



2025-26 D2 EMPLOYEE ENGAGEMENT / SCHOOL QUALITY SURVEYS

Staff District-Wide Results Report

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Executive Summary

The District-Level Staff Survey measured Employee Engagement (EE) in nine domains:

- General Engagement & PD - Staff members' overall feelings of work satisfaction, including satisfaction with opportunities for advancement.
- Feedback & Recognition - Staff satisfaction with the feedback/recognition they receive for their work.
- District Core Beliefs - Perception of the district's adherence to its core beliefs.
- Department Leadership - The ways in which department leadership supports staff.
- Work Environment - The ways in which the department's environment supports staff in the fulfillment of their duties.
- Department Equity - The ways in which a department promotes equity among staff.
- Building Maintenance - General upkeep and overall appearance of Central Office.
- District Communication - Perceptions of the district's openness to personal expression and use of various avenues for communication from and with the district.
- Artificial Intelligence (AI) - Staff perceptions of how AI influences their work, including its ethical use, impact on effectiveness, workload, and support for diverse student needs.

The School-Based Staff Survey measured Employee Engagement (EE) in five domains:

- General Engagement & PD - Staff members' overall feelings of work satisfaction, including satisfaction with opportunities for advancement.
- Feedback & Recognition - Staff satisfaction with the feedback/recognition they receive for their work.
- District Core Beliefs - Perception of the district's adherence to its core beliefs.
- School Leadership (EE) - The ways in which school leadership supports school staff.
- Work Environment - The ways in which the school environment supports staff in the fulfillment of their duties.

The School-Based Staff Survey also measured School Quality (SQ) in ten domains:

- Academic Support - The ways in which the school supports students' academic achievement and growth.
- School Equity - The ways in which the school promotes equity among students and staff.
- Family Involvement - The ways in which the school involves families in students' school life and education.
- School Leadership (SQ) - The ways in which school leadership supports student success.
- School Maintenance - General upkeep and overall appearance of the school.
- Safety & Behavior - The ways in which the school promotes safety and discipline.
- Student Support - The ways in which the school supports the "whole child" (i.e. students' mental, social, and emotional health).

- Student Development and Success - Staff perceptions of students' development of relationship-building, personal responsibility, empathy, integrity, initiative, and critical thinking skills that contribute to personal and academic success.
- School & District Communication - Perceptions of the school's and district's openness to personal expression and use of various avenues for communication from and with the district.
- Artificial Intelligence (AI) - Staff perceptions of how AI influences their work, including its ethical use, impact on effectiveness, workload, and support for diverse student needs.

Survey items were scored on a four-point Likert scale, ranging from 1 (Strongly Disagree) to 4 (Strongly Agree). Percentage of "Agree/Strongly Agree" responses were calculated for each domain to produce a star rating. Each domain was rated in this way to produce the summary table(s) below.

Scoring Guide for Survey Ratings

Score (%)	Star Rating	Interpretation
81-100	☆☆☆☆☆	Perceived Area of Strength
61-80	☆☆☆☆	Positively Perceived Area
41-60	☆☆☆	Moderate Perception
21-40	☆☆	Potential Area of Concern
20 or less	☆	Perceived Area of Concern

District-Level Staff Employee Engagement Survey Domain Ratings

Domain	Score (%)	Star Rating
General Engagement & PD	90	☆☆☆☆☆
Feedback & Recognition	88	☆☆☆☆☆
District Core Beliefs	95	☆☆☆☆☆
Department Leadership	85	☆☆☆☆☆
Work Environment	91	☆☆☆☆☆
Department Equity	90	☆☆☆☆☆
Building Maintenance	80	☆☆☆☆
District Communication	89	☆☆☆☆☆
Artificial Intelligence (AI)	72	☆☆☆☆
Overall	88	☆☆☆☆☆

School-Based Staff Employee Engagement Survey Domain Ratings

Domain	Score (%)	Star Rating
General Engagement & PD	91	☆☆☆☆☆
Feedback & Recognition	86	☆☆☆☆☆
District Core Beliefs	95	☆☆☆☆☆
School Leadership (EE)	80	☆☆☆☆
Work Environment	89	☆☆☆☆☆
Overall	89	☆☆☆☆☆

School-Based Staff School Quality Survey Domain Ratings

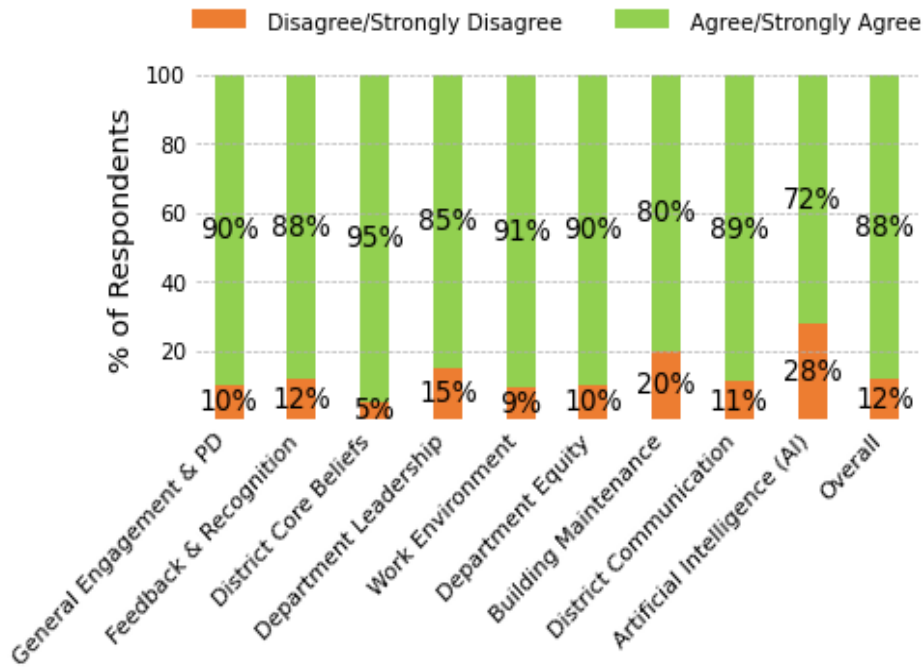
Domain	Score (%)	Star Rating
Academic Support	94	☆☆☆☆☆
School Equity	90	☆☆☆☆☆
Family Involvement	92	☆☆☆☆☆
School Leadership (SQ)	91	☆☆☆☆☆
School Maintenance	89	☆☆☆☆☆
Safety & Behavior	78	☆☆☆☆
Student Support	96	☆☆☆☆☆
Student Development and Success	87	☆☆☆☆☆
School & District Communication	89	☆☆☆☆☆
Artificial Intelligence (AI)	73	☆☆☆☆
Overall	88	☆☆☆☆☆

Survey Participation

Metric	24-25	25-26
Sample Size (Actual Number of Respondents)	1141	1167
Population Size (Possible Number of Respondents)	1428	1485
Response Rate	80%	79%

District-Level Staff Employee Engagement Survey

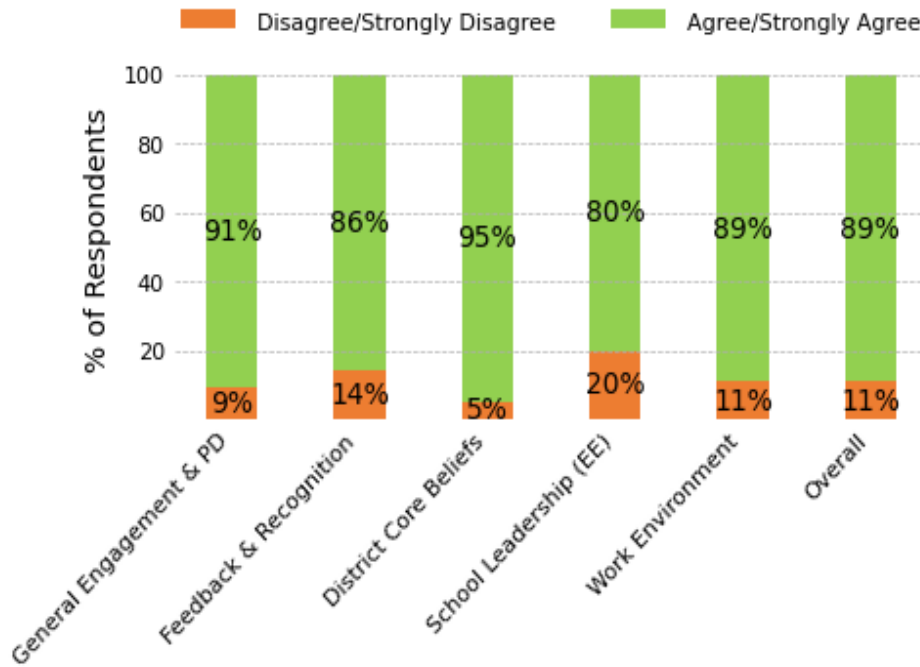
Staff Survey Results by Domain (District Staff)



Domain	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
General Engagement & PD	25	98	558	504	1185
Feedback & Recognition	17	53	271	253	594
District Core Beliefs	6	23	193	373	595
Department Leadership	48	128	484	529	1189
Work Environment	26	86	580	492	1184
Department Equity	13	64	317	392	786
Building Maintenance	17	62	174	141	394
District Communication	14	89	557	320	980
Artificial Intelligence (AI)	36	124	268	150	578
Overall	202	727	3402	3154	7485

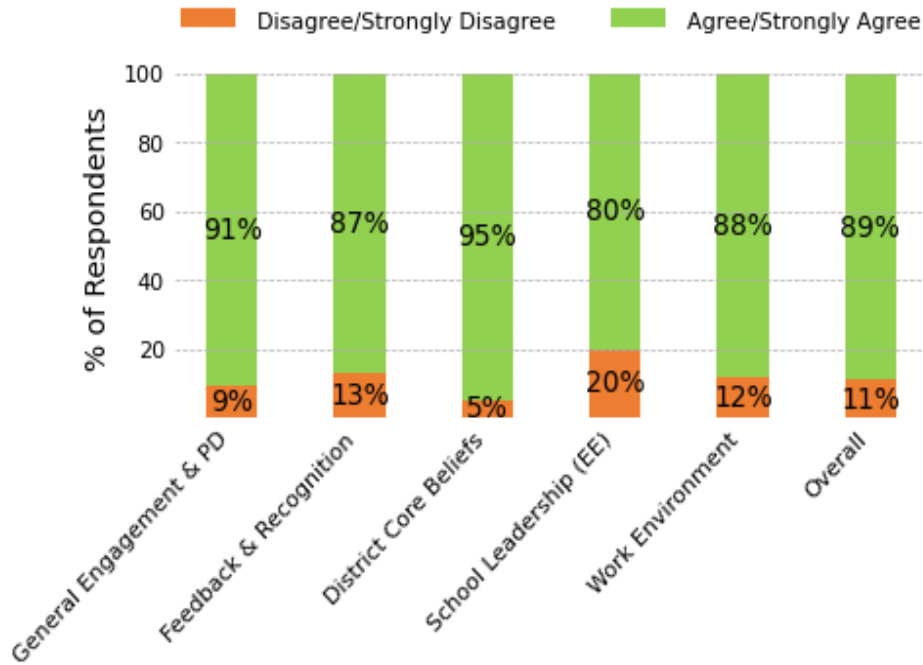
School-Based Staff Employee Engagement Survey

Staff Survey Results by Domain (All School-Based)



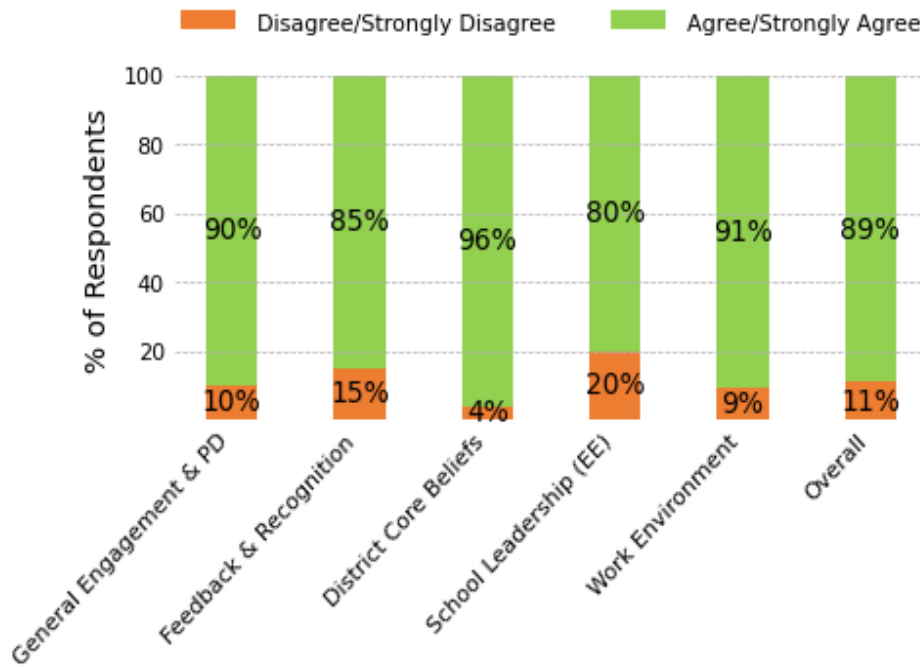
Domain	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
General Engagement & PD	92	426	2860	2396	5774
Feedback & Recognition	79	313	1441	1051	2884
District Core Beliefs	30	114	977	1766	2887
School Leadership (EE)	121	457	1423	883	2884
Work Environment	86	456	2540	1726	4808
Overall	408	1766	9241	7822	19237

Staff Survey Results by Domain (Instructional)



Domain	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
General Engagement & PD	71	314	2199	1844	4428
Feedback & Recognition	53	238	1111	810	2212
District Core Beliefs	24	90	762	1340	2216
School Leadership (EE)	93	348	1087	684	2212
Work Environment	67	369	1947	1301	3684
Overall	308	1359	7106	5979	14752

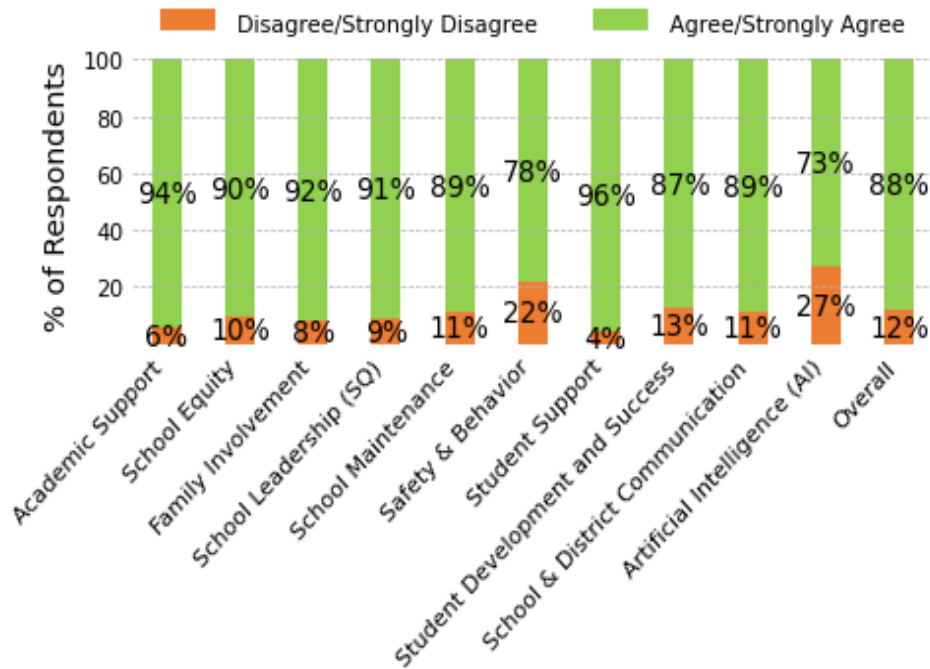
Staff Survey Results by Domain (Non-Instructional)



Domain	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
General Engagement & PD	21	112	661	552	1346
Feedback & Recognition	26	75	330	241	672
District Core Beliefs	6	24	215	426	671
School Leadership (EE)	28	109	336	199	672
Work Environment	19	87	593	425	1124
Overall	100	407	2135	1843	4485

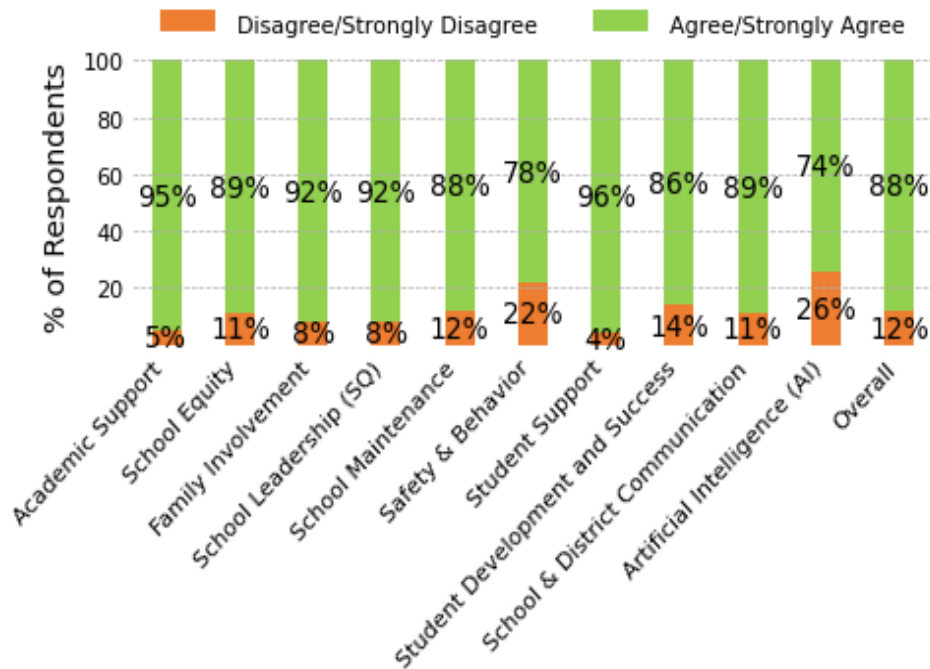
School-Based Staff School Quality Survey

Staff Survey Results by Domain (All School-Based)



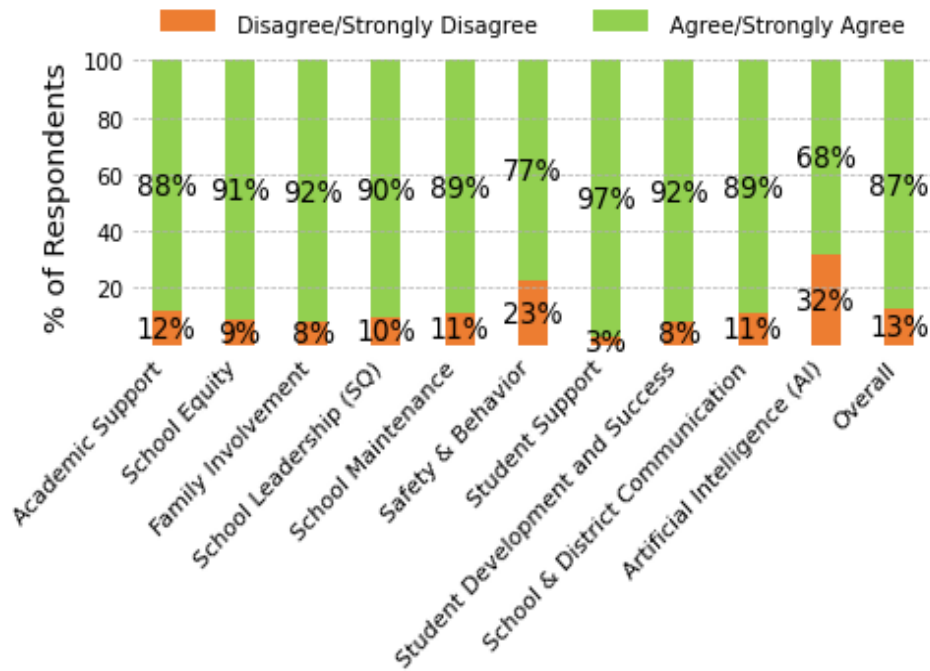
Domain	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Academic Support	43	279	2653	2580	5555
School Equity	115	476	2494	2648	5733
Family Involvement	55	323	2658	1707	4743
School Leadership (SQ)	112	420	2897	2780	6209
School Maintenance	42	176	950	739	1907
Safety & Behavior	192	810	2406	1116	4524
Student Support	11	96	1475	1274	2856
Student Development and Success	122	589	3424	1335	5470
School & District Communication	105	428	2927	1265	4725
Artificial Intelligence (AI)	266	943	2311	910	4430
Overall	1063	4540	24195	16354	46152

Staff Survey Results by Domain (Instructional)



Domain	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Academic Support	39	232	2428	2414	5113
School Equity	99	367	1900	2035	4401
Family Involvement	43	245	2047	1313	3648
School Leadership (SQ)	83	338	2355	2319	5095
School Maintenance	35	136	727	565	1463
Safety & Behavior	150	653	1949	900	3652
Student Support	9	79	1142	963	2193
Student Development and Success	105	516	2688	1050	4359
School & District Communication	77	333	2240	989	3639
Artificial Intelligence (AI)	188	750	1851	796	3585
Overall	828	3649	19327	13344	37148

Staff Survey Results by Domain (Non-Instructional)



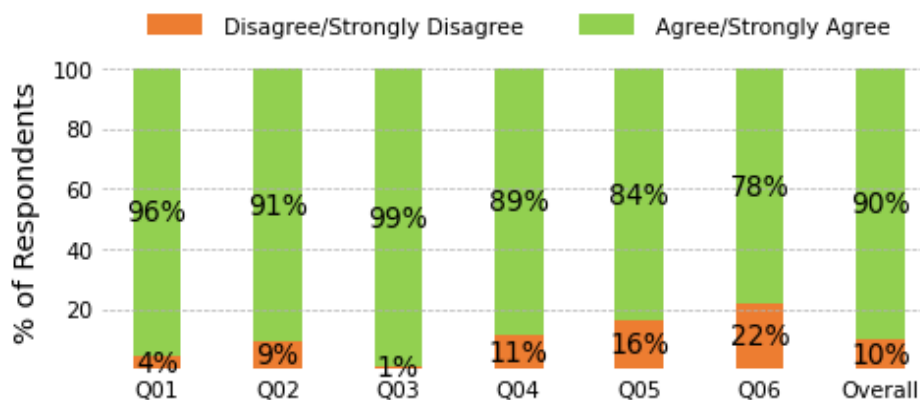
Domain	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Academic Support	4	47	225	166	442
School Equity	16	109	594	613	1332
Family Involvement	12	78	611	394	1095
School Leadership (SQ)	29	82	542	461	1114
School Maintenance	7	40	223	174	444
Safety & Behavior	42	157	457	216	872
Student Support	2	17	333	311	663
Student Development and Success	17	73	736	285	1111
School & District Communication	28	95	687	276	1086
Artificial Intelligence (AI)	78	193	460	114	845
Overall	235	891	4868	3010	9004

District-Level Staff Employee Engagement Domain 1: General Engagement & PD

Staff members' overall feelings of work satisfaction, including satisfaction with opportunities for advancement.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q03
Lowest Scoring Question(s)	Q06
All Questions in this Domain	Q01. I am proud to work for D2. Q02. I look forward to coming to work. Q03. My work positively supports D2. Q04. I would feel comfortable referring a friend to work for D2. Q05. The District encourages continued education and professional growth. Q06. I receive opportunities for professional growth.

Staff Survey Results (District Staff) -
General Engagement & PD



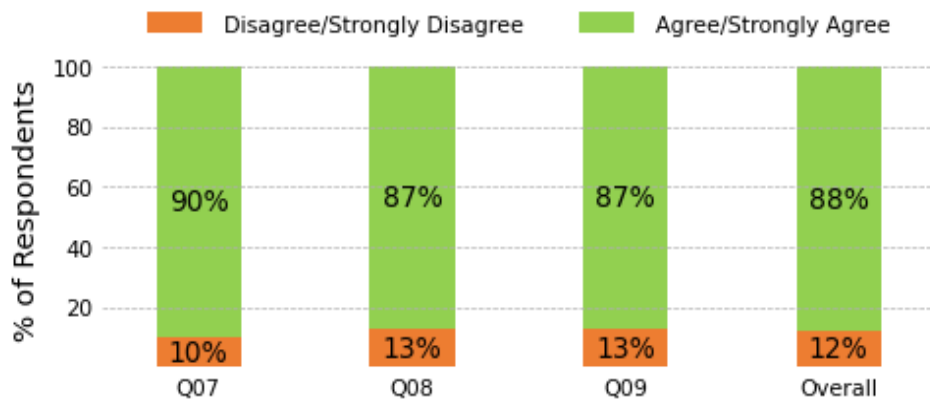
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q01	2	6	84	105	197
Q02	2	15	106	75	198
Q03	1	1	67	130	199
Q04	4	18	94	82	198
Q05	7	24	102	65	198
Q06	9	34	105	47	195
Overall	25	98	558	504	1185

Domain 2: Feedback & Recognition

Staff satisfaction with the feedback/recognition they receive for their work.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q07
Lowest Scoring Question(s)	Q08, Q09
All Questions in this Domain	Q07. I am recognized by my director/supervisor for a job well-done. Q08. I am appreciated for my work. Q09. My director/supervisor provides actionable feedback about my performance.

Staff Survey Results (District Staff) - Feedback & Recognition



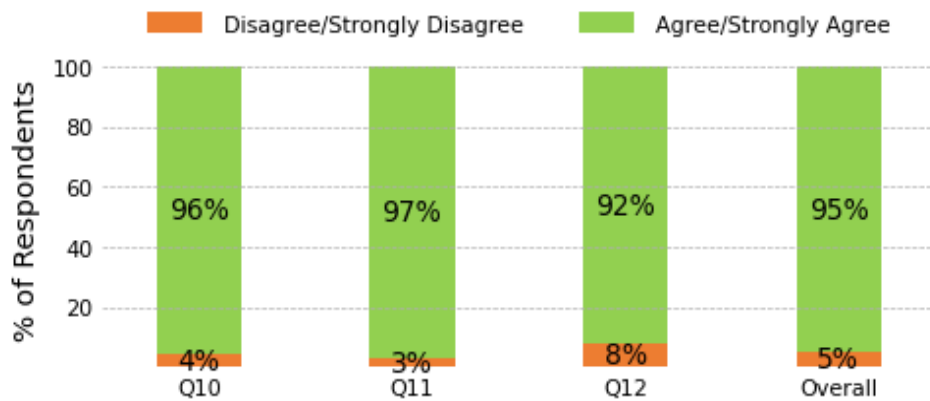
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q07	6	14	90	88	198
Q08	5	20	91	82	198
Q09	6	19	90	83	198
Overall	17	53	271	253	594

Domain 3: District Core Beliefs

Perception of the district’s adherence to its core beliefs.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q11
Lowest Scoring Question(s)	Q12
All Questions in this Domain	Q10. All students are capable of excellence. Q11. Our purpose is to maximize student success. Q12. The well-being of our students, staff, families and community is a focus of our district.

Staff Survey Results (District Staff) - District Core Beliefs



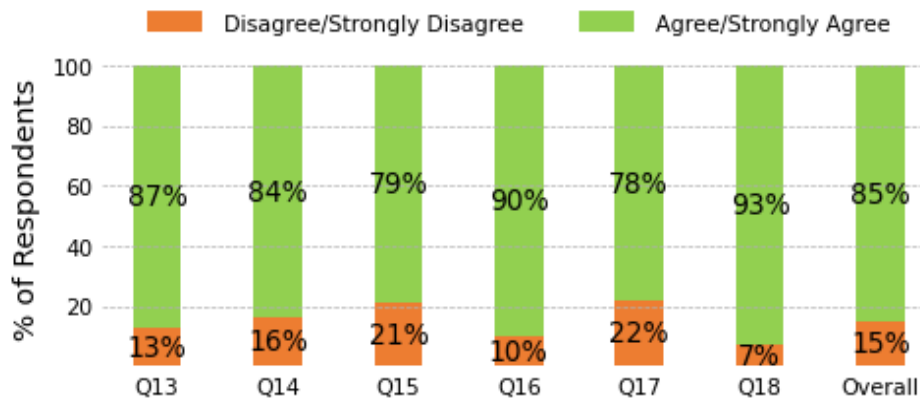
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q10	2	6	57	133	198
Q11	1	5	61	131	198
Q12	3	12	75	109	199
Overall	6	23	193	373	595

Domain 4: Department Leadership

The ways in which department leadership supports staff.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q18
Lowest Scoring Question(s)	Q17
All Questions in this Domain	<p>Q13. My director's/supervisor's actions are consistent with his/her words.</p> <p>Q14. My director/supervisor effectively communicates about important issues that affect me.</p> <p>Q15. My director/supervisor asks for my input on important issues.</p> <p>Q16. My director/supervisor supports me when I need it.</p> <p>Q17. My director/supervisor ensures staff morale is high in my department.</p> <p>Q18. My director/supervisor is visible in my department.</p>

Staff Survey Results (District Staff) - Department Leadership



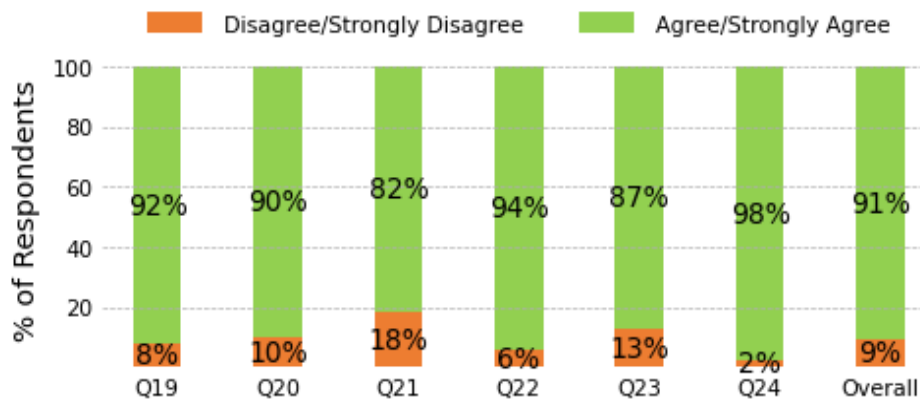
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q13	10	16	85	87	198
Q14	9	22	76	92	199
Q15	10	32	75	80	197
Q16	6	13	79	100	198
Q17	9	35	87	67	198
Q18	4	10	82	103	199
Overall	48	128	484	529	1189

Domain 5: Work Environment

The ways in which the department’s environment supports staff in the fulfillment of their duties.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q24
Lowest Scoring Question(s)	Q21
All Questions in this Domain	Q19. I have the training needed to do my job effectively. Q20. I have access to the tools I need to do my job. Q21. I know the resources available to help in managing my workplace stress. Q22. My coworkers/colleagues and I work well together. Q23. District culture allows me to work in an environment of support and courtesy. Q24. I am physically safe in my department.

Staff Survey Results (District Staff) - Work Environment



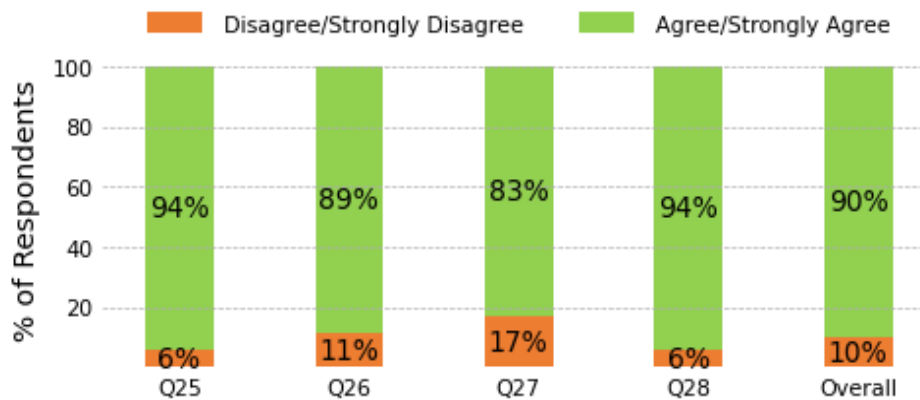
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q19	4	12	97	84	197
Q20	6	14	95	82	197
Q21	9	27	99	62	197
Q22	1	10	101	86	198
Q23	4	21	100	72	197
Q24	2	2	88	106	198
Overall	26	86	580	492	1184

Domain 6: Department Equity

The ways in which a department promotes equity among staff.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q25, Q28
Lowest Scoring Question(s)	Q27
All Questions in this Domain	Q25. My department embraces diversity. Q26. Everyone is accepted in my department. Q27. Everyone is respected in my department. Q28. If I had a concern about harassment or discrimination, I know where and how to report that concern.

Staff Survey Results (District Staff) - Department Equity



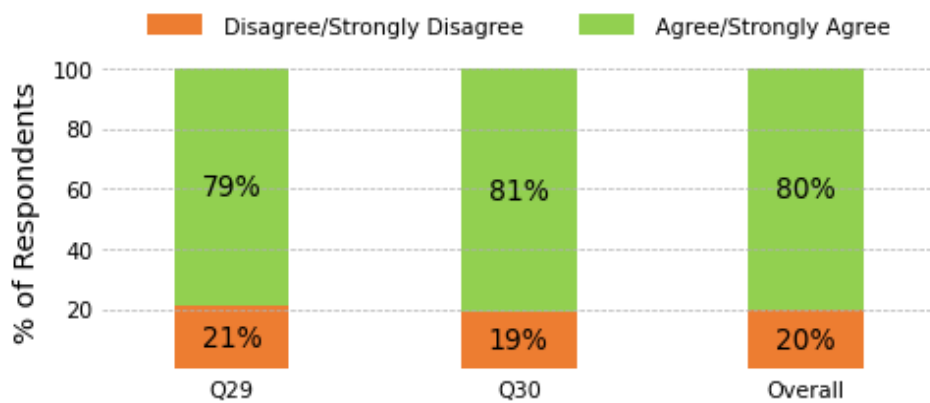
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q25	3	8	79	105	195
Q26	2	20	70	105	197
Q27	3	30	83	81	197
Q28	5	6	85	101	197
Overall	13	64	317	392	786

Domain 7: Building Maintenance

General upkeep and overall appearance of Central Office.

Domain Rating	☆☆☆☆
Highest Scoring Question(s)	Q30
Lowest Scoring Question(s)	Q29
All Questions in this Domain	Q29. I am proud of the way my building looks. Q30. When something is broken in my building, it is repaired quickly.

Staff Survey Results (District Staff) - Building Maintenance



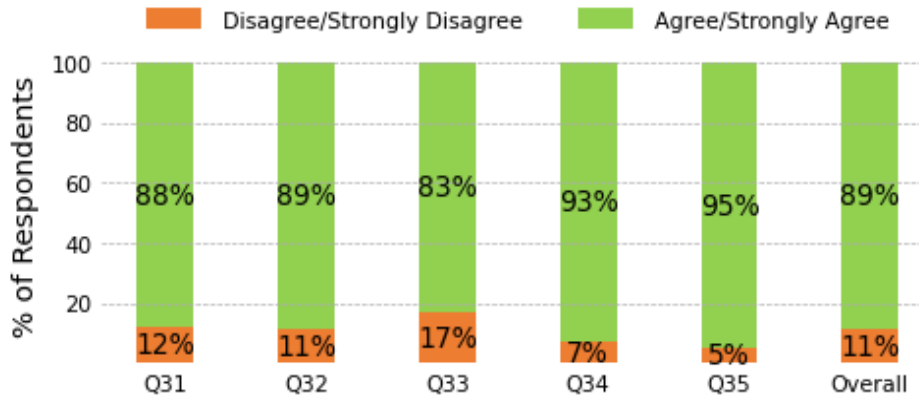
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q29	9	33	78	77	197
Q30	8	29	96	64	197
Overall	17	62	174	141	394

Domain 8: District Communication

Perceptions of the district’s openness to personal expression and use of various avenues for communication from and with the district.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q35
Lowest Scoring Question(s)	Q33
All Questions in this Domain	<p>Q31. The District communicates frequently and timely any key changes, updates, or decisions.</p> <p>Q32. The District offers multiple ways to provide feedback, ideas, concerns, or questions.</p> <p>Q33. The District provides opportunities for me to serve on committees as a way to have input in the direction of my district.</p> <p>Q34. District communication tools build understanding and support for the district and increase positive perspective of the district. (District tools include social media, websites, the District Insider and District Storyteller Podcast, Dojo, ParentLink, and email)</p> <p>Q35. The District facilities are open, responsive, and welcoming.</p>

Staff Survey Results (District Staff) - District Communication



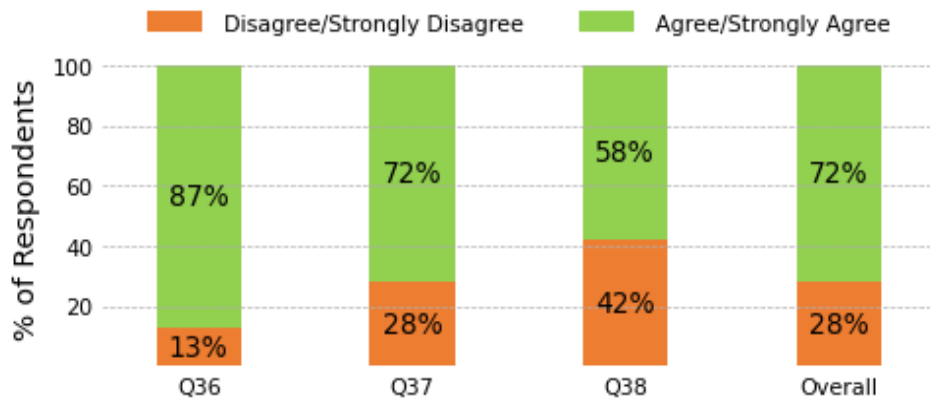
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q31	4	20	112	61	197
Q32	2	20	110	63	195
Q33	4	29	106	56	195
Q34	2	12	113	68	195
Q35	2	8	116	72	198
Overall	14	89	557	320	980

Domain 9: Artificial Intelligence (AI)

Staff perceptions of how AI influences their work, including its ethical use, impact on effectiveness, workload, and support for diverse student needs.

Domain Rating	☆☆☆☆
Highest Scoring Question(s)	Q36
Lowest Scoring Question(s)	Q38
All Questions in this Domain	Q36. I understand the ethical implications of AI technology, such as bias, privacy, and accountability. Q37. I believe that AI can help my district advance equity efforts within our community. Q38. AI tools help decrease my workload.

Staff Survey Results (District Staff) - Artificial Intelligence (AI)

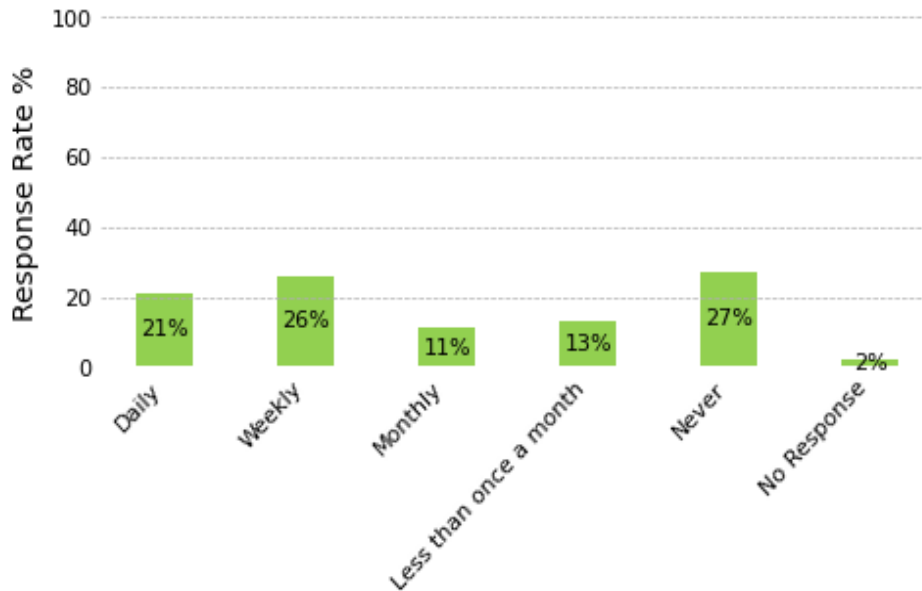


Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q36	7	19	95	74	195
Q37	13	41	102	36	192
Q38	16	64	71	40	191
Overall	36	124	268	150	578

AI Usage Frequency

All Questions in this Sub Topic	Q39. How often do you use AI in your work at D2?
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Staff Survey Results (District Staff)-
How often do you use AI in your work at D2?

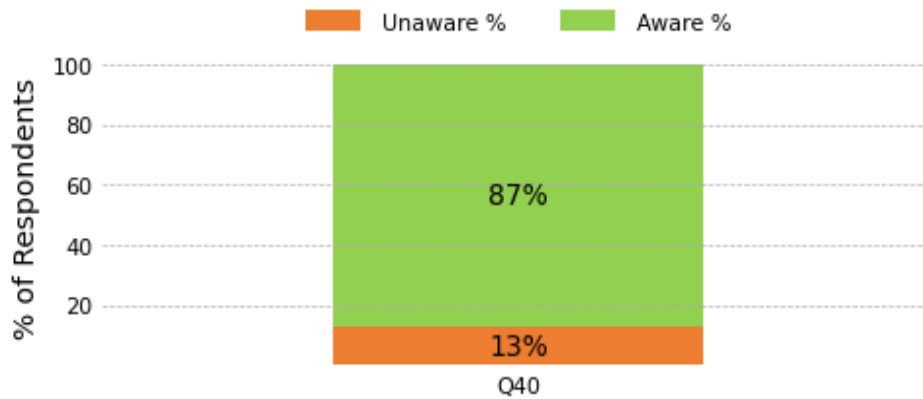


Response	Number of Responses	Total Survey Respondents	Response Rate %
Daily	42	199	21
Weekly	52	199	26
Monthly	21	199	11
Less than once a month	26	199	13
Never	54	199	27
No Response	4	199	2

D2 Promise

All Questions in this Sub Topic	Q40. Are you aware that D2 high school graduates can attend Pikes Peak State College at NO COST as part of the D2 Promise Program?
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Staff Survey Results (District Staff) - D2 Promise



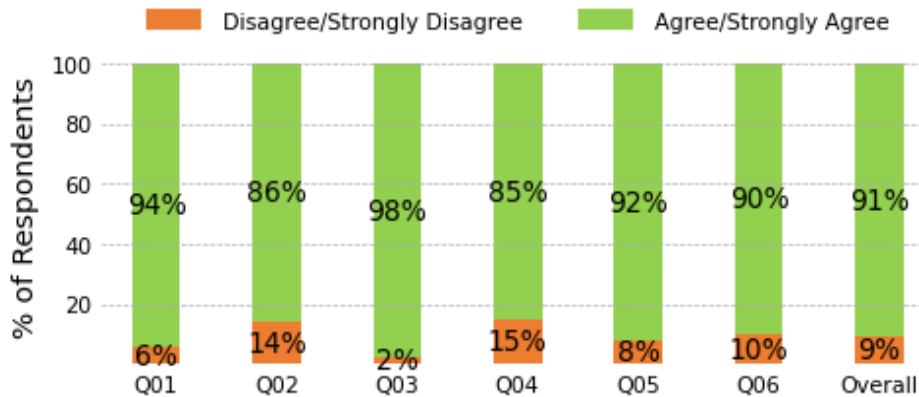
Question	Unaware	Aware	Total #
Q40	25	170	195

School-Based Staff Employee Engagement Domain 1: General Engagement & PD

Staff members' overall feelings of work satisfaction, including satisfaction with opportunities for advancement.

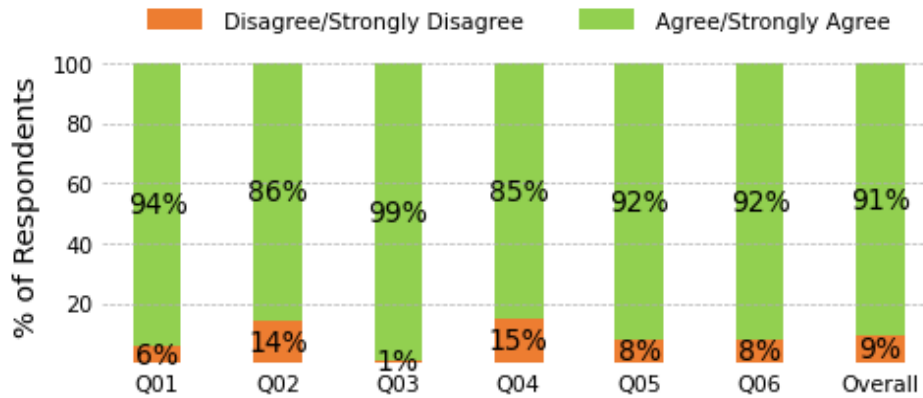
Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q03
Lowest Scoring Question(s)	Q04
All Questions in this Domain	<p>Q01. I am proud to work for D2.</p> <p>Q02. I look forward to coming to work.</p> <p>Q03. My work positively supports D2.</p> <p>Q04. I would feel comfortable referring a friend to work for D2.</p> <p>Q05. The District encourages continued education and professional growth.</p> <p>Q06. I receive opportunities for professional growth.</p>

Staff Survey Results (All School-Based) -
General Engagement & PD



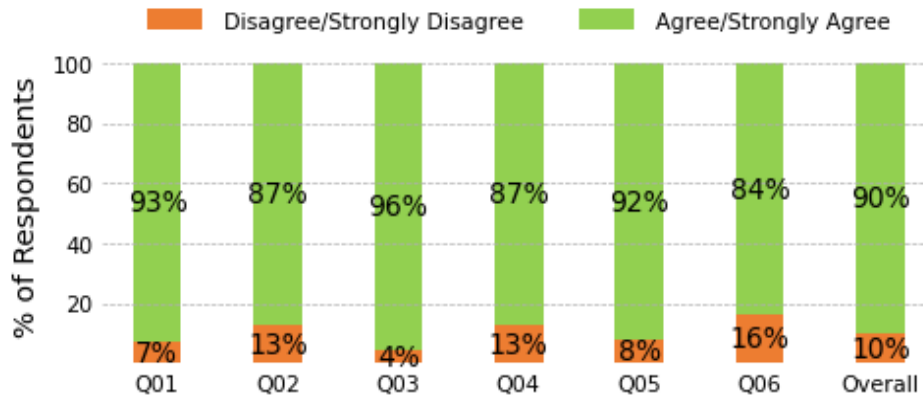
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q01	9	49	485	417	960
Q02	18	113	530	303	964
Q03	3	15	380	564	962
Q04	34	107	487	335	963
Q05	18	55	484	406	963
Q06	10	87	494	371	962
Overall	92	426	2860	2396	5774

Staff Survey Results (Instructional) - General Engagement & PD



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q01	6	37	381	313	737
Q02	12	90	414	222	738
Q03	2	8	287	440	737
Q04	30	82	373	255	740
Q05	15	41	369	313	738
Q06	6	56	375	301	738
Overall	71	314	2199	1844	4428

Staff Survey Results (Non-Instructional) - General Engagement & PD



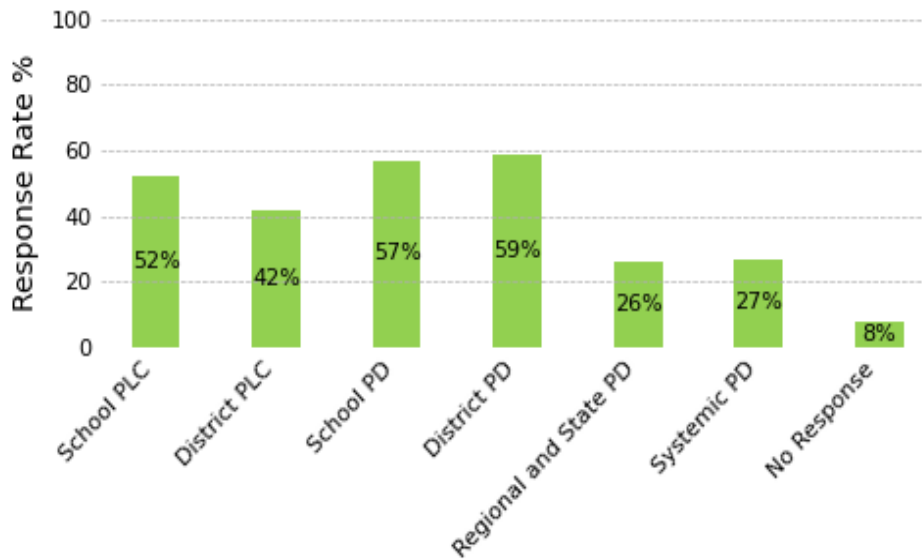
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q01	3	12	104	104	223
Q02	6	23	116	81	226
Q03	1	7	93	124	225
Q04	4	25	114	80	223
Q05	3	14	115	93	225
Q06	4	31	119	70	224
Overall	21	112	661	552	1346

Professional Development Types

All Questions in this Sub Topic	Q07. The following types of professional development help me grow as an educator
---------------------------------	--

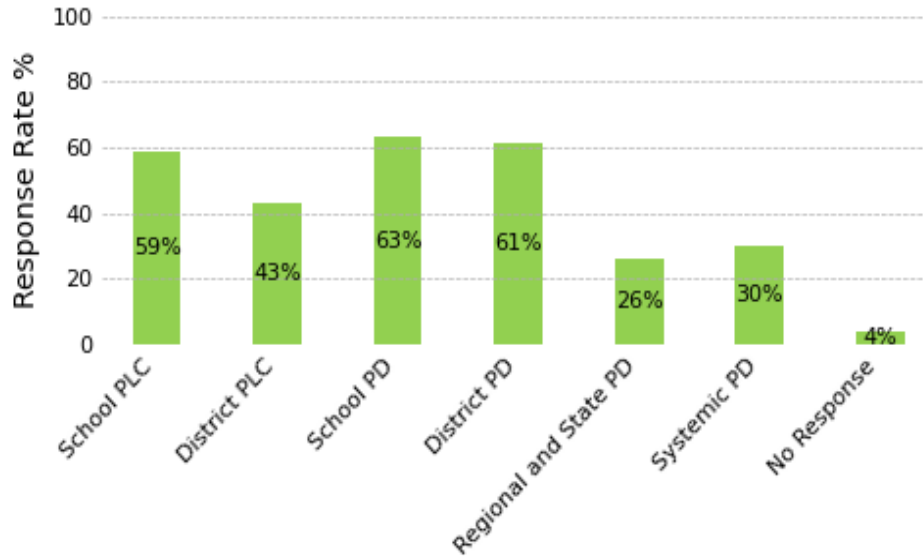
*Staff were able to select multiple responses.

Staff Survey Results (All School-Based)-
The following types of Professional Development help me grow as an educator:



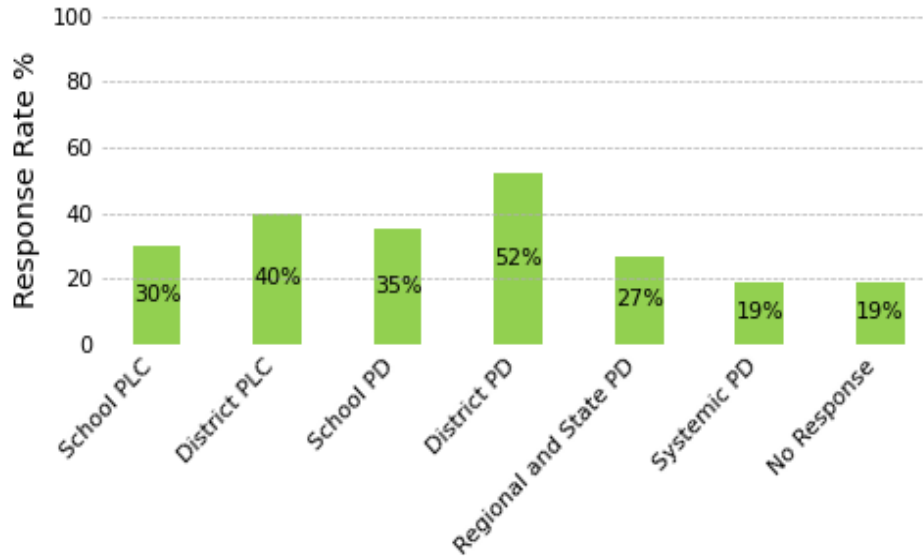
Response	Number of Responses	Total Survey Respondents	Response Rate %
School PLC	504	968	52
District PLC	409	968	42
School PD	550	968	57
District PD	569	968	59
Regional and State PD	253	968	26
Systemic PD	263	968	27
No Response	76	968	8

Staff Survey Results (Instructional)-
The following types of Professional Development
help me grow as an educator:



Response	Number of Responses	Total Survey Respondents	Response Rate %
School PLC	436	742	59
District PLC	318	742	43
School PD	470	742	63
District PD	451	742	61
Regional and State PD	192	742	26
Systemic PD	221	742	30
No Response	33	742	4

Staff Survey Results (Non-Instructional)-
The following types of Professional Development
help me grow as an educator:



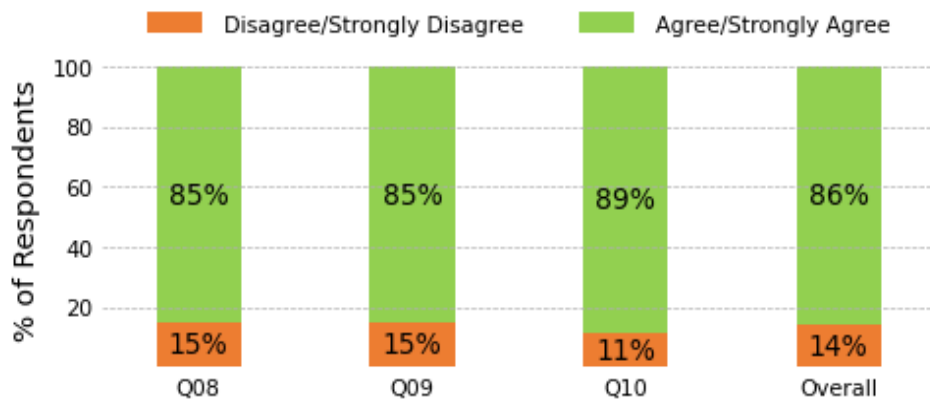
Response	Number of Responses	Total Survey Respondents	Response Rate %
School PLC	68	226	30
District PLC	91	226	40
School PD	80	226	35
District PD	118	226	52
Regional and State PD	61	226	27
Systemic PD	42	226	19
No Response	43	226	19

Domain 2: Feedback & Recognition

Staff satisfaction with the feedback/recognition they receive for their work.

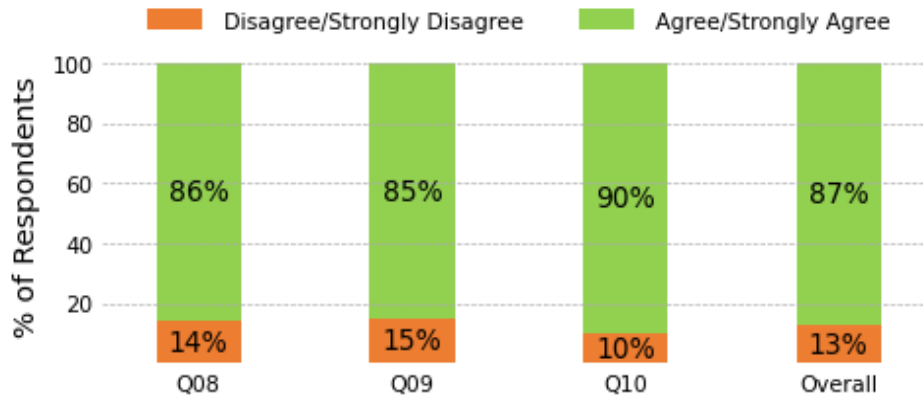
Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q10
Lowest Scoring Question(s)	Q08, Q09
All Questions in this Domain	Q08. I am recognized by school administrators for a job well-done. Q09. I am appreciated for my work. Q10. My administrative team (or supervisor) provides actionable feedback about my performance.

Staff Survey Results (All School-Based) - Feedback & Recognition



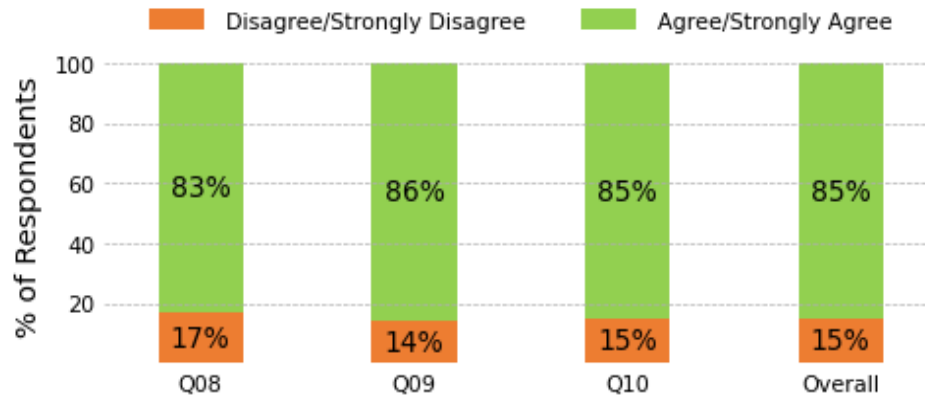
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q08	36	106	484	333	959
Q09	27	118	481	335	961
Q10	16	89	476	383	964
Overall	79	313	1441	1051	2884

Staff Survey Results (Instructional) - Feedback & Recognition



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q08	24	81	375	256	736
Q09	18	96	370	253	737
Q10	11	61	366	301	739
Overall	53	238	1111	810	2212

Staff Survey Results (Non-Instructional) - Feedback & Recognition

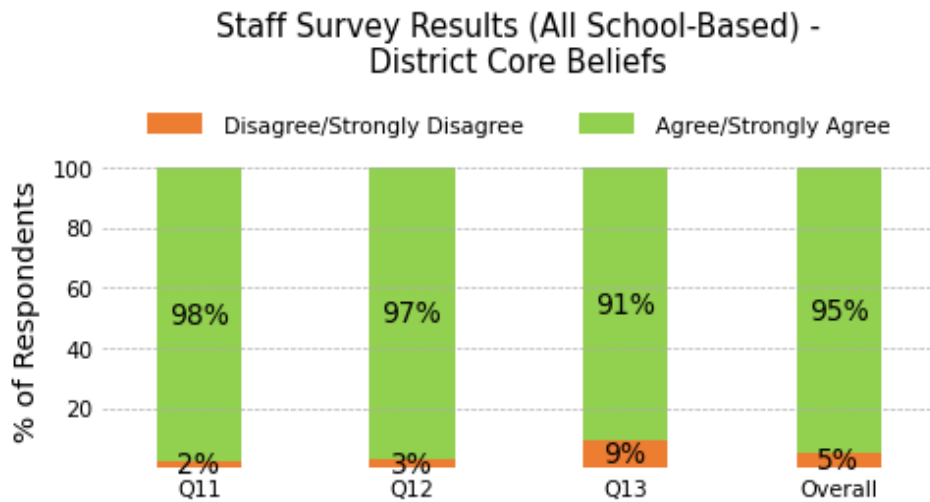


Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q08	12	25	109	77	223
Q09	9	22	111	82	224
Q10	5	28	110	82	225
Overall	26	75	330	241	672

Domain 3: District Core Beliefs

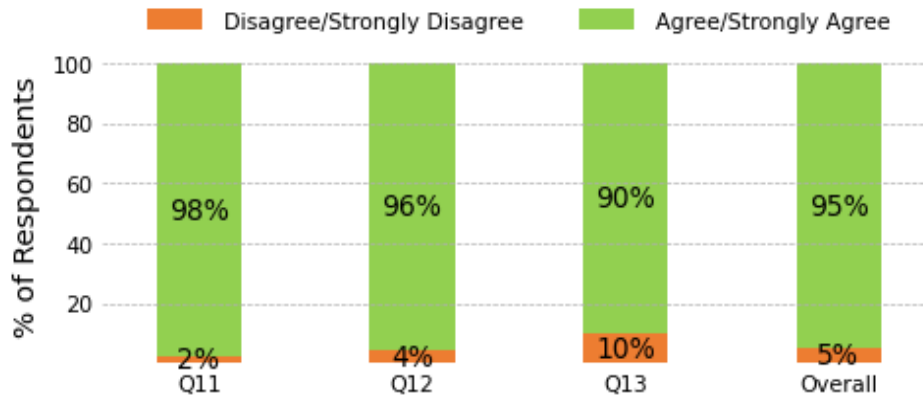
Perception of the district’s adherence to its core beliefs.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q11
Lowest Scoring Question(s)	Q13
All Questions in this Domain	Q11. All students are capable of excellence. Q12. Our purpose is to maximize student success. Q13. The well-being of our students, staff, families and community is a focus of our district.



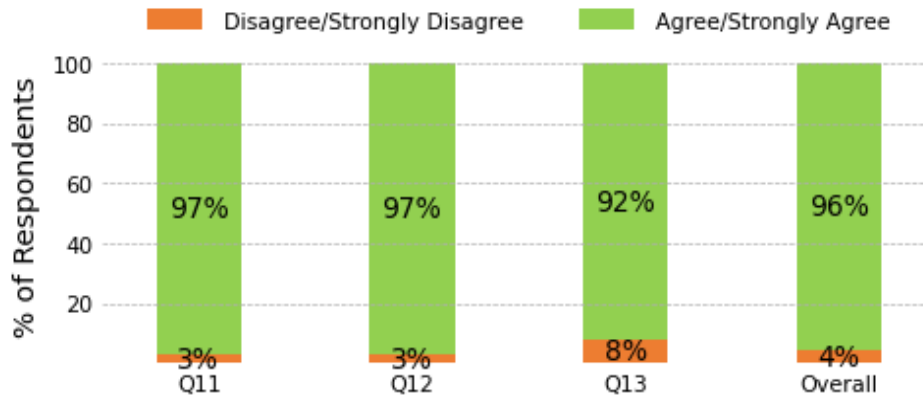
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q11	3	18	271	670	962
Q12	9	24	274	656	963
Q13	18	72	432	440	962
Overall	30	114	977	1766	2887

Staff Survey Results (Instructional) - District Core Beliefs



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q11	2	13	210	514	739
Q12	7	20	214	497	738
Q13	15	57	338	329	739
Overall	24	90	762	1340	2216

Staff Survey Results (Non-Instructional) - District Core Beliefs



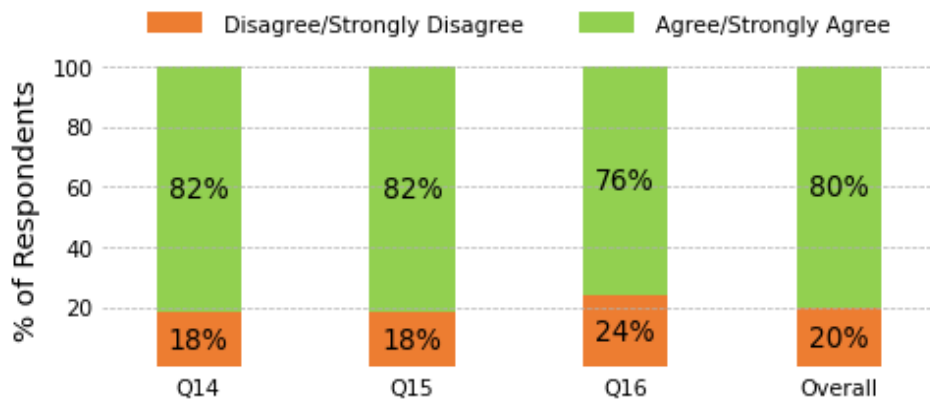
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q11	1	5	61	156	223
Q12	2	4	60	159	225
Q13	3	15	94	111	223
Overall	6	24	215	426	671

Domain 4: School Leadership (EE)

The ways in which school leadership supports school staff.

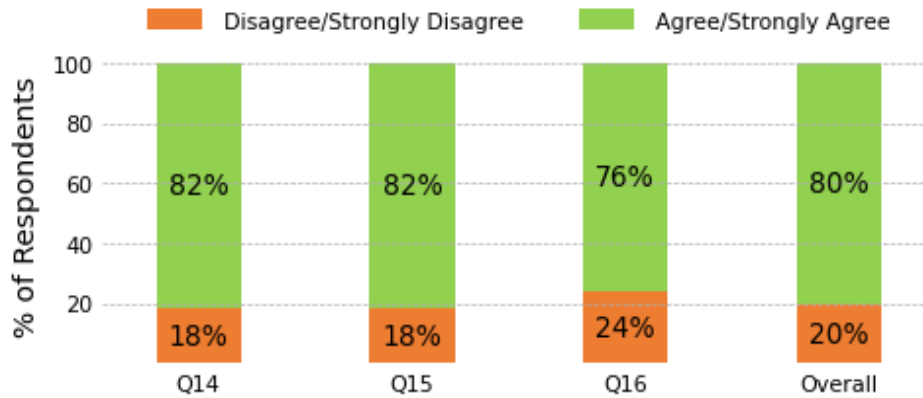
Domain Rating	☆☆☆☆
Highest Scoring Question(s)	Q14, Q15
Lowest Scoring Question(s)	Q16
All Questions in this Domain	<p>Q14. The actions of school administrators are consistent with their words.</p> <p>Q15. School administrators effectively communicate about important issues that affect me.</p> <p>Q16. School administrators ensure staff morale is high at my school.</p>

Staff Survey Results (All School-Based) - School Leadership (EE)



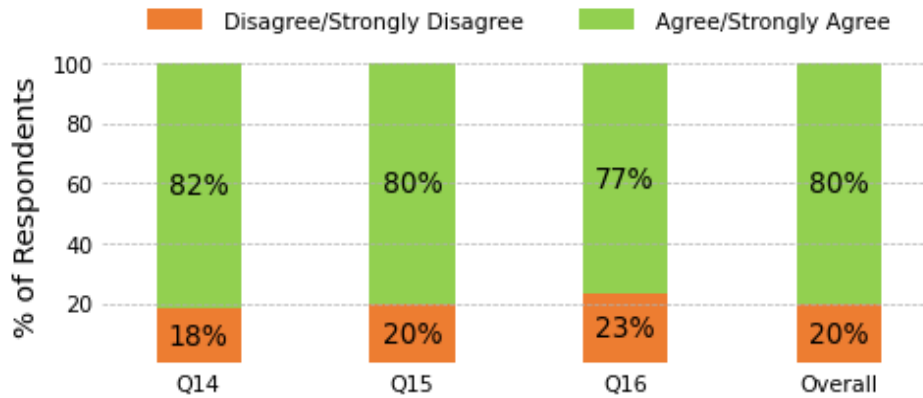
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q14	35	137	491	299	962
Q15	38	137	467	320	962
Q16	48	183	465	264	960
Overall	121	457	1423	883	2884

Staff Survey Results (Instructional) -
School Leadership (EE)



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q14	29	102	377	230	738
Q15	26	104	354	254	738
Q16	38	142	356	200	736
Overall	93	348	1087	684	2212

Staff Survey Results (Non-Instructional) - School Leadership (EE)



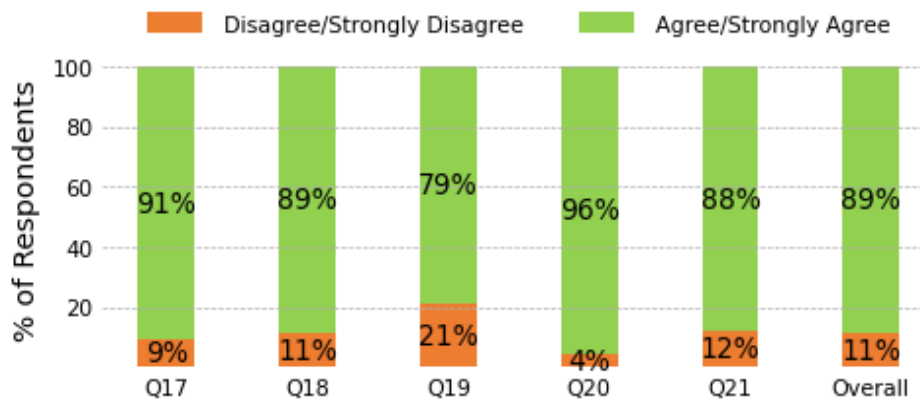
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q14	6	35	114	69	224
Q15	12	33	113	66	224
Q16	10	41	109	64	224
Overall	28	109	336	199	672

Domain 5: Work Environment

The ways in which the department’s environment supports staff in the fulfillment of their duties.

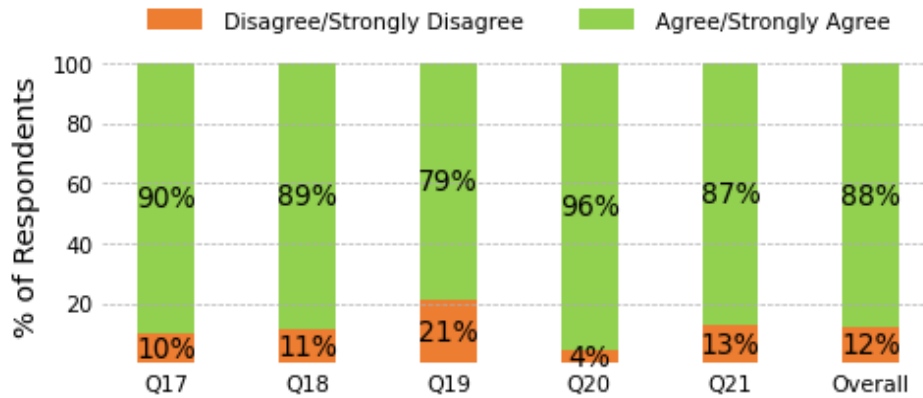
Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q20
Lowest Scoring Question(s)	Q19
All Questions in this Domain	Q17. I have the training needed to do my job effectively. Q18. I have access to the tools I need to do my job. Q19. I know the resources available to help in managing my workplace stress. Q20. My coworkers/colleagues and I work well together. Q21. District culture allows me to work in an environment of support and courtesy.

Staff Survey Results (All School-Based) - Work Environment



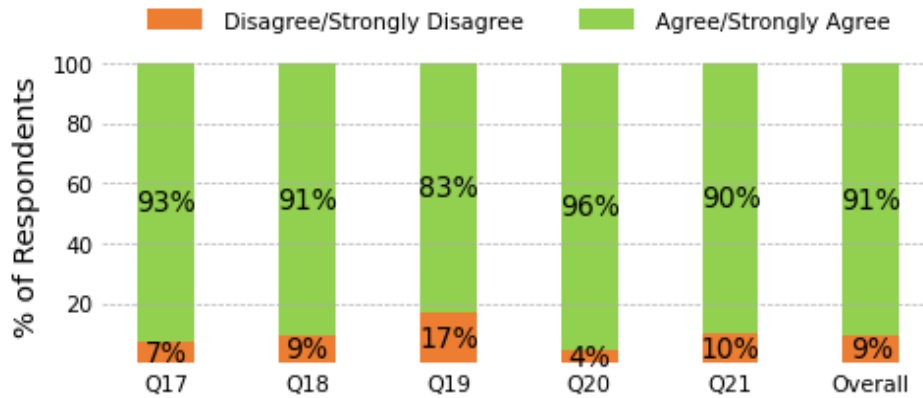
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q17	11	80	496	376	963
Q18	16	86	542	321	965
Q19	27	170	534	227	958
Q20	9	27	428	499	963
Q21	23	93	540	303	959
Overall	86	456	2540	1726	4808

Staff Survey Results (Instructional) - Work Environment



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q17	9	66	379	284	738
Q18	15	66	414	244	739
Q19	22	136	414	163	735
Q20	7	21	324	386	738
Q21	14	80	416	224	734
Overall	67	369	1947	1301	3684

Staff Survey Results (Non-Instructional) - Work Environment



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q17	2	14	117	92	225
Q18	1	20	128	77	226
Q19	5	34	120	64	223
Q20	2	6	104	113	225
Q21	9	13	124	79	225
Overall	19	87	593	425	1124

School-Based Staff School Quality

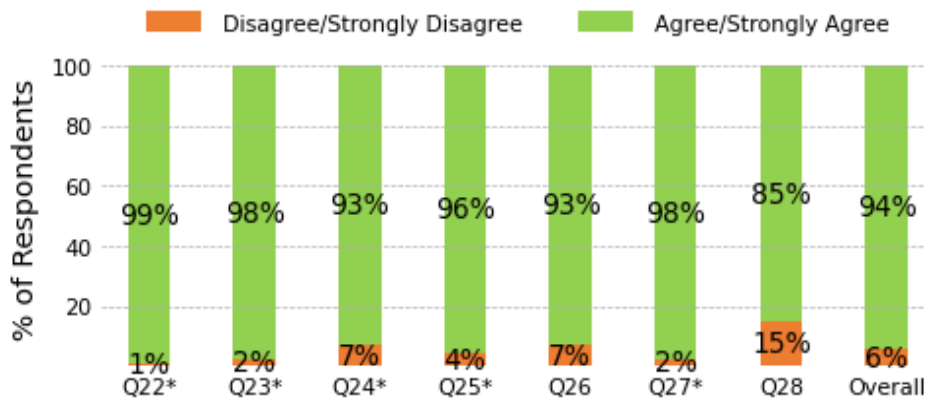
Domain 1: Academic Support

The ways in which the school supports students' academic achievement and growth.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q22*
Lowest Scoring Question(s)	Q28
All Questions in this Domain	<p>Q22*. I explain each assignment's expectations to my students.</p> <p>Q23*. I provide feedback on student work that improves their academic performance.</p> <p>Q24*. Academic expectations and standards are clearly defined at my school.</p> <p>Q25*. I regularly use data to identify my students' strengths and weaknesses.</p> <p>Q26. Helping students meet challenging academic goals is a primary focus of my school.</p> <p>Q27*. I collaborate with other teachers to ensure student success.</p> <p>Q28. The variety of activities and courses offered in my school keeps students engaged in learning.</p>

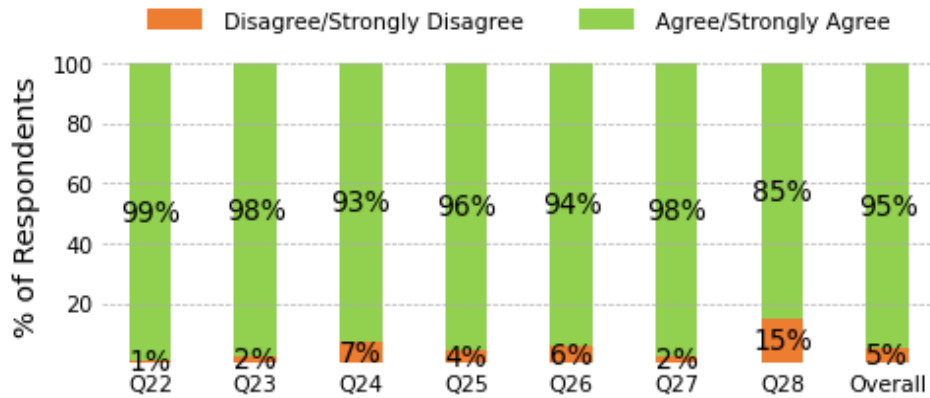
*Item appeared on instructional staff survey only

Staff Survey Results (All School-Based) - Academic Support



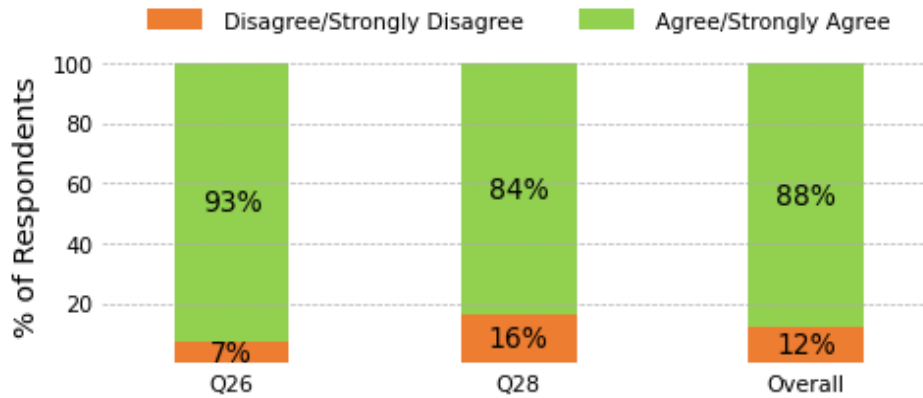
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q22*	1	5	314	410	730
Q23*	0	12	385	331	728
Q24*	6	42	339	344	731
Q25*	2	29	316	383	730
Q26	9	53	461	429	952
Q27*	3	15	298	416	732
Q28	22	123	540	267	952
Overall	43	279	2653	2580	5555

Staff Survey Results (Instructional) - Academic Support



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q22	1	5	314	410	730
Q23	0	12	385	331	728
Q24	6	42	339	344	731
Q25	2	29	316	383	730
Q26	9	37	358	328	732
Q27	3	15	298	416	732
Q28	18	92	418	202	730
Overall	39	232	2428	2414	5113

Staff Survey Results (Non-Instructional) - Academic Support



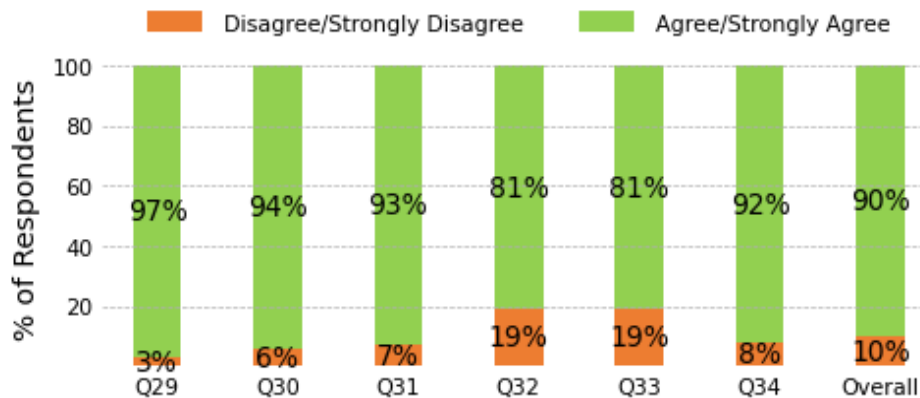
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q26	0	16	103	101	220
Q28	4	31	122	65	222
Overall	4	47	225	166	442

Domain 2: School Equity

The ways in which the school promotes equity among students and staff.

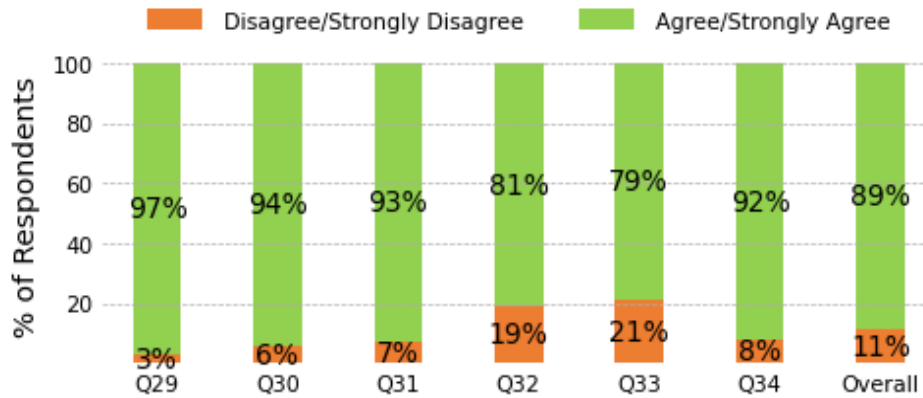
Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q29
Lowest Scoring Question(s)	Q32, Q33
All Questions in this Domain	<p>Q29. My school embraces diversity.</p> <p>Q30. Students at my school are treated equitably regardless of race, culture, religion, sexual orientation, gender, or special needs.</p> <p>Q31. Everyone is accepted at my school.</p> <p>Q32. Everyone is respected at my school.</p> <p>Q33. Student discipline is enforced according to the Code of Conduct at my school.</p> <p>Q34. If I had a concern about harassment or discrimination, I know where and how to report that concern.</p>

Staff Survey Results (All School-Based) - School Equity



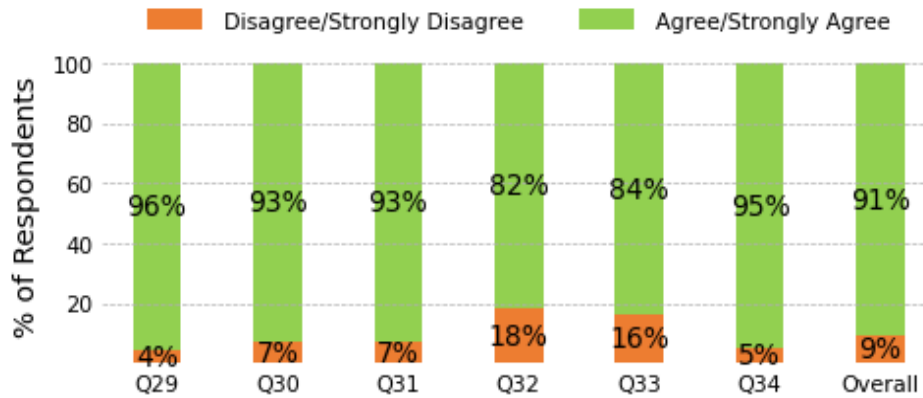
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q29	5	27	355	570	957
Q30	10	50	363	534	957
Q31	7	59	401	490	957
Q32	24	153	415	364	956
Q33	51	133	488	277	949
Q34	18	54	472	413	957
Overall	115	476	2494	2648	5733

Staff Survey Results (Instructional) - School Equity



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q29	4	18	271	440	733
Q30	8	37	275	414	734
Q31	5	46	301	382	734
Q32	21	117	319	278	735
Q33	44	106	376	205	731
Q34	17	43	358	316	734
Overall	99	367	1900	2035	4401

Staff Survey Results (Non-Instructional) - School Equity



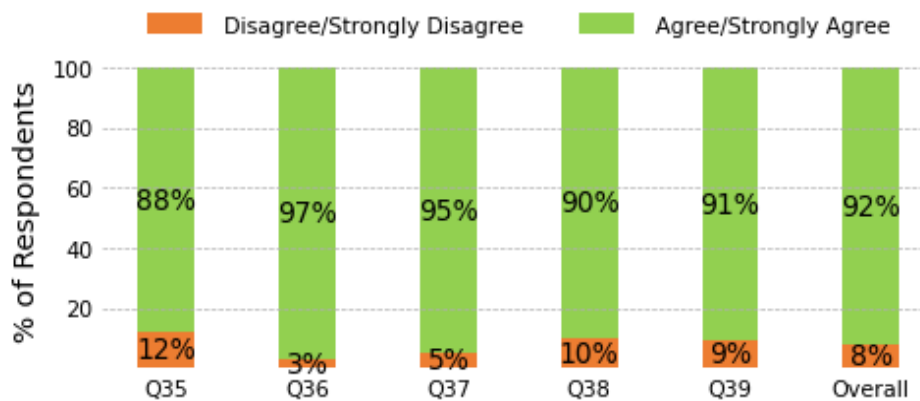
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q29	1	9	84	130	224
Q30	2	13	88	120	223
Q31	2	13	100	108	223
Q32	3	36	96	86	221
Q33	7	27	112	72	218
Q34	1	11	114	97	223
Overall	16	109	594	613	1332

Domain 3: Family Involvement

The ways in which the school involves families in students' school life and education.

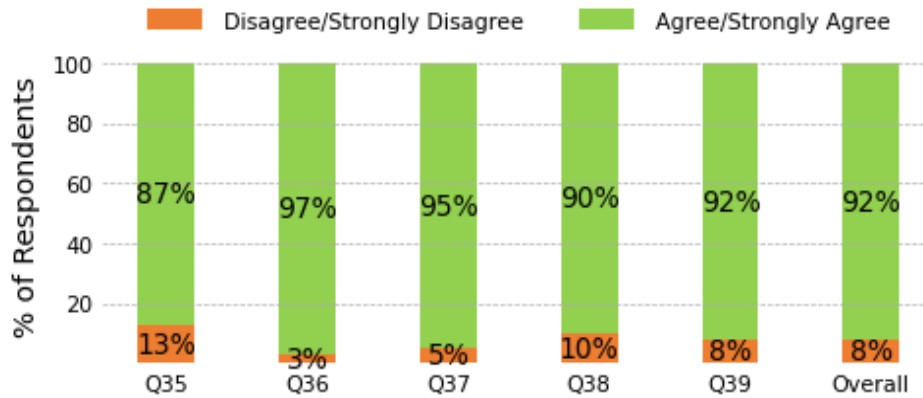
Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q36
Lowest Scoring Question(s)	Q35
All Questions in this Domain	<p>Q35. Parents/Guardians are aware of what is expected of their child at my school.</p> <p>Q36. My school is welcoming and positively responsive to parents/guardians.</p> <p>Q37. Parent/Guardian input is valued at my school.</p> <p>Q38. At my school, staff members and parents/guardians treat each other with respect.</p> <p>Q39. Parents/Guardians have opportunities to participate in my school.</p>

Staff Survey Results (All School-Based) - Family Involvement



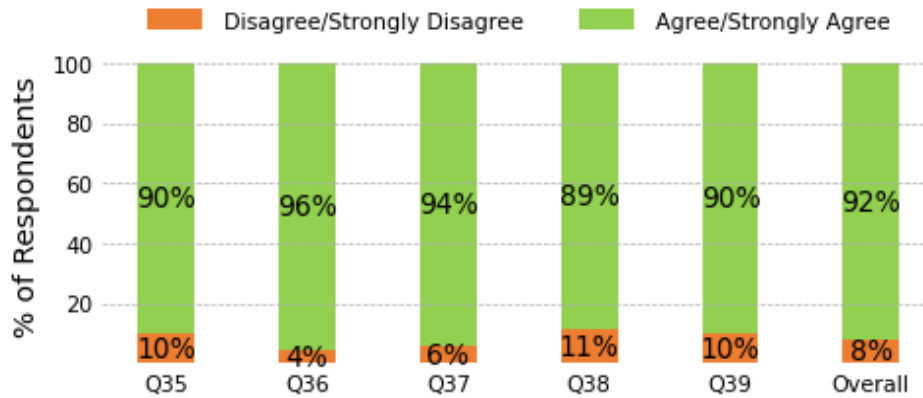
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q35	18	97	550	286	951
Q36	7	23	486	432	948
Q37	7	45	517	378	947
Q38	14	84	562	289	949
Q39	9	74	543	322	948
Overall	55	323	2658	1707	4743

Staff Survey Results (Instructional) - Family Involvement



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q35	15	78	421	217	731
Q36	6	15	373	335	729
Q37	4	35	397	293	729
Q38	11	64	435	221	731
Q39	7	53	421	247	728
Overall	43	245	2047	1313	3648

Staff Survey Results (Non-Instructional) - Family Involvement



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q35	3	19	129	69	220
Q36	1	8	113	97	219
Q37	3	10	120	85	218
Q38	3	20	127	68	218
Q39	2	21	122	75	220
Overall	12	78	611	394	1095

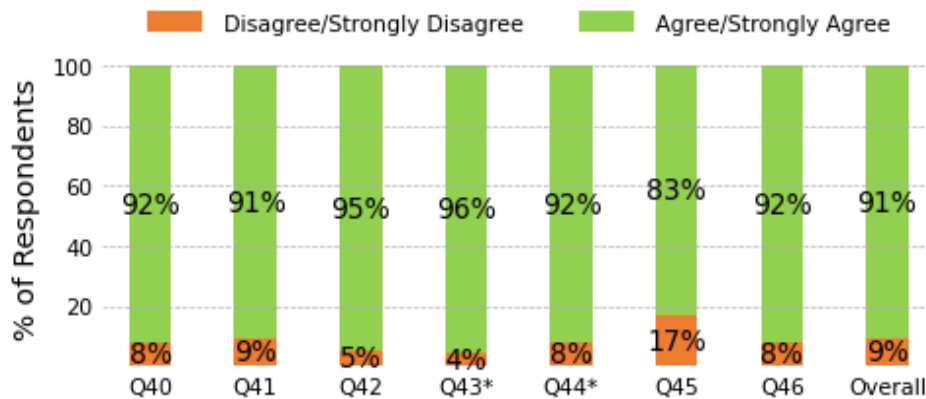
Domain 4: School Leadership (SQ)

The ways in which school leadership supports student success.

Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q43*
Lowest Scoring Question(s)	Q45
All Questions in this Domain	<p>Q40. I can approach school administrators with a problem or concern.</p> <p>Q41. School administrators manage this school in ways that promote students' safety and learning.</p> <p>Q42. School administrators are visible in my school.</p> <p>Q43*. School administrators observe my instructional practices.</p> <p>Q44*. My leadership team provides aligned feedback to improve my instruction.</p> <p>Q45. I am comfortable sharing honest feedback and taking concerns to my school leadership.</p> <p>Q46. I have opportunities to be adequately informed about the initiatives and accomplishments of the district.</p>

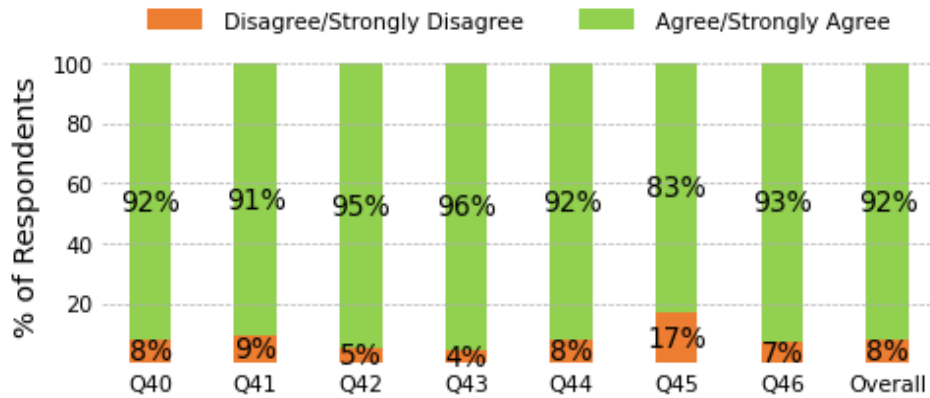
*Item appeared on instructional staff survey only

Staff Survey Results (All School-Based) - School Leadership (SQ)



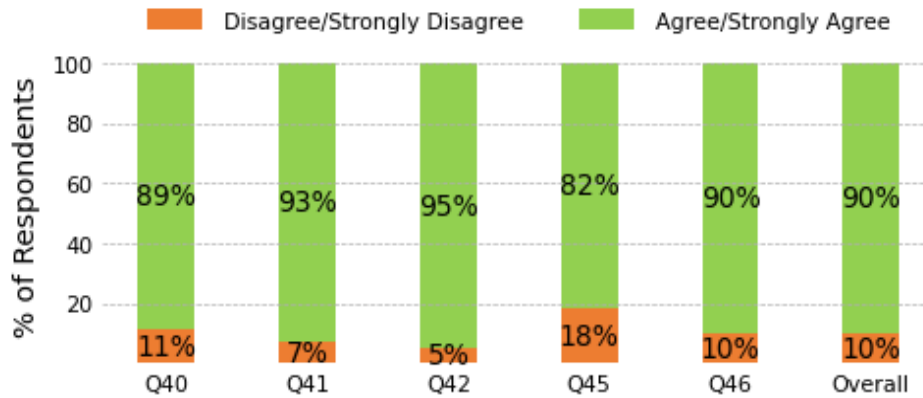
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q40	28	53	410	462	953
Q41	15	67	471	401	954
Q42	6	42	383	524	955
Q43*	4	25	338	357	724
Q44*	8	49	358	308	723
Q45	41	120	385	404	950
Q46	10	64	552	324	950
Overall	112	420	2897	2780	6209

Staff Survey Results (Instructional) - School Leadership (SQ)



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q40	18	39	309	362	728
Q41	13	54	351	314	732
Q42	3	34	289	406	732
Q43	4	25	338	357	724
Q44	8	49	358	308	723
Q45	28	94	291	315	728
Q46	9	43	419	257	728
Overall	83	338	2355	2319	5095

Staff Survey Results (Non-Instructional) - School Leadership (SQ)



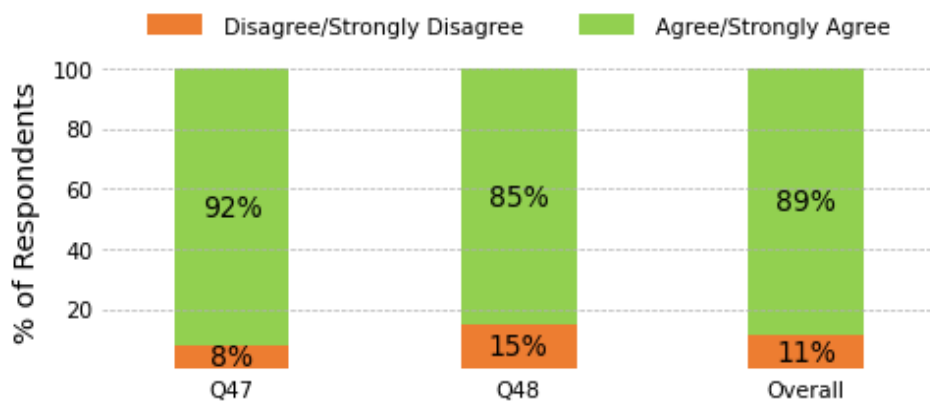
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q40	10	14	101	100	225
Q41	2	13	120	87	222
Q42	3	8	94	118	223
Q45	13	26	94	89	222
Q46	1	21	133	67	222
Overall	29	82	542	461	1114

Domain 5: School Maintenance

General upkeep and overall appearance of the school.

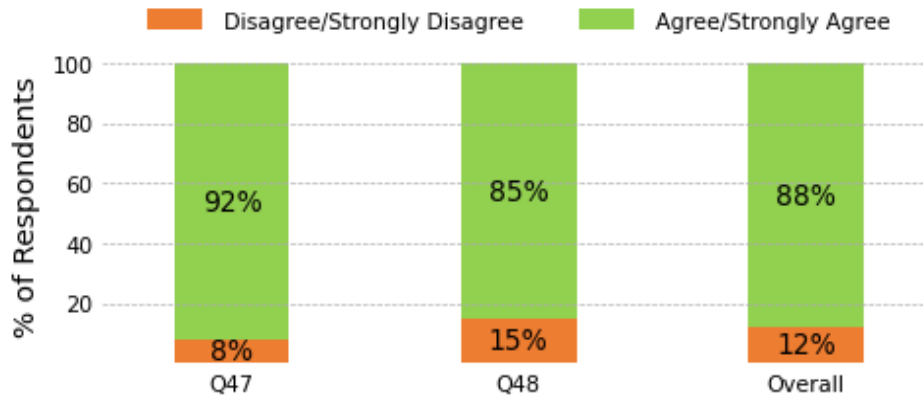
Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q47
Lowest Scoring Question(s)	Q48
All Questions in this Domain	Q47. I am proud of the way my school looks. Q48. When something is broken in my school, it is repaired quickly.

Staff Survey Results (All School-Based) - School Maintenance



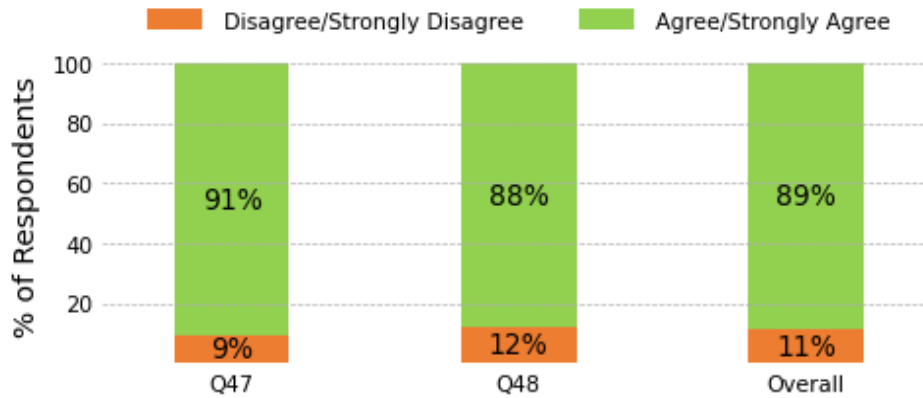
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q47	19	60	455	421	955
Q48	23	116	495	318	952
Overall	42	176	950	739	1907

Staff Survey Results (Instructional) - School Maintenance



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q47	15	44	345	329	733
Q48	20	92	382	236	730
Overall	35	136	727	565	1463

Staff Survey Results (Non-Instructional) - School Maintenance



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q47	4	16	110	92	222
Q48	3	24	113	82	222
Overall	7	40	223	174	444

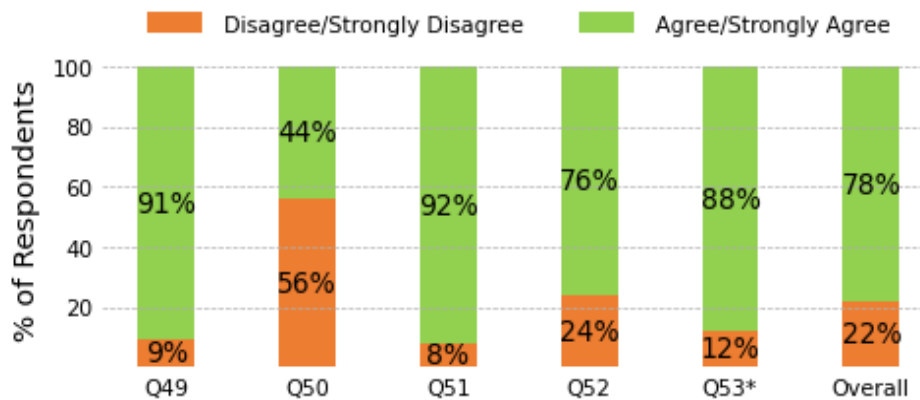
Domain 6: Safety & Behavior

The ways in which the school promotes safety and discipline.

Domain Rating	☆☆☆☆
Highest Scoring Question(s)	Q51
Lowest Scoring Question(s)	Q50
All Questions in this Domain	<p>Q49. My school is safe.</p> <p>Q50. Students do not threaten and/or bully each other at my school.</p> <p>Q51. Staff at my school respond to bullying when they are told about it.</p> <p>Q52. At my school, most students meet behavioral expectations.</p> <p>Q53*. I have the training I need to effectively manage my students' behavior.</p>

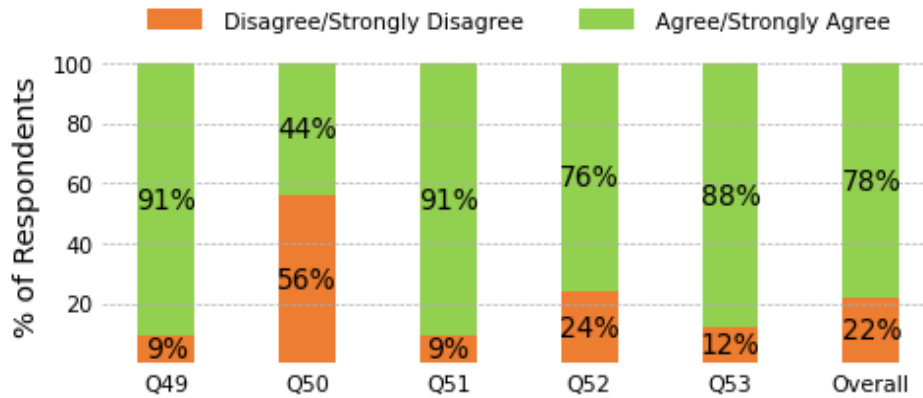
*Item appeared on instructional staff survey only

Staff Survey Results (All School-Based) - Safety & Behavior



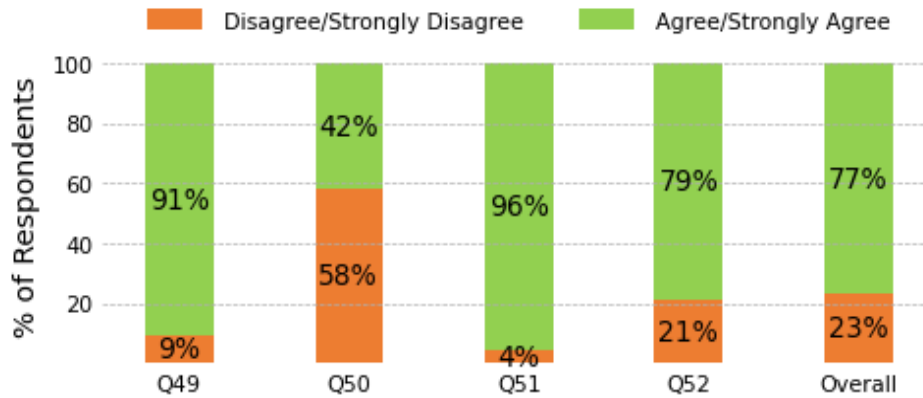
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q49	16	68	534	333	951
Q50	111	423	336	76	946
Q51	6	66	522	353	947
Q52	47	177	579	147	950
Q53*	12	76	435	207	730
Overall	192	810	2406	1116	4524

Staff Survey Results (Instructional) - Safety & Behavior



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q49	11	53	406	259	729
Q50	81	328	262	58	729
Q51	5	58	397	270	730
Q52	41	138	449	106	734
Q53	12	76	435	207	730
Overall	150	653	1949	900	3652

Staff Survey Results (Non-Instructional) - Safety & Behavior



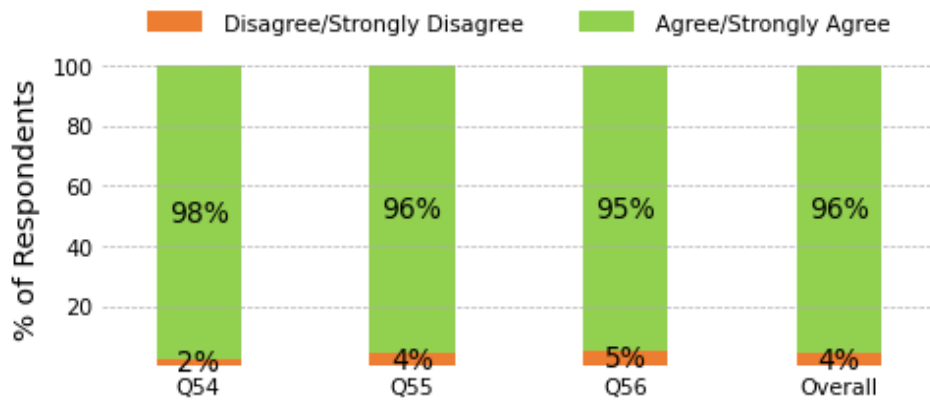
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q49	5	15	128	74	222
Q50	30	95	74	18	217
Q51	1	8	125	83	217
Q52	6	39	130	41	216
Overall	42	157	457	216	872

Domain 7: Student Support

The ways in which the school supports the “whole child” (i.e. students’ mental, social, and emotional health).

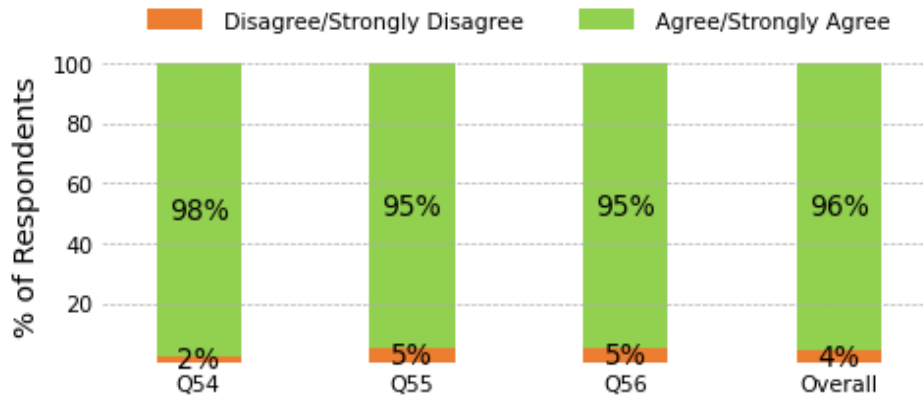
Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q54
Lowest Scoring Question(s)	Q56
All Questions in this Domain	Q54. Staff at my school build positive relationships with students. Q55. My school provides support for students with social or emotional needs. Q56. I know what to do if a student is struggling with mental health.

Staff Survey Results (All School-Based) - Student Support



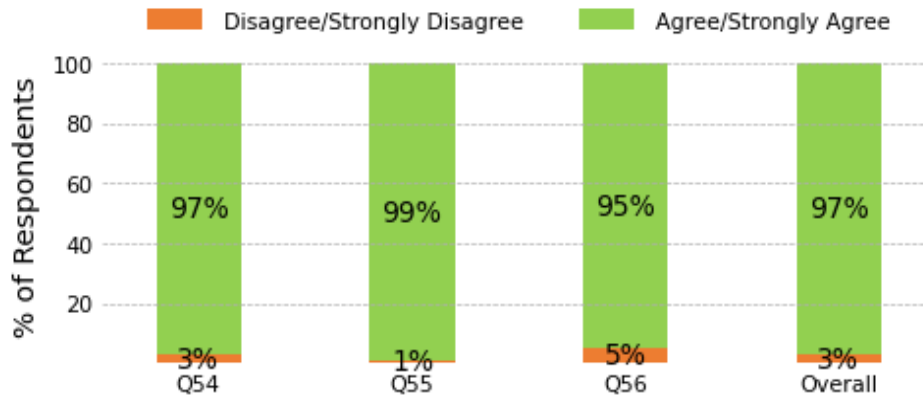
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q54	2	16	504	430	952
Q55	6	33	461	452	952
Q56	3	47	510	392	952
Overall	11	96	1475	1274	2856

Staff Survey Results (Instructional) - Student Support



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q54	2	10	380	339	731
Q55	5	31	352	342	730
Q56	2	38	410	282	732
Overall	9	79	1142	963	2193

Staff Survey Results (Non-Instructional) - Student Support



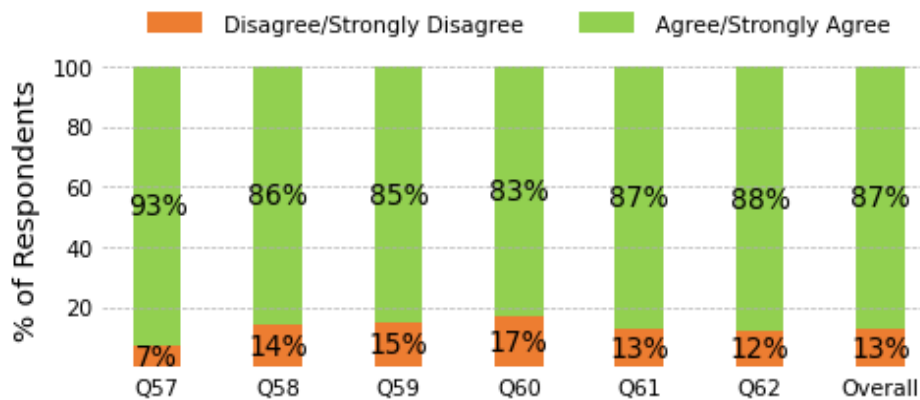
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q54	0	6	124	91	221
Q55	1	2	109	110	222
Q56	1	9	100	110	220
Overall	2	17	333	311	663

Domain 8: Student Development and Success

Staff perceptions of students’ development of relationship-building, personal responsibility, empathy, integrity, initiative, and critical thinking skills that contribute to personal and academic success.

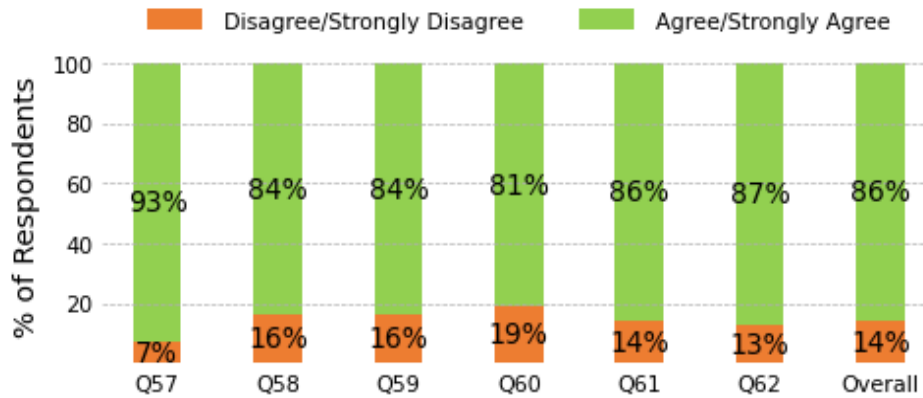
Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q57
Lowest Scoring Question(s)	Q60
All Questions in this Domain	<p>Q57. Our students are learning the value of building relationships by collaborating with a variety of peers.</p> <p>Q58. Our students are learning the value of personal responsibility through self-awareness and self-advocacy.</p> <p>Q59. Our students are learning the value of empathy by actively showing compassion and appreciating different viewpoints.</p> <p>Q60. Our students are learning the value of integrity by telling the truth and aligning words with actions.</p> <p>Q61. Our students are learning the value of initiative by setting goals and working towards them.</p> <p>Q62. Our students are learning the value of critical thinking by asking questions, considering multiple perspectives, and evaluating consequences.</p>

Staff Survey Results (All School-Based) - Student Development and Success



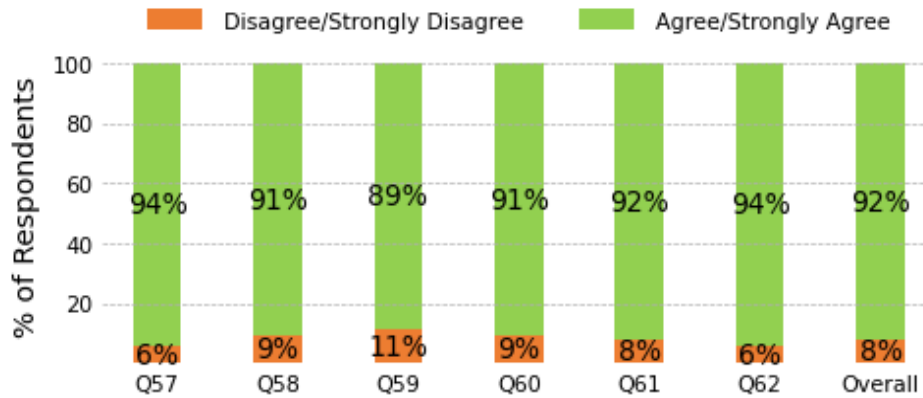
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q57	13	51	568	288	920
Q58	24	109	558	228	919
Q59	19	121	559	216	915
Q60	29	123	565	196	913
Q61	18	98	582	203	901
Q62	19	87	592	204	902
Overall	122	589	3424	1335	5470

Staff Survey Results (Instructional) - Student Development and Success



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q57	9	44	447	231	731
Q58	22	94	436	178	730
Q59	17	103	440	168	728
Q60	25	110	439	153	727
Q61	16	86	459	159	720
Q62	16	79	467	161	723
Overall	105	516	2688	1050	4359

Staff Survey Results (Non-Instructional) - Student Development and Success



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q57	4	7	121	57	189
Q58	2	15	122	50	189
Q59	2	18	119	48	187
Q60	4	13	126	43	186
Q61	2	12	123	44	181
Q62	3	8	125	43	179
Overall	17	73	736	285	1111

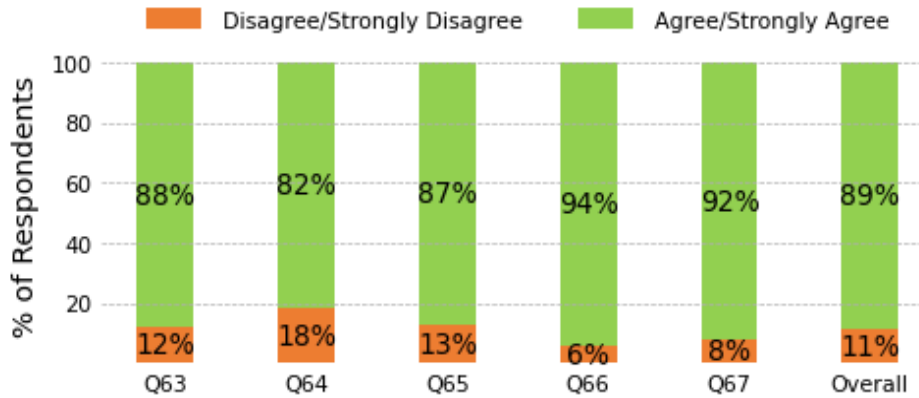
* Non-Instructional staff were given an additional response option, “Not Observed in My Role,” which is not displayed in the chart and table above.

Domain 9: School & District Communication

Perceptions of the school’s and district’s openness to personal expression and use of various avenues for communication from and with the district.

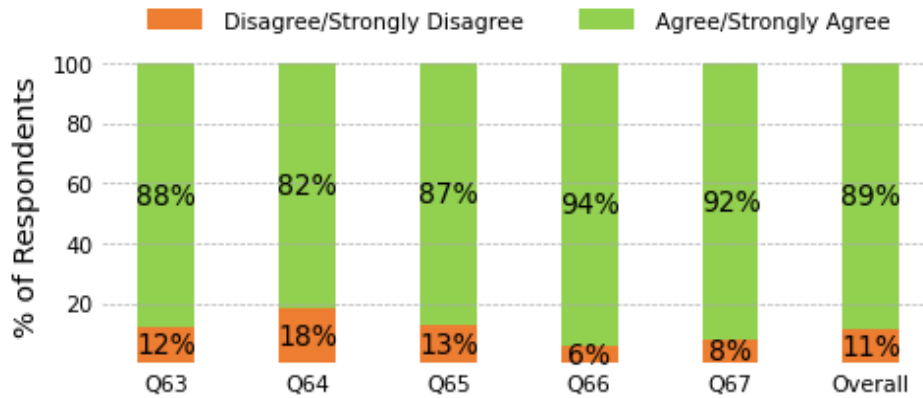
Domain Rating	☆☆☆☆☆
Highest Scoring Question(s)	Q66
Lowest Scoring Question(s)	Q64
All Questions in this Domain	<p>Q63. The District communicates frequently and timely any key changes, updates, or decisions.</p> <p>Q64. The District offers multiple ways to provide feedback, ideas, concerns, or questions.</p> <p>Q65. The District provides opportunities for me to serve on committees as a way to have input in the direction of my school and district.</p> <p>Q66. District communication tools build understanding and support for the district and increase positive perspective of the district. (District tools include social media, websites, the District Insider and District Storyteller Podcast, Dojo, ParentLink, and email)</p> <p>Q67. The District facilities are open, responsive, and welcoming.</p>

Staff Survey Results (All School-Based) - School & District Communication



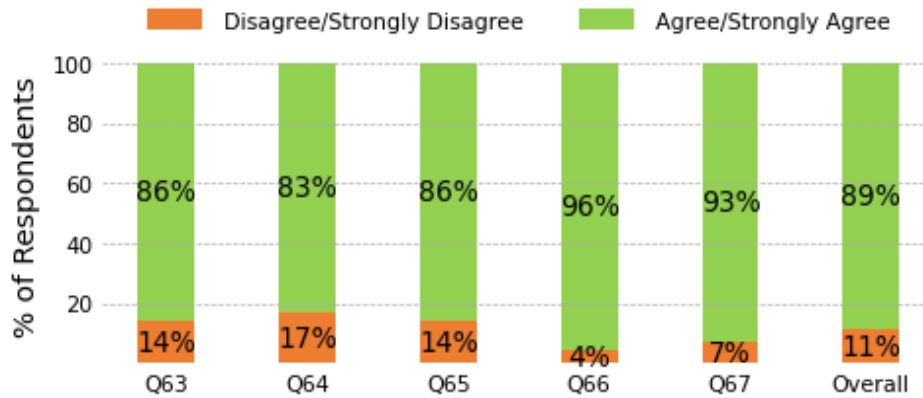
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q63	23	93	565	269	950
Q64	32	135	558	223	948
Q65	22	104	597	221	944
Q66	12	40	605	286	943
Q67	16	56	602	266	940
Overall	105	428	2927	1265	4725

Staff Survey Results (Instructional) - School & District Communication



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q63	17	68	437	209	731
Q64	23	106	426	175	730
Q65	17	79	460	172	728
Q66	9	35	458	225	727
Q67	11	45	459	208	723
Overall	77	333	2240	989	3639

Staff Survey Results (Non-Instructional) - School & District Communication



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q63	6	25	128	60	219
Q64	9	29	132	48	218
Q65	5	25	137	49	216
Q66	3	5	147	61	216
Q67	5	11	143	58	217
Overall	28	95	687	276	1086

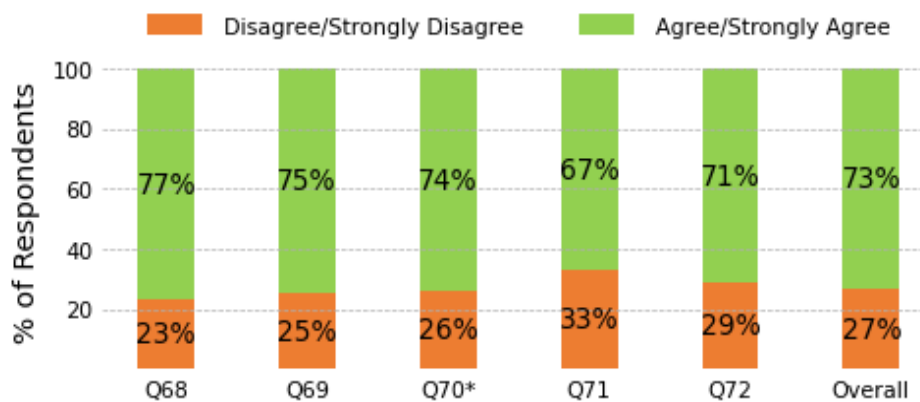
Domain 10: Artificial Intelligence (AI)

Staff perceptions of how AI influences their work, including its ethical use, impact on effectiveness, workload, and support for diverse student needs.

Domain Rating	☆☆☆☆
Highest Scoring Question(s)	Q68
Lowest Scoring Question(s)	Q71
All Questions in this Domain	<p>Q68. I feel comfortable discussing the ethical implications of AI technology, such as bias, privacy, and accountability, with staff, students, and families.</p> <p>Q69. I believe that AI can help my district advance equity efforts within our community.</p> <p>Q70*. AI tools have a positive impact on my teaching effectiveness.</p> <p>Q71. AI tools help decrease my workload.</p> <p>Q72. AI tools help equip me to meet diverse student needs.</p>

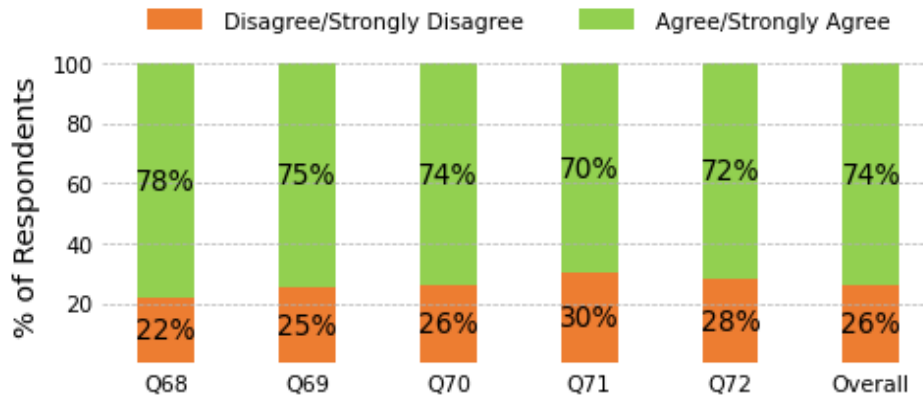
*Item appeared on instructional staff survey only

Staff Survey Results (All School-Based) - Artificial Intelligence (AI)



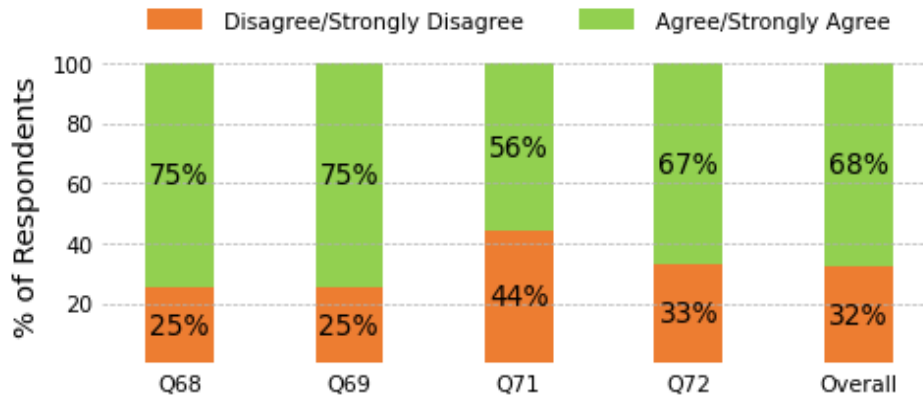
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q68	32	181	497	227	937
Q69	58	172	545	158	933
Q70*	41	144	371	156	712
Q71	70	240	422	196	928
Q72	65	206	476	173	920
Overall	266	943	2311	910	4430

Staff Survey Results (Instructional) - Artificial Intelligence (AI)



Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q68	19	140	374	192	725
Q69	40	137	409	135	721
Q70	41	144	371	156	712
Q71	44	172	332	168	716
Q72	44	157	365	145	711
Overall	188	750	1851	796	3585

Staff Survey Results (Non-Instructional) - Artificial Intelligence (AI)



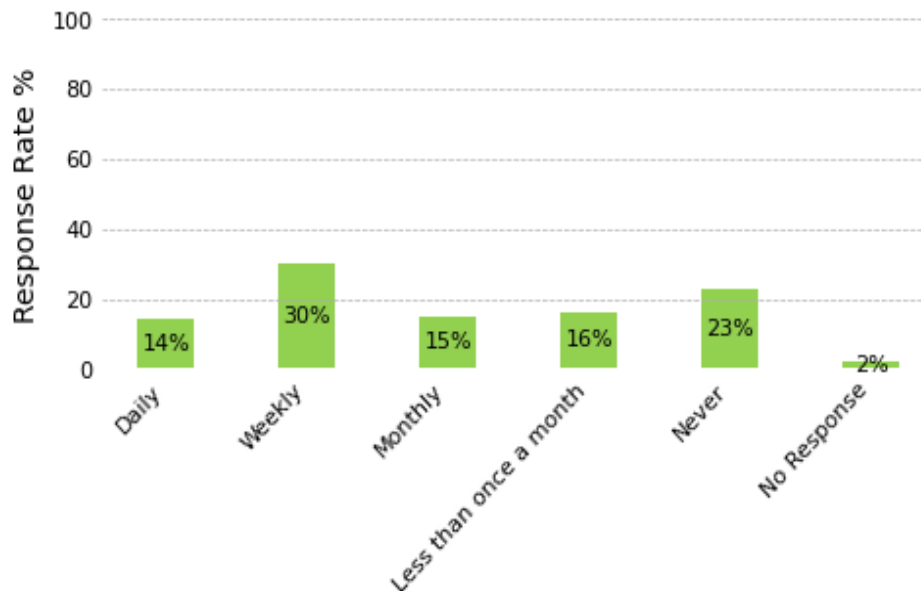
Question	Strongly Disagree	Disagree	Agree	Strongly Agree	Total #
Q68	13	41	123	35	212
Q69	18	35	136	23	212
Q71	26	68	90	28	212
Q72	21	49	111	28	209
Overall	78	193	460	114	845

AI Usage Frequency

All Questions in this Sub Topic

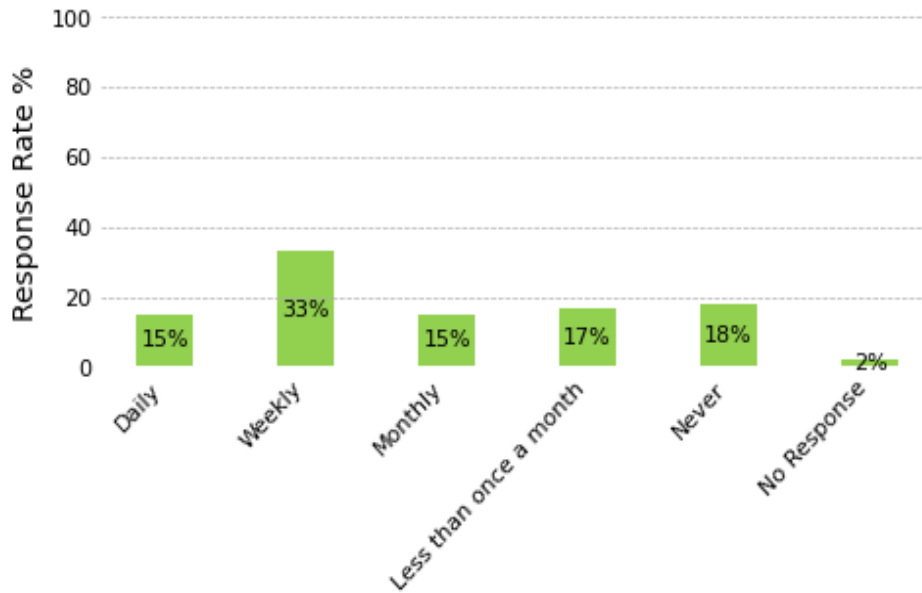
Q73. How often do you use AI in your work at D2?

Staff Survey Results (All School-Based)- How often do you use AI in your work at D2?



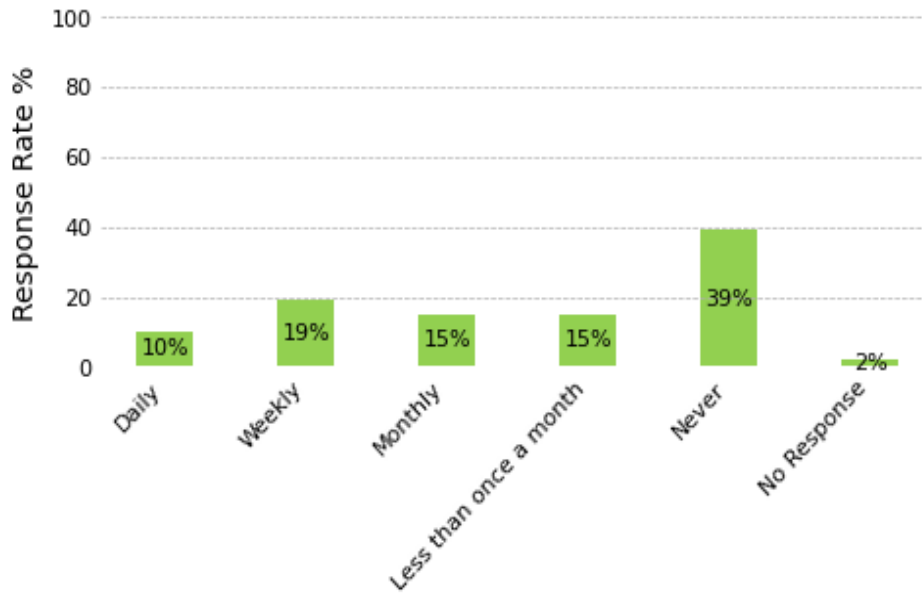
Response	Number of Responses	Total Survey Respondents	Response Rate %
Daily	135	968	14
Weekly	288	968	30
Monthly	146	968	15
Less than once a month	159	968	16
Never	223	968	23
No Response	17	968	2

Staff Survey Results (Instructional)-
How often do you use AI in your work at D2?



Response	Number of Responses	Total Survey Respondents	Response Rate %
Daily	112	742	15
Weekly	246	742	33
Monthly	111	742	15
Less than once a month	126	742	17
Never	135	742	18
No Response	12	742	2

Staff Survey Results (Non-Instructional)-
How often do you use AI in your work at D2?

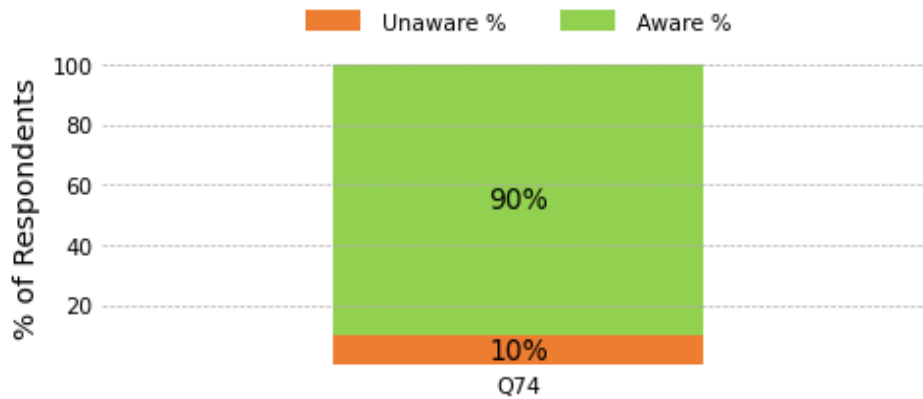


Response	Number of Responses	Total Survey Respondents	Response Rate %
Daily	23	226	10
Weekly	42	226	19
Monthly	35	226	15
Less than once a month	33	226	15
Never	88	226	39
No Response	5	226	2

D2 Promise

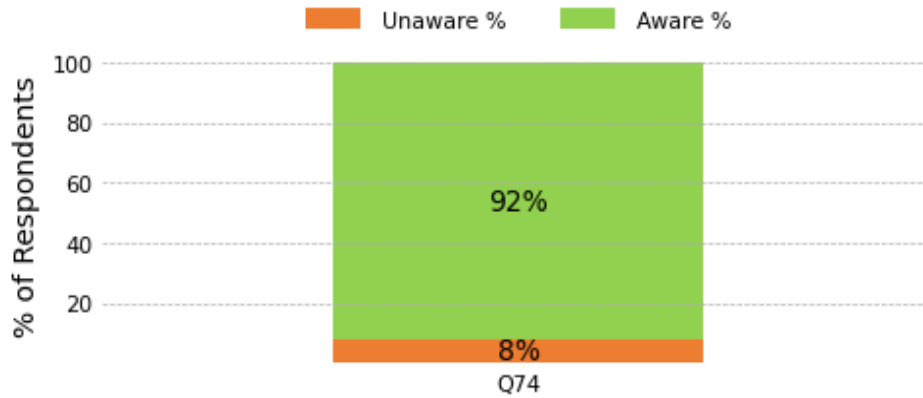
All Questions in this Sub Topic	Q74. Are you aware that D2 high school graduates can attend Pikes Peak State College at NO COST as part of the D2 Promise Program?
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Staff Survey Results (All School-Based) - D2 Promise



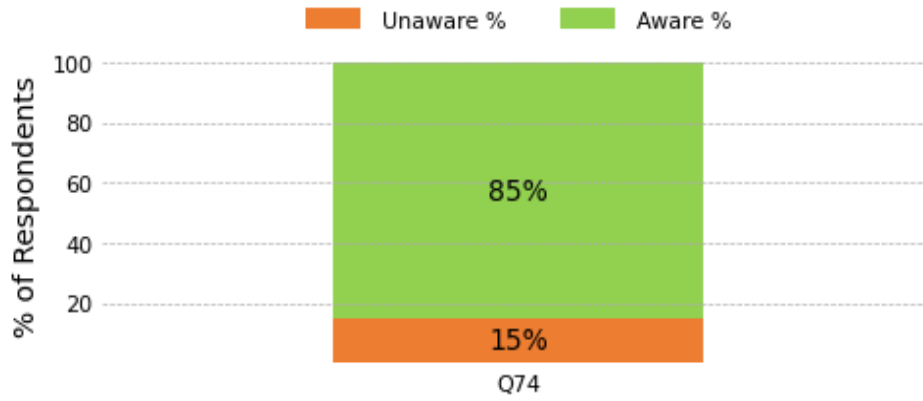
Question	Unaware	Aware	Total #
Q74	95	856	951

Staff Survey Results (Instructional) -
D2 Promise



Question	Unaware	Aware	Total #
Q74	61	668	729

Staff Survey Results (Non-Instructional) -
D2 Promise



Question	Unaware	Aware	Total #
Q74	34	188	222