

Enriching and accelerating learning

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**24-25 Annual Survey
for Parents/Guardians
and Staff**

RESULTS

4/7/25

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Survey Design & Administration



- The annual survey for parents/guardians and staff is aligned to our current strategic plan.
- Both surveys are anonymous and allow for respondents to only complete sections that are relevant to their roles and sites in RPS.
- This year, RPS staff, particularly outreach workers, invested a very significant amount of time to support families in completing the survey.
 - A total of 1,335 parents/guardians completed the survey. This is 630 more respondents than the previous record high for participation.
 - A total of 613 staff members completed the survey. This is 144 more respondents than the previous record.

Richfield Public Schools Strategic Plan 2021-26

RICHFIELD
Realized

**Thank You
Outreach
Workers!**

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Staff Survey Results

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Staff Survey Distribution & Participation



- Staff members were given 12 days to complete the survey.
- Participation by building:
 - Bus Garage: 23 (72% completion)
 - Centennial: 54 (93% completion)
 - Central: 44 (100% completion)
 - District Office: 39 (62% completion)
 - RCEP: 14 (100% completion)
 - RDLS: 57 (93% completion)
 - RHS: 120 (83% completion)
 - RMS: 95 (93% completion)
 - R-STEM: 74 (93% completion)
 - Sheridan: 53 (83% completion)
 - SEC: 5 (45% completion)
 - Didn't specify building: 35
 - Total: 613 (91% completion)

Percentages are based on the total number of staff listed in each building in the November 2024 Staffing Report.

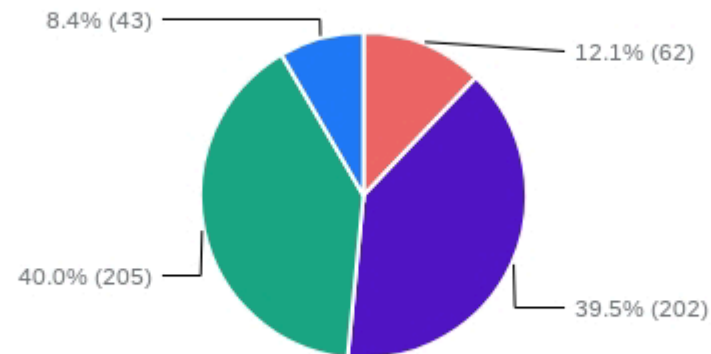
We can assume that several districtwide staff members who are counted as part of the District Office have listed themselves at one of the buildings instead. Additionally, some of the smaller sites may have staff members who did not specify their building.

Staff Survey Results - Overall



Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25
I would recommend my school or program to parents seeking a place for their child.	68.1%	73.3%	79.4%	85%
I would recommend RPS as a place for friends or colleagues who are interested in working in the education field to apply for a job.	-	-	-	85%

How valuable is this survey in ensuring that your voice is heard?



■ Very valuable
 ■ Valuable
 ■ Slightly valuable
 ■ Not at all valuable

Staff Survey Results – School Administration



- **Strength (highest):** 98% of respondents agree or strongly agree that their school administration “promotes the school and district in a positive manner.”
- **Opportunity (lowest):** 87% of respondents agree or strongly agree that their school administration “aligns support to the needs of the building.”

Respondents selected "strongly agree" or "agree" for the following (staff at the DO and bus garage skipped these questions):	21-22	22-23	23-24	24-25
My School Administration...				
Aligns support to the needs of my building.	55%	66%	79%	87%
Encourages student participation in extracurricular activities.	79%	79%	91%	92%
Ensures equitable outcomes for all students.	66%	71%	82%	88%
Ensures that students are seen, valued, heard, and respected.	76%	81%	91%	94%
Establishes an environment of trust, teamwork, and collaboration.	58%	68%	84%	92%
Promotes the school and district in a positive manner.	86%	93%	95%	98%
Respects and supports teachers and staff.	62%	71%	84%	92%
Provides students with access to learning materials that are academically rigorous, culturally relevant, and aligned to state standards.	-	-	-	92%

Staff Survey Results - Teachers



- **Strength (highest):** 97% of respondents agree or strongly agree that the teachers in their building “promote the school and district in a positive manner.”
- **Opportunity (lowest):** 91% of respondents agree or strongly agree that teachers in their building “ensure equitable outcomes for all students.”

Respondents selected "strongly agree" or "agree" for the following (staff at the DO and bus garage skipped these questions):	21-22	22-23	23-24	24-25
The Teachers in my Building...				
Ensure equitable outcomes for all students.	88%	87%	88%	91%
Ensure that students are seen, valued, heard, and respected.	93%	94%	96%	95%
Establish an environment of trust, teamwork, and collaboration.	89%	92%	95%	93%
Promote the school and district in a positive manner.	91%	92%	96%	97%
Respect and support fellow teachers and staff.	90%	89%	95%	94%
Respect the work of other staff who take the lead in school improvement efforts.	86%	88%	93%	94%
Provide instruction to students that is academically rigorous, culturally relevant, and aligned to state standards.	-	-	-	92%

Staff Survey Results – Business Team



Business Team (Finance, HR, Student Information):

- **Strength (highest):** 95% of respondents agree or strongly agree that the Business team “promotes the District in a positive manner.”
- **Opportunity (lowest):** 81% agree or strongly agree that the Business team “fosters a culture of financial accountability and transparency.”

Respondents selected "strongly agree" or "agree" for the following (staff only answered these questions if they interact with this team specifically):	21-22	22-23	23-24	24-25
The District Business Team (Finance, HR & Student Information)...				
Aligns support to the needs of my building.	69%	64%	74%	84%
Establishes an environment of trust, teamwork, and collaboration.	68%	60%	67%	83%
Fosters a culture of financial accountability and transparency.	74%	64%	68%	81%
Promotes the District in a positive manner.	88%	89%	94%	95%
Respects and supports teachers and staff.	73%	63%	71%	83%

Staff Survey Results – Operations Team



Operations Team (Facilities, Nutrition Services, Transportation, Safe Routes to School):

- **Strength (highest):** 96% of respondents agree or strongly agree that the Operations team “promotes the District in a positive manner.”
- **Opportunity (lowest):** 90% agree or strongly agree that the Operations team “establishes an environment of trust, teamwork and collaboration.”

Respondents selected "strongly agree" or "agree" for the following (staff only answered these questions if they interact with this team specifically):	21-22	22-23	23-24	24-25
The District Operations Team (Facilities, Nutrition Services, Transportation & SRTS)...				
Aligns support to the needs of my building.	88%	91%	91%	93%
Establishes an environment of trust, teamwork, and collaboration.	93%	96%	93%	90%
Is committed to continuous improvement of services.	91%	95%	92%	92%
Promotes the District in a positive manner.	97%	99%	98%	96%
Provides resources needed by students, staff and families.	94%	92%	95%	94%
Respects and supports teachers and staff.	96%	97%	95%	94%

Staff Survey Results – Marketing & Communications Team

- **Strength:** All three questions inspired responses of 95-98% agreement!

Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25
The District Marketing & Communications Team...				
Has provided effective communication this school year.	84%	88%	94%	95%
Supports the positive reputation of the District.	91%	94%	98%	98%
Works to celebrate diversity and improve school pride.	89%	90%	97%	97%

Staff Survey Results – Teaching & Learning Team



- **Strength (highest):** 98% of respondents agree or strongly agree that the T&L team “promotes the District in a positive manner.”
- **Opportunity (lowest):** 84% of respondents agree or strongly agree that the T&L team “aligns support to the needs of my building.”

Respondents selected "strongly agree" or "agree" for the following (staff only answered these questions if they interact with this team specifically):	21-22	22-23	23-24	24-25
The District Teaching & Learning Team...				
Aligns support to the needs of my building.	70%	74%	78%	84%
Ensures equitable outcomes for all students.	84%	77%	86%	88%
Ensures that students are seen, valued, heard, and respected.	86%	90%	89%	92%
Establishes an environment of trust, teamwork, and collaboration.	79%	82%	79%	86%
Promotes the school and district in a positive manner.	94%	96%	98%	98%
Respects and supports teachers and staff.	80%	79%	77%	87%
Takes a personal interest in the professional development and growth of staff.	81%	79%	81%	88%
Provides students with access to learning materials that are academically rigorous, culturally relevant, and aligned to state standards.	-	-	-	90%

Staff Survey Results – Special Programs Team



- **Strength (highest):** 98% of respondents agree or strongly agree that the Special Programs team “promotes the District in a positive manner.”
- **Opportunity (lowest):** 87% of respondents agree or strongly agree that the Special Programs team “establishes an environment of trust, teamwork, and collaboration.”

Respondents selected "strongly agree" or "agree" for the following (staff only answered these questions if they interact with this team specifically):	21-22	22-23	23-24	24-25
The District Special Programs Team...				
Aligns support to the needs of my building.	73%	75%	79%	89%
Ensures equitable outcomes for all students.	85%	85%	89%	91%
Ensures that students are seen, valued, heard, and respected.	89%	92%	92%	95%
Establishes an environment of trust, teamwork, and collaboration.	78%	82%	85%	87%
Promotes the school and district in a positive manner.	93%	96%	98%	98%
Respects and supports teachers and staff.	82%	81%	85%	89%
Works to celebrate diversity and improve school pride.	92%	92%	91%	96%
Works to increase social-emotional support for the RPS community.	81%	91%	91%	91%

Staff Survey Results - Technology



- **Strength (highest):** 97% of respondents rated Help Desk Ticket support as excellent or good.
- **Opportunity (lowest):** Only 59% of teacher respondents rated data tools as excellent or good.

Respondents selected "excellent" or "good" as a rating for the following aspects of technology support:	21-22	22-23	23-24	24-25
Calling 6050	87%	92%	94%	95%
In person building support from site technicians	85%	92%	96%	95%
Help Desk Ticket support	87%	93%	92%	97%
Quality of workspace hardware (PC/Laptop)	93%*	88%	78%	85%
Quality of workspace software applications (Google Workspace, Microsoft Office, etc.)	87%*	93%	94%	93%

Respondents selected "excellent" or "good" as a rating for the following types of instructional technology (only teachers answered these questions):	21-22	22-23	23-24	24-25
Access to quality technology training from site and District staff	-	67%	74%	77%
Data tools (Hoonuit, Qualtrics, etc.)	-	61%	64%	59%
Learning Hardware (Chromebooks for students, PC labs, robotics, etc.)	70%*	82%	76%	77%
Student information & learning management systems (Synergy, Schoology, etc.)	-	72%	83%	81%
Teaching and learning software (SMART Notebook, Kami, Screencastify, Edgenuity, etc.)	82%*	79%	89%	84%
Teaching hardware (Smartboards, Lightspeed speaker systems, document cameras, etc.)	77%*	87%	85%	85%

Staff Survey Results - Superintendent



- **Strength (highest):** 94% 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):** 78% of respondents agree or strongly agree that the superintendent “effectively supports keeping high performing and diverse educators in the District.”

Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25
The Superintendent...				
Effectively supports keeping high performing and diverse educators in the District.	-	59%	71%	78%
Ensures equitable outcomes for all students.	68%	74%	80%	83%
Effectively recruits high performing and diverse educators.	63%*	72%	82%	86%
Leads the District to offer innovative educational programs that provide opportunities for enrichment.	75%	79%	85%	89%
Leads the District to provide programs and services that go beyond what other similarly sized districts offer.	71%	73%	80%	88%
Leads the District to accomplish strategic plan goals.	85%	89%	93%	94%
Manages assets and utilizes resources to maintain the District's financial stability.	84%	82%	90%	90%
Effectively communicates with stakeholders to promote a positive image for the District.	73%	86%	93%	94%

An AI-generated summary of all feedback from the “final comments” section of the staff survey:

Employees shared a range of feedback, expressing concerns about budget priorities, the professionalism and effectiveness of district leadership and support roles, and the processes for assisting struggling students. Many respondents voiced desires for better communication, increased support for teachers and students, more equitable resource distribution, and a greater sense that their input leads to tangible changes within the school system. Some staff also commented on the survey’s anonymity and value, while others expressed pride in working for the district.

A few sample comments from respondents:

- “I’m very happy in my position as a teacher. There is always room for growth but I am grateful for RPS in general.”
- “I am so pleased to be a part of RPS!”
- “I would like to see better support for staff and colleagues and plans for keeping the current staff we have now.”
- “I believe this is valuable if the feedback is used to inform changes. I would appreciate it if changes are communicated following the survey to all staff and the community at large.”
- “I appreciate the communication from the district regarding how to support families that are being affected by the change in administration, as well as the district explicitly helping staff understand how to help. Please continue to address issues as they come up and keep teachers informed of what “we as a district” are doing to support.”
- “This is a really tough time politically to be in education. I feel the district is doing a decent job in making the students feel safe and the teachers valued.”
- “Class sizes are too big. In order for our students to thrive, we need smaller classes.”
- “I hope that these are actually read and considered.”

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**Parent/Guardian Survey
Results**

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Parent/Guardian Survey Participation



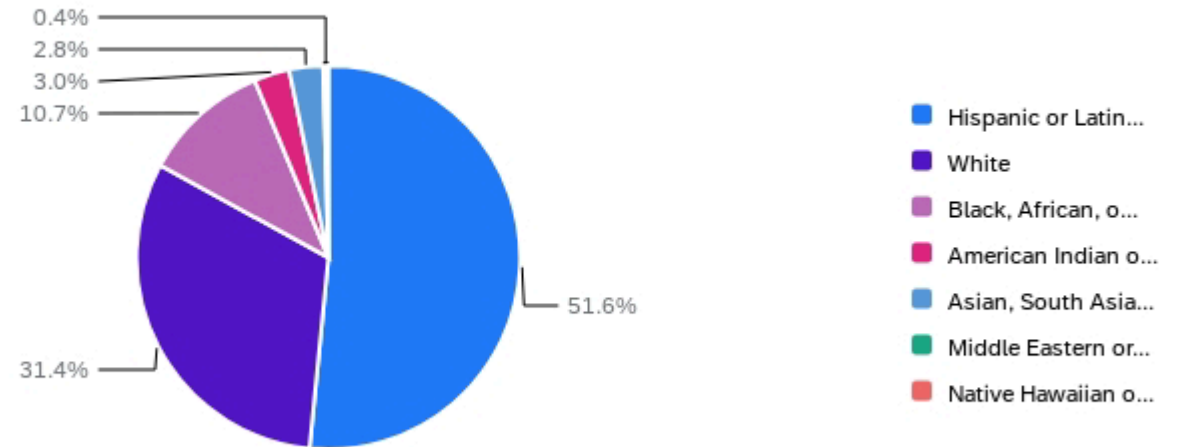
- A total of 1,335 parents/guardians participated, with 68% of these respondents identifying as BIPOC.

- Participation by school:

- Centennial: 128 (42%)
- Central: 76 (51%)
- RCEP: 27 (32%)
- RDLS: 217 (41%)
- RHS: 240 (20%)
- RMS: 256 (31%)
- R-STEM: 201 (33%)
- Sheridan Hills: 137 (34%)
- SEC: 8 (33%)
- Didn't specify school: 45

Note: Percentages are calculated using the Where We Are in Enrollment Report. The number of students enrolled is used as a proxy for the total number of parents/guardians possible.

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, 14.5% of the white respondents also checked another race/ethnicity category.

RPS does not have existing data on the race/ethnicity of all parents/guardians. By extrapolating based on the racial demographics of RPS students, we can estimate that Hispanic/Latino parents/guardians are overrepresented in the survey data, white parents are slightly overrepresented, and Black/African American parents/guardians are underrepresented. However, this is not a perfect comparison.

Parent/Guardian Survey Results – RPS Overall



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- **Strength (highest):** 97% of respondents agree or strongly agree that RPS provides the technology resources for their children to effectively learn and participate and that RPS provides a welcoming environment.
- **Opportunity (lowest):** 87% of respondents agree or strongly agree that RPS provides healthy and nutritious meals.

Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25
Richfield Public Schools...				
Communicates effectively with parents.	78%	85%	87%	94%
Ensures students are seen, valued, heard and respected.	82%	89%	88%	94%
Has a positive reputation in the community.	69%	74%	78%	91%
Has safe, modern and clean school buildings and facilities.	91%	93%	95%	96%
Provides a welcoming environment.	89%	93%	94%	97%
Provides access for my child(ren) to additional resources, such as healthcare, school supplies and after school child care.	86%	87%	89%	94%
Provides extracurricular activities that cater to the needs and interests of my child(ren).	83%	84%	86%	92%
Provides healthy and nutritious meals.	77%	76%	81%	87%
Provides opportunities for parents and community members to be involved.	89%	91%	91%	96%
Provides technology resources for my child(ren) to effectively learn and participate.	95%	95%	95%	97%
Supports and celebrates diversity and school pride.	91%	95%	93%	96%

Parent/Guardian Survey Results - Schools



Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25
I would recommend RHS to parents seeking a school for their child.	84%	88%	82%	90%
I would recommend RMS to parents seeking a school for their child.	67%	77%	78%	89%
I would recommend RDLS to parents seeking a school for their child.	96%	96%	95%	99%
I would recommend R-STEM to parents seeking a school for their child.	92%	93%	93%	92%
I would recommend Centennial to parents seeking a school for their child.	95%	100%	92%	96%
I would recommend Sheridan Hills to parents seeking a school for their child.	89%	92%	97%	100%

Parent/Guardian Survey Results – School Transition Experiences

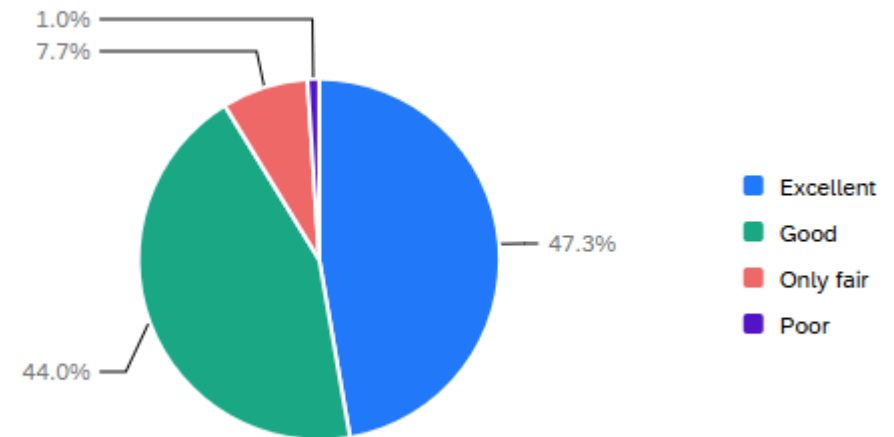


Respondents rated the following as "excellent" or "good."	21-22	22-23	23-24	24-25
How would you rate the transitions between schools your child(ren) have experienced in RPS?	81.8%	81.8%	84.5%	91.3%

Sample Comments:

- “5th graders need more practice with getting ready for middle school. Switching classes for multiple subjects would help with the transition. Also giving them an opportunity to go to rms for a day to shadow be given a schedule or assigned a student to get more of an idea of what middle school will be like.”
- “I think it would be great if the preschool students had an opportunity to visit their new elementary school sometime during a spring class day.”
- “Structure 6th grade to be more of a hybrid approach between elementary structure and middle school structure. So for example, 6th graders have 3 of the same teachers all year that teach them multiple subjects.”
- “Additional open house before school starts for new high school students to practice finding all of their classes.”
- “I feel the transition from elementary to middle is the hardest, I think the middle school should have some sort of class where they teach the kids how to really work their Chromebooks, be organized and how is the best way to reach out to teachers when needed.”

School Transition Experiences



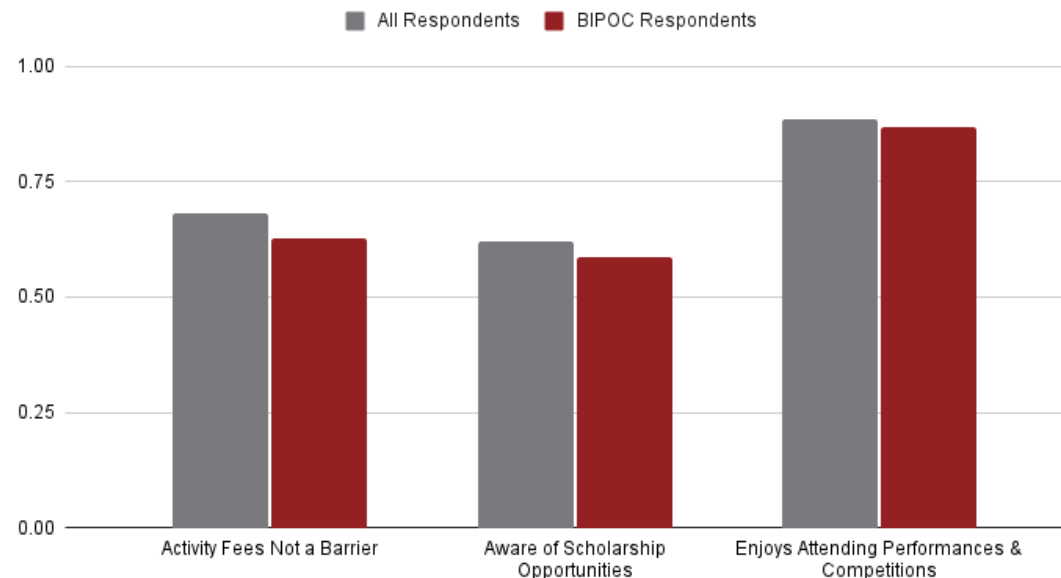
Parent/Guardian Survey Results - Activities



Respondents answered "yes" to the following:	21-22	22-23	23-24	24-25
Are you aware of opportunities for reduced fees or scholarships for your child(ren) to participate in extracurricular activities?	62.1%	63.4%	67.1%	62.0%
Do you enjoy attending RPS student performances or competitive events?	87.2%	90.4%	93.9%	88.6%

Respondents answered "no" to the following:	21-22	22-23	23-24	24-25
Are activity fees a barrier for your child(ren)'s participation in extracurricular activities?	76.0%	76.2%	72.7%	68.3%

Activities



Parent/Guardian Survey Results – Superintendent



- **Strengths (highest):** 93% of respondents agree or strongly agree that the superintendent manages assets and utilizes resources to maintain the District’s financial stability, leads the District to offer innovative educational programs that provide opportunities for enrichment, and leads the District to accomplish strategic plan goals.
- **Opportunities (lowest):** 90% of respondents agree that the superintendent effectively supports keeping high performing and diverse educators in the District and leads the District to provide programs and services that go beyond what other similarly sized districts offer.

Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25
The Superintendent...				
Effectively supports keeping high performing and diverse educators in the District.	-	78%	80%	90%
Ensures equitable outcomes for all students.	77%	82%	82%	91%
Effectively recruits high performing and diverse educators.	76%*	79%	87%	92%
Leads the District to offer innovative educational programs that provide opportunities for enrichment.	78%	85%	85%	93%
Leads the District to provide programs and services that go beyond what other similarly sized districts offer.	73%	77%	79%	90%
Leads the District to accomplish strategic plan goals.	82%	88%	86%	93%
Manages assets and utilizes resources to maintain the District's financial stability.	82%	89%	90%	93%
Effectively communicates with stakeholders to promote a positive image for the District.	73%	89%	82%	92%

Parent/Guardian Survey Results – Comments



An AI-generated summary of all feedback from the “final comments” section of the parent/guardian survey:

Many parents expressed difficulty with the limited availability and affordability of after-school care, particularly for elementary-aged students. **Safety emerged as a significant theme**, encompassing issues like bullying, harassment, security measures, and even pedestrian safety around school sites. **Academic experiences varied**, with some praising teacher support and communication, while others reported concerns about academic interventions, support for diverse learners, and the reputation of middle and high schools. **Several comments also addressed specific issues** such as cell phone policies, food quality, communication practices, staffing, and the need for more extracurricular and arts programs.

A few final comments from respondents:

- “We are very happy that our daughters can study and learn so much at Richfield schools, thank you for the support!”
- “We wanted him to continue having education in Spanish. It is very important that there would be the possibility of paying for the bus for children who live in the area to walk (2 miles round trip) to school.”
- “The superintendent is a capable person with a progressive vision and opportunities for our children, we are very happy with his excellent work.”
- “Safety is a main concern for parents these days. Making sure all cameras work and adding more cameras should be a priority.”
- “Continue work on trying to retain diverse educators”
- “Why don't you ban cells phones completely? They are a distractions and I imagine impossible for teachers to enforce.”
- “I wish RPS offered more after school activities and opportunities since RDLS school day ends so early for working parents. I also wish there was a full day summer care option out side of summer school.”
- “Richfield Public Schools System is a great community, I'm glad I choose to be a part of this community!”
- “I am thankful RPS is committed to fostering a diverse, equitable and inclusive community! I also appreciate that students and their parents or guardians have ways to communicate with leadership and feel valued and heard. I know this takes work and dedication, so thank you!!”²⁴

Next Steps



- Board members will be given access to Qualtrics in order to view the dashboard of survey information, including all the comments written 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 is also part of each district leader's annual evaluation.
- The District will send out a communication to all parents/guardians and staff to thank them for their participation and share information about next steps.
- Data from this survey is 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.
- We will examine activities scholarship information and determine ways to improve communication with BIPOC families.

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Questions/Comments

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