

# KISD Culture Survey

## Mid-Year Analysis & Next Steps

### 2025 Survey Participation

- **156** Campus Leaders
  - **2,222** Teachers
  - **18,139** Students
  - **3,375** Families
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### Key Celebrations

- Strong relational culture between campus administration and teachers.
    - Students and staff feel empowered to give verbal and written affirmations (4.1).
    - Principals actively seek staff input in campus decision-making (4.3).
    - Teachers address conflict promptly and apply the Social Contract effectively (4.4).
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### Key Concerns

- Significant variation in culture data across school levels and campuses.
  - **Student Culture Scores:**
    - Elementary School: **4.0**
    - Middle School: **2.8**
    - High School: **3.0**
  - Lack of consistency in culture practices between campuses.
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### Strategic Next Steps

- Implement the **Leadworthy** elective course at all middle schools.
- Expand student leadership through **Leadworthy Local**.
  - **20 students per middle school** participated in Fall 2025.
- Realign campus strategists to better match campus-specific needs.
- Increase middle school campus strategist visits from **2 to 3 annually** beginning in the **2026–27 school year**.
- Leverage the **Leadership Blueprint** to align campus culture needs with leadership strengths and constraints.