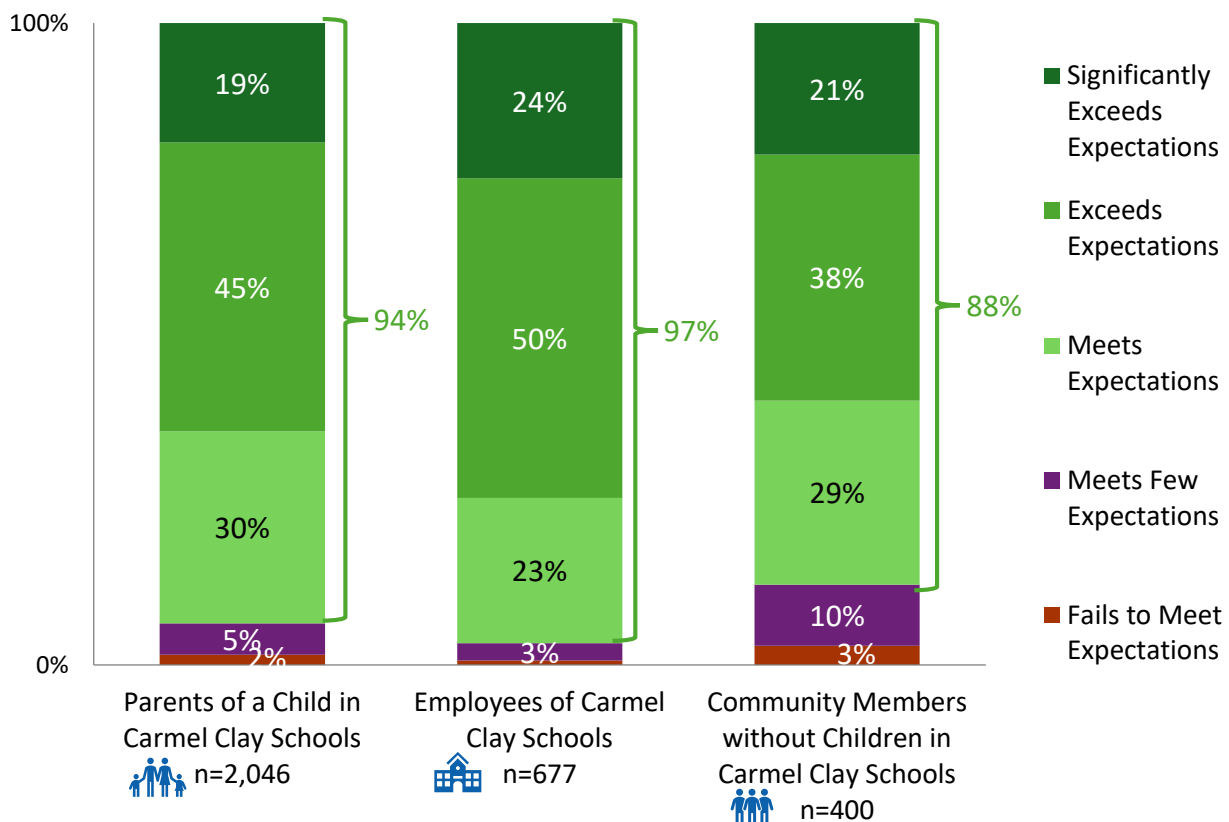
Thinking about Carmel Clay Schools and their overall mission of educating students for the world of tomorrow, how would you describe Carmel Clay Schools' performance?
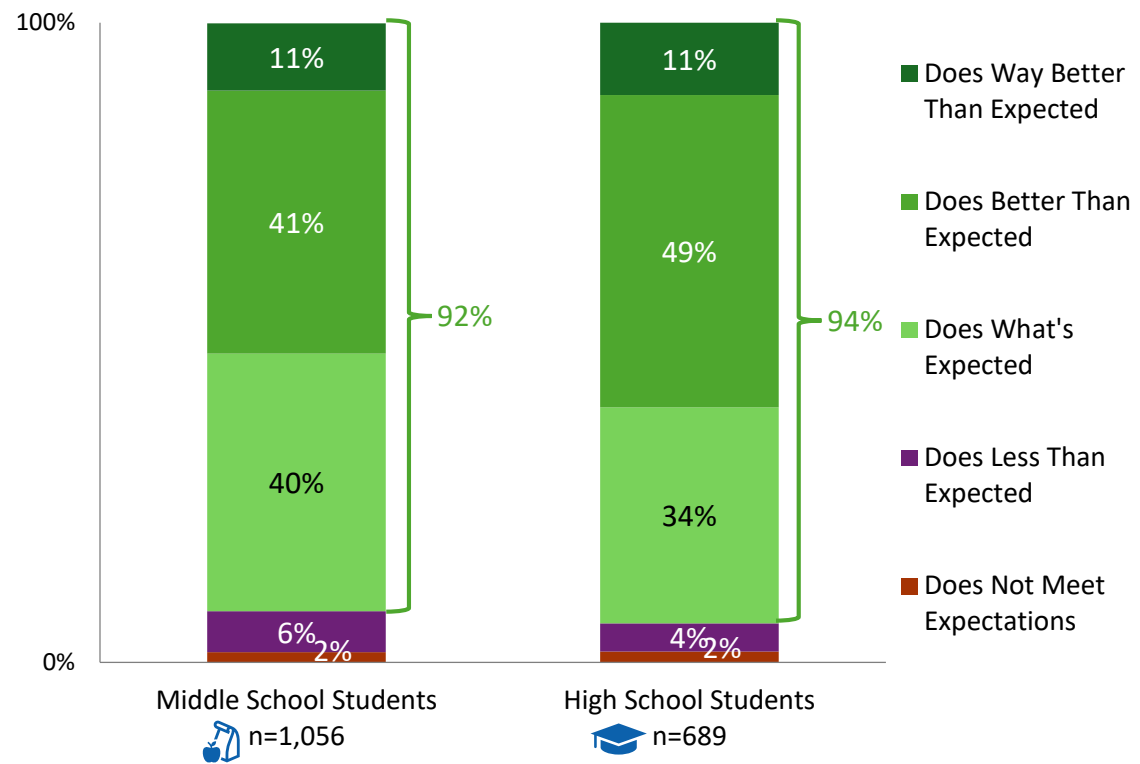

How would you evaluate Carmel Clay Schools for how well they prepare students for the future?

Employees and High School students rate Carmel Clay Schools highest among their respective groups.

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Parents with a child/children in Carmel Clay Schools

Please evaluate Carmel Clay Schools on each of the following:

Legend: ■ Fails to Meet Expectations   ■ Meets Few Expectations   ■ Meets Expectations   ■ Exceeds Expectations   ■ Significantly Exceeds Expectations

Category	Fails to Meet	Meets Few	Meets	Exceeds	Significantly Exceeds
Academic achievements (n=2,018)		5%	29%	39%	25%
Safe environment (n=2,036)	2%	5%	34%	37%	22%
Communicating with the community and parents (n=2,041)	4%	9%	36%	36%	15%
Attracting/Retaining employees (n=1,458)	4%	11%	43%	33%	10%
Adressing mental health issues (n=1,660)	4%	13%	44%	30%	9%
Money management (n=1,444)	6%	10%	50%	26%	8%
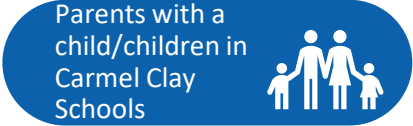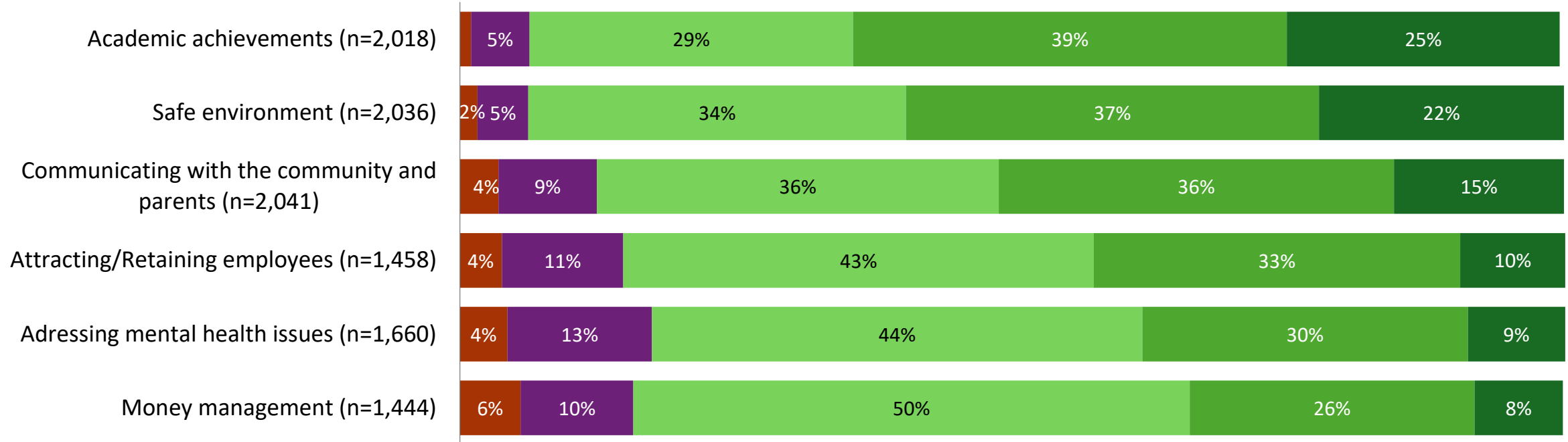
Parents rate academic achievement and safety highest among the areas evaluated.

Carmel Clay Schools Evaluation: Employees of Carmel Clay Schools

Please evaluate Carmel Clay Schools on each of the following:

Legend: ■ Fails to Meet Expectations ■ Meets Few Expectations ■ Meets Expectations ■ Exceeds Expectations ■ Significantly Exceeds Expectations

Category	Fails to Meet	Meets Few	Meets	Exceeds	Significantly Exceeds
Academic achievements (n=672)		3%	19%	42%	35%
Safe environment (n=677)		5%	25%	37%	32%
Communicating with the community and parents (n=662)		5%	35%	38%	22%
Adressing mental health issues (n=652)	2%	12%	38%	35%	12%
Money management (n=531)	6%	14%	46%	25%	10%
Attracting/Retaining employees (n=665)	6%	19%	40%	26%	10%

Similarly, employees rate academic achievement and safety highest among the areas evaluated.

Carmel Clay Schools Evaluation: Community Members without Children in Carmel Clay Schools

Please evaluate Carmel Clay Schools on each of the following:

Legend: ■ Fails to Meet Expectations ■ Meets Few Expectations ■ Meets Expectations ■ Exceeds Expectations ■ Significantly Exceeds Expectations

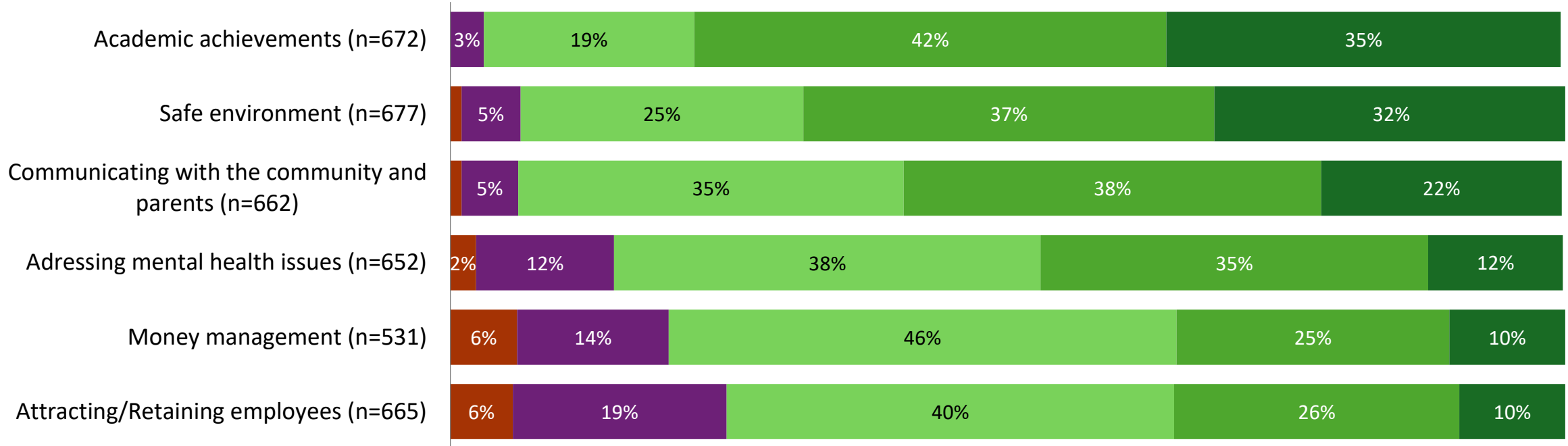|	Fails to Meet	Meets Few	Meets	Exceeds	Significantly Exceeds
Academic achievements (n=383)	4%	10%	25%	31%	30%
Safe environment (n=368)	3%	7%	42%	34%	14%
Communicating with the community and parents (n=361)	8%	21%	41%	20%	10%
Money management (n=300)	14%	19%	47%	12%	7%
Adressing mental health issues (n=270)	9%	18%	48%	19%	6%
Attracting/Retaining employees (n=285)	7%	13%	47%	28%	6%
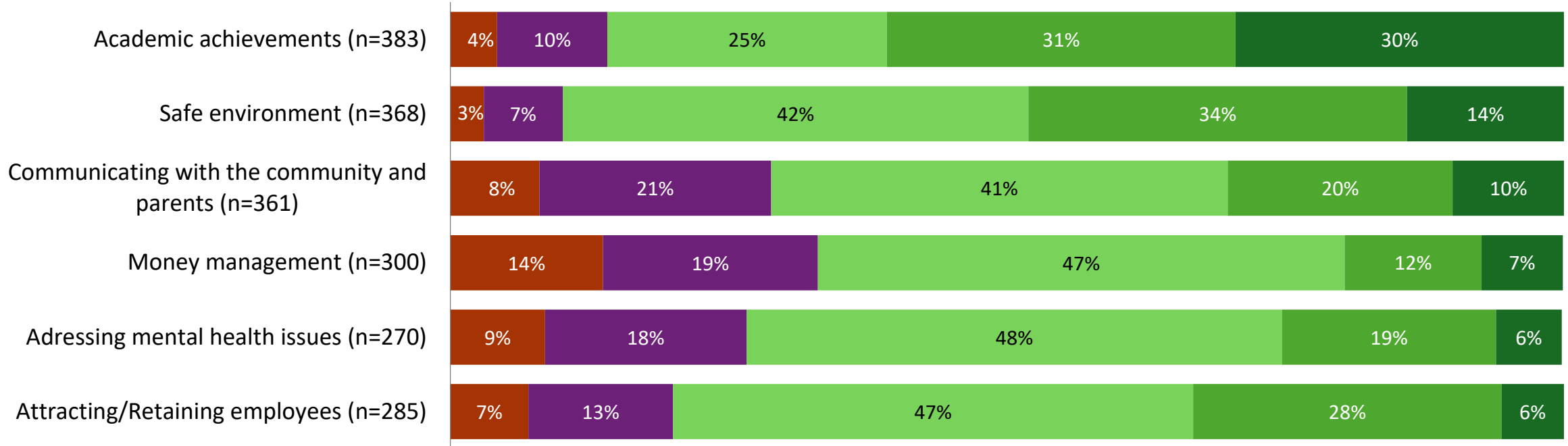
Compared to parents and employees, community members without a student generally rate each item lower—specifically safety.

Carmel Clay Schools Evaluation: Middle School Students

How would you evaluate your school on these different areas?

Legend: ■ Does Not Meet Expectations ■ Does Less Than Expected ■ Does What Is Expected ■ Does Better Than Expected ■ Does Way Better Than Expected

Area	Does Not Meet Expectations	Does Less Than Expected	Does What Is Expected	Does Better Than Expected	Does Way Better Than Expected
How safe you feel at school (n=1,029)	2%	7%	32%	30%	29%
Providing services to students to support mental health needs (n=934)	3%	10%	36%	32%	19%
How well the teachers and staff teach you (n=1,042)		9%	36%	38%	16%
Communication with the community and students (n=1,028)	2%	11%	40%	32%	16%
How well the school does in keeping and hiring good teachers and staff (n=1,006)	2%	11%	40%	32%	15%

Middle school students rate safety highest among the areas evaluated.

Carmel Clay Schools Evaluation: High School Students
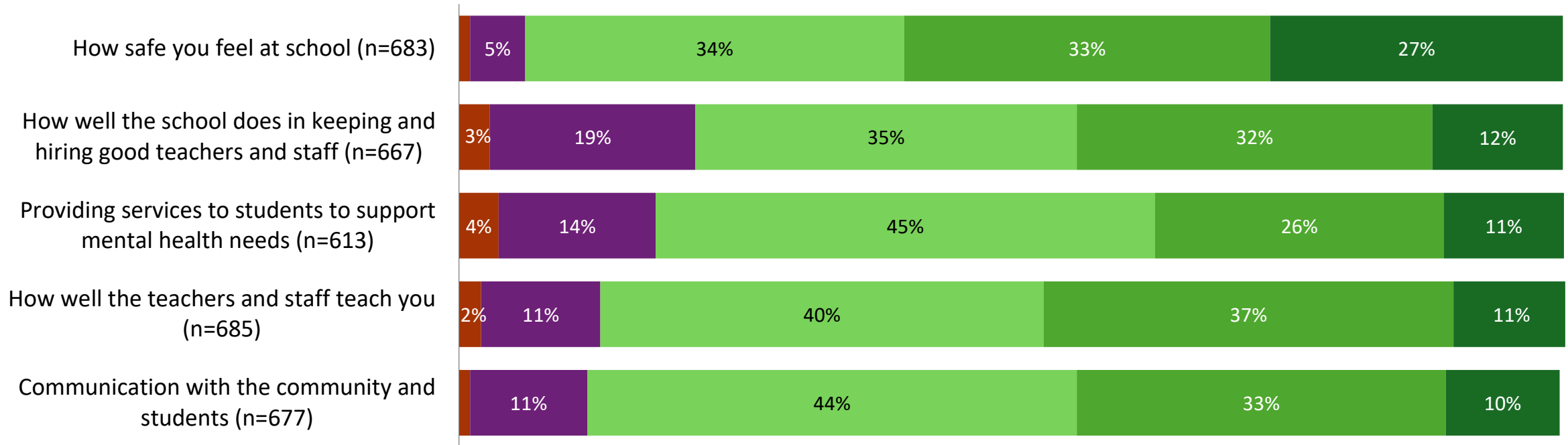
How would you evaluate your school on these different areas?

■ Does Not Meet Expectations ■ Does Less Than Expected ■ Does What Is Expected ■ Does Better Than Expected ■ Does Way Better Than Expected

	Does Less Than Expected	Does What Is Expected	Does Better Than Expected	Does Way Better Than Expected
How safe you feel at school (n=683)	5%	34%	33%	27%
How well the school does in keeping and hiring good teachers and staff (n=667)	3% / 19%	35%	32%	12%
Providing services to students to support mental health needs (n=613)	4% / 14%	45%	26%	11%
How well the teachers and staff teach you (n=685)	2% / 11%	40%	37%	11%
Communication with the community and students (n=677)	11%	44%	33%	10%

Similarly, high school students rate safety highest among the areas evaluated.

Academic Excellence Importance: Parents with a Child in Carmel Clay Schools
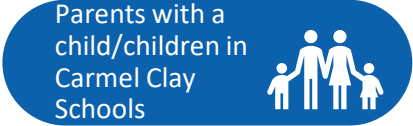
All of the following items below can be considered important for academic excellence.
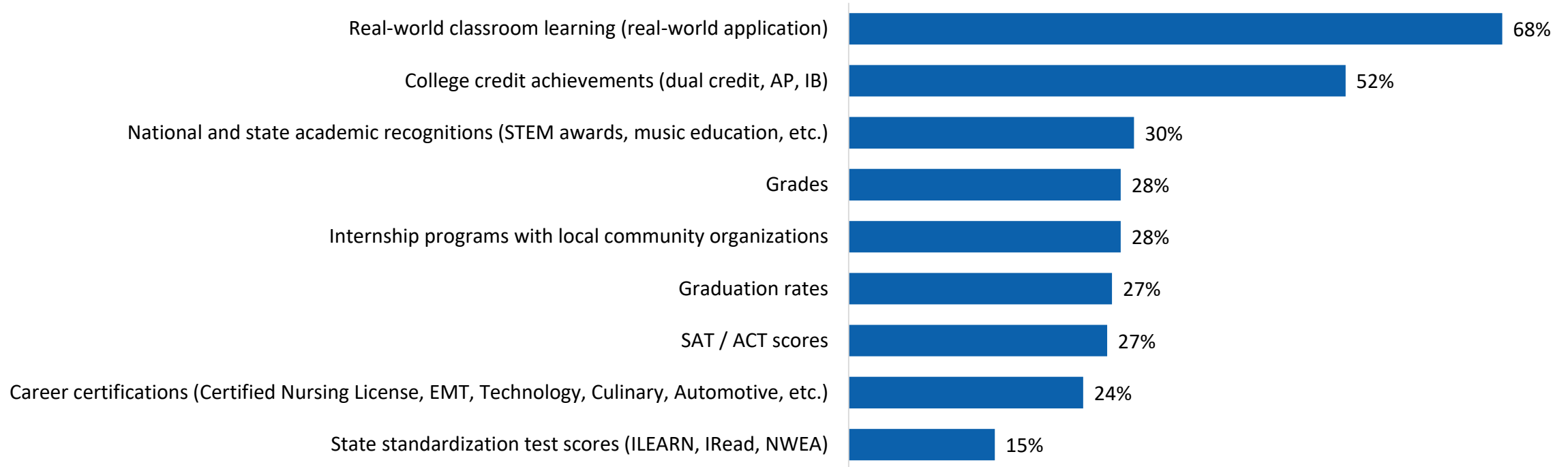Of these, which of the following are the **top 3** most important to you? (% selected)

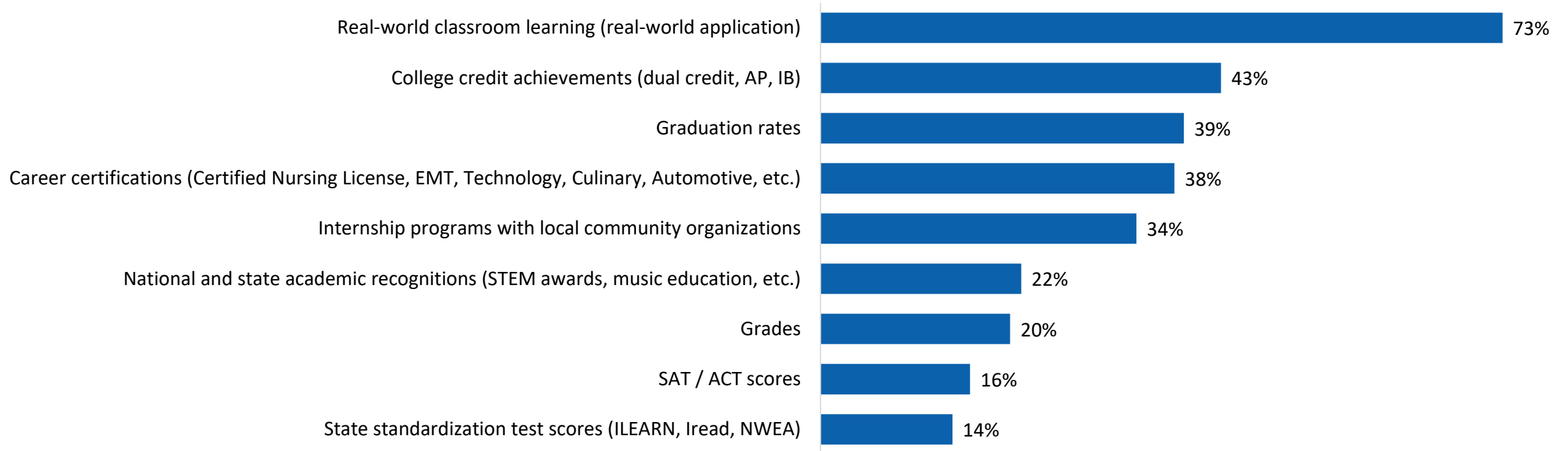| Item	%
Real-world classroom learning (real-world application)	68%
College credit achievements (dual credit, AP, IB)	52%
National and state academic recognitions (STEM awards, music education, etc.)	30%
Grades	28%
Internship programs with local community organizations	28%
Graduation rates	27%
SAT / ACT scores	27%
Career certifications (Certified Nursing License, EMT, Technology, Culinary, Automotive, etc.)	24%
State standardization test scores (ILEARN, IRead, NWEA)	15%

n=2,046

Compared to other adult groups, parents are more likely to select *college credit achievement* as a top area of importance. *Grades* are also more often selected by parents compared to other adult groups.

Employees of Carmel Clay Schools

All of the following items below can be considered important for academic excellence.
Of these, which of the following are the **top 3** most important to you? (% selected)

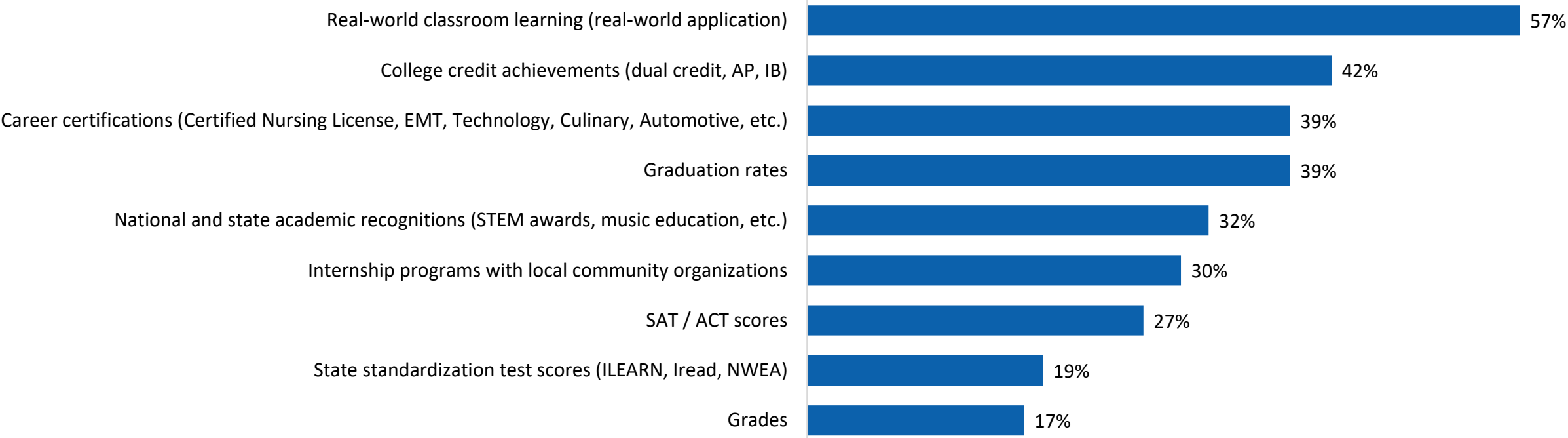| Item	%
Real-world classroom learning (real-world application)	73%
College credit achievements (dual credit, AP, IB)	43%
Graduation rates	39%
Career certifications (Certified Nursing License, EMT, Technology, Culinary, Automotive, etc.)	38%
Internship programs with local community organizations	34%
National and state academic recognitions (STEM awards, music education, etc.)	22%
Grades	20%
SAT / ACT scores	16%
State standardization test scores (ILEARN, Iread, NWEA)	14%

n=677

Real-world classroom learning is the most commonly selected item among all adult groups; however, employees select this at a higher rate.

Academic Excellence Importance: Community Members without Children In Carmel Clay Schools

All of the following items below can be considered important for academic excellence.
Of these, which of the following are the **top 3** most important to you? (% selected)

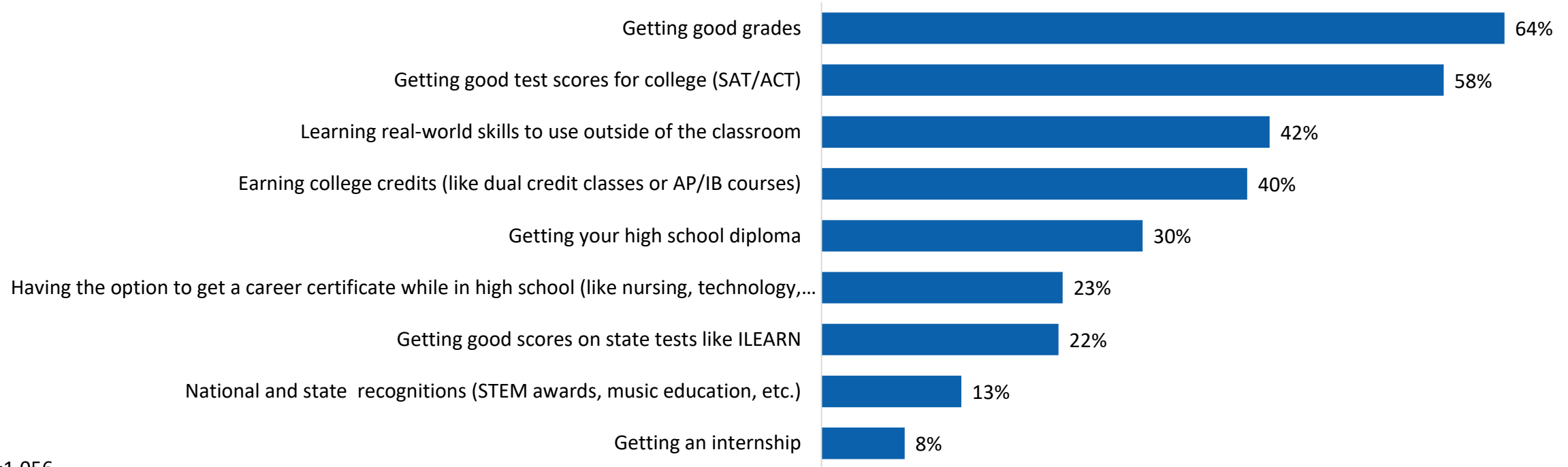| Item	%
Real-world classroom learning (real-world application)	57%
College credit achievements (dual credit, AP, IB)	42%
Career certifications (Certified Nursing License, EMT, Technology, Culinary, Automotive, etc.)	39%
Graduation rates	39%
National and state academic recognitions (STEM awards, music education, etc.)	32%
Internship programs with local community organizations	30%
SAT / ACT scores	27%
State standardization test scores (ILEARN, Iread, NWEA)	19%
Grades	17%

n=400

While community members without a student are most likely to select *real-world classroom learning*, it is selected at a lower frequency compared to the other adult groups.

Academic Excellence Importance: Middle School Students

The following items may be considered important for your education. Which are the most important to you as a student. Select the *3 most important* to you. (% selected)

Item	%
Getting good grades	64%
Getting good test scores for college (SAT/ACT)	58%
Learning real-world skills to use outside of the classroom	42%
Earning college credits (like dual credit classes or AP/IB courses)	40%
Getting your high school diploma	30%
Having the option to get a career certificate while in high school (like nursing, technology,…)	23%
Getting good scores on state tests like ILEARN	22%
National and state recognitions (STEM awards, music education, etc.)	13%
Getting an internship	8%

n=1,056

Different from the adult groups, *grades* and *good test scores* for college are selected as most important for middle school students.

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Academic Excellence Importance: High School Students

The following items may be considered important for your education. Which are the most important to you as a student. Select the *3 most important* to you. (% selected)
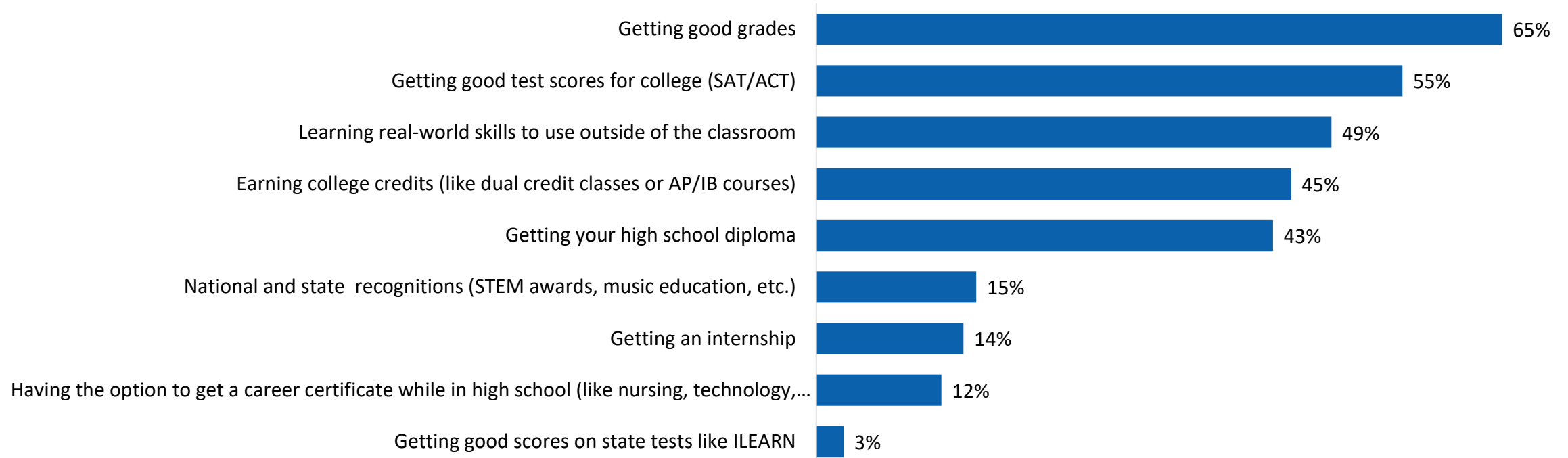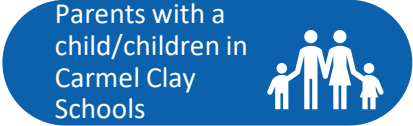
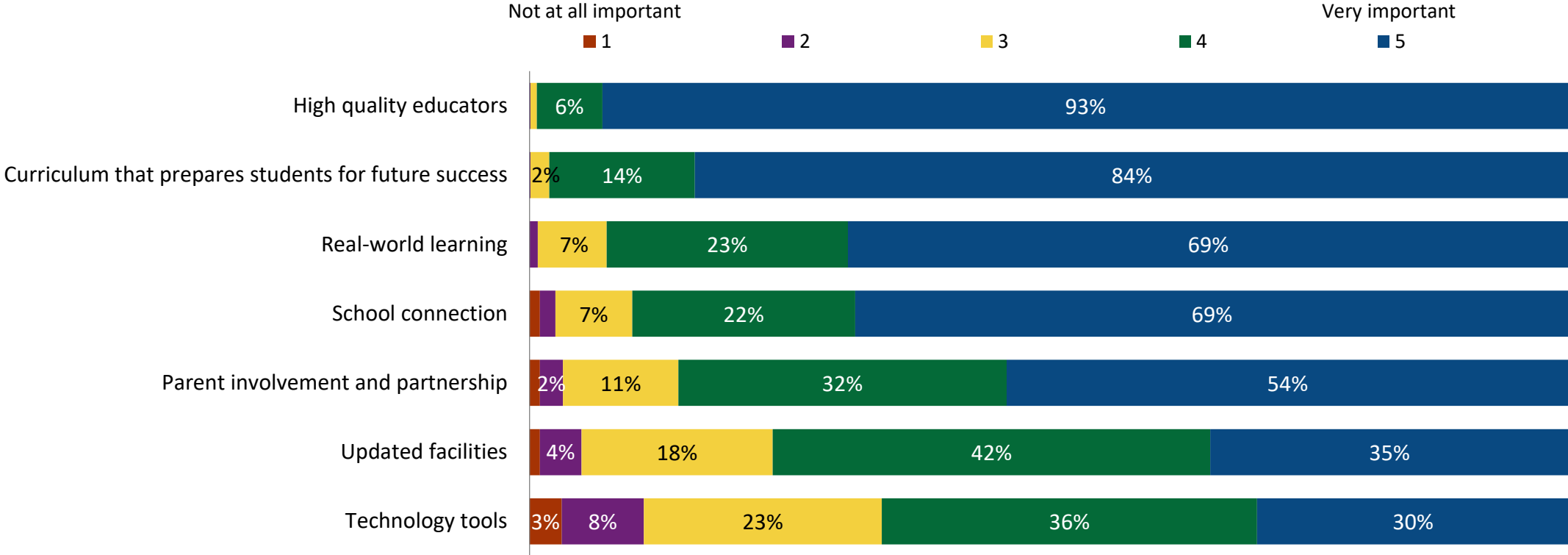| Item	Percent
Getting good grades	65%
Getting good test scores for college (SAT/ACT)	55%
Learning real-world skills to use outside of the classroom	49%
Earning college credits (like dual credit classes or AP/IB courses)	45%
Getting your high school diploma	43%
National and state recognitions (STEM awards, music education, etc.)	15%
Getting an internship	14%
Having the option to get a career certificate while in high school (like nursing, technology,…)	12%
Getting good scores on state tests like ILEARN	3%

n=689

High school students also indicate *grades* and *college test scores* are most important to them.

Factors Influencing Student Success: Parents with a Child in Carmel Clay Schools

Importance Rating: Factors Influencing Student Success in Academics

Not at all important   Very important

■ 1   ■ 2   ■ 3   ■ 4   ■ 5

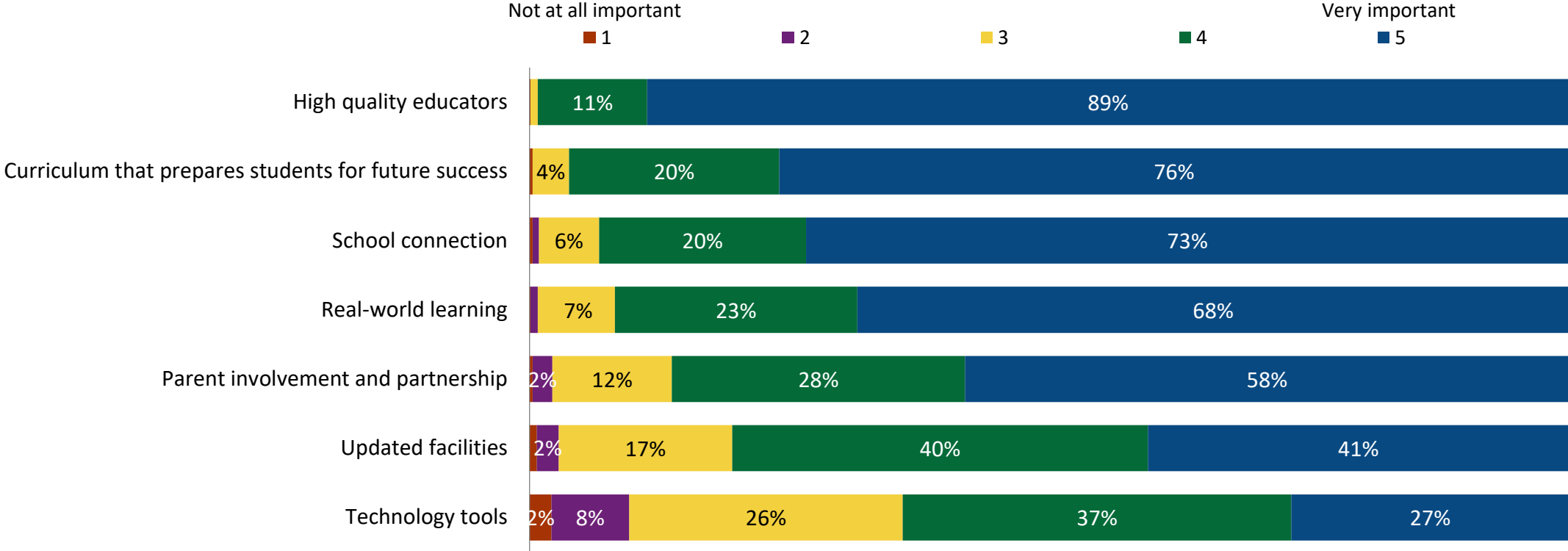| Factor	4	5
High quality educators	6%	93%
Curriculum that prepares students for future success	2% · 14%	84%
Real-world learning	7% · 23%	69%
School connection	7% · 22%	69%
Parent involvement and partnership	2% · 11% · 32%	54%
Updated facilities	4% · 18% · 42%	35%
Technology tools	3% · 8% · 23% · 36%	30%

n=2,046

Parents indicate most items listed are very important with *technology* and *updated facilities* rated lowest.

Factors Influencing Student Success: Employees of Carmel Clay Schools

Importance Rating: Factors Influencing Student Success in Academics

Not at all important — 1   2   3   4   5 — Very important

Factor	4	5
High quality educators	11%	89%

Factor	3	4	5
Curriculum that prepares students for future success	4%	20%	76%
School connection	6%	20%	73%
Real-world learning	7%	23%	68%
Parent involvement and partnership	12%	28%	58%
Updated facilities	17%	40%	41%

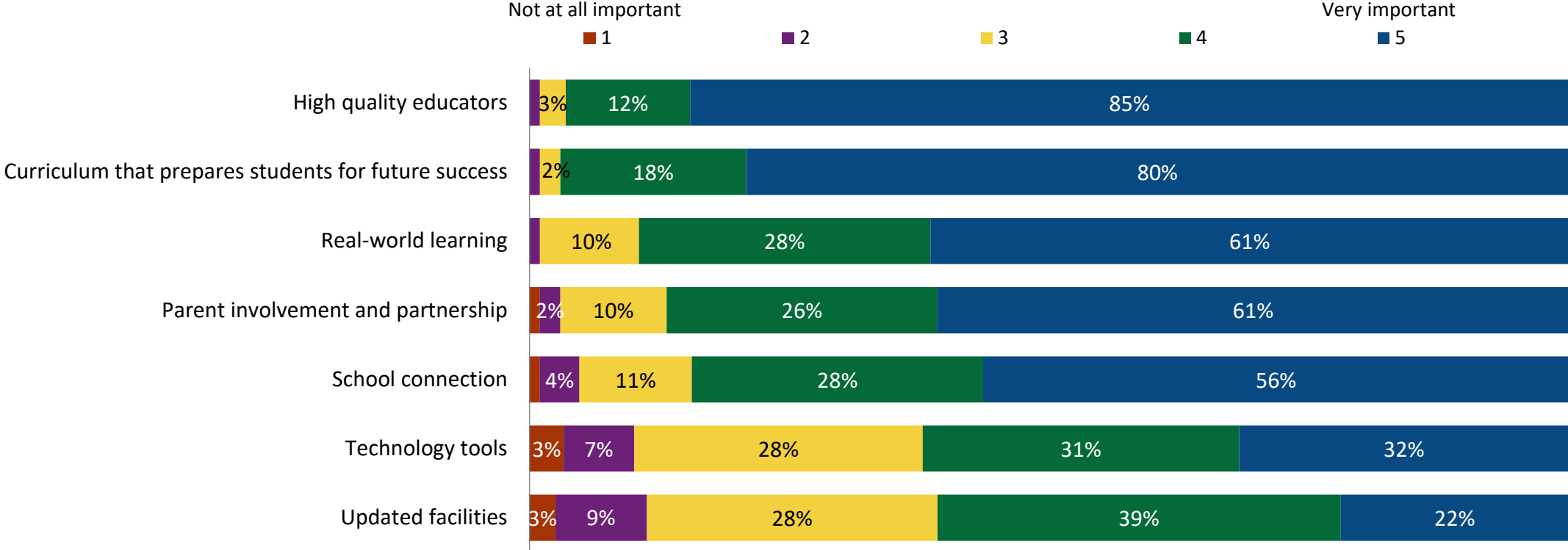| Factor	1	2	3	4	5
Parent involvement and partnership		2%			
Updated facilities		2%			
Technology tools	2%	8%	26%	37%	27%

n=677

Employees importance ratings are similar to parents.

Factors Influencing Student Success: Community Members without Children in Carmel Clay Schools

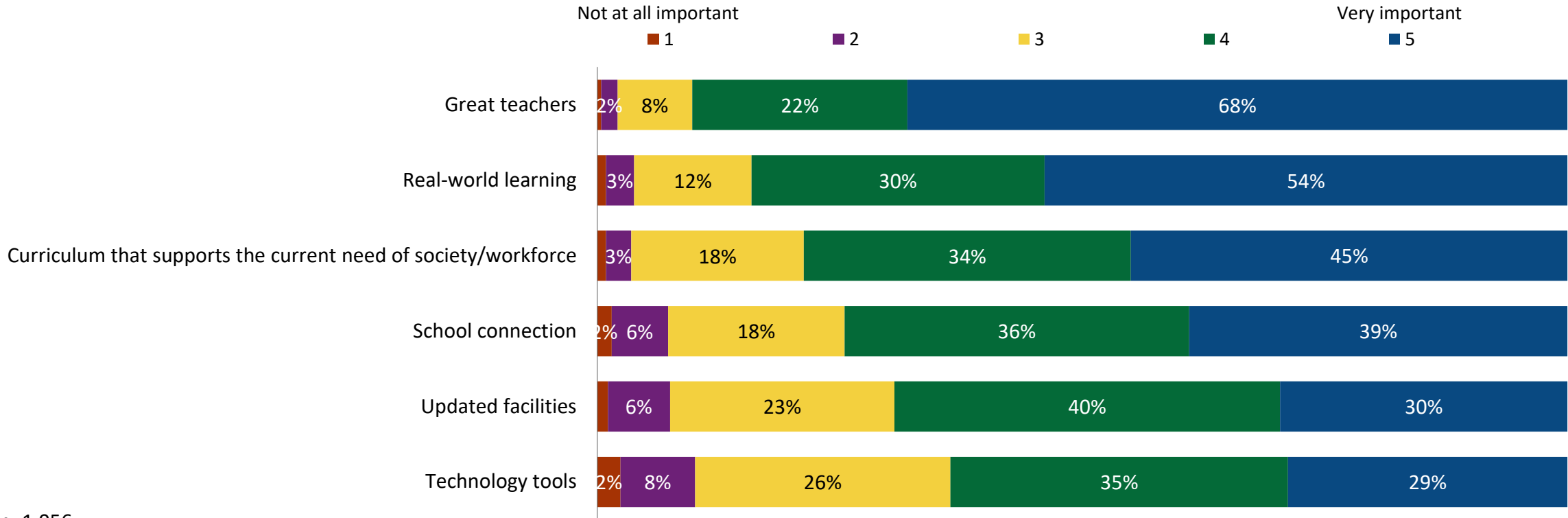## Importance Rating: Factors Influencing Student Success in Academics

Not at all important
- 1
- 2
- 3
- 4
- 5 — Very important

Factor	2	3	4	5
High quality educators	3%		12%	85%
Curriculum that prepares students for future success	2%		18%	80%
Real-world learning		10%	28%	61%
Parent involvement and partnership	2%	10%	26%	61%
School connection	4%	11%	28%	56%
Technology tools	3% / 7%	28%	31%	32%
Updated facilities	3% / 9%	28%	39%	22%

n=400

Community members without a student rate each item similarly to parents and employees with the exception of *school connection* being lower in importance.

Factors Influencing Student Success: Middle School Students

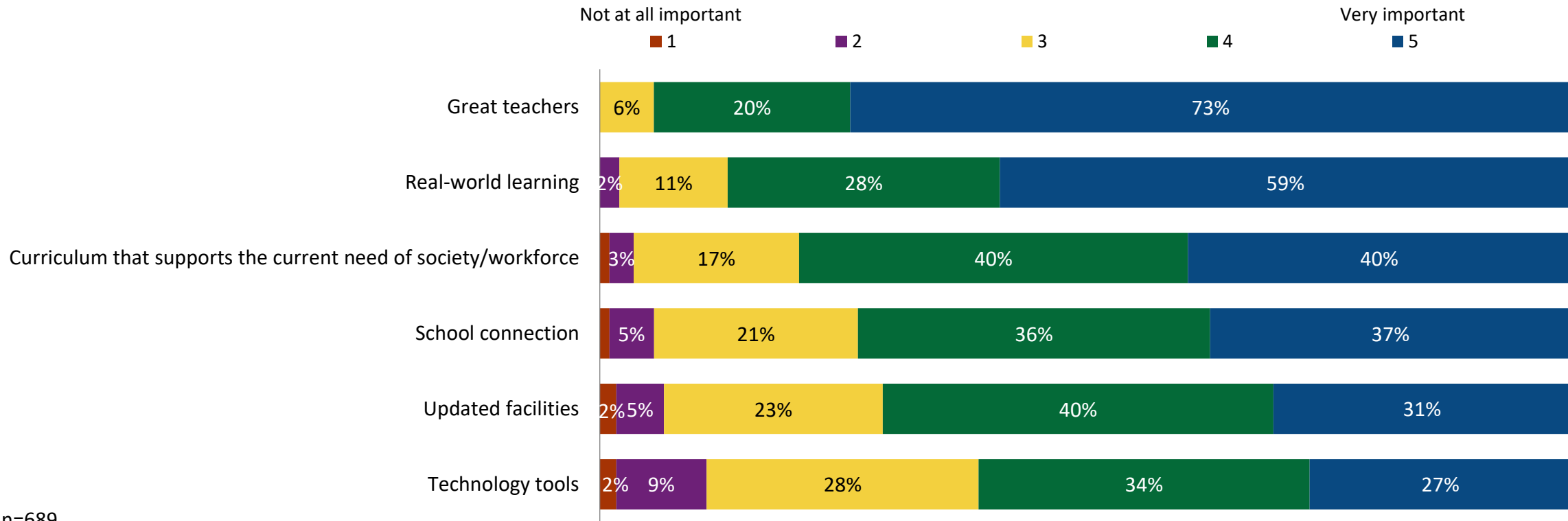## Importance Rating: Factors Influencing Student Success in Academics

Not at all important — Very important

■ 1 (orange) ■ 2 (purple) ■ 3 (yellow) ■ 4 (green) ■ 5 (blue)

Factor	1	2	3	4	5
Great teachers		2%	8%	22%	68%
Real-world learning		3%	12%	30%	54%
Curriculum that supports the current need of society/workforce		3%	18%	34%	45%
School connection	2%	6%	18%	36%	39%
Updated facilities		6%	23%	40%	30%
Technology tools	2%	8%	26%	35%	29%

n=1,056

Similar to adults, middle school students rate *teachers* highest among each area listed; however, *real-world learning* rates slightly higher than *curriculum*.

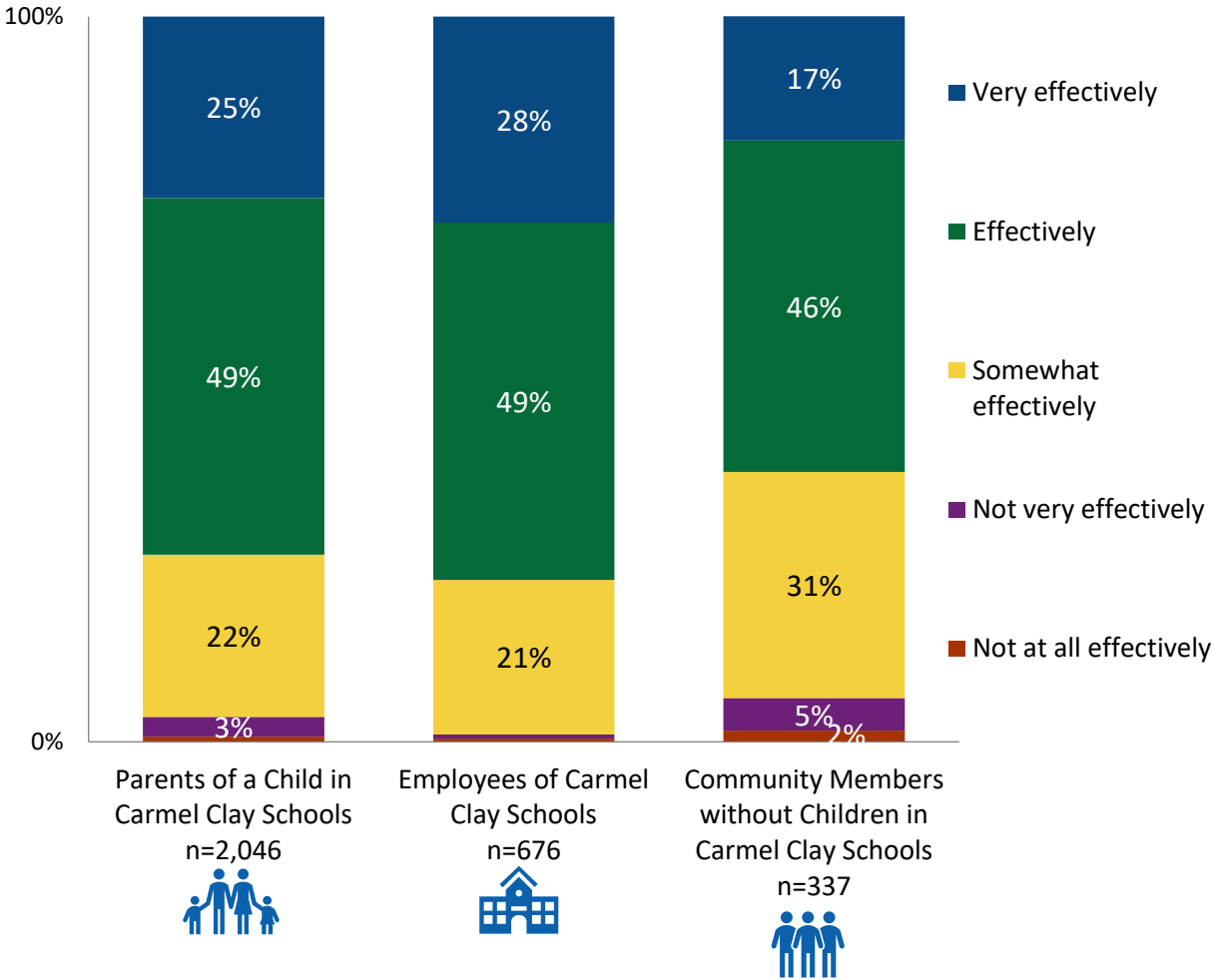# Factors Influencing Student Success: High School Students

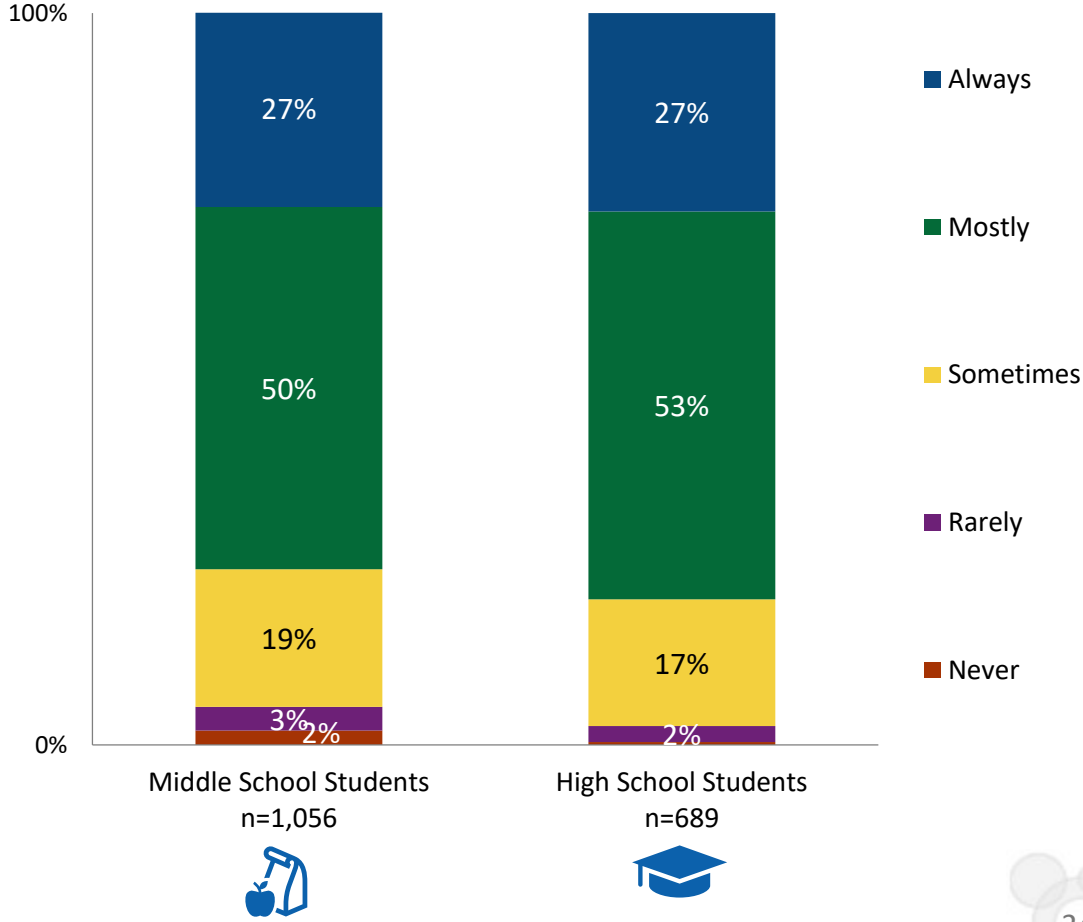## Importance Rating: Factors Influencing Student Success in Academics

Not at all important   Very important

■ 1   ■ 2   ■ 3   ■ 4   ■ 5

Factor	1	2	3	4	5
Great teachers			6%	20%	73%
Real-world learning		2%	11%	28%	59%
Curriculum that supports the current need of society/workforce		3%	17%	40%	40%
School connection		5%	21%	36%	37%
Updated facilities	2%	5%	23%	40%	31%
Technology tools	2%	9%	28%	34%	27%

n=689

High school students also rate *real-world learning* as important along with *great teachers*.

Effectiveness of Creating a Safe and Supportive Environment: Parents, Employees, Community Members and Students

How effectively does Carmel Clay Schools create an environment where students can thrive and feel supported?

Parents of a Child in Carmel Clay Schools n=2,046
- Very effectively: 25%
- Effectively: 49%
- Somewhat effectively: 22%
- Not very effectively: 3%

Employees of Carmel Clay Schools n=676
- Very effectively: 28%
- Effectively: 49%
- Somewhat effectively: 21%

Community Members without Children in Carmel Clay Schools n=337
- Very effectively: 17%
- Effectively: 46%
- Somewhat effectively: 31%
- Not very effectively: 5%
- Not at all effectively: 2%

Legend:
- Very effectively
- Effectively
- Somewhat effectively
- Not very effectively
- Not at all effectively

How safe and supported do you feel at school?

Middle School Students n=1,056
- Always: 27%
- Mostly: 50%
- Sometimes: 19%
- Rarely: 3%
- Never: 2%

High School Students n=689
- Always: 27%
- Mostly: 53%
- Sometimes: 17%
- Rarely: 2%

Legend:
- Always
- Mostly
- Sometimes
- Rarely
- Never

Open Ended Responses from Adults and Students

Top Three Positive Themes

Support for Teachers and Staff

Many adults and students expressed appreciation for the teachers and their dedication to students.

Sense of Community

Comments highlight a sense of belonging and pride in the schools, fostering a positive environment.

High Standards in Education

Recognition of the high expectations and academic achievements of students within Carmel Clay Schools.

Top Three Areas for Growth

Focus on Middle-range Students

Adults expressed concerns about ensuring adequate resources and attention for "average" or middle-achieving students.

Addressing Student Safety

Both adults and students raised concerns about safety in schools, specifically regarding school shootings and bullying.

Communication and Transparency

Issues were raised regarding the clarity and timeliness of communication from school administration to parents and the community.

Executive Summary: Strengths and Opportunities

- Of all areas assessed, **academic achievements** is consistently given the highest evaluation among all adult groups.
- **Safety** is another strength of Carmel Clay Schools among adults and students overall; however, community members without children may not be aware of these efforts given their lower rating relative to other groups.
- **Real-world classroom learning** is consistently selected in the top 3 most important items for academic success among adult groups. Students rate real-world learning high on an importance scale, but not consistently selected as one of their top 3 items. This suggests an area to clarify the importance of real-world learning to students.
- **Teacher retention** is an area to explore to further strengthen Carmel Clay School. All groups indicate "Great Teachers" as most important. Most indicate teacher retention is at least meeting expectations; however, it tends to be a lower rated area relative to academics and safety.

Executive Summary: Respondent Group Differences

Differences Between Adult Groups:
- Generally, the adult groups (parents, employees and community members without children) *relative evaluation* of Carmel Clay Schools' performance and factors that are importance for education are similar.
- However, community members without children in the schools trend lower than employees and parents when evaluating Carmel Clay Schools' performance. This is likely due to a lack of awareness and or lower engagement with the schools compared to the other adult groups.

Differences Between Middle and High School Students
- Middle and high school students were fairly similar in their responses with a few notable differences:
  - Middle school students evaluate Carmel Clay Schools more positively on *providing mental health needs* than high school students.
  - Middle school students are more likely to indicate *state test scores* as important while high school students are more likely to rate *getting a diploma* as important.

Differences Between Adults and Students
- Grades and college test scores rank higher in importance for students whereas real-world classroom learning and college credit achievements are top in importance for adults.

Strategic Plan Timeline Shared in September 2024

September 2024: Present process for developing the 2025-2028 strategic plan

October - December 2024: Create, develop and implement the CCS Community Survey

January - February 2025: Present survey results to the board

February - April 2025: Conduct listening sessions / focus groups with the CCS community

May - June 2025: Present draft strategic plan to the board based upon community stakeholder feedback

July - August 2025: Final 2025-2028 strategic plan to be approved by the board

Thank You