

Culture and Climate Surveys Read Out

SY 2024-25

June 17, 2025



Middletown Public Schools
Cultivating the Brilliance in Each Student





The Process

- Continued use of **Qualtrics** as surveying tool
- Family surveys opened in March to align with conferences schedule
 - Accessed via website, email and text communications.
- Student surveys opened end of April through end of year
- Employee surveys opened May 20-June 6.
- Student (grades 3-12) surveys completed during class/advisory.
 - All surveys voluntary.
 - Family and Employee surveys are anonymous
 - Student surveys are confidential

Who was Surveyed?



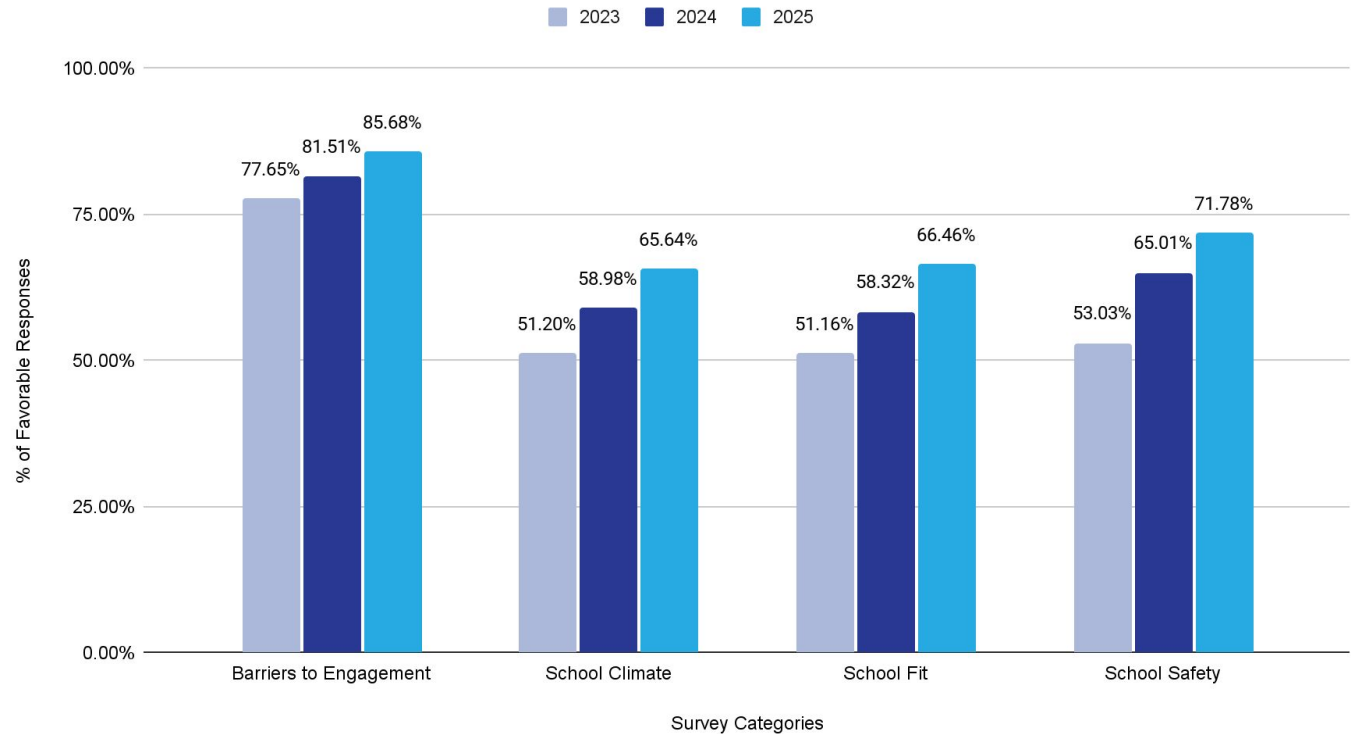
**833
Families**

**462
Employees**

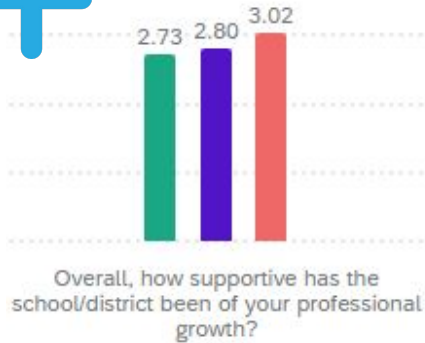
**1526
Students**

Family Surveys

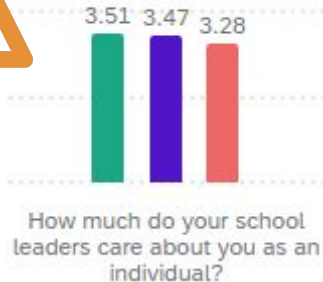
Category Favorability Over Time



Employee Surveys



Improvements related to **Pillar 1: Building a Culture of Growth** and **Evaluation and Support Plan**



Need for further work on **Pillar 3: Communicating with Clarity and Consistency**

Student Surveys



**Building a
Culture of Growth**




How well do people at your school understand you as a person?



How often do your teachers seem excited to be teaching your classes?

Employees- What are the most positive aspects of working at your school?



Supportive and collaborative colleagues


My colleagues. We support each other through the good and bad times.

The most positive aspects are the relationships I build with my students, and the support of my department members and leader.

Relationships with students and families

School culture and leadership support

I feel supported by the building leaders, my colleagues. I enjoy the relationships I have built with families and getting siblings from year to year.



Employees- If you could change anything about working at your school, what would you change?

Student behavior, accountability, and support

I would continue to encourage strategies that promote positive student behavior and respect from the students.

I would like to feel more supported by the district as a whole and [feel] that the district leadership worked in a way that was supportive of our students and their needs.

Leadership, communication, and trust

Workload, schedule, and morale

It would be helpful to have more dedicated time for planning and collaboration during the school day.

Families- What do you like best about your child's school?

Caring and
supportive staff

The teachers have always been wonderful in supporting my child and helping him become a more confident learner. I'm proud of all the growth that he has made there.


The school community is incredible! There are many activities offered for students and families to build together and my children feel very connected to their school.

Community and
belonging

Academic rigor
and instructional
quality

Academic rigor is lacking at the school. Would like to see the school build more ways to encourage stamina in reading, doing homework and study.

Families- What can be improved about your child's school?



Student behavior, discipline, and safety

Improve discipline so that behavior issues are not affecting the education of other students.

Academic opportunities and enrichment

There are many opportunities for my child to get involved in activities across athletics, arts, and STEM.

Communication from administrators when requested ...Kids in stressful situations without help.

Communication and leadership



Next Steps

- School leader analysis
 - To inform revisions of School Improvement Plans
- Public availability
 - Via website
- Analysis with Center for Public Research and Leadership (CPRL)
- Rollout of Employee “Pulse Checks” in Fall 2025