Enriching and accelerating learning

RICHFIELD
PUBLIC SCHOOLS

25-26 Annual Survey for Parents/Guardians and Staff

RESULTS

4/6/26

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Survey Design & Administration

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- The annual survey for parents/guardians and staff is aligned to our current strategic plan.
- Both surveys are anonymous and allow for respondents to only complete sections that are relevant to their roles and sites in RPS.
- Similar to last year, RPS staff, particularly outreach workers, invested a very significant amount of time to support families in completing the survey.
  - A total of 1,527 parents/guardians completed the survey. This is 192 more respondents than the previous record high for participation.
  - A total of 589 staff members completed the survey.



Thank You Outreach Workers!

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Staff Survey Results

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Staff Survey Distribution & Participation

- Staff members were given 12 days to complete the survey.
- Participation by building:
  - Bus Garage: 10 (26% completion)
  - Centennial: 80 (100% completion)
  - Central: 40 (89% completion)
  - District Office: 39 (76% completion)
  - RCEP: 9 (100% completion)
  - RDLS: 61 (100% completion)
  - RHS: 97 (67% completion)
  - RMS: 64 (68% completion)
  - R-STEM: 71 (84% completion)
  - Sheridan: 83 (100% completion)
  - SEC: 8 (80% completion)
  - Didn’t specify building: 27
  - Total: 589 (88% completion)

Percentages are based on the total number of staff listed in each building in the November 2025 Staffing Report.

We can assume that some districtwide staff members who are counted as part of the District Office have listed themselves at one of the buildings instead.

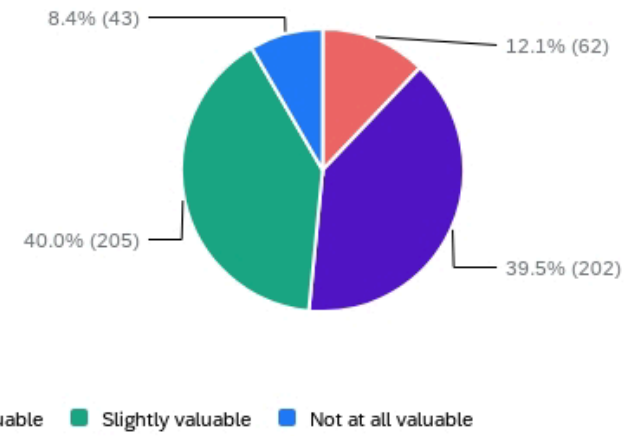
Staff Survey Results - Overall

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Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25	25-26
I would recommend my school or program to parents seeking a place for their child.	68.1%	73.3%	79.4%	85%	91%
I would recommend RPS as a place for friends or colleagues who are interested in working in the education field to apply for a job.	-	-	-	85%	91%

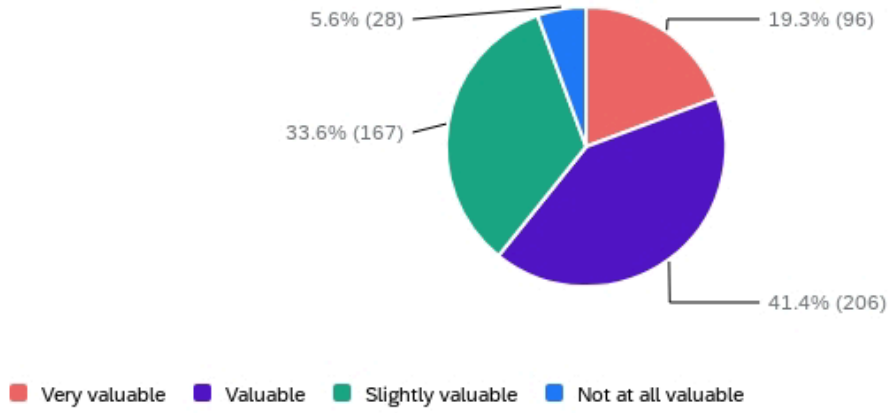
2024-2025 Results

How valuable is this survey in ensuring that your voice is heard?



2025-2026 Results

How valuable is this survey in ensuring that your voice is heard?



Staff Survey Results – School Administration

- **Strength (highest):** 99% of respondents agree or strongly agree that their school administration "promotes the school and district in a positive manner," and 96% agree or strongly agree that their school administration "ensures that students are seen, valued, heard, and respected."
- **Opportunity (lowest):** 88% of respondents agree or strongly agree that their school administration "aligns support to the needs of the building" and "establishes an environment of trust, teamwork, and collaboration."

Respondents selected "strongly agree" or "agree" for the following (staff at the DO and bus garage skipped these questions):	**21-22**	**22-23**	**23-24**	**24-25**	**25-26**
My School Administration...					
Aligns support to the needs of my building.	55%	66%	79%	87%	88%
Encourages student participation in extracurricular activities.	79%	79%	91%	92%	92%
Ensures equitable outcomes for all students.	66%	71%	82%	88%	89%
Ensures that students are seen, valued, heard, and respected.	76%	81%	91%	94%	96%
Establishes an environment of trust, teamwork, and collaboration.	58%	68%	84%	92%	88%
Promotes the school and district in a positive manner.	86%	93%	95%	98%	99%
Respects and supports teachers and staff.	62%	71%	84%	92%	89%
Provides students with access to learning materials that are academically rigorous, culturally relevant, and aligned to state standards.	-	-	-	92%	92%

Staff Survey Results - Teachers

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- **Strength (highest):** 97% of respondents agree or strongly agree that the teachers in their building "promote the school and district in a positive manner," and 96% agree or strongly agree that the teachers in their building "ensure that students are seen, valued, heard and respected."
- **Opportunity (lowest):** 92% of respondents agree or strongly agree that teachers in their building "ensure equitable outcomes for all students."

Respondents selected "strongly agree" or "agree" for the following (staff at the DO and bus garage skipped these questions):	**21-22**	**22-23**	**23-24**	**24-25**	**25-26**
The Teachers in my Building...					
Ensure equitable outcomes for all students.	88%	87%	88%	91%	92%
Ensure that students are seen, valued, heard, and respected.	93%	94%	96%	95%	96%
Establish an environment of trust, teamwork, and collaboration.	89%	92%	95%	93%	93%
Promote the school and district in a positive manner.	91%	92%	96%	97%	97%
Respect and support fellow teachers and staff.	90%	89%	95%	94%	93%
Respect the work of other staff who take the lead in school improvement efforts.	86%	88%	93%	94%	95%
Provide instruction to students that is academically rigorous, culturally relevant, and aligned to state standards.	-	-	-	92%	93%

Staff Survey Results – Business Team

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Business Team (Finance, HR, Student Information):

- **Strength (highest):** 96% of respondents agree or strongly agree that the Business team "promotes the District in a positive manner."
- **Opportunity (lowest):** 79% agree or strongly agree that the Business team "establishes an environment of trust, teamwork, and collaboration."

Respondents selected "strongly agree" or "agree" for the following (staff only answered these questions if they interact with this team specifically):	**21-22**	**22-23**	**23-24**	**24-25**	**25-26**
The District Business Team (Finance, HR & Student Information)...					
Aligns support to the needs of my building.	69%	64%	74%	84%	87%
Establishes an environment of trust, teamwork, and collaboration.	68%	60%	67%	83%	79%
Fosters a culture of financial accountability and transparency.	74%	64%	68%	81%	83%
Promotes the District in a positive manner.	88%	89%	94%	95%	96%
Respects and supports teachers and staff.	73%	63%	71%	83%	83%

Staff Survey Results – Operations Team

Operations Team (Facilities, Nutrition Services, Transportation, Safe Routes to School):

- **All items had 94% or greater agreement!**

Respondents selected "strongly agree" or "agree" for the following (staff only answered these questions if they interact with this team specifically):	**21-22**	**22-23**	**23-24**	**24-25**	**25-26**
The District Operations Team (Facilities, Nutrition Services, Transportation & SRTS)...					
Aligns support to the needs of my building.	88%	91%	91%	93%	94%
Establishes an environment of trust, teamwork, and collaboration.	93%	96%	93%	90%	97%
Is committed to continuous improvement of services.	91%	95%	92%	92%	96%
Promotes the District in a positive manner.	97%	99%	98%	96%	98%
Provides resources needed by students, staff and families.	94%	92%	95%	94%	96%
Respects and supports teachers and staff.	96%	97%	95%	94%	97%

Staff Survey Results – Marketing & Communications Team

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- **All items had 94% or greater agreement!**

Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25	25-26
The District Marketing & Communications Team...					
Has provided effective communication this school year.	84%	88%	94%	95%	94%
Supports the positive reputation of the District.	91%	94%	98%	98%	98%
Works to celebrate diversity and improve school pride.	89%	90%	97%	97%	96%

Staff Survey Results – Teaching & Learning Team

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- **Strength (highest):** 99% of respondents agree or strongly agree that the T&L team "promotes the District in a positive manner."
- **Opportunity (lowest):** 85% of respondents agree or strongly agree that the T&L team "takes a personal interest in the professional development and growth of staff."

Respondents selected "strongly agree" or "agree" for the following (staff only answered these questions if they interact with this team specifically):	**21-22**	**22-23**	**23-24**	**24-25**	**25-26**
The District Teaching & Learning Team...					
Aligns support to the needs of my building.	70%	74%	78%	84%	86%
Ensures equitable outcomes for all students.	84%	77%	86%	88%	88%
Ensures that students are seen, valued, heard, and respected.	86%	90%	89%	92%	94%
Establishes an environment of trust, teamwork, and collaboration.	79%	82%	79%	86%	89%
Promotes the school and district in a positive manner.	94%	96%	98%	98%	99%
Respects and supports teachers and staff.	80%	79%	77%	87%	89%
Takes a personal interest in the professional development and growth of staff.	81%	79%	81%	88%	85%
Provides students with access to learning materials that are academically rigorous, culturally relevant, and aligned to state standards.	-	-	-	90%	88%

Staff Survey Results – Special Programs Team

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- **Strength (highest):** 97% of respondents agree or strongly agree that the Special Programs team "promotes the District in a positive manner," and 96% agree or strongly agree that the Special Programs team "works to celebrate diversity and improve school pride."
- **Opportunity (lowest):** 89% of respondents agree or strongly agree that the Special Programs team "respects and supports teacher and staff."

Respondents selected "strongly agree" or "agree" for the following (staff only answered these questions if they interact with this team specifically):	**21-22**	**22-23**	**23-24**	**24-25**	**25-26**
The District Special Programs Team...					
Aligns support to the needs of my building.	73%	75%	79%	89%	91%
Ensures equitable outcomes for all students.	85%	85%	89%	91%	90%
Ensures that students are seen, valued, heard, and respected.	89%	92%	92%	95%	94%
Establishes an environment of trust, teamwork, and collaboration.	78%	82%	85%	87%	90%
Promotes the school and district in a positive manner.	93%	96%	98%	98%	97%
Respects and supports teachers and staff.	82%	81%	85%	89%	89%
Works to celebrate diversity and improve school pride.	92%	92%	91%	96%	96%
Works to increase social-emotional support for the RPS community.	81%	91%	91%	91%	93%

Staff Survey Results - Technology

RICHFIELD PUBLIC SCHOOLS

- **Strength (highest):** 97% of respondents rated in person building support from site technicians as excellent or good.
- **Opportunity (lowest):** Only 63% of teacher respondents rated data tools as excellent or good.

Respondents selected "excellent" or "good" as a rating for the following aspects of technology support:	21-22	22-23	23-24	24-25	25-26
Calling 6050	87%	92%	94%	95%	94%
In person building support from site technicians	85%	92%	96%	95%	97%
Help Desk Ticket support	87%	93%	92%	97%	96%
Quality of workspace hardware (PC/Laptop)	93%*	88%	78%	85%	86%
Quality of workspace software applications (Google Workspace, Microsoft Office, etc.)	87%*	93%	94%	93%	94%

Respondents selected "excellent" or "good" as a rating for the following types of instructional technology (only teachers answered these questions):	21-22	22-23	23-24	24-25	25-26
Access to quality technology training from site and District staff	-	67%	74%	77%	78%
Data tools (Hoonuit, Qualtrics, etc.)	-	61%	64%	59%	63%
Learning Hardware (Chromebooks for students, PC labs, robotics, etc.)	70%*	82%	76%	77%	79%
Student information & learning management systems (Synergy, Schoology, etc.)	-	72%	83%	81%	83%
Teaching and learning software (SMART Notebook, Kami, Screencastify, Edgenuity, etc.)	82%*	79%	89%	84%	86%
Teaching hardware (Smartboards, Lightspeed speaker systems, document cameras, etc.)	77%*	87%	85%	85%	89%

Staff Survey Results - Superintendent

- **Strength (highest):** 96% of respondents agree or strongly agree that the superintendent "leads the District to accomplish strategic plan goals," and 95% agree or strongly agree that the superintendent "effectively communicates with stakeholders to promote a positive image for the District."
- **Opportunity (lowest):** 80% of respondents agree or strongly agree that the superintendent "effectively supports keeping high performing and diverse educators in the District."

Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25	25-26
The Superintendent...					
Effectively supports keeping high performing and diverse educators in the District.	-	59%	71%	78%	80%
Ensures equitable outcomes for all students.	68%	74%	80%	83%	84%
Effectively recruits high performing and diverse educators.	63%*	72%	82%	86%	88%
Leads the District to offer innovative educational programs that provide opportunities for enrichment.	75%	79%	85%	89%	88%
Leads the District to provide programs and services that go beyond what other similarly sized districts offer.	71%	73%	80%	88%	89%
Leads the District to accomplish strategic plan goals.	85%	89%	93%	94%	96%
Manages assets and utilizes resources to maintain the District's financial stability.	84%	82%	90%	90%	91%
Effectively communicates with stakeholders to promote a positive image for the District.	73%	86%	93%	94%	95%

Staff Survey Results - Comments

RICHFIELD PUBLIC SCHOOLS

An AI-generated summary of all feedback from the “final comments” section of the staff survey:

Overall, the survey responses reflect a high level of general satisfaction, with many staff members expressing their contentment through brief "no“ responses or by sharing deep appreciation for their supportive school communities and dedicated colleagues. At the same time, some substantive feedback highlighted critical areas for growth, including the need for more support to prevent staff burnout, the expansion of enrichment programming for advanced learners, and a desire for greater transparency regarding how survey data is used to drive change. Despite these concerns, the responses underscore a strong, mission-driven commitment to student success and a desire for continued collaboration across the district.

A few sample comments from respondents:

- “I think overall Richfield does well. I’m a Spartan through and through so I will always support the Spartans.”
- “The staff in RPS with whom I’ve connected are dedicated, compassionate, human-centered people and I am proud to call RPS my district.”
- “Please keep class sizes small. That makes such a huge difference in many ways!”
- “Please take the concerns and feedback from staff seriously. It is hard to feel like a valued member of a community when our voices are not heard.”
- “They are doing an excellent job as teachers, showing dedication, patience, and commitment to the learning and growth of their students.”
- “Continue creating spaces where parents can participate and work together for the well-being of students.”
- “All the teachers and office staff are doing an excellent job. Congratulations to everyone for their hard work!”
- “I wish the district would provide building administrators more autonomy to make decisions according to their own building’s needs.”
- “They have done a great job of creating a culture of respect, kindness and inclusivity.”

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Parent/Guardian Survey Results

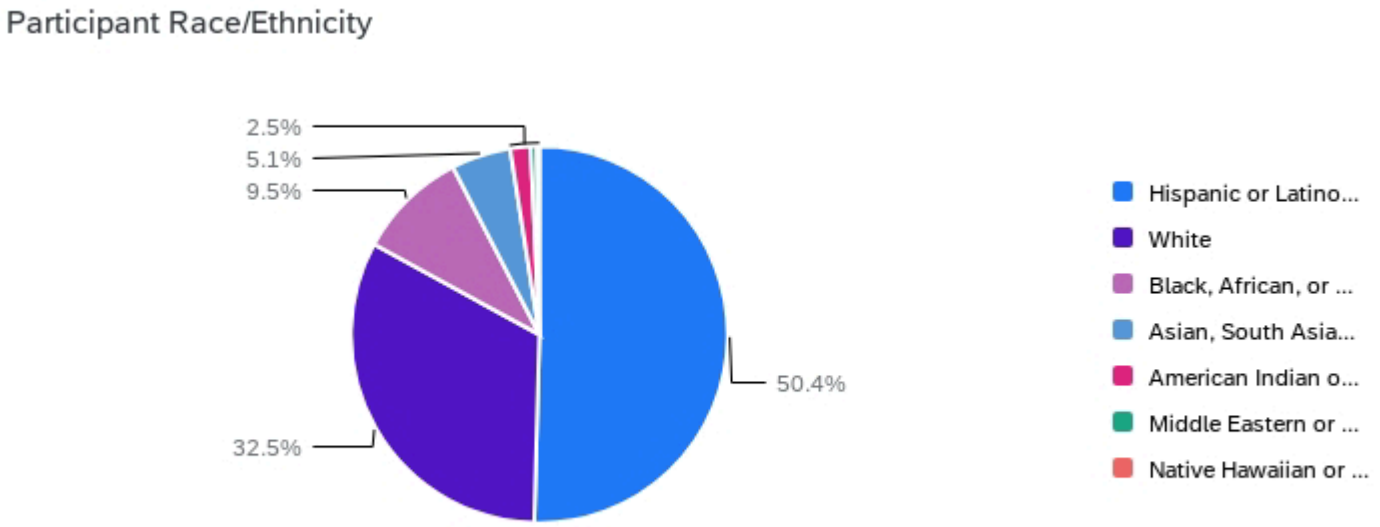


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Parent/Guardian Survey Participation

- A total of 1,527 parents/guardians participated, with 64% of these respondents identifying as BIPOC.
- Participation by school:
  - Centennial: 107 (40%)
  - Central: 114 (61%)
  - RCEP: 29 (36%)
  - RDLS: 253 (49%)
  - RHS: 218 (19%)
  - RMS: 302 (40%)
  - R-STEM: 208 (36%)
  - Sheridan Hills: 189 (46%)
  - SEC: 5 (16%)
  - Didn't specify school: 102

Note: Percentages are calculated using the Where We Are in Enrollment Report. The number of students enrolled is used as a proxy for the total number of parents/guardians possible.



Note: Survey participants were able to check as many race/ethnicity boxes as apply. Therefore, one participant may be counted in multiple race/ethnicity categories in the pie chart. For example, 15.2% of the white respondents also checked another race/ethnicity category.

RPS does not have existing data on the race/ethnicity of all parents/guardians. By extrapolating based on the racial demographics of RPS students, we can estimate that Hispanic/Latino parents/guardians are overrepresented in the survey data, white parents are slightly overrepresented, and Black/African American parents/guardians are underrepresented. However, this is not a perfect comparison.

Parent/Guardian Survey Results – RPS Overall

RICHFIELD PUBLIC SCHOOLS

- **Strength (highest):** 98% of respondents agree or strongly agree that RPS "provides technology resources for children to effectively learn and participate," "supports and celebrates diversity and school pride," and "provides a welcoming environment."
- **Opportunity (lowest):** 91% of respondents agree or strongly agree that RPS "provides extracurricular activities that cater to the needs and interests of children," and "provides healthy and nutritious meals."

Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25	25-26
Richfield Public Schools...					
Communicates effectively with parents.	78%	85%	87%	94%	97%
Ensures students are seen, valued, heard and respected.	82%	89%	88%	94%	97%
Has a positive reputation in the community.	69%	74%	78%	91%	94%
Has safe, modern and clean school buildings and facilities.	91%	93%	95%	96%	97%
Provides a welcoming environment.	89%	93%	94%	97%	98%
Provides access for my child(ren) to additional resources, such as healthcare, school supplies and after school child care.	86%	87%	89%	94%	96%
Provides extracurricular activities that cater to the needs and interests of my child(ren).	83%	84%	86%	92%	91%
Provides healthy and nutritious meals.	77%	76%	81%	87%	91%
Provides opportunities for parents and community members to be involved.	89%	91%	91%	96%	97%
Provides technology resources for my child(ren) to effectively learn and participate.	95%	95%	95%	97%	98%
Supports and celebrates diversity and school pride.	91%	95%	93%	96%	98%

Parent/Guardian Survey Results - Schools

RICHFIELD PUBLIC SCHOOLS

Respondents selected "strongly agree" or "agree" for the following:	21-22	22-23	23-24	24-25	25-26
I would recommend RHS to parents seeking a school for their child.	84%	88%	82%	90%	95%
I would recommend RMS to parents seeking a school for their child.	67%	77%	78%	89%	96%
I would recommend RDLS to parents seeking a school for their child.	96%	96%	95%	99%	99%
I would recommend R-STEM to parents seeking a school for their child.	92%	93%	93%	92%	98%
I would recommend Centennial to parents seeking a school for their child.	95%	100%	92%	96%	99%
I would recommend Sheridan Hills to parents seeking a school for their child.	89%	92%	97%	100%	99%

Parent/Guardian Survey Results – School Transition Experiences

Respondents rated the following as "excellent" or "good."	21-22	22-23	23-24	24-25	25-26
How would you rate the transitions between schools your child(ren) have experienced in RPS?	81.8%	81.8%	84.5%	91.3%	95.7%

Sample Comments:

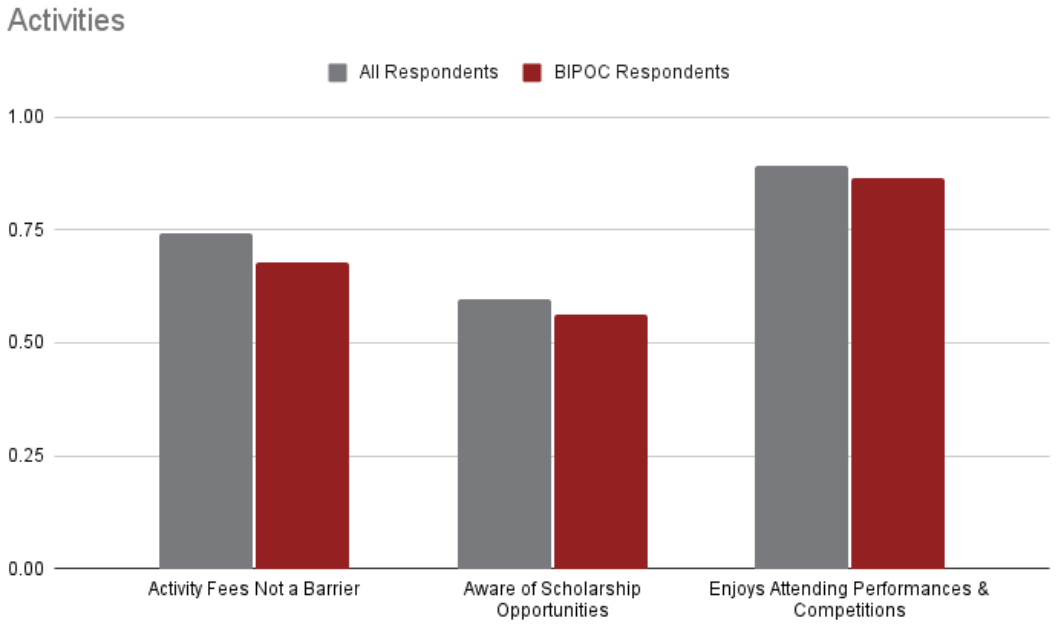
- "More information for Spanish-speaking people because sometimes it's difficult to understand in another language."
- "I have experienced both transitions, and they are excellent!"
- "Continue to use former students to visit schools and share experiences with younger ones. Keep school visits as an option."
- "Children should move between teachers in 5th grade. Maybe introduce locks the second half of 5th grade as those are expected to be used in middle school."
- "Celebrate the preschool graduation moments and welcome into kindergarten a little more because they are so special!"
- "I think it would be great if preschool students could do a field trip to their elementary school in the spring."
- "Have a much smoother transition process for special education students."
- "My child transferred to RHS in 9th grade from outside the district. She was able to find the support she needed to be successful and become a member of the community. RHS staff working to welcome each student where they are at made a significant impact!"

Parent/Guardian Survey Results - Activities

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Respondents answered "yes" to the following:	21-22	22-23	23-24	24-25	25-26
Are you aware of opportunities for reduced fees or scholarships for your child(ren) to participate in extracurricular activities?	62.1%	63.4%	67.1%	62.0%	59.8%
Do you enjoy attending RPS student performances or competitive events?	87.2%	90.4%	93.9%	88.6%	89.3%

Respondents answered "no" to the following:	21-22	22-23	23-24	24-25	25-26
Are activity fees a barrier for your child(ren)'s participation in extracurricular activities?	76.0%	76.2%	72.7%	68.3%	74.3%



Parent/Guardian Survey Results – Superintendent

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- **Strengths (highest):** 97% of respondents agree or strongly agree that the superintendent "leads the District to accomplish strategic plan goals" and "effectively communicates with stakeholders to promote a positive image for the District."
- **Opportunities (lowest):** 93% of respondents agree that the superintendent "leads the District to provide programs and services that go beyond what other similarly sized districts offer."

Respondents selected "strongly agree" or "agree" for the following:	**21-22**	**22-23**	**23-24**	**24-25**	**25-26**
The Superintendent...					
Effectively supports keeping high performing and diverse educators in the District.	-	78%	80%	90%	94%
Ensures equitable outcomes for all students.	77%	82%	82%	91%	95%
Effectively recruits high performing and diverse educators.	76%*	79%	87%	92%	96%
Leads the District to offer innovative educational programs that provide opportunities for enrichment.	78%	85%	85%	93%	95%
Leads the District to provide programs and services that go beyond what other similarly sized districts offer.	73%	77%	79%	90%	93%
Leads the District to accomplish strategic plan goals.	82%	88%	86%	93%	97%
Manages assets and utilizes resources to maintain the District's financial stability.	82%	89%	90%	93%	96%
Effectively communicates with stakeholders to promote a positive image for the District.	73%	89%	82%	92%	97%

Parent/Guardian Survey Results – Comments

RICHFIELD PUBLIC SCHOOLS

An AI-generated summary of all feedback from the “final comments” section of the parent/guardian survey:

Based on the survey data, a significant portion of respondents expressed overall satisfaction with the district. Common themes included concerns about safety and security, requests for improved school nutrition and after-school care, and suggestions for better administrative resource allocation to support teachers and student learning. Overall, the responses reflect a community that values its educators and school environment while advocating for operational improvements and continued transparency.

A few final comments from respondents:

- “Thank you for everything, especially for your support of the Hispanic community in the days following the situation we experienced.”
- “I would like to thank you all for the tremendous support you have given to our children and to Latino families.”
- “They should help with the bus for students who live outside of Richfield.”
- “Centennial has been the best decision I could make for my children’s education.”
- “It’s a very welcoming space, and the staff is always willing to help.”
- “There should be a better way to connect students to volunteer opportunities…if the school wants an engaged parent/guardian population they need to recognize and highlight these high volunteer parents.”
- “I would like to see the enhanced/excelled learning programs in elementary. For kids who may have an aptitude for a subject, it keeps them engaged so they don’t get bored and helps encourage growth.”
- “I think we need to do more to make school fun and enjoyable, less screens, increase recess time, and help kids enjoy learning not just get things done.”
- “Communication is a strength in the district.”
- “I’m grateful for these neighborhood public schools and their involvement and impact in our community.”

Next Steps

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- Board members have been given access to Qualtrics in order to view the dashboard of survey information, including all the comments written about the superintendent's performance and district-level questions.
- District leaders will view the survey results that are specific to their building or department in order to incorporate the feedback into continuous improvement efforts. Data from the surveys is also part of each district leader's annual evaluation.
- The District will send out a communication to all parents/guardians and staff to thank them for their participation and share information about next steps.
- Data from this survey is part of the superintendent's annual evaluation, along with upcoming data on superintendent goals and feedback from board members and staff members who report directly to the superintendent.

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Questions/Comments

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