

WIN CITY

Pursuing Excellence



LEBANON

Community Schools

FIVE FOCUS AREAS

- Academic Achievement
 - Safety and Belonging
 - Financial Integrity
 - Effective Facilities
- Community Connections

Excellence



Survey Overview

<i>Who we surveyed</i>	Families	Students <i>Grades 3-12</i>	Staff <i>Instructional & Non-instructional Staff</i>
<i>What we asked</i>	<ul style="list-style-type: none">○ Attendance○ Engagement○ School Climate○ School Safety○ Sense of Belonging	<ul style="list-style-type: none">○ Attendance○ Engagement○ School Climate○ School Safety○ Sense of Belonging	<ul style="list-style-type: none">○ Attendance○ Belonging○ School Climate○ School Safety○ Well-being

Voices We Heard From in the Survey



2024	2025
586	581

Families



2024	2025
2025	1978

Students



2024	2025
476	354

Staff

Student Survey Results Grades 3-5

	2024	2025
Attendance	89%	86%
Engagement	72%	81%
School Climate	85%	80%
School Safety	65%	77%
Sense of Belonging	83%	81%

Key Strengths

- **Strong adult support:** 64.7% of students report receiving “a lot” or “a huge amount” of support from adults.
- **Most students have trusted adults:** 80.7% say they have a few or many adults they trust at school.
- **Positive school mood:** 70.6% describe school mood as very or a little positive.
- **Teacher enthusiasm stands out:** 68.3% say teachers are excited to teach almost always or a lot of the time.
- **High belonging for most students:** 61.9% feel they mostly or completely belong.
- **Low levels of fights and online bullying overall.**



Student Survey Results Grades 3-5

Areas for Growth

- **Student worry about violence:** While 40.4% “almost never” worry, **23.8% worry frequently or almost always**, signaling anxiety or safety perception gaps.
- **Peer respect and belonging not universal:**
 - 17.2% feel **little or no respect** from peers
 - 22.3% feel they belong **only a little or not at all** (including 7.6% “do not belong at all”)
- **Inconsistent rule-following:** 24.1% say students follow rules **a little well or not well at all**.
- **Bullied students’ access to help:** 14.7% say getting adult help is **quite or extremely difficult**.

Priority Next Steps

1. **Reduce violence worry and strengthen safety clarity**
 - Student-friendly safety routines and “how to get help” refreshers each trimester.
2. **Ensure every student is connected to a trusted adult**
 - Identify students reporting no trusted adult (6.3%) and assign connection supports.
3. **Build peer respect and belonging**
 - Expand inclusive recess/clubs, class community circles, and recognition of prosocial behavior.
4. **Improve consistency of expectations**
 - Re-teach behavior norms K–5 with aligned supervision responses.



Student Survey Results Grades 6-12

	2024	2025
Attendance	90%	89%
Engagement	55%	63%
School Climate	76%	74%
School Safety	62%	56%
Sense of Belonging	71%	72%

Key Strengths

1. High Sense of Physical Safety Many students report that they *mostly* or *always* feel safe at school.

2. Strong Adult Relationships Across schools, the “I trust the adults in my school to help me” and “There is at least one adult I can go to” items trend positively – showing that connections with staff are strong for a majority of students.

3. Academic Interest is Generally Positive “Somewhat interested” and “Very interested” are the highest-frequency responses, demonstrating that most students can identify courses that engage them and see value in their learning.

4. Behavioral Expectations are Understood Students indicate that they understand school rules and expectations, suggesting clarity and consistency in communication.



Student Survey Results Grades 6-12

Areas for Growth

1. Classroom Excitement & Engagement “Not excited” and “A little excited” appear frequently – especially in middle school. Students are coming to class, but not energized by learning experiences.

2. Inconsistent Peer Safety & Respect Although adults are trusted, students express more variability regarding:

- Feeling safe *from other students*
- Feeling respected by peers

3. Attendance Mindset Many students selected “Somewhat important” rather than “Very important,” indicating:

- Limited internal motivation around attendance
- Potential disconnect between attendance messaging and student experience

Priority Next Steps

1. Ensure every student is connected to a trusted adult

- Identify students reporting no trusted adult and assign connection supports.

2. Address Peer Safety and Respect

3. Reframe Attendance Culture

- Shift messaging from compliance → belonging + readiness + student goals



School Staff Survey Results (Certified and Classified)

	2024	2025
Attendance	99%	96%
Belonging	95%	88%
School Climate	90%	86%
Safety	90%	84%
Well-being	61%	80%

Key Strengths

1. High Sense of Belonging

- Strong collegial relationships
- Staff who feel connected to their teams

2. Strong Attendance Commitment

- Strong work ethic
- Investment in being present and contributing

3. Optimism About School Improvement

- Trust in current direction
- Confidence in improvement strategies



School Staff Survey Results (Certified and Classified)

Areas for Growth

1. Lower Optimism About District-Level Improvement

Although staff are hopeful about their own buildings, optimism dips when asked about the **district's future**.

This suggests:

- Mixed perceptions of districtwide communication
- Uncertainty about long-term district strategy
- Desire for more clarity and connection to central decisions

Priority Next Steps

1. Increase District-Level Transparency and Communication

- Provide regular progress updates tied to the Five Focus Areas
- Share “You said, we did” follow-up communications
- Celebrate district-wide wins more visibly

2. Celebrate and Reinforce Strengths

- Highlight high belonging and respect scores publicly
- Share stories of strong culture-building practices
- Recognize school teams who model exceptional belonging environments



Non-School Based Staff Survey Results

	2024	2025
Belonging	89%	93%
School Climate	88%	95%
Safety	91%	91%
Well-being	67%	84%

Key Strengths

1. Strong, Positive Staff Attitudes

- Healthy team dynamics
- Supportive work environments

2. High Respect Among Peers

- Respectful workplace culture
- Positive day-to-day interactions

3. Solid Sense of Belonging

- Strong identity within teams (custodial, operations, central services)



Non-School Based Staff Survey Results

Areas for Growth

1. Belonging Not Consistent Across All Staff

- Some employees do not feel fully integrated.
- Potential disparities among departments or shift schedules.
- A need for more intentional belonging-building for non-school-based roles.

2. Lower Engagement With District-wide Communication

- Some staff are unsure about district priorities.
- Communication is not always reaching all shifts/teams.
- Staff may feel “out of the loop.”

Priority Next Steps

1. Strengthen Communication to Non-School-Based Teams

- Share district wins and progress toward the Five Focus Areas.
- Include operations staff intentionally in district celebrations and recognitions.

2. Focus on Belonging and Inclusion for All Departments

- Launch belonging check-ins or listening sessions at transportation, custodial, nutrition, and central services. Increase visibility of leadership in operational departments (brief walk-throughs, appreciation stops, etc.).
- Highlight operations staff stories in district newsletters and ParentSquare posts.



Family Survey Results

	2024	2025
Attendance	94%	90%
Family Engagement	62%	45%
School Climate	91%	86%
School Fit	85%	85%
Safety	64%	69%

Key Strengths

1. High Value on Student Attendance

- High priority placed on daily learning
- Strong beliefs about student success and consistency

2. Strong Perception of School Security

- Confidence in current building safety measures
- Positive trust in staff and school supervision

3. Frequent Family – Teacher Contact

- Ongoing communication
- Willingness to partner with schools
- Comfort reaching out when needed



Family Survey Results

Areas for Growth

1. Inconsistent Communication Experiences

Some families requested:

- Better communication from teachers
- Improved staff response times
- More proactive updates about student progress and needs

2. Requests for Additional Security Measures

While security perceptions are strong, families mentioned:

- Possible need for more hallway cameras
- Clearer visibility of staff during transitions
- More communication about existing safety protocols

Priority Next Steps

1. Strengthen Consistent, High-Quality Communication Across Schools

- Use ParentSquare for proactive weekly or biweekly updates
- Offer multilingual communication supports

2. Increase Visibility of Safety Information

Families feel secure, but want to understand safety measures better.

- Send quarterly school safety updates
- Share details on cameras, access control, drills, and staff supervision
- Provide a transparent explanation of what's already in place



Student Survey Results Grades 3-5

	2024	2025
Attendance	89%	86%
Engagement	72%	81%
School Climate	85%	80%
School Safety	65%	77%
Sense of Belonging	83%	81%

Key Strengths

- **Strong adult support:** 64.7% of students report receiving “a lot” or “a huge amount” of support from adults.
- **Most students have trusted adults:** 80.7% say they have a few or many adults they trust at school.
- **Positive school mood:** 70.6% describe school mood as very or a little positive.
- **Teacher enthusiasm stands out:** 68.3% say teachers are excited to teach almost always or a lot of the time.
- **High belonging for most students:** 61.9% feel they mostly or completely belong.
- **Low levels of fights and online bullying overall**



Student Survey Results Grades 3-5

Areas for Growth

- **Student worry about violence:** While 40.4% “almost never” worry, **23.8% worry frequently or almost always**, signaling anxiety or safety perception gaps.
- **Peer respect and belonging not universal:**
 - 17.2% feel **little or no respect** from peers
 - 22.3% feel they belong **only a little or not at all** (including 7.6% “do not belong at all”)
- **Inconsistent rule-following:** 24.1% say students follow rules **a little well or not well at all**.

Bullied students’ access to help: 14.7% say getting adult help is **quite or extremely difficult**.

Priority Next Steps (2025–26)

1. **Reduce violence worry + strengthen safety clarity**
 - Student-friendly safety routines and “how to get help” refreshers each trimester.
2. **Ensure every student is connected to a trusted adult**
 - Identify students reporting no trusted adult (6.3%) and assign connection supports.
3. **Build peer respect and belonging**
 - Expand inclusive recess/clubs, class community circles, and recognition of prosocial behavior.
4. **Improve consistency of expectations**
 - Re-teach behavior norms K–5 with aligned supervision responses.



Student Survey Results Grades 6-12

	2024	2025
Attendance	90%	89%
Engagement	55%	63%
School Climate	76%	74%
School Safety	62%	56%
Sense of Belonging	71%	72%

Key Strengths

1. High Sense of Physical Safety Many students report that they *mostly* or *always* feel safe at school.

2. Strong Adult Relationships Across schools, the “I trust the adults in my school to help me” and “There is at least one adult I can go to” items trend positively—showing that connections with staff are strong for a majority of students.

3. Academic Interest is Generally Positive “Somewhat interested” and “Very interested” are the highest-frequency responses, demonstrating that most students can identify courses that engage them and see value in their learning.

4. Behavioral Expectations Are Understood Students indicate that they understand school rules and expectations, suggesting clarity and consistency in communication.



Student Survey Results Grades 6-12

Areas for Growth

1. Classroom Excitement & Engagement “Not excited” and “A little excited” appear frequently—especially in middle school. Students are coming to class but not energized by learning experiences.

2. Inconsistent Peer Safety & Respect Although adults are trusted, students express more variability regarding:

- Feeling safe *from other students*
- Feeling respected by peers
- Experiences with social dynamics and conflict
-

3. Attendance Mindset Many students selected “Somewhat important” rather than “Very important,” indicating:

- Limited internal motivation around attendance
- Potential disconnect between attendance messaging

Priority Next Steps

1. Ensure every student is connected to a trusted adult

- Identify students reporting no trusted adult and assign connection supports.

2. Address Peer Safety and Respect

3. Reframe Attendance Culture

- Shift messaging from compliance → belonging + readiness + student goals.



School Staff Survey Results (Certified and Classified)

	2024	2025
Attendance	99%	96%
Belonging	95%	88%
School Climate	90%	86%
Safety	90%	84%
Well-being	61%	80%

Key Strengths

1. High Sense of Belonging

- Strong collegial relationships
- Staff who feel connected to their teams

2. Strong Attendance Commitment

- Strong work ethic
- Investment in being present and contributing

3.. Optimism About School Improvement

- Trust in current direction
- Confidence in improvement strategies



School Staff Survey Results (Certified and Classified)

Areas for Growth

1. Lower Optimism About District-Level Improvement

Although staff are hopeful about their own buildings, optimism dips when asked about the **district's future**.

This suggests:

- Mixed perceptions of districtwide communication
- Uncertainty about long-term district strategy
- Desire for more clarity and connection to central decisions

Priority Next Steps

1. Increase District-Level Transparency & Communication

- Provide regular progress updates tied to the Five Focus Areas
- Share “You said, we did” follow-up communications
- Celebrate districtwide wins more visibly

2. Celebrate and Reinforce Strengths

- Highlight high belonging and respect scores publicly
- Share stories of strong culture-building practices
- Recognize school teams who model exceptional belonging environments



Non School Based Staff Survey Results

	2024	2025
Belonging	89%	93%
School Climate	88%	95%
Safety	91%	91%
Well-being	67%	84%

Key Strengths

1. Strong, Positive Staff Attitudes

- Healthy team dynamics
- Supportive work environments

2. High Respect Among Peers

- Respectful workplace culture
- Positive day-to-day interactions

3. Solid Sense of Belonging

- Strong identity within teams (custodial, operations, central services)



Non School Based Staff Survey Results

Areas for Growth

1. Belonging Not Consistent Across All Staff

- Some employees do not feel fully integrated
- Potential disparities among departments or shift schedules
- A need for more intentional belonging-building for non-school-based roles

2. Lower Engagement With District-wide Communication

- Some staff are unsure about district priorities
- Communication is not always reaching all shifts/teams
- Staff may feel “out of the loop”

Priority Next Steps

1. Strengthen Communication to Non-School Based Teams

- Share district wins and progress toward the Five Focus Areas.
- Include operations staff intentionally in district celebrations and recognitions.

2. Focus on Belonging and Inclusion for All Departments

- Launch belonging check-ins or listening sessions at transportation, custodial, nutrition, and central services.
- Increase visibility of leadership in operational departments (brief walk-throughs, appreciation stops, etc.).
- Highlight operations staff stories in district newsletters and ParentSquare posts.



Family Survey Results

Key Strengths

1. High Value on Student Attendance

- High priority placed on daily learning
- Strong beliefs about student success and consistency

2. Strong Perception of School Security

- Confidence in current building safety measures
- Positive trust in staff and school supervision

3. Frequent Family–Teacher Contact

- Ongoing communication
- Willingness to partner with schools
- Comfort reaching out when needed



	2024	2025
Attendance	94%	90%
Family Engagement	62%	45%
School Climate	91%	86%
School Fit	85%	85%
Safety	64%	69%

Family Survey Results

AREAS FOR GROWTH

1. Inconsistent Communication Experiences

Some families requested:

- Better communication from teachers
- Improved staff response times
- More proactive updates about student progress and needs

2. Requests for Additional Security Measures

While security perceptions are strong, families mentioned:

- Possible need for more hallway cameras
- Clearer visibility of staff during transitions

PRIORITY NEXT STEPS

1. Strengthen Consistent, High-Quality Communication Across Schools

- Use ParentSquare for proactive weekly or biweekly updates
- Offer multilingual communication supports

2. Increase Visibility of Safety Information Families feel secure—but want to understand safety measures better.

- Send quarterly school safety updates
- Share details on cameras, access control, drills, and staff supervision
- Provide a transparent explanation of what's already in place

