



SUFFOLK
PUBLIC SCHOOLS

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SPS Climate and Culture Survey Results

June 12, 2025

Dr. John B. Gordon III, Division Superintendent
Mr. Shawn Dickerson, Coordinator of
Data and Research

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 2025-2026



SPS Survey Construction

★ Administration Window

- March 12 - March 31, 2025

★ 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)

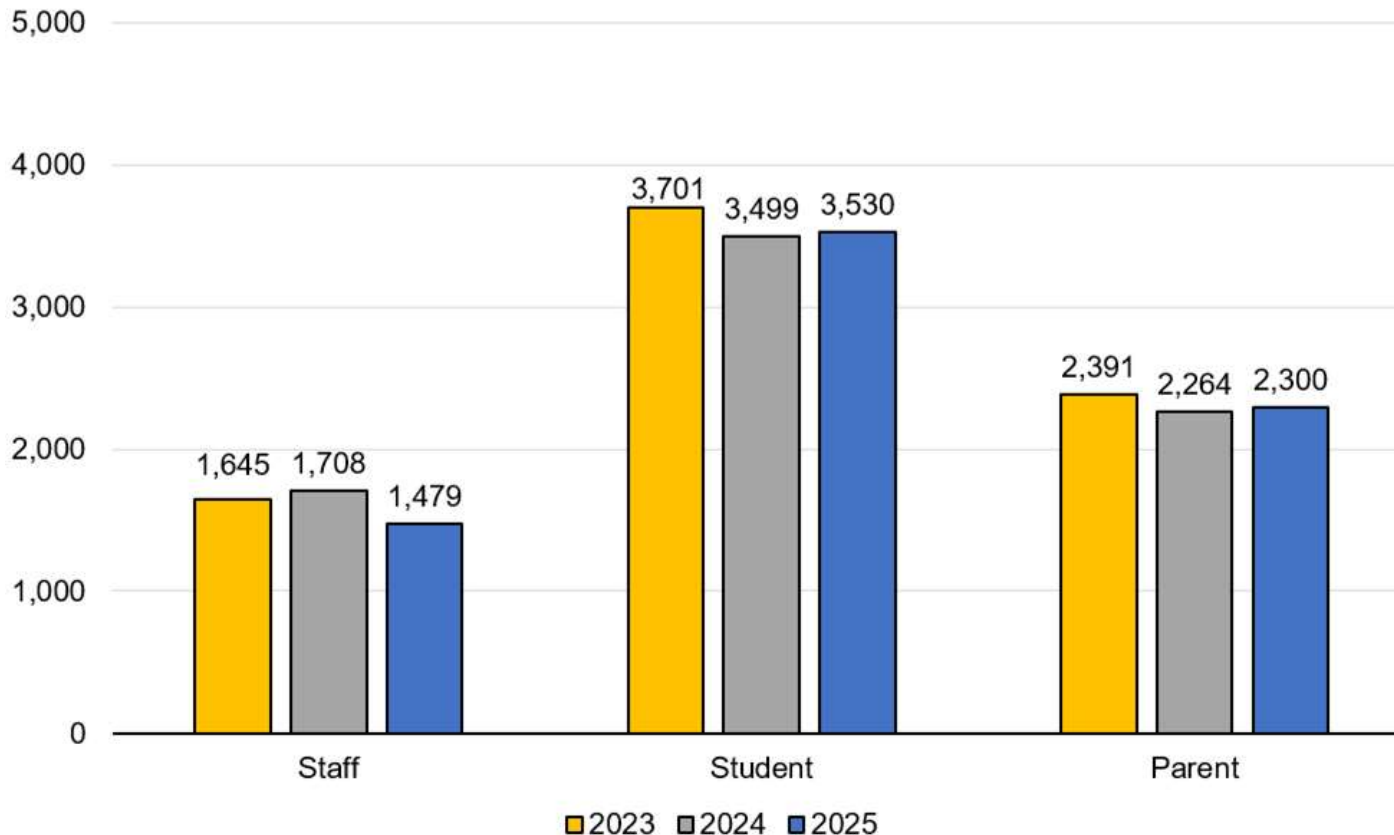
★ Survey Items

- Staff Survey = 43
- Student Survey = 44
- Parent Survey = 41



SPS Climate Survey Participation

Survey Responses by Group



Divisionwide Employee Perceptions



- ★ 100% of Division-Based Departmental Administrators are proud to work in the division and that they are held accountable for their actions.
- ★ 97% of Clerical, Custodial, Cafeteria and Nursing Staff indicated that they have the quality resources needed to do their job well.
- ★ 93% of school-based instructional staff members expressed high agreement that individual differences are respected and they are encouraged to work as a team.
- ★ 87% of Transportation staff members agreed that they are encouraged to work as a team
- ★ Professional Development to meet the needs of jobs will be an area of focus:
 - 86%- Division Administrators, 85%-Administrators, 81%-Support Staff



Divisionwide Instructional Staff Perceptions

- ★ 98% of elementary school staff agreed that parents are encouraged to participate in family events.
- ★ 94% of instructional staff agreed that teachers communicate with parents about student progress.
- ★ 91% of high school staff agreed that they are empowered to impact student achievement.
- ★ 90% of middle school staff agreed that they are held accountable for student learning.
- ★ Continued areas of growth:
 - Protected Instructional Time: 77% (7%), Morale 60% (12%)
 - Discipline: 58% (8%)

Parent Perceptions

- ★ 96% of elementary school parents agreed that students are expected to work hard.
- ★ 94% of parents agreed that schools utilize technology for learning.
- ★ 92% of parents agreed that procedures and protocols have been implemented to ensure student safety.
- ★ 90% of parents agreed that facilities support learning.
- ★ Highlighted areas that improved in 2024-2025:
 - 85% (2%) of students feeling safe at school; High School: 81% (5%)
- ★ Continued areas of focus and growth:
 - Transportation Improvements-66% (flat), Cafeteria- 71% (2%)
 - Elementary support in student making adequate progress (85%) (5%)



Student Perceptions



- ★ 94% of students know what behavior is expected.
- ★ 90% of students agreed that they are provided with multiple assessments to check their understanding.
- ★ 90% of students agreed that they are provided the things needed to learn.
- ★ Highlighted areas that improved in 2024-2025 but will remain a focus:
 - Teachers and students caring about each other: 66% (5%)
 - Students treating teachers with respect: 51% (5%)
 - Students treating each other with respect: 42% (5%)
 - Middle school students providing input about school related activities: 71% (10%)



SPS Climate and Culture Summary



- ★ For All Staff Climate Survey Results, executive summary:
 - The division increased prior percentages of agreement in 18 out of 19 areas.
 - Largest Increase: My school/work site helps new hires learn their jobs: 82% (5%)
 - Being involved in making decisions that impact my work: 77% (5%)
- ★ For Instructional Staff Climate Survey Results, executive summary:
 - The division increased prior percentages of agreement in 23/24 areas
 - Largest Increase: Morale has increased at my school: 60% (12%)
 - School spirit and pride are promoted at my school: 84% (8%)
 - The administration holds themselves accountable for learning: 79% (7%)



SPS Climate and Culture Summary

- ★ For Parent Climate Survey Results, executive summary: +
 - The division percentages increased prior percentages of agreement on 6/31 areas.
 - The division percentages decreased or remained flat on 25/31 areas.
 - Average decrease is minimal: 1.75%
 - Largest decrease: School shares information about school improvement initiatives: 74% (5%)
 - School provides extra academic help: 81% (3%)



SPS Climate and Culture Summary

- ★ For Student Climate Survey Results, executive summary: +
 - The division percentages increased prior percentages of agreement on 32/44 areas.
 - Largest increase: Teachers and students care about each other: 66% (5%)
 - Adults know me well and show interest in my education: 84% (3%)
 - The division percentages decreased on 2/44 areas.
 - Teachers expect all students to work hard and do their best: 88% (1%)
 - At this school, I know what behavior is expected of me: 94% (1%)
 - The division percentages were flat on 10/44 areas.



SPS Climate and Culture: Plan of Action

- ★ Revise professional learning plan to include additional employee group + feedback and the development of leadership skills.
- ★ Emphasis on efficiency for concerns being resolved in a timely manner.
- ★ Emphasis on transportation staff collaborating to determine different approaches to resolving issues.
- ★ Emphasis on transportation staff feedback and the use of AI for route creation.
- ★ Re-visit cafeteria menu options, packaging, and food presentation.
- ★ Emphasis on communication of discipline process and confidentiality.
- ★ Review of staff celebrations and activities to increase morale.
- ★ Continued review of the usage of staff to protect instructional time.
- ★ Strategic use of instructional supports for assisting students in making academic progress.
- ★ Continued audit of divisionwide safety protocols and procedure for fidelity.





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June 8, 2023

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