

Fayette County Public Schools

## Proposed Mission/Vision Survey Results

April 29, 2024



*Where Excellence and Creativity Merge*

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## BACKGROUND

Fayette County Public Schools began the process of revising the current mission and vision statement Fall 2023. Both a survey and focus groups by school feeder pattern were conducted with stakeholders to get input about the current statements and what should be included in any revisions.

Overwhelmingly, stakeholders agreed that new statements were needed and offered input about what should be included. The input was analyzed and placed in a formal report that was distributed November 14, 2023, to Fayette County Public Schools leadership and to all stakeholders who participated in the survey and/or focus groups.

A writing committee was formed consisting of one elementary and one secondary school principal, one executive cabinet member, and the public relations officer.

The writing committee met for the first time on December 4, 2023, to begin drafting the mission statement based on data gathered from the survey and focus groups. A slate of five possible options were submitted to the superintendent and subsequently voted on by the superintendent's executive cabinet (See Appendix A). The top two options were sent to all stakeholders who participated in the fall survey and/or focus groups for their vote (See Appendix B). The stakeholders selected the second option, #2 on the list. A few minor changes were made resulting in the following proposed mission statement:

*The mission of Fayette County Public Schools is to teach and lead by:*

- *Inspiring individual potential*
- *Developing critical thinking*
- *Nurturing responsible citizens*

The writing committee met again on March 12, 2023, to draft a vision statement to compliment the proposed mission, resulting in the following:

*The vision of Fayette County Public Schools is to instill a passion for learning, a standard for excellence, and a drive for success.*

Both the proposed mission and vision statements were shared with stakeholders from the fall mission/vision survey and focus groups to gauge their sentiment.

AI was used to analyze survey responses for the qualitative survey questions. These findings are incorporated into this report along with the exact response given by each respondent who chose to comment. (See Appendix C for the AI analysis, and Appendices D-G for exact responses associated with the proposed mission and vision statement. Responses are categorized by "staff" and "parent/community.")

## **EXECUTIVE SUMMARY**

A feedback survey on the proposed mission and vision statement was sent on March 26, 2023, to all stakeholders who participated in either the fall mission/vision survey and/or focus groups. A total of 1357 stakeholders received the survey (duplicate email addresses were removed since some individuals participated in both the survey and a focus group). Of this group, 605 are employees and 751 are parents/community members. The same survey was sent to both groups with one coded to identify employee respondents (those with a @fcboe work email address) from parent community respondents (those without a @fcboe work email address).

There was a 30 percent return rate for the employee group, and a 2 percent return rate for the parent/community group. A response rate of 20-25% is considered acceptable for online surveys.

### **Employees**

Employee respondents were asked to identify their primary role with the school system since many have multiple affiliations. An overwhelming majority indicated that their primary affiliation was as an employee, followed by parent, student, and community member, respectively. They were also asked to indicate their primary location with the school system. The top highest responding areas were the District Office and Starr's Mill High. (See Employee Affiliation and Location findings on page 5.)

90 percent of employee respondents agreed or strongly agreed that they were satisfied with the proposed mission statement.; 76 percent said they would accept the mission statement as written. (See findings for Employee Satisfaction and Acceptance – Mission on page 6.)

91 percent of employee respondents agreed or strongly agreed that they were satisfied with the proposed vision statement; 85 percent said they would accept the vision statement as written. (See findings for Employee Stratification and Acceptance – Vision on page 7.)

### **Parent/Community**

Parent/community respondents were asked to select their primary location with the school system. The top highest responding areas (11-17%) were McIntosh High, Whitewater Middle, Fayette County High, Kedron Elementary and Starr's Mill High, respectively. (See Parent/Community Location findings on page 9.)

78 percent of parent/community respondents agreed or strongly agreed that they were satisfied with the proposed mission statement.; 61 percent said they would accept the mission statement as written. (See findings for Parent/Community Satisfaction and Acceptance – Mission on page 9.)

83% of parents/community respondents agreed or strongly agreed that they were satisfied with the proposed vision statement; 83% said they would accept the vision statement as written. (See findings for Parent/Community Satisfaction and Acceptance – Vision on page 11.)

### **Attributes of Mission/Vision**

Attributes of a strong mission statement were listed; respondents of both groups were asked if they agreed or disagreed that the proposed mission statement met the attributes. Most respondents in both groups agreed that the statement met the attributes. The same was asked about the proposed vision statement, most respondents in both groups agreed that the statement met the attributes. (See Mission and Vision Attributes on pages 7, 8, 10, & 11.)

## FINDINGS, EMPLOYEES

### Employee Affiliation and Location

*Which of the following do you consider to be your PRIMARY role with FCPS?*

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Employee	91.6%	164
Parent	5%	9
Student	2.2%	4
Community Member	1.1%	2

\*Percentages are based on 179 respondents to this question.

*Where is your PRIMARY location at FCPS?? (Employees)*

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Braelinn Elem	1.1%	2
Cleveland Elem	1.7%	3
Crabapple Ln Elem	2.2%	4
Fayetteville Elem	1.7%	3
Huddleston Elem	2.2%	4
Inman Elem	2.2%	4
Kedron Elem	3.4%	6
North Fayette Elem	2.2%	4
Oak Grove Elem	1.7%	3
Peachtree City Elem	2.8%	5
Peeples Elem	5.6%	10
Robert J. Burch Elem	1.7%	3
Sara Harp Minter Elem	2.8%	5
Spring Hill Elem	1.7%	3
Bennett's Mill Middle	5%	9
Flat Rock Middle	4.5%	8
J.C. Booth Middle	1.1%	2
Rising Starr Middle	6.7%	12
Whitewater Middle	1.7%	3
Fayette County High	4.5%	8
Fayette LIFE Academy	6.1%	11
McIntosh High	6.1%	11
Sandy Creek High	6.1%	11
Starr's Mill High	10.6%	19
Whitewater High	3.9%	7
District Office	10.6%	19

\*Percentages are based on 179 respondents to this question.

## **Employee Satisfaction and Acceptance – Mission**

***What is your overall satisfaction with the proposed mission statement? (Employees)***

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Very satisfied	41.9%	75
Satisfied	48%	86
Neutral	6.7%	12
Unsatisfied	2.2%	4
Very Unsatisfied	1.1%	2

\*Percentages are based on 179 respondents to this question.

***As the proposed mission statement is written today, would you... (Employees)***

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Accept it as is	76%	136
Accept it with minor edits	17.3%	31
Send it back to the committee for rewrite	6.7%	12

\*Percentages are based on 179 respondents to this question.

## **Mission and Vision Attributes – Mission**

***Do you agree with the following statements? (Employees)***

<b>Question</b>	<b>Responses*</b>	<b>Number of Responses</b>
The proposed mission statement is motivating & inspiring.	Yes	154
	No	25
The proposed mission statement differentiates FCPS from other school systems.	Yes	126
	No	53
The proposed mission statement is clear and easy to understand.	Yes	171
	No	8
The proposed mission statement is memorable.	Yes	135
	No	44
The proposed mission statement focuses on our purpose.	Yes	171
	No	8

\*Percentages are based on 179 respondents to this question.

## **Employee Satisfaction and Acceptance – Vision**

***What is your overall satisfaction with the proposed vision statement? (Employees)***

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Very satisfied	54.2%	97
Satisfied	36.3%	65
Neutral	5%	9
Unsatisfied	3.4%	6
Very Unsatisfied	1.1%	2

\*Percentages are based on 179 respondents to this question.

***As the proposed vision statement is written today, you would... (Employees)***

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Accept it as is	84.9%	152
Accept it with minor edits	9.5%	17
Send it back to the committee for rewrite	5.6%	10

\*Percentages are based on 179 respondents to this question.

**Mission and Vision Attributes – Vision**

***Do you agree with the following statements? (Employees)***

<b>Question</b>	<b>Responses*</b>	<b>Number of Responses</b>
The proposed vision statement differentiates FCPS for other school systems.	Yes	135
	No	44
The proposed vision statement is aspirational.	Yes	158
	No	21
The proposed vision statement is clear and easy to understand.	Yes	173
	No	6

\*Percentages are based on 179 respondents to this question.

## FINDINGS, PARENT/COMMUNITY

### Parent/Community Location

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Braelinn Elem	0%	0
Cleveland Elem	0%	0
Crabapple Ln Elem	5.6%	1
Fayetteville Elem	0%	0
Huddleston Elem	5.6%	1
Inman Elem	0%	0
Kedron Elem	11.1%	2
North Fayette Elem	0%	0
Oak Grove Elem	0%	0
Peachtree City Elem	5.6%	1
Peeples Elem	5.6%	1
Robert J. Burch Elem	0%	0
Sara Harp Minter Elem	5.6%	1
Spring Hill Elem	0%	0
Bennett's Mill Middle	0%	0
Flat Rock Middle	0%	0
J.C. Booth Middle	0%	0
Rising Starr Middle	0%	0
Whitewater Middle	16.7%	3
Fayette County High	11.1%	2
McIntosh High	16.7%	3
Sandy Creek High	0%	0
Starr's Mill High	11.1%	2
Whitewater High	5.65	1

\*Percentages are based on 18 respondents to this question.

### Parent/Community Satisfaction and Acceptance – Mission

*What is your overall satisfaction with the proposed mission statement? (Parent/Community)*

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Very satisfied	50%	9
Satisfied	27.8%	5
Neutral	16.7%	3
Unsatisfied	0%	0
Very Unsatisfied	5.6%	1

\*Percentages are based on 18 respondents to this question.

***As the proposed mission statement is written today, would you... (Parent/Community)***

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Accept it as is	61.1%	11
Accept it with minor edits	27.8%	5
Send it back to the committee for rewrite	11.1%	2

\*Percentages are based on 18 respondents to this question.

**Mission and Vision Attributes – Mission**

***Do you agree with the following statements? (Parent/Community)***

<b>Question</b>	<b>Responses*</b>	<b>Number of Responses</b>
The proposed mission statement is motivating & inspiring.	Yes	14
	No	4
The proposed mission statement differentiates FCPS from other school systems.	Yes	11
	No	7
The proposed mission statement is clear and easy to understand.	Yes	17
	No	1
The proposed mission statement is memorable.	Yes	11
	No	7
The proposed mission statement focuses on our purpose.	Yes	17
	No	1

\*Percentages are based on 18 respondents to this question.

## **Parent/Community Satisfaction and Acceptance – Mission**

***What is your overall satisfaction with the proposed vision statement? (Parent/Community)***

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Very satisfied	55.6%	10
Satisfied	27.8%	5
Neutral	16.7%	3
Unsatisfied	0%	0
Very Unsatisfied	0%	0

\*Percentages are based on 18 respondents to this question.

***As the proposed vision statement is written today, you would... (Parent/Community)***

<b>Answer choices</b>	<b>Responses*</b>	<b>Number of Responses</b>
Accept it as is	83.3%	15
Accept it with minor edits	11.1%	2
Send it back to the committee for rewrite	5.6%	1

\*Percentages are based on 18 respondents to this question.

## **Mission and Vision Attributes – Vision**

***Do you agree with the following statements? (Parent/Community)***

<b>Question</b>	<b>Responses*</b>	<b>Number of Responses</b>
The proposed vision statement differentiates FCPS for other school systems.	Yes	12
	No	6
The proposed vision statement is aspirational.	Yes	16
	No	2
The proposed vision statement is clear and easy to understand.	Yes	17
	No	1

\*Percentages are based on 18 respondents to this question.

## **Appendix A**

1: Fayette County Public Schools inspires and expects educational excellence for every student, in every classroom, every day.

2A: Fayette County Public Schools inspires each student to reach their unique potential, build critical thinking skills, and become compassionate, responsible citizens.

2B: Elevating minds, inspiring impact: The mission of Fayette County Public Schools is to inspire each student to reach their unique potential, build critical thinking skills, and become compassionate, responsible citizens.

3A: Recognizing that everyone is unique and desires to have purpose, we inspire students and each other to be creative, critical thinkers and lifelong learners, building a school community where students thrive and all are valued.

3B: In Fayette County Public Schools, we inspire students and each other to be creative, critical thinkers and lifelong learners, building a school community where students thrive and all are valued.

## **Appendix B**

1. Fayette County Public Schools inspires and expects educational excellence for every student, in every classroom, every day.
2. Fayette County Public Schools inspires each student to reach their unique potential, build critical thinking skills, and become compassionate, responsible citizens.

## **Appendix C**

### ***AI Analysis of Proposed Mission Statement (Staff)***

Some people feel that certain words like "nurturing" might not convey the desired level of empowerment or independence, and suggest alternatives like "empower" or "developing." Others emphasize the importance of fostering critical thinking and problem-solving skills, as well as addressing issues of equality and inclusivity.

There's also feedback on the structure and length of the statement, with some preferring a more concise and impactful version. Suggestions include using acronyms like IND (for Inspire, Nurture, Develop) and finding ways to make the statement more memorable and motivating.

Overall, it seems like there's appreciation for the effort put into crafting the mission statement, but also a desire for further refinement to ensure it effectively communicates the goals and values of the educational institution.

### ***AI Analysis of Proposed Vision Statement (Staff)***

Some find certain elements abstract or lacking clarity, such as "Drive for success," and suggest changes to the action words or adding more specific language. There's also a desire for the statement to stand out more and differentiate the institution from others, with suggestions for adding elements like global citizenship or lifelong learning.

Others appreciate the brevity and clarity of the statement, finding it to the point and effective. Some prefer specific phrases from the statement, such as "nurturing responsible citizens," while others suggest combining different elements to create a stronger overall vision.

Overall, there's acknowledgment of the difficulty of the task and appreciation for the effort put into crafting the vision statement, along with suggestions for further refinement to better align with the institution's goals and values.

### ***AI Analysis of Proposed Mission Statement (Parent/Community)***

The comments offer a diverse range of perspectives on the proposed mission statement:

1. **Concern for Measurement:** One commenter expresses concern about the feasibility of measuring and ensuring the fulfillment of "Inspiring individual potential" for each student, highlighting the need for clarity and accountability in the statement.
2. **Acceptance:** Another commenter is content with the proposed mission statement as it stands, appreciating the focus on critical thinking and its perceived alignment with broader educational objectives.
3. **Lack of Uniqueness:** Some commenters feel that while the proposed mission statement is clear, it lacks a distinctive quality that sets it apart from other educational institutions. They suggest incorporating a unique element specific to FCPS to enhance its impact and memorability.
4. **General Criticism:** There are comments indicating a perception that the mission statement is generic and lacks specificity. This suggests a desire for the statement to be more distinct and reflective of the unique qualities and aspirations of FCPS.

Overall, the comments emphasize the importance of clarity, specificity, and distinctiveness in a mission statement. They also highlight the need for practicality, inspiration, and differentiation to effectively communicate the district's goals and values. Addressing concerns about measurement, ensuring accountability, and adding a unique element could enhance the statement's effectiveness and resonance with stakeholders.

### ***AI Analysis of Proposed Vision Statement (Parent/Community)***

The comments offer varying perspectives on the proposed vision statement:

1. **Preference for Language:** One commenter expresses a preference for the phrase "instill a passion for learning and a standard for excellence" over "drive for success," indicating a personal dislike for the latter. This suggests that different individuals may resonate differently with certain phrases or concepts.
2. **Alignment:** Another commenter feels that the proposed vision statement is consistent with the standards set by Fayette County, indicating a sense of alignment with existing values and goals within the district.
3. **Positive Reception:** Some commenters find the proposed vision statement to be more compelling and impactful than the mission statement. They perceive it as having a "WOW factor" that aligns with the unique qualities and offerings of FCPS, suggesting that it effectively captures the aspirational nature of the district's vision.
4. **General Criticism:** However, there is also a comment suggesting that the vision statement reads like any other typical vision statement, indicating a desire for more distinctiveness or originality in the language used.

Overall, the comments reflect a mix of opinions on the proposed vision statement. While some appreciate its alignment with existing standards and its perceived impact, others may feel that it lacks uniqueness or fails to

stand out from other similar statements. These differing perspectives underscore the importance of crafting a vision statement that resonates with a diverse audience while effectively communicating the district's aspirations and values.

## **Appendix D**

### ***Mission Comments – Staff***

Nurturing responsible citizens – sounds limiting with regard to independence. Empower may be better?

Add fostering collaborative problem solving.

Add something about culture and also talk about equal regardless of school or economic class.

Consider switching order to IND - and use it as an acronym. Fayette IND or FIND your purpose.

Do we teach critical thinking per se, or do we incorporate critical thinking into our instruction?

Does it read in any particular order? If yes, nurture, inspire and then develop, in that order.

Don't we educate so students learn?

Drop the "ing." Inspire. Develop. Nurture.

Great job

I am encouraged by the statement.

I am glad it looks at the "individual" and don't expect the same path for all.

I answered no because I can't say for sure it does.

I do not like the bulleted format and "nurturing" is not a strong enough word for a ms.

I do not think it stands out as impressive or motivating. I don't love the bullet points, but would like to rewrite it to be a little more motivating.

I feel this statement encourages individual achievement towards student goals and growth.

I would like to see this statement implemented.

I would not add any more words, it is perhaps a little wordy.

If we want memorable, we need to keep it short and to the point, our kids can recite school mission.

Inspiring, Developing and Nurturing stood out as a read the mission statement.

It does not have any pizzazz, I do not think the verbs capture your attention.

It speaks to the core foundation of how we should impact our students.

It's long and convoluted. How can this ms even be measured?

Many thanks to all who worked and provided input into this proposed statement.

Not a unique statement but it does speak to our purpose.

Not memorable or make us stand out.

Presented as one sentence instead of the bulleted format make be more readable.

Suggest replacing "nurturing" with "developing."

Thank you so much for this opportunity to be part of a focus group.

The last statement: Nurturing responsible citizens should be revised to define what that means.

The word "critical" has negative press.

Tough job. Well done.

What I want to type is more than 50 characters.

Why is creativity not an elementary any more?

Suggest responsible GLOBAL citizen.

Too wordy.

## **Appendix E**

### ***Vision Comments – Staff***

“Drive for success” is a little abstract, but okay.

Both statements are appropriate, and to me either would be fine.

Change the action words.

Do we teach critical thinking per se, or do we incorporate critical thinking into our instruction?

Doesn't stand out to differentiate us from others.

Great job!

Great work, thank you!

I like this one, short, sweet and to the point.

I preferred the first one, I liked nurturing citizens.

I would add something along the lines of “creating globally minded lifelong learners.”

Inspiring individual potential doesn't flow well. Add more words. Who's individual potential?

Inspiring, developing, nurturing are essential for our students.

It gives a passion to the mission statement.

Kedron's vision statement is “Excellence in All Things.” Both inspiring and memorable. This is not.

Much better.

Nurturing responsible citizen, inspiring individual successes, and developing critical minds.

Our elementary students can cite our school mission...if we want it to be memorable it needs to be shorter.

Perhaps, individual attainable goals for success.

Pursuing a desire for continuous growth.

This reads more of a mission statement, a vision statement is our loftiest goals.

This statement seems to better align with the FCBOE focuses.

Tough job, well done.

Very basic, not a lot of originality.

Where is the element of life-long learning?

Drive for success implies all kids go to 4-year.

Suggest: responsible global citizen.

## **Appendix F**

### ***Mission Comments – Parent/Community***

Inspiring individual potential - how will the district measure and ensure for each student?

It looks fine as-is. I like the focus on critical thinking, because it helps enable the third one.

Proposed mission is clear but sounds the same like others. Missing WOW factor FCPS offer.

Reads like any other Mission Statement.

Vague

## **Appendix G**

### ***Vision Comments – Parent/Community***

"instill a passion for learning and a standard for excellence" - not a fan of "drive for success"

I think it is inline with the Fayette County Standard.

Much better overall than the mission statement. Has the WOW factor that FCPS offers.

Reads like any other Vision Statement.

