

2024-25 Survey District Level Results

2024-25 School/District Experience Surveys

- Governing Board Meeting
- March 27, 2025

2024-25 School/Work Experience Survey

Why?

- A key feedback channel for school and district decisions.
- Reaches the widest audience at once.
- Provides actionable insights to enhance our organization for students, staff, and families.
- Helps track progress over time.



Jan. 15 – Feb. 14, 2025




- Administered by Studer Education
- Anonymous responses
- Participants:
 - **Grades 3-8:** Secure access in class
 - **Families:** Any internet-connected device
 - **FTE employees:** Email invitation

Promotional Efforts for Participation:

- **Award:** School lunch BBQs **NEW**
- **Materials:** Postcards (handout & mail), posters, FAQ handout **NEW**
- **Outreach:** Frequent, in-person reminders from teachers, staff, and admins

District Timeline for Results Rollout

A network diagram consisting of several white square icons with a grey person silhouette, connected by thin grey lines. The icons are arranged in a roughly circular pattern, with lines connecting them to form a web-like structure. The background is a light yellow color.

-  March 2025: District and school data analysis, communication planning, Board presentation
-  April 2025: Schools and Departments share results with key groups.
 - Parents, Employees, Students
-  May 7, 2025: Goal setting with action steps and stoplight tracking process begins.



District Scorecard: Aligned to Pillars of Excellence

SUCCESSFUL STUDENTS

Academic Assessments:

- Increase % students growing at least one level
- Decrease gap between Overall and SWD and EL

Level Growth	22-23	23-24	24-25	25-26
i-Ready Math	*	34%	38%	
i-Ready Reading	*	32%	38%	
DIBELS	*	41%		
Performance Gap	22-23	23-24	24-25	25-26
i-Ready SWD	27%	27%	27%	
Math EL	31%	32%	31%	
i-Ready SWD	36%	34%	32%	
Reading EL	41%	42%	40%	
DIBELS SWD	27%	32%	30%	
EL	29%	24%	23%	

State Academic Assessments:

Increase by 5% annually through 25-26

	22-23	23-24	24-25	25-26
SBAC Math	45%	45%		
SBAC ELA	53%	53%		
English Learner Progress	43%	42%		

English Learner Redesignation:

Rate will be at or above County redesignation rate by 25-26

	22-23	23-24	24-25	25-26
EL Redesignation	18%	13%		

Panorama-Sense of Belonging:

Increase by 5% annually through 25-26

	22-23	23-24	24-25	25-26
Panorama Grades 3-5	69%	70%	63%	
Grades 6-8	44%	45%	53%	

SUCCESSFUL STAFF

Panorama Employee Survey - Cultural Awareness and Action:

Increase by 5% annually through 25-26

22-23	23-24	24-25	25-26
62%	60%	58%	

Studer Employee Survey:

Reach and maintain 4.5 on a 5 point scale by 25-26

22-23	23-24	24-25	25-26
3.97	3.88	3.93	

Certificated Employee Retention:

Increase by 3% annually through 25-26

22-23	23-24	24-25	25-26
89%	88%		

Classified Employee Retention:

Increase by 7% annually through 25-26

22-23	23-24	24-25	25-26
76%	79%		

*Performance Gap

Percent represents the difference between the overall performance for all students and the performance for the targeted group: Students with Disabilities (SWD) and English Learners (EL) on winter/MoY assessments. Example; If All students' proficiency is 65% and EL proficiency is 26% the gap is 39%. The goal is to narrow this gap.

ENGAGED FAMILIES AND COMMUNITIES

Chronic Absenteeism Rate:

Decrease by 2.5% annually through 25-26

22-23	23-24	24-25	25-26
15.9%	11.3%		

Studer Parent Survey - Parent/Caregiver Satisfaction:

Reach and maintain 4.5 on a 5 point scale through 25-26

22-23	23-24	24-25	25-26
4.05	4.08	4.17	

Studer Parent Survey - Participation Rates:

Increase by 5% annually through 25-26

	22-23	23-24	24-25	25-26
Overall	*	37%	46%	
Spanish	*	32%	47%	

*new metric as of 24-25; baseline is 23-24

SAFE AND ADAPTIVE INFRASTRUCTURE

Studer Student Survey: I feel safe at my school

Reach and maintain 4.5 on a 5 point scale by 25-26

22-23	23-24	24-25	25-26
3.73	3.73	3.76	

Studer Student Survey: My School is clean

Reach and maintain 4.5 on a 5 point scale by 25-26

22-23	23-24	24-25	25-26
2.99	2.98	2.98	

Student Suspensions:

Decrease by 10% annually through 25-26

22-23	23-24	24-25	25-26
184	155		

Studer Staff Survey:

I feel the organization level resources are allocated to maximize effectiveness across the organization

Reach and maintain 4.5 on a 5 point scale by 25-26

22-23	23-24	24-25	25-26
3.62	3.59	3.57	

2025 District Survey Results Trending Up

		Spring 2023	Spring 2024	Spring 2025
Employees	Participants	508	741	799
	Mean Score (5pt scale)	3.96	3.88	3.93
	Top 2 Box*	75.42%	72.74%	75.00%
Parents/Guardians	Participants	831	1929	2402
	Mean Score (5pt scale)	4.05	4.08	4.16
	Top 2 Box*	77.12%	78.53%	81.36%
Students	Participants	3101	3188	3303
	Mean Score (5pt scale)	3.70	3.70	3.72
	Top 2 Box*	60.52%	60.83%	62.06%

* Top 2 Box = the percent of respondents who chose "Agree" (4) or "Strongly Agree" (5) on a 5-point scale.



Cause for Celebration...and Attention

High Points Attained

- Overall, data is trending up.
 - Satisfaction rates are up.
 - More of all responders would recommend CUSD as a good place to work/learn.
- More students feel cared for by their teachers. (SEL work having impact)
- More parents are giving us feedback. (More voices included)
- More employees have clear understanding of expectations, and feel they have positive impact on those they serve.

Low Areas to Improve

- **Students:** school cleanliness, sense of belonging and like going to school, mutual respect, cafeteria food, consistent rules
- **Parents:** regular and positive feedback about child's progress, consistent rules, student-centered decisions, student recognition
- **Employees:** effective allocation of resources, timely and open communication, input on decisions, creating a culture of success



STUDENTS: 2025 District Highs & Lows

Highest-Rated Responses (5-point scale)

Question	2023	2024	2025
#1. I believe my learning is important at my school.	4.19	4.17	4.21
#18. I feel my family is treated nicely or with respect at my school.	4.11	4.10	4.17
#7. I believe my principal is a good leader.	4.13	4.15	4.15
#3. I believe my teachers care about me.	4.02	3.98	4.05
#20. I have opportunities to be successful at my school.	4.03	4.01	4.03
#2. I enjoy specials or electives. <i>*Moved out of top 5 for '24-25</i>	3.99	3.97	4.00

Lowest-Rated Responses (5-point scale)

Question	2023	2024	2025
#6. I think my school is clean.	2.99	2.98	2.98
#15. I feel students are nice or show respect to each other at my school.	3.11	3.09	3.14
#9. I feel there are healthy food choices for me to eat at lunch.	3.11	3.16	3.17
#16. I like going to my school each day.	3.43	3.37	3.37
#5. I believe school rules are consistently enforced.	3.56	3.40	3.50
#17. I feel like I belong at school.	3.66	3.66	3.69
#8. I feel safe on the bus (only answer if you ride the bus) <i>*Moved out of lowest 5 for '24-25</i>	3.57	3.57	4.02



PARENTS/CAREGIVERS: 2025 District Highs & Lows

Highest-Rated Responses (5-point scale)

Question	2023	2024	2025
#4. I am treated with respect at this school.	4.31	4.33	4.41
#6. I believe my child has the necessary classroom supplies and equipment for effective learning.	4.28	4.29	4.33
#10. I believe the school is clean and well maintained.	4.17	4.24	4.27
#7. I believe this school positively impacts my child's growth and development.	4.13	4.16	4.24
#11. I believe the teachers, staff, and administration at this school demonstrate a genuine concern for my child.	4.16	4.18	4.24
#8. I believe this school provides a safe environment for my child to learn. <i>*Moved out of top 5 for '24-25</i>	4.15	4.15	4.22

Lowest-Rated Responses (5-point scale)

Question	2023	2024	2025
#13. I receive positive phone calls, emails, or notes about my child from the school.	3.51	3.56	3.72
#3. I regularly receive feedback from school staff on how well my child is learning.	3.60	3.67	3.79
#2. I believe rules are enforced consistently at this school.	3.91	3.97	4.07
#15. I believe school administration makes decisions that are in the best interest of children and families.	3.96	3.98	4.07
#9. I believe my child is recognized for good work and behavior at this school.	4.10	4.12	4.20
#5. I believe my child has every opportunity to be successful at this school. <i>*Moved out of lowest 5 for '24-25</i>	4.00	4.04	4.23



EMPLOYEES: 2025 District Highs & Lows

Highest-Rated Responses (5-point scale)

Question	2023	2024	2025
#19. I believe my work positively impacts those we serve.	4.44	4.40	4.40
#8. I have a clear understanding of my expectations as an employee.	4.26	4.15	4.21
#20. I feel a sense of pride when I tell people where I work.	4.24	4.11	4.21
#18. I have a clear understanding of the mission and goals of my organization.	4.13	4.06	4.13
#5. I believe that leaders in my immediate work environment are genuinely concerned for my welfare.	4.17	4.00	4.10

Lowest-Rated Responses (5-point scale)

Question	2023	2024	2025
#11. I feel that organization-level resources are allocated to maximize effectiveness across the organization.	3.62	3.59	3.57
#12. I believe organization-level information is communicated in a timely manner across the organization.	3.69	3.62	3.69
#17. I feel that organizational culture supports open and honest communication.	3.82	3.68	3.74
#13. I see progress being made to create a culture of success for employees across the organization and for those we serve.	3.72	3.70	3.75
#7. I have the opportunity to provide input on decisions that affect my job.	3.84	3.75	3.79



What's Next?



Current Actions	Strategic Improvements
Communicating Bright Spots aligned to the improvement work	Sharing evidence of the impact Sharing data aligned to the growth
Rounding with individuals and groups aligned to survey results	Improve how we track rounding to ensure feedback from all
Cascaded communication of survey results using 3-2-1 Reports	Next actions are differentiated, aligned to school or department results



3-2-1 EXAMPLE from Employee Experience Data

3-2-1 Rounding Summary Studer Employee Engagement Data 2025

3	<p><u>What's Working Well/Themes</u></p> <ul style="list-style-type: none">• Staff have a clear understanding of expectations of them, as well as the mission and goals of CUSD.• Staff firmly believe in the impact they are having on those they serve.• Staff continue to have pride in saying they work in CUSD.
2	<p>What needs improvement?</p> <ul style="list-style-type: none">• Staff need to understand how organizational resources are allocated to maximize effectiveness across the organization.• Staff need to feel like the organizational culture supports open and honest communication.
1	<p>Action Step to be taken <input type="button" value="v"/></p> <ul style="list-style-type: none">• Superintendent will host a teacher forum explaining the allocation of resources to staff. <p> </p>



Accountability Measure: Sample STOPLIGHT Report

Department: Superintendent
30-60-90 Day Action Planning Stoplight Report SAMPLE

April Action Items		Completed	In progress	Not done/notes
1	Superintendent/Council members to round with 2-4 staff members with the theme of understanding what it would look like for staff to better understand allocation of resources			
2	Council members to discuss themes from rounding			
3	3-2-1 Data report communicated to all staff			

May/June Action Items		Completed	In progress	Not done/notes
1	Create plan for the one next action based on theme from rounding			
2	Council members to create a presentation outlining how resources are determined and allocated to sites/departments			
3	Council to determine a way to share transparent budget updates quarterly that align to resource allocation			

August Action Items		Completed	In progress	Not done/notes
1	Host a teacher Zoom forum inviting all staff to hear a presentation on allocation of resources			
2	Create quarterly reporting procedures to communicate with all staff			
3	Capture plus/deltas from the forum to determine what more may be needed for staff to feel they have an improved understanding of resource allocation			

Our feedback processes will inform the plan and will be an ongoing tool throughout the plan to guide improvement.

**QUESTIONS?
COMMENTS?**

