



SUFFOLK
PUBLIC SCHOOLS



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SPS Climate and Culture Survey Results

June 13, 2024

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Suffolk Public Schools

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Agenda

- ★ SPS Climate Survey Construction
- ★ Divisionwide Employee Perceptions
- ★ Division Wide Instructional Staff Perceptions
- ★ Parent Perceptions
- ★ Student Perceptions
- ★ Feedback and Growth for 2024-2025

SPS Survey Construction

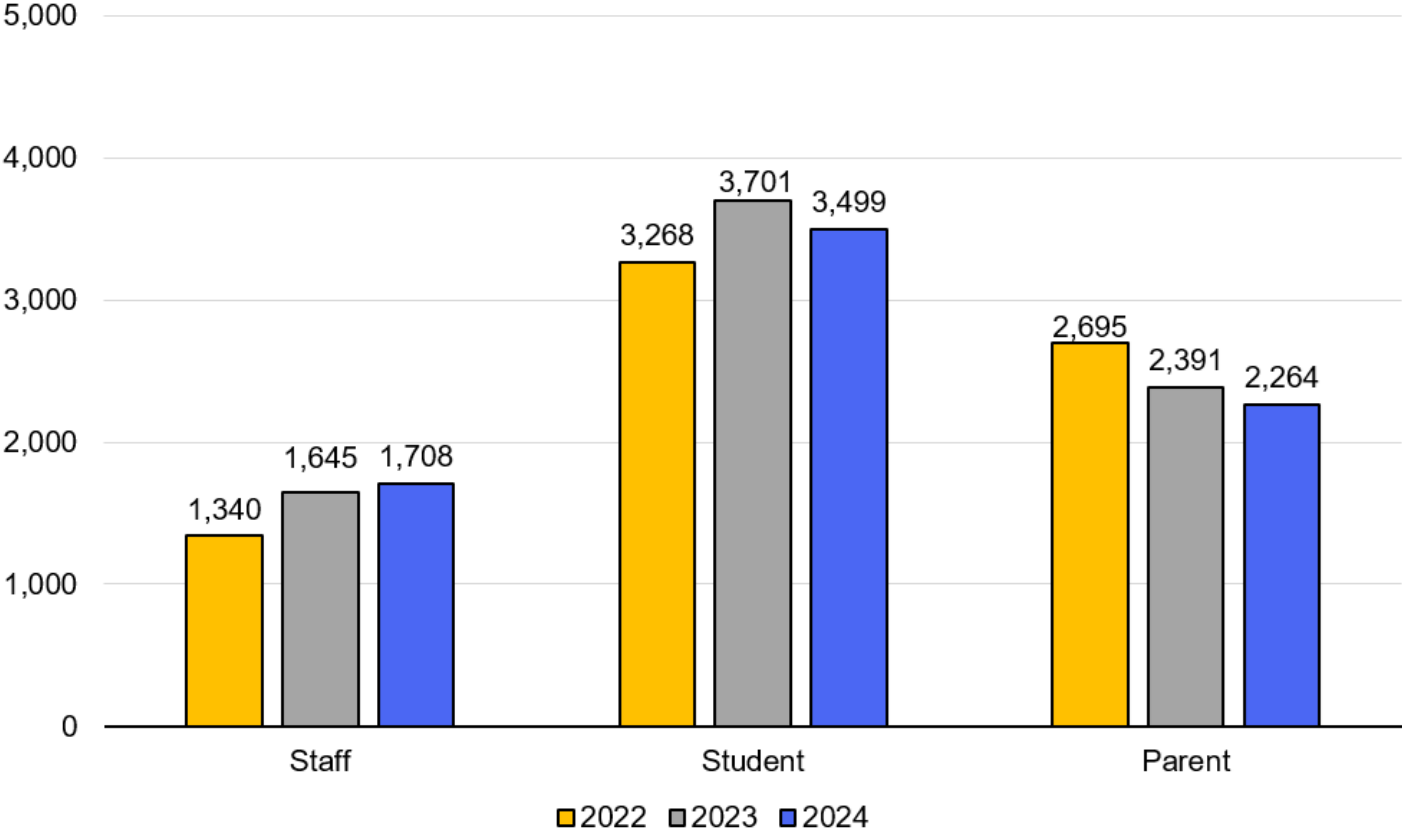
- ★ Administration Window
 - March 11 - March 29, 2024
- ★ Participants
 - Staff - All SPS employees (Instructional & Support)
 - Students:
 - Grades 5, 6, 8, 9, & 12
 - Parents - All parents (K-12)

- ★ Method
 - Online Survey (Staff & Students)
 - Online & Paper (Parents)
- ★ Survey Items
 - Staff Survey = 43
 - Student Survey = 44
 - Parent Survey = 41

SPS Climate Survey Participation



Survey Responses by Group



Divisionwide Employee Perceptions



- ★ **100%** of Division-Based Administrators felt that the school division had implemented procedures and protocols to ensure safety.
- ★ **96%** of school-based support staff felt that safety procedures are followed and that they are proud to work in the division.
- ★ **94%** of employees felt that their individual differences are respected.
- ★ **78%** of departmental support staff felt involved in decisions that impact their work, concerns being resolved, and professional development being appropriate.
- ★ **75%** of support staff employees felt that the division offers opportunities to exercise leadership skills.



Divisionwide Instructional Staff Perceptions

- ★ **95%** of teachers communicate with parents about student progress.
- ★ **88%** of school-based instructional staff felt that they are held accountable for student learning.
- ★ **87%** of school-based instructional staff felt that they are empowered to impact student achievement.
- ★ **87%** of instructional staff believe that they are expected to hold students to high academic standards.
- ★ **73%** felt that schools were safe and orderly. (4%)
- ★ **51%** of high school instructional staff felt that morale was **high** in their schools. (17%)



Parent Perceptions

- ★ **95%** of parents felt that schools utilize technology for learning.
- ★ **93%** of parents of parents felt that students were expected to work hard.
- ★ **91%** of parents felt that the division's facilities support student learning.
- ★ **90%** of elementary parents felt that students feel safe at school. (4%)
- ★ **84%** of parents felt that there were increased opportunities for family and community volunteerism. (4%)
- ★ **84%** of high school parents felt the community was informed about school programs and activities. (7%)
- ★ **70%** of middle school parents were in agreement about the school cafeteria.



Student Perceptions

- ★ **95%** of students know what behavior is expected.
- ★ **90%** of students felt that they are provided with what they need to learn.
- ★ **90%** of students of students are expected to work hard and do their best.
- ★ **76%** of middle school students felt that teachers give extra help when needed.
- ★ **64%** of high school students felt that teachers and students care about each other. **(10%)**
- ★ **52%** of students felt there were improvements in the cafeteria. **(3%)**
- ★ **51%** of high school students felt that the school was attractive. **(10%)**



Feedback and Growth for 2024-2025

- ★ Students feeling safe at school. **(63%)** **(3%)**
- ★ High school students want to provide more input. **(61%)** **(10%)**
- ★ Parent perceptions on transportation. **66%**
- ★ Parent Perceptions on the cafeteria. **73%**

- ★ Division Staff want concerns resolved in a timely manner. **(69%)**
- ★ Instructional Staff want instructional time protected. **(76%)** **(3%)**
- ★ Transportation Staff want more collaboration. **(44%)**



SPS Climate and Culture Summary



- ★ For All Staff Climate Survey Results, additional focus on the following areas:
 - New Staff being assisted in learning and adjusting to their jobs (77%)
 - Different approaches for resolving issues (79%)
 - Supervisor holding staff accountable for actions (80%)
 - Feedback for continuous improvement (84%)
 - Supervisor encourages staff to improve skills (85%)
- ★ For Instructional Staff Climate Survey Results:
 - School Spirit and Pride are promoted at school (76%)
 - School administration being highly visible (73%)
 - School administration holding themselves accountable (72%)



SPS Climate and Culture Summary

- ★ For Parent Climate Survey Results, additional celebration for the following:
 - School providing extra help or enrichment (84%)
 - School handles discipline in a timely manner (83%)
 - The school helps my child feel safe. (83%)
 - The school provides my child with a safe and orderly place to learn (87%)
 - The school shares information about school improvement. (79%)
- ★ For Student Climate Survey Results, additional celebration for the following:
 - 30 out of 44 indicators improved or stayed the same percentage.
- ★ For Strategic Plan Indicators, additional celebration for the following:
 - 90% for improved school safety procedures and protocols. (6%)
 - (2%) increase for SPS Board Review of morale, positive perceptions of SPS Services, and expansion of stakeholder communication.





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June 8, 2023

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