



PERCEPTION SURVEY AD HOC COMMITTEE
September 11 AND 18, 2026
MINUTES

Purpose Statement: *The purpose of the Perception Survey Ad Hoc Committee is to have a subcommittee of the school board work with the superintendent to edit the School Perceptions Survey survey to be used in 2026-27 school year.*

Committee Members Present: Mark Zuzek (Chair), Carrie Tate, Phil Biermaier, Dr. Kristine Wehrkamp Herman, and LynDee Humble

1. Broad goals of the task:
 - a. Concerns about validity and reliability if too much changes in the questions
 - b. All staff should be provided with time during their work assignment to complete the survey. This priority is stated because there is a desire to significantly increase staff participation in the survey.
 - c. Student demographic data should be uploaded from Infinite Campus so that the accuracy of the information is increased and the student survey takes less time to complete.
 - d. When the window to take the survey is opened, we should share examples of things that have been done based on past survey data to show participants that the survey results are a priority.
 - e. Questions should be asked if the school board or administration can use that data and take action based on the results of the survey question. Ambiguous questions, and questions that would result in useless information should be eliminated.
 - f. Qualitative data collected through open-ended questions with free response need to be answered in such a way that individual persons are not targeted. The response should be focused on processes, and not individual persons or positions.
 - g. The questions should be identifiably tied to the strategic plan or goals.
2. The first meeting was held on Friday, September 11, 2026. LynDee Humble served as the scribe for the editing process. The committee began with the staff survey and completed editing of a large portion of the survey.
3. One key expectation was added throughout the survey. In order to increase the usefulness of the quantitative data, participants will be asked to provide a qualitative response whenever the respondent answers a question with "disagree" or "strongly disagree". This way, the source of the information remains anonymous, but the information is useful and actionable.
4. The second meeting was held on Friday, September 18th. The staff survey editing was completed, and the student and parent/family surveys were completed as well.
5. The results of the survey editing step will be shared with School Perceptions.
6. The goal is to review the survey edits at the October work session.
7. Next Meeting: There are no additional meetings scheduled as the task has been completed.