

College Station ISD: ThoughtExchange Overview 2025-26

Purpose

ThoughtExchange will help us understand experiences, identify priorities, and guide decisions that strengthen our schools and support our students and staff.

Success Survey (Staff)

Launch: Nov. 3, 2025

Purpose: Capture overall work experiences to establish priorities

Approach: Likert scale questions and confidential open-ended responses

Outcomes:

- Identify strengths and challenges within staff experience
 - Highlight key areas for improvement
 - Provide foundation for **Staff Exchanges**
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Staff Exchanges

Launch: Late Fall 2025

Purpose: Dig deeper into staff survey questions and get follow-up feedback

Approach: Open ended questions, review of others' answers, likert ratings

Outcomes:

- Gain actionable insights to guide leadership decisions
 - Strengthen a positive, collaborative staff culture
 - Drive improvements in support, trust, and belonging
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Students, Families, and Community Surveys

Launch: Spring 2026

Purpose: Capture baseline experiences around campus culture, engagement

Approach: Follow same approach as staff surveys

Outcomes:

- Identify key strengths and challenges from multiple perspectives
 - Align priorities across students, families, and staff
 - Inform district-wide decisions that improve learning, engagement, and satisfaction
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Student, Family, and Community Exchanges

Launch: Spring 2026

Purpose: Dig deeper into survey questions and get follow-up feedback

Approach: Open ended questions, review of others' answers, likert ratings

Outcomes:

- Gain actionable insights to guide leadership decisions
 - Strengthen a positive, collaborative district
 - Drive improvements in support, trust, and belonging
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Targeted Surveys

Focus Areas: Staff onboarding and exit surveys; attendance and enrollment engagement surveys and exchanges

Outcomes:

- Improve staff onboarding and retention strategies
- Address student attendance and enrollment challenges
- Ensure district responsiveness to ongoing needs and emerging trends