

KISD Culture Survey

Mid-Year Analysis & Next Steps

2025 Survey Participation

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

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).

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.

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.