PRSD Stakeholder Survey Results Introduction

- For many years, PRSD has locally-developed and administered an optional stakeholder survey for students, parents and staff. The results of this annual process and further analysis are organized in four sections:
 - Combined Results (Slides 4 30)
 - Combined Results with Elementary vs. Secondary Comparison (Slides 34 60)
 - o Combined Results with Male vs. Female Comparison (Slides 64 69)
 - o Combined Results with White vs. Students/Staff of Color (Slides 73 88)
- Given the demographic questions in each survey, disaggregated results do not exist for each area and/or stakeholder group.
- Participants also had the option to leave gender and/or race blank. In these data sets, the "all" percentage reflects total respondents. The subgroup percentage is also calculated against the total respondents.
- For the student and staff results that compare race, we have very low numbers for students of color and staff of color.
- Where possible we provided at least five years of results to ensure a 2018
 2019 pre-COVID baseline.

Stakeholder Survey Results

A comprehensive parent survey was implemented for the eleventh time to evaluate parent satisfaction / engagement for the school years.

2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
487	635	735	839	890	880	1,740	1,289	1,218	1,223	1,059

For the 2024-2025 school year we implemented for the ninth time a student satisfaction and engagement survey. Students in the oldest grade of their current building were surveyed (grades 3, 6, 8, and 12).

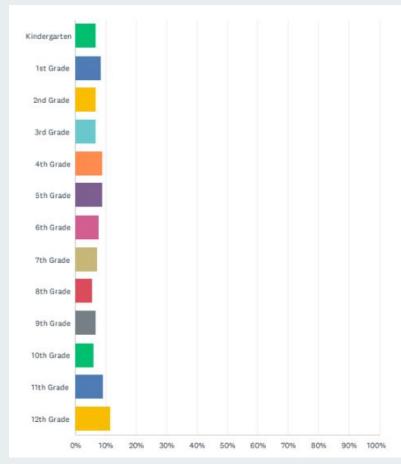
2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
1,327	1,138	1,315	677	904	1,133	815	1,324	1,388

The 2024-2025 school year was the ninth year for the staff satisfaction survey. From a demographic perspective, we had representation from all employment groups (Act 93, Admin Support, PREA, PRESPA).

2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
235	354	370	386	303	332	261	324	343

Parent Satisfaction/Engagement Survey

Select the grade level for the child you are considering as you take this survey for 2024-2025:



ANSWER CHOICES	RESPONSES	
Kindergarten	6.52%	69
1st Grade	8.31%	88
2nd Grade	6.89%	73
3rd Grade	6.70%	71
4th Grade	8.69%	92
5th Grade	8.88%	94
6th Grade	7.74%	82
7th Grade	7.18%	76
8th Grade	5.57%	59
9th Grade	6.89%	73
10th Grade	6.04%	64
11th Grade	9.16%	97
12th Grade	11.43%	121
TOTAL		1,059

From a general perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
I am satisfied with the Pine-Richland School District.	93%	93%	92%	91%	78%	95%	93%	91%	92%	89%	89%
I am satisfied with the overall academic program.	94%	95%	94%	94%	88%	95%	93%	90%	93%	91%	88%
I am satisfied with the support services and special programs.	91%	90%	88%	88%	83%	91%	87%	84%	88%	85%	78%
I am satisfied with the range of co-curricular and extra-curricular program offering.	94%	94%	90%	92%	86%	93%	93%	91%	92%	91%	90%
I am satisfied with the district's budget and use of funds.	72%	89%	86%	87%	80%	90%	88%	83%	82%	85%	76%
I am satisfied with the overall level of communication.	94%	93%	93%	91%	75%	94%	93%	92%	93%	86%	88%

		(())								
From the Academic category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
My child enjoys going to school to learn.	88%	88%	88%	90%	86%	92%	89%	88%	89%	89%	87%
That the level of challenge is "just out of reach".	90%	91%	89%	90%	86%	87%	85%	84%	86%	83%	74%
The pace of my child's class seems appropriate (e.g. tests, quizzes, and projects).	92%	91%	91%	91%	87%	90%	88%	89%	89%	88%	82%
My child's homework assignments are meaningful.	87%	85%	83%	86%	81%	86%	84%	82%	81%	82%	76%
They have a clear understanding of "what" their child is learning and "how" they are performing on a regular basis.	86%	86%	83%	85%	79%	86%	82%	81%	81%	82%	76%
My school monitors student performance in a proactive manner to identify and address learning needs (i.e., enrichment, remediation, and additional on-grade level support).	85%	84%	80%	82%	77%	84%	79%	77%	78%	78%	66%

From the Academic category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
It appears that curriculum and instruction are consistent across teachers and courses.	82%	81%	78%	79%	72%	77%	71%	69%	67%	67%	58%
Teacher expectations are consistent across the district.	83%	81%	78%	81%	73%	78%	70%	70%	70%	70%	54%
My child's report card provides me with good information about my child's work.	80%	80%	78%	80%	79%	80%	79%	78%	76%	79%	73%
In 2024, approximately 59% of parents utilize Sapphire on a daily (6%), weekly (36%), bi-weekly (17%) basis to monitor performance.	59%	59%	58%	53%	55%	41%	43%	48%	46%	49%	52%
When opportunities occur for me to learn more about the academic program, I attend those meetings and programs as a highly important event on my family calendar (e.g., Open House, Meet-the-Teacher, or Conferences).	93%	90%	89%	89%	88%	92%	90%	87%	90%	89%	90%

From the Pupil Services category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
I feel my child is safe at school.	94%	94%	88%	93%	93%	94%	94%	n/a	n/a	n/a	n/a
My child's school culture is positive and conducive to learning.	90%	89%	89%	89%	85%	95%	89%	87%	89%	87%	88%
I feel comfortable working with the school counselor to support my child.	93%	91%	89%	91%	88%	91%	87%	86%	89%	87%	84%
I believe that class size is important and I am satisfied with the size of my child's class this year.	92%	95%	95%	94%	94%	91%	92%	92%	92%	92%	89%
My child is well prepared for the transition between grade levels within the school building (e.g., grade 7 to grade 8 at the middle school).	96%	95%	95%	94%	89%	89%	93%	92%	93%	92%	94%
My child is well prepared for the transition between schools (e.g. Primary-to-Eden Hall or Middle-to-High School).	93%	92%	91%	91%	84%	85%	91%	89%	87%	85%	85%

From the Pupil Services category,											
respondents selected "strongly agree or	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
agree" for the following:											
My child receives appropriate academic	87%	84%	78%	79%	73%	79%	770/	74%	700/	770/	710/
counseling (Grades 7 – 12 Only).	0/70	0470	/070	1970	1370	1970	/ / 70	/470	1970	/ / / 0	/170
I believe my child is well prepared for											
college, technical school, or other	89%	86%	85%	86%	79%	85%	85%	82%	86%	83%	85%
postsecondary opportunities (Grades 11 –	0770	8070	0370	0070	1970	0370	0370	02/0	0070	05/0	0370
12 Only).											
Technology is appropriately and	90%	92%	89%	92%	90%	90%	91%	89%	88%	87%	82%
effectively used in my child's classroom.	70 /0	72/0	07/0	72/0	7070	7070	71/0	07/0	0070	0770	02/0

From the Finance and Operations category,		0									
respondents selected "strongly agree or agree"	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
for the following:											
I have a clear understanding of school finance and											
budgeting that includes an awareness of the key	64%	64%	61%	58%	54%	68%	66%	62%	64%	65%	62%
factors that affect revenue and expenditures.											
I closely monitor information about the budget	400/	400/	200/	270/	250/	4.407	4.40/	400/	420/	4.40/	4.40/
development process.	49%	48%	39%	37%	35%	44%	44%	40%	43%	44%	44%
I am satisfied with budgetary decisions made											
about programs and the level of staffing for the	63%	83%	81%	80%	77%	87%	83%	80%	78%	79%	70%
current K-12 educational program.											
To balance future budgets, I would increase class											
size instead of increasing property taxes. For											
example, this could mean approximate class sizes	26%	32%	32%	33%	33%	27%	25%	28%	23%	26%	31%
at K - 3 of 25; upper elementary and middle											
school at 28; and high school at 30+).											
To balance future budgets, I would rather cut											
non-mandated programs, elective courses and/or	24%	29%	29%	29%	29%	28%	26%	30%	28%	29%	33%
non-mandated programs (e.g., extracurricular	2470	2770	2770	2770	2770	2070	2070	3070	2070	27/0	3370
activities) instead of increasing property taxes.											
To balance future budgets, I would rather pay a											
"per activity use fee" for non-mandated programs	62%	76%	74%	78%	74%	78%	74%	76%	75%	74%	77%
at a level that fully supports those programs	02/0	, 0 , 0	, 1, 3	, 0 / 0	, 1, 3	, 0 / 0	, 1,0	7070	7570	, 1, 3	, , , ,
instead of increasing property taxes.											

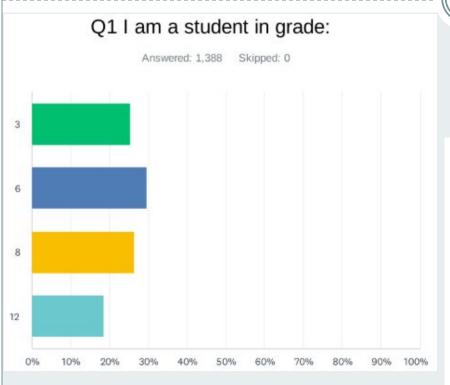
Given parents responses in the survey, "strongly agree or agree" was selected at the following levels:	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
I am satisfied with the district instructional facilities (i.e., physical school buildings).	93%	94%	93%	94%	94%	93%	92%	94%	94%	96%	94%
I am satisfied with non-classroom spaces (e.g., athletic facilities, fields, playgrounds, and performance spaces).	92%	93%	91%	91%	91%	91%	87%	89%	91%	91%	88%
I am satisfied with the food service program available to students.	79%	79%	76%	80%	83%	84%	85%	81%	77%	75%	72%
I am satisfied with the transportation services provided to students.	89%	88%	88%	92%	92%	86%	86%	86%	80%	85%	86%

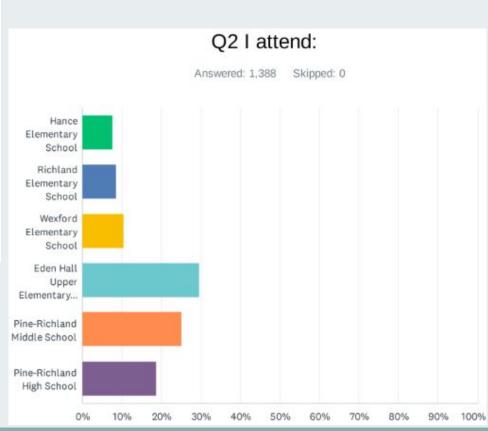
From the Communication and Engagement category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
I read the electronic communications (e-blasts) related to the district and specific schools.		n/a	n/a	n/a	n/a	n/a	n/a	98%	97%	99%	97%
I visit the school website to learn more about the educational program and upcoming activities/events.		n/a	n/a	n/a	n/a	n/a	n/a	92%	94%	94%	93%
I regularly visit teacher web pages or Blackboard websites to learn about classroom activities.		n/a	n/a	n/a	n/a	n/a	n/a	59%	57%	58%	54%
I am satisfied with my level of communication with my child's teacher(s).	89%	87%	85%	87%	84%	88%	82%	88%	81%	85%	79%
When I provide feedback to my child's teacher, they are receptive and responsive to the discussion.	94%	94%	91%	95%	91%	94%	91%	94%	89%	91%	88%

From the this category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021
My child's school welcomes diversity.	87%	87%	87%	85%	87%
There is a clear effort on the part of the school to understand and support students in all the ways that they differ - such as race and gender.	86%	85%	86%	80%	n/a
Students in my school receive what they need even if it is different than others in order to participate and learn.	91%	90%	88%	88%	88%
The school finds ways to mitigate or remove barriers/obstacles that interfere with opportunities for my child to achieve and grow.	88%	88%	86%	84%	n/a
My child feels included and welcomed in school.	92%	92%	91%	91%	89%
I believe my input and voice are both heard and valued as a member of the school community.	75%	79%	75%	76%	n/a

		//	_//								
From the Communication and Engagement category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017	2016	2015
I am satisfied with my level of communication with my child's principal.	92%	92%	87%	90%	81%	91%	87%	85%	85%	85%	82%
I am aware of the major roles and responsibilities of the school board.	79%	80%	75%	77%	72%	79%	78%	n/a	n/a	n/a	n/a
I am satisfied with the level of visibility and engagement of the school board.	44%	62%	61%	59%	50%	78%	75%	n/a	n/a	n/a	n/a
I am satisfied with the level of communication from the PR School Board and/or communication related to board actions.	39%	64%	63%	63%	53%	83%	78%	80%	83%	78%	76%
There are many ways for me to be involved at PR.	95%	94%	93%	92%	86%	92%	93%	92%	94%	93%	91%
I am proud to be a part of PR.	86%	89%	88%	87%	76%	96%	92%	91%	92%	90%	91%
I would recommend Pine-Richland to a family that is searching for a new place to live.	88% (10-6)	89% (10-6)	89% (10-6)	87% (10-6)	78% (10-6)	94% (10-6)	91% (10-6)	86%	89%	85%	88%

Student Satisfaction/Engagement Survey





From a general perspective, respondents selected "strongly agree or agree":	2025	2024	2023	2022	2021	2020	2019	2018	2017
In general, I am satisfied with my overall experience at school.	89%	88%	87%	88%	88%	92%	88%	88%	89%
In general, I am satisfied with my classes at school.	90%	91%	88%	91%	92%	94%	90%	89%	89%
In general, I am satisfied with the help I receive from support staff, such as my counselor, the nurse, Gate Teachers, Special Education Teachers, and Reading Teachers.	87%	89%	89%	87%	88%	87%	85%	85%	86%
In general, I am satisfied with the range of opportunities offered outside of class, such as after school activities, explore clubs, student organizations, clubs, and sports.	88%	89%	89%	87%	86%	88%	89%	85%	85%
In general, I am satisfied with lunches I buy at school.	62%	61%	56%	66%	78%	70%	64%	60%	58%
In general, I am satisfied with bus transportation to and from school.	87%	81%	83%	85%	89%	82%	68%	79%	79%
In general, I am proud to be a student at Pine-Richland.	90%	89%	90%	88%	88%	93%	90%	89%	91%

From the Academic category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017
My school work challenges me just enough and is not too easy or too difficult.	81%	82%	84%	84%	83%	85%	78%	77%	80%
My teachers present material at the right speed, neither too quickly nor too slowly.	78%	78%	79%	81%	80%	80%	72%	71%	73%
My classes have activities that I work on with other students, such as projects, labs, small group discussion, peer review of work, and others.	94%	95%	95%	94%	87%	93%	94%	92%	92%
I usually enjoy the activities that I work on with other students.	86%	86%	87%	86%	85%	83%	85%	85%	83%
My classes have activities that I work on by myself, such as note-taking, research, independent study, and others.	96%	96%	95%	96%	97%	98%	95%	96%	95%
My classes have the right balance of activities between working with others and working on my own.	83%	84%	85%	84%	79%	82%	81%	80%	76%
My classes have time for students to discuss important topics and ideas.	79%	79%	80%	80%	77%	77%	71%	72%	71%
My homework assignments help prepare me for class.	70%	71%	71%	74%	72%	74%	69%	71%	72%

From the Academic category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017
For 2024 - 2025, approximately 39.97% of students spend less than half an hour completing homework, 28.84% half an hour, 18.50% an hour, 12.70% more than an hour completing homework.	See Left	See left	See left	n/a	n/a	n/a	n/a	n/a	n/a
I have a clear understanding of what I am learning in my classes.	87%	87%	87%	88%	86%	87%	85%	84%	85%
My teachers give me feedback about my work and the progress I am making in class.	77%	76%	77%	77%	75%	79%	70%	71%	65%
My report card gives me good information about how I am doing.	88%	89%	89%	90%	89%	88%	88%	83%	82%
My teachers know my academic strengths and needs and help me learn.	78%	78%	78%	78%	76%	73%	73%	70%	70%
My teachers consider my interests and talents in class.	65%	66%	64%	65%	66%	62%	56%	51%	54%
I am confident that I can organize my work and use my time wisely.	87%	84%	86%	86%	86%	88%	86%	86%	87%
I know how to study for tests and quizzes.	88%	86%	86%	86%	88%	87%	86%	88%	85%
I know how to plan ahead to get my work done.	86%	85%	83%	85%	88%	88%	85%	84%	84%
Technology in the classroom helps me learn.	88%	88%	86%	91%	89%	90%	90%	85%	86%
I pay more attention when we use technology in class.	65%	68%	67%	71%	65%	72%	75%	68%	71%
My teachers use a balance of both computer and paper and pencil materials in class.	85%	87%	84%	86%	74%	86%	82%	77%	65%

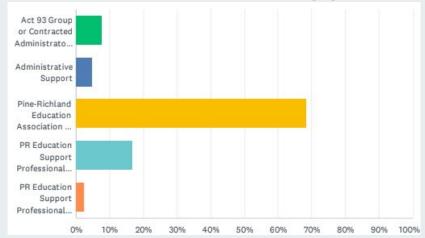
From the Environment category,									
respondents selected "strongly agree or	2025	2024	2023	2022	2021	2020	2019	2018	2017
agree" for the following:									
I enjoy going to school to learn.	65%	63%	66%	70%	76%	80%	67%	70%	70%
My school is focused on learning.	92%	91%	89%	91%	93%	94%	90%	88%	88%
My school has a positive environment.	79%	77%	78%	78%	84%	84%	79%	79%	78%
In my school adults treat students with respect.	87%	87%	85%	85%	90%	89%	83%	83%	83%
In my school students treat students with respect.	65%	66%	66%	70%	83%	74%	69%	71%	69%
In my school students treat adults with respect.	79%	79%	81%	81%	91%	85%	81%	79%	79%
People in my school respect the differences of others.	73%	75%	75%	74%	85%	76%	75%	71%	69%
People care about me at school.	87%	86%	84%	85%	89%	90%	85%	86%	85%
My teachers are interested in me and know me as a person.	81%	81%	78%	80%	80%	81%	73%	73%	70%
I feel safe at school.	87%	90%	85%	88%	93%	93%	88%	85%	91%
I feel connected to my school and that I am a part of my school.	82%	81%	79%	82%	83%	86%	81%	79%	82%
I feel comfortable talking to my school counselor when I need help.	77%	73%	77%	72%	73%	75%	72%	69%	72%

From the category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021
My school welcomes diversity.	88%	89%	87%	86%	91%
The school sends a clear message that students should use kind and respectful words when talking or writing about race, gender, intelligence, family wealth, etc.	90%	91%	89%	86%	n/a
Students in my school receive what they need even if it is different than others in order to participate and learn.	91%	90%	89%	89%	90%
Students are treated fairly at my school.	78%	78%	79%	81%	n/a
I feel included and welcomed at school.	89%	86%	85%	86%	89%
I believe that the adults in my school - such as teachers and principals - both hear and value what I have to say.	81%	82%	82%	80%	n/a

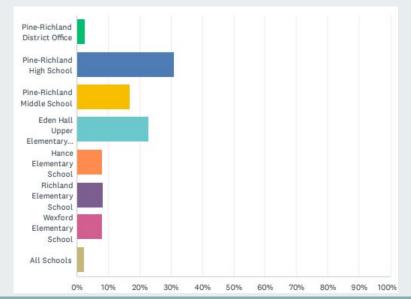
From the Preparedness category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017
For students in Grades 3, 6, and 8: In general, I feel well prepared for my new school next year.	84%	85%	83%	85%	83%	72%	84%	83%	83%
For students in Grades 8 and 12: I receive appropriate academic counseling.	82%	82%	82%	74%	80%	73%	73%	75%	75%
For students in Grade 12 only: In general, I am well prepared for college, technical school, or other opportunities after high school.	79%	85%	80%	72%	79%	92%	79%	81%	81%

Staff Satisfaction/Engagement Survey





I work primarily at the following building:



From a general perspective, respondents selected "strongly agree or agree":	2025	2024	2023	2022	2021	2020	2019	2018	2017
In general, I am satisfied with my employment at Pine-Richland.	92%	89%	89%	93%	94%	97%	94%	95%	95%
In general, I am actively engaged in my role at Pine-Richland.	99%	98%	98%	98%	98%	100%	99%	100%	99%
In general, I am proud to be part of Pine-Richland.	88%	91%	92%	95%	94%	99%	98%	98%	97%
In general, I believe in the district's mission, vision and values.	96%	96%	95%	96%	96%	99%	99%	98%	97%
In general, I am satisfied with the overall strategic direction of the district.	77%	85%	86%	89%	90%	98%	94%	94%	95%
In general, I am satisfied with overall district communications.	92%	89%	89%	90%	88%	96%	93%	92%	90%

From a district perspective, respondents selected "strongly agree or agree" for the	2025	2024	2023	2022	2021	2020	2019	2018	2017
District leaders incorporate the mission, vision and values of the district into initiatives.	93%	92%	93%	93%	93%	100%	98%	96%	98%
District leaders model fair, transparent, and ethical decision-making processes.	80%	84%	81%	80%	78%	92%	88%	84%	87%
District leaders communicate key decisions and the rationale for those decisions when appropriate.	82%	83%	79%	80%	79%	95%	89%	83%	83%
District leaders are accessible.	89%	86%	90%	88%	86%	97%	94%	91%	94%
District leaders encourage open, two-way communication.	83%	82%	78%	79%	79%	92%	87%	84%	86%
District leaders are responsive to requests for help or information.	89%	85%	84%	83%	83%	97%	91%	89%	89%
District leaders encourage me to focus on student learning.	95%	95%	96%	94%	94%	98%	97%	96%	94%
District leaders encourage me to develop positive relationships with students.	97%	96%	96%	95%	99%	99%	98%	97%	98%

From a district perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017
District leaders encourage me to develop positive relationships with parents.	96%	93%	93%	92%	95%	97%	97%	97%	96%
District leaders encourage me to focus on the whole child (i.e., academic, social, and emotional development).	91%	92%	90%	89%	92%	97%	93%	92%	95%
District leaders respect diversity in the school community.	92%	93%	91%	89%	94%	97%	96%	96%	96%
District leaders provide clear direction on major initiatives.	84%	86%	85%	83%	85%	95%	92%	90%	85%
District leaders expect me to perform at a high level.	99%	99%	100%	99%	99%	100%	99%	100%	100%
District leaders are open to new ideas within the organization.	66%	69%	69%	70%	74%	86%	79%	77%	74%

					_				
From a building perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017
Building leaders incorporate the mission, vision and values of the district into the work they are leading.	94%	91%	89%	95%	97%	99%	97%	96%	93%
Building leaders provide an appropriate depth and breadth of communication within the building.	84%	78%	79%	88%	90%	93%	90%	88%	81%
Building leaders model fair, transparent, and ethical decision-making processes.	80%	82%	82%	84%	87%	90%	87%	85%	83%
Building leaders communicate key decisions and the rationale for those decisions when appropriate.	78%	77%	78%	81%	87%	91%	86%	84%	85%
Building leaders encourage me to focus on student learning.	98%	95%	93%	96%	98%	98%	97%	98%	99%
Building leaders encourage me to focus on the whole child (i.e., academic, social, and emotional development).	96%	93%	90%	94%	96%	97%	96%	96%	94%
Building leaders respect diversity in the school community.	96%	96%	92%	94%	98%	97%	99%	98%	98%
Building leaders encourage me to develop positive relationships with students.	99%	97%	95%	96%	99%	99%	98%	99%	99%

From a building perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017
Building leaders encourage me to develop positive relationships with parents.	97%	93%	91%	94%	96%	96%	96%	97%	97%
Building leaders provide clear direction on major initiatives.	82%	84%	82%	89%	90%	93%	91%	88%	83%
Building leaders provide me with feedback on my strengths.	82%	80%	80%	84%	87%	88%	81%	79%	80%
Building leaders provide me with feedback on opportunities for improvement.	86%	86%	82%	90%	89%	93%	85%	83%	81%
Building leaders consult me on decisions that affect my job.	64%	64%	66%	72%	79%	80%	78%	71%	74%
Building leaders set clear expectations.	85%	82%	81%	88%	91%	94%	91%	88%	82%
Building leaders provide the support needed to accomplish my work.	84%	78%	80%	86%	88%	89%	88%	85%	82%
Building leaders encourage open, two-way communication.	87%	80%	80%	87%	89%	92%	89%	89%	88%
Building leaders expect me to perform at a high level.	99%	99%	97%	99%	99%	100%	99%	100%	99%
Building leaders are open to new ideas within the building.	79%	75%	76%	79%	86%	88%	87%	82%	84%

From an environmental perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	2018	2017
The district provides professional development/training that helps me in my role.	72%	73%	72%	74%	78%	88%	79%	77%	75%
I work in a positive, professional environment.	82%	80%	79%	84%	84%	94%	90%	86%	83%
My skills and talents are valued.	76%	80%	81%	82%	85%	87%	85%	81%	83%
I am encouraged to improve and try new ways of doing things.	89%	87%	88%	89%	94%	97%	89%	88%	87%
I hold myself to a high standard of performance.	100 %	99%	100%	100%	99%	100%	100%	100%	100%
I know what is expected of me to perform my job successfully.	98%	98%	97%	98%	97%	98%	96%	97%	95%
I am clear on how my performance will be evaluated.	93%	91%	92%	90%	94%	93%	91%	88%	85%
The people I work with trust and respect each other.	85%	84%	82%	84%	89%	91%	87%	83%	81%
Staff members in my school respect diversity.	94%	95%	93%	92%	95%	96%	97%	96%	97%
The district is committed to providing a quality education for students.	96%	95%	94%	95%	97%	99%	98%	98%	98%

For this category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021
My school welcomes diversity.	93%	92%	88%	89%	94%
Employees in our district value others whose backgrounds, beliefs, and experiences are different from their own.	95%	92%	92%	91%	n/a
Employees in my school receive what they need even if it is different than others in order to teach and serve students.	91%	89%	86%	89%	93%
Employees are treated fairly in our district	79%	82%	78%	80%	n/a
I feel included and welcomed at work.	91%	88%	88%	89%	92%
I believe my input and voice are both heard and valued as a member of this district.	69%	70%	68%	70%	n/a

From an environmental perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019	201 8	201 7
I am aware of the major roles and responsibilities of the school board.	88%	89%	87%	89%	89%	95%	90%	n/a	n/a
I am satisfied with the level of communication from the school board.	30%	56%	71%	68%	81%	93%	88%	n/a	n/a
I am satisfied with the level of visibility and engagement by the school board.	23%	49%	65%	64%	79%	91%	83%	n/a	n/a

From a budgetary / operational perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019
I feel safe at work.	95%	92%	86%	91%	92%	93%	92%
I monitor information about the budget development process.	76%	63%	59%	57%	58%	69%	59%
In general, I am satisfied with budgetary decisions.	46%	71%	71%	80%	84%	91%	88%
My workplace is physically comfortable environment.	76%	80%	80%	84%	88%	90%	88%
I have the resources I need to do my job well.	89%	86%	88%	91%	91%	92%	90%
I have access to hardware and software technology to do my job well.	94%	93%	93%	96%	94%	89%	87%

PRSD Stakeholder Survey Results Introduction

- For many years, PRSD has locally-developed and administered an optional stakeholder survey for students, parents and staff. The results of this annual process and further analysis are organized in four sections:
 - Combined Results (Slides 4 30)
 - Combined Results with Elementary vs. Secondary Comparison (Slides 34 60)
 - o Combined Results with Male vs. Female Comparison (Slides 64 69)
 - Combined Results with White vs. Students/Staff of Color (Slides 73 88)
- Given the demographic questions in each survey, disaggregated results do not exist for each area and/or stakeholder group.
- Participants also had the option to leave gender and/or race blank. In these data sets, the "all" percentage reflects total respondents. The subgroup percentage is also calculated against the total respondents.
- For the student and staff results that compare race, we have very low numbers for students of color and staff of color.
- Where possible we provided at least five years of results to ensure a 2018
 2019 pre-COVID baseline.

Stakeholder Survey Results

A comprehensive parent survey was implemented for the eleventh time to evaluate parent satisfaction / engagement for the school years.

2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
487	635	735	839	890	880	1,740	1,289	1,218	1,223	1,059

For the 2023-2024 school year we implemented for the ninth time a student satisfaction and engagement survey. Students in the oldest grade of their current building were surveyed (grades 3, 6, 8, and 12).

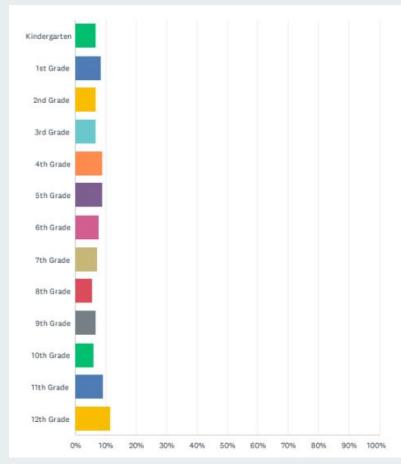
2016 - 1	7 2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
1,327	1,138	1,315	677	904	1,133	815	1,324	1,388

The 2023-2024 school year was the ninth year for the staff satisfaction survey. From a demographic perspective, we had representation from all employment groups (Act 93, Admin Support, PREA, PRESPA).

2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
235	354	370	386	303	332	261	324	343

Parent Satisfaction/Engagement Survey

Select the grade level for the child you are considering as you take this survey for 2024-2025:



ANSWER CHOICES	RESPONSES	
Kindergarten	6.52%	69
1st Grade	8.31%	88
2nd Grade	6.89%	73
3rd Grade	6.70%	71
4th Grade	8.69%	92
5th Grade	8.88%	94
6th Grade	7.74%	82
7th Grade	7.18%	76
8th Grade	5.57%	59
9th Grade	6.89%	73
10th Grade	6.04%	64
11th Grade	9.16%	97
12th Grade	11.43%	121
TOTAL		1,059

Overall Parent Results (All with Elementary and Secondary Comparison)

From a general perspective, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec
I am satisfied with the Pine-Richland School District.	93% 94% 91%	93% 95% 91%	92% 95% 90%	91% 94% 88%	78% 89% 68%	95% 95% 93%	92% 96% 89%
I am satisfied with the overall academic program.	94% 96% 92%	95% 96% 94%	94% 96% 92%	94% 95% 93%	87% 93% 81%	95% 94% 95%	93%
I am satisfied with the support services and special programs.	91% 94% 89%	90%	88% 90% 86%	88% 91% 84%	83% 89% 87%	91% 93% 88%	87% 91% 83%
I am satisfied with the range of co-curricular and extra-curricular program offering.	94% 93%	94% 93% 95%	90%	92% 92% 92%	86% 87% 85%	93% 95% 90%	93% 95% 91%
I am satisfied with the district's budget and use of funds.	72% 76% 68%	89% 90% 87%	86% 87% 85%	87% 90% 85%	80% 87% 72%	90%	88% 92% 83%
I am satisfied with the overall level of communication.	94% 94% 94%	93% 93%	93% 92%	91%	75% 82% 68%	94% 95% 93%	93%

Overall Parent Results (All with Elementary and Secondary Comparison)

From the Academic category, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec
My child enjoys going to school to learn.	88% 93% 83%	88% 92% 84%	88% 93% 82%	90%	86% 94% 78%	92% 95% 87%	89% 94% 85%
That the level of challenge is "just out of reach".	90% 89% 91%	91% 90% 91%	89% 89% 88%	90%	86% 88% 83%	87% 86% 89%	85% 85% 86%
The pace of my child's class seems appropriate (e.g. tests, quizzes, and projects).	92% 91% 93%	91% 90% 91%	91%	91%	87% 90% 84%	90% 90%	88% 88% 89%
My child's homework assignments are meaningful.	87% 88% 86%	85% 87% 83%	83% 86% 81%	86%	81% 88% 74%	86% 87% 83%	84%
They have a clear understanding of "what" their child is learning and "how" they are performing on a regular basis.	86% 88% 84%	86% 89% 84%	83% 88% 79%	85% 88% 81%	79% 85% 73%	86% 86% 85%	82% 85% 79%
My school monitors student performance in a proactive manner to identify and address learning needs (i.e., enrichment, remediation, and additional on-grade level support).	85% 81%	84% 87% 81%	80% 84% 77%	82% 87% 77%	77% 84% 69%	84% 87% 80%	79% 85% 73%

Overall Parent Results (All with Elementary and Secondary Comparison)

From the Academic category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019
	All	All	All	All	All	All	All
	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
It appears that curriculum and instruction are consistent across teachers and courses.	82% 90% 73%	81% 89% 74%	78% 86% 70%	79% 90% 68%	72% 86% 59%	77% 86% 63%	71% 82% 59%
Teacher expectations are consistent across the district.	83%	81%	78%	81%	73%	78%	70%
	91% 74%	87% 75%	88% 69%	89% 72%	86% 60%	85% 67%	81% 59%
My child's report card provides me with good information about my child's work.	80% 79% 82%	80%	78% 78% 79%	80% 78% 82%	79% 80% 77%	80% 77% 84%	79% 78% 80%
In 2024, approximately 59% of parents utilize Sapphire on a daily (6%), weekly (36%), bi-weekly (17%) basis to monitor performance.	n/a	n/a	n/a	n/a	n/a	n/a	n/a
When opportunities occur for me to learn more about the academic program, I attend those meetings and programs as a highly important event on my family calendar (e.g., Open House, Meet-the-Teacher, or Conferences).	93%	90%	89%	89%	88%	92%	90%
	96% 89%	94% 87%	93% 85 %	93% 84%	91% 84%	93% 89%	92% 87%

From the Pupil Services category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019
	All	All	All	All	All	All	All
	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
I feel my child is safe at school.	94% 96% 92%	94% 96% 92%	88% 90% 86%	93% 96% 89%	93% 96% 90%	94% 97% 90%	94% 98% 90%
My child's school culture is positive and conducive to learning.	90%	89%	89%	89%	85%	95%	89%
	94% 85%	92% 86%	93% 85%	95% 83%	95% 76%	97% 91%	94% 82%
I feel comfortable working with the school counselor to support my child.	93%	91%	89%	91%	88%	91%	87%
	95% 91%	94% 88%	91% 87%	94% 87%	92% 84%	92% 88%	90% 83%
I believe that class size is important and I am satisfied with the size of my child's class this year.	92% 90% 93%	95% 94% 96%	95% 94% 96%	94%	94% 95% 93%	91% 93%	92% 90% 95%
My child is well prepared for the transition between grade levels within the school building (e.g., grade 7 to grade 8 at the middle school).	96%	95%	95%	94%	89%	89%	93%
	96% 95%	95% 95%	97% 93%	93% 94%	91% 87%	88% 90%	92% 94%
My child is well prepared for the transition between schools (e.g. Primary-to-Eden Hall or Middle-to-High School).	93% 94%	92% 91% 93%	91%	91% 90% 91%	84% 83% 84%	85% 83% 87%	91% 91% 90%

From the Pupil Services category, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec
My child receives appropriate academic counseling (Grades 7 – 12 Only).	87%	83%	78%	79%	73%	79%	77%
I believe my child is well prepared for college, technical school, or other postsecondary opportunities (Grades 11 – 12 Only).	89%	87%	85%	86%	79%	85%	85%
Technology is appropriately and effectively used in my child's classroom.	90% 89% 91%	92% 91% 93%	89% 87% 91%	92% 91% 93%	90%	90% 92% 88%	91% 93% 88%

From the Finance and Operations category, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec
I have a clear understanding of school finance and budgeting that includes an awareness of the key factors that affect revenue and expenditures.	64% 60% 68%	64%	61%	58% 56% 59%	54% 54% 55%	68% 64% 73%	66% 65% 68%
I closely monitor information about the budget development process.	49% 50%	48%	39%	37%	35%	44% 50%	44%
I am satisfied with budgetary decisions made about programs and the level of staffing for the current K-12 educational program.	63% 65% 61%	83% 84% 83%	81% 83% 79%	80%	77% 82% 72%	87% 88% 86%	83% 85% 81%
To balance future budgets, I would increase class size instead of increasing property taxes. For example, this could mean approximate class sizes at K - 3 of 25; upper elementary and middle school at 28; and high school at 30+).	26% 22% 30%	32% 27% 36%	32%	33%	33%	27% 24% 31%	25% 22% 29%
To balance future budgets, I would rather cut elective courses and/or non-mandated programs (e.g., extracurricular activities) instead of increasing property taxes.	24% 21% 26%	29% 33%	29%	29%	29% 28%	28% 30%	26%
To balance future budgets, I would rather pay a "per activity use fee" for non-mandated programs at a level that fully supports those programs instead of increasing property taxes.	62% 61% 63%	76% 73% 80%	74% 72% 76%	78% 78% 78%	74% 76% 72%	78% 78% 77%	74% 78% 70%

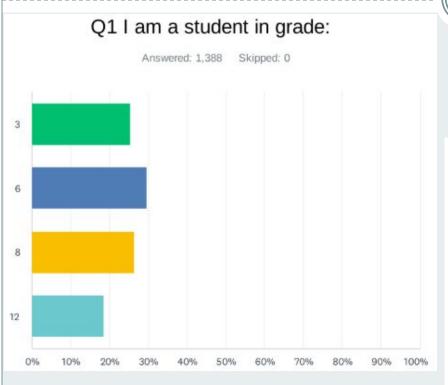
Given 1,059 parents responses in the 2025 survey, "strongly agree or agree" was selected at the following levels:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec
I am satisfied with the district instructional facilities (i.e., physical school buildings).	93% 96% 90%	94%	93% 91%	94%	94% 96% 92%	93%	92%
I am satisfied with non-classroom spaces (e.g., athletic facilities, fields, playgrounds, and performance spaces).	92% 97% 88%	93% 95% 91%	91%	91%	91% 94% 87%	91%	87% 91% 83%
I am satisfied with the food service program available to students.	79% 78%	79% 78% 79%	76% 77% 76%	80% 83% 78%	83% 86% 81%	84% 84% 83%	85% 86% 84%
I am satisfied with the transportation services provided to students.	89% 90%	88% 86% 91%	88% 84% 91%	92%	92% 91% 93%	86% 83% 89%	86% 82% 89%

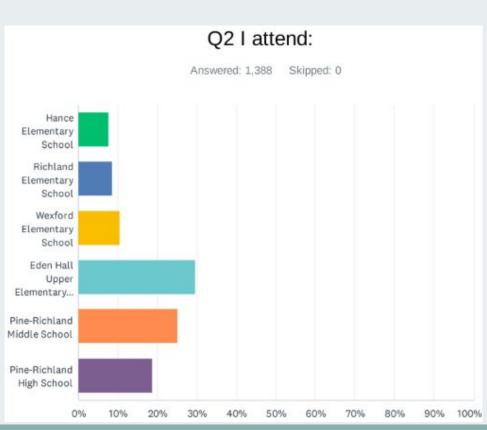
From the Communication and Engagement category, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec
I am satisfied with my level of communication with my child's teacher(s).	89% 92% 86%	87% 92% 82%	85% 91% 80%	87% 91% 84%	84% 91% 77%	88% 91% 83%	82% 85% 78%
When I provide feedback to my child's teacher, they are receptive and responsive to the discussion.	94% 95% 92%	94% 96% 91%	91% 94% 88%	95% 96% 93%	91% 95% 88%	94% 95% 92%	91% 92% 91%

From the Communication and Engagement category, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec
I am satisfied with my level of communication with my child's principal.	92% 93% 91%	92% 93% 91%	87% 86% 88%	90% 94% 86%	81% 88% 75%	91% 91% 91%	87% 89% 85%
I am aware of the major roles and responsibilities of the School Board.	79% 78% 81%	80% 79% 81%	75% 72% 79%	77% 74% 79%	72% 71% 73%	79% 78% 80%	78% 77% 79%
I am satisfied with the level of communication from the PR School Board and/or communication related to board actions.	44% 48% 40%	64% 63% 65%	63% 64% 63%	63% 66% 60%	53% 61% 44%	83% 84% 81%	78% 80% 77%
I am satisfied with the level of visibility and engagement by the school board.	39% 42% 35%	62% 61% 63%	61%	59% 63% 54%	50% 58% 42%	78% 79% 76%	75% 76% 73%
There are many ways for me to be involved at PR.	95% 96% 94%	94% 95% 93%	93% 94%	92% 93% 91%	86% 87% 84%	92% 94% 90%	93%
I am proud to be a part of PR.	86% 90% 81%	89% 92% 86%	88% 92% 85%	87% 92% 83%	76% 87% 66%	96% 97% 94%	92%
I would recommend Pine-Richland to a family that is searching for a new place to live.	88% (10-6) 92% 84%	89% (10-6) 92% 87%	89% (10-6) 89% 86%	87% (10-6) 90% 84%	78% (10-6) 88% 68%	94% (10-6) 96% 91%	91% (10-6) 96% 87%

For this category, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec
My child's school welcomes diversity.	87% 91% 83%	87% 92% 83%	87% 90% 84%	85% 91% 79%	87% 94% 81%
There is a clear effort on the part of the school to understand and support students in all the ways that they differ - such as race and gender.	86% 82%	85% 88% 83%	86% 89% 82%	80% 85% 74%	n/a
Students in my school receive what they need even if it is different than others in order to participate and learn.	91% 94% 89%	90%	88% 92% 85%	88% 92% 83%	88% 94% 82%
The school finds ways to mitigate or remove barriers/obstacles that interfere with opportunities for my child to achieve and grow.	88% 91% 84%	88% 93% 83%	86% 90% 83%	84% 90% 79%	n/a
My child feels included and welcomed in school.	92% 95% 90%	92% 95% 88%	91% 95% 87%	91% 95% 87%	89% 96% 82%
I believe my input and voice are both heard and valued as a member of the school community.	75% 80% 70%	79% 84% 74%	75% 81% 69%	76% 85% 67%	n/a

Student Satisfaction/Engagement Survey





From a general perspective, respondents selected	2025	2024	2023	2022	2021	2020	2019
"strongly agree or agree":	All						
	Elem Sec						
In general, I am satisfied with my overall	89%	88%	87%	88%	88%	92%	88%
experience at school.	91% 86%	91% 83%	92% 82%	96% 80%	95% 82%	97% 88%	96% 79%
In general, I am satisfied with my classes at	90%	91%	88%	91%	92%	94%	90%
school.	93% 86%	92% 89%	93% 84%	96% 87%	97% 88%	98% 90%	97% 83%
In general, I am satisfied with the help I receive							
from support staff, such as my counselor, the	87%	89%	89%	87%	88%	87%	85%
nurse, Gate Teachers, Special Education Teachers,	89% 85%	93% 86%	96% 83%	96% 78%	95% 82%	92% 84%	91% 79%
and Reading Teachers.							
In general, I am satisfied with the range of							
opportunities offered outside of class, such as	88%	89%	89%	87%	86%	88%	89%
after school activities, explore clubs, student	86% 91%	89% 90%	90% 89%	86% 88%	86% 86%	87% 90%	90% 88%
organizations, clubs, and sports.							
In general, I am satisfied with lunches I buy at	62%	61%	56%	67%	78%	70%	64%
school.	61% 57%	68% 55%	74% 39%	82% 48%	83% 72 %	75% 66%	72% 56 %
In general, I am satisfied with bus transportation	87%	81%	83%	85%	89%	82%	79%
to and from school.	86% 90%	80% 84%	79% 87%	81% 90%	86% 91%	79% 85%	81% 77%
In general, I am proud to be a student at	90%	89%	90%	88%	88%	93%	90%
Pine-Richland.	95% 84%	94% 83%	96% 85%	98% 78%	97% 79%	98% 88%	98% 83%

From the Academic category, respondents selected	2025	2024	2023	2022	2021	2020	2019
"strongly agree or agree" for the following:	All	All	All	All	All	All	All
	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
My school work challenges me just enough and is not too easy or too difficult.	81% 80%	82% 83% 80%	84% 85% 82%	84% 89% 78%	83% 85% 80%	85% 90% 82%	78% 83% 73%
My teachers present material at the right speed, neither too quickly nor too slowly.	78% 84% 69%	78% 82% 74%	79% 88% 71%	81% 90% 72%	80% 88% 72%	80% 90% 71%	72% 81% 64%
My classes have activities that I work on with other students, such as projects, labs, small group discussion, peer review of work, and others.	94% 93%	95% 96% 95%	95% 97% 93%	94% 96% 92%	87% 89% 85%	93% 95% 92%	94% 96% 93%
I usually enjoy the activities that I work on with other students.	86% 88% 83%	86% 90% 81%	87% 91% 84%	86% 93% 80%	85% 92% 79%	83% 89% 77%	85% 91% 79%
My classes have activities that I work on by myself, such as note-taking, research, independent study, and others.	96% 97%	96% 96% 96%	95% 97% 94%	96% 95% 97%	97% 97% 97%	98% 98% 99%	95% 95% 96%
My classes have the right balance of activities between working with others and working on my own.	83% 83%	84% 84% 84%	85% 88% 82%	84% 90% 77%	79% 85% 73%	82% 88% 78%	81% 87% 74%
My classes have time for students to discuss important topics and ideas.	79% 84% 72%	79% 81% 76%	80% 90% 71%	80% 88% 72%	77% 90% 67%	77% 89% 67%	71% 80% 62%
My homework assignments help prepare me for class.	70% 74% 65%	71% 76% 67%	71% 78% 64%	74% 85% 63%	72% 83% 63%	74% 86% 65%	69% 77% 61%
For 2024 - 2025, approximately 39.97% of students spend less than half an hour completing homework, 28.84% half an hour, 18.50% an hour, 12.70% more than an hour completing homework.	n/a	n/a	n/a	n/a	n/a	n/a	n/a

From the Academic category, respondents	2025	2024	2023	2022	2021	2020	2019
selected "strongly agree or agree" for the	All	All	All	All	All	All	All
following:	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
I have a clear understanding of what I am learning in my classes.	87% 90% 83%	87% 90% 84%	87% 94% 81%	88% 95% 81%	86% 94% 79%	87% 93% 81%	85% 89% 80%
My teachers give me feedback about my work and the progress I am making in class.	77% 84% 67%	76% 79% 73%	77% 91% 66%	77% 86% 69%	75% 88% 65%	79% 86% 73%	70% 76% 63%
My report card gives me good information about how I am doing.	88% 91% 85%	89% 95% 84%	89% 97% 83%	90% 96% 84%	89% 97% 82%	88% 95% 82%	88% 93% 83%
My teachers know my academic strengths and needs and help me learn.	78% 87% 66%	78% 84% 71%	78% 93% 66%	78% 91% 66%	76% 91% 63%	73% 87% 62%	73% 84% 62%
My teachers consider my interests and talents in class.	65% 73% 54%	66% 72% 59%	64% 84% 48%	65% 79% 51%	66% 80% 55%	62% 77% 50%	56% 68% 44%
I am confident that I can organize my work and use my time wisely.	87% 90% 83%	84% 87% 82%	86% 93% 79%	86% 92% 80%	86% 93% 81%	88% 90% 86%	86% 89% 82%
I know how to study for tests and quizzes.	88% 92% 82%	86% 94% 78%	86% 95% 78%	86% 96% 77%	88% 94% 83%	87% 92% 82%	86% 94% 78%
I know how to plan ahead to get my work done.	86% 87% 83%	85% 86% 82%	83% 89% 79%	85% 92% 78%	88% 94% 83%	88% 91% 85%	85% 89% 82%
Technology in the classroom helps me learn.	88% 90% 86%	88% 89% 86%	86% 88% 84%	91% 93% 89%	89% 89% 88%	90% 94% 87%	90% 91% 89%
I pay more attention when we use technology in class.	65% 68% 60%	68% 70% 66%	67% 69% 66%	71% 70% 73%	65% 71% 60%	72% 76% 69%	75% 73% 76%
My teachers use a balance of both computer and paper and pencil materials in class.	85% 87% 81%	87% 88% 87%	84% 88% 81%	86% 89% 83%	74% 80% 69%	86% 91% 81%	82% 85% 78%

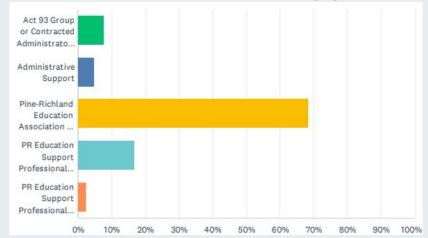
Even the Environment estagency vegnendents					I	T	
From the Environment category, respondents	2025	2024	2023	2022	2021	2020	2019
selected "strongly agree or agree" for the	All	All	All	All	All	All	All
following:	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
I enjoy going to school to learn.	65%	63%	66%	70%	76%	80%	67%
Tenjoy going to school to learn.	71% 57%	69% 57%	84% 52%	81% 60%	86% 68%	87% 74%	74% 59%
My school is focused on learning.	92%	91%	89%	91%	93%	94%	90%
Wry school is focused on learning.	95% 88%	95% 87%	96% 83%	98% 84%	98% 88%	98% 91%	96% 84%
My school has a positive environment.	79%	77%	78%	78%	84%	84%	79%
iviy senoot has a positive environment.	85% 70%	86% 68%	93% 66%	94% 63%	96% 74%	92% 77%	90% 67%
In my school adults treat students with respect.	87%	87%	85%	85%	90%	89%	83%
In my senoor address treat students with respect.	90% 83%	90% 83%	93% 78%	93% 78%	96% 84%	93% 86%	90% 76%
In my school students treat students with respect.	65%	66%	66%	70%	83%	74%	69%
in my sensor students treat students with respect.	72% 55%	73% 59%	73% 59%	84% 57%	91% 76%	81% 68%	76% 62%
In my school students treat adults with respect.	79%	79%	81%	81%	91%	85%	81%
•	85% 72%	83% 74%	90% 74%	92% 72%	96% 87%	91% 79%	89% 72%
People in my school respect the differences of	73%	75%	75%	74%	85%	76%	75%
others.	82% 61%	86% 64%	91% 62%	91% 59%	95% 75%	88% 67%	86% 65%
Doonlo cara about ma at cabaal	87%	86%	84%	85%	89%	90%	85%
People care about me at school.	90% 85%	88% 83%	88% 80%	93% 78%	91% 86%	93% 87%	89% 82%
My teachers are interested in me and know me as	81%	81%	78%	80%	80%	81%	73%
a person.	86% 74%	84% 78%	94% 64%	91% 69%	91% 70%	91% 73%	82% 64%
	87%	90%	85%	88%	93%	93%	88%
I feel safe at school.	91% 83%	92% 88%	92% 80%	94% 82%	96% 90%	98% 90%	92% 83%
I feel connected to my school and that I am a part	82%	81%	79%	82%	83%	86%	81%
of my school.	87% 77%	86% 76%	92% 68%	93% 72%	93% 75%	94% 80%	87% 74%
I feel comfortable talking to my school counselor	77%	73%	77%	72%	73%	75%	72%
when I need help.	7 7 70	75 70	89% 67%	81% 64%	81% 66%	83% 68%	74% 69%
When I need help.	,,,,0 ,,,,0						

From this category, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec
My school welcomes diversity.	88% 94% 80%	89% 94% 83%	87% 96% 79%	86% 97% 74%	91% 99% 84%
The school sends a clear message that students should use kind and respectful words when talking or writing about race, gender, intelligence, family wealth, etc.	90% 93% 86%	91% 93% 89%	89% 95% 83%	86% 96% 77%	n/a
Students in my school receive what they need even if it is different than others in order to participate and learn.	91% 93% 88%	90% 96% 84%	89% 97% 83%	89% 97% 82%	90% 97% 85%
Students are treated fairly at my school.	78% 82% 72%	78% 83% 74%	79% 90% 70%	81% 91% 71%	n/a
I feel included and welcomed at school.	89% 91% 86%	86% 90% 82%	85% 94% 78%	86% 94% 79%	89% 95% 85%
I believe that the adults in my school - such as teachers and principals - both hear and value what I have to say.	81% 84% 76%	82% 86% 78%	82% 93% 72%	80% 93% 67%	n/a

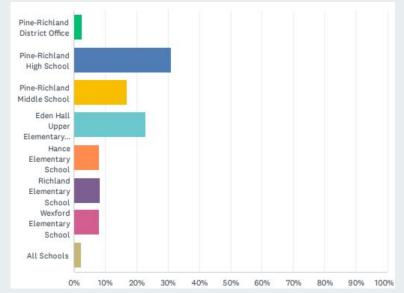
From the Preparedness category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019
	All	All	All	All	All	All	All
	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
For students in Grades 3, 6, and 8: In general, I feel well prepared for my new school next year.	84%	85%	83%	85%	83%	72%	84%
	87% 80%	88% 81%	89% 77%	91% 76%	90% 74%	74% 68%	86% 80%
For students in Grades 8 and 12: I receive appropriate academic counseling.	82%	81%	82%	74%	80%	73%	73%
For students in Grade 12 only: In general, I am well prepared for college, technical school, or other opportunities after high school.	80%	86%	80%	72%	79%	92%	79%

Staff Satisfaction/Engagement Survey





I work primarily at the following building:



From a general perspective, respondents selected "strongly agree or agree":	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec	
In general, I am satisfied with my	92%	89%	89%	93%	94%	97%	94%	
employment at Pine-Richland.	91% 94%	92% 89%	85% 93%	93% 93%	95% 93%	98% 97%	96% 93%	
In general, I am actively engaged in my	99%	98%	97%	98%	98%	100%	99%	
role at Pine-Richland.	98% 100%	99% 98%	97% 98%	100% 97%	99% 98%	99%	100% 99%	
In general, I am proud to be part of	88%	91%	92%	95%	94%	99%	98%	
Pine-Richland.	85% 89%	91% 91%	88% 94%	96% 94%	96% 92%	98% 99 %	98% 97%	
In general, I believe in the district's	96%	96%	95%	96%	96%	99%	99%	
mission, vision and values.	99% 92%	97% 95%	94% 96%	98% 93%	99% 94%	99% 99%	99% 99%	
In general, I am satisfied with the	77%	85%	86%	89%	90%	98%	94%	
overall strategic direction of the district.	77% 75%	83% 84%	85% 86%	93% 84%	90% 91%	98% 97%	95% 93%	
In general, I am satisfied with overall	92%	89%	88%	90%	88%	96%	93%	
district communications.	88% 95%	91% 86%	84% 91%	91% 88%	88% 88%	95% 97%	96% 91%	

From a district perspective, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec
District leaders incorporate the mission, vision and values of the district into initiatives.	93%	92%	93%	93%	93%	100%	98%
	94% 93%	93% 91%	90% 96%	93% 93%	95% 92%	100% 99%	99% 97%
District leaders model fair, transparent, and ethical decision-making processes.	80%	84%	81%	80%	78%	92%	88%
	79% 82%	87% 78%	79% 83%	81% 79%	80% 77%	91% 94%	91% 86%
District leaders communicate key decisions and the rationale for those decisions when appropriate.	82%	83%	79%	80%	79%	95%	89%
	84% 81%	82% 80%	76% 81%	86% 74%	81% 77%	93% 95%	91% 88%
District leaders are accessible.	89%	86%	89%	88%	86%	97%	94%
	90% 89%	87% 84%	86% 92%	89% 88%	84% 89%	97% 98%	95% 93%
District leaders encourage open, two-way communication.	83%	82%	78%	79%	79%	92%	87%
	85% 82%	87% 76%	75% 80%	83% 74%	80% 78%	94% 92%	90% 85%
District leaders are responsive to requests for help or information.	89%	85%	84%	83%	83%	97%	91%
	87% 91%	86% 83%	79% 88%	84% 83%	83% 84%	95% 98%	93% 89%
District leaders encourage me to focus on student learning.	95%	95%	96%	94%	94%	98%	97%
	98% 93%	98% 93%	95% 96%	96% 92%	96% 94%	99% 97%	98% 96%
District leaders encourage me to develop positive relationships with students.	97%	96%	96%	95%	99%	99%	98%
	98% 97%	97% 97%	93% 98%	96% 94%	99% 98%	100% 98%	99% 97%

From a district perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019
	All	All	All	All	All	All	All
	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
District leaders encourage me to develop positive relationships with parents.	96%	93%	93%	92%	95%	97%	97%
	98% 93%	90% 96%	89% 96%	93% 91%	94% 95%	97% 97%	98% 97%
District leaders encourage me to focus on the whole child (i.e., academic, social, and emotional development).	91%	92%	90%	89%	92%	97%	93%
	94% 88%	92% 92%	88% 92%	92% 86%	94% 92%	96% 97%	93% 93%
District leaders respect diversity in the school community.	92%	93%	90%	89%	94%	97%	96%
	93% 90%	95% 89%	89% 90%	91% 85%	96% 89%	99% 97%	98% 95%
District leaders provide clear direction on major initiatives.	84%	86%	84%	83%	85%	95%	92%
	81% 87%	87% 84%	77% 90%	84% 82%	84% 87%	96% 95%	94% 91%
District leaders expect me to perform at a high level.	99% 99% 99%	99% 99% 100%	100% 100% 99%	99% 99% 100%	99% 99% 98%	100% 100% 100%	99% 99% 98%
District leaders are open to new ideas within the organization.	66%	69%	68%	70%	74%	86%	79%
	65% 61%	69% 63%	70% 66%	75% 64%	82% 66%	88% 83%	85% 74%

From a building perspective, respondents	2025	2024	2023	2022	2021	2020	2019
selected "strongly agree or agree" for the	All	All	All	All	All	All	All
following:	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
Building leaders incorporate the mission, vision and values of the district into the work they are leading.	94%	91%	89%	95%	97%	99%	97%
	94% 94%	94% 90%	80% 96%	94% 95%	97% 97%	99% 98%	98% 98%
Building leaders provide an appropriate depth and breadth of communication within the building.	84%	78%	78%	88%	90%	93%	90%
	80% 87 %	80% 77%	66% 88%	87% 89%	88% 91%	92% 93%	91% 88%
Building leaders model fair, transparent, and ethical decision-making processes.	80%	82%	81%	84%	87%	90%	87%
	78% 83%	89% 74%	71% 90%	89% 80%	88% 88%	89% 90%	90% 84%
Building leaders communicate key decisions and the rationale for those decisions when appropriate.	78%	77%	77%	81%	87%	91%	86%
	73% 82%	78% 77%	66% 87%	84% 78%	87% 89%	91% 92%	88% 85%
Building leaders encourage me to focus on student learning.	98%	95%	93%	96%	98%	98%	97%
	98% 98%	96% 95%	88% 96%	95% 97%	99% 98%	99% 97%	98% 96%
Building leaders encourage me to focus on the whole child (i.e., academic, social, and emotional development).	96%	93%	90%	94%	96%	97%	96%
	97% 95%	95% 91%	85% 94%	96% 91%	98% 95%	97% 98%	97% 95%
Building leaders respect diversity in the school community.	96%	96%	91%	94%	98%	97%	99%
	97% 93%	99% 94%	88% 94%	96% 91%	99% 96%	98% 97%	100% 98%
Building leaders encourage me to develop positive relationships with students.	99%	97%	95%	96%	99%	99%	98%
	99% 99%	98% 96%	92% 97%	97% 96%	99% 99%	99% 99%	98% 98%

Every a building manage active							
From a building perspective,	2025	2024	2023	2022	2021	2020	2019
respondents selected "strongly agree	All						
or agree" for the following:	Elem Sec						
Building leaders encourage me to develop	97%	93%	91%	94%	96%	96%	96%
positive relationships with parents.	97% 98%	94% 94%	86% 94%	95% 94%	96% 96%	96% 97%	96% 95%
Building leaders provide clear direction on	82%	84%	82%	89%	90%	93%	91%
major initiatives.	80% 82%	85% 85%	71% 91%	90% 87%	87% 94%	94% 93%	91% 90%
Building leaders provide me with feedback	82%	80%	79%	84%	87%	88%	81%
on my strengths.	81% 83%	81% 80%	71% 86%	85% 84%	86% 89%	86% 90%	81% 80%
Building leaders provide me with feedback	86%	86%	82%	90%	89%	93%	85%
on opportunities for improvement.	86% 86%	83% 87%	76% 86%	89% 89%	88% 91%	91% 95%	86% 85%
Building leaders consult me on decisions	64%	64%	67%	72%	79%	80%	78%
that affect my job.	63% 64%	68% 62%	57% 74%	76% 68%	84% 73%	83% 76%	84% 71%
Building leaders set clear expectations.	85%	82%	81%	88%	91%	94%	91%
	86% 85%	82% 84%	72% 87%	88% 89%	92% 92%	94% 94%	92% 90%
Building leaders provide the support	84%	78%	80%	86%	88%	89%	88%
needed to accomplish my work.	86% 83%	82% 74%	69% 88%	87% 85%	88% 86%	89% 89%	90% 86%
Building leaders encourage open, two-way	87%	80%	80%	87%	89%	92%	89%
communication.	83% 89%	86% 75%	66% 91%	87% 89%	89% 89%	94% 89%	92% 86%
Building leaders expect me to perform at a	99%	99%	97%	99%	99%	100%	99%
high level.	99% 98%	100% 98%	98% 96%	99% 99%	100% 98%	100% 99%	99% 98%
Building leaders are open to new ideas	79%	75%	76%	79%	86%	88%	87%
within the building.	81% 76%	79% 70%	65% 85%	86% 72%	91% 82%	90% 85%	91% 83%

From an environmental perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019
	All	All	All	All	All	All	All
	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
The district provides professional development/training that helps me in my role.	72%	73%	70%	74%	78%	88%	79%
	70% 71%	75% 66%	66% 73%	75% 71%	78% 76%	85% 89%	83% 74%
I work in a positive, professional environment.	82%	80%	79%	84%	84%	94%	90%
	86% 76%	84% 76%	72% 84%	89% 77%	91% 79%	94% 93%	94% 87%
My skills and talents are valued.	76%	80%	80%	82%	85%	87%	85%
	79% 71%	82% 74%	76% 83%	88% 77%	90% 81%	89% 84%	90% 80%
I am encouraged to improve and try new ways of doing things.	89%	87%	88%	89%	94%	97%	89%
	91% 87%	87% 87%	81% 93%	92% 84%	95% 92%	97% 97%	95% 85%
I hold myself to a high standard of performance.	100% 100% 100%	99% 100% 99%	100% 100% 99%	100%	99% 100% 98%	100% 100% 100%	100% 100% 100%
I know what is expected of me to perform my job successfully.	98%	98%	97%	98%	97%	98%	96%
	99% 98%	97% 99%	96% 97%	99% 98%	99% 97%	98% 98%	99% 95%
I am clear on how my performance will be evaluated.	93%	91%	92%	90%	94%	93%	91%
	91% 94%	87% 92%	88% 94%	90% 92%	93% 95%	91% 95%	94% 88%
The people I work with trust and respect each other.	85%	84%	81%	84%	89%	91%	87%
	88% 83%	87% 82%	82% 79%	91% 76%	92% 88%	93% 87%	91% 83%
Staff members in my school respect diversity.	94%	95%	93%	92%	95%	96%	97%
	95% 90%	96% 93%	93% 92%	94% 89%	96% 92%	96% 96%	98% 96%
The district is committed to providing a quality education for students.	96%	95%	94%	95%	97%	99%	98%
	99% 93%	96% 94%	93% 96%	96% 95%	99% 95%	99% 100%	99% 97%

For this category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021
	All	All	All	All	All
	Elem Sec	Elem Sec	Elem Sec	Elem Sec	Elem Sec
My school welcomes diversity.	93%	92%	87%	89%	94%
	96% 88 %	97% 87%	89% 85%	94% 82%	98% 90%
Employees in our district value others whose backgrounds, beliefs, and experiences are different from their own.	95% 95% 93%	92% 97% 87%	91% 90% 91%	91% 93% 88%	n/a
Employees in my school receive what they need even if it is different than others in order to teach and serve students.	91%	89%	85%	89%	93%
	91% 90%	90% 87%	82% 87%	91% 87%	94% 90%
Employees are treated fairly in our district	79% 80% 76%	82% 81% 81%	78% 69% 84%	80% 87% 72%	n/a
I feel included and welcomed at work.	91%	88%	89%	89%	92%
	95% 86%	90% 87%	86% 91%	92% 86%	96% 87%
I believe my input and voice are both heard and valued as a member of this district.	69% 71% 63%	70% 73% 64%	67% 65% 68%	70% 78% 62%	n/a

From the Communication and Engagement category, respondents selected "strongly agree or agree" for the following:	2025 All Elem Sec	2024 All Elem Sec	2023 All Elem Sec	2022 All Elem Sec	2021 All Elem Sec	2020 All Elem Sec	2019 All Elem Sec
I am aware of the major roles and responsibilities of the school board.	88%	89%	86%	89%	89%	94%	90%
	86% 89%	88% 87%	87% 85%	92% 83%	89% 86%	94% 94%	91% 89%
I am satisfied with the level of communication from the school board.	30%	56%	70%	68%	81%	93%	88%
	22% 38%	51% 62%	67% 74%	72% 64%	82% 79%	93% 94%	88% 88%
I am satisfied with the level of visibility and engagement by the school board.	23%	49%	65%	64%	79%	91%	83%
	21% 25%	44% 53%	59% 70%	64% 65%	79% 79%	90% 92%	85% 81%

From a budgetary / operational perspective, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019
	All						
	Elem Sec						
I feel safe at work.	95%	92%	85%	91%	92%	93%	92%
	99% 90%	95% 91%	87% 83%	93% 88%	95% 90%	96% 90%	96% 86%
I monitor information about the budget development process.	76%	63%	58%	57%	58%	69%	59%
	71% 76%	60% 63%	49% 65%	57% 52%	56% 53%	69% 65%	56% 57%
In general, I am satisfied with budgetary decisions.	46%	71%	69%	80%	84%	91%	88%
	44% 41%	67% 70%	67% 71%	80% 78%	78% 86%	91% 90%	93% 81%
My workplace is physically comfortable environment.	76%	80%	80%	84%	88%	90%	88%
	85% 65%	81% 77%	78% 82%	88% 79%	89% 89%	89% 89%	92% 84%
I have the resources I need to do my job well.	89%	86%	87%	91%	91%	92%	90%
	92% 84%	89% 82%	82% 91%	89% 93%	90% 91%	91% 93%	91% 88%
I have access to hardware and software technology to do my job well.	94%	93%	92%	96%	94%	89%	87%
	95% 92%	95% 92%	94% 91%	96% 96%	91% 95%	84% 92%	85% 89%

PRSD Stakeholder Survey Results Introduction

- For many years, PRSD has locally-developed and administered an optional stakeholder survey for students, parents and staff. The results of this annual process and further analysis are organized in four sections:
 - Combined Results (Slides 4 30)
 - Combined Results with Elementary vs. Secondary Comparison (Slides 34 60)
 - o Combined Results with Male vs. Female Comparison (Slides 64 69)
 - Combined Results with White vs. Students/Staff of Color (Slides 73 88)
- Given the demographic questions in each survey, disaggregated results do not exist for each area and/or stakeholder group.
- Participants also had the option to leave gender and/or race blank. In these data sets, the "all" percentage reflects total respondents. The subgroup percentage is also calculated against the total respondents.
- For the student and staff results that compare race, we have very low numbers for students of color and staff of color.
- Where possible we provided at least five years of results to ensure a 2018
 2019 pre-COVID baseline.

Stakeholder Survey Results

A comprehensive parent survey was implemented for the eleventh time to evaluate parent satisfaction / engagement for the school years.

2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
487	635	735	839	890	880	1,740	1,289	1,218	1,223	1,059

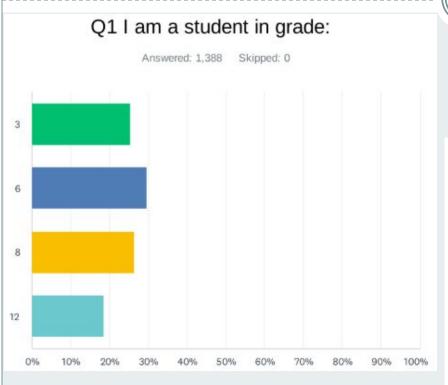
For the 2024-2025 school year we implemented for the ninth time a student satisfaction and engagement survey. Students in the oldest grade of their current building were surveyed (grades 3, 6, 8, and 12).

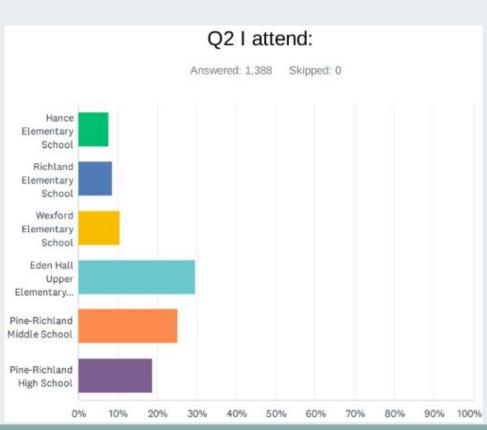
2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
1,327	1,138	1,315	677	904	1,133	815	1,324	1,388

The 2024-2025 school year was the ninth year for the staff satisfaction survey. From a demographic perspective, we had representation from all employment groups (Act 93, Admin Support, PREA, PRESPA).

2016 -	17 2017 - 18	8 2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
235	354	370	386	303	332	261	324	343

Student Satisfaction/Engagement Survey





From a general perspective, respondents	2025	2024	2023	2022	2021	2020	2019
selected "strongly agree or agree":	All M F	All M F	All M F	All M F	All M F	All M F	All M F
In general, I am satisfied with my overall experience at school.	89% 86% 92%	88% 87% 90%	87% 86% 88%	88% 89% 89%	88% 87% 91%	92% 94% 90%	88% 87% 89%
In general, I am satisfied with my classes at school.	90% 87% 93%	91% 90% 92%	88% 87% 89%	91% 93% 91%	92% 93% 92%	94% 93% 93 %	90% 89% 91 %
In general, I am satisfied with the help I receive from support staff, such as my counselor, the nurse, Gate Teachers, Special Education Teachers, and Reading Teachers.	87% 86% 88%	89% 88% 91%	89% 89% 89%	87% 91% 84%	88% 89% 88%	87% 89% 86 %	85% 87% 84%
In general, I am satisfied with the range of opportunities offered outside of class, such as after school activities, explore clubs, student organizations, clubs, and sports.	88% 90% 88%	89% 88% 90%	89% 90% 88%	87% 86% 88%	86% 85% 87%	88% 90% 88%	89% 89% 89%
In general, I am satisfied with lunches I buy at school.	62% 58% 68%	61% 58% 67%	56% 56% 58%	67% 59% 75%	78% 77% 78%	70% 69% 72%	64% 64% 65%
In general, I am satisfied with bus transportation to and from school.	87% 88% 92%	81% 80% 84%	83% 82% 84%	85% 86% 85%	89% 89% 88 %	82% 83% 81%	79% 77% 82 %
In general, I am proud to be a student at Pine-Richland.	90% 89% 92%	89% 89% 90%	90% 90% 90%	88% 91% 88%	88% 87% 89%	93% 96% 91%	90% 91% 90%

	2025	2024	2022	2022	2021	2020	2010
From the Academic category, respondents	2025	2024	2023	2022	2021	2020	2019
selected "strongly agree or agree" for the	All	All	All	All	All	All	All
following:	M F	M F	M F	M F	M F	M F	M F
My school work challenges me just enough and is	81%	82%	84%	84%	83%	85%	78%
not too easy or too difficult.	80% 82%	80% 84%	81% 87%	84% 84%	84% 82 %	87% 84 %	79% 77 %
My teachers present material at the right speed,	78%	78%	79%	81%	80%	80%	72%
neither too quickly nor too slowly.	81% 75%	78% 78%	79% 79%	82% 81%	82% 78%	83% 77%	77% 68%
My classes have activities that I work on with	0.407	0.50/	0.50/	0.407	070/	020/	0.407
other students, such as projects, labs, small group	94% 93% 94%	95% 94% 97%	95%	94%	87% 85% 89 %	93%	94% 93% 96%
discussion, peer review of work, and others.	7570 7470	<i>y</i> ., 0	7370 7170	7570 7070	0370 0770	7470 7370	7570 7070
I usually enjoy the activities that I work on with	86%	86%	87%	86%	85%	83%	85%
other students.	87% 85%	87% 86%	87% 89%	89% 86%	88% 85 %	85% 82%	87% 83%
My classes have activities that I work on by	0.60/	0.607	0.50/	0.60/	070/	000/	0.50/
myself, such as note-taking, research, independent	96% 96% 97%	96% 94% 98%	95% 94% 97%	96% 95% 97 %	97% 96% 98 %	98% 98% 99%	95% 95% 96%
study, and others.	2070 2170) i, 0) 1 /0)//0	7570 7170	7070 70 70	7070 7770	7570 7070
My classes have the right balance of activities	020/	0.407	0.507	0.407	700/	020/	010/
between working with others and working on my	83% 84%	84% 82% 87%	85% 84% 86%	84%	79% 77% 80 %	82% 82% 83%	81% 80% 81 %
own.	03/0 04/0	0270 0770	0470 0070	0370 0070	7770 80 70	0270 0370	0070 0170
My classes have time for students to discuss	79%	79%	80%	80%	77%	77%	71%
important topics and ideas.	79% 80%	77% 81%	80% 80%	84% 78%	79% 76%	81% 74 %	71% 71%
My homework assignments help prepare me for	70%	71%	71%	74%	72%	74%	69%
class.	68% 73%	67% 77%	70% 72%	73% 75%	73% 73%	76% 72%	66% 72 %

		//					
From the Academic category, respondents	2025	2024	2023	2022	2021	2020	2019
selected "strongly agree or agree" for the	All	All	All	All	All	All	All
following:	M F	M F	M F	M F	M F	M F	M F
For 2024 - 2025, approximately 39.97% of students spend less than half an hour completing homework, 28.84% half an hour, 18.50% an hour, 12.70% more than an hour completing homework.	n/a	n/a	n/a	n/a	n/a	n/a	n/a
I have a clear understanding of what I am learning in my classes.	87% 89% 86%	87% 87% 87%	87% 89% 86%	88% 89% 87%	86% 89% 84%	87% 90% 83%	85% 87% 82%
My teachers give me feedback about my work and the progress I am making in class.	77% 79% 75%	76% 74% 79%	77% 77% 78%	77% 81% 75%	75% 78% 73%	79% 83% 76%	70% 72% 68%
My report card gives me good information about how I am doing.	88% 87% 90%	89% 87% 93%	89% 90% 89%	90% 92% 89 %	89% 88% 89 %	88% 88% 87%	88% 89% 87%
My teachers know my academic strengths and needs and help me learn.	79% 77%	78% 77% 79%	78% 81% 77%	78% 81% 76%	76% 79% 75%	73% 78% 69 %	73% 75% 72%
My teachers consider my interests and talents in class.	65% 63%	66% 65% 66%	64% 66% 63%	65% 69% 62%	66% 71% 64 %	62% 67% 57 %	56% 60% 52%
I am confident that I can organize my work and use my time wisely.	87% 85% 90%	84% 81% 90%	86% 86% 86%	86% 85% 88%	86% 86% 88 %	88% 86% 89%	86% 84% 88%
I know how to study for tests and quizzes.	88% 85% 90%	86% 86% 88%	86% 86% 86%	86% 86% 88%	88% 89% 87%	87% 88% 85 %	86% 86% 87%
I know how to plan ahead to get my work done.	86% 84% 88%	85% 82% 88%	83% 82% 85%	85% 84% 87 %	88% 88% 89%	88% 86% 89%	85% 83% 87%
Technology in the classroom helps me learn.	88% 91% 87%	88% 89% 86%	86% 88% 84%	91% 94% 89 %	89% 89% 89%	90% 90% 91%	90% 91% 89 %
I pay more attention when we use technology in class.	65% 72% 59%	68% 73% 62%	67% 69% 65%	71% 77% 68%	65% 69% 62 %	72% 75% 69 %	75% 78% 72 %
My teachers use a balance of both computer and paper and pencil materials in class.	85% 86% 83%	87% 86% 89%	84% 85% 84%	86% 88% 85 %	74% 78% 72%	86% 86% 86%	82% 81% 82%

From the Environment category, respondents	2025	2 024	2023	2022	2021	2020	2019
selected "strongly agree or agree" for the	All	All	All	All	All	All	All
following:	M F	M F	M F	M F	M F	M F	M F
I enjoy going to school to learn.	65% 61% 68%	63% 62% 65%	66% 65% 69%	70% 69% 72%	76% 75% 77%	80% 83% 78%	67% 64% 70%
My school is focused on learning.	92%	91% 90% 92%	89% 89% 88%	91% 92% 90%	93% 92% 94%	94% 96% 92%	90% 91% 89%
My school has a positive environment.	79% 81% 78%	77% 79% 76%	78% 81% 77 %	78% 83% 76%	84% 86% 83 %	84% 90% 79 %	79% 81% 76%
In my school adults treat students with respect.	87%	87% 86% 88%	85% 85% 85%	85% 88% 84%	90% 89%	89% 90% 88%	83% 83% 83%
In my school students treat students with respect.	65% 68% 63%	66% 70% 62%	66% 70% 62%	70% 76% 68%	83% 87% 81 %	74% 82% 68%	69% 74% 66%
In my school students treat adults with respect.	79% 80% 79%	79% 80% 78%	81% 84% 80%	81% 84% 81%	91% 91% 92%	85% 85% 84%	81% 81% 80%
People in my school respect the differences of others.	73%	75% 79% 72%	75% 78% 73%	74% 80% 73%	85% 88% 82%	76% 86% 68%	75% 78% 73%
People care about me at school.	87% 87% 88%	86% 85% 86%	84% 83% 84%	85% 87% 85 %	89% 91% 88%	90% 93% 87%	85% 87% 83%
My teachers are interested in me and know me as a person.	81% 82% 81%	81% 83% 80%	78% 78% 77%	80% 83% 78%	80% 81% 79%	81% 84% 80%	73% 75% 72%
I feel safe at school.	87%	90% 90% 90%	85% 88% 83%	88% 90% 89%	93% 94% 92%	93% 96% 91%	88% 88% 87%
I feel connected to my school and that I am a part of my school.	82% 85% 81%	81% 81% 82%	79% 80% 78%	82% 85% 81%	83% 84% 83%	86% 88% 84%	81% 82% 80%
I feel comfortable talking to my school	77%	73%	77%	72%	73%	75%	72%
counselor when I need help.	79% 75%	74% 73%	79% 76%	75% 70%	79% 69 %	79% 72 %	73% 71%

From the category, respondents selected "strongly agree or agree" for the following:	2025 All	2024 All	2023 All	2022 All	2021 All
strongly agree of agree for the following.	M F	M F	M F	M F	M F
My school welcomes diversity.	88% 89%	89% 90% 88%	87% 89% 86%	86% 88% 85 %	91% 92% 90%
The school sends a clear message that students should use kind and respectful words when talking or writing about race, gender, intelligence, family wealth, etc.	90% 91%	91% 92% 90%	89% 91% 87%	86% 89% 86 %	n/a
Students in my school receive what they need even if it is different than others in order to participate and learn.	91% 91%	90% 89% 92%	89% 90% 88%	89% 90% 91 %	90% 90% 91%
Students are treated fairly at my school.	78% 77%	78% 80% 77%	79% 82% 77%	81% 84% 81%	n/a
I feel included and welcomed at school.	89% 90% 89%	86% 87% 87%	85% 87% 84%	86% 89% 86%	89% 91% 89%
I believe that the adults in my school - such as teachers and principals - both hear and value what I have to say.	81% 81%	82% 83% 82%	82% 83% 81%	80% 84% 77 %	n/a

From the Preparedness category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021	2020	2019
	All	All	All	All	All	All	All
	M F	M F	M F	M F	M F	M F	M F
For students in Grades 3, 6, and 8: In general, I feel well prepared for my new school next year.	84%	85%	83%	85%	83%	72%	84%
	85% 84%	85% 84%	83% 83%	86% 85%	86% 80%	76% 67 %	86% 82%
For students in Grades 8 and 12: I receive appropriate academic counseling.	82% 83%	82% 81% 82%	82% 84% %	74% 81% 68%	80% 83% 76%	73% 78% 67%	73% 74% 73%
For students in Grade 12 only: In general, I am well prepared for college, technical school, or other opportunities after high school.	79% 79% 81%	85% 82% 89%	80% 80% 80%	72% 78% 68%	79% 83% 77%	92% 92% 92%	79% 80% 77%

PRSD Stakeholder Survey Results Introduction

- For many years, PRSD has locally-developed and administered an optional stakeholder survey for students, parents and staff. The results of this annual process and further analysis are organized in four sections:
 - Combined Results (Slides 4 30)
 - Combined Results with Elementary vs. Secondary Comparison (Slides 34 60)
 - o Combined Results with Male vs. Female Comparison (Slides 64 69)
 - o Combined Results with White vs. Students/Staff of Color (Slides 73 88)
- Given the demographic questions in each survey, disaggregated results do not exist for each area and/or stakeholder group.
- Participants also had the option to leave gender and/or race blank. In these data sets, the "all" percentage reflects total respondents. The subgroup percentage is also calculated against the total respondents.
- For the student and staff results that compare race, we have very low numbers for students of color and staff of color.
- Where possible we provided at least five years of results to ensure a 2018
 2019 pre-COVID baseline.

Stakeholder Survey Results

A comprehensive parent survey was implemented for the eleventh time to evaluate parent satisfaction / engagement for the school years.

2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
487	635	735	839	890	880	1,740	1,289	1,218	1,223	1,059

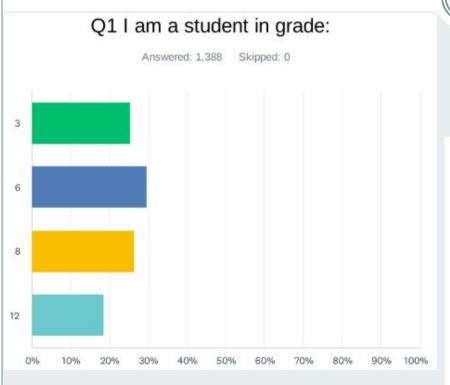
For the 2024-2025 school year we implemented for the ninth time a student satisfaction and engagement survey. Students in the oldest grade of their current building were surveyed (grades 3, 6, 8, and 12).

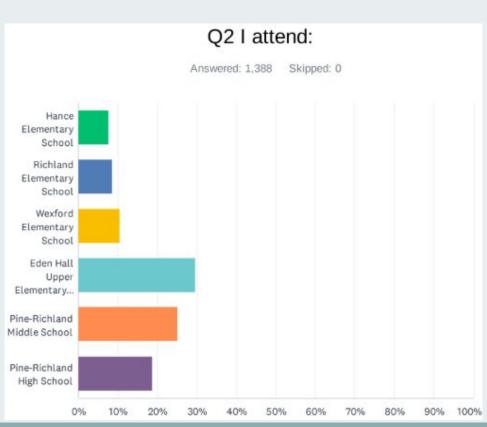
2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
1,327	1,138	1,315	677	904	1,133	815	1,324	1,388

The 2024-2025 school year was the ninth year for the staff satisfaction survey. From a demographic perspective, we had representation from all employment groups (Act 93, Admin Support, PREA, PRESPA).

2016 - 17	2017 - 18	2018 - 19	2019 - 20	2020 - 21	2021 - 22	2022 - 23	2023 - 24	2024 - 25
235	354	370	386	303	332	261	324	343

Student Satisfaction/Engagement Survey





From a general perspective, respondents selected "strongly agree or agree":	2025 All W SoC	2024 All W SoC	2023 All W SoC	2022 All W SoC	2021 All W SoC
In general, I am satisfied with my overall experience at school.	89% 86%	88% 88% 87%	87% 88% 79%	88% 88% 87%	88% 89% 83%
In general, I am satisfied with my classes at school.	90% 87%	91% 91% 91%	88% 89% 84%	91% 91% 90%	92% 92% 88%
In general, I am satisfied with the help I receive from support staff, such as my counselor, the nurse, Gate Teachers, Special Education Teachers, and Reading Teachers.	87% 88% 83%	89% 89% 90%	89% 90% 86%	87% 87% 89%	88% 88% 88%
In general, I am satisfied with the range of opportunities offered outside of class, such as after school activities, explore clubs, student organizations, clubs, and sports.	88% 83%	89% 90% 87%	89% 90% 85%	87% 88% 84%	86% 87% 81%
In general, I am satisfied with lunches I buy at school.	62% 63%	61% 61% 61%	56% 56% 54%	66% 67% 63%	78% 77% 80%
In general, I am satisfied with bus transportation to and from school.	87% 83% 84%	81% 82% 81%	83% 85% 78%	85% 85% 83%	89% 89% 86%
In general, I am proud to be a student at Pine-Richland.	90% 90% 89%	89% 89% 87%	90% 92% 83%	88% 89% 84%	88% 88% 82%

From the Academic category, respondents selected "strongly agree or agree" for the following:	2025 All	2024 All	2023 All	2022 All	2021 All
My school work challenges me just enough and is not too easy or too difficult.	W SoC 81% 82% 70%	W SoC 82% 82% 80%	W SoC 84% 85% 80%	W SoC 84% 84% 80%	W SoC 83% 83% 82%
My teachers present material at the right speed, neither too quickly nor too slowly.	78% 74%	78% 79% 76%	79% 79% 79%	81% 81% 76%	80% 80% 78%
My classes have activities that I work on with other students, such as projects, labs, small group discussion, peer review of work, and others.	94% 92%	95% 95% 95%	95% 95% 94%	94% 95% 96%	87% 87% 90%
I usually enjoy the activities that I work on with other students.	86% 85% 87%	86% 86% 84%	87% 88% 85%	86% 87% 88%	85% 86% 82%
My classes have activities that I work on by myself, such as note-taking, research, independent study, and others.	96% 97% 95%	96% 96% 94%	95% 96% 92%	96% 96% 94%	97% 97% 98%
My classes have the right balance of activities between working with others and working on my own.	83% 82%	84% 85% 82%	85% 85% 84%	84% 83% 82%	79% 79% 78%
My classes have time for students to discuss important topics and ideas.	79% 78% 81%	79% 80% 76%	80% 81% 77%	80% 79% 85%	77% 77% 77%
My homework assignments help prepare me for class.	70% 70% 68%	71% 72% 72%	71% 70% 72%	74% 73% 78%	72% 71% 76%

From the Academic category, respondents selected "strongly agree or	2025	2024	2023	2022	2021		
agree" for the following:	All	All	All	All	All		
	W SoC	W SoC	W SoC	W SoC	W SoC		
For 2024 - 2025, approximately 39.97% of students spend less than half an hour completing homework, 28.84% half an hour, 18.50% an hour, 12.70% more than an hour completing homework.	n/a	n/a	n/a	n/a	n/a		
I have a clear understanding of what I am learning in my classes.	87% 87% 88%	87% 87% 88%	87% 87% 86%	88% 89% 83%	86% 87% 78%		
My teachers give me feedback about my work and the progress I am making in class.	77% 77% 74%	76% 77% 74%	77% 77% 77%	77% 78% 80%	75% 76% 72%		
My report card gives me good information about how I am doing.	88% 88% 86%	89% 90% 88%	89% 90% 85%	90% 90% 90%	89% 88% 87%		
My teachers know my academic strengths and needs and help me learn.	78% 77% 75%	78% 79% 74%	78% 79% 75%	78% 78% 82%	76% 77% 70%		
My teachers consider my interests and talents in class.	65% 64% 67%	66% 67% 62%	64% 64% 62%	65% 65% 61%	66% 66% 64%		
I am confident that I can organize my work and use my time wisely.	87% 87% 84%	84% 86% 82%	86% 87% 80%	86% 86% 88%	86% 87% 83%		
I know how to study for tests and quizzes.	88% 88% 85%	86% 87% 86%	86% 87% 82%	86% 85% 89%	88% 88% 84%		
I know how to plan ahead to get my work done.	86% 81%	85% 86% 80%	83% 84% 81%	85% 85% 82%	88% 88% 85%		
Technology in the classroom helps me learn.	88% 87%	88% 87% 88%	86% 85% 89%	91% 90% 94%	89% 89% 88%		
I pay more attention when we use technology in class.	65% 63% 73%	68% 68% 67%	67% 66% 73%	71% 70% 77%	65% 65% 65%		
My teachers use a balance of both computer and paper and pencil materials in class.	85% 83%	87% 88% 87%	84% 84% 87%	86% 86% 87%	74% 75% 72%		

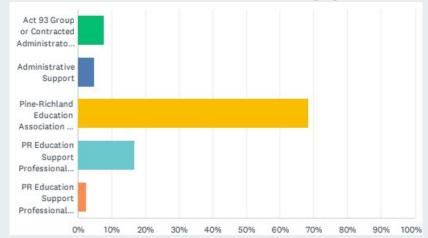
From the Environment category, respondents selected	2025	2024	2023	2022	2021
"strongly agree or agree" for the following:	All	All	All	All	All
	W SoC	W SoC	W SoC	W SoC	W SoC
I enjoy going to school to learn.	65%	63%	66%	70%	76%
	63% 73%	62% 68%	65% 66%	69% 78%	75% 78%
My school is focused on learning.	92%	91% 91% 89%	89% 89% 87%	91% 90% 92%	93% 93% 89%
My school has a positive environment.	79%	77%	78%	78%	84%
	79% 76%	77% 79%	80% 71%	78% 79%	84% 83%
In my school adults treat students with respect.	87%	87%	85%	85%	90%
	87% 88%	87% 86%	85% 82%	85% 87%	89% 88%
In my school students treat students with respect.	65%	66%	66%	70%	83%
	65% 62%	66% 67%	66% 62%	71% 70%	84% 78%
In my school students treat adults with respect.	79%	79%	81%	81%	91%
	78% 86%	79% 77%	82% 76%	82% 82%	91% 92%
People in my school respect the differences of others.	73%	75%	75%	74%	85%
	74% 68%	76% 73%	76% 69%	75% 73%	84% 81%
People care about me at school.	87%	86%	84%	85%	89%
	88% 85%	85% 86%	84% 80%	86% 87%	89% 87%
My teachers are interested in me and know me as a person.	81%	81%	78%	80%	80%
	81% 79%	82% 81%	77% 77%	79% 82%	80% 71%
I feel safe at school.	87%	90%	85%	88%	93%
	87% 85%	90% 89%	87% 80%	88% 91%	93% 88%
I feel connected to my school and that I am a part of my school.	82%	81%	79%	82%	83%
	83% 79%	82% 79%	81% 68%	83% 82%	84% 76%
I feel comfortable talking to my school counselor when I need help.	77%	73%	77%	72%	73%
	77% 76%	73% 74%	77% 76%	72% 77%	73% 73%

From the category, respondents selected "strongly agree or	2025	2024	2023	2022	2021
agree" for the following:	All	All	All	All	All
My school welcomes diversity.	W SoC 88% 88% 86%	89% 90% 86%	W SoC 87% 90% 75%	W SoC 86% 87% 80%	W SoC 91% 91% 86%
The school sends a clear message that students should use kind and respectful words when talking or writing about race, gender, intelligence, family wealth, etc.	90% 90% 86%	91% 91% 89%	89% 90% 83%	86% 87% 82%	n/a
Students in my school receive what they need even if it is different than others in order to participate and learn.	91% 91% 87%	90% 90% 91%	89% 89% 86%	89% 90% 88%	90% 91% 84%
Students are treated fairly at my school.	78% 77% 76%	78% 79% 77%	79% 81% 69%	81% 82% 77%	n/a
I feel included and welcomed at school.	89% 85%	86% 86% 87%	85% 87% 78%	86% 87% 83%	89% 90% 83%
I believe that the adults in my school - such as teachers and principals - both hear and value what I have to say.	81% 80% 80%	82% 82% 81%	82% 82% 81%	80% 79% 82%	n/a

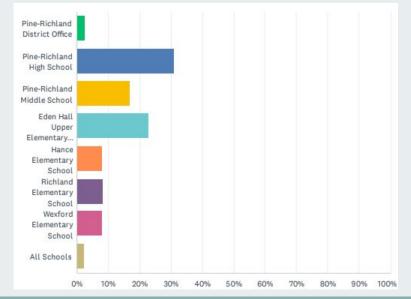
From the Preparedness category, respondents	2025	2024	2023	2022	2021
selected "strongly agree or agree" for the following:	All	All	All	All	All
	W SoC	W SoC	W SoC	W SoC	W SoC
For students in Grades 3, 6, and 8: In general, I feel well prepared for my new school next year.	84% 83% 85%	85% 85% 84%	83% 83% 80%	85% 84% 87%	83% 83% 81%
For students in Grades 8 and 12: I receive appropriate academic counseling.	82% 75%	82% 81% 84%	82% 82% 84%	74% 73% 78%	80% 79% 81%
For students in Grade 12 only: In general, I am well prepared for college, technical school, or other opportunities after high school.	79% 81% 68%	85% 86% 79%	80% 81% 74%	72% 74% 68%	79% 79% 79%

Staff Satisfaction/Engagement Survey





I work primarily at the following building:



From a general perspective, respondents selected "strongly agree or agree":	2025	2024	2023	2022	2021
	All	All	All	All	All
	W SoC				
In general, I am satisfied with my employment at Pine-Richland.	92%	89%	89%	93%	94%
	93% 92%	91% 100%	91% 67%	94% 86%	94% 91%
In general, I am actively engaged in my role at Pine-Richland.	99%	98%	98%	98%	98%
	99% 100%	99% 100%	97% 100%	98% 100%	98% 100%
In general, I am proud to be part of Pine-Richland.	88%	91%	92%	95%	94%
	88% 92%	93% 100%	93% 67%	96% 100%	94% 100%
In general, I believe in the district's mission, vision and values.	96%	96%	95%	96%	96%
	96% 92%	97% 100%	96% 67%	97% 100%	96% 100%
In general, I am satisfied with the overall strategic direction of the district.	77%	85%	86%	89%	90%
	80% 85%	85% 100%	87% 33%	90% 86%	91% 100%
In general, I am satisfied with overall district communications.	92%	89%	89%	90%	88%
	93% 100%	91% 100%	90% 67%	90% 86%	87% 100%

There are a very small number of respondents for Staff of Color. We are reporting results for transparency with a caution about the statistical impact of one respondent on the percentage.

From a district perspective, respondents selected	2025	2024	2023	2022	2021	
"strongly agree or agree" for the following:	All	All	All	All	All	
	W SoC					
District leaders incorporate the mission, vision and	93%	92%	93%	93%	93%	
values of the district into initiatives.	94% 100%	93% 90%	94% 67%	95% 93%	95% 91%	
District leaders model fair, transparent, and ethical	80%	84%	81%	80%	78%	
decision-making processes.	82% 92%	85% 90%	83% 67%	82% 71%	78% 82 %	
District leaders communicate key decisions and the	82%	83%	79%	80%	79%	
rationale for those decisions when appropriate.	84% 92%	85% 60%	2% 85% 60%	81% 67%	81% 71 %	80% 91%
District leaders are accessible.	89% 91% 77%	86% 87% 90%	90% 90% 67%	88% 89% 71%	86% 87% 82%	
District leaders encourage open, two-way	83%	82%	78%	79%	79%	
communication.	84% 85%	83% 90%	79% 67%	80% 71%	80% 82%	
District leaders are responsive to requests for help or	89%	85%	84%	83%	83%	
information.	90% 85%	86% 90%	86% 67%	84% 71%	84% 91%	
District leaders encourage me to focus on student	95%	95%	96%	94%	94%	
learning.	96% 91%	96% 100 %	96% 67%	95% 83%	95% 100%	
District leaders encourage me to develop positive	97%	96%	96%	95%	99%	
relationships with students.	98% 91%	97% 100%	97% 67%	96% 83%	99% 100%	

From a district perspective, respondents selected "strongly agree or agree" for the following:	2025 All	2024 All	2023 All	2022 All	2021 All
	W SoC	W SoC	W SoC	W SoC	W SoC
District leaders encourage me to develop positive	96%	93%	93%	92%	95%
relationships with parents.	96% 88%	94% 86%	94% 100%	93% 86%	95% 100%
District leaders encourage me to focus on the whole child	91%	92%	90%	89%	92%
(i.e., academic, social, and emotional development).	92% 90%	93% 88%	91% 100%	90% 83%	93% 91%
District leaders respect diversity in the school community.	92% 93% 92%	93% 94% 100%	91% 91% 100%	89% 90% 83%	94% 94% 82%
District leaders provide clear direction on major	84%	86%	85%	83%	85%
initiatives.	85% 92%	87% 80%	84% 67%	84% 86%	86% 91%
District leaders expect me to perform at a high level.	99% 99% 100%	99% 99% 100%	100% 100% 100%	99% 100% 100%	99% 99% 100%
District leaders are open to new ideas within the	66%	69%	69%	70%	74%
organization.	68% 83%	71% 56%	70% 67%	71% 71%	75% 73%

We have a number of staff who did not select a race. The results for those respondents are generally very high. Those results are included in the "All" percentage.

From a building perspective, respondents selected	2025	2024	2023	2022	2021
"strongly agree or agree" for the following:	All	All	All	All	All
	W SoC	W SoC	W SoC	W SoC	W SoC
Building leaders incorporate the mission, vision and	94%	91%	89%	95%	97%
values of the district into the work they are leading.	95% 100%	92% 90%	90% 67%	95% 100%	97% 91%
Building leaders provide an appropriate depth and	84%	78%	79%	88%	90%
breadth of communication within the building.	86% 100%	79% 90%	80% 67%	89% 100%	89% 100%
Building leaders model fair, transparent, and ethical	80%	82%	82%	84%	87%
decision-making processes.	83% 100%	83% 90%	84% 67%	87% 57%	87% 91%
Building leaders communicate key decisions and the	78%	77%	78%	81%	87%
rationale for those decisions when appropriate.	80% 100%	78% 70%	80% 67%	82% 71%	87% 91%
Building leaders encourage me to focus on student	98%	95%	93%	96%	98%
learning.	98% 100%	95% 100%	93% 67%	97% 100%	98% 100%
Building leaders encourage me to focus on the whole					0.507
child (i.e., academic, social, and emotional	96%	93%	90%	94%	96% 97% 82%
development).	3770 10070		7270 0770	7570 0770	<i>7170</i> 0270
Building leaders respect diversity in the school	96%	96%	92%	94%	98%
community.	96% 100%	96% 100%	92% 100%	94% 86%	98% 91%
Building leaders encourage me to develop positive	99%	97%	95%	96%	99%
relationships with students.	99% 100%	98% 100%	96% 67%	98% 100%	99% 100%

From a building perspective, respondents selected	2025	2024	2023	2022	2021
"strongly agree or agree" for the following:	All	All	All	All	All
strongly agree of agree for the following.	W SoC	W SoC	W SoC	W SoC	W SoC
Building leaders encourage me to develop positive relationships with parents.	97%	93%	91%	94%	96%
	97% 100%	94% 86%	92% 67%	96% 100%	96% 100%
Building leaders provide clear direction on major initiatives.	82%	84%	82%	89%	90%
	84% 100%	84% 90%	84% 67%	90% 86%	91% 91%
Building leaders provide me with feedback on my strengths.	82%	80%	80%	84%	87%
	81% 92%	82% 80%	81% 33%	86% 86%	88% 64%
Building leaders provide me with feedback on opportunities for improvement.	86%	86%	82%	90%	89%
	86% 92%	86% 80%	84% 33%	91% 100%	89% 82%
Building leaders consult me on decisions that affect my job.	64%	64%	66%	72%	79%
	64% 100%	68% 50%	67% 67%	74% 71%	79% 73%
Building leaders set clear expectations.	85%	82%	81%	88%	91%
	86% 100%	83% 80%	83% 67%	89% 86%	92% 82%
Building leaders provide the support needed to accomplish my work.	84%	78%	80%	86%	88%
	86% 100%	82% 60%	81% 67%	89% 57%	88% 91%
Building leaders encourage open, two-way communication.	87%	80%	80%	87%	89%
	88% 100%	82% 80%	82% 67%	89% 71%	89% 91%
Building leaders expect me to perform at a high level.	99% 98% 100%	99% 99% 100%	97% 98% 100%	99% 99% 100%	99% 91%
Building leaders are open to new ideas within the building.	79%	75%	76%	79%	86%
	80% 100%	77% 71%	77% 67%	81% 57%	86% 82%

From an environmental perspective, respondents	2025	2024	2023	2022	2021
selected "strongly agree or agree" for the	All	All	All	All	All
following:	W SoC	W SoC	W SoC	W SoC	W SoC
The district provides professional development/training that helps me in my role.	72%	73%	72%	74%	78%
	74% 77%	74% 80%	72% 33%	75% 57%	77% 91%
I work in a positive, professional environment.	82%	80%	79%	84%	84%
	83% 85%	82% 80%	81% 67%	86% 71%	85% 82%
My skills and talents are valued.	76%	80%	81%	82%	85%
	78% 77%	83% 80%	82% 67%	84% 71 %	86% 91%
I am encouraged to improve and try new ways of doing things.	89%	87%	88%	89%	94%
	91% 83%	89% 67%	88% 67%	90% 57%	94% 82%
I hold myself to a high standard of performance.	100%	99%	100%	100%	99%
	100% 100%	100% 100%	100% 100%	100% 100%	99% 100%
I know what is expected of me to perform my job successfully.	98%	98%	97%	98%	97%
	98% 100%	98% 100%	97% 100%	98% 100%	98% 91%
I am clear on how my performance will be evaluated.	93%	91%	92%	90%	94%
	93% 85%	92% 70%	91% 100%	91% 71%	93% 91 %
The people I work with trust and respect each other.	85%	84%	82%	84%	89%
	86% 85%	85% 80%	83% 67%	85% 86%	90% 91%
Staff members in my school respect diversity.	94%	95%	93%	92%	95%
	93% 100%	95% 80%	93% 100%	92% 100%	95% 91 %
The district is committed to providing a quality education for students.	96%	95%	94%	96%	97%
	97% 92%	96% 100%	95% 67%	96% 100%	97% 100%

For this category, respondents selected "strongly agree or agree" for the following:	2025 All W SoC	2024 All W SoC	2023 All W SoC	2022 All W SoC	2021 All W SoC
My school welcomes diversity.	93% 94% 92%	92% 92% 100%	88% 89% 100%	90% 90% 100%	94% 95% 91%
Employees in our district value others whose backgrounds, beliefs, and experiences are different from their own.	95% 94% 100%	92% 92% 89%	92% 92% 100%	91% 91% 100%	n/a
Employees in my school receive what they need even if it is different than others in order to teach and serve students.	91% 91% 92%	89% 90% 78%	86% 86% 100%	89% 91% 71%	93% 93% 91%
Employees are treated fairly in our district	79% 81% 83%	82% 83% 100%	78% 78% 100%	80% 83% 57%	n/a
I feel included and welcomed at work.	91% 91% 92%	88% 91% 78%	88% 88% 100%	89% 91% 71%	92% 93% 82%
I believe my input and voice are both heard and valued as a member of this district.	69% 71% 83%	70% 73% 78%	68% 69% 67%	70% 72% 57%	n/a

From the Communication and Engagement category, respondents selected "strongly agree or agree" for the following:	2025	2024	2023	2022	2021
	All	All	All	All	All
	W SoC	W SoC	W SoC	W SoC	W SoC
I am aware of the major roles and responsibilities of the school board.	88%	89%	87%	89%	89%
	88% 92%	89% 70%	87% 67%	89% 100%	90% 82%
I am satisfied with the level of communication from the school board.	30%	56%	71%	68%	81%
	29% 54%	56% 60%	71% 100%	68% 71%	81% 91%
I am satisfied with the level of visibility and engagement by the school board.	23%	49%	65%	64%	79%
	22% 54%	48% 60%	64% 100%	64% 71%	79% 91 %

From a budgetary / operational perspective, respondents selected "strongly agree or agree"	2025 All	2024 All	2023 All	2022 All	2021 All
for the following:	W SoC	W SoC	W SoC	W SoC	W SoC
I feel safe at work.	95% 96% 85%	92% 94% 90%	86% 88% 67%	91% 92% 86%	92% 93% 91%
I monitor information about the budget	76%	63%	59%	57%	58%
development process.	77% 46%	65% 30%	59% 67%	58% 29%	59% 36%
In general, I am satisfied with budgetary	46%	71%	71%	80%	84%
decisions.	48% 31%	72% 60%	71% 67%	80% 86%	85% 73%
My workplace is physically comfortable	76%	80%	80%	84%	88%
environment.	76% 85%	80% 100%	82% 67%	85% 100%	89% 82%
I have the resources I need to do my job well.	89% 90% 85%	86% 88% 70%	88% 89% 100%	91% 92% 86%	91% 92% 91%
I have access to hardware and software	94%	93%	93%	96%	94%
technology to do my job well.	94% 100%	94% 80%	93% 100%	97% 100%	93% 100%