STAKEHOLDER CLIMATE & CULTURE SURVEY OVERVIEW

Administered December 2024
Audience: District Parents, 4-12 Students, Staff
Results compiled with the assistance of AI

DESE requires this survey as part of our school's Annual Performance Report (APR), which informs accreditation and classification decisions. The APR is part of MSIP6, the state's accountability system for reviewing and accrediting Missouri schools. It outlines expectations for school practices and student outcomes with the goal of each student graduating ready for success in college, career, and life.

Our district strategic plan is aligned with MSIP6; the surveys are a part of our strategic planning process. The district will use the results to see how we are performing well, what areas arise of concern, and how to continuously improve to meet the goals of our district's strategic plan.

PARENT SURVEYS — 259 Responses

Celebrations

Positive School Environment & Safety. A significant majority of parents believe their child is safe at school and that there is adequate supervision during school hours.
Strong Communication & Updates. Parents feel well-informed about school events and student progress through various communication channels, including email, Parent Portal, and social media.
Respect & Academic Expectations. Parents respect teachers and administrators, and they recognize that schools set high expectations for student learning.

Areas for Improvement

Student Voice & Engagement. There is an opportunity to improve how student voices are heard and valued in decision-making processes.
Community Feedback & Transparency. Parents would like more opportunities to provide input and receive periodic reports on school culture and climate.
Support for At-Home Learning. Some parents feel they need more guidance on how to support their child's learning at home effectively.

STUDENT SURVEYS

December 2024

4-5th GRADE STUDENTS — 133 Responses

Celebrations

Strong Teacher Support – A high percentage of students feel their teachers respect them (83.85%) and believe they can learn (91.54%). Many also feel their teacher listens to their ideas (84.61%).
Positive School Environment – A majority of students feel safe (91.16%) and believe their school is good (82.31%). Many also like their school (84.25%).
Support from Home – Nearly all students feel their family believes they can do well in school (96.21%), and most receive help with schoolwork when needed (83.08%).

Areas for Improvement

Student Recognition & Voice – While many students feel recognized for good work (75.76%), this is lower compared to other areas. Additionally, 27.27% of students feel that their voices are only sometimes or rarely heard and respected in school.
Fairness & Peer Respect – While most students feel teachers treat them fairly (81.81%), only 67.52% feel students treat them with respect. Similarly, only 72.3% feel students at their school are friendly.
Challenging & Engaging Work – While many students feel challenged by their work (64.88%), this is lower compared to other categories. About 35% of students either disagree or strongly disagree that they are challenged, which suggests a need to enhance engagement and rigor.

6-12th GRADE STUDENTS — 763 Responses

Celebrations

Strong Teacher Support & High Expectations. Most students feel their teachers expect them to do their best (92.5%) and set high standards for achievement (85.4%). A majority also feel their teachers have confidence in them (79.4%).
Respect from Staff & School Environment. A large percentage of students feel respected by their teachers (79.9%) and office staff (90.1%). Additionally, many students think their school is a good place (84.1%).
Future Readiness & Skill Development. Many students feel their school is preparing them well for life after high school (80.1%), and they express confidence in their reading (88.2%) and writing (85.6%) abilities.

Areas for Improvement

Student Voice & Engagement. While 39.9% of students feel their voices are heard "frequently" or "almost all the time," a significant portion (35.8%) say it happens only "sometimes," and 25% feel it happens rarely. This suggests a need for more student involvement in decision-making.
Peer Relationships & School Climate. Although students feel respected by adults, only 63.3% feel respected by other students. Additionally, only 67.7% feel like they belong at school, which indicates room for improving peer culture and inclusivity.
Challenging & Relevant Learning. While most students report being challenged (73.4%), 26.6% feel their work is not challenging. Similarly, only 66.8% find their learning relevant to real life, indicating a need for more hands-on, engaging, or applicable lessons.

STAFF SURVEYS

December 2024

CERTIFIED STAFF — 96 Responses

Celebrations

Strong Sense of Purpose & Impact. A majority of staff feel they make a positive impact on students (98.9%) and believe every student can learn at high levels (92.7%).
Supportive Work Environment. Staff feel respected by colleagues (93.7%) and believe their building principals treat them with respect (95.8%). Many also feel supported in their work (87.5%).
Commitment to Teaching & Student Success. A significant portion of staff love seeing the results of their work with students (98.9%), and 96.9% say they love teaching.

Areas for Improvement

Recognition & Morale. While 75.4% feel intrinsically rewarded for their work, only 30.2% feel recognized when they do good work. Additionally, staff morale (particularly among teachers and support staff) could be improved.
Communication & Shared Vision. While 84% agree the school has a clear vision, only 68.2% believe it is shared effectively. Communication about student learning, expectations, and school goals could be strengthened.
Student Voice & Engagement. Only 27% of staff feel that student voices are heard and respected "almost all the time," with 22.9% saying this happens only occasionally or rarely. More efforts could be made to involve students in decision-making and school culture.

SUPPORT STAFF — 41 Responses

Celebrations

Strong Sense of Belonging & Support. A high percentage of staff feel like they belong at their school/building and are supported by their colleagues.
Positive Student Environment. Staff overwhelmingly agree that students like their school, feel safe, and are treated with respect.
Commitment to Student Success. The majority of staff believe they positively impact student success and that learning is a priority in the district.

Areas for Improvement

Training & Professional Development. While many feel supported, responses indicate a need for more targeted training to help staff improve in their roles.
Communication & Transparency. There is room to improve open communication between staff, students, and administrators to ensure issues are proactively addressed.
Fair & Consistent Discipline. Some responses suggest concerns about the fairness and consistency of discipline practices across the district.