

Climate Survey: The 2025-2026 Climate Survey was sent out in December. Several groups were invited to complete perceptual surveys on school climate: students in various grade levels (see results); the parents of these students, along with those who have children in first grade; faculty, administrators, and other instructional staff; and support staff. Participation was voluntary. Respondents marked Strongly Agree (score of 4.00) to Strongly Disagree (score of 1.00) for each statement. The scores provided below are mathematical averages; a score of 3.00 indicates that, on average, respondents agree with the statement. There is also a five-year average of scores available to view. The survey results are used not only to complete the evaluation but to set and monitor building (BIP) and district (CSIP) goals. A summary of key issues is included in the goals.

Summary and Recommendations Based on All Survey Results

The overall survey results were positive again this year, but a few areas of reflection exist across different survey groups and building levels. All items with a Score below 2.75 should be carefully considered and discussed. Central office administration will provide support in these efforts.

As required by MSIP 6 under Climate and Culture Data, the following questions were added to the staff survey last year: *“The school system gathers school climate and culture data from all stakeholder groups, analyzes and shares the results, and implements strategies for improvement.”* Other required MSIP 6 questions will be completed by families and students in March 2026.

Student Engagement and Satisfaction:

- Areas of Highlight:
 - Students feel safe at school. (CSIP 2.1.2)
 - Students feel they are treated with respect by teachers, administrators, and support staff. (CSIP 2.1.1)
 - Students feel their teachers expect them and others to perform well academically and believe in them as learners. (CSIP 1.1)
 - Students feel their school sets clear rules for student behavior. (CSIP 2.1.1)
- Areas for Reflection & Continued Growth
 - Students feel they have limited choices in their classwork and continue to have difficulty seeing the relevance of schoolwork to “real life.” (CSIP 1.1)
 - Secondary students are dissatisfied with the respect shown to other students who are different from them. (CSIP 2.1.1)

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Administered December 2025

Intermediate (4th Grade) Students

Statement	4th Grade 2021-2022	4th Grade 2022-2023	4th Grade 2023-2024	4th Grade 2024-2025	4th Grade 2025-2026	Average 21-22/25-26
<i>Number of respondents</i>	84	105	128	100	108	105
<i>When I am at school, I feel...</i>						
I belong.	3.31	3.33	3.33	3.18	3.10	3.25
I am safe.	3.45	3.59	3.50	3.46	3.43	3.49
I have fun learning.	3.19	3.26	3.15	3.09	2.74	3.09
I like this school.	3.62	3.50	3.47	3.44	3.23	3.45
This school is good.	3.52	3.59	3.52	3.42	3.24	3.46
I have freedom at school.	3.17	3.21	3.13	3.15	2.70	3.07
My teacher offers choices in my learning.	3.48	3.50	3.38	3.42	3.16	3.39
My teacher treats me with respect.	3.67	3.84	3.63	3.61	3.32	3.61
My teacher cares about me.	3.79	3.84	3.66	3.61	3.34	3.65
My teacher thinks I will be successful.	3.49	3.74	3.65	3.56	3.36	3.56
My teacher listens to my ideas.	3.49	3.58	3.37	3.26	2.98	3.34
My principal cares about me.	3.65	3.65	3.52	3.62	3.39	3.57
My teacher is a good teacher.	3.81	3.88	3.77	3.75	3.45	3.73
My teacher believes I can learn.	3.62	3.84	3.71	3.67	3.43	3.65
I am recognized for good work.	3.19	3.28	3.31	3.09	3.06	3.19
My school sets clear rules for student behavior.	3.68	3.61	3.50	3.67	3.46	3.58
School rules are consistently enforced at my school.	3.42	3.50	3.48	3.32	3.22	3.39
Students are frequently recognized for good behavior.	3.40	3.43	3.32	3.27	3.13	3.31
I am challenged by the work my teacher asks me to do.	3.2	3.15	3.11	3.11	3.11	3.14
The work I do in class makes me think.	3.56	3.50	3.32	3.42	3.21	3.40
I know what I am supposed to be learning in my classes.	3.44	3.55	3.54	3.45	3.32	3.46
I am a good student.	3.42	3.64	3.52	3.42	3.36	3.47

Very good work is expected at my school.	3.46	3.36	3.39	3.34	3.08	3.33
I behave well at school.	3.52	3.61	3.61	3.43	3.37	3.51
Students are treated fairly by teachers.	3.60	3.57	3.38	3.28	2.66	3.30
Students are treated fairly by the principal.	3.60	3.59	3.54	3.55	3.34	3.52
Students are treated fairly by the lunchroom supervisors.	3.48	3.62	3.45	3.37	3.32	3.45
Students at my school treat me with respect.	3.26	3.25	3.20	2.92	2.89	3.10
Students at my school are friendly.	3.37	3.22	3.21	3.16	2.93	3.18
I have lots of friends.	3.49	3.34	3.26	3.17	3.13	3.28
My family helps me with my school work.	3.50	3.43	3.43	3.46	3.44	3.45
My family believes I can do well in school.	3.71	3.85	3.77	3.80	3.78	3.78
Average	3.49	3.53	3.44	3.39	3.21	3.41



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Secondary Students (8th & 11th Grade)

Statement	8th Grade 2021-2022	8th Grade 2022-2023	8th Grade 2023-2024	8th Grade 2024-2025	8th Grade 2025-2026	Average 21-22/25-26
<i>Number of respondents</i>	101	110	117	98	91	103
I feel safe at this school.	3.36	3.34	3.11	3.40	3.38	3.32
I feel like I belong at this school.	3.27	3.16	2.94	3.29	3.20	3.17
I know I can go to my teacher or another school adult when I have personal or school problems.	3.32	3.24	3.05	3.32	3.35	3.26
I feel challenged at this school.	2.80	2.76	2.80	2.66	2.89	2.78
I have opportunities to choose my own projects.	3.15	2.96	2.89	3.14	2.97	3.02
I understand how to apply what I learn at school to real-life situations.	3.25	3.08	2.88	2.94	3.03	3.04
I feel like I am in charge of what I learn.	2.69	2.75	2.46	2.67	2.53	2.62
Teachers encourage me to assess the quality of my own work.	3.37	3.29	3.20	3.16	3.19	3.24
This school is preparing me well for what I want to do after high school.	3.11	3.10	2.84	2.90	3.02	2.99
I assess my own work.	3.43	3.27	3.03	3.24	3.23	3.24
I am treated with respect by my teachers.	3.38	3.47	3.14	3.42	3.45	3.37
I am treated with respect by school administrators.	3.53	3.46	3.17	3.44	3.44	3.41
I am treated with respect by the office staff.	3.49	3.55	3.28	3.42	3.56	3.46
I am treated with respect by other supervisors (e.g., lunchroom, bus).	3.50	3.42	3.25	3.37	3.36	3.38
I am treated with respect by other students at this school.	3.13	2.85	2.70	2.94	2.91	2.91
The people most responsible for what I learn are my teachers.	3.23	3.19	3.02	3.16	3.34	3.19
The work at this school is challenging.	2.74	2.81	2.81	2.82	2.81	2.80
I find what I learn in school to be relevant to real life.	2.99	2.81	2.54	2.69	2.73	2.75
I feel successful at school.	3.20	3.13	2.92	3.08	3.22	3.11
The person most responsible for what I learn is myself.	3.25	3.28	3.17	3.22	3.09	3.20
School is fun here.	2.96	2.79	2.54	2.79	2.86	2.79
I like this school.	3.15	2.97	2.78	3.02	3.09	3.00
I think this is a good school.	3.30	3.18	2.85	3.18	3.21	3.14
I like the students at this school.	3.08	2.84	2.86	3.03	3.08	2.98
Students at this school like me.	3.07	2.89	2.86	2.99	3.13	2.99
I like to learn.	2.98	2.92	2.69	2.84	2.76	2.84
Doing well in school makes me feel good about myself.	3.39	3.46	3.27	3.46	3.48	3.41



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Secondary Students (8th & 11th Grade)

Statement	8th Grade 2021-2022	8th Grade 2022-2023	8th Grade 2023-2024	8th Grade 2024-2025	8th Grade 2025-2026	Average 21-22/25-26
<i>Number of respondents</i>	101	110	117	98	91	103
I am doing my best in school.	3.51	3.49	3.19	3.44	3.46	3.42
Students at this school have opportunities to learn from each other.	3.40	3.31	3.08	3.29	3.26	3.27
Students at this school have opportunities to learn about each other.	3.44	3.39	3.08	3.37	3.29	3.31
Participating in extracurricular activities is important to me.	3.28	3.14	3.08	3.38	3.31	3.24
Students at this school respect other students who are different than they are.	2.94	2.55	2.53	2.74	2.75	2.70
My teachers and principal take steps to stop and prevent bullying.	3.12	3.12	2.90	3.02	3.08	3.05
My school sets clear rules for student behavior.	3.35	3.38	3.19	3.29	3.32	3.31
School rules are consistently enforced at my school.	3.18	3.10	2.81	3.01	3.01	3.02
Students are frequently recognized for good behavior.	2.89	3.18	2.72	2.90	2.99	2.94
My school keeps me informed about events, activities, and issues.	3.38	3.38	3.21	3.39	3.43	3.36
I receive messages from my school in different ways.	3.47	3.59	3.46	3.57	3.66	3.55
<i>My teachers...</i>						
expect students to do their best.	3.67	3.62	3.44	3.55	3.49	3.55
expect me to do my best.	3.66	3.61	3.48	3.56	3.52	3.57
are understanding when students have personal problems.	3.28	3.25	2.96	3.03	3.13	3.13
set high standards for achievement in their classes.	3.29	3.27	3.15	3.18	3.30	3.24
help me gain confidence in my ability to learn.	3.18	3.31	2.99	2.96	3.15	3.12
have confidence in me.	3.27	3.36	3.10	3.19	3.31	3.25
know me well.	2.76	2.90	2.62	2.65	3.02	2.79
listen to my ideas.	3.08	3.15	2.90	3.01	3.12	3.05
care about me.	3.21	3.28	3.08	3.18	3.27	3.20
make learning fun.	2.99	3.00	2.72	2.91	3.03	2.93
are excited about the subject they teach.	3.32	3.26	3.09	3.12	3.27	3.21
give me individual attention when I need it.	3.28	3.27	2.89	3.03	3.24	3.14
challenge me to do better.	3.36	3.40	3.12	3.25	3.33	3.29
<i>I am ready for the real world in reference to...</i>						
my ability to write.	3.39	3.41	3.15	3.29	3.33	3.31
my ability to read.	3.55	3.55	3.41	3.37	3.39	3.45



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Secondary Students (8th & 11th Grade)

Statement	8th Grade 2021-2022	8th Grade 2022-2023	8th Grade 2023-2024	8th Grade 2024-2025	8th Grade 2025-2026	Average 21-22/25-26
<i>Number of respondents</i>	101	110	117	98	91	103
my ability with mathematics.	3.41	3.38	3.00	3.13	3.39	3.26
my ability to present information.	3.29	3.21	3.05	3.01	3.06	3.12
my technology skills.	3.41	3.35	3.19	3.29	3.21	3.29
<i>In classes, my time is spent...</i>						
listening to the teacher talk.	3.44	3.37	3.25	3.36	3.35	3.35
in whole-class discussion.	3.29	3.13	2.88	2.98	3.05	3.07
working in small groups.	3.25	3.16	3.01	3.04	3.18	3.13
reading.	3.19	2.84	2.89	2.83	2.95	2.94
answering questions from a book or worksheet.	3.51	3.39	3.31	3.37	3.40	3.40
working on projects or research.	3.32	3.31	3.07	3.30	3.28	3.26
doing work that I find meaningful.	3.17	3.05	2.73	2.80	2.99	2.95
using computers.	3.03	3.34	3.23	3.26	3.43	3.26
<i>I work well when...</i>						
I am working on projects or research.	3.30	3.31	3.11	3.39	3.32	3.29
the teacher is leading a discussion with the whole class.	3.36	3.02	3.09	3.09	3.16	3.14
I am working in a small group.	3.36	3.18	3.16	3.18	3.26	3.23
I am working by myself.	3.16	3.35	3.11	3.24	3.28	3.23
Average	3.25	3.20	3.01	3.14	3.19	3.16



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Secondary Students (8th & 11th Grade)

Statement	11th Grade 2021-2022	11th Grade 2022-2023	11th Grade 2023-2024	11th Grade 2024-2025	11th Grade 2025-2026	Average 21-22/25-26
<i>Number of respondents</i>	53	69	102	79	70	75
I feel safe at this school.	3.23	3.49	3.27	3.27	3.40	3.33
I feel like I belong at this school.	3.00	3.42	3.17	3.16	3.39	3.23
I know I can go to my teacher or another school adult when I have personal or school problems.	3.15	3.49	3.32	3.35	3.53	3.37
I feel challenged at this school.	2.79	2.74	2.93	3.00	2.97	2.89
I have opportunities to choose my own projects.	3.00	3.07	2.97	3.09	3.24	3.07
I understand how to apply what I learn at school to real-life situations.	2.96	3.09	2.75	3.03	3.16	3.00
I feel like I am in charge of what I learn.	2.64	2.61	2.57	2.84	2.79	2.69
Teachers encourage me to assess the quality of my own work.	3.11	3.12	3.14	3.22	3.40	3.20
This school is preparing me well for what I want to do after high school.	2.79	2.93	2.86	2.99	3.20	2.95
I assess my own work.	3.21	3.28	3.25	3.27	3.46	3.29
I am treated with respect by my teachers.	3.30	3.45	3.37	3.41	3.59	3.42
I am treated with respect by school administrators.	3.38	3.48	3.24	3.33	3.47	3.38
I am treated with respect by the office staff.	3.42	3.57	3.51	3.42	3.63	3.51
I am treated with respect by other supervisors (e.g., lunchroom, bus).	3.40	3.48	3.47	3.35	3.57	3.45
I am treated with respect by other students at this school.	2.91	3.32	3.05	3.05	3.36	3.14
The people most responsible for what I learn are my teachers.	2.91	3.01	3.17	3.10	3.30	3.10
The work at this school is challenging.	2.72	2.83	3.02	2.96	3.11	2.93
I find what I learn in school to be relevant to real life.	2.72	2.70	2.59	2.67	2.83	2.70
I feel successful at school.	3.08	3.17	3.01	3.19	3.27	3.14
The person most responsible for what I learn is myself.	3.25	3.32	3.20	3.24	3.43	3.29
School is fun here.	2.58	2.75	2.62	2.80	2.93	2.74
I like this school.	2.79	3.06	2.88	2.97	3.19	2.98
I think this is a good school.	2.89	3.17	3.00	3.14	3.23	3.09
I like the students at this school.	2.72	3.03	2.86	2.97	3.23	2.96
Students at this school like me.	2.98	3.16	2.93	3.06	3.27	3.08
I like to learn.	2.91	3.16	2.95	3.14	3.29	3.09
Doing well in school makes me feel good about myself.	3.45	3.32	3.40	3.46	3.56	3.44
I am doing my best in school.	3.19	3.26	3.34	3.41	3.46	3.33
Students at this school have opportunities to learn from each other.	3.04	3.29	3.24	3.20	3.40	3.23



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Secondary Students (8th & 11th Grade)

Statement	11th Grade 2021-2022	11th Grade 2022-2023	11th Grade 2023-2024	11th Grade 2024-2025	11th Grade 2025-2026	Average 21-22/25-26
<i>Number of respondents</i>	53	69	102	79	70	75
Students at this school have opportunities to learn about each other.	3.00	3.25	3.19	3.22	3.43	3.22
Participating in extracurricular activities is important to me.	2.98	3.20	3.18	3.14	3.46	3.19
Students at this school respect other students who are different than they are.	2.38	2.90	2.68	2.72	2.99	2.73
My teachers and principal take steps to stop and prevent bullying.	2.60	3.01	2.76	2.91	3.07	2.87
My school sets clear rules for student behavior.	2.92	3.26	3.13	3.18	3.36	3.17
School rules are consistently enforced at my school.	2.89	3.09	2.91	2.99	3.24	3.02
Students are frequently recognized for good behavior.	2.77	2.70	2.75	2.95	3.16	2.87
My school keeps me informed about events, activities, and issues.	3.17	3.48	3.25	3.33	3.43	3.33
I receive messages from my school in different ways.	3.26	3.65	3.47	3.53	3.64	3.51
<i>My teachers...</i>						
expect students to do their best.	3.38	3.38	3.39	3.41	3.62	3.44
expect me to do my best.	3.38	3.42	3.46	3.46	3.61	3.47
are understanding when students have personal problems.	2.98	3.22	3.03	3.28	3.29	3.16
set high standards for achievement in their classes.	3.17	3.26	3.34	3.21	3.39	3.27
help me gain confidence in my ability to learn.	2.90	3.10	3.05	3.11	3.36	3.10
have confidence in me.	3.06	3.29	3.18	3.37	3.45	3.27
know me well.	2.85	3.01	2.94	3.01	3.17	3.00
listen to my ideas.	2.92	3.04	3.10	3.22	3.33	3.12
care about me.	3.15	3.28	3.21	3.32	3.36	3.26
make learning fun.	2.87	3.01	2.87	3.03	3.16	2.99
are excited about the subject they teach.	3.04	3.23	3.23	3.24	3.39	3.23
give me individual attention when I need it.	3.17	3.23	3.11	3.26	3.39	3.23
challenge me to do better.	3.12	3.10	3.18	3.32	3.39	3.22
<i>I am ready for the real world in reference to...</i>						
my ability to write.	3.50	3.46	3.26	3.45	3.59	3.45
my ability to read.	3.48	3.54	3.41	3.57	3.65	3.53
my ability with mathematics.	3.10	3.33	2.99	3.08	3.30	3.16
my ability to present information.	3.13	3.38	3.21	3.36	3.42	3.30
my technology skills.	3.21	3.42	3.21	3.37	3.49	3.34



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Secondary Students (8th & 11th Grade)

Statement	11th Grade 2021-2022	11th Grade 2022-2023	11th Grade 2023-2024	11th Grade 2024-2025	11th Grade 2025-2026	Average 21-22/25-26
<i>Number of respondents</i>	53	69	102	79	70	75
<i>In classes, my time is spent...</i>						
listening to the teacher talk.	3.22	3.26	3.23	3.36	3.45	3.30
in whole-class discussion.	2.71	2.94	2.87	2.93	3.16	2.92
working in small groups.	2.73	2.90	2.84	3.09	3.29	2.97
reading.	2.78	2.83	2.87	3.00	3.25	2.95
answering questions from a book or worksheet.	3.16	3.17	3.14	3.16	3.39	3.20
working on projects or research.	3.25	3.26	3.16	3.29	3.38	3.27
doing work that I find meaningful.	2.75	2.91	2.86	2.97	3.17	2.93
using computers.	3.14	3.30	3.22	3.25	3.48	3.28
<i>I work well when...</i>						
I am working on projects or research.	3.04	3.19	3.12	3.21	3.52	3.22
the teacher is leading a discussion with the whole class.	3.06	3.09	3.03	3.16	3.23	3.11
I am working in a small group.	2.90	2.88	3.10	3.05	3.32	3.05
I am working by myself.	3.41	3.43	3.24	3.36	3.58	3.40
Average	3.03	3.18	3.09	3.18	3.34	3.16

All Parent Climate & Culture Overview

Purpose

This overview highlights long-term climate and culture patterns from parents across all grade levels to support Tier 1 reflection and district- and building-level planning. The data is intended to identify strengths to sustain and system-level patterns that warrant continued attention as part of ongoing improvement efforts.

This overview is not an evaluation of individual staff members or buildings. Instead, it reflects how families experience school systems, communication, and support across the district over time.

Across grade levels, parent perceptions remain consistently positive in areas related to safety, welcoming school environments, and relationships with staff. Families continue to express trust in teachers and administrators and confidence in the district’s commitment to students.

At the same time, several indicators related to communication clarity, student recognition, peer culture, and consistency of expectations declined during the COVID-era period and have not fully returned to pre-2020 patterns. While overall satisfaction remains strong, these patterns appear across grade bands and mirror trends seen in student climate data, suggesting system-level opportunities for refinement rather than areas of concern.

Areas of Strength

Parents continue to report:

- Students feel safe at school (CSIP 2.1)
- Families feel welcomed and valued (CSIP 2.1)
- Positive, respectful relationships between staff and students (CSIP 2.1)
- Comfort reaching out to teachers or administrators when needed (CSIP 2.1)

Scorecard Indicator	Parent Statement	2025-2026 Score	Trend
Parents Feel Welcome	I feel welcomed at my child’s school.	3.53	Stable
Students Are Safe	My child is safe at school.	3.37	Stable
Parents Feel Welcome	I feel comfortable talking to the teachers at my child’s school.	3.56	Stable
Parents Feel Welcome	I can talk with my child's teachers or principal whenever needed.	3.47	Stable
Communication	The school provides frequent updates to keep me informed about events, activities, and issues.	3.57	Stable

Areas for Reflection: Long-Term Trends

The following areas are included for reflection because they declined during the COVID-era period and, in several cases, have shown slower recovery or continue to trend lower relative to other parent indicators when viewed across multiple years. While overall parent perceptions remain positive and all scores are above the district’s threshold, these items represent areas where consistency, visibility, and clarity may vary across grade levels and school experiences. Together,

they signal opportunities to strengthen communication, reinforce shared expectations, and enhance the overall student and family experience compared to the district’s strongest areas.

Parents are signaling opportunities to strengthen:

- Peer culture and respectful student interactions (CSIP 2.1)
- Consistency in how schoolwide expectations are experienced (CSIP 2.1)
- Visibility of student recognition and positive behavior (CSIP 2.1)
- Clarity around learning support and how families can reinforce learning at home (CSIP 1.1 & 2.1)
- Communication around preparation for future success (CSIP 1.1)

Domain	Statement	2021-2022	2025-2026	Net Change	Highest Score
Peer Culture & Respect	The students show respect for other students.	2.94	2.95	+0.01	2019-2020 3.13
Expectations	School rules are consistently enforced at my child’s school.	3.17	3.11	-0.06	2019-2020 3.31
Student Recognition	My child is frequently recognized for good behavior.	3.02	3.06	+0.04	2019-2020 3.13
Learning Support	My child’s teacher helps me help my child learn at home.	3.04	3.11	+0.05	2019-2020 3.30
Student Preparation	The school succeeds in preparing students for future work	3.18	3.09	-0.09	2019-2020 & 2020-2021 3.25

What This Suggests

Districtwide parent feedback reflects strong trust in schools and staff, alongside opportunities to refine how systems are experienced and communicated post-COVID.

While families continue to feel confident in safety, relationships, and overall school quality, the data suggests benefits from:

- Reinforcing peer respect and social expectations
- Ensuring consistency in how expectations are applied
- Increasing the visibility of recognition and student success
- Strengthening communication around learning support and future readiness

Importantly, these trends reflect system-level opportunities, not dissatisfaction or declining confidence. They align with ongoing Tier 1 efforts focused on consistency, communication, and visibility, while sustaining the strong foundation already in place.



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Parents of 1st/4th/8th/11th Grade Students

Statement	All Parents 2021-2022	All Parents 2022-2023	All Parents 2023-2024	All Parents 2024-2025	All Parents 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	249	225	216	155	214	212
I feel welcome at my child's school.	3.28	3.47	3.47	3.45	3.53	3.44
I feel comfortable talking to the teachers at my child's school	3.45	3.51	3.50	3.46	3.56	3.50
I can talk with my child's teachers or principal whenever needed.	3.42	3.48	3.43	3.37	3.47	3.43
Staff at my child's school communicate well with parents.	3.23	3.35	3.30	3.25	3.31	3.29
I am consistently informed about my child's progress.	3.19	3.30	3.23	3.07	3.22	3.20
I know what my child's teacher expects of my child.	3.26	3.36	3.25	3.18	3.27	3.26
My child is safe at school.	3.33	3.41	3.42	3.30	3.37	3.37
My child's school sets clear rules for student behavior.	3.34	3.42	3.37	3.48	3.37	3.40
School rules are consistently enforced at my child's school.	3.17	3.17	3.17	3.14	3.11	3.15
My child is frequently recognized for good behavior.	3.02	3.10	3.06	2.93	3.06	3.03
My child is safe going to and from school.	3.42	3.45	3.47	3.35	3.41	3.42
There is adequate supervision (e.g., recess, lunch) during school.	3.24	3.29	3.24	3.17	3.20	3.23
There is adequate supervision before and after school.	3.23	3.28	3.30	3.15	3.22	3.24
The teachers show respect for the students.	3.31	3.39	3.32	3.28	3.32	3.32
The students show respect for other students.	2.94	3.01	2.95	2.98	2.95	2.97
My child's school promotes an environment of mutual respect among students.	3.16	3.24	3.18	3.20	3.15	3.19
The staff—including teachers, principal, and/or counselor—are available to help my child with personal problems.	3.3	3.38	3.33	3.25	3.32	3.32
The school meets the social needs of the students.	3.19	3.27	3.31	3.22	3.23	3.24
The school meets the academic needs of the students.	3.23	3.30	3.28	3.20	3.20	3.24
I receive information about the educational services available to my child at school.	3.1	3.25	3.26	3.17	3.35	3.23
Teachers at my child's school have high standards for student achievement.	3.27	3.33	3.25	3.19	3.27	3.26
Teachers at my child's school promote academic success for all students.	3.24	3.34	3.22	3.21	3.29	3.26
The school expects quality work of its students.	3.29	3.33	3.26	3.25	3.26	3.28
The school has an excellent learning environment.	3.15	3.29	3.18	3.16	3.21	3.20
My child feels successful at school.	3.15	3.25	3.17	3.03	3.20	3.16
I know how well my child is progressing in school.	3.24	3.35	3.26	3.10	3.29	3.25
I like the school's report cards/progress reports.	3.22	3.30	3.11	3.07	3.20	3.18
Teachers at my child's school work hard to make sure students do well.	3.32	3.38	3.30	3.18	3.29	3.29
I respect the school's teachers.	3.45	3.49	3.45	3.41	3.46	3.45
I respect the school's principal.	3.44	3.42	3.42	3.35	3.35	3.40
Overall, the school performs well academically.	3.3	3.31	3.30	3.25	3.26	3.28
The school succeeds in preparing students for future work.	3.18	3.20	3.18	3.10	3.09	3.15
The school has a good public image.	3.27	3.27	3.25	3.15	3.07	3.20



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Parents of 1st/4th/8th/11th Grade Students

Statement	All Parents 2021-2022	All Parents 2022-2023	All Parents 2023-2024	All Parents 2024-2025	All Parents 2025-2026	Average 21/22-25/26
The school's assessment practices are fair.	3.19	3.28	3.22	3.22	3.21	3.22
My child's teacher helps me to help my child learn at home.	3.04	3.18	3.10	2.98	3.11	3.08
I support my child's learning at home.	3.59	3.63	3.62	3.55	3.58	3.59
I am interested in what my child is learning.	3.61	3.63	3.63	3.66	3.59	3.62
I attend parent-teacher conferences at my child's school.	3.4	3.46	3.46	3.47	3.45	3.45
I am actively involved in activities at my child's school.	3.19	3.29	3.25	3.21	3.34	3.26
My child's school encourages parents to be involved.	3.04	3.27	3.28	3.25	3.29	3.23
The school provides frequent updates to keep me informed about events, activities, and issues.	3.34	3.53	3.52	3.48	3.57	3.49
I receive messages from my school in a variety of ways.	3.51	3.66	3.64	3.66	3.66	3.63
The school makes an effort to obtain and act on feedback from the community.	3.17	3.16	3.26	3.10	3.18	3.17
My child's school building is well-maintained.	3.13	3.22	3.25	3.35	3.28	3.25
My child's textbooks and other resources are up to date and in good condition.	3.15	3.31	3.25	3.28	3.28	3.25
Classrooms and common areas in my child's school are clean and organized.	3.32	3.37	3.37	3.39	3.39	3.37
Average	3.26	3.34	3.31	3.25	3.30	3.29



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Parents of 1st/4th/8th/11th Grade Students

Statement	1st Grade 2021-2022	1st Grade 2022-2023	1st Grade 2023-2024	1st Grade 2024-2025	1st Grade 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	58	79	66	47	57	61
I feel welcome at my child's school.	3.31	3.59	3.74	3.66	3.81	3.62
I feel comfortable talking to the teachers at my child's school	3.57	3.65	3.71	3.70	3.77	3.68
I can talk with my child's teachers or principal whenever needed.	3.55	3.63	3.62	3.64	3.68	3.62
Staff at my child's school communicate well with parents.	3.33	3.57	3.62	3.47	3.65	3.53
I am consistently informed about my child's progress.	3.24	3.37	3.36	3.32	3.46	3.35
I know what my child's teacher expects of my child.	3.38	3.54	3.53	3.55	3.56	3.51
My child is safe at school.	3.52	3.57	3.61	3.45	3.72	3.57
My child's school sets clear rules for student behavior.	3.50	3.61	3.62	3.70	3.68	3.62
School rules are consistently enforced at my child's school.	3.38	3.52	3.53	3.45	3.51	3.48
My child is frequently recognized for good behavior.	3.26	3.39	3.29	3.38	3.42	3.35
My child is safe going to and from school.	3.52	3.56	3.64	3.55	3.56	3.57
There is adequate supervision (e.g., recess, lunch) during school.	3.36	3.53	3.41	3.30	3.53	3.43
There is adequate supervision before and after school.	3.45	3.51	3.47	3.30	3.51	3.45
The teachers show respect for the students.	3.53	3.67	3.58	3.68	3.67	3.63
The students show respect for other students.	3.24	3.38	3.23	3.19	3.39	3.29
My child's school promotes an environment of mutual respect among students.	3.38	3.58	3.44	3.49	3.60	3.50
The staff—including teachers, principal, and/or counselor—are available to help my child with personal problems.	3.45	3.53	3.53	3.55	3.56	3.52
The school meets the social needs of the students.	3.45	3.57	3.52	3.62	3.54	3.54
The school meets the academic needs of the students.	3.45	3.48	3.53	3.53	3.54	3.51
I receive information about the educational services available to my child at school.	3.17	3.35	3.50	3.43	3.54	3.40
Teachers at my child's school have high standards for student achievement.	3.47	3.54	3.45	3.38	3.51	3.47
Teachers at my child's school promote academic success for all students.	3.47	3.51	3.47	3.49	3.53	3.49
The school expects quality work of its students.	3.47	3.54	3.48	3.40	3.51	3.48
The school has an excellent learning environment.	3.41	3.57	3.47	3.49	3.58	3.50
My child feels successful at school.	3.45	3.52	3.45	3.47	3.61	3.50
I know how well my child is progressing in school.	3.29	3.42	3.33	3.36	3.47	3.37
I like the school's report cards/progress reports.	3.31	3.38	3.24	3.19	3.40	3.30
Teachers at my child's school work hard to make sure students do well.	3.53	3.58	3.50	3.55	3.56	3.54
I respect the school's teachers.	3.71	3.65	3.64	3.72	3.72	3.69
I respect the school's principal.	3.60	3.66	3.67	3.62	3.68	3.65
Overall, the school performs well academically.	3.47	3.47	3.52	3.49	3.58	3.51



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Parents of 1st/4th/8th/11th Grade Students

Statement	1st Grade 2021-2022	1st Grade 2022-2023	1st Grade 2023-2024	1st Grade 2024-2025	1st Grade 2025-2026	Average 21/22-25/26
The school succeeds in preparing students for future work.	3.40	3.38	3.42	3.34	3.51	3.41
The school has a good public image.	3.57	3.49	3.47	3.45	3.46	3.49
The school's assessment practices are fair.	3.40	3.43	3.47	3.45	3.49	3.45
My child's teacher helps me to help my child learn at home.	3.26	3.47	3.42	3.62	3.46	3.45
I support my child's learning at home.	3.57	3.66	3.65	3.70	3.63	3.64
I am interested in what my child is learning.	3.64	3.71	3.76	3.77	3.68	3.71
I attend parent-teacher conferences at my child's school.	3.72	3.73	3.79	3.79	3.77	3.76
I am actively involved in activities at my child's school.	3.26	3.33	3.52	3.30	3.40	3.36
My child's school encourages parents to be involved.	3.16	3.46	3.61	3.55	3.68	3.49
The school provides frequent updates to keep me informed about events, activities, and issues.	3.48	3.62	3.68	3.66	3.72	3.63
I receive messages from my school in a variety of ways.	3.59	3.71	3.73	3.81	3.72	3.71
The school makes an effort to obtain and act on feedback from the community.	3.31	3.48	3.47	3.36	3.42	3.41
My child's school building is well-maintained.	3.64	3.65	3.68	3.66	3.70	3.67
My child's textbooks and other resources are up to date and in good condition.	3.43	3.43	3.45	3.60	3.47	3.48
Classrooms and common areas in my child's school are clean and organized.	3.50	3.62	3.68	3.70	3.65	3.63
Average	3.44	3.54	3.53	3.52	3.58	3.52



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Parents of 1st/4th/8th/11th Grade Students

Statement	4th Grade 2021-2022	4th Grade 2022-2023	4th Grade 2023-2024	4th Grade 2024-2025	4th Grade 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	62	59	69	39	63	58
I feel welcome at my child's school.	3.16	3.47	3.49	3.46	3.46	3.41
I feel comfortable talking to the teachers at my child's school	3.39	3.59	3.54	3.49	3.56	3.51
I can talk with my child's teachers or principal whenever needed.	3.29	3.47	3.45	3.28	3.44	3.39
Staff at my child's school communicate well with parents.	3.18	3.37	3.29	3.23	3.37	3.29
I am consistently informed about my child's progress.	3.06	3.29	3.20	2.85	3.11	3.10
I know what my child's teacher expects of my child.	3.18	3.46	3.28	3.13	3.32	3.27
My child is safe at school.	3.26	3.31	3.51	3.38	3.33	3.36
My child's school sets clear rules for student behavior.	3.39	3.53	3.45	3.56	3.32	3.45
School rules are consistently enforced at my child's school.	3.10	3.27	3.25	3.23	3.21	3.21
My child is frequently recognized for good behavior.	3.16	3.22	3.25	3.00	3.19	3.16
My child is safe going to and from school.	3.47	3.44	3.51	3.18	3.46	3.41
There is adequate supervision (e.g., recess, lunch) during school.	3.23	3.24	3.38	3.28	3.24	3.27
There is adequate supervision before and after school.	3.21	3.15	3.39	3.23	3.30	3.26
The teachers show respect for the students.	3.39	3.36	3.35	3.23	3.37	3.34
The students show respect for other students.	2.97	3.15	3.10	3.03	3.11	3.07
My child's school promotes an environment of mutual respect among students.	3.11	3.22	3.25	3.23	3.19	3.20
The staff—including teachers, principal, and/or counselor—are available to help my child with personal problems.	3.26	3.37	3.42	3.33	3.38	3.35
The school meets the social needs of the students.	3.15	3.19	3.33	3.18	3.29	3.23
The school meets the academic needs of the students.	3.16	3.32	3.26	3.23	3.22	3.24
I receive information about the educational services available to my child at school.	3.05	3.22	3.26	3.23	3.32	3.22
Teachers at my child's school have high standards for student achievement.	3.27	3.36	3.29	3.28	3.43	3.33
Teachers at my child's school promote academic success for all students.	3.16	3.39	3.25	3.26	3.41	3.29
The school expects quality work of its students.	3.29	3.32	3.35	3.33	3.30	3.32
The school has an excellent learning environment.	3.16	3.25	3.20	3.10	3.27	3.20
My child feels successful at school.	3.21	3.25	3.25	3.08	3.14	3.19
I know how well my child is progressing in school.	3.11	3.25	3.23	2.90	3.17	3.13
I like the school's report cards/progress reports.	3.02	3.22	3.13	3.05	3.11	3.11
Teachers at my child's school work hard to make sure students do well.	3.31	3.37	3.39	3.31	3.43	3.36
I respect the school's teachers.	3.39	3.53	3.49	3.49	3.49	3.48
I respect the school's principal.	3.32	3.31	3.43	3.36	3.33	3.35
Overall, the school performs well academically.	3.24	3.32	3.29	3.23	3.27	3.27



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Parents of 1st/4th/8th/11th Grade Students

Statement	4th Grade 2021-2022	4th Grade 2022-2023	4th Grade 2023-2024	4th Grade 2024-2025	4th Grade 2025-2026	Average 21/22-25/26
The school succeeds in preparing students for future work.	3.18	3.31	3.17	3.10	3.13	3.18
The school has a good public image.	3.15	3.27	3.23	3.18	3.08	3.18
The school's assessment practices are fair.	3.13	3.29	3.22	3.23	3.21	3.22
My child's teacher helps me to help my child learn at home.	3.11	3.37	3.22	2.97	3.21	3.18
I support my child's learning at home.	3.66	3.66	3.72	3.67	3.67	3.68
I am interested in what my child is learning.	3.71	3.69	3.62	3.72	3.65	3.68
I attend parent-teacher conferences at my child's school.	3.76	3.80	3.71	3.87	3.68	3.76
I am actively involved in activities at my child's school.	3.23	3.37	3.32	3.51	3.41	3.37
My child's school encourages parents to be involved.	3.00	3.25	3.33	3.38	3.37	3.27
The school provides frequent updates to keep me informed about events, activities, and issues.	3.24	3.54	3.48	3.44	3.59	3.46
I receive messages from my school in a variety of ways.	3.44	3.68	3.67	3.62	3.70	3.62
The school makes an effort to obtain and act on feedback from the community.	3.11	3.14	3.28	3.03	3.27	3.17
My child's school building is well-maintained.	3.10	3.12	3.19	3.28	3.33	3.20
My child's textbooks and other resources are up to date and in good condition.	3.24	3.31	3.28	3.26	3.41	3.30
Classrooms and common areas in my child's school are clean and organized.	3.32	3.37	3.38	3.36	3.56	3.40
Average	3.24	3.36	3.35	3.28	3.34	3.31



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Parents of 1st/4th/8th/11th Grade Students

Statement	8th Grade 2021-2022	8th Grade 2022-2023	8th Grade 2023-2024	8th Grade 2024-2025	8th Grade 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	63	45	46	42	48	49
I feel welcome at my child's school.	3.38	3.38	3.26	3.24	3.35	3.32
I feel comfortable talking to the teachers at my child's school	3.49	3.33	3.28	3.24	3.44	3.36
I can talk with my child's teachers or principal whenever needed.	3.51	3.40	3.26	3.24	3.42	3.37
Staff at my child's school communicate well with parents.	3.22	3.11	3.07	3.10	3.19	3.14
I am consistently informed about my child's progress.	3.22	3.22	3.11	3.05	3.23	3.17
I know what my child's teacher expects of my child.	3.29	3.13	3.00	2.95	3.15	3.10
My child is safe at school.	3.21	3.27	3.22	3.19	3.25	3.23
My child's school sets clear rules for student behavior.	3.25	3.18	3.13	3.36	3.33	3.25
School rules are consistently enforced at my child's school.	3.06	2.78	2.80	2.93	3.02	2.92
My child is frequently recognized for good behavior.	2.97	2.73	2.80	2.60	2.88	2.80
My child is safe going to and from school.	3.30	3.36	3.26	3.33	3.31	3.31
There is adequate supervision (e.g., recess, lunch) during school.	3.22	3.09	2.98	3.02	3.08	3.08
There is adequate supervision before and after school.	3.17	3.13	3.11	3.07	3.08	3.11
The teachers show respect for the students.	3.25	3.24	3.09	3.02	3.15	3.15
The students show respect for other students.	2.76	2.51	2.57	2.74	2.60	2.64
My child's school promotes an environment of mutual respect among students.	3.14	2.87	2.91	2.98	2.96	2.97
The staff—including teachers, principal, and/or counselor—are available to help my child with personal problems.	3.30	3.18	3.07	3.05	3.13	3.15
The school meets the social needs of the students.	3.16	3.00	3.15	2.98	3.04	3.07
The school meets the academic needs of the students.	3.14	3.02	3.15	2.98	3.04	3.07
I receive information about the educational services available to my child at school.	3.10	3.07	3.09	2.93	3.31	3.10
Teachers at my child's school have high standards for student achievement.	3.22	3.11	3.07	2.95	3.06	3.08
Teachers at my child's school promote academic success for all students.	3.19	3.11	3.02	2.98	3.13	3.09
The school expects quality work of its students.	3.25	3.11	3.04	3.10	3.10	3.12
The school has an excellent learning environment.	3.08	3.04	2.98	2.93	3.08	3.02
My child feels successful at school.	3.06	2.96	2.83	2.69	3.04	2.92
I know how well my child is progressing in school.	3.32	3.31	3.15	3.05	3.27	3.22
I like the school's report cards/progress reports.	3.33	3.27	2.87	2.98	3.27	3.14
Teachers at my child's school work hard to make sure students do well.	3.29	3.20	3.13	2.83	3.04	3.10
I respect the school's teachers.	3.44	3.33	3.26	3.10	3.27	3.28
I respect the school's principal.	3.48	3.38	3.30	3.17	3.33	3.33
Overall, the school performs well academically.	3.22	3.16	3.15	3.02	3.15	3.14
The school succeeds in preparing students for future work.	3.11	2.98	3.00	2.93	2.92	2.99
The school has a good public image.	3.29	3.02	3.13	2.86	2.88	3.04
The school's assessment practices are fair.	3.19	3.13	3.04	2.95	3.13	3.09
My child's teacher helps me to help my child learn at home.	2.92	2.78	2.72	2.50	2.85	2.75
I support my child's learning at home.	3.60	3.58	3.52	3.40	3.46	3.51
I am interested in what my child is learning.	3.63	3.49	3.52	3.57	3.40	3.52



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Parents of 1st/4th/8th/11th Grade Students

Statement	8th Grade 2021-2022	8th Grade 2022-2023	8th Grade 2023-2024	8th Grade 2024-2025	8th Grade 2025-2026	Average 21/22-25/26
I attend parent-teacher conferences at my child's school.	3.35	3.13	3.02	3.12	3.15	3.15
I am actively involved in activities at my child's school.	3.22	3.24	2.85	2.88	3.13	3.06
My child's school encourages parents to be involved.	3.05	3.24	3.00	2.90	2.98	3.03
The school provides frequent updates to keep me informed about events, activities, and issues.	3.33	3.47	3.35	3.38	3.48	3.40
I receive messages from my school in a variety of ways.	3.59	3.62	3.48	3.62	3.63	3.59
The school makes an effort to obtain and act on feedback from the community.	3.10	2.84	3.11	2.90	3.00	2.99
My child's school building is well-maintained.	2.90	2.80	2.93	3.14	3.00	2.95
My child's textbooks and other resources are up to date and in good condition.	3.02	3.27	3.11	3.10	3.08	3.12
Classrooms and common areas in my child's school are clean and organized.	3.24	3.20	3.11	3.19	3.15	3.18
Average	3.23	3.15	3.09	3.05	3.15	3.13



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Parents of 1st/4th/8th/11th Grade Students

Statement	11th Grade 2021-2022	11th Grade 2022-2023	11th Grade 2023-2024	11th Grade 2024-2025	11th Grade 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	66	42	35	27	46	43
I feel welcome at my child's school.	3.26	3.33	3.17	3.37	3.48	3.32
I feel comfortable talking to the teachers at my child's school	3.38	3.33	3.29	3.37	3.43	3.36
I can talk with my child's teachers or principal whenever needed.	3.33	3.26	3.23	3.26	3.28	3.27
Staff at my child's school communicate well with parents.	3.21	3.17	3.00	3.15	2.93	3.09
I am consistently informed about my child's progress.	3.23	3.26	3.20	3.00	3.07	3.15
I know what my child's teacher expects of my child.	3.21	3.10	3.00	2.96	2.96	3.05
My child is safe at school.	3.36	3.40	3.17	3.07	3.13	3.23
My child's school sets clear rules for student behavior.	3.24	3.17	3.03	3.15	3.09	3.14
School rules are consistently enforced at my child's school.	3.15	2.81	2.83	2.81	2.57	2.83
My child is frequently recognized for good behavior.	2.74	2.76	2.63	2.56	2.61	2.66
My child is safe going to and from school.	3.41	3.38	3.37	3.26	3.24	3.33
There is adequate supervision (e.g., recess, lunch) during school.	3.17	3.12	3.00	3.00	2.87	3.03
There is adequate supervision before and after school.	3.11	3.19	3.03	2.93	2.89	3.03
The teachers show respect for the students.	3.09	3.05	3.09	3.07	3.00	3.06
The students show respect for other students.	2.82	2.67	2.66	2.93	2.54	2.72
My child's school promotes an environment of mutual respect among students.	3.03	3.02	2.91	3.00	2.76	2.94
The staff—including teachers, principal, and/or counselor—are available to help my child with personal problems.	3.21	3.31	3.14	2.89	3.13	3.14
The school meets the social needs of the students.	3.05	3.12	3.09	2.96	2.96	3.04
The school meets the academic needs of the students.	3.18	3.21	3.00	2.93	2.89	3.04
I receive information about the educational services available to my child at school.	3.09	3.29	3.06	3.04	3.17	3.13
Teachers at my child's school have high standards for student achievement.	3.14	3.14	3.06	3.07	2.98	3.08
Teachers at my child's school promote academic success for all students.	3.15	3.19	2.97	3.00	3.02	3.07
The school expects quality work of its students.	3.18	3.17	2.97	3.11	3.04	3.09
The school has an excellent learning environment.	2.98	3.07	2.83	3.04	2.78	2.94
My child feels successful at school.	2.92	3.05	2.91	2.74	2.93	2.91
I know how well my child is progressing in school.	3.23	3.38	3.31	3.00	3.22	3.23
I like the school's report cards/progress reports.	3.24	3.31	3.11	3.04	2.98	3.14
Teachers at my child's school work hard to make sure students do well.	3.17	3.21	2.97	2.89	3.02	3.05
I respect the school's teachers.	3.29	3.33	3.26	3.26	3.28	3.28
I respect the school's principal.	3.36	3.17	3.09	3.19	2.96	3.15
Overall, the school performs well academically.	3.27	3.17	3.09	3.19	2.96	3.14
The school succeeds in preparing students for future work.	3.06	2.95	2.97	2.96	2.70	2.93
The school has a good public image.	3.12	3.12	3.00	3.04	2.76	3.01
The school's assessment practices are fair.	3.08	3.14	2.97	3.22	2.96	3.07



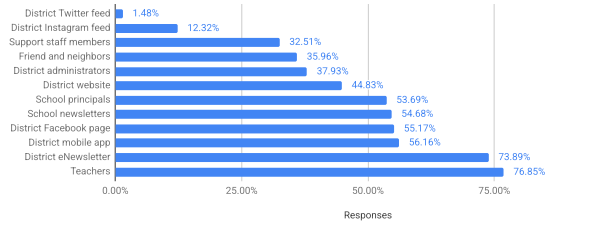
Hallsville School District Climate Survey

Administered December 2025

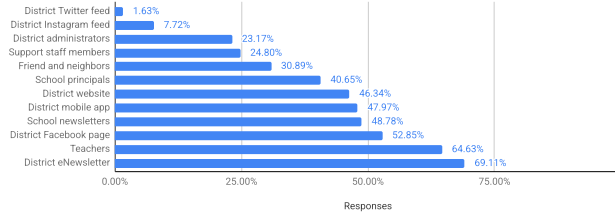
Parents of 1st/4th/8th/11th Grade Students

Statement	11th Grade 2021-2022	11th Grade 2022-2023	11th Grade 2023-2024	11th Grade 2024-2025	11th Grade 2025-2026	Average 21/22-25/26
My child's teacher helps me to help my child learn at home.	2.88	2.79	2.77	2.63	2.80	2.77
I support my child's learning at home.	3.52	3.57	3.49	3.33	3.54	3.49
I am interested in what my child is learning.	3.48	3.55	3.51	3.56	3.61	3.54
I attend parent-teacher conferences at my child's school.	2.82	2.81	2.94	2.89	3.04	2.90
I am actively involved in activities at my child's school.	3.08	3.17	3.14	3.11	3.39	3.18
My child's school encourages parents to be involved.	2.95	2.98	2.94	3.04	3.00	2.98
The school provides frequent updates to keep me informed about events, activities, and issues.	3.30	3.43	3.51	3.41	3.46	3.42
I receive messages from my school in a variety of ways.	3.42	3.57	3.66	3.56	3.59	3.56
The school makes an effort to obtain and act on feedback from the community.	3.17	2.95	3.06	3.07	2.96	3.04
My child's school building is well-maintained.	2.92	3.00	2.94	3.22	2.98	3.01
My child's textbooks and other resources are up to date and in good condition.	2.95	3.14	3.03	3.07	3.04	3.05
Classrooms and common areas in my child's school are clean and organized.	3.23	3.10	3.09	3.22	3.09	3.15
Average	3.16	3.16	3.08	3.08	3.05	3.10

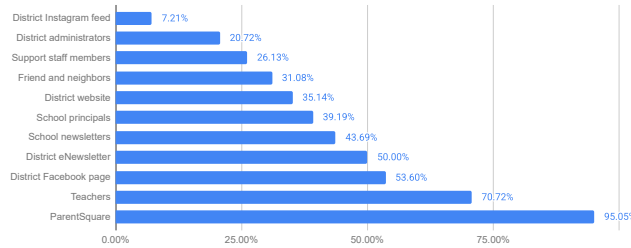
Parents: How do you usually get your information about your school and/or the Hallsville School District? Please check all that apply. 2020



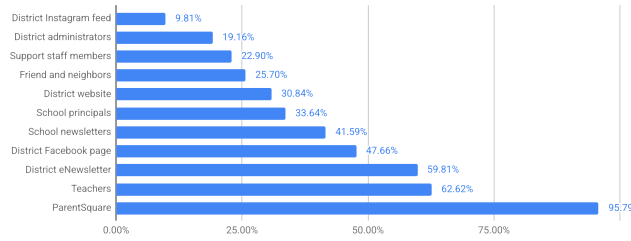
Parents: How do you usually get information about your child's school and/or the Hallsville School District? Please check all that apply. 2021



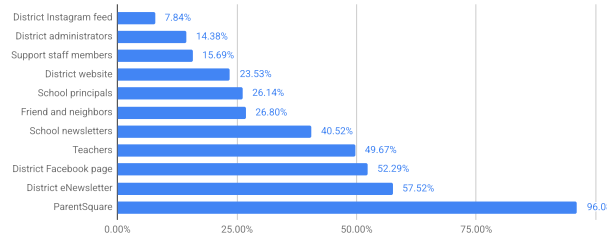
Parents: How do you usually get information about your child's school and/or the Hallsville School District? Please check all that apply. 2022



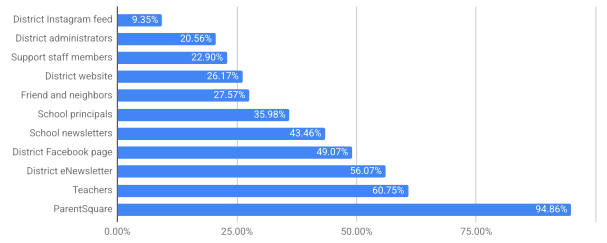
Parents: How do you usually get information about your child's school and/or the Hallsville School District? Please check all that apply. 2023



Parents: How do you usually get information about your child's school and/or the Hallsville School District? Please check all that apply. 2024



How do you usually get information about your child's school and/or the Hallsville School District? Please check all that apply. 2025



All District Instructional Faculty & Staff Climate Overview

Purpose

This overview summarizes district-wide Climate and Culture survey results for faculty and instructional staff to support reflection, planning, and continuous improvement aligned with district priorities and the Comprehensive School Improvement Plan (CSIP).

District staff results reflect a strong professional culture grounded in instructional purpose, positive relationships, and shared expectations for student success. While many indicators remain stable strengths, several system-level areas show variability over time and reflect opportunities for continued alignment and support at the district level.

Areas of Strength

District-wide staff results highlight several sustained strengths that reflect a positive professional culture, strong instructional commitment, and shared beliefs across schools.

- **Instructional purpose and professional commitment (CSIP 2.2)**
Staff consistently report strong intrinsic motivation, including enjoyment in teaching and pride in seeing the results of their work with students. These indicators remain among the highest district-wide and reflect a strong connection to instructional impact and student growth.
- **Positive and respectful professional relationships (CSIP 2.2)**
Staff perceptions related to respect and belonging remain strong across the district, indicating a supportive working environment and positive relationships among colleagues.
- **Clear instructional beliefs and expectations (CSIP 1.1)**
District staff report shared agreement around high expectations for students and a belief that quality work is expected of all learners, providing a stable foundation for instructional decision-making and improvement.
- **Effective communication systems (CISP 2.2)**
Staff continue to report positive perceptions related to receiving school and district information through multiple channels, supporting clarity and alignment across schools.

Several of these indicators demonstrate stability over time and represent strengths to sustain at the district level.

Domain	Staff Statement	2025-2026 Score	Trend
Instructional Purpose	I love seeing the results of my work with students.	3.78	Stable
Instructional Purpose	I love to teach.	3.63	Stable
Relationships & Culture	I work with people who treat me with respect.	3.58	Stable
Belonging	I feel like I belong at this school.	3.49	Stable

Communications	I receive school information in a variety of ways (email, smartphone app, eNews, Facebook).	3.66	Stable
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Areas for Reflection

While overall perceptions remain positive, several district-wide indicators score lower relative to overall strengths and show greater variability across years. These areas reflect district-level systems and conditions rather than building-specific concerns.

At the district level, staff continue to demonstrate strong commitment to students and positive professional relationships; however, morale has not fully returned to pre-COVID levels when viewed across multiple years. In addition, several system-level indicators related to recognition structures, PBIS consistency, collaboration, and instructional rigor suggest opportunities to strengthen alignment and consistency across the district.

Areas for reflection include:

- Staff morale over time (CSIP 2.2)
- Recognition and appreciation structures (CSIP 2.2)
- Consistency of expectations and PBIS implementation (CSIP 2.1)
- Collaboration and instructional consistency across schools (CSIP 1.1)
- Alignment between instructional beliefs and perceived rigor (CSIP 1.1)

Domain	Statement	2021-2022	2025-2026	Net Change	Highest Score
Morale	Morale is high on the part of teachers.	2.61	3.02	+0.41	2017-2018 & 2022-2023 3.14
Recognition	I feel recognized when I do good work.	3.08	3.08	0.00	2022-2023 3.18
PBIS / Consistency	School rules are consistently enforced at my school.	2.87	2.83	-0.04	2021-2022 2.87
Collaboration	Teachers communicate with each other to make student learning consistent across grades and courses.	3.13	3.20	+0.07	2024-2025 3.25
Instruction & Rigor	The instructional program at this school is challenging.	3.05	2.99	-0.06	2017-2018 3.21

What This Suggests

District staff demonstrate strong professional commitment, positive relationships, and shared beliefs that remain foundational strengths across schools. At the same time, district-wide morale and several system-level indicators show improvement since the COVID period but have not fully returned to pre-COVID levels. These patterns suggest an opportunity to continue strengthening consistency, recognition structures, and instructional alignment across the district while sustaining the positive culture already present.



Hallsville School District Climate Survey

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Faculty & Instructional Staff Survey

Statement	District 2021-2022	District 2022-2023	District 2023-2024	District 2024-2025	District 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	89	107	108	110	112	105.2
<i>I feel...</i>						
like I belong at this school.	3.49	3.53	3.45	3.55	3.49	3.50
that other staff care about me.	3.36	3.50	3.42	3.50	3.49	3.45
that learning can be fun.	3.70	3.72	3.64	3.60	3.61	3.65
that learning is fun at this school.	3.31	3.36	3.31	3.37	3.38	3.35
recognized when I do good work.	3.08	3.18	3.08	3.17	3.08	3.12
intrinsically rewarded for doing my job well.	3.42	3.47	3.44	3.43	3.39	3.43
<i>I work with people who...</i>						
treat me with respect.	3.56	3.49	3.50	3.49	3.58	3.52
listen if I have ideas about doing things better.	3.39	3.43	3.33	3.32	3.33	3.36
<i>The school system...</i>						
assures student voices are heard and respected.		3.26	3.18	3.24	3.31	3.25
provides school culture and climate data and reports periodically to all stakeholders.		3.36	3.24	3.27	3.38	3.31
<i>My building principal...</i>						
treats me with respect.	3.70	3.66	3.50	3.56	3.48	3.58
is an effective instructional leader.	3.48	3.28	3.21	3.21	3.10	3.26
facilitates communication effectively.	3.49	3.21	3.06	3.10	3.04	3.18
supports me in my work with students.	3.58	3.46	3.35	3.42	3.34	3.43
supports shared decision making.	3.58	3.45	3.29	3.42	3.26	3.40
allows me to be an effective instructional leader.	3.59	3.54	3.43	3.49	3.42	3.49
is effective in helping us reach our vision.	3.47	3.40	3.21	3.35	3.17	3.32
<i>I have the opportunity to...</i>						
develop my skills.	3.42	3.50	3.40	3.50	3.45	3.45
think for myself, not just carry out instructions.	3.61	3.53	3.44	3.53	3.46	3.51
<i>I love...</i>						
working at this school.	3.46	3.53	3.43	3.53	3.47	3.48
seeing the results of my work with students.	3.79	3.82	3.75	3.73	3.78	3.77
<i>I am confident I can work effectively with...</i>						
special education students.	3.48	3.36	3.38	3.43	3.47	3.42
limited English-speaking students.	2.78	2.87	2.78	3.02	3.09	2.91
an ethnically/racially diverse population of students.	3.56	3.55	3.45	3.47	3.54	3.51
heterogeneously grouped classes.	3.62	3.55	3.52	3.51	3.52	3.54
low-achieving students.	3.57	3.49	3.46	3.50	3.43	3.49
<i>Other...</i>						
I believe every student can learn at high levels.	3.48	3.49	3.43	3.36	3.45	3.44
The instructional program at this school is challenging.	3.05	2.98	3.02	3.02	2.99	3.01
The school assures every student is able to succeed.	3.14	3.09	3.01	3.20	3.16	3.12
Quality work is expected of all students at this school.	3.08	3.07	2.86	2.99	2.99	3.00



Hallsville School District Climate Survey

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Faculty & Instructional Staff Survey

Statement	District 2021-2022	District 2022-2023	District 2023-2024	District 2024-2025	District 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	89	107	108	110	112	105.2
Quality work is expected of me.	3.49	3.44	3.44	3.46	3.39	3.44
Quality work is expected of all the adults working at this school.	3.18	3.08	3.04	3.07	3.14	3.10
The vision for this school is clear.	3.31	3.22	3.21	3.37	3.31	3.28
The vision for this school is shared.	3.26	3.16	3.18	3.38	3.23	3.24
We have an action plan in place that can get us to our vision.	3.19	3.11	3.10	3.35	3.22	3.19
This school has a good public image.	3.29	3.34	3.25	3.23	3.06	3.23
I think it is important to communicate often with parents.	3.65	3.55	3.50	3.59	3.45	3.55
I communicate with parents often about their child's progress.	3.38	3.14	3.19	3.14	3.05	3.18
I communicate with parents often about class activities.	3.35	3.05	3.15	3.15	3.06	3.15
I am clear about what my job is at this school.	3.67	3.57	3.56	3.60	3.52	3.58
I feel that others are clear about what my job is at this school.	3.38	3.23	3.22	3.26	3.19	3.26
The student outcomes for my class(es) are clear to me.	3.54	3.50	3.55	3.50	3.46	3.51
The student outcomes for my class(es) are clear to my students.	3.37	3.37	3.40	3.45	3.38	3.39
Educator teams address positive classroom learning environments.		3.42	3.31	3.44	3.36	3.38
Teachers in this school communicate with each other to make student learning consistent within the same grade or course.	3.27	3.25	3.31	3.38	3.31	3.30
Teachers in this school communicate with each other to make student learning consistent across grades and courses.	3.13	3.15	3.21	3.25	3.20	3.19
My school sets clear rules for student behavior.	3.04	3.06	2.96	3.08	3.19	3.07
School rules are consistently enforced at my school.	2.87	2.86	2.60	2.80	2.83	2.79
Students are frequently recognized for good behavior.	3.37	3.28	3.25	3.46	3.39	3.35
The school provides frequent updates to keep me informed about events, activities, and issues.	3.56	3.59	3.56	3.49	3.52	3.54
I receive school information in a variety of ways (email, smartphone app, eNews, Facebook).	3.63	3.74	3.72	3.71	3.66	3.69
Students enjoy learning in my classroom.	3.45	3.48	3.39	3.45	3.46	3.45
I love to teach.	3.62	3.64	3.56	3.61	3.63	3.61
Morale is high on the part of...						
teachers.	2.61	3.14	2.86	3.01	3.02	2.93
students.	2.76	3.10	2.95	3.04	3.13	3.00
staff.	2.54	2.91	2.71	2.92	2.99	2.81
administrators.	3.08	3.34	3.19	3.15	3.14	3.18
Averages	3.36	3.35	3.28	3.34	3.31	3.33



Hallsville School District Climate Survey

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Faculty & Instructional Staff Survey

Statement	Primary 2021-2022	Primary 2022-2023	Primary 2023-2024	Primary 2024-2025	Primary 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	27	29	29	27	31	29
I feel...						
like I belong at this school.	3.57	3.72	3.66	3.74	3.45	3.63
that other staff care about me.	3.61	3.72	3.69	3.63	3.42	3.61
that learning can be fun.	3.82	3.93	3.83	3.81	3.74	3.83
that learning is fun at this school.	3.64	3.79	3.69	3.59	3.55	3.65
recognized when I do good work.	3.25	3.48	3.38	3.37	3.10	3.32
intrinsically rewarded for doing my job well.	3.50	3.69	3.62	3.44	3.35	3.52
I work with people who...						
treat me with respect.	3.64	3.62	3.66	3.59	3.48	3.60
listen if I have ideas about doing things better.	3.54	3.62	3.55	3.56	3.35	3.52
The school system...						
assures student voices are heard and respected.		3.55	3.41	3.56	3.45	3.49
provides school culture and climate data and reports periodically to all stakeholders.		3.66	3.41	3.38	3.48	3.48
My building principal...						
treats me with respect.	3.71	3.76	3.66	3.70	3.45	3.66
is an effective instructional leader.	3.75	3.83	3.72	3.67	3.32	3.66
facilitates communication effectively.	3.71	3.76	3.66	3.59	3.26	3.60
supports me in my work with students.	3.71	3.66	3.66	3.67	3.39	3.62
supports shared decision making.	3.71	3.69	3.59	3.59	3.29	3.57
allows me to be an effective instructional leader.	3.68	3.79	3.69	3.63	3.32	3.62
is effective in helping us reach our vision.	3.68	3.76	3.66	3.63	3.39	3.62
I have the opportunity to...						
develop my skills.	3.44	3.72	3.55	3.56	3.42	3.54
think for myself, not just carry out instructions.	3.44	3.66	3.48	3.44	3.26	3.46
I love...						
working at this school.	3.63	3.83	3.62	3.85	3.55	3.70
seeing the results of my work with students.	3.89	3.90	3.83	3.85	3.77	3.85
I am confident I can work effectively with...						
special education students.	3.56	3.38	3.41	3.37	3.48	3.44
limited English-speaking students.	2.93	3.21	3.00	3.11	3.29	3.11
an ethnically/racially diverse population of students.	3.63	3.66	3.52	3.59	3.68	3.62
heterogeneously grouped classes.	3.70	3.62	3.66	3.56	3.55	3.62
low-achieving students.	3.70	3.66	3.69	3.70	3.65	3.68
Other...						
I believe every student can learn at high levels.	3.67	3.72	3.79	3.74	3.67	3.72
The instructional program at this school is challenging.	3.22	3.19	3.32	3.28	3.03	3.21
The school assures every student is able to succeed.	3.41	3.35	3.18	3.40	3.23	3.31
Quality work is expected of all students at this school.	3.48	3.54	3.32	3.32	3.27	3.39



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Faculty & Instructional Staff Survey

Statement	Primary 2021-2022	Primary 2022-2023	Primary 2023-2024	Primary 2024-2025	Primary 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	27	29	29	27	31	29
Quality work is expected of me.	3.70	3.77	3.75	3.72	3.47	3.68
Quality work is expected of all the adults working at this school.	3.44	3.42	3.43	3.36	3.20	3.37
The vision for this school is clear.	3.52	3.50	3.50	3.68	3.43	3.53
The vision for this school is shared.	3.48	3.42	3.43	3.60	3.33	3.45
We have an action plan in place that can get us to our vision.	3.48	3.46	3.39	3.60	3.33	3.45
This school has a good public image.	3.37	3.69	3.64	3.60	3.23	3.51
I think it is important to communicate often with parents.	3.81	3.81	3.86	3.84	3.60	3.78
I communicate with parents often about their child's progress.	3.63	3.46	3.64	3.40	3.27	3.48
I communicate with parents often about class activities.	3.59	3.58	3.71	3.48	3.23	3.52
I am clear about what my job is at this school.	3.78	3.62	3.71	3.76	3.57	3.69
I feel that others are clear about what my job is at this school.	3.52	3.42	3.43	3.48	3.30	3.43
The student outcomes for my class(es) are clear to me.	3.59	3.69	3.71	3.68	3.50	3.63
The student outcomes for my class(es) are clear to my students.	3.52	3.65	3.68	3.72	3.50	3.61
Educator teams address positive classroom learning environments.		3.69	3.57	3.76	3.50	3.63
Teachers in this school communicate with each other to make student learning consistent within the same grade or course.	3.52	3.54	3.57	3.68	3.43	3.55
Teachers in this school communicate with each other to make student learning consistent across grades and courses.	3.48	3.42	3.54	3.48	3.33	3.45
My school sets clear rules for student behavior.	3.56	3.62	3.46	3.44	3.37	3.49
School rules are consistently enforced at my school.	3.44	3.58	3.21	3.40	3.13	3.35
Students are frequently recognized for good behavior.	3.78	3.73	3.75	3.68	3.57	3.70
The school provides frequent updates to keep me informed about events, activities, and issues.	3.63	3.73	3.68	3.56	3.53	3.63
I receive school information in a variety of ways (email, smartphone app, eNews, Facebook).	3.67	3.77	3.82	3.72	3.63	3.72
Students enjoy learning in my classroom.	3.67	3.81	3.75	3.80	3.70	3.75
I love to teach.	3.78	3.81	3.68	3.88	3.67	3.76
Morale is high on the part of...						
teachers.	2.81	3.65	3.32	3.48	3.07	3.27
students.	3.19	3.65	3.54	3.60	3.36	3.47
staff.	2.65	3.28	3.07	3.35	3.04	3.08
administrators.	3.30	3.62	3.44	3.48	3.32	3.43
Averages	3.54	3.63	3.56	3.58	3.41	3.54



Hallsville School District Climate Survey

Administered December 2025

Faculty & Instructional Staff Survey

Statement	Intermediate 2021-2022	Intermediate 2022-2023	Intermediate 2023-2024	Intermediate 2024-2025	Intermediate 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	20	31	25	28	33	27
I feel...						
like I belong at this school.	3.40	3.45	3.36	3.39	3.33	3.39
that other staff care about me.	3.05	3.42	3.24	3.29	3.30	3.26
that learning can be fun.	3.80	3.68	3.52	3.54	3.39	3.59
that learning is fun at this school.	3.15	3.42	3.24	3.21	3.12	3.23
recognized when I do good work.	3.00	3.13	3.08	3.18	2.79	3.04
intrinsically rewarded for doing my job well.	3.25	3.32	3.44	3.46	3.24	3.34
I work with people who...						
treat me with respect.	3.50	3.19	3.28	3.25	3.52	3.35
listen if I have ideas about doing things better.	3.40	3.23	3.16	3.07	3.03	3.18
The school system...						
assures student voices are heard and respected.		3.03	3.04	3.14	3.18	3.10
provides school culture and climate data and reports periodically to all stakeholders.		3.10	3.08	3.14	3.09	3.10
My building principal...						
treats me with respect.	3.55	3.48	3.36	3.39	3.21	3.40
is an effective instructional leader.	3.35	3.10	3.16	3.04	2.76	3.08
facilitates communication effectively.	3.35	2.90	2.88	2.82	2.61	2.91
supports me in my work with students.	3.35	3.19	3.28	3.21	2.94	3.19
supports shared decision making.	3.35	3.23	3.20	3.29	3.03	3.22
allows me to be an effective instructional leader.	3.45	3.32	3.28	3.32	3.21	3.32
is effective in helping us reach our vision.	3.40	3.19	3.12	3.18	2.73	3.12
I have the opportunity to...						
develop my skills.	3.35	3.35	3.24	3.52	3.27	3.35
think for myself, not just carry out instructions.	3.50	3.35	3.28	3.52	3.33	3.40
I love...						
working at this school.	3.45	3.39	3.44	3.36	3.33	3.39
seeing the results of my work with students.	3.80	3.77	3.68	3.60	3.70	3.71
I am confident I can work effectively with...						
special education students.	3.35	3.35	3.36	3.32	3.39	3.35
limited English-speaking students.	2.70	2.68	2.72	2.72	3.00	2.76
an ethnically/racially diverse population of students.	3.45	3.39	3.40	3.28	3.42	3.39
heterogeneously grouped classes.	3.60	3.45	3.48	3.32	3.48	3.47
low-achieving students.	3.55	3.42	3.40	3.32	3.24	3.39
Other...						
I believe every student can learn at high levels.	3.35	3.54	3.52	3.32	3.39	3.42
The instructional program at this school is challenging.	2.94	2.97	3.04	2.92	2.94	2.96
The school assures every student is able to succeed.	3.00	2.76	2.74	2.88	2.94	2.86
Quality work is expected of all students at this school.	2.94	2.93	2.70	2.79	2.74	2.82



Hallsville School District Climate Survey

Administered December 2025

Faculty & Instructional Staff Survey

Statement	Intermediate 2021-2022	Intermediate 2022-2023	Intermediate 2023-2024	Intermediate 2024-2025	Intermediate 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	20	31	25	28	33	27
Quality work is expected of me.	3.22	3.28	3.30	3.25	3.13	3.24
Quality work is expected of all the adults working at this school.	3.06	3.03	3.09	3.00	2.97	3.03
The vision for this school is clear.	3.28	3.03	3.13	3.13	3.06	3.13
The vision for this school is shared.	3.33	3.00	3.13	3.13	3.03	3.12
We have an action plan in place that can get us to our vision.	3.17	2.97	3.00	3.17	2.94	3.05
This school has a good public image.	3.17	3.03	3.09	2.96	2.97	3.04
I think it is important to communicate often with parents.	3.61	3.48	3.57	3.42	3.42	3.50
I communicate with parents often about their child's progress.	3.39	3.10	3.35	2.96	2.90	3.14
I communicate with parents often about class activities.	3.28	2.97	3.43	3.08	3.10	3.17
I am clear about what my job is at this school.	3.56	3.41	3.52	3.46	3.39	3.47
I feel that others are clear about what my job is at this school.	3.33	3.00	3.17	3.04	3.00	3.11
The student outcomes for my class(es) are clear to me.	3.56	3.34	3.52	3.38	3.23	3.41
The student outcomes for my class(es) are clear to my students.	3.28	3.17	3.30	3.21	3.19	3.23
Educator teams address positive classroom learning environments.		3.24	3.13	3.33	3.23	3.23
Teachers in this school communicate with each other to make student learning consistent within the same grade or course.	3.22	2.97	3.13	3.29	3.29	3.18
Teachers in this school communicate with each other to make student learning consistent across grades and courses.	2.94	2.86	2.91	3.17	3.03	2.98
My school sets clear rules for student behavior.	2.89	2.93	2.96	2.79	3.00	2.91
School rules are consistently enforced at my school.	2.67	2.55	2.30	2.46	2.42	2.48
Students are frequently recognized for good behavior.	3.33	3.38	3.22	3.50	3.35	3.36
The school provides frequent updates to keep me informed about events, activities, and issues.	3.44	3.45	3.39	3.33	3.35	3.39
I receive school information in a variety of ways (email, smartphone app, eNews, Facebook).	3.44	3.66	3.61	3.50	3.58	3.56
Students enjoy learning in my classroom.	3.50	3.52	3.43	3.33	3.39	3.43
I love to teach.	3.67	3.62	3.70	3.54	3.61	3.63
Morale is high on the part of...						
teachers.	2.61	2.82	2.74	2.67	2.74	2.72
students.	2.89	3.00	3.04	2.83	3.06	2.96
staff.	2.71	2.81	2.55	2.53	2.81	2.68
administrators.	3.14	3.15	2.94	2.94	2.85	3.00
Averages	3.28	3.20	3.20	3.18	3.13	3.20



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Faculty & Instructional Staff Survey

Statement	Middle School 2021-2022	Middle School 2022-2023	Middle School 2023-2024	Middle School 2024-2025	Middle School 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	20	25	36	32	28	28
<i>I feel...</i>						
like I belong at this school.	3.50	3.48	3.42	3.47	3.50	3.47
that other staff care about me.	3.40	3.40	3.33	3.53	3.46	3.42
that learning can be fun.	3.55	3.64	3.56	3.56	3.64	3.59
that learning is fun at this school.	3.00	3.04	3.19	3.31	3.29	3.17
recognized when I do good work.	2.95	2.80	2.81	2.97	3.00	2.91
intrinsically rewarded for doing my job well.	3.45	3.28	3.36	3.38	3.36	3.37
<i>I work with people who...</i>						
treat me with respect.	3.45	3.48	3.44	3.47	3.64	3.50
listen if I have ideas about doing things better.	3.30	3.32	3.31	3.34	3.36	3.33
<i>The school system...</i>						
assures student voices are heard and respected.		3.12	3.08	3.09	3.25	3.14
provides school culture and climate data and reports periodically to all stakeholders.		3.20	3.17	3.31	3.48	3.29
<i>My building principal...</i>						
treats me with respect.	3.75	3.64	3.42	3.56	3.68	3.61
is an effective instructional leader.	3.10	2.68	2.86	3.00	3.04	2.94
facilitates communication effectively.	3.20	2.60	2.72	2.81	3.00	2.87
supports me in my work with students.	3.35	3.32	3.17	3.41	3.46	3.34
supports shared decision making.	3.55	3.28	3.14	3.31	3.21	3.30
allows me to be an effective instructional leader.	3.45	3.40	3.44	3.44	3.54	3.45
is effective in helping us reach our vision.	3.20	2.96	2.94	3.19	3.21	3.10
<i>I have the opportunity to...</i>						
develop my skills.	3.50	3.40	3.36	3.44	3.46	3.43
think for myself, not just carry out instructions.	3.70	3.52	3.53	3.59	3.57	3.58
<i>I love...</i>						
working at this school.	3.15	3.36	3.42	3.41	3.36	3.34
seeing the results of my work with students.	3.70	3.88	3.81	3.72	3.71	3.76
<i>I am confident I can work effectively with...</i>						
special education students.	3.50	3.40	3.31	3.53	3.50	3.45
limited English-speaking students.	2.75	2.60	2.72	3.06	3.04	2.83
an ethnically/racially diverse population of students.	3.55	3.68	3.39	3.38	3.61	3.52
heterogeneously grouped classes.	3.55	3.56	3.50	3.56	3.61	3.56
low-achieving students.	3.40	3.44	3.39	3.50	3.39	3.42
<i>Other...</i>						
I believe every student can learn at high levels.	3.40	3.20	3.22	3.13	3.32	3.25
The instructional program at this school is challenging.	2.94	2.79	2.85	2.87	3.04	2.90
The school assures every student is able to succeed.	2.89	3.08	3.00	3.06	3.21	3.05
Quality work is expected of all students at this school.	2.78	2.79	2.65	2.94	3.00	2.83



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Faculty & Instructional Staff Survey

Statement	Middle School 2021-2022	Middle School 2022-2023	Middle School 2023-2024	Middle School 2024-2025	Middle School 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	20	25	36	32	28	28
Quality work is expected of me.	3.39	3.42	3.41	3.42	3.36	3.40
Quality work is expected of all the adults working at this school.	2.78	2.83	2.91	2.94	3.04	2.90
The vision for this school is clear.	2.89	2.88	3.03	3.26	3.32	3.08
The vision for this school is shared.	2.83	2.79	2.94	3.35	3.25	3.03
We have an action plan in place that can get us to our vision.	2.78	2.71	2.94	3.23	3.29	2.99
This school has a good public image.	3.11	3.21	3.12	3.06	2.86	3.07
I think it is important to communicate often with parents.	3.50	3.46	3.32	3.65	3.36	3.46
I communicate with parents often about their child's progress.	3.11	2.88	2.91	2.87	2.79	2.91
I communicate with parents often about class activities.	3.39	2.75	2.82	2.97	2.86	2.96
I am clear about what my job is at this school.	3.78	3.63	3.56	3.68	3.57	3.64
I feel that others are clear about what my job is at this school.	3.33	3.17	3.06	3.16	3.04	3.15
The student outcomes for my class(es) are clear to me.	3.50	3.46	3.59	3.52	3.50	3.51
The student outcomes for my class(es) are clear to my students.	3.22	3.21	3.32	3.42	3.36	3.31
Educator teams address positive classroom learning environments.		3.25	3.21	3.32	3.18	3.24
Teachers in this school communicate with each other to make student learning consistent within the same grade or course.	3.06	3.21	3.26	3.23	3.18	3.19
Teachers in this school communicate with each other to make student learning consistent across grades and courses.	2.83	3.00	3.12	3.10	3.18	3.05
My school sets clear rules for student behavior.	2.39	2.42	2.56	2.94	3.04	2.67
School rules are consistently enforced at my school.	2.28	2.21	2.26	2.45	2.68	2.38
Students are frequently recognized for good behavior.	3.11	3.17	3.15	3.35	3.32	3.22
The school provides frequent updates to keep me informed about events, activities, and issues.	3.56	3.58	3.62	3.55	3.64	3.59
I receive school information in a variety of ways (email, smartphone app, eNews, Facebook).	3.72	3.88	3.76	3.84	3.79	3.80
Students enjoy learning in my classroom.	3.28	3.33	3.32	3.39	3.29	3.32
I love to teach.	3.44	3.67	3.56	3.48	3.57	3.54
Morale is high on the part of...						
teachers.	2.28	2.86	2.67	2.87	3.04	2.74
students.	2.56	2.86	2.64	2.97	2.96	2.80
staff.	2.23	2.57	2.64	2.76	2.95	2.63
administrators.	2.64	3.22	3.07	3.04	3.13	3.02
Averages	3.19	3.17	3.16	3.27	3.29	3.22



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Faculty & Instructional Staff Survey

Statement	High School 2021-2022	High School 2022-2023	High School 2023-2024	High School 2024-2025	High School 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	24	25	29	32	28	28
I feel...						
like I belong at this school.	3.50	3.44	3.43	3.56	3.68	3.52
that other staff care about me.	3.33	3.44	3.50	3.63	3.79	3.54
that learning can be fun.	3.67	3.64	3.77	3.56	3.68	3.66
that learning is fun at this school.	3.29	3.16	3.23	3.34	3.54	3.31
recognized when I do good work.	3.08	3.20	3.13	3.34	3.39	3.23
intrinsically rewarded for doing my job well.	3.46	3.56	3.43	3.47	3.64	3.51
I work with people who...						
treat me with respect.	3.58	3.68	3.60	3.69	3.75	3.66
listen if I have ideas about doing things better.	3.33	3.52	3.40	3.38	3.64	3.45
The school system...						
assures student voices are heard and respected.		3.32	3.13	3.22	3.43	3.28
provides school culture and climate data and reports periodically to all stakeholders.		3.48	3.27	3.32	3.46	3.38
My building principal...						
treats me with respect.	3.75	3.80	3.53	3.56	3.71	3.67
is an effective instructional leader.	3.50	3.36	3.17	3.16	3.32	3.30
facilitates communication effectively.	3.50	3.52	3.03	3.25	3.46	3.35
supports me in my work with students.	3.71	3.68	3.33	3.38	3.61	3.54
supports shared decision making.	3.63	3.68	3.30	3.47	3.61	3.54
allows me to be an effective instructional leader.	3.63	3.64	3.30	3.53	3.64	3.55
is effective in helping us reach our vision.	3.42	3.60	3.13	3.41	3.46	3.40
I have the opportunity to...						
develop my skills.	3.42	3.52	3.45	3.47	3.64	3.50
think for myself, not just carry out instructions.	3.83	3.64	3.59	3.59	3.64	3.66
I love...						
working at this school.	3.58	3.52	3.45	3.56	3.68	3.56
seeing the results of my work with students.	3.75	3.80	3.83	3.75	3.89	3.80
I am confident I can work effectively with...						
special education students.	3.46	3.36	3.52	3.53	3.50	3.47
limited English-speaking students.	2.67	2.88	2.79	3.06	3.11	2.90
an ethnically/racially diverse population of students.	3.50	3.52	3.55	3.50	3.57	3.53
heterogeneously grouped classes.	3.54	3.60	3.52	3.59	3.54	3.56
low-achieving students.	3.54	3.44	3.52	3.44	3.43	3.47
Other...						
I believe every student can learn at high levels.	3.46	3.40	3.34	3.25	3.46	3.38
The instructional program at this school is challenging.	2.87	2.92	2.90	2.83	3.04	2.91
The school assures every student is able to succeed.	3.04	3.20	3.07	3.40	3.36	3.21
Quality work is expected of all students at this school.	2.87	3.04	2.72	2.87	2.93	2.89



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Faculty & Instructional Staff Survey

Statement	High School 2021-2022	High School 2022-2023	High School 2023-2024	High School 2024-2025	High School 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	24	25	29	32	28	28
Quality work is expected of me.	3.43	3.32	3.45	3.40	3.54	3.43
Quality work is expected of all the adults working at this school.	3.22	3.00	3.00	3.10	3.32	3.13
The vision for this school is clear.	3.39	3.44	3.31	3.33	3.43	3.38
The vision for this school is shared.	3.22	3.40	3.24	3.37	3.32	3.31
We have an action plan in place that can get us to our vision.	3.17	3.28	3.07	3.37	3.32	3.24
This school has a good public image.	3.39	3.36	3.21	3.20	3.11	3.25
I think it is important to communicate often with parents.	3.52	3.48	3.41	3.43	3.43	3.45
I communicate with parents often about their child's progress.	3.17	3.24	3.24	3.17	3.11	3.19
I communicate with parents often about class activities.	2.96	3.00	2.93	3.00	2.89	2.96
I am clear about what my job is at this school.	3.61	3.68	3.55	3.53	3.54	3.58
I feel that others are clear about what my job is at this school.	3.35	3.32	3.21	3.23	3.36	3.29
The student outcomes for my class(es) are clear to me.	3.39	3.60	3.59	3.43	3.61	3.52
The student outcomes for my class(es) are clear to my students.	3.35	3.56	3.41	3.40	3.43	3.43
Educator teams address positive classroom learning environments.		3.48	3.31	3.37	3.39	3.39
Teachers in this school communicate with each other to make student learning consistent within the same grade or course.	3.17	3.32	3.14	3.33	3.32	3.26
Teachers in this school communicate with each other to make student learning consistent across grades and courses.	3.04	3.28	3.10	3.30	3.25	3.19
My school sets clear rules for student behavior.	3.00	3.12	2.93	3.10	3.39	3.11
School rules are consistently enforced at my school.	2.78	2.96	2.69	2.77	3.18	2.88
Students are frequently recognized for good behavior.	3.09	2.76	2.86	3.30	3.25	3.05
The school provides frequent updates to keep me informed about events, activities, and issues.	3.61	3.72	3.66	3.40	3.57	3.59
I receive school information in a variety of ways (email, smartphone app, eNews, Facebook).	3.70	3.76	3.76	3.73	3.71	3.73
Students enjoy learning in my classroom.	3.30	3.32	3.28	3.30	3.43	3.33
I love to teach.	3.57	3.56	3.59	3.57	3.64	3.59
Morale is high on the part of...						
teachers.	2.71	3.08	2.68	2.97	3.33	2.95
students.	2.24	2.74	2.50	2.86	3.12	2.69
staff.	2.53	2.95	2.63	2.92	3.33	2.87
administrators.	3.00	3.33	3.12	3.07	3.38	3.18
Averages	3.31	3.38	3.26	3.33	3.44	3.35

All District Support Staff Climate Overview

Purpose

This overview summarizes Climate and Culture survey results for Support Staff to support reflection, planning, and continuous improvement aligned with district priorities and the Comprehensive School Improvement Plan (CSIP).

Support staff results reflect a positive climate centered on safety, respect, and shared responsibility for students. While many indicators remain stable strengths, several system-level areas show variability over time and reflect opportunities for continued alignment and support for support staff roles across the district.

Areas of Strength

Support staff survey results highlight several sustained strengths that reflect a safe, respectful, and student-centered school environment.

- **Safe and supportive school environment (CSIP 2.1, 2.2, & 1.2)**
Support staff consistently report strong perceptions of safety for both students and adults. Items related to students feeling safe and staff feeling safe remain among the highest-rated indicators, reflecting stable and positive school environments.
- **Positive adult–student relationships (CSIP 2.1)**
Support staff report strong agreement that adults treat students with respect, have high expectations for students, and respond when students have problems. These indicators reflect a shared commitment to student well-being and success.
- **Confidence in instructional staff (CSIP 1.1 & 2.1)**
Support staff continue to report positive perceptions of teachers’ effectiveness and care for students, indicating trust in instructional practices and collaboration across roles.
- **Access to tools and resources (CSIP 2.2)**
Support staff report relatively strong agreement that they have the equipment and supplies needed to do their jobs, supporting effective daily operations.

Several of these indicators demonstrate stability over time and represent strengths to sustain for support staff across the district.

Domain	Staff Statement	2025-2026 Score	Trend
Safety	I feel safe in this school.	3.33	Stable
Safety	Students are safe in this school.	3.33	Stable
Relationships & Culture	Teachers in this school treat students with respect.	3.36	Stable

Relationships & Culture	If students in this school have a problem, teachers will help and listen.	3.33	Stable
Resources	I have the equipment and supplies I need to do my job.	3.41	Stable

Areas for Reflection

While overall perceptions remain positive, several support staff indicators score lower relative to overall strengths and show variation across years. These areas reflect system-level conditions rather than individual performance.

In particular, results related to job-specific training and consistency of schoolwide expectations suggest opportunities to strengthen alignment and support for support staff roles.

Areas for reflection include:

- Access to job-specific training and professional learning (CSIP 2.2)
- Perceived usefulness and impact of training opportunities (CSIP 2.2)
- Consistency of schoolwide behavior expectations (PBIS) (CSIP 2.1)
- Fairness and consistency in discipline practices (CSIP 2.1)

Domain	Statement	2021-2022	2025-2026	Net Change	Highest Score
Resources	The district has provided me with specific training related to my job.	3.30	3.15	-0.15	2021-2022 & 2022-2023 3.30
Resources	The training activities I have attended have helped me do a better job.	3.30	3.21	-0.09	2021-2022 & 2022-2023 3.30
PBIS	School rules are consistently enforced at my school.	3.03	3.03	0.00	2022-2023 3.04
PBIS	Discipline is handled fairly in this school.	2.98	3.00	+0.02	2017-2018 3.39

What This Suggests

District staff demonstrate strong professional commitment, positive relationships, and shared beliefs that remain foundational strengths across schools. At the same time, district-wide morale and several system-level indicators show improvement since the COVID period but have not fully returned to pre-COVID levels. These patterns suggest an

opportunity to continue strengthening consistency, recognition structures, and instructional alignment across the district while sustaining the positive culture already present.



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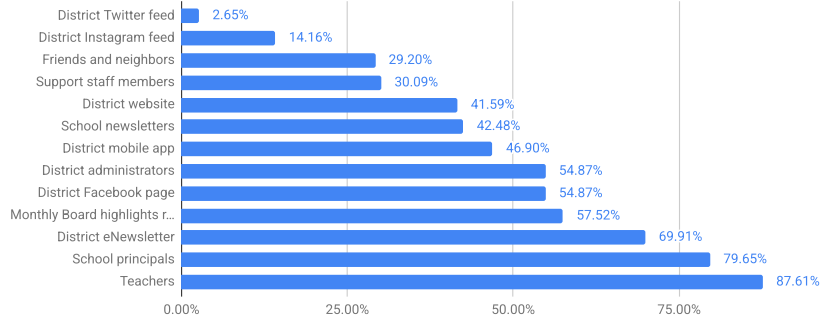
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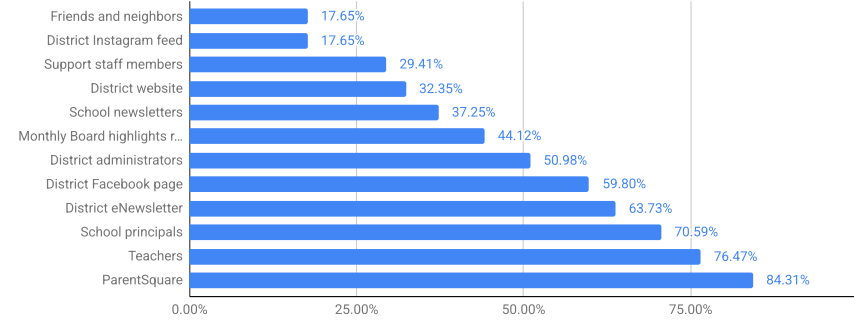
Statement	Support Staff 2021-2022	Support Staff 2022-2023	Support Staff 2023-2024	Support Staff 2024-2025	Support Staff 2025-2026	Average 21/22-25/26
<i>Number of respondents</i>	40	46	36	28	39	38
I have the equipment and supplies I need to do my job.	3.30	3.35	3.28	3.21	3.41	3.31
The district has provided me with specific training related to my job.	3.30	3.30	3.25	3.14	3.15	3.23
The training activities I have attended have helped me do a better job.	3.30	3.30	3.22	3.21	3.21	3.25
Students like this school.	3.30	3.26	3.08	3.32	3.18	3.23
This school makes children feel they belong.	3.30	3.26	3.14	3.25	3.26	3.24
The adults in this school have high expectations for student learning.	3.30	3.35	3.28	3.18	3.28	3.28
Educator teams address positive classroom learning environments.		3.35	3.22	3.18	3.28	3.26
Our teachers are good teachers.	3.45	3.48	3.33	3.46	3.36	3.42
If students in this school have a problem, teachers will help and listen.	3.45	3.37	3.28	3.29	3.33	3.34
Teachers in this school treat students with respect.	3.33	3.22	3.25	3.36	3.36	3.30
The school system assures student voices are heard and respected.	3.29	3.26	3.19	3.07	3.23	3.21
Students are safe in this school.	3.23	3.52	3.42	3.32	3.33	3.36
I feel safe in this school.	3.17	3.46	3.42	3.25	3.33	3.33
Adults in this school treat me with respect.	3.38	3.33	3.19	3.25	3.23	3.28
My school sets clear rules for student behavior.	3.13	3.35	2.86	2.86	3.15	3.07
School rules are consistently enforced at my school.	3.03	3.04	2.72	2.61	3.03	2.89
Students are frequently recognized for good behavior.	3.35	3.26	3.06	3.07	3.15	3.18
Discipline is handled fairly in this school.	2.98	3.04	2.67	2.89	3.00	2.92
Students are treated fairly in this school.	3.18	3.22	2.92	3.14	3.15	3.12
This school has a good public image.	3.28	3.28	3.17	3.18	3.03	3.19
My supervisor identifies issues in the school that could potentially become problems.	3.25	3.46	3.06	3.32	3.28	3.27
There are open channels of communication among students, staff, and administrators.	3.15	3.22	2.92	2.93	3.26	3.10
The school system provides school culture and climate data and reports periodically to all stakeholders.		3.26	3.08	3.14	3.36	3.21
I believe that I can positively impact student success.	3.30	3.41	3.19	3.32	3.21	3.29
Learning is the most important thing at this school.	3.20	3.30	3.11	3.04	3.26	3.18
Morale is high on the part of...						

teachers.			2.88	3.00	3.08	2.99
students.			2.84	2.84	3.11	2.93
staff.			2.79	2.81	3.22	2.94
administrators.			3.00	3.04	3.31	3.12
Average	3.26	3.31	3.10	3.13	3.23	3.20

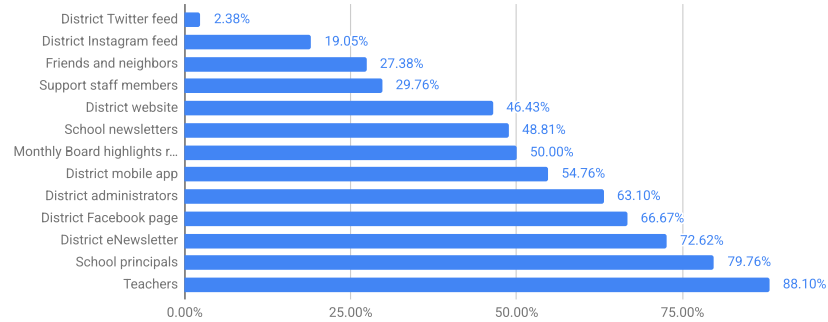
Faculty & Instructional Staff: How do you usually get your information about your school and/or the Hallsville School District? Please check all that apply. 2020



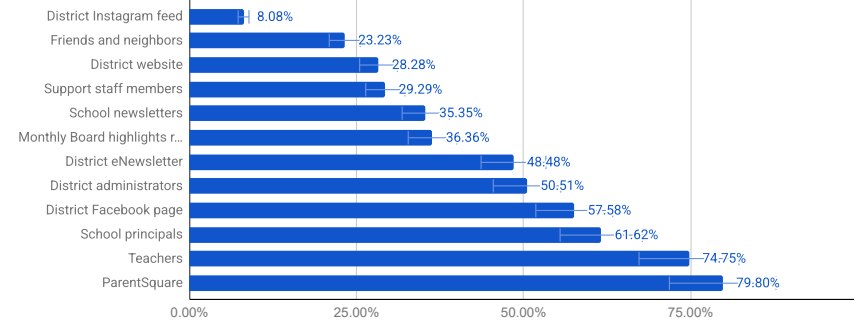
How do you usually get your information about your school and/or the Hallsville School District? Please check all that apply. 2023



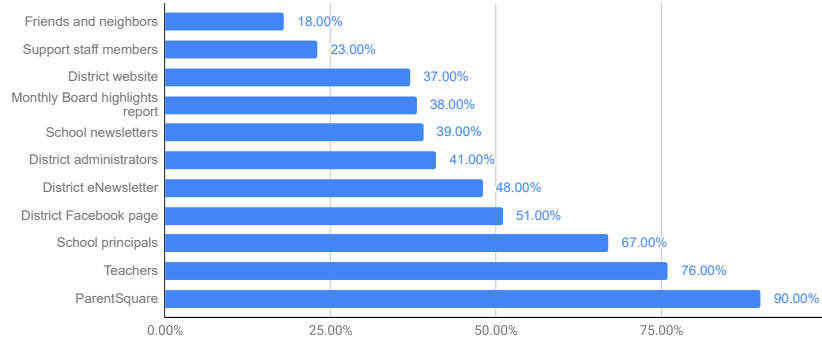
Faculty/Instructional Staff: How do you usually get your information about your school and/or the Hallsville School District? Please check all that apply 2021



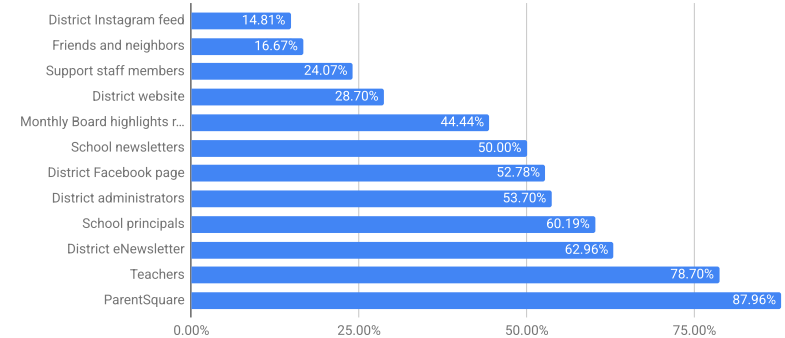
Faculty & Instructional Staff: How do you usually get your information about your school and/or the Hallsville School District? Please check all that apply. 2024



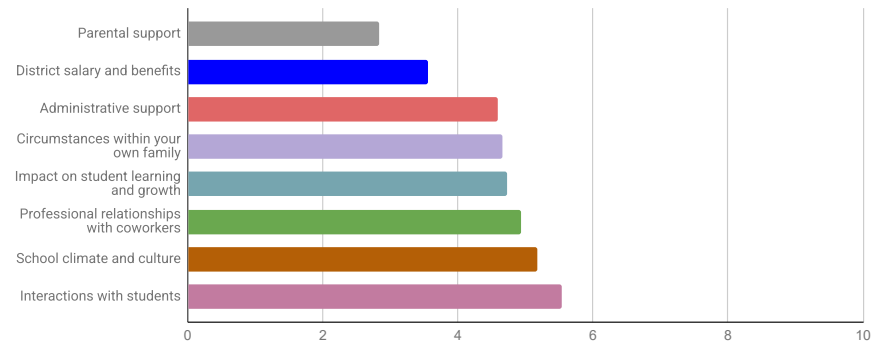
Faculty/Instructional Staff: How do you usually get your information about your school and/or the Hallsville School District? Please check all that apply 2022



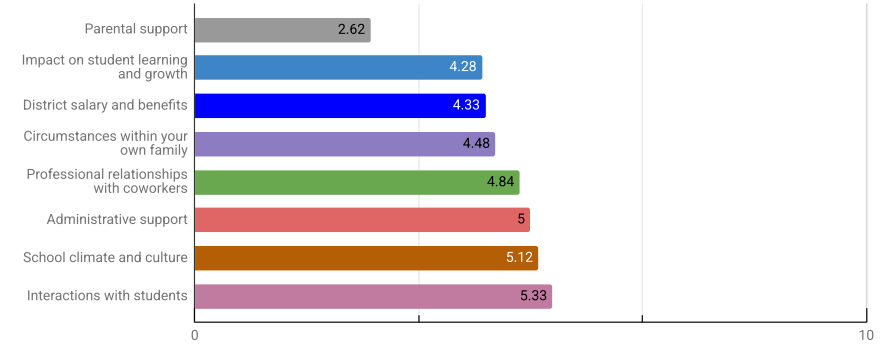
Faculty/Instructional Staff: How do you usually get your information about your school and/or the Hallsville School District? Please check all that apply 2025



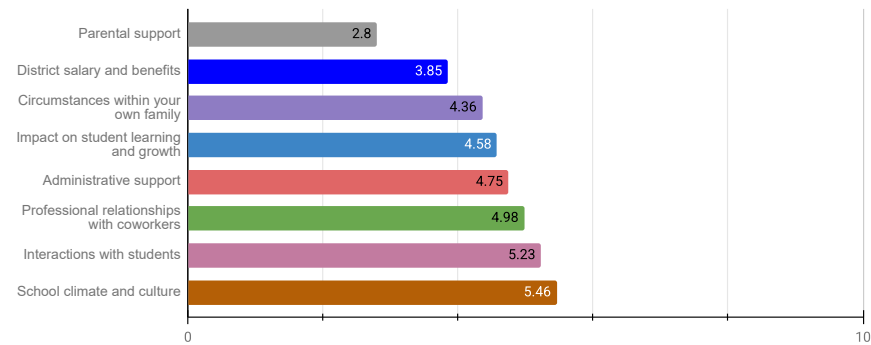
Hallsville Faculty/Instructional Staff Responses: To what degree do the following factors play in your decision to continue working at Hallsville? (Please rank) 2020



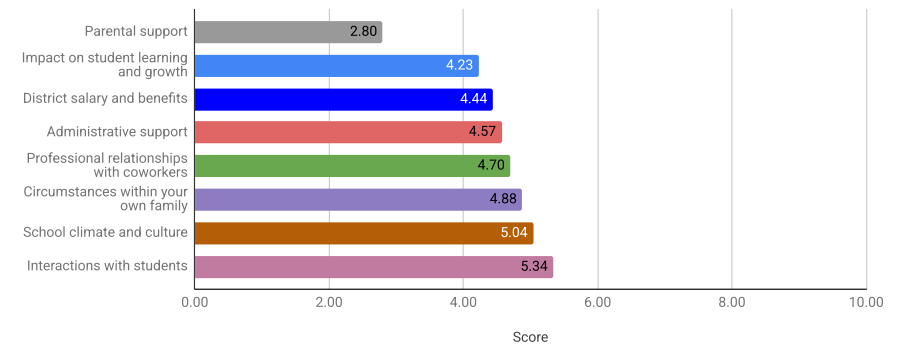
Faculty/Instructional Staff Responses: To what degree do the following factors play in your decision to continue working at Hallsville? (Please rank) 2022



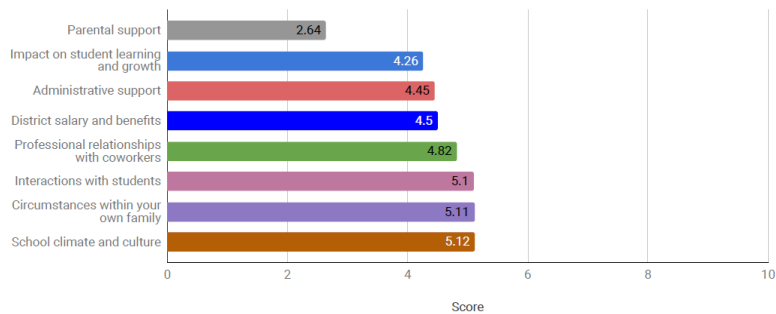
To what degree do the following factors play in your decision to continue working at Hallsville? (Please rank) 2021



Faculty/Instructional Staff Responses: To what degree do the following factors play in your decision to continue working at Hallsville? (Please rank) 2023



Hallsville Faculty/Instructional Staff Climate Survey/To what degree do the following factors play in your decision to continue working at Hallsville? (Please rank) 2024



Hallsville Faculty/Instructional Staff Climate Survey/ To what degree do the following factors play in your decision to continue working at Hallsville (Please rank) 2025

