

CROSSLAKE COMMUNITY SCHOOL DISTRICT

Board of Directors

Action Item: Approval of 2025-2026 Stakeholder Satisfaction Surveys

Meeting Date:	02/23/2026
Presented By:	Dr. Jenna Leadbetter, District Superintendent
Action Requested:	Board motion to approve the 2025-2026 Stakeholder Satisfaction Survey instruments for spring administration

Background

Crosslake Community School administers annual stakeholder satisfaction surveys to parents/guardians, students, and staff as part of its continuous improvement model and in alignment with authorizer requirements. These surveys provide critical data for strategic planning, program evaluation, and Board governance.

The 2025-2026 survey instruments have been redesigned based on a comprehensive analysis of three years of survey data (2022-2023 through 2024-2025), feedback from instructional leadership, and alignment with the district's Strategic Roadmap and RELIC values framework.

Rationale for Redesign

The multi-year survey comparison identified several opportunities to strengthen the instruments:

- Prior surveys used inconsistent scales (mix of 3-point, 4-point, and 5-point), making longitudinal comparison difficult
- A single survey format across all student ages did not capture age-appropriate feedback from younger learners
- No distinction between district-level and school-level questions limited the specificity of actionable data
- Key areas such as compensation satisfaction, communication effectiveness, and post-graduation pathway preparation were only captured through open-ended responses, if at all
- The three-point "someone cares" scale lacked the granularity to identify meaningful differences in student belonging
- No demographic questions were collected, preventing analysis by grade level, tenure, or program

Key Improvements in Redesigned Instruments

- Two-part structure: District-Level questions (Section 1) and School-Specific questions (Section 2) for clearer, more actionable data
- Age-differentiated student surveys: K-3, 4-8, and 9-12 versions with developmentally appropriate language
- Standardized 5-point Likert scale throughout all comparable questions

- RELIC values integration (Respect, Excellence, Learning, Integrity, Community) aligned with Strategic Roadmap
- Three post-graduation pathway assessments: Workforce Ready, Career & Technical Education, College Bound
- Demographic questions added for grade, tenure, and role to enable cross-tabulation
- Separate district and school-level leadership effectiveness assessments
- Direct compensation and advancement satisfaction questions for staff
- Scaled communication effectiveness question to establish a measurable baseline
- Core benchmark questions (safety, recommendation, satisfaction) preserved for longitudinal continuity

Proposed Administration Plan

Upon Board approval, the surveys will be administered as follows:

Timing	Spring 2026, aligned with spring conferences for optimal parent participation
Format	Digital (Google Forms) with QR codes, email links, and in-person support options
Parent/Guardian	Distributed via email, newsletter, school website, and QR codes at conferences
Students (K-3)	Administered in-class with teacher support using simplified language and visual scale
Students (4-8)	Administered during designated class time with staff support as needed
Students (9-12)	Distributed digitally with learning coach follow-up for online students
Staff	Administered during a dedicated professional development window
Baseline	2025-26 will be documented as the new baseline year given the instrument redesign

Fiscal Impact

None. Surveys will be administered through existing Google Forms infrastructure at no additional cost to the district.

Attachments

- Attachment A: Multi-Year Stakeholder Survey Analysis (Board Summary)
- Attachment B: 2025-2026 Parent/Guardian Survey Instrument
- Attachment C: 2025-2026 Student Survey Instruments (K-3, 4-8, 9-12)
- Attachment D: 2025-2026 Staff Survey Instrument

Recommended Motion

“Move to approve the 2025-2026 Crosslake Community School District Stakeholder Satisfaction Survey instruments as presented, and authorize the Superintendent to administer the surveys during spring 2026, with the understanding that minor formatting or logistical adjustments may be made as needed prior to distribution.”

Motion By

Seconded By

Vote: Aye ____ Nay ____ Abstain ____ **Result:** Approved / Not Approved