Agenda Item:	III B: Information/Discussion Item
Date:	May 9, 2024
To:	Magnolia Educational & Research Foundation dba Magnolia Public Schools ("**MPS**") Board of Directors (the "**Board**")
From:	Alfredo Rubalcava, CEO & Superintendent
Staff Lead(s):	David Yilmaz, Chief Accountability Officer
RE:	2023-24 MPS Educational Partners Survey Results & Reflections and Public Feedback to Inform LCAP

1. *Action Proposed:*

N/A

2. *Purpose:*

To review and reflect on the educational partner survey results and findings so that we can maintain and improve educational quality of our schools on an ongoing basis. Educational partners survey reflection is a necessary and required step of the LCAP development and school improvement cycle.

3. *Background:*

MPS annually conducts student, parent, and staff surveys to improve our educational partners' school experience. Conducting such surveys is an essential part of MPS' LCAP development process. As explained in detail in the reports, MPS uses the CORE Districts survey instrument with questions on four topics:

Topic 1:	Climate of Support for Academic Learning
Topic 2:	Knowledge and Fairness of Discipline, Rules and Norms
Topic 3:	Safety
Topic 4:	Sense of Belonging (School Connectedness)

To further engage our educational partners in the evaluation of their experience MPS also asks two open-ended free-response questions:

1) WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL?
2) WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL?

Responses to the open-ended questions are <u>not</u> included in this report due to confidentiality. However, school leadership teams and the Home Office teams (academics, accountability, HR, O&C, and CEO) read all free responses, summarize major findings and recommendations by our educational partners, and consider all the feedback to create action steps for school improvement. The Home Office teams review the findings with each school leadership team. School leadership teams are then held accountable for sharing the survey results and findings with their educational partners at their site (teachers, parents, etc.) and developing an action plan for improvement.

4. *Analysis:*

Please see the attached reports on MPS' 2023-24 educational partners survey results. The reports include participation rates of students, families, and staff in the MPS annual school experience surveys, average approval rates

for each topic and question on the surveys and school employee evaluation scores based on the surveys.

5. **_Impact:_**

Each school leadership team is asked to write a reflection on the survey results and findings that identifies their greatest progress, greatest needs, and ways to improve so that we can maintain and improve educational quality of our schools on an ongoing basis. The teams are typically expected to complete their reflections in March, present it to the educational partners committee around March/April (if applicable), and eventually share it with the board in April. The feedback collection, reflection, and planning of next steps are all an integral part of our LCAP development process. Please find attached each school's educational partners survey reflections page that will inform the LCAP.

6. **_Exhibits:_**

- 1. Report on 2023-24 MPS Educational Partners Survey Results (Pg. 3)

- 2. Panorama 2023-24 MPS Average Approval Rates by Question *(Student, Family, Staff)* (Pg. 50)

- 3. Panorama 2023-24 MPS Detailed Survey Reports *(Student, Family, Staff)* (Pg. 64)

- 4. MPS 2023-24 Educational Partners Survey Reflections *(one from each school)* (Pg. 102)

Report on
Magnolia Public Schools' (MPS)
2023-24
Educational Partners Survey Results

April 2024

Prepared by the

MPS Home Office

Accountability Department

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Preface

Research into school effectiveness indicates that student, parent, and staff voices play a powerful role in helping schools and districts learn how to improve educational partners' school experience. Surveys have been the primary means of collecting student, parent, and staff voices about our educational partners' school experience.

Magnolia Public Schools (MPS) annually conducts student, parent, and staff surveys to improve our educational partners' school experience. Conducting such surveys is an essential part of MPS' LCAP development process. State priority 6 under LCFF asks the schools to set annual measurable outcomes about school climate:

School climate: pupil suspension rates, pupil expulsion rates, other local measures including surveys of pupils, parents and teachers on the sense of safety and school connectedness. (Priority 6)

MPS uses an online platform to provide students, parents, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and students' own strengths and weaknesses. MPS believes that students, parents, and staff have an essential role to play in informing school climate and effectiveness: this feedback instrument provides our employees with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

Which Survey Tool Does MPS Use? What Do the Questions Look like?

MPS uses the *Panorama Education* online platform to conduct educational partners surveys and analyze results. Our students, parents, and staff complete the survey online ~~while parents have access to both online and paper surveys~~, in English and Spanish.

The survey questions were developed by WestEd for the California Department of Education and are used by the CORE Districts. The CORE Districts are situated in Fresno, Garden Grove, Long Beach, Los Angeles, Oakland, Sacramento, San Francisco and Santa Ana. Using the same survey enables MPS to compare its results with the average results of the CORE Districts.

Our typical timeline for educational partners survey implementation is January through mid-February, with the intent to receive results by the end of February so that we can analyze the results in March to inform our LCAP and budget development. The survey questions use Likert-type scale to measure school experience in four topics for students, parents and staff (Topics 1-4). Each topic has multiple questions that allow us to further analyze why a certain topic is rated relatively high or low. Following are the topics:

Topic 1:	Climate of Support for Academic Learning
Topic 2:	Knowledge and Fairness of Discipline, Rules and Norms
Topic 3:	Safety
Topic 4:	Sense of Belonging (School Connectedness)

In addition to the CORE Districts survey questions, MPS also asks our educational partners an overall school experience question to measure their overall satisfaction with the school.

Overall School Experience:

- **Overall, I am satisfied and would recommend this school to other students.**
- **Overall, I am satisfied and would recommend this school to other parents.**
- **Overall, I am satisfied and would recommend this school to other educators.**

To further engage our educational partners in the evaluation of their experience MPS also asks two open-ended free-response questions:

1) WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL?

2) WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL?

Following are sample survey questions that MPS uses to hear student, parent, and staff voices.

<u>Student Survey Sample Questions:</u>

Besides many other aspects of their experience with the school, students are also asked their opinions about the support they get from the adults (teachers, school administration, the main office, and support staff), as well as their overall school satisfaction. Following are sample questions MPS asks students about the support they get.

How strongly do you agree or disagree with the following items?

- Adults at this school encourage me to work hard so I can be successful in college or at the job I choose.
- This school promotes academic success for all students.
- This school is a supportive and inviting place for students to learn.
- I feel close to people at this school.
- I am happy to be at this school.
- I feel like I am part of this school.
- I feel safe in my school.
- Adults at this school treat all students with respect.

Overall School Experience:

- **Overall, I am satisfied and would recommend this school to other students.**

<u>Parent Survey Sample Questions:</u>

Besides many other aspects of their experience with the school, parents are also asked their opinions about the support they get from the adults (teachers, school administration, the main office, and support staff), as well as their overall school satisfaction. Following are sample questions MPS asks parents about their experience.

How strongly do you agree or disagree with the following statements about your experience with this school this year?

- This school provides high quality instruction to my child.
- This school has high expectations for all students.
- I feel welcome to participate at this school.
- School staff treats me with respect.
- School staff takes my concerns seriously.
- School staff welcomes my suggestions.
- School staff responds to my needs in a timely manner.
- School staff is helpful.
- My child's background (race, ethnicity, religion, economic status) is valued at this school.

Overall School Experience:

- **Overall, I am satisfied and would recommend this school to other parents.**

Staff Survey Sample Questions:

Besides many other aspects of their experience with the school, staff are also asked their opinions about the support they get from other adults (teachers, school administration, the main office, and support staff), as well as their overall school satisfaction. Following are sample questions MPS asks staff about their experience.

Please rate how strongly you agree or disagree with following statements about this school.

- This school is a supportive and inviting place for students to learn.
- This school promotes academic success for all students.
- This school emphasizes helping students academically when they need it.
- ...

Please respond to the following questions about the adults in this school.

- How many adults at this school have close professional relationships with one another?
- How many adults at this school support and treat each other with respect?
- How many adults at this school feel a responsibility to improve this school?

For the following questions, please indicate how much you agree or disagree with following statements about this school.

- This school is a supportive and inviting place for staff to work.
- This school promotes trust and collegiality among staff.
- This school promotes personnel participation in decision-making that affects school practices and policies.

Overall School Experience:

- **Overall, I am satisfied and would recommend this school to other educators.**

Is the Student Survey a Social Emotional Learning (SEL) Survey?

As described in the section above, the annual educational partners survey includes questions about students' experience in four topics: Climate of Support for Academic Learning, Knowledge and Fairness of Discipline, Rules and Norms, Safety, and Sense of Belonging (School Connectedness). While students' social-emotional competencies may impact student response to the questions in those topics, the primary intent of the survey is to learn about students' experience with different aspects of the school and the support they get from adults (teachers, school administration, the main office, and support staff), as well as their overall school satisfaction. Separate than the annual educational partners experience survey, our "students" also take the CORE DISTRICTS **Social Emotional Learning (SEL) survey** in the fall and spring. The SEL survey asks questions in additional four topics which include indicators for social-emotional competencies:

Topic 5:	Growth Mindset
Topic 6:	Self-Efficacy
Topic 7:	Self-Management
Topic 8:	Social Awareness

As part of our MTSS efforts school leadership, teachers, and support staff analyze student SEL survey results in the fall to provide our students with targeted social-emotional support and then measure student responses again in the spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This report is about the annual educational partners experience survey results and our reflections on it. Schools write their reflections on the student SEL surveys at a separate time in fall and spring.

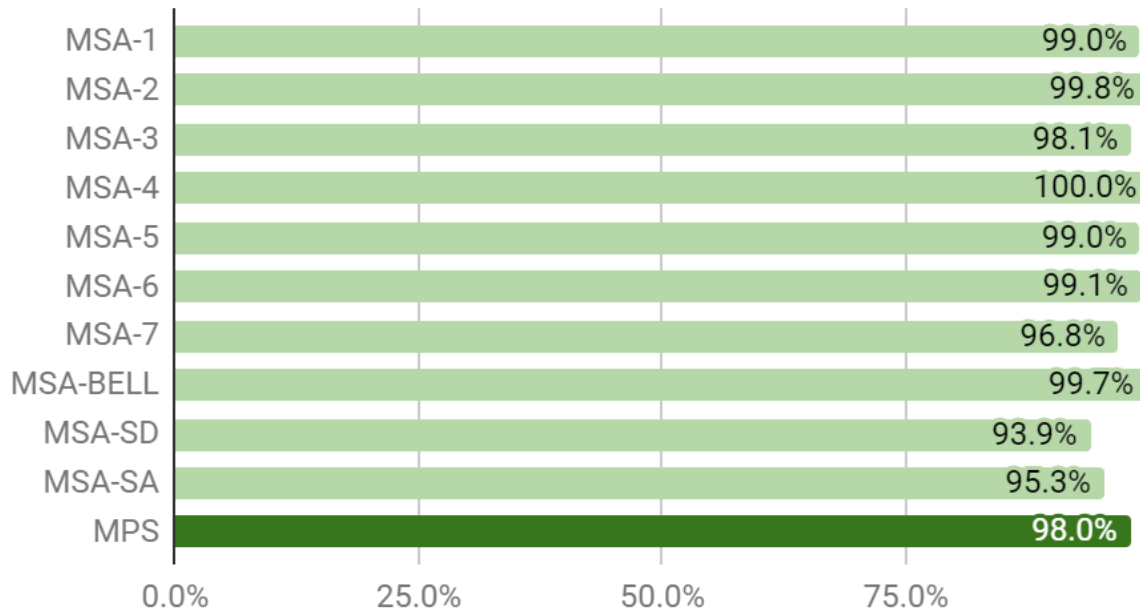## What Are the Participation Rates on the Surveys?

Current Year Survey Participation Rates

In 2023-24, MPS had an average educational partners participation rate of **98.0%** for students, **85.9%** for families, and **99.5%** for staff. (Last year the participation rates were 98.7%, 80.8%, and 99.7% respectively.)

2023-24 Survey Participation Rates	Students			Families			Staff		
MSA-1	99.0%	699	706	91.0%	533	582	100.0%	72	72
MSA-2	99.8%	520	521	100.0%	425	425	100.0%	48	48
MSA-3	98.1%	370	377	70.5%	213	302	100.0%	40	40
MSA-4	100.0%	122	122	100.0%	109	109	100.0%	16	16
MSA-5	99.0%	206	208	88.4%	153	173	96.3%	26	27
MSA-6	99.1%	114	115	94.2%	98	104	100.0%	15	15
MSA-7	96.8%	151	156	82.2%	185	225	97.2%	35	36
MSA-BELL	99.7%	398	399	94.4%	351	372	100.0%	45	45
MSA-SD	93.9%	414	441	65.0%	258	397	100.0%	32	32
MSA-SA	95.3%	389	408	81.4%	263	323	100.0%	58	58
MPS	**98.0%**	3,383	3,453	**85.9%**	2,588	3,012	**99.5%**	387	389

Students

2023-24 Survey Participation Rates - Students

MSA-1	99.0%
MSA-2	99.8%
MSA-3	98.1%
MSA-4	100.0%
MSA-5	99.0%
MSA-6	99.1%
MSA-7	96.8%
MSA-BELL	99.7%
MSA-SD	93.9%
MSA-SA	95.3%
MPS	98.0%

0.0%   25.0%   50.0%   75.0%

Families

2023-24 Survey Participation Rates - Families

School	Rate
MSA-1	91.0%
MSA-2	100.0%
MSA-3	70.5%
MSA-4	100.0%
MSA-5	88.4%
MSA-6	94.2%
MSA-7	82.2%
MSA-BELL	94.4%
MSA-SD	65.0%
MSA-SA	81.4%
MPS	85.9%

Staff

2023-24 Survey Participation Rates - Staff

School	Rate
MSA-1	100.0%
MSA-2	100.0%
MSA-3	100.0%
MSA-4	100.0%
MSA-5	96.3%
MSA-6	100.0%
MSA-7	97.2%
MSA-BELL	100.0%
MSA-SD	100.0%
MSA-SA	100.0%
MPS	99.5%
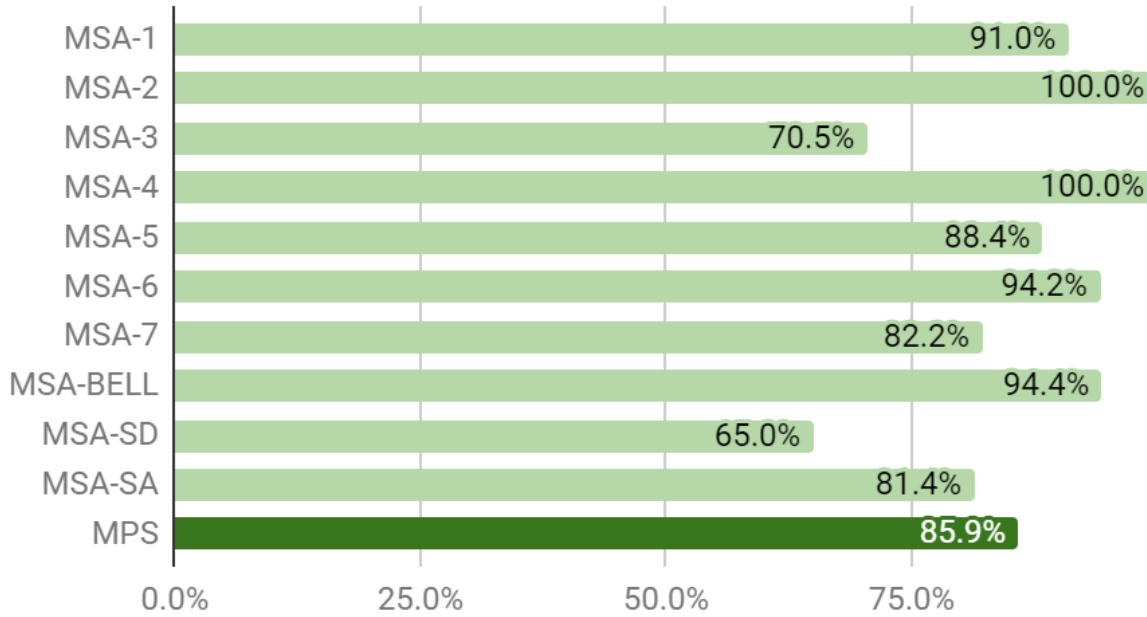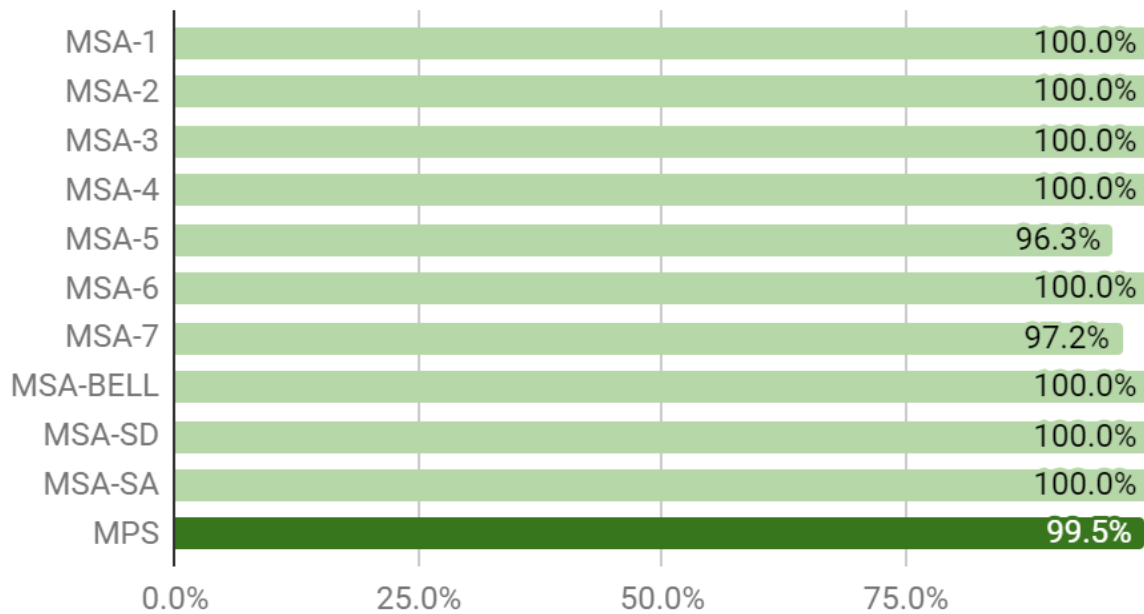
Changes in Survey Participation Rates From Prior Year

      The following table shows a comparison of the current and prior year survey participation rates. Most schools experienced an increase in their survey participation rates. Each school sets an expected participation rate in their LCAP as a target. The table below also shows that the majority of our schools met their LCAP survey participation targets.

Survey Participation Rates: 2023-24 vs. 2022-23

|	Students					Families					Staff				
	2023-24	2022-23	Change	2023-24 LCAP Target	Met?	2023-24	2022-23	Change	2023-24 LCAP Target	Met?	2023-24	2022-23	Change	2023-24 LCAP Target	Met?
MSA-1	99.0%	99.0%	0.0%	95.0%	Yes	91.0%	73.7%	17.3%	90.0%	Yes	100.0%	100.0%	0.0%	100.0%	Yes
MSA-2	99.8%	98.6%	1.2%	95.0%	Yes	100.0%	99.3%	0.7%	90.0%	Yes	100.0%	100.0%	0.0%	100.0%	Yes
MSA-3	98.1%	98.1%	0.0%	95.0%	Yes	70.5%	78.7%	-8.2%	90.0%	No	100.0%	100.0%	0.0%	100.0%	Yes
MSA-4	100.0%	100.0%	0.0%	95.0%	Yes	100.0%	100.0%	0.0%	80.0%	Yes	100.0%	100.0%	0.0%	100.0%	Yes
MSA-5	99.0%	100.0%	-1.0%	95.0%	Yes	88.4%	87.6%	0.8%	90.0%	No	96.3%	100.0%	-3.7%	100.0%	No
MSA-6	99.1%	100.0%	-0.9%	95.0%	Yes	94.2%	96.4%	-2.2%	90.0%	Yes	100.0%	100.0%	0.0%	100.0%	Yes
MSA-7	96.8%	97.9%	-1.1%	95.0%	Yes	82.2%	89.3%	-7.1%	90.0%	No	97.2%	100.0%	-2.8%	100.0%	No
MSA-BELL	99.7%	100.0%	-0.3%	95.0%	Yes	94.4%	74.9%	19.5%	90.0%	Yes	100.0%	100.0%	0.0%	100.0%	Yes
MSA-SD	93.9%	95.7%	-1.8%	90.0%	Yes	65.0%	66.6%	-1.6%	67.0%	No	100.0%	96.9%	3.1%	90.0%	Yes
MSA-SA	95.3%	100.0%	-4.7%	95.0%	Yes	81.4%	76.6%	4.8%	80.0%	Yes	100.0%	100.0%	0.0%	100.0%	Yes
MPS	98.0%	98.7%	-0.7%	95.0%		85.9%	80.8%	5.1%	85.0%		99.5%	99.7%	-0.2%	95.0%	

Historical Survey Participation Rates

Considering the last five years, MPS has an upward trend in survey participation. The following tables and figures show the survey participation rates by students, families, and staff over the years.

Students

MPS Historical Survey Participation Rates - Students					
	2019-20	2020-21	2021-22	2022-23	2023-24
MSA-1	91.4%	91.5%	80.8%	99.0%	99.3%
MSA-2	99.3%	95.1%	98.0%	98.6%	100.0%
MSA-3	93.7%	83.1%	84.9%	98.1%	98.4%
MSA-4	96.9%	100.0%	100.0%	100.0%	100.0%
MSA-5	100.0%	98.3%	98.7%	100.0%	100.0%
MSA-6	100.0%	99.4%	100.0%	100.0%	99.1%
MSA-7	98.2%	92.3%	97.2%	97.9%	96.8%
MSA-BELL	97.0%	94.1%	100.0%	100.0%	99.7%
MSA-SD	94.7%	94.7%	92.8%	95.7%	94.1%
MSA-SA	97.1%	95.3%	97.8%	100.0%	95.6%
MPS	95.9%	93.3%	92.4%	98.7%	98.2%
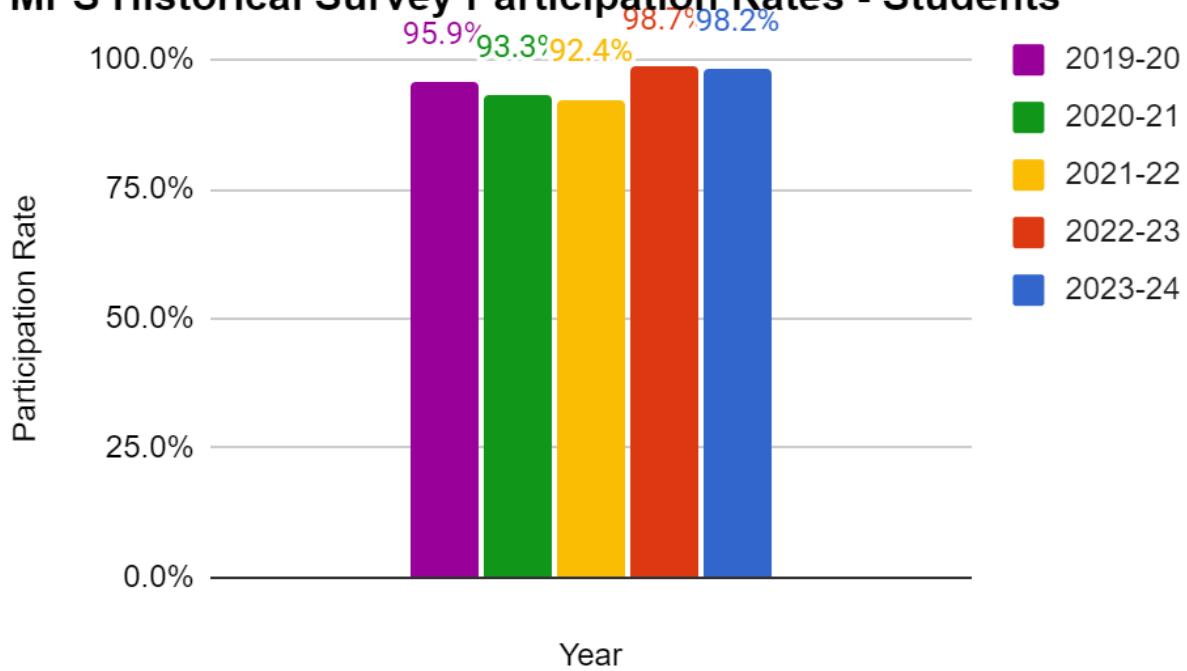
Families

MPS Historical Survey Participation Rates - Families					
	2019-20	2020-21	2021-22	2022-23	2023-24
MSA-1	85.1%	100.0%	13.8%	73.7%	91.0%
MSA-2	85.8%	91.8%	86.3%	99.3%	100.0%
MSA-3	61.9%	87.1%	37.3%	78.7%	70.5%
MSA-4	66.7%	83.3%	95.8%	100.0%	100.0%
MSA-5	87.3%	96.8%	70.8%	87.6%	88.4%
MSA-6	88.9%	88.7%	100.0%	96.4%	94.2%
MSA-7	99.6%	65.4%	51.7%	89.3%	82.2%
MSA-BELL	87.3%	41.5%	54.3%	74.9%	99.7%
MSA-SD	64.9%	67.9%	71.1%	66.6%	65.0%
MSA-SA	100.0%	72.8%	81.8%	76.6%	81.4%
MPS	83.0%	79.6%	57.1%	80.8%	86.7%
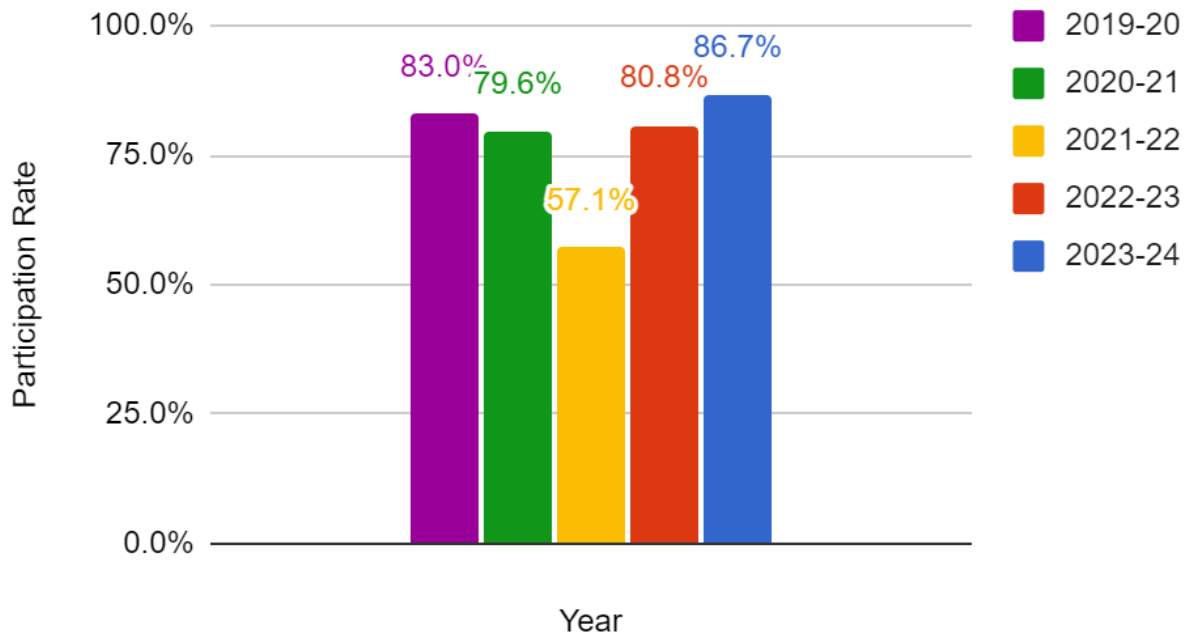
MPS Historical Survey Participation Rates - Families

Staff

MPS Historical Survey Participation Rates - Staff					
	2019-20	2020-21	2021-22	2022-23	2023-24
MSA-1	98.1%	100.0%	86.6%	100.0%	100.0%
MSA-2	100.0%	100.0%	100.0%	100.0%	100.0%
MSA-3	97.8%	100.0%	97.5%	100.0%	100.0%
MSA-4	100.0%	100.0%	100.0%	100.0%	100.0%
MSA-5	100.0%	100.0%	100.0%	100.0%	96.3%
MSA-6	100.0%	100.0%	100.0%	100.0%	100.0%
MSA-7	90.3%	100.0%	90.9%	100.0%	97.2%
MSA-BELL	100.0%	100.0%	100.0%	100.0%	100.0%
MSA-SD	96.9%	100.0%	100.0%	96.9%	100.0%
MSA-SA	98.5%	100.0%	100.0%	100.0%	100.0%
MPS	98.1%	100.0%	97.8%	99.7%	99.5%

MPS Historical Survey Participation Rates - Staff
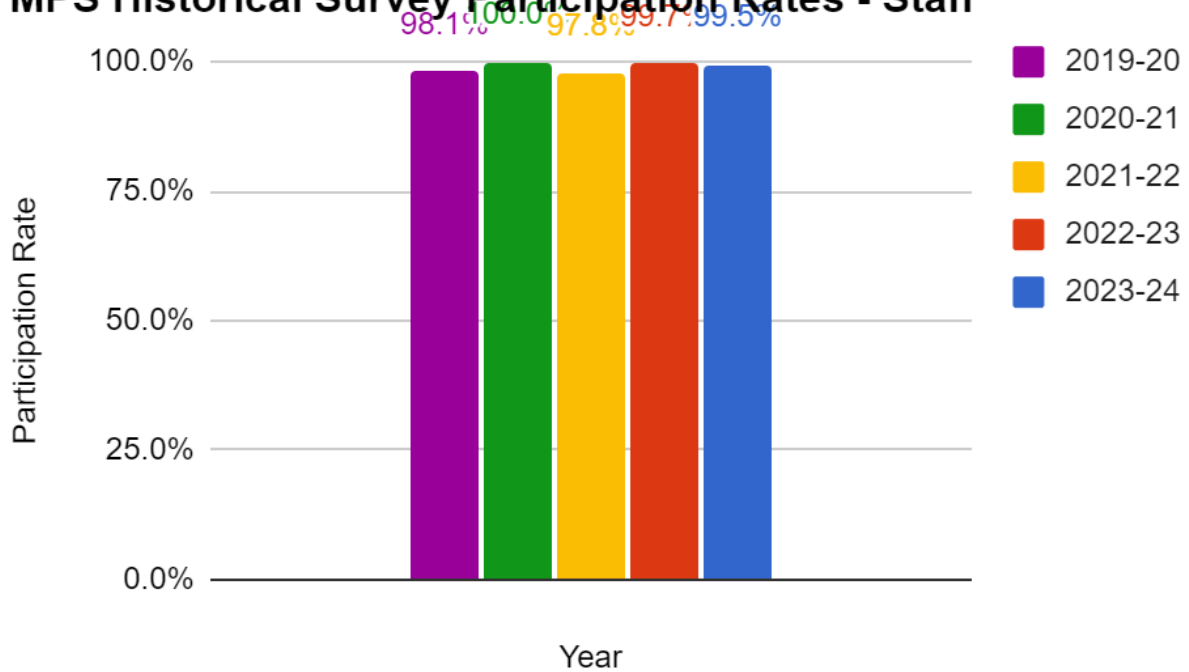
What Are the Approval Rates on the Surveys?

Current Year Survey Approval Rates

In 2023-24, MPS had an average educational partners approval rate of **62%** for students; **94%** for parents; **78%** for staff. (Last year the average approval rates were 65%, 95%, and 83% respectively.)

AVERAGE APPROVAL rates are based on our educational partners' responses to all questions on the survey.

Students
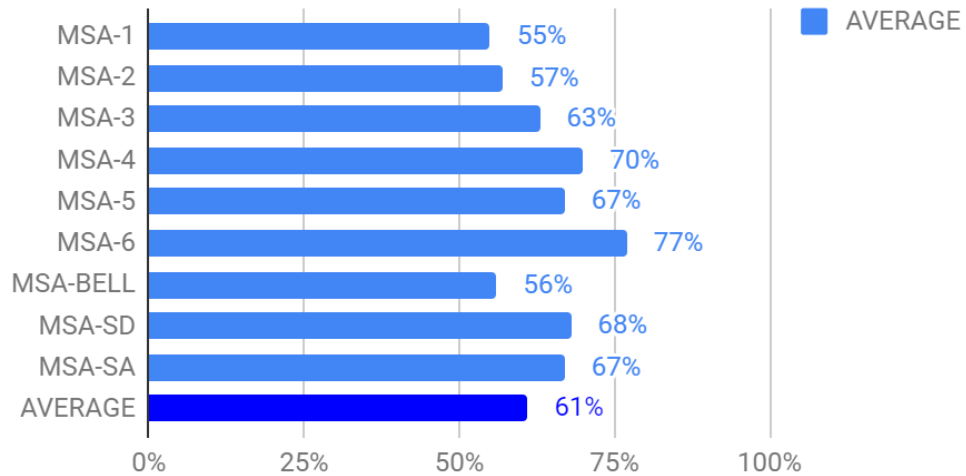
Students had an average approval rate of **62%** compared to 65% last year.

2023-24 Secondary Student Survey Summary - Percent Favorable

	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL SAT
MSA-1	55%	62%	49%	61%	42%	62%
MSA-2	57%	62%	52%	65%	46%	65%
MSA-3	63%	70%	62%	65%	50%	70%
MSA-4	70%	76%	71%	72%	58%	75%
MSA-5	67%	75%	66%	67%	52%	78%
MSA-6	77%	84%	76%	76%	72%	85%
MSA-BELL	56%	63%	52%	59%	44%	66%
MSA-SD	68%	78%	65%	64%	65%	82%
MSA-SA	67%	74%	63%	72%	59%	80%
AVERAGE	61%	69%	58%	65%	51%	71%

2023-24 Elementary Student Survey Summary - Percent Favorable

	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL SAT
MSA-7	68%	69%	68%	63%	71%	89%
MSA-SA	78%	87%	82%	64%	79%	86%
AVERAGE	72%	77%	74%	63%	75%	88%

2023-24 Combined Student Survey Summary - Percent Favorable

	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL SAT
MSA-SA	70%	78%	69%	70%	65%	82%
MPS	62%	70%	59%	65%	53%	72%

Students - Secondary
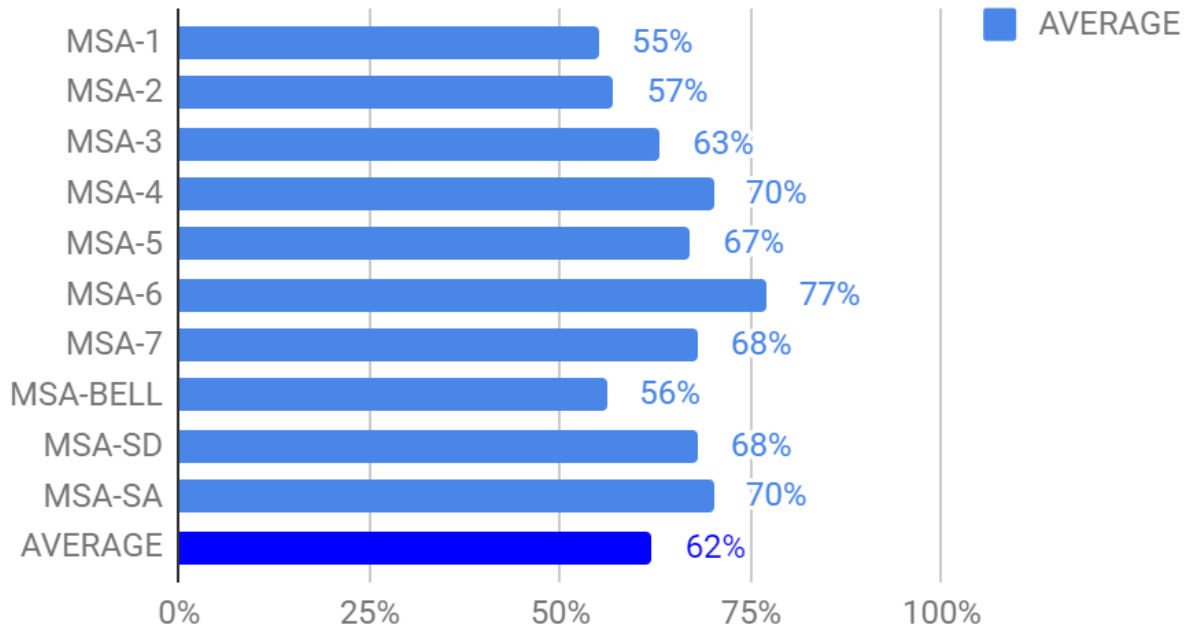
2023-24 SECONDARY STUDENT SURVEY - AVERAGE APPROVAL

Category	AVERAGE
MSA-1	55%
MSA-2	57%
MSA-3	63%
MSA-4	70%
MSA-5	67%
MSA-6	77%
MSA-BELL	56%
MSA-SD	68%
MSA-SA	67%
AVERAGE	61%

Students - Elementary

2023-24 ELEMENTARY STUDENT SURVEY - MSA-7, MSA-SA and MPS AVERAGE

Category	MSA-7	MSA-SA	AVERAGE
AVERAGE	68%	78%	72%
Topic 1	69%	87%	77%
Topic 2	68%	82%	74%
Topic 3	63%	64%	63%
Topic 4	71%	79%	75%
OVERALL SATISFACT...	89%	86%	88%
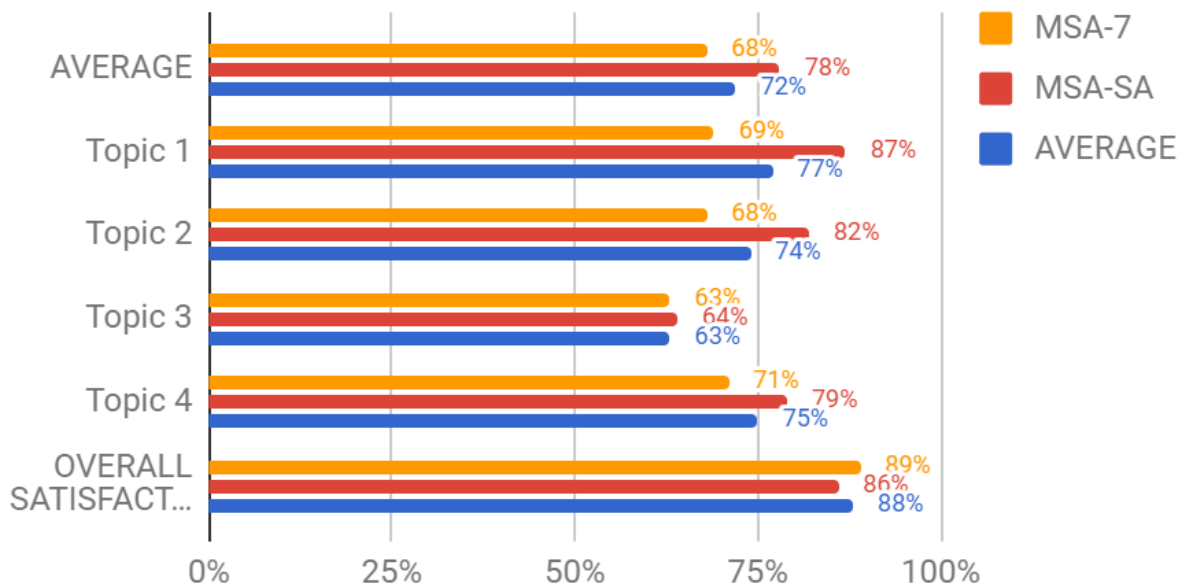
Students - Combined

2023-24 STUDENT SURVEY - AVERAGE APPROVAL

Category	Average
MSA-1	55%
MSA-2	57%
MSA-3	63%
MSA-4	70%
MSA-5	67%
MSA-6	77%
MSA-7	68%
MSA-BELL	56%
MSA-SD	68%
MSA-SA	70%
AVERAGE	62%

Families

Families had an average approval rate of **94%** compared to 95% last year.

2023-24 Family Survey Summary - Percent Favorable						
	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL SAT
MSA-1	92%	98%	87%	88%	92%	95%
MSA-2	90%	88%	87%	94%	89%	95%
MSA-3	96%	97%	94%	95%	97%	94%
MSA-4	96%	96%	95%	95%	96%	95%
MSA-5	96%	98%	99%	87%	98%	96%
MSA-6	98%	99%	97%	100%	98%	99%
MSA-7	97%	99%	97%	97%	97%	96%
MSA-BELL	93%	95%	90%	87%	94%	93%
MSA-SD	96%	96%	95%	97%	96%	95%
MSA-SA	95%	96%	94%	92%	96%	96%
MPS	94%	95%	92%	92%	94%	95%

2023-24 FAMILY SURVEY - AVERAGE APPROVAL

	AVERAGE
MSA-1	92%
MSA-2	90%
MSA-3	96%
MSA-4	96%
MSA-5	96%
MSA-6	98%
MSA-7	97%
MSA-BELL	93%
MSA-SD	96%
MSA-SA	95%
MPS	94%
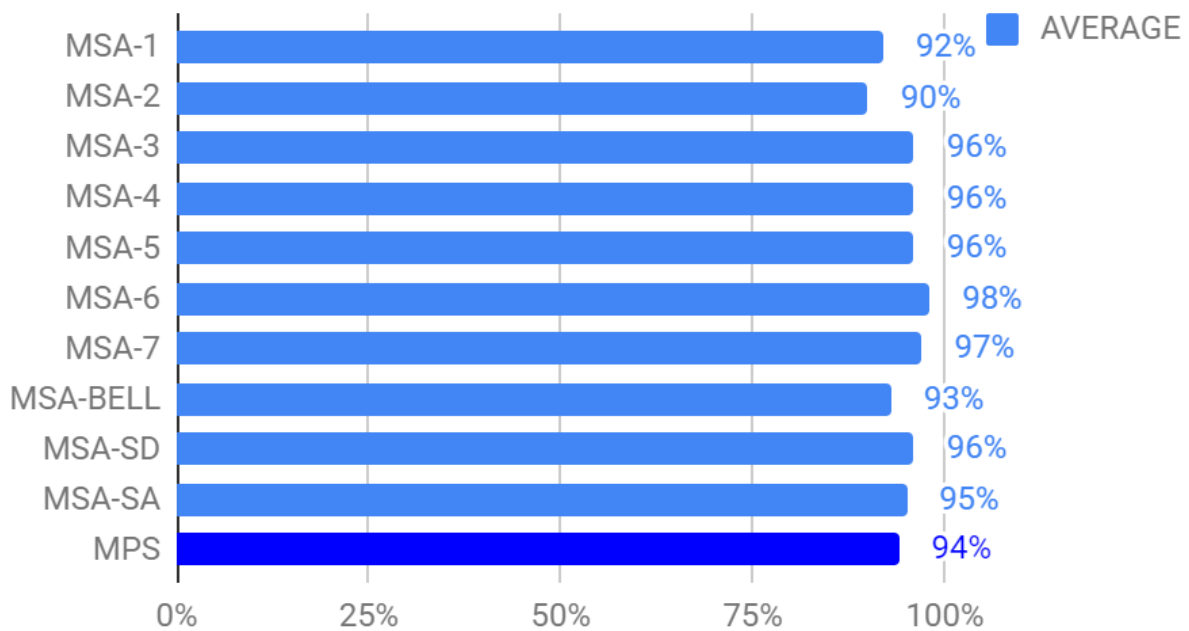
Staff

Staff had an average approval rate of **78%** compared to 83% last year.

2023-24 Staff Survey Summary - Percent Favorable						
	AVERAGE	Topic 1	Topic 2	Topic 3	Topic 4	OVERALL SAT
MSA-1	70%	87%	64%	60%	69%	77%
MSA-2	69%	83%	71%	54%	65%	72%
MSA-3	74%	88%	79%	55%	70%	73%
MSA-4	94%	100%	93%	83%	98%	100%
MSA-5	80%	97%	78%	75%	69%	75%
MSA-6	93%	98%	95%	95%	83%	87%
MSA-7	81%	92%	83%	76%	71%	88%
MSA-BELL	68%	88%	72%	34%	69%	77%
MSA-SD	88%	96%	84%	80%	89%	97%
MSA-SA	88%	97%	89%	85%	84%	96%
MPS	78%	91%	78%	66%	74%	83%

2023-24 STAFF SURVEY - AVERAGE APPROVAL
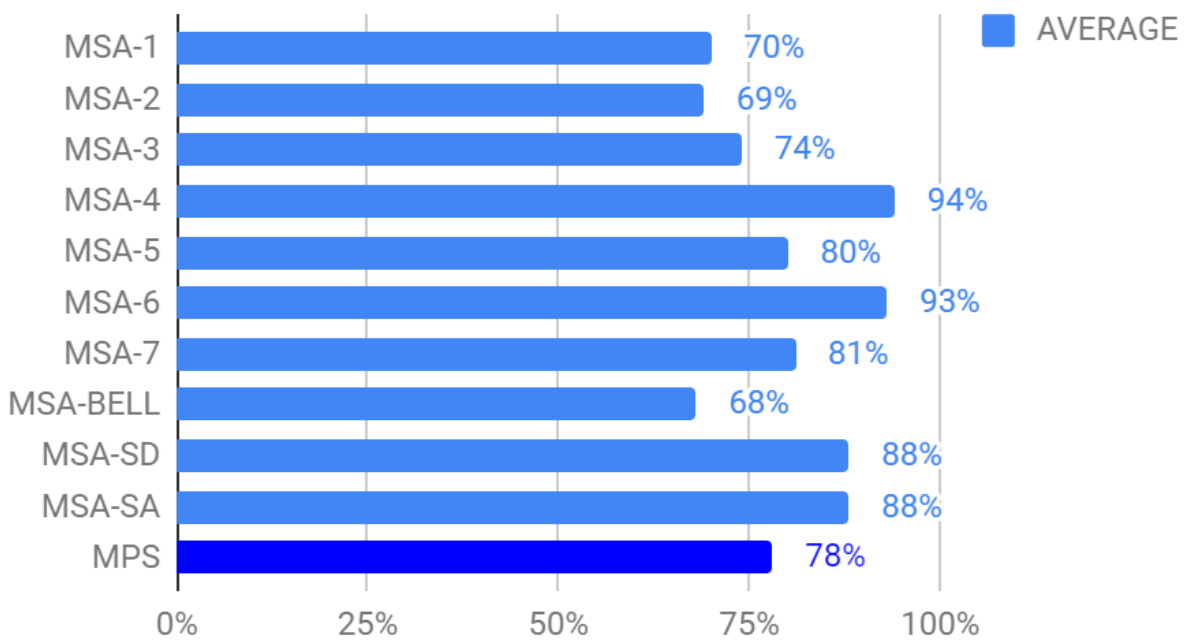
Changes in Survey Approval Rates From Prior Year

The following tables and figures show a comparison of the current and prior year survey approval rates. ~~Most schools experienced an increase in their survey approval rates.~~ Each school sets an expected approval rate in their LCAP as a target. ~~The tables below also show that the majority of our schools met their LCAP survey approval targets.~~

Students

AVERAGE APPROVAL Rates: 2023-24 vs. 2022-23					
	Students				
	2023-24	2022-23	Change	2023-24 LCAP Target	Met?
MSA-1	55%	56%	-1%	75%	No
MSA-2	57%	70%	-13%	75%	No
MSA-3	63%	61%	2%	70%	No
MSA-4	70%	64%	6%	80%	No
MSA-5	67%	68%	-1%	75%	No
MSA-6	77%	76%	1%	80%	No
MSA-7	68%	73%	-5%	80%	No
MSA-BELL	56%	59%	-3%	80%	No
MSA-SD	68%	67%	1%	74%	No
MSA-SA	70%	73%	-3%	75%	No
AVERAGE	62%	65%	-3%	75%	

2023-24 vs. 2022-23 AVERAGE APPROVAL RATES - STUDENTS
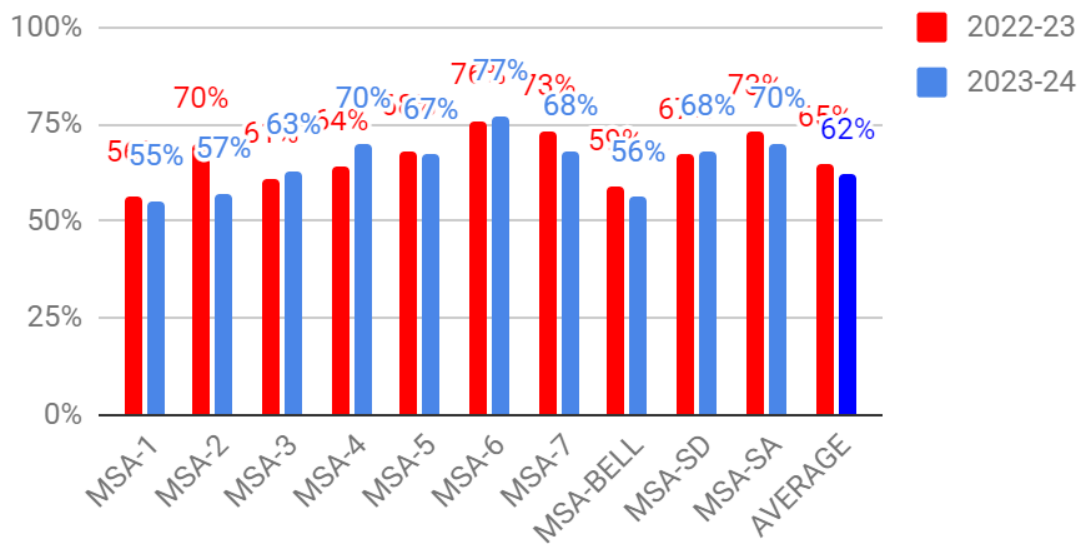
Families

AVERAGE APPROVAL Rates: 2023-24 vs. 2022-23					
	Family				
	2023-24	2022-23	Change	2023-24 LCAP Target	Met?
MSA-1	92%	91%	1%	95%	No
MSA-2	90%	98%	-8%	95%	No
MSA-3	96%	97%	-1%	95%	Yes
MSA-4	96%	96%	0%	95%	Yes
MSA-5	96%	96%	0%	95%	Yes
MSA-6	98%	98%	0%	95%	Yes
MSA-7	97%	99%	-2%	100%	No
MSA-BELL	93%	93%	0%	95%	No
MSA-SD	96%	95%	1%	85%	Yes
MSA-SA	95%	94%	1%	95%	Yes
MPS	94%	95%	-1%	95%	
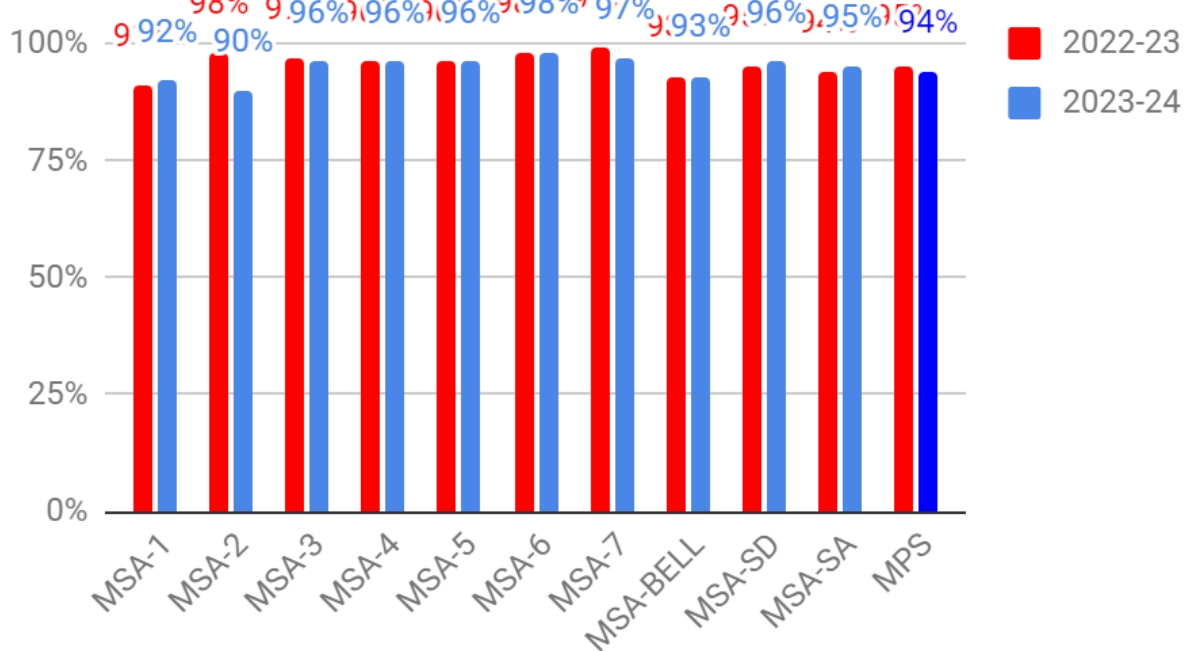
Staff

AVERAGE APPROVAL Rates: 2023-24 vs. 2022-23					
	Staff				
	2023-24	2022-23	Change	2023-24 LCAP Target	Met?
MSA-1	70%	75%	-5%	90%	No
MSA-2	69%	87%	-18%	90%	No
MSA-3	74%	77%	-3%	87%	No
MSA-4	94%	85%	9%	90%	Yes
MSA-5	80%	93%	-13%	90%	No
MSA-6	93%	97%	-4%	90%	Yes
MSA-7	81%	90%	-9%	95%	No
MSA-BELL	68%	77%	-9%	90%	No
MSA-SD	88%	86%	2%	85%	Yes
MSA-SA	88%	85%	3%	85%	Yes
MPS	78%	83%	-5%	85%	

2023-24 vs. 2022-23 AVERAGE APPROVAL RATES - STAFF
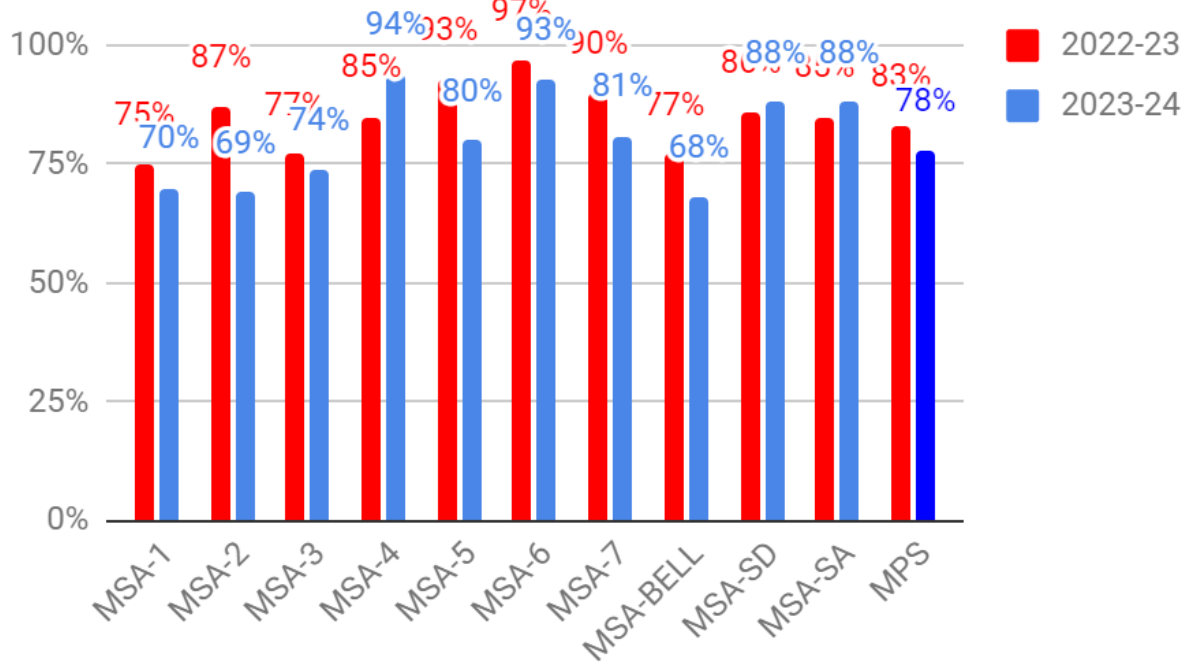
Historical Survey Approval Rates

Considering the last five years, MPS has an almost steady ~~upward~~ trend in survey approval rates. The following tables and figures show the survey approval rates by students, families, and staff over the years.

Students

MPS Historical Survey Average Approval Rates - Students					
	2019-20	2020-21	2021-22	2022-23	2023-24
MSA-1	62%	72%	58%	56%	55%
MSA-2	70%	76%	73%	70%	57%
MSA-3	54%	67%	64%	61%	63%
MSA-4	64%	79%	74%	64%	70%
MSA-5	67%	76%	70%	68%	67%
MSA-6	68%	79%	77%	76%	77%
MSA-7	74%	81%	77%	73%	68%
MSA-BELL	70%	79%	72%	59%	56%
MSA-SD	62%	76%	66%	67%	68%
MSA-SA	72%	76%	70%	73%	70%
MPS	66%	75%	68%	65%	62%
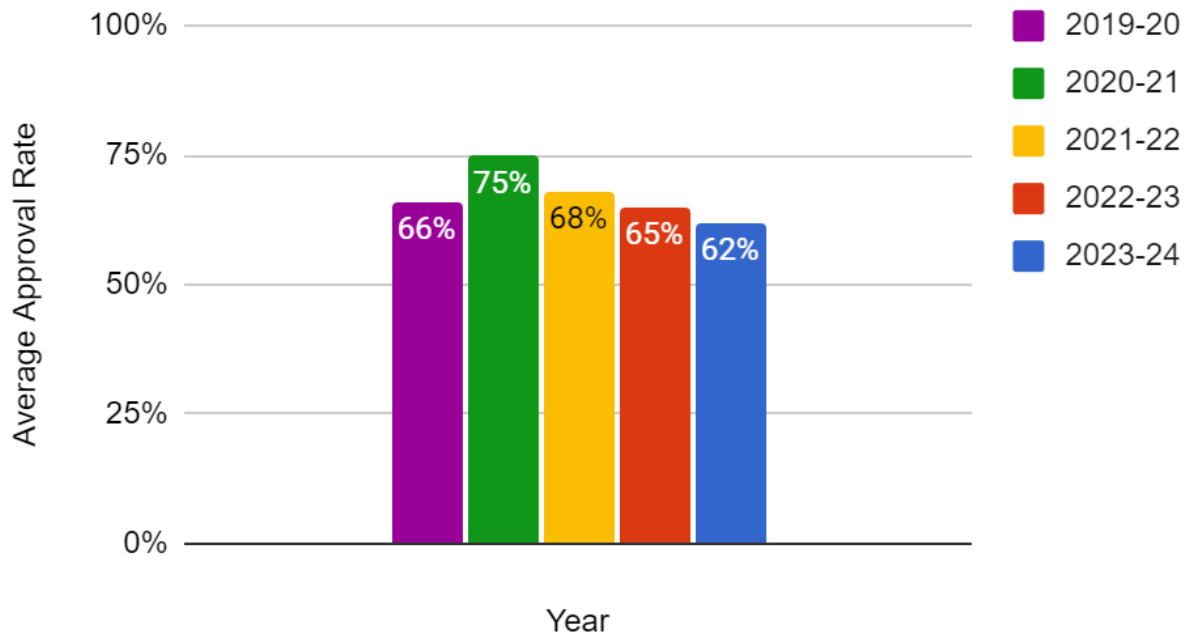
Families

MPS Historical Survey Average Approval Rates - Families					
	2019-20	2020-21	2021-22	2022-23	2023-24
MSA-1	94%	95%	91%	91%	92%
MSA-2	93%	98%	97%	98%	90%
MSA-3	84%	95%	96%	97%	96%
MSA-4	95%	98%	98%	96%	96%
MSA-5	96%	97%	96%	96%	96%
MSA-6	99%	99%	99%	98%	98%
MSA-7	98%	99%	98%	99%	97%
MSA-BELL	96%	97%	96%	93%	93%
MSA-SD	96%	97%	96%	95%	96%
MSA-SA	94%	96%	94%	94%	95%
MPS	94%	97%	96%	95%	94%

MPS Historical Survey Average Approval Rates - Families
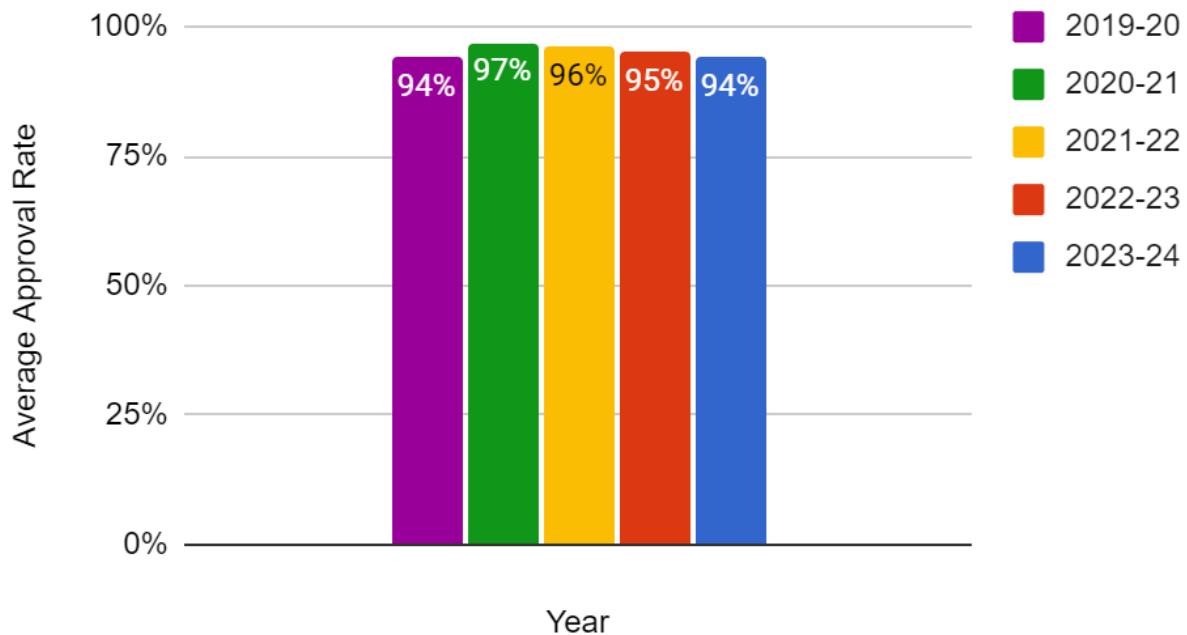
Staff

MPS Historical Survey Average Approval Rates - Staff					
	2019-20	2020-21	2021-22	2022-23	**2023-24**
MSA-1	82%	92%	73%	75%	**70%**
MSA-2	89%	94%	85%	87%	**69%**
MSA-3	65%	85%	80%	77%	**74%**
MSA-4	75%	92%	89%	85%	**94%**
MSA-5	91%	93%	92%	93%	**80%**
MSA-6	95%	93%	97%	97%	**93%**
MSA-7	93%	97%	93%	90%	**81%**
MSA-BELL	88%	92%	84%	77%	**68%**
MSA-SD	90%	95%	92%	86%	**88%**
MSA-SA	86%	84%	88%	85%	**88%**
MPS	85%	91%	85%	83%	**78%**

MPS Historical Survey Average Approval Rates - Staff
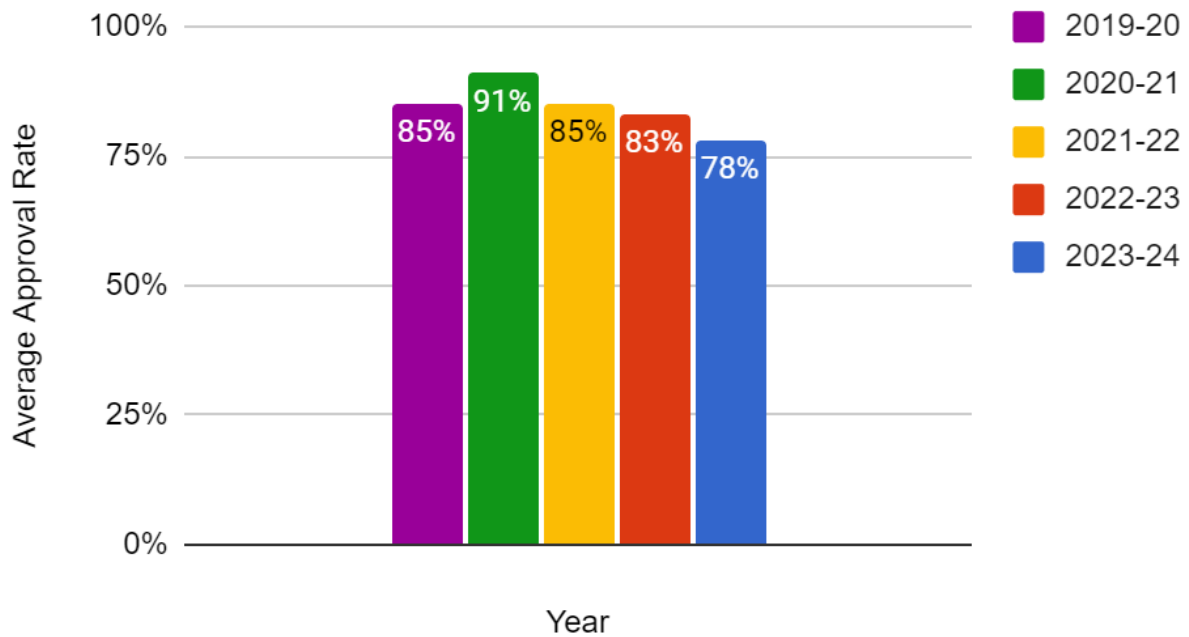
How About Approval Rates for Each Topic?

Average approval rates in the above section were based on our educational partners' responses to **ALL** questions on the survey. It provides an overall percentage for the whole survey instrument. However, it is important for us to analyze how educational partners responded to each topic and question. The tables and figures below show average approval rates for each survey topic. The **attachment** titled, "**Panorama 2023-24 MPS Average Approval Rates by Question**" provides average approval rates by question.

Students - Combined
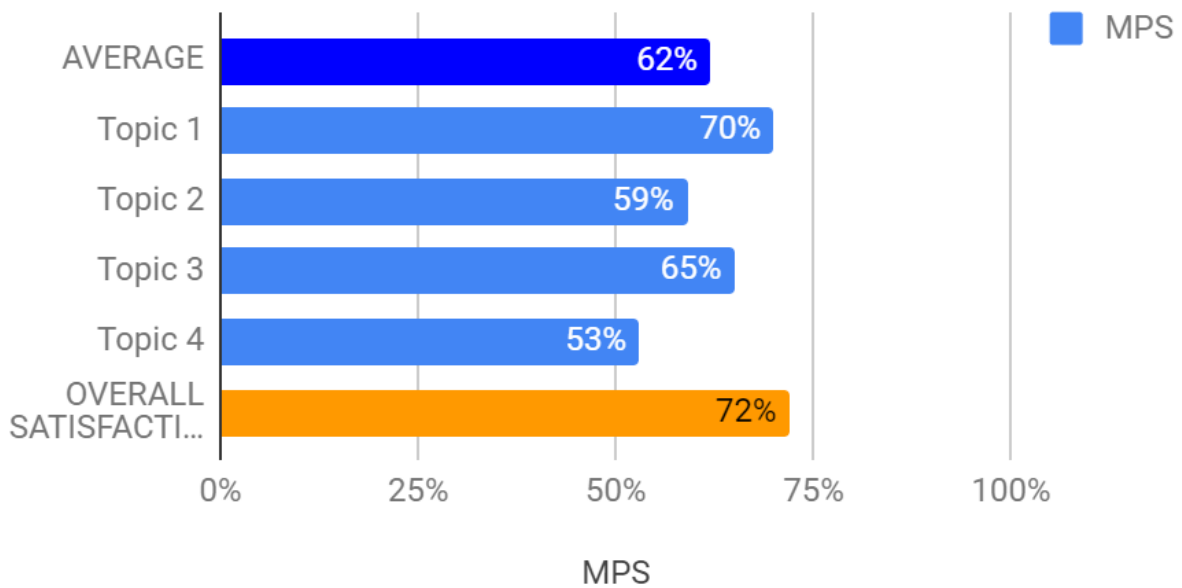
Students – Elementary

Elementary Student Survey

267 responses | show breakdown   📄 Save as PDF
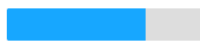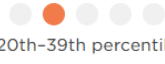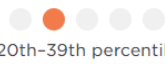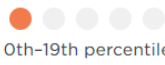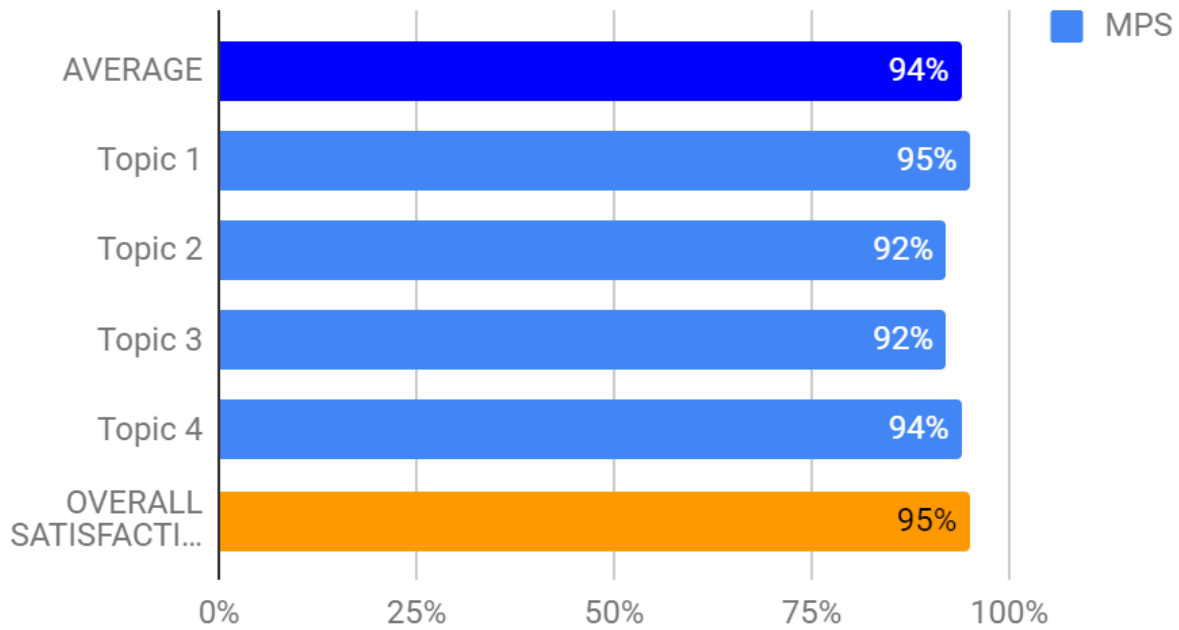
Topic	⇕ Percent Favorable ❓	Compared to others in the CORE Districts dataset ❓	Change since Spring 2023 ❓
OVERALL SCHOOL EXPERIENCE	**88**%		▼ **3** ❯
Climate of Support for Academic Learning	**77**%	🟠 ⚪ ⚪ ⚪ ⚪ 0th–19th percentile	▼ **2** ❯
Sense of Belonging (School Connectedness)	**75**%	⚪ 🟠 ⚪ ⚪ ⚪ 20th–39th percentile	▼ **4** ❯
Knowledge and Fairness of Discipline, Rules and Norms	**74**%	🟠 ⚪ ⚪ ⚪ ⚪ 0th–19th percentile	▼ **8** ❯
Safety	**63**%	⚪ ⚪ 🟢 ⚪ ⚪ 40th–59th percentile	▼ **7** ❯

Overall Score	**72**%		

Students – Secondary

Secondary Student Survey
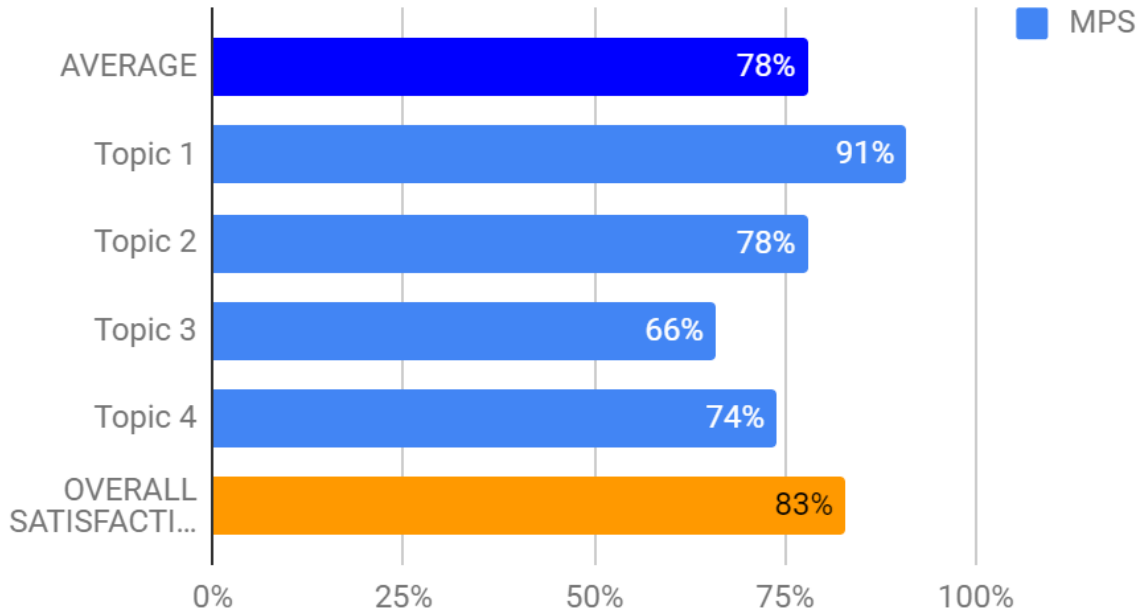
3,116 responses | show breakdown   📄 Save as PDF

Topic	⇕ Percent Favorable ❓	Compared to others in the CORE Districts dataset ❓	Change since Spring 2023 ❓
OVERALL SCHOOL EXPERIENCE	71%		▼ 3
Climate of Support for Academic Learning	69%	⚪🔴⚪⚪⚪ 20th–39th percentile	▼ 1
Safety	65%	⚪🔴⚪⚪⚪ 20th–39th percentile	▼ 2
Knowledge and Fairness of Discipline, Rules and Norms	58%	⚪🔴⚪⚪⚪ 20th–39th percentile	▼ 3
Sense of Belonging (School Connectedness)	51%	🔴⚪⚪⚪⚪ 0th–19th percentile	▼ 2
Overall Score	61%		

Families

2023-24 Family Survey Summary - MPS Averages by Topic

| | MPS |

Category	MPS
AVERAGE	94%
Topic 1	95%
Topic 2	92%
Topic 3	92%
Topic 4	94%
OVERALL SATISFACTI...	95%

Family Survey

2,535 responses | show breakdown

[Save as PDF]

Topic	⇕ Percent Favorable ❓	Compared to others in the CORE Districts dataset ❓	Change since Spring 2023 ❓	
Climate of Support for Academic Learning	95%	60th–79th percentile	▼ 2	❯
OVERALL SCHOOL EXPERIENCE	95%		0	❯
Sense of Belonging (School Connectedness)	94%	60th–79th percentile	▼ 2	❯
Knowledge and Fairness of Discipline, Rules and Norms	92%	40th–59th percentile	▼ 2	❯
Safety	92%	40th–59th percentile	▲ 1 Greatest increase	❯
Overall Score	94%			

Staff

2023-24 Staff Survey Summary - MPS Averages by Topic

MPS

Topic	Percent
AVERAGE	78%
Topic 1	91%
Topic 2	78%
Topic 3	66%
Topic 4	74%
OVERALL SATISFACTI...	83%

0%   25%   50%   75%   100%

Staff Survey

387 responses | show breakdown

📄 Save as PDF

| Topic	⇕ Percent Favorable ❓	Compared to others in the CORE Districts dataset ❓	Change since Spring 2023 ❓
Climate of Support for Academic Learning	91%	20th–39th percentile	▼ 3
OVERALL SCHOOL EXPERIENCE	83%		▼ 4
Knowledge and Fairness of Discipline, Rules and Norms	78%	20th–39th percentile	▼ 6
Sense of Belonging (School Connectedness)	74%	20th–39th percentile	▼ 5
Safety	66%	20th–39th percentile	▼ 6
Overall Score	78%		

Which Topics and Questions Were Rated the Highest and Lowest?

Approval Ratings by Topic & Question

Please see the **attachments** for detailed reports on approval ratings by topic and question. For simplicity, we will include here the highest and lowest rated topics and questions.
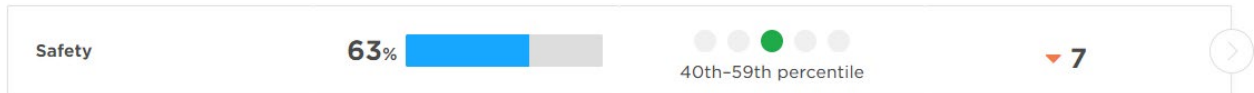
Students - Elementary

Highest Rated Topic:

Climate of Support for Academic Learning	77%	0th–19th percentile	▼ 2
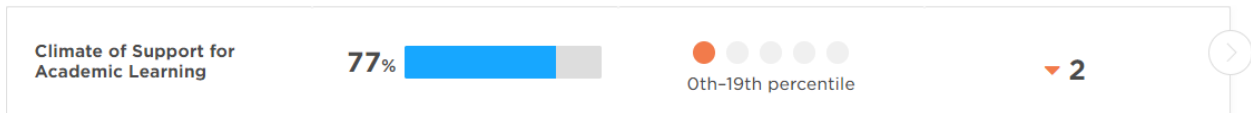
Highest Rated Questions:

QUESTION			
Overall, I am satisfied and would recommend this school to other students.	88% responded favorably	▼ 3 from Spring 2023	
Does this school help all students be successful in school?	84% responded favorably	▼ 4 from Spring 2023	
Does this school clearly tell students what would happen if they break school rules?	82% responded favorably	▼ 3 from Spring 2023	

Lowest Rated Topic:

| Safety | 63% | ●●●●● 40th–59th percentile | ▼ 7 | > |

Lowest Rated Questions:

> **QUESTION**
> Are you afraid of being beaten up at school?

58%ⓘ
responded favorably

▼ 2
from Spring 2023

🔖

> **QUESTION**
> Do other kids at school spread mean rumors or lies about you?

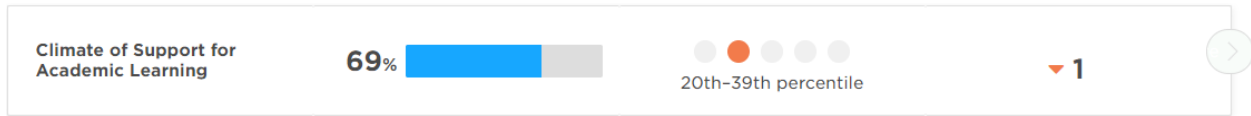**50**%ⓘ
responded favorably

▼ 14
from Spring 2023

🔖

> **QUESTION**
> Do other kids hit or push you at school when they are not just playing around?
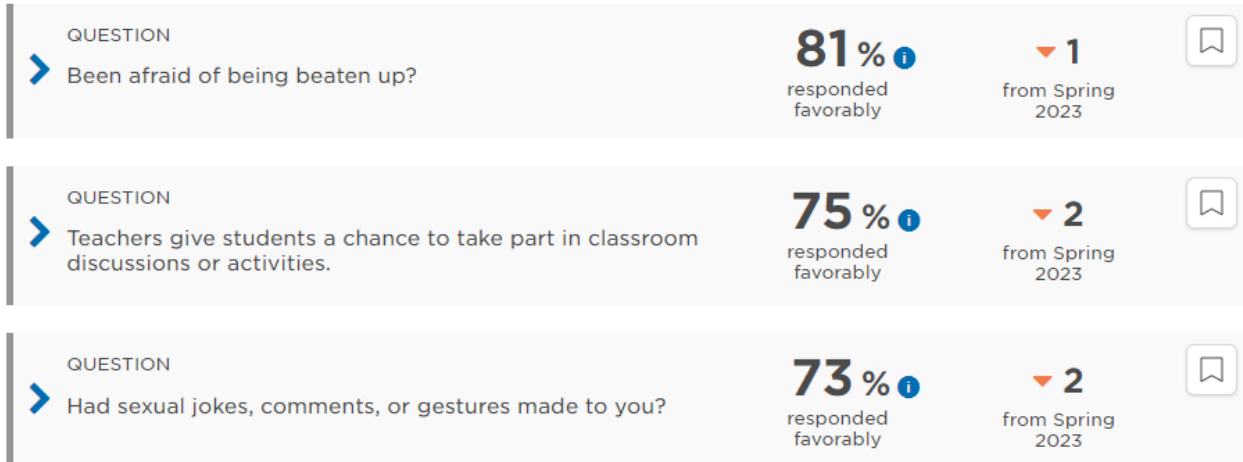
46%ⓘ
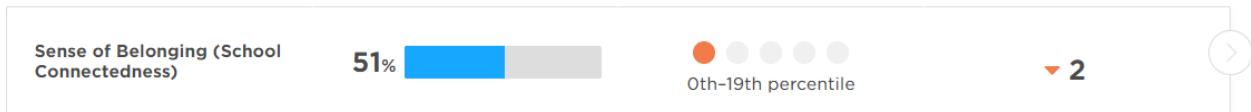responded favorably

▼ 9
from Spring 2023
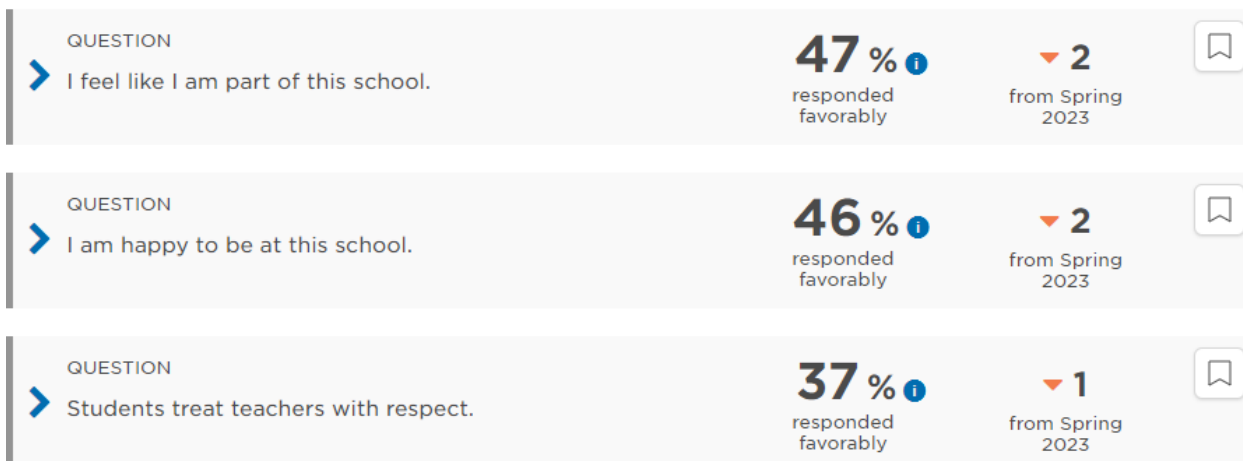
🔖

Students - Secondary

Highest Rated Topic:

| Climate of Support for Academic Learning | 69% | 20th-39th percentile | ▼ 1 |

Highest Rated Questions:

QUESTION		
Been afraid of being beaten up?	**81**% ⓘ responded favorably	▼ 1 from Spring 2023
Teachers give students a chance to take part in classroom discussions or activities.	**75**% ⓘ responded favorably	▼ 2 from Spring 2023
Had sexual jokes, comments, or gestures made to you?	**73**% ⓘ responded favorably	▼ 2 from Spring 2023

Lowest Rated Topic:

| Sense of Belonging (School Connectedness) | 51% | 0th-19th percentile | ▼ 2 |

Lowest Rated Questions:

QUESTION		
I feel like I am part of this school.	**47**% ⓘ responded favorably	▼ 2 from Spring 2023
I am happy to be at this school.	**46**% ⓘ responded favorably	▼ 2 from Spring 2023
Students treat teachers with respect.	**37**% ⓘ responded favorably	▼ 1 from Spring 2023

Families

Highest Rated Topic:

Climate of Support for Academic Learning	95%		60th-79th percentile	▼ 2

Highest Rated Questions:
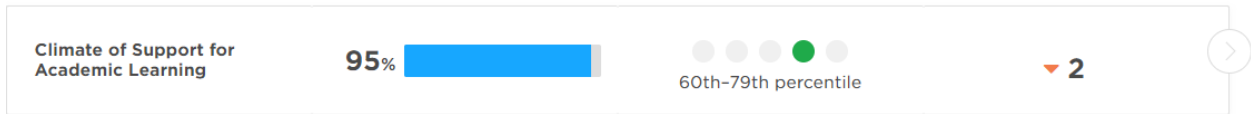
QUESTION			
> School staff treats me with respect.	**98**% ℹ responded favorably	0 from Spring 2023	🔖
> I feel welcome to participate at this school.	**96**% ℹ responded favorably	▼ 1 from Spring 2023	🔖
> School staff is helpful.	**96**% ℹ responded favorably	▼ 1 from Spring 2023	🔖

Lowest Rated Topic:

Safety	92%		40th-59th percentile	▲ 1 Greatest increase

Lowest Rated Questions:

QUESTION			
> School staff responds to my needs in a timely manner.	**90**% ℹ responded favorably	▼ 5 from Spring 2023	🔖
> My child is safe in the neighborhood around the school.	**90**% ℹ responded favorably	▲ 2 from Spring 2023	🔖
> At this school, discipline is fair.	**89**% ℹ responded favorably	▼ 2 from Spring 2023	🔖

Staff

Highest Rated Topic:

| Climate of Support for Academic Learning | 91% | ●●●●● 20th-39th percentile | ▼ 3 |

Highest Rated Questions:

| QUESTION | | |
| emphasizes helping students academically when they need it. | **97**% responded favorably | **0** from Spring 2023 |

| QUESTION | | |
| is a supportive and inviting place for students to learn. | **96**% responded favorably | ▼ **1** from Spring 2023 |

| QUESTION | | |
| promotes academic success for all students. | **91**% responded favorably | ▼ **4** from Spring 2023 |

Lowest Rated Topic:

| Safety | 66% | ●●●●● 20th-39th percentile | ▼ 6 |

Lowest Rated Questions:

| QUESTION | | |
| How many adults at this school have close professional relationships with one another? | **59**% responded favorably | ▼ **4** from Spring 2023 |

| QUESTION | | |
| This school effectively handles student discipline and behavioral problems. | **59**% responded favorably | ▼ **11** from Spring 2023 |

| QUESTION | | |
| disruptive student behavior? | **37**% responded favorably | ▼ **9** from Spring 2023 |

Would Our Educational Partners Recommend MPS to Others?

Overall Satisfaction Rate

In addition to the CORE Districts survey questions, MPS also asks our educational partners a single "overall school experience" question to measure their overall satisfaction with the school.

Overall School Experience:

- **Overall, I am satisfied and would recommend this school to other students.**
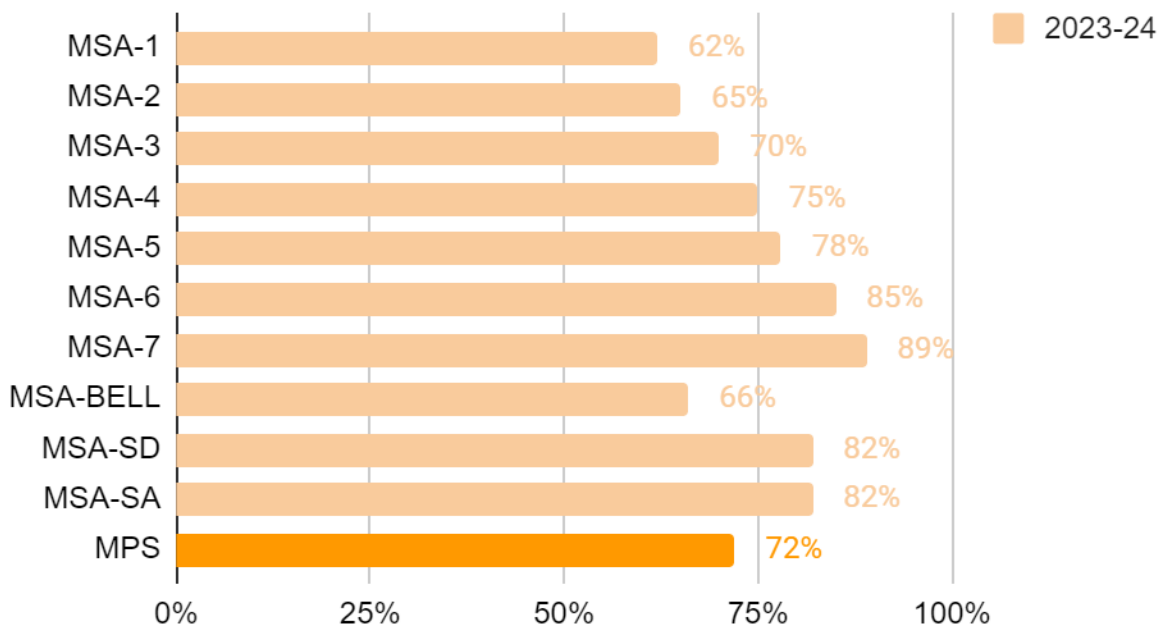- **Overall, I am satisfied and would recommend this school to other parents.**
- **Overall, I am satisfied and would recommend this school to other educators.**

Note: The **overall satisfaction rate** is based on our educational partners' response to the single question stated above to get a measure of overall satisfaction. This rate is different than the **average approval rates** shown in the above sections. While the overall satisfaction rate is based on a **single** question, average approval rates are based on responses to **all** questions.

Current Year Overall Satisfaction Rate

In 2022-23, MPS had an average overall satisfaction rate of **72%** for students, **95%** for families, and **83%** for staff. (Last year the average overall satisfaction rates were 75%, 95%, and 97% respectively.)
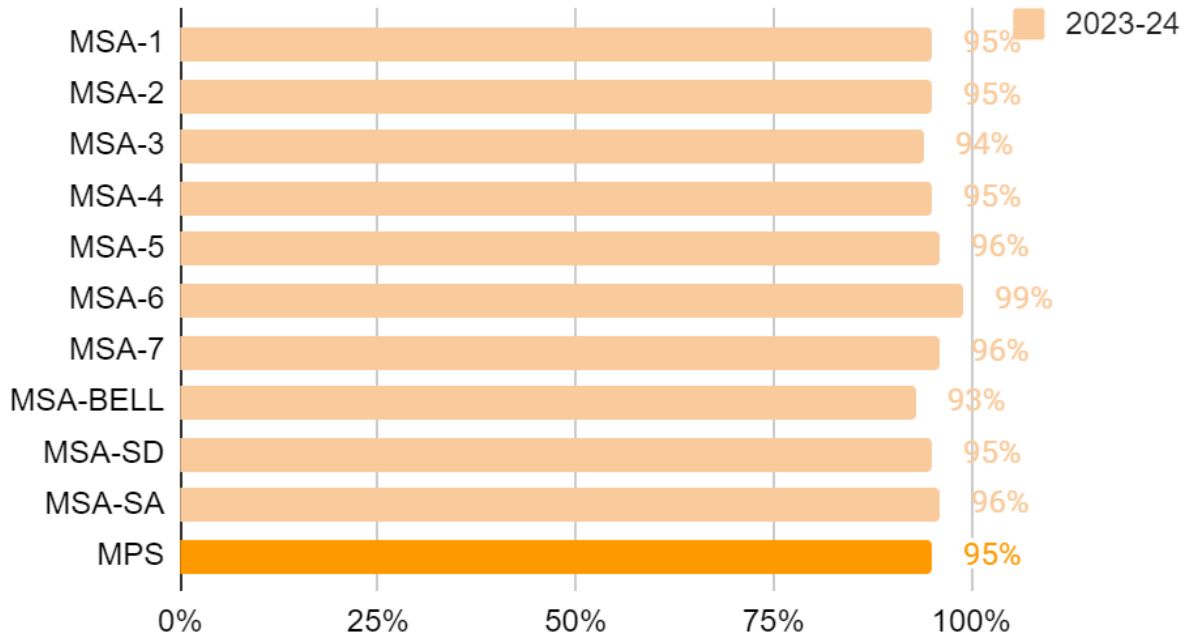
Students

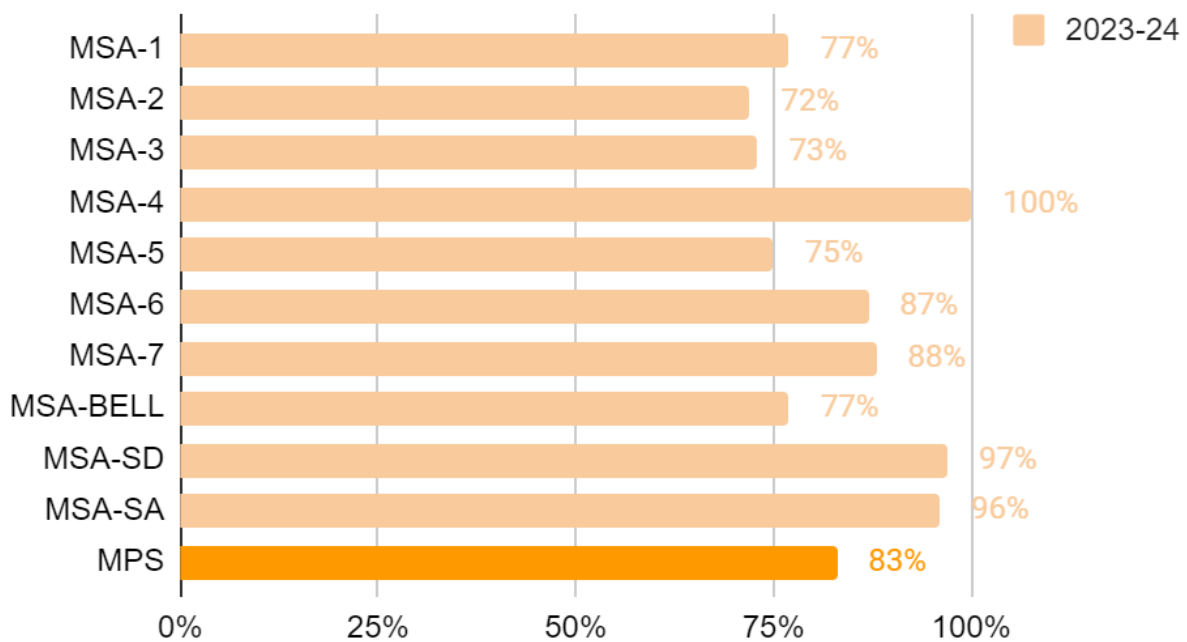### 2023-24 MPS Overall Satisfaction Rates - Students

School	2023-24
MSA-1	62%
MSA-2	65%
MSA-3	70%
MSA-4	75%
MSA-5	78%
MSA-6	85%
MSA-7	89%
MSA-BELL	66%
MSA-SD	82%
MSA-SA	82%
MPS	72%

Families

2023-24 MPS Overall Satisfaction Rates - Families

	2023-24
MSA-1	95%
MSA-2	95%
MSA-3	94%
MSA-4	95%
MSA-5	96%
MSA-6	99%
MSA-7	96%
MSA-BELL	93%
MSA-SD	95%
MSA-SA	96%
MPS	95%

Staff

2023-24 MPS Overall Satisfaction Rates - Staff

	2023-24
MSA-1	77%
MSA-2	72%
MSA-3	73%
MSA-4	100%
MSA-5	75%
MSA-6	87%
MSA-7	88%
MSA-BELL	77%
MSA-SD	97%
MSA-SA	96%
MPS	83%

Historical Overall Satisfaction Rates

Considering the last five years, MPS has an upward trend in overall educational partners satisfaction. The following tables and figures show the overall satisfaction rates by students, families, and staff over the years.

Students

MPS Historical Survey Overall Satisfaction Rates - Students					
	2019-20	2020-21	2021-22	2022-23	2023-24
MSA-1	73%	84%	66%	60%	62%
MSA-2	83%	88%	88%	83%	65%
MSA-3	55%	77%	76%	73%	70%
MSA-4	73%	91%	82%	71%	75%
MSA-5	77%	90%	81%	81%	78%
MSA-6	82%	90%	91%	80%	85%
MSA-7	89%	87%	88%	90%	89%
MSA-BELL	82%	88%	86%	77%	66%
MSA-SD	80%	89%	78%	80%	82%
MSA-SA	77%	84%	75%	82%	82%
MPS	76%	86%	79%	75%	72%

MPS Historical Overall Satisfaction Rates - Students
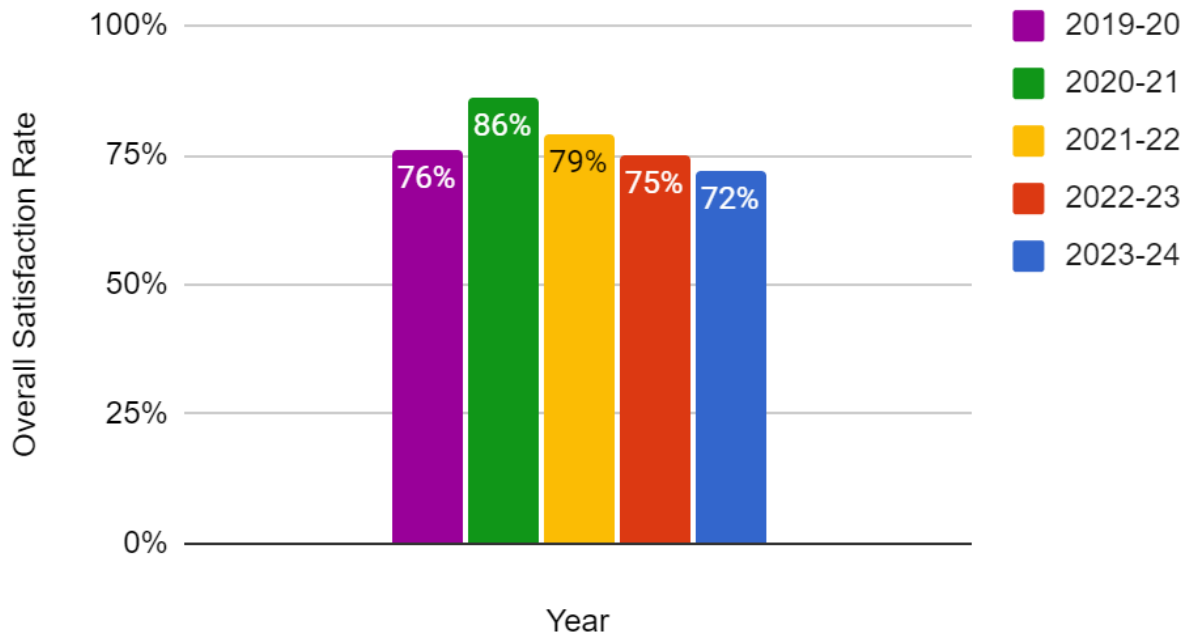
Families

MPS Historical Survey Overall Satisfaction Rates - Families				
	2019-20	2020-21	2021-22	2022-23	2023-24
MSA-1	94%	97%	95%	90%	95%
MSA-2	93%	99%	97%	97%	95%
MSA-3	76%	95%	96%	96%	94%
MSA-4	96%	99%	97%	94%	95%
MSA-5	97%	99%	97%	96%	96%
MSA-6	98%	100%	100%	95%	99%
MSA-7	98%	100%	98%	100%	96%
MSA-BELL	96%	99%	96%	92%	93%
MSA-SD	95%	97%	96%	94%	95%
MSA-SA	94%	98%	94%	96%	96%
MPS	93%	98%	96%	95%	95%

MPS Historical Overall Satisfaction Rates - Families
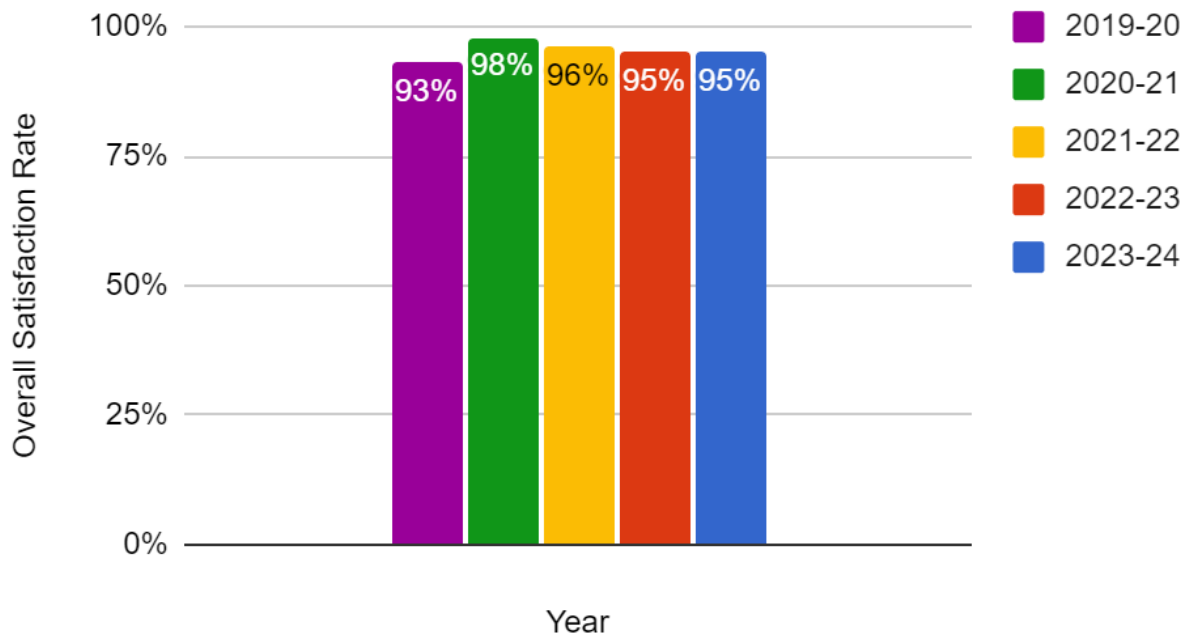
Staff

MPS Historical Survey Overall Satisfaction Rates - Staff					
	2019-20	2020-21	2021-22	2022-23	**2023-24**
MSA-1	89%	98%	74%	79%	77%
MSA-2	98%	98%	98%	93%	72%
MSA-3	69%	95%	87%	86%	73%
MSA-4	82%	93%	100%	88%	100%
MSA-5	96%	96%	96%	93%	75%
MSA-6	100%	92%	92%	93%	87%
MSA-7	93%	97%	90%	92%	88%
MSA-BELL	95%	98%	93%	87%	77%
MSA-SD	100%	100%	100%	90%	97%
MSA-SA	84%	78%	91%	85%	96%
MPS	89%	94%	90%	87%	83%

MPS Historical Overall Satisfaction Rates - Staff
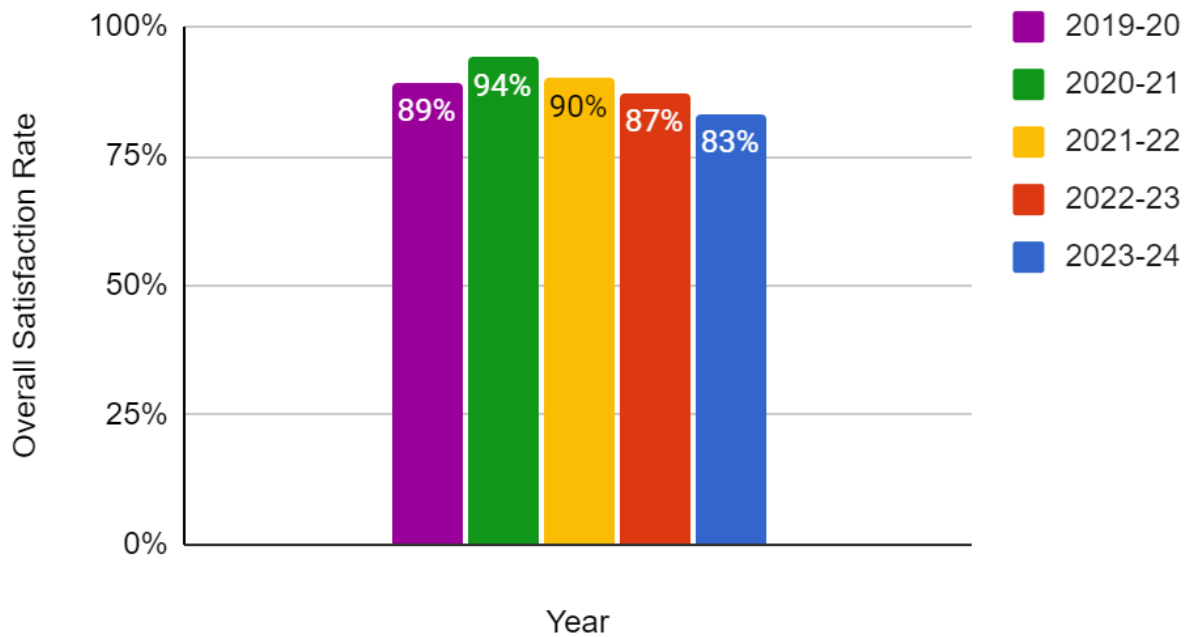
What Does MPS Do With Free Response Comments?

Free Response Questions

In addition to the CORE Districts survey questions and the overall satisfaction question, MPS asks all educational partners t2o open-ended free-response questions:

1) WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL?

2) WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL?

Free response questions form a critical component of our survey instrument because it provides a medium for educational partners to give their feedback on any school related issue in a convenient and confidential way. MPS takes open ended responses very seriously and makes sure school leadership teams (SLTs) and the Home Office teams (academics, accountability, HR) read all free responses. After reading responses to free-response questions, the teams summarize major findings and recommendations by the educational partners and consider all the feedback to create action steps for school improvement. The Home Office teams schedule a "survey discussion meeting" with each SLT to review and prioritize the findings with. SLTs are then held accountable for sharing the survey results and findings with their educational partners at their site (teachers, parents, etc.) and developing an action plan for improvement as part of their LCAP process. Please read the next section for details of this process.

Note: Responses to the open-ended questions are not included in this report due to confidentiality. However, a summary of highlights as well as glows, grows, and next steps can be found in the attachment titled, "**MPS 2023-24 Educational Partners Survey Reflections.**"

How Does MPS Make Use of Survey Results?

Reflection and LCAP Development

School leadership teams (SLTs) and the Home Office teams (academics, accountability, HR) review the following data upon conclusion of the survey window:

- Survey participation rates
- Average approval rates
- Overall satisfaction rates
- Average approval rates for each topic
- Average approval rates for each question
- Free response comments
- Feedback collected during the year via other means such as educational partners engagement meetings.

Using the data sources listed above, SLTs and the Home Office follow a protocol to hold a "Survey Discussion Meeting" in order to summarize feedback by each educational partners group (students, families, staff) as bullet points. Typically, this would be 5-7 items for each group that we label as glows (successes), grows (identified needs) and suggestions (next steps). It is important to recognize successes so that school teams continue to maintain or improve them. School teams are encouraged to share and celebrate successes with their educational partners. During our reflection meetings we focus more of our time on identified needs and next steps. Some examples to identified needs could be, "Improve school meal quality" or "Increase support in the classroom to better accommodate the needs of students with disabilities." SLTs and the Home Office prioritize the identified needs based on the frequency they have been mentioned, importance and impact of the need, and what is in MPS' circle of control. Some needs can be addressed relatively quickly, such as fixing a broken vending machine, and some require longer term planning (building a gym).

After identified needs are prioritized SLTs and the Home Office discuss possible solutions for the top 5-7 needs and formulate next steps that are realistic (within control and budget). SLTs are then held accountable for the following:

- Writing a reflection on the survey results and findings; the reflection should identify glows, grows, and next steps clearly.
- Sharing the reflection and next steps with school-level educational partners groups and adjusting them as needed;
- Reflecting the actions in next year's LCAP and budget;
- Sharing the reflection and the next steps at the board level and seeking additional public feedback;
- Implementing and monitoring proposed action steps;
- Updating educational partners on the progress and documenting it in the LCAP annual update.

The process described above is in essence similar to a Plan-Do-Study-Act (PDSA) cycle which repeats itself as the SLTs work toward continuous improvement. Please read the following for details about the survey discussion meeting protocol referenced in this section.

Survey Discussion Meeting Protocol

1. **Scheduling:** J. Lara will schedule a meeting with each school leadership team for 60 minutes.
2. **Participants:** School Leadership Team (SLT), C-team, OC Dept., Academic Dept., HR Dept.
3. **Readiness for the meeting:** School leadership teams read the free responses. Home Office teams read free responses and write highlights for each school in the "Educational Partners Survey Highlights" templates.
   a. Student survey: Academic team **(J. Hernandez)**
   b. Family survey: PACE team **(Dr. Olivares)**
   c. Staff survey: HR team **(D. Hajmeirza)**
4. **Agenda:** (50-60 min)
   a. 7 min   Review purpose of the meeting and survey results (resources to use, participation and approval rates, highest/lowest rated topics and questions, etc.) **(D. Yilmaz/O. Polat)**
   b. 7 min   Review student survey highlights and ask the school team their thoughts (just preliminary thoughts, no next-step discussion yet) **(J. Hernandez)**
   c. 7 min   Review family survey highlights and ask the school team their thoughts (just preliminary thoughts, no next-step discussion yet) **(Dr. Olivares)**
   d. 7 min   Review staff survey highlights and ask the school team their thoughts (just preliminary thoughts, no next-step discussion yet) **(D. Hajmeirza)**
   e. 7-10 min In collaboration with the school team, prioritize Glows & Grows from the above reviews in the template. **(A. Rubalcava/E. Acar)**
   f. 10-15 min In collaboration with the school team, discuss Next Steps based on Grows and suggestions. **(A. Rubalcava/E. Acar)**
   g. 7 min   Closure
      1. Summarize possible Next Steps; and **(A. Rubalcava/E. Acar)**
      2. Remind SLTs that they need to complete their "Educational Partners Survey Reflections" templates and present their reflection and next steps to the following groups:
         i. Educational Partners Committee/Board to inform LCAP (due April 1)
         ii. PAC/PTF/ELAC
         iii. Staff
      3. Remind SLTs to update their 2024-25 LCAP Educational Partners Engagement section. SLTs will respond to two prompts:

1. Prompt 1: **Process for Engagement** Describe the engagement process used by the LEA to involve the identified educational partner(s) in the development of the LCAP.

    a. At a minimum, the LEA must describe how it met its obligation to consult with all statutorily required educational partners, as applicable to the type of LEA. (For each ed partner group: SELPA, teachers, administrators, other school personnel, parents, and students)

    b. A sufficient response to this prompt must include general information about the timeline of the process and meetings or other engagement strategies with educational partners.

    c. A response may also include information about an LEA's philosophical approach to engaging its educational partners.

    d. Include dates for survey implementation, survey results discussion, reflection and presentation.

2. Prompt 2: A description of how the adopted LCAP was influenced by the feedback provided by educational partners

    a. A sufficient response to this prompt will provide educational partners and the public with clear, specific information about how the engagement process influenced the development of the LCAP. This may include a description of how the LEA prioritized requests of educational partners within the context of the budgetary resources available or otherwise prioritized areas of focus within the LCAP.

    b. A summary of the feedback provided by specific educational partners

    c. Include highlights (**glows/grows/suggestions**) from each survey separately (student, family, staff).

    d. Include **identified needs** you will address in the 2024-25 LCAP based on survey feedback as well as **next action steps**;

    e. Write how the feedback influenced your LCAP goals, target outcomes, metrics, actions, proposed expenditures, budget, and analysis of actions.

4. Thank the participants!

5. **Home Office Debrief:** Home Office will internally discuss any follow-ups needed on the school's Next Steps.

Using Student, Parent, and Staff Voices as a Measure of Employee Evaluation

Student, parent, and staff surveys provide valuable feedback to the employee about educational partners' perceptions on employees' effectiveness. MPS makes every effort to reach out to our students, parents, and staff to ensure a high response rate on the surveys. MPS has designed its surveys so that they provide individualized feedback about a variety of topics, as well as educational partners' overall school satisfaction. MPS uses both individualized and general feedback to provide constructive critical feedback to the employees. Employees can use this feedback to improve their effectiveness.

As Core Value Area 9 states, the employee "works positively as part of the organization, follows lines of communication, and understands contribution to total effort; exercises flexibility and willingness to be helpful in making necessary compromises to accomplish a common goal" and "maintains positive relationships and works collaboratively with colleagues, teachers, students, families, and community resources to support the success of the organization." Collaboration linked to shared goals focused on student achievement leads to higher levels of adult commitment and greater gains in student achievement. MPS values collective commitment and collaboration for shared goals; therefore, MPS will use the average approval rates on the student, parent, and staff surveys as a metric in employee evaluation.

MPS uses the survey average approval rates as a metric that represents educational partners' voices. MPS bases 15 percent of employee's end-of-year overall evaluation on student, parent, and staff surveys. Student, parent, and staff voices will share equal weights of 5 percent. The following table shows how average approval rates are converted to points on the end-of-year overall evaluation. MPS uses both status (percent for current year) and change (percent change from prior year) in determining the final points for student, parent, and staff voices.

AVERAGE APPROVAL RATE		CHANGE (FROM PRIOR YEAR)				
		Declined Significantly by 10% or more	**Declined** by 5% to less than 10%	**Maintained** (Declined or improved by less than 5%)	**Increased** by 5% to less than 10%	**Increased Significantly** by 10% or more
STATUS (CURRENT YEAR)	**Very High** 85% or greater	4	4	5	5	5
	High 70% to less than 85%	3	4	4	4	5
	Medium 60% to less than 70%	2	3	3	4	4
	Low 50% to less than 60%	2	2	2	3	3
	Very Low Less than 50%	1	1	1	2	3

Example: A school with parent average approval rate of 75% in the current year and 63% in the prior year would earn its employees 5 points for parent voice on the end-of-year overall employee evaluation. Similarly, the same school with student average approval rates of 68% in the current year and 60% in the prior year would earn its employees 4 points for student voice. If staff average approval rate increased from 80% to 83% from the prior year, it would correspond to 4 points for staff voice. A total of 13 points (out of 15) would be used as the overall score for Student, Parent, and Staff Voices. *(For Home Office employees, overall MPS average approval rates are used.)*

Employees are expected to check their school's targets for student, parent, and staff average approval rates in their Local Control and Accountability Plans (LCAP).

School Evaluation Scores for the Current Year

MPS has calculated the survey portion of employee evaluations using the methodology as described in the policy above. The following are the evaluation scores for each MPS in 2022-23. **(Total points are out of 15.)**

AVERAGE APPROVAL Rates: 2023-24 vs. 2022-23														TOTAL
	Student				Family				Staff					2023-24 Eval Pts (out of 15)
	2022-23	2023-24	Change	Points	2022-23	2023-24	Change	Points	2022-23	2023-24	Change	Points		
MSA-1	56%	55%	-1%	2	91%	92%	1%	5	75%	70%	-5%	4		11
MSA-2	70%	57%	-13%	2	98%	90%	-8%	4	87%	69%	-18%	2		8
MSA-3	61%	63%	2%	3	97%	96%	-1%	5	77%	74%	-3%	4		12
MSA-4	64%	70%	6%	4	96%	96%	0%	5	85%	94%	9%	5		14
MSA-5	68%	67%	-1%	3	96%	96%	0%	5	93%	80%	-13%	3		11
MSA-6	76%	77%	1%	4	98%	98%	0%	5	97%	93%	-4%	5		14
MSA-7	73%	68%	-5%	3	99%	97%	-2%	5	90%	81%	-9%	4		12
MSA-BELL	59%	56%	-3%	2	93%	93%	0%	5	77%	68%	-9%	3		10
MSA-SD	67%	68%	1%	3	95%	96%	1%	5	86%	88%	2%	5		13
MSA-SA	73%	70%	-3%	4	94%	95%	1%	5	85%	88%	3%	5		14
MPS	65%	62%	-3%	3	95%	94%	-1%	5	83%	78%	-5%	4		12

2023-24 Evaluation Points Based on Survey Results
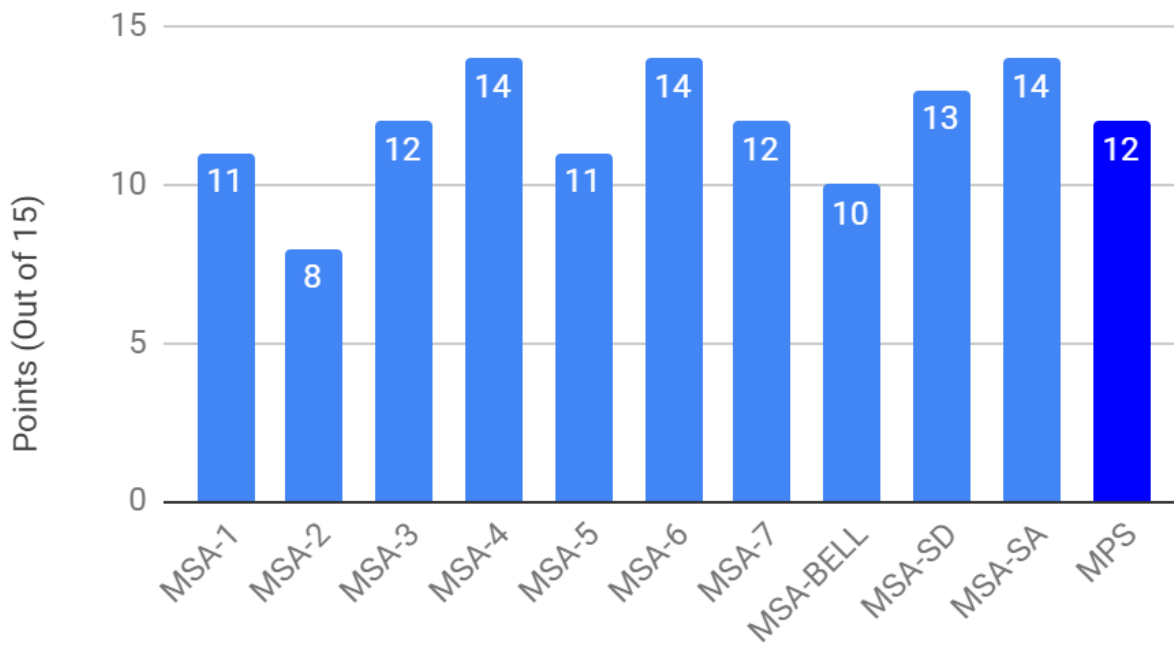
Exhibits (Attachments)

- Panorama 2023-24 MPS Average Approval Rates by Question *(Student, Family, Staff)*

- Panorama 2023-24 MPS Detailed Survey Reports *(Student, Family, Staff)*

- MPS 2023-24 Educational Partners Survey Reflections *(one from each school)*

‹ Summary

Ed Partner Survey Spring 2024
Elementary Student Survey

All questions

Based on **267** responses

How did students respond to each question?

Sorted by Question score ⌄   Highest to lowest ⌄

QUESTION			
› Overall, I am satisfied and would recommend this school to other students.	**88** % ⓘ responded favorably	▼ **3** from Spring 2023	🔖
› Does this school help all students be successful in school?	**84** % ⓘ responded favorably	▼ **4** from Spring 2023	🔖
› Does this school clearly tell students what would happen if they break school rules?	**82** % ⓘ responded favorably	▼ **3** from Spring 2023	🔖
› Do students know what the rules are?	**81** % ⓘ responded favorably	▼ **5** from Spring 2023	🔖
› Do you feel safe at school?	**81** % ⓘ responded favorably	▲ **3** from Spring 2023	🔖
› Do teachers and other grown-ups at school treat students with respect?	**81** % ⓘ responded favorably	▼ **7** from Spring 2023	🔖
› Do teachers go out of their way to help students?	**80** % ⓘ responded favorably	▲ **7** from Spring 2023	🔖

QUESTION

Are rules in this school made clear to students?

78 % ⓘ

responded favorably

▼ **6**

from Spring 2023

QUESTION

Do teachers treat students fairly at school?

77 % ⓘ

responded favorably

▼ **8**

from Spring 2023

QUESTION

Are the school rules fair?

77 % ⓘ

responded favorably

▼ **8**

from Spring 2023

QUESTION

Are you happy to be at this school?

75 % ⓘ

responded favorably

▼ **8**

from Spring 2023

QUESTION

Do your teachers work hard to help you with your schoolwork when you need it?

75 % ⓘ

responded favorably

▼ **9**

from Spring 2023

QUESTION

Do other kids at this school ever tease you about the way you talk?

75 % ⓘ

responded favorably

▼ **8**

from Spring 2023

QUESTION

Do adults at school encourage you to work hard so you can be successful?

74 % ⓘ

responded favorably

▲ **1**

from Spring 2023

QUESTION

Do you feel like you are part of this school?

73 % ⓘ

responded favorably

▼ **9**

from Spring 2023

QUESTION

Do teachers give students a chance to take part in classroom discussions or activities?

72 % ⓘ

responded favorably

▼ **4**

from Spring 2023

QUESTION

Do students treat teachers with respect?

69 % ⓘ

responded favorably

▼ **14**

from Spring 2023

QUESTION

Do you feel close to people at school?

67 % ⓘ

responded favorably

▲ **2**

from Spring 2023

QUESTION

Do students know how they are expected to act?

67 % ⓘ
responded favorably

▼ **9**
from Spring 2023

QUESTION

Do other kids steal or damage your things, like your clothing or your books?

66 % ⓘ
responded favorably

▼ **8**
from Spring 2023

QUESTION

Do other kids at this school ever tease you about what your body looks like?

66 % ⓘ
responded favorably

▼ **8**
from Spring 2023

QUESTION

Are students treated fairly when they break school rules?

59 % ⓘ
responded favorably

▼ **7**
from Spring 2023

QUESTION

Are you afraid of being beaten up at school?

58 % ⓘ
responded favorably

▼ **2**
from Spring 2023

QUESTION

Do other kids at school spread mean rumors or lies about you?

50 % ⓘ
responded favorably

▼ **14**
from Spring 2023

QUESTION

Do other kids hit or push you at school when they are not just playing around?

46 % ⓘ
responded favorably

▼ **9**
from Spring 2023

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‹ Summary

Ed Partner Survey Spring 2024
Secondary Student Survey

All questions

Based on **3,116** responses

How did students respond to each question?

Sorted by Question score ▾   Highest to lowest ▾

QUESTION		
QUESTION Been afraid of being beaten up?	**81** % ⓘ responded favorably	▼ **1** from Spring 2023
QUESTION Teachers give students a chance to take part in classroom discussions or activities.	**75** % ⓘ responded favorably	▼ **2** from Spring 2023
QUESTION Had sexual jokes, comments, or gestures made to you?	**73** % ⓘ responded favorably	▼ **2** from Spring 2023
QUESTION This school clearly informs students what would happen if they break school rules.	**71** % ⓘ responded favorably	▼ **4** from Spring 2023
QUESTION My teachers work hard to help me with my schoolwork when I need it.	**71** % ⓘ responded favorably	▼ **1** from Spring 2023
QUESTION Overall, I am satisfied and would recommend this school to other students.	**71** % ⓘ responded favorably	▼ **3** from Spring 2023
QUESTION Had your property stolen, or deliberately damaged, such as your car, clothing, or books?	**70** % ⓘ responded favorably	▼ **3** from Spring 2023

QUESTION Adults at this school encourage me to work hard so I can be successful in college or at the job I choose.	**70**%ⓘ responded favorably	**0** from Spring 2023
QUESTION This school promotes academic success for all students.	**68**%ⓘ responded favorably	▼ **3** from Spring 2023
QUESTION This school makes it clear how students are expected to act.	**68**%ⓘ responded favorably	▼ **4** from Spring 2023
QUESTION Rules in this school are made clear to students.	**66**%ⓘ responded favorably	▼ **4** from Spring 2023
QUESTION Students know what the rules are.	**65**%ⓘ responded favorably	▼ **4** from Spring 2023
QUESTION Been pushed, shoved, slapped, hit or kicked by someone who wasn't just kidding around?	**65**%ⓘ responded favorably	▲ **1** from Spring 2023
QUESTION This school is a supportive and inviting place for students to learn.	**64**%ⓘ responded favorably	▼ **2** from Spring 2023
QUESTION Teachers go out of their way to help students.	**63**%ⓘ responded favorably	▼ **1** from Spring 2023
QUESTION Been made fun of because of your looks or the way you talk?	**61**%ⓘ responded favorably	▼ **1** from Spring 2023
QUESTION Students know how they are expected to act.	**60**%ⓘ responded favorably	▼ **4** from Spring 2023
QUESTION Had mean rumors or lies spread about you?	**59**%ⓘ responded favorably	▼ **5** from Spring 2023

	QUESTION		
>	Adults at this school treat all students with respect.	**57** % ⓘ responded favorably	▼ **2** from Spring 2023
>	I feel close to people at this school.	**56** % ⓘ responded favorably	▼ **2** from Spring 2023
>	How safe do you feel when you are at school?	**56** % ⓘ responded favorably	▼ **1** from Spring 2023
>	I feel safe in my school.	**54** % ⓘ responded favorably	▼ **1** from Spring 2023
>	The teachers at this school treat students fairly.	**50** % ⓘ responded favorably	▼ **4** from Spring 2023
>	The school rules are fair.	**49** % ⓘ responded favorably	**0** from Spring 2023
>	All students are treated fairly when they break school rules.	**47** % ⓘ responded favorably	▼ **3** from Spring 2023
>	I feel like I am part of this school.	**47** % ⓘ responded favorably	▼ **2** from Spring 2023
>	I am happy to be at this school.	**46** % ⓘ responded favorably	▼ **2** from Spring 2023
>	Students treat teachers with respect.	**37** % ⓘ responded favorably	▼ **1** from Spring 2023

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Ed Partner Survey Spring 2024
Family Survey

All questions

Based on **2,535** responses

How did family members respond to each question?

Sorted by Question score ⌄   Highest to lowest ⌄

> QUESTION   Unscored   🔖
> How many years has your child been at this school?

> QUESTION   Unscored   🔖
> Special Education Program or has an Individual Education
> Plan (IEP)?

> QUESTION   Unscored   🔖
> English Language Development (for children learning
> English)?

> QUESTION   Unscored   🔖
> What is your race or ethnicity?

> QUESTION   Unscored   🔖
> I am a…

> QUESTION   Unscored   🔖
> Does one or more of your children receive a free or
> reduced-price breakfast or lunch at this school?

> QUESTION   Unscored   🔖
> In what grade is your child?

> **QUESTION**
> School staff treats me with respect.

98 % ⓘ
responded favorably

0
from Spring 2023

> **QUESTION**
> I feel welcome to participate at this school.

96 % ⓘ
responded favorably

▼ **1**
from Spring 2023

> **QUESTION**
> School staff is helpful.

96 % ⓘ
responded favorably

▼ **1**
from Spring 2023

> **QUESTION**
> This school provides high quality instruction to my child.

96 % ⓘ
responded favorably

▼ **1**
from Spring 2023

> **QUESTION**
> My child's background (race, ethnicity, religion, economic status) is valued at this school.

95 % ⓘ
responded favorably

▼ **2**
from Spring 2023

> **QUESTION**
> Overall, I am satisfied and would recommend this school to other parents.

95 % ⓘ
responded favorably

0
from Spring 2023

> **QUESTION**
> School staff welcomes my suggestions.

94 % ⓘ
responded favorably

▼ **2**
from Spring 2023

> **QUESTION**
> This school has high expectations for all students.

94 % ⓘ
responded favorably

▼ **2**
from Spring 2023

> **QUESTION**
> This school clearly informs students what would happen if they break school rules.

94 % ⓘ
responded favorably

▼ **3**
from Spring 2023

> **QUESTION**
> My child is safe on school grounds.

93 % ⓘ
responded favorably

0
from Spring 2023

> **QUESTION**
> School staff takes my concerns seriously.

91 % ⓘ
responded favorably

▼ **4**
from Spring 2023

QUESTION

School staff responds to my needs in a timely manner.

90 % ⓘ
responded favorably

▼ **5**
from Spring 2023

QUESTION

My child is safe in the neighborhood around the school.

90 % ⓘ
responded favorably

▲ **2**
from Spring 2023

QUESTION

At this school, discipline is fair.

89 % ⓘ
responded favorably

▼ **2**
from Spring 2023

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‹ Summary

Ed Partner Survey Spring 2024
Staff Survey

All questions

Based on **387** responses

How did teachers & staff respond to each question?

Sorted by Question score ⌄   Highest to lowest ⌄

Add to Bookmarks

| QUESTION | Unscored | 🔖 |
| Are you a classroom teacher? | | |

| QUESTION | Unscored | 🔖 |
| Migrant education students | | |

| QUESTION | Unscored | 🔖 |
| Special education students | | |

| QUESTION | Unscored | 🔖 |
| English language learners | | |

| QUESTION | Unscored | 🔖 |
| How many years have you worked, in any position, at this school? | | |

| QUESTION | Unscored | 🔖 |
| How many years have you worked at any school in your current position (e.g., teacher, counselor, administrator, food service)? | | |

| QUESTION | Unscored | 🔖 |
| What is your race or ethnicity? | | |

QUESTION

What is your role at this school? (Mark all that apply).

`Unsored`

QUESTION

emphasizes helping students academically when they need it.

97 % ⓘ
responded favorably

0
from Spring 2023

QUESTION

is a supportive and inviting place for students to learn.

96 % ⓘ
responded favorably

▼ **1**
from Spring 2023

QUESTION

promotes academic success for all students.

91 % ⓘ
responded favorably

▼ **4**
from Spring 2023

QUESTION

The school rules are fair.

90 % ⓘ
responded favorably

▼ **4**
from Spring 2023

QUESTION

emphasizes teaching lessons in ways relevant to students.

89 % ⓘ
responded favorably

▼ **5**
from Spring 2023

QUESTION

encourages students to enroll in rigorous courses (such as honors and AP), regardless of their race, ethnicity, or nationality.

89 % ⓘ
responded favorably

▼ **5**
from Spring 2023

QUESTION

Adults at this school treat all students with respect.

86 % ⓘ
responded favorably

▼ **6**
from Spring 2023

QUESTION

racial/ethnic conflict among students?

85 % ⓘ
responded favorably

▼ **5**
from Spring 2023

QUESTION

Students know what the rules are.

85 % ⓘ
responded favorably

▼ **4**
from Spring 2023

QUESTION

sets high standards for academic performance for all students.

84 % ⓘ
responded favorably

▼ **4**
from Spring 2023

QUESTION		
Overall, I am satisfied and would recommend this school to other educators.	**83** % ⓘ responded favorably	▼ **4** from Spring 2023

QUESTION		
This school is a supportive and inviting place for staff to work.	**83** % ⓘ responded favorably	▼ **5** from Spring 2023

QUESTION		
Students know how they are expected to act.	**83** % ⓘ responded favorably	▼ **6** from Spring 2023

QUESTION		
Rules in this school are made clear to students.	**81** % ⓘ responded favorably	▼ **4** from Spring 2023

QUESTION		
This school makes it clear how students are expected to act.	**81** % ⓘ responded favorably	▼ **7** from Spring 2023

QUESTION		
How many adults at this school support and treat each other with respect?	**80** % ⓘ responded favorably	▼ **3** from Spring 2023

QUESTION		
physical fighting between students?	**79** % ⓘ responded favorably	▼ **9** from Spring 2023

QUESTION		
This school promotes trust and collegiality among staff.	**78** % ⓘ responded favorably	▼ **8** from Spring 2023

QUESTION		
This school promotes personnel participation in decision-making that affects school practices and policies.	**76** % ⓘ responded favorably	▼ **6** from Spring 2023

QUESTION		
This school clearly communicates to students the consequences of breaking school rules.	**69** % ⓘ responded favorably	▼ **8** from Spring 2023

QUESTION		
harassment or bullying among students?	**67** % ⓘ responded favorably	▼ **6** from Spring 2023

QUESTION

> This school handles discipline problems fairly.

67 % ⓘ
responded favorably

▼ 9
from Spring 2023

QUESTION

> How many adults at this school feel a responsibility to improve this school?

66 % ⓘ
responded favorably

▼ 6
from Spring 2023

QUESTION

> lack of respect of staff by students?

62 % ⓘ
responded favorably

▼ 2
from Spring 2023

QUESTION

> How many adults at this school have close professional relationships with one another?

59 % ⓘ
responded favorably

▼ 4
from Spring 2023

QUESTION

> This school effectively handles student discipline and behavioral problems.

59 % ⓘ
responded favorably

▼ 11
from Spring 2023

QUESTION

> disruptive student behavior?

37 % ⓘ
responded favorably

▼ 9
from Spring 2023

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MPS

Elementary Student Survey
Ed Partner Survey Spring 2024

Summary

Topic Description	Results	Benchmark
Climate of Support for Academic Learning	**77%** ▼ 2 since last survey	0th - 19th percentile compared to others in the CORE Districts dataset
Knowledge and Fairness of Discipline, Rules and Norms	**74%** ▼ 8 since last survey	0th - 19th percentile compared to others in the CORE Districts dataset
OVERALL SCHOOL EXPERIENCE	**88%** ▼ 3 since last survey	
Safety	**63%** ▼ 7 since last survey	40th - 59th percentile compared to others in the CORE Districts dataset
Sense of Belonging (School Connectedness)	**75%** ▼ 4 since last survey	20th - 39th percentile compared to others in the CORE Districts dataset

267 responses

Climate of Support for Academic Learning

Your average

77%

267 responses

Change

▼ **2**

since last survey

How did people respond?

Q.1: Do adults at school encourage you to work hard so you can be successful?

Yes, all of the time	47%	123
Yes, most of the time	28%	73
Yes, some of the time	21%	56
No, never	5%	12
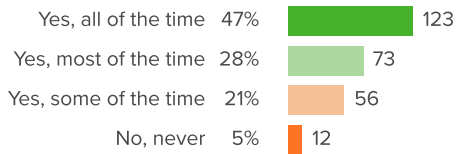
▲ **1** from last survey   Favorable: **74%**

Q.2: Do your teachers work hard to help you with your schoolwork when you need it?

Yes, all of the time	44%	117
Yes, most of the time	30%	80
Yes, some of the time	20%	54
No, never	5%	13
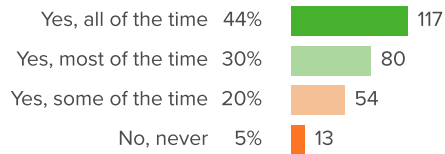
▼ **9** from last survey   Favorable: **75%**

Q.3: Do teachers give students a chance to take part in classroom discussions or activities?

Yes, all of the time	40%	105
Yes, most of the time	32%	84
Yes, some of the time	23%	61
No, never	5%	14
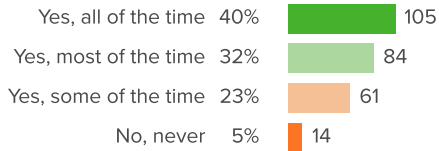
▼ **4** from last survey   Favorable: **72%**

Q.4: Does this school help all students be successful in school?

Yes, all of the time	56%	148
Yes, most of the time	27%	72
Yes, some of the time	13%	35
No, never	3%	7
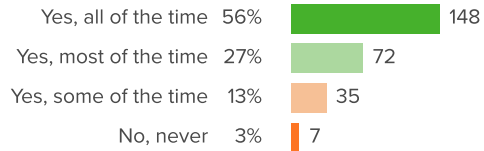
▼ **4** from last survey   Favorable: **84%**

Q.5: Do teachers go out of their way to help students?

Yes, all of the time	46%	121
Yes, most of the time	34%	89
Yes, some of the time	18%	46
No, never	2%	6
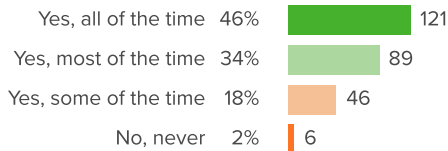
▲ **7** from last survey   Favorable: **80%**

Knowledge and Fairness of Discipline, Rules and Norms

Your average

74%

267 responses

Change

▼ **8**

since last survey

How did people respond?

Q.1: Does this school clearly tell students what would happen if they break school rules?

Yes, all of the time	56%	146
Yes, most of the time	25%	66
Yes, some of the time	15%	38
No, never	4%	9
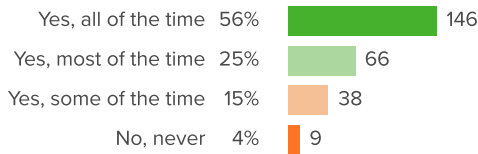
▼ **3** from last survey   Favorable: **82%**

Q.2: Are rules in this school made clear to students?

Yes, all of the time	46%	119
Yes, most of the time	32%	83
Yes, some of the time	19%	48
No, never	4%	9
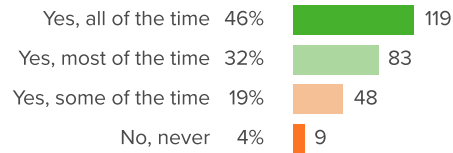
▼ **6** from last survey   Favorable: **78%**

Q.3: Do students know how they are expected to act?

Yes, all of the time	37%	96
Yes, most of the time	30%	79
Yes, some of the time	28%	73
No, never	5%	13
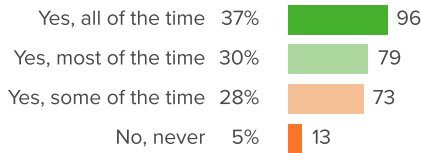
▼ **9** from last survey   Favorable: **67%**

Q.4: Do students know what the rules are?

Yes, all of the time	52%	135
Yes, most of the time	29%	76
Yes, some of the time	18%	46
No, never	2%	5
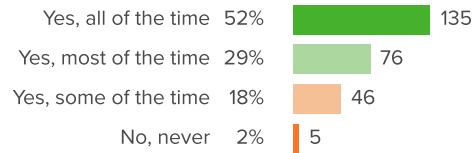
▼ **5** from last survey   Favorable: **81%**

Q.5: Do teachers and other grown-ups at school treat students with respect?

Yes, all of the time	49%	130
Yes, most of the time	31%	82
Yes, some of the time	14%	38
No, never	5%	13
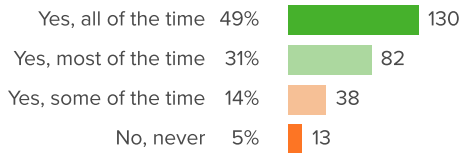
▼ **7** from last survey   Favorable: **81%**

Q.6: Do students treat teachers with respect?

Yes, all of the time	32%	83
Yes, most of the time	38%	99
Yes, some of the time	27%	71
No, never	4%	10
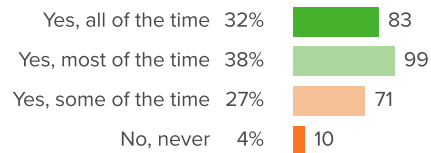
▼ **14** from last survey   Favorable: **69%**

Q.7: Are the school rules fair?

Yes, all of the time	44%		117
Yes, most of the time	33%		87
Yes, some of the time	16%		43
No, never	6%		17
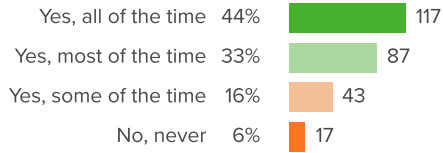
▼ **8** from last survey   Favorable: **77%**

Q.8: Are students treated fairly when they break school rules?

Yes, all of the time	31%		82
Yes, most of the time	27%		71
Yes, some of the time	27%		71
No, never	14%		37
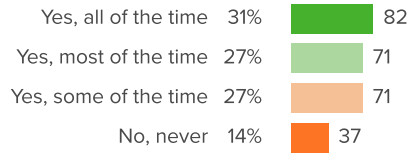
▼ **7** from last survey   Favorable: **59%**

OVERALL SCHOOL EXPERIENCE

Your average

88%

267 responses

Change

▼ **3**

since last survey

How did people respond?

Q.1: Overall, I am satisfied and would recommend this school to other students.

Strongly Agree	34%	91
Agree	53%	140
Disagree	6%	15
Strongly Disagree	7%	18
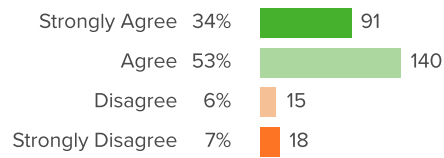
▼ 3 from last survey   Favorable: **88%**

Safety

Your average

63%

267 responses

Change

▼ **7**

since last survey

How did people respond?

Q.1: Do you feel safe at school?

Yes, all of the time	50%	130
Yes, most of the time	31%	81
Yes, some of the time	13%	35
No, never	6%	16
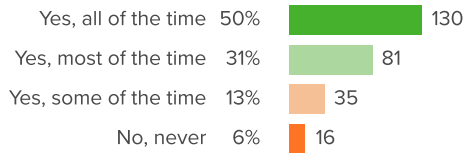
▲ 3 from last survey   Favorable: **81%**

Q.2: Do other kids hit or push you at school when they are not just playing around?

No, never	46%	122
Yes, some of the time	31%	81
Yes, most of the time	13%	33
Yes, all of the time	10%	27
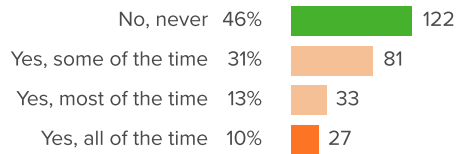
▼ 9 from last survey   Favorable: **46%**

Q.3: Are you afraid of being beaten up at school?

No, never	58%	154
Yes, some of the time	16%	41
Yes, most of the time	8%	20
Yes, all of the time	19%	49
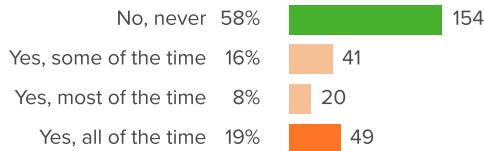
▼ 2 from last survey   Favorable: **58%**

Q.4: Do other kids at school spread mean rumors or lies about you?

No, never	50%	130
Yes, some of the time	27%	71
Yes, most of the time	13%	33
Yes, all of the time	10%	27
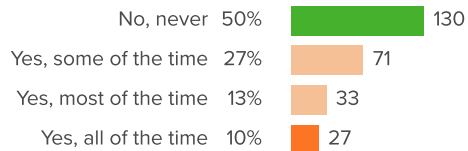
▼ 14 from last survey   Favorable: **50%**

Q.5: Do other kids at this school ever tease you about what your body looks like?

No, never	66%	174
Yes, some of the time	23%	59
Yes, most of the time	6%	16
Yes, all of the time	5%	13
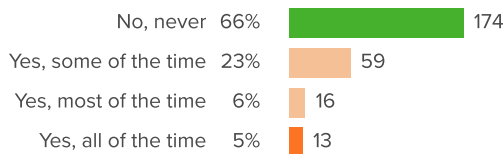
▼ 8 from last survey   Favorable: **66%**

Q.6: Do other kids at this school ever tease you about the way you talk?

No, never	75%	196
Yes, some of the time	16%	41
Yes, most of the time	7%	17
Yes, all of the time	3%	9
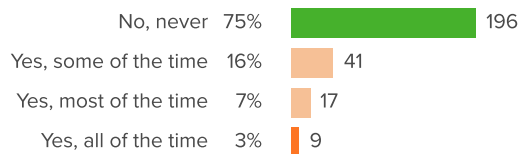
▼ 8 from last survey   Favorable: **75%**

Q.7: Do other kids steal or damage your things, like your clothing or your books?

No, never	66%	▉	175
Yes, some of the time	26%	▉	68
Yes, most of the time	4%	▉	11
Yes, all of the time	4%	▉	10

▼ **8** from last survey   Favorable: **66%**
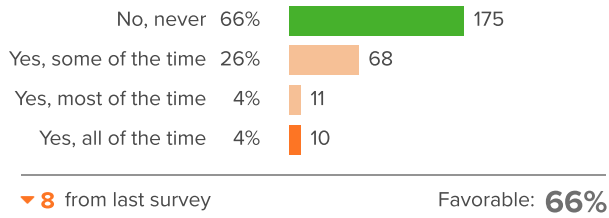
Sense of Belonging (School Connectedness)

Your average

75%

267 responses

Change

▼ **4**

since last survey

How did people respond?

Q.1: Do you feel close to people at school?

Yes, all of the time	34%	90
Yes, most of the time	33%	85
Yes, some of the time	26%	68
No, never	7%	18
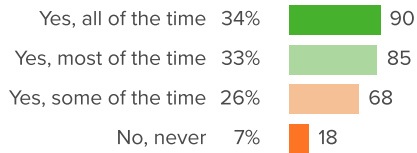
▲ **2** from last survey   Favorable: **67%**

Q.2: Are you happy to be at this school?

Yes, all of the time	43%	114
Yes, most of the time	32%	85
Yes, some of the time	22%	57
No, never	3%	9
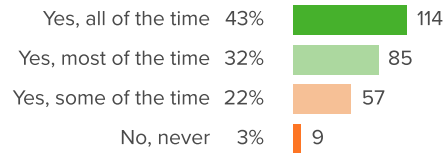
▼ **8** from last survey   Favorable: **75%**

Q.3: Do you feel like you are part of this school?

Yes, all of the time	45%	118
Yes, most of the time	29%	76
Yes, some of the time	21%	55
No, never	6%	16
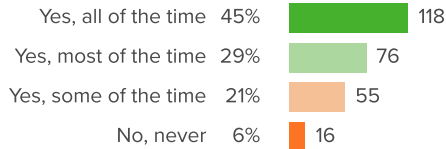
▼ **9** from last survey   Favorable: **73%**

Q.4: Do teachers treat students fairly at school?

Yes, all of the time	41%	109
Yes, most of the time	36%	94
Yes, some of the time	17%	46
No, never	6%	15
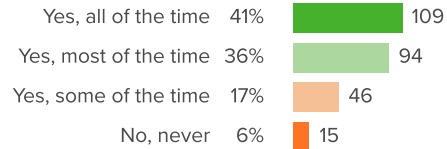
▼ **8** from last survey   Favorable: **77%**

Q.5: Do you feel safe at school?

Yes, all of the time	50%	130
Yes, most of the time	31%	81
Yes, some of the time	13%	35
No, never	6%	16
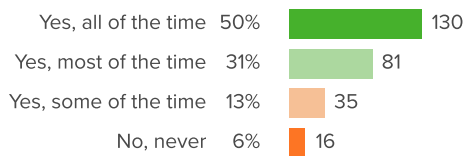
▲ **3** from last survey   Favorable: **81%**

MPS

Secondary Student Survey
Ed Partner Survey Spring 2024

Summary

Topic Description	Results	Benchmark
Climate of Support for Academic Learning	**69%** ▼ 1 since last survey	⚪ 🟠 ⚪ ⚪ ⚪ 20th - 39th percentile compared to others in the CORE Districts dataset
Knowledge and Fairness of Discipline, Rules and Norms	**58%** ▼ 3 since last survey	⚪ 🟠 ⚪ ⚪ ⚪ 20th - 39th percentile compared to others in the CORE Districts dataset
OVERALL SCHOOL EXPERIENCE	**71%** ▼ 3 since last survey	
Safety	**65%** ▼ 2 since last survey	⚪ 🟠 ⚪ ⚪ ⚪ 20th - 39th percentile compared to others in the CORE Districts dataset
Sense of Belonging (School Connectedness)	**51%** ▼ 2 since last survey	🟠 ⚪ ⚪ ⚪ ⚪ 0th - 19th percentile compared to others in the CORE Districts dataset

3,116 responses

Climate of Support for Academic Learning

Your average

69%

3,116 responses

Change

▼ **1**

since last survey

How did people respond?

Q.1: Adults at this school encourage me to work hard so I can be successful in college or at the job I choose.

Strongly Agree	19%	589
Agree	51%	1574
Neither Disagree Nor Agree	23%	702
Disagree	5%	141
Strongly Disagree	3%	95
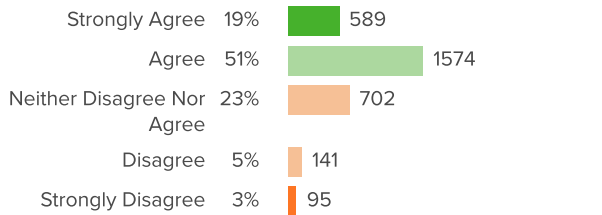
▲ 0 from last survey   Favorable: **70%**

Q.2: My teachers work hard to help me with my schoolwork when I need it.

Strongly Agree	17%	538
Agree	53%	1646
Neither Disagree Nor Agree	22%	674
Disagree	5%	149
Strongly Disagree	3%	85
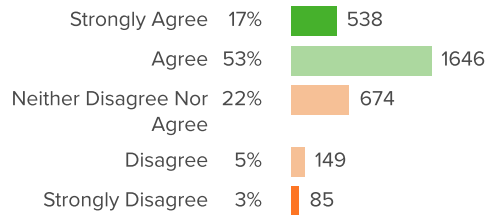
▼ 1 from last survey   Favorable: **71%**

Q.3: Teachers give students a chance to take part in classroom discussions or activities.

Strongly Agree	19%	586
Agree	56%	1744
Neither Disagree Nor Agree	19%	574
Disagree	4%	109
Strongly Disagree	3%	79
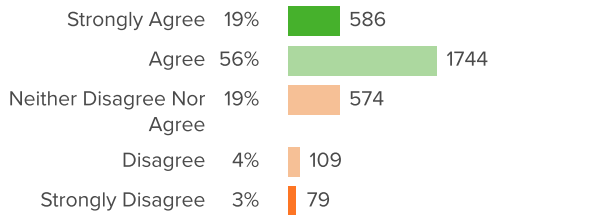
▼ 2 from last survey   Favorable: **75%**

Q.4: This school promotes academic success for all students.

Strongly Agree	18%	541
Agree	50%	1551
Neither Disagree Nor Agree	25%	772
Disagree	4%	129
Strongly Disagree	3%	87
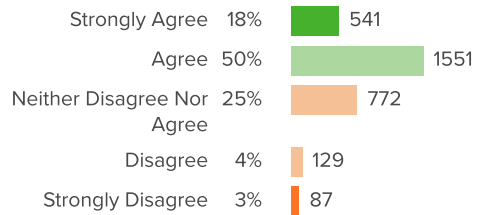
▼ 3 from last survey   Favorable: **68%**

Q.5: This school is a supportive and inviting place for students to learn.

Strongly Agree	16%	485
Agree	48%	1485
Neither Disagree Nor Agree	27%	821
Disagree	6%	180
Strongly Disagree	4%	112
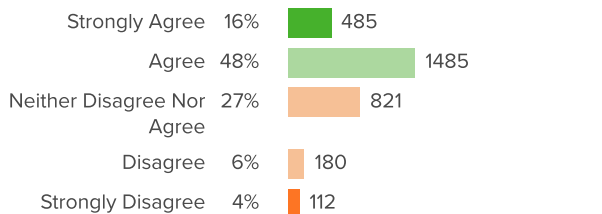
▼ 2 from last survey   Favorable: **64%**

Q.6: Teachers go out of their way to help students.

Strongly Agree	15%	450
Agree	49%	1496
Neither Disagree Nor Agree	28%	873
Disagree	6%	178
Strongly Disagree	3%	87
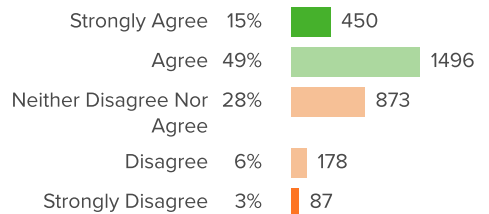
▼ 1 from last survey   Favorable: **63%**

Knowledge and Fairness of Discipline, Rules and Norms

Your average

58%

3,116 responses

Change

▼ **3**

since last survey

How did people respond?

Q.1: This school clearly informs students what would happen if they break school rules.

Strongly Agree	21%	649
Agree	50%	1553
Neither Disagree Nor Agree	21%	649
Disagree	5%	143
Strongly Disagree	3%	101

▼ 4 from last survey   Favorable: **71%**

Q.2: Rules in this school are made clear to students.

Strongly Agree	17%	528
Agree	49%	1514
Neither Disagree Nor Agree	24%	743
Disagree	6%	190
Strongly Disagree	4%	114

▼ 4 from last survey   Favorable: **66%**

Q.3: Students know how they are expected to act.

Strongly Agree	13%	397
Agree	47%	1451
Neither Disagree Nor Agree	28%	852
Disagree	7%	218
Strongly Disagree	6%	169

▼ 4 from last survey   Favorable: **60%**

Q.4: Students know what the rules are.

Strongly Agree	13%	416
Agree	51%	1591
Neither Disagree Nor Agree	26%	794
Disagree	6%	180
Strongly Disagree	4%	120

▼ 4 from last survey   Favorable: **65%**

Q.5: This school makes it clear how students are expected to act.

Strongly Agree	16%	497
Agree	52%	1608
Neither Disagree Nor Agree	24%	736
Disagree	5%	146
Strongly Disagree	3%	101

▼ 4 from last survey   Favorable: **68%**

Q.6: Adults at this school treat all students with respect.

Strongly Agree	14%	423
Agree	43%	1337
Neither Disagree Nor Agree	29%	908
Disagree	8%	244
Strongly Disagree	6%	185

▼ 2 from last survey   Favorable: **57%**

Q.7: Students treat teachers with respect.

Response	%	Count
Strongly Agree	7%	216
Agree	30%	931
Neither Disagree Nor Agree	41%	1273
Disagree	13%	416
Strongly Disagree	8%	253

▼ **1** from last survey   Favorable: **37%**

Q.8: The school rules are fair.

Response	%	Count
Strongly Agree	10%	296
Agree	40%	1228
Neither Disagree Nor Agree	33%	1030
Disagree	10%	306
Strongly Disagree	8%	236
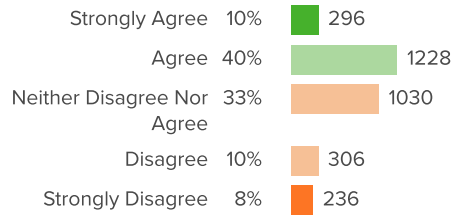
▲ **0** from last survey   Favorable: **49%**

Q.9: All students are treated fairly when they break school rules.

Response	%	Count
Strongly Agree	9%	264
Agree	39%	1191
Neither Disagree Nor Agree	33%	1019
Disagree	12%	365
Strongly Disagree	8%	251
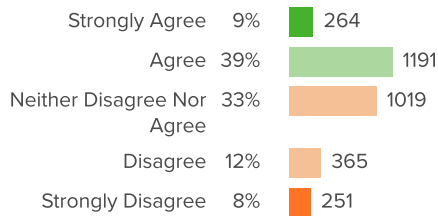
▼ **3** from last survey   Favorable: **47%**

OVERALL SCHOOL EXPERIENCE

Your average

71%

3,116 responses

Change

▼ **3**

since last survey

How did people respond?

Q.1: Overall, I am satisfied and would recommend this school to other students.

Strongly Agree	16%	481
Agree	55%	1712
Disagree	19%	584
Strongly Disagree	10%	320
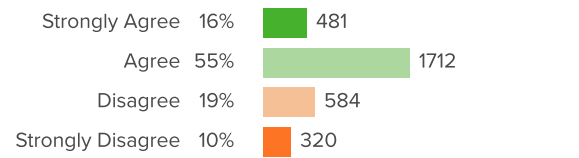
▼ **3** from last survey   Favorable: **71%**

Safety

Your average

65%

3,116 responses

Change

▼ **2**

since last survey

How did people respond?

Q.1: I feel safe in my school.

Strongly Agree	12%	386
Agree	42%	1294
Neither Disagree Nor Agree	32%	983
Disagree	7%	230
Strongly Disagree	7%	209
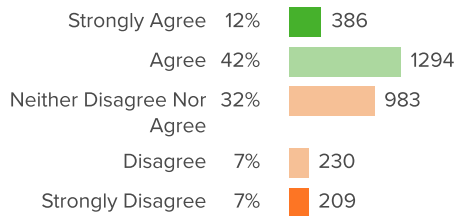
▼ 1 from last survey   Favorable: **54%**

Q.2: How safe do you feel when you are at school?

Very Safe	12%	370
Safe	44%	1360
Neither Safe nor Unsafe	33%	1012
Unsafe	8%	235
Very Unsafe	4%	131
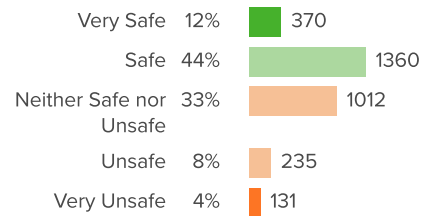
▼ 1 from last survey   Favorable: **56%**

Q.3: Been pushed, shoved, slapped, hit or kicked by someone who wasn't just kidding around?

|		
0 Times	65%	2007
1 Time	15%	461
2 or 3 Times	11%	348
4 or More Times	9%	290
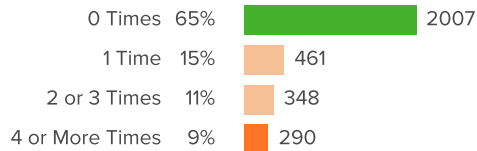
▲ 1 from last survey   Favorable: **65%**

Q.4: Been afraid of being beaten up?

0 Times	81%	2501
1 Time	10%	325
2 or 3 Times	5%	144
4 or More Times	4%	126
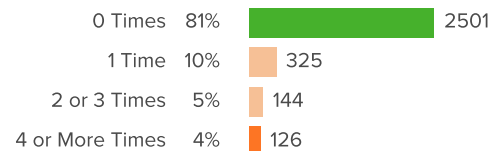
▼ 1 from last survey   Favorable: **81%**

Q.5: Had mean rumors or lies spread about you?

0 Times	59%	1840
1 Time	18%	550
2 or 3 Times	12%	367
4 or More Times	11%	338
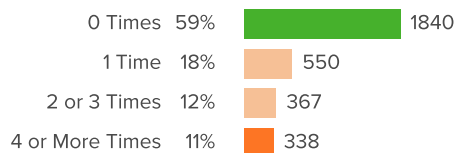
▼ 5 from last survey   Favorable: **59%**

Q.6: Had sexual jokes, comments, or gestures made to you?

0 Times	73%	2264
1 Time	10%	320
2 or 3 Times	7%	228
4 or More Times	9%	287
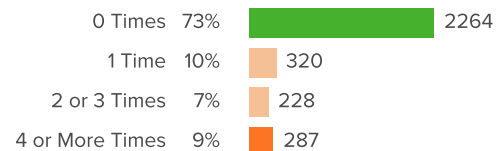
▼ 2 from last survey   Favorable: **73%**

Q.7: Been made fun of because of your looks or the way you talk?

0 Times	61%		1879
1 Time	15%		457
2 or 3 Times	11%		330
4 or More Times	14%		430
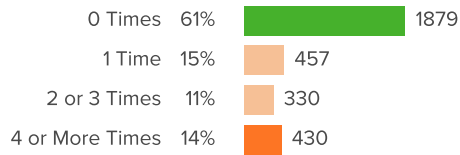
▼ **1** from last survey   Favorable: **61%**

Q.8: Had your property stolen, or deliberately damaged, such as your car, clothing, or books?

0 Times	70%		2161
1 Time	16%		489
2 or 3 Times	9%		273
4 or More Times	5%		167
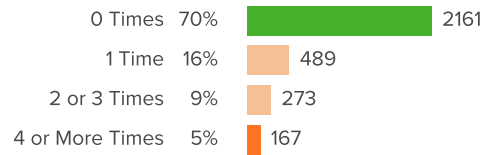
▼ **3** from last survey   Favorable: **70%**

Sense of Belonging (School Connectedness)

Your average

51%

3,116 responses

Change

▼ **2**

since last survey

How did people respond?

Q.1: I feel close to people at this school.

Strongly Agree	17%	522
Agree	39%	1210
Neither Disagree Nor Agree	31%	954
Disagree	8%	250
Strongly Disagree	5%	165
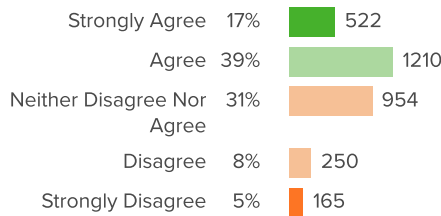
▼ **2** from last survey   Favorable: **56%**

Q.2: I am happy to be at this school.

Strongly Agree	13%	388
Agree	34%	1039
Neither Disagree Nor Agree	36%	1126
Disagree	8%	251
Strongly Disagree	9%	290
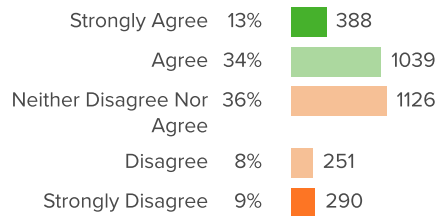
▼ **2** from last survey   Favorable: **46%**

Q.3: I feel like I am part of this school.

Strongly Agree	11%	342
Agree	36%	1111
Neither Disagree Nor Agree	38%	1167
Disagree	8%	257
Strongly Disagree	7%	216
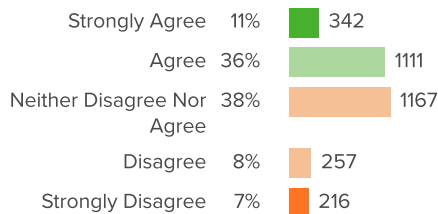
▼ **2** from last survey   Favorable: **47%**

Q.4: The teachers at this school treat students fairly.

Strongly Agree	11%	339
Agree	39%	1205
Neither Disagree Nor Agree	32%	1000
Disagree	10%	314
Strongly Disagree	8%	232
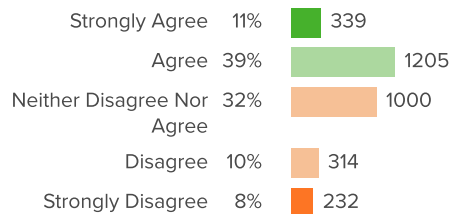
▼ **4** from last survey   Favorable: **50%**

Q.5: I feel safe in my school.

Strongly Agree	12%	386
Agree	42%	1294
Neither Disagree Nor Agree	32%	983
Disagree	7%	230
Strongly Disagree	7%	209
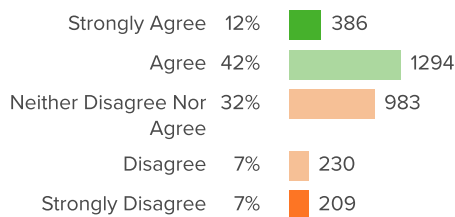
▼ **1** from last survey   Favorable: **54%**

MPS

Family Survey
Ed Partner Survey Spring 2024

Summary

Topic Description	Results	Benchmark
Climate of Support for Academic Learning	**95%** ▼ 2 since last survey	⚪ ⚪ ⚪ 🟢 ⚪ 60th - 79th percentile compared to others in the CORE Districts dataset
Knowledge and Fairness of Discipline, Rules and Norms	**92%** ▼ 2 since last survey	⚪ ⚪ 🟢 ⚪ ⚪ 40th - 59th percentile compared to others in the CORE Districts dataset
OVERALL SCHOOL EXPERIENCE	**95%** 0 since last survey	
Safety	**92%** ▲ 1 since last survey	⚪ ⚪ 🟢 ⚪ ⚪ 40th - 59th percentile compared to others in the CORE Districts dataset
Sense of Belonging (School Connectedness)	**94%** ▼ 2 since last survey	⚪ ⚪ ⚪ 🟢 ⚪ 60th - 79th percentile compared to others in the CORE Districts dataset

2,535 responses

Climate of Support for Academic Learning

Your average

95%

2,535 responses

Change

▼ **2**

since last survey

How did people respond?

Q.1: This school provides high quality instruction to my child.

Strongly agree	34%	869
Agree	62%	1558
Disagree	3%	86
Strongly disagree	1%	16
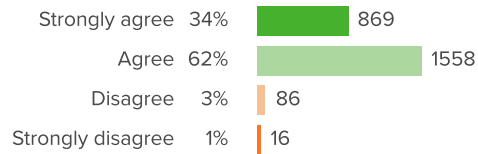
▼ **1** from last survey   Favorable: **96%**

Q.2: This school has high expectations for all students.

Strongly agree	34%	871
Agree	60%	1515
Disagree	5%	126
Strongly disagree	1%	17
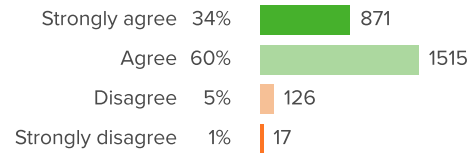
▼ **2** from last survey   Favorable: **94%**

Knowledge and Fairness of Discipline, Rules and Norms

Your average

92%

2,535 responses

Change

▼ **2**

since last survey

How did people respond?

Q.1: This school clearly informs students what would happen if they break school rules.

Strongly agree	36%	899
Agree	58%	1459
Disagree	6%	140
Strongly disagree	1%	20
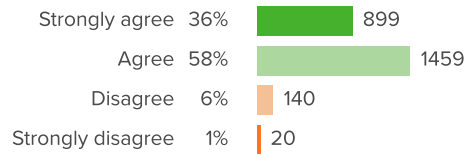
▼ **3** from last survey   Favorable: **94%**

Q.2: At this school, discipline is fair.

Strongly agree	28%	699
Agree	61%	1537
Disagree	9%	230
Strongly disagree	2%	44
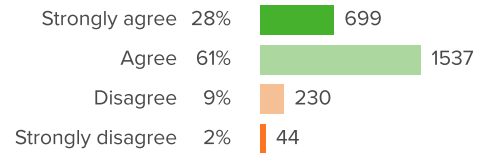
▼ **2** from last survey   Favorable: **89%**

OVERALL SCHOOL EXPERIENCE

Your average

95%

2,535 responses

Change

0

since last survey

How did people respond?

Q.1: Overall, I am satisfied and would recommend this school to other parents.

Strongly Agree	39%	966
Agree	57%	1416
Disagree	4%	95
Strongly Disagree	1%	28
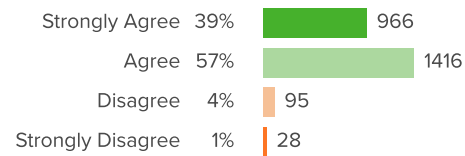
▲ 0 from last survey   Favorable: **95%**

Safety

Your average

92%

2,535 responses

Change

▲ **1**

since last survey

How did people respond?

Q.1: My child is safe in the neighborhood around the school.

Strongly agree	26%	646
Agree	65%	1628
Disagree	8%	197
Strongly disagree	2%	42
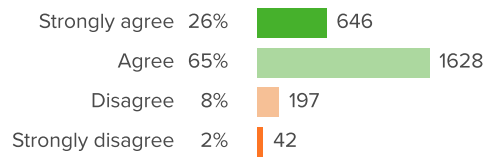
▲ **2** from last survey   Favorable: **90%**

Q.2: My child is safe on school grounds.

Strongly agree	30%	756
Agree	63%	1591
Disagree	6%	142
Strongly disagree	1%	29
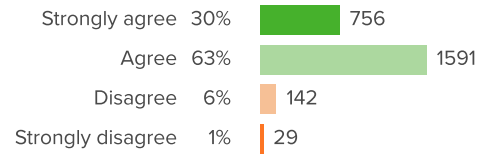
▲ **0** from last survey   Favorable: **93%**

Sense of Belonging (School Connectedness)

Your average

94%

2,535 responses

Change

▼ **2**

since last survey

How did people respond?

Q.1: I feel welcome to participate at this school.

Strongly agree	37%	938
Agree	59%	1488
Disagree	4%	91
Strongly disagree	1%	14
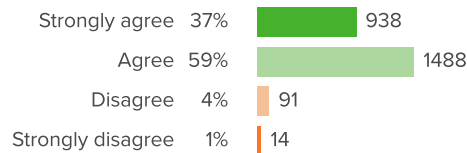
▼ **1** from last survey   Favorable: **96%**

Q.2: School staff treats me with respect.

Strongly agree	42%	1058
Agree	56%	1412
Disagree	2%	42
Strongly disagree	0%	11
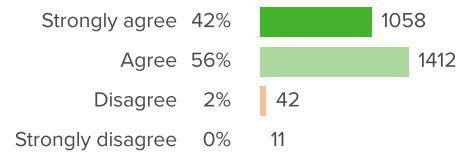
▲ **0** from last survey   Favorable: **98%**

Q.3: School staff takes my concerns seriously.

Strongly agree	35%	895
Agree	56%	1411
Disagree	8%	188
Strongly disagree	1%	28
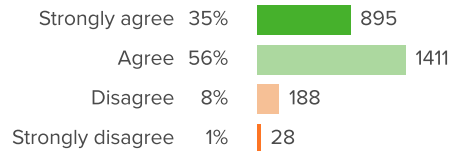
▼ **4** from last survey   Favorable: **91%**

Q.4: School staff welcomes my suggestions.

Strongly agree	30%	752
Agree	64%	1604
Disagree	5%	134
Strongly disagree	1%	22
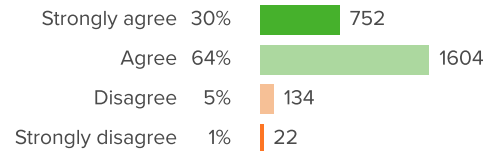
▼ **2** from last survey   Favorable: **94%**

Q.5: School staff responds to my needs in a timely manner.

Strongly agree	33%	826
Agree	57%	1435
Disagree	9%	215
Strongly disagree	2%	47
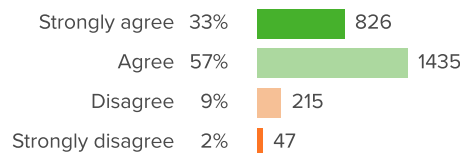
▼ **5** from last survey   Favorable: **90%**

Q.6: School staff is helpful.

Strongly agree	37%	940
Agree	58%	1471
Disagree	4%	97
Strongly disagree	1%	13
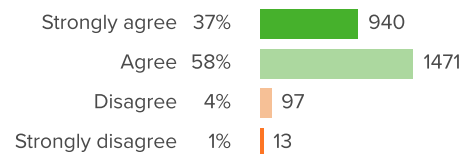
▼ **1** from last survey   Favorable: **96%**

Q.7: My child's background (race, ethnicity, religion, economic status) is valued at this school.

Strongly agree	34%	860
Agree	60%	1519
Disagree	5%	117
Strongly disagree	1%	20
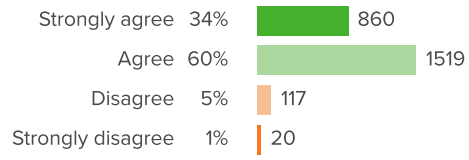
▼ **2** from last survey   Favorable: **95%**

Background Questions

How did people respond?

Q.1: I am a...

Parent of at least one child at this school.	98%	2448
Grandparent, other relative, and/or legal guardian of a child at this school.	2%	48
Not applicable, not sure, or decline to answer.	0%	10

Q.2: How many years has your child been at this school?

Less than one year	20%	514
1 to 2 years	35%	888
3 to 5 years	33%	842
6 to 10 years	10%	250
Over 10 years	1%	14
Not applicable, not sure, or decline to answer	1%	14

Q.3: Does one or more of your children receive a free or reduced-price breakfast or lunch at this school?

Yes	80%	2007
No	11%	287
Not applicable, not sure, or decline to answer	9%	213

Q.4: What is your race or ethnicity?

American Indian or Alaska Native	0%	7
Asian	4%	87
Black or African American	7%	162
Hispanic or Latino	75%	1861
Filipino	1%	29
Native Hawaiian or Other Pacific Islander	0%	7
White	8%	205
Two or more Races/Ethnicities	5%	132

Q.5: In what grade is your child?

Kindergarten	2%	41
1st grade	2%	42
2nd grade	1%	27
3rd grade	2%	51
4th grade	2%	58
5th grade	2%	61
6th grade	18%	438
7th grade	19%	471
8th grade	20%	495
9th grade	10%	239
10th grade	7%	184
11th grade	9%	215
12th grade	7%	168
Other	0%	7
Ungraded	0%	5

Q.6: Special Education Program or has an Individual Education Plan (IEP)?

Yes	18%	448
No	74%	1834
Not Applicable, not sure, or decline to answer	8%	194

Q.7: English Language Development (for children learning English)?

Yes	19%	479
No	70%	1724
Not Applicable, not sure, or decline to answer	11%	273

MPS

Staff Survey
Ed Partner Survey Spring 2024

Summary

Topic Description	Results	Benchmark
Climate of Support for Academic Learning	**91%** ▼ 3 since last survey	⚪ 🟠 ⚪ ⚪ ⚪ 20th - 39th percentile compared to others in the CORE Districts dataset
Knowledge and Fairness of Discipline, Rules and Norms	**78%** ▼ 6 since last survey	⚪ 🟠 ⚪ ⚪ ⚪ 20th - 39th percentile compared to others in the CORE Districts dataset
OVERALL SCHOOL EXPERIENCE	**83%** ▼ 4 since last survey	
Safety	**66%** ▼ 6 since last survey	⚪ 🟠 ⚪ ⚪ ⚪ 20th - 39th percentile compared to others in the CORE Districts dataset
Sense of Belonging (School Connectedness)	**74%** ▼ 5 since last survey	⚪ 🟠 ⚪ ⚪ ⚪ 20th - 39th percentile compared to others in the CORE Districts dataset

387 responses

Climate of Support for Academic Learning

Your average

91%

387 responses

Change

▼ **3**

since last survey

How did people respond?

Q.1: is a supportive and inviting place for students to learn.

Strongly Agree	40%	154
Agree	56%	214
Disagree	3%	13
Strongly Disagree	1%	2
Not Applicable	1%	2

▼ **1** from last survey   Favorable: **96%**

Q.2: sets high standards for academic performance for all students.
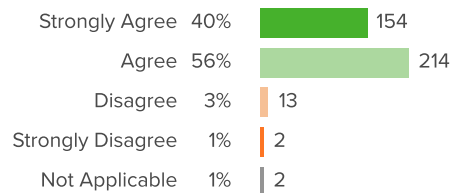
Strongly Agree	33%	126
Agree	50%	193
Disagree	13%	51
Strongly Disagree	3%	12
Not Applicable	1%	3
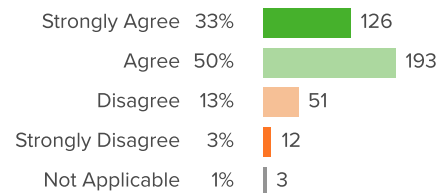
▼ **4** from last survey   Favorable: **84%**

Q.3: promotes academic success for all students.

Strongly Agree	39%	149
Agree	52%	199
Disagree	8%	29
Strongly Disagree	2%	6
Not Applicable	1%	2
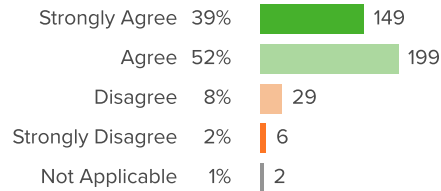
▼ **4** from last survey   Favorable: **91%**

Q.4: emphasizes helping students academically when they need it.

Strongly Agree	51%	194
Agree	46%	176
Disagree	2%	9
Strongly Disagree	1%	3
Not Applicable	1%	2
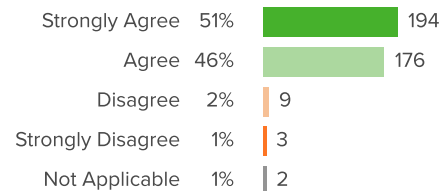
▲ **0** from last survey   Favorable: **97%**

Q.5: emphasizes teaching lessons in ways relevant to students.

Strongly Agree	36%	137
Agree	51%	197
Disagree	9%	36
Strongly Disagree	1%	4
Not Applicable	2%	9
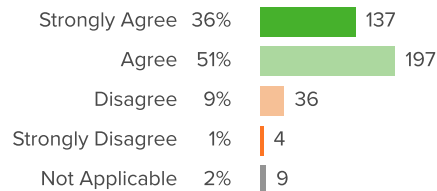
▼ **5** from last survey   Favorable: **89%**

Q.6: encourages students to enroll in rigorous courses (such as honors and AP), regardless of their race, ethnicity, or nationality.

Strongly Agree	38%	146
Agree	41%	157
Disagree	8%	32
Strongly Disagree	1%	5
Not Applicable	11%	44
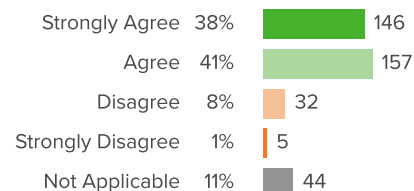
▼ **5** from last survey   Favorable: **89%**

Knowledge and Fairness of Discipline, Rules and Norms

Your average

78%

387 responses

Change

▼ **6**

since last survey

How did people respond?

Q.1: This school clearly communicates to students the consequences of breaking school rules.

Strongly Agree	26%	99
Agree	43%	164
Disagree	20%	76
Strongly Disagree	11%	43
Don't Know/Not Applicable	1%	3

▼ **8** from last survey   Favorable: **69%**

Q.2: Rules in this school are made clear to students.

Strongly Agree	29%	113
Agree	51%	195
Disagree	12%	48
Strongly Disagree	7%	26
Don't Know/Not Applicable	1%	4
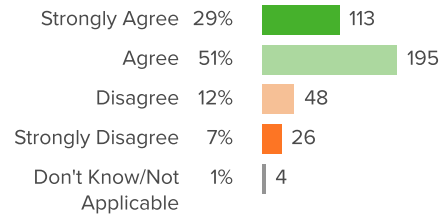
▼ **4** from last survey   Favorable: **81%**

Q.3: Students know how they are expected to act.

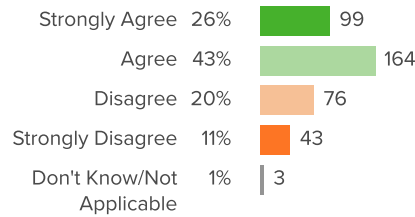|		
Strongly Agree	29%	110
Agree	53%	205
Disagree	11%	44
Strongly Disagree	6%	21
Don't Know/Not Applicable	1%	5
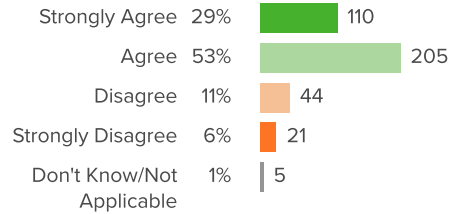
▼ **6** from last survey   Favorable: **83%**

Q.4: Students know what the rules are.

Strongly Agree	27%	103
Agree	58%	223
Disagree	11%	44
Strongly Disagree	3%	12
Don't Know/Not Applicable	1%	4
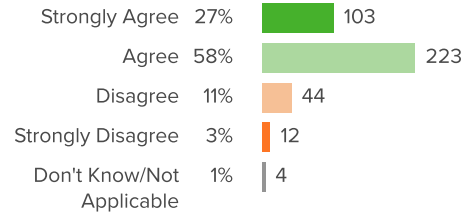
▼ **4** from last survey   Favorable: **85%**

Q.5: This school makes it clear how students are expected to act.

Strongly Agree	30%	116
Agree	50%	193
Disagree	14%	55
Strongly Disagree	4%	17
Don't Know/Not Applicable	1%	4
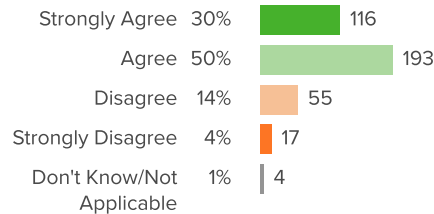
▼ **7** from last survey   Favorable: **81%**

Q.6: This school handles discipline problems fairly.

Strongly Agree	23%	90
Agree	42%	159
Disagree	21%	80
Strongly Disagree	11%	42
Don't Know/Not Applicable	3%	12
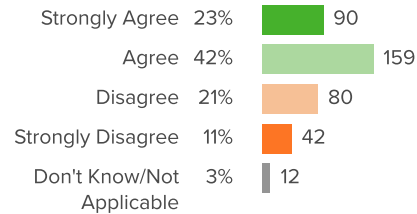
▼ **9** from last survey   Favorable: **67%**

Q.7: This school effectively handles student discipline and behavioral problems.

Strongly Agree	21%	81
Agree	36%	139
Disagree	28%	106
Strongly Disagree	13%	50
Don't Know/Not Applicable	2%	9
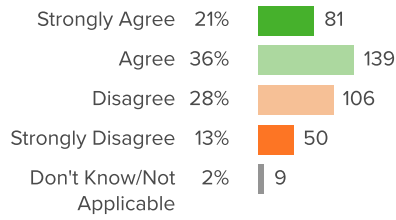
▼ **11** from last survey   Favorable: **59%**

Q.8: Adults at this school treat all students with respect.

Strongly Agree	36%	138
Agree	49%	190
Disagree	13%	49
Strongly Disagree	1%	4
Don't Know/Not Applicable	1%	4
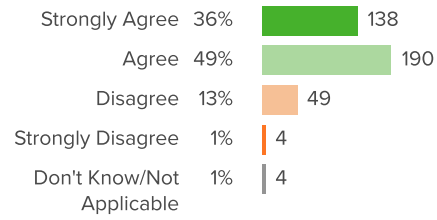
▼ **6** from last survey   Favorable: **86%**

Q.9: The school rules are fair.

Strongly Agree	37%	141
Agree	52%	200
Disagree	7%	27
Strongly Disagree	3%	10
Don't Know/Not Applicable	2%	6
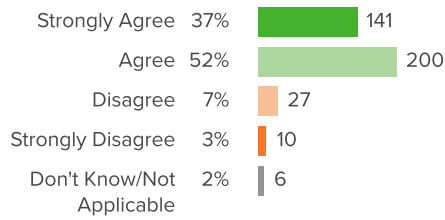
▼ **4** from last survey   Favorable: **90%**

OVERALL SCHOOL EXPERIENCE

Your average

83%

387 responses

Change

▼ **4**

since last survey

How did people respond?

Q.1: Overall, I am satisfied and would recommend this school to other educators.

Strongly Agree	30%	115
Agree	52%	198
Disagree	13%	51
Strongly Disagree	4%	14

▼ **4** from last survey   Favorable: **83%**

Safety

Your average

66%

387 responses

Change

▼ **6**

since last survey

How did people respond?

Q.1: harassment or bullying among students?

Insignificant Problem	20%	77
Mild Problem	47%	181
Moderate Problem	26%	100
Severe Problem	7%	28
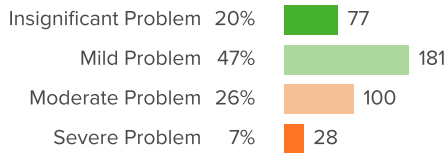
▼ 6 from last survey   Favorable: **67%**

Q.2: physical fighting between students?

Insignificant Problem	49%	188
Mild Problem	30%	116
Moderate Problem	16%	60
Severe Problem	5%	20
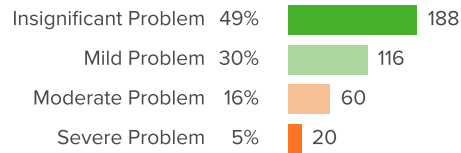
▼ 9 from last survey   Favorable: **79%**

Q.3: disruptive student behavior?

Insignificant Problem	11%	44
Mild Problem	26%	99
Moderate Problem	37%	144
Severe Problem	26%	99

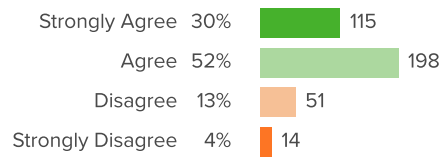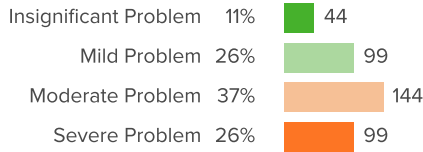▼ 9 from last survey   Favorable: **37%**

Q.4: racial/ethnic conflict among students?

Insignificant Problem	51%	195
Mild Problem	34%	132
Moderate Problem	11%	42
Severe Problem	4%	17
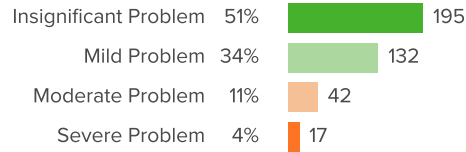
▼ 5 from last survey   Favorable: **85%**

Q.5: lack of respect of staff by students?

Insignificant Problem	24%	92
Mild Problem	38%	145
Moderate Problem	22%	84
Severe Problem	17%	64
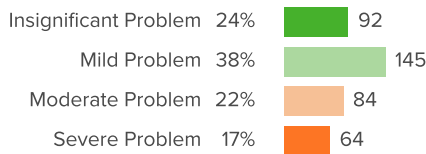
▼ 2 from last survey   Favorable: **62%**

Sense of Belonging (School Connectedness)

Your average

74%

387 responses

Change

▼ **5**

since last survey

How did people respond?

Q.1: How many adults at this school have close professional relationships with one another?

Nearly all adults	22%	84
Most adults	37%	141
Some adults	31%	118
Few adults	9%	36
Almost none	1%	2
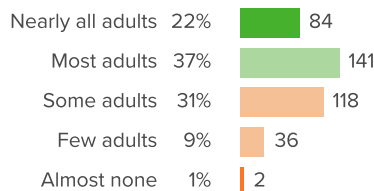
▼ **4** from last survey   Favorable: **59%**

Q.2: How many adults at this school support and treat each other with respect?

Nearly all adults	41%	156
Most adults	40%	153
Some adults	13%	50
Few adults	6%	23
Almost none	1%	3
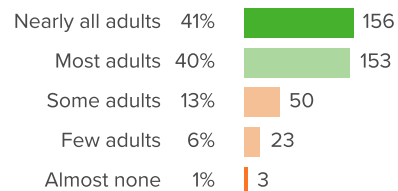
▼ **3** from last survey   Favorable: **80%**

Q.3: How many adults at this school feel a responsibility to improve this school?

Nearly all adults	28%	107
Most adults	38%	147
Some adults	25%	97
Few adults	9%	33
Almost none	0%	1
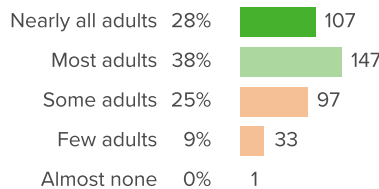
▼ **6** from last survey   Favorable: **66%**

**Q.4: This school is a supportive and inviting place for staff to work.**

Strongly agree	30%	115
Agree	52%	200
Disagree	12%	45
Strongly disagree	5%	18
Not Applicable	1%	5
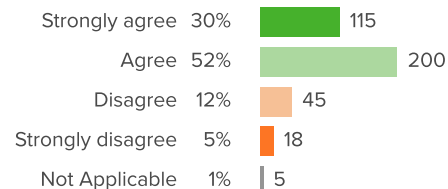
▼ **5** from last survey   Favorable: **83%**

Q.5: This school promotes trust and collegiality among staff.

Strongly agree	30%	114
Agree	46%	175
Disagree	17%	64
Strongly disagree	5%	17
Not Applicable	3%	10
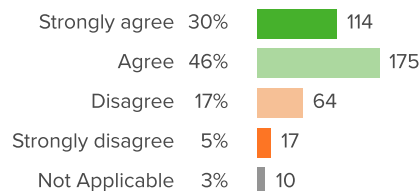
▼ **8** from last survey   Favorable: **78%**

Q.6: This school promotes personnel participation in decision-making that affects school practices and policies.

Strongly agree	26%	101
Agree	48%	183
Disagree	18%	70
Strongly disagree	5%	19
Not Applicable	3%	10
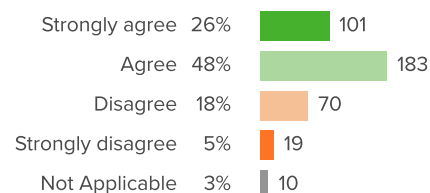
▼ **6** from last survey   Favorable: **76%**

Background Questions

How did people respond?

Q.1: What is your role at this school? (Mark all that apply).

Role	%	Count
Teacher	49%	179
Special Education teacher	8%	27
Administrator	9%	34
Prevention staff nurse, or health aide	1%	2
Counselor, psychologist	3%	12
Police, resource officer, or safety personnel	1%	2
Paraprofessional, teacher assistant, or instructional aide	14%	49
Other certificated staff (e.g. librarian)	5%	19
Other classified staff (e.g. janitor, secretarial or clerical, food service)	13%	48
Other service provider (e.g. speech, occupational, physical therapist)	3%	11

Q.2: Are you a classroom teacher?

	%	Count
Yes	49%	179
No	51%	188

Q.3: Migrant education students

	%	Count
Yes	55%	210
No	14%	54
Not applicable, not sure, or decline to answer	31%	118

Q.4: Special education students

	%	Count
Yes	83%	318
No	6%	24
Not applicable, not sure, or decline to answer	11%	41

Q.5: English language learners

Yes	82%	315
No	7%	27
Not applicable, not sure, or decline to answer	10%	40

Q.6: How many years have you worked, in any position, at this school?

Less than one year	21%	76
1 to 2 years	24%	88
3 to 5 years	19%	71
6 to 10 years	24%	89
Over 10 years	11%	41

Q.7: How many years have you worked at any school in your current position (e.g., teacher, counselor, administrator, food service)?

Less than one year	11%	41
1 to 2 years	20%	72
3 to 5 years	20%	75
6 to 10 years	23%	86
Over 10 years	25%	92

Q.8: What is your race or ethnicity?

African American (Not Hispanic)	9%	31
American Indian or Alaska Native	0%	0
Asian or Pacific Islander	7%	25
White (Not Hispanic)	31%	108
Hispanic or Latino/a	42%	147
Other or Multi-ethnic	11%	39

MPS Educational Partners Survey Highlights – *Free Responses*   2023-24

Data Portal links on surveys: SUMMARY Page   Participation Rates   Approval Rates by Question   Discussion Protocol: 2023-24 MPS Educational Partner Survey Protocol
Approval Rates - Students   Approval Rates - Families   Approval Rates - Staff

Agenda: 7 min   Review purpose of the meeting and survey results (resources to use, participation and approval rates, highest/lowest rated topics and questions, etc.) **(D. Yilmaz/Dr. Polat)**

MPS HISTORICAL RATES: (Source: SUMMARY Page)

Historical Survey Participation Rates

MPS Historical Survey Participation Rates - Students

	2019-20	2020-21	2021-22	2022-23	**2023-24**
MPS	95.9%	93.3%	92.4%	98.7%	**98.2%**

MPS Historical Survey Participation Rates - Families

	2019-20	2020-21	2021-22	2022-23	**2023-24**
MPS	83.0%	79.6%	57.1%	80.8%	**86.7%**

MPS Historical Survey Participation Rates - Staff

	2019-20	2020-21	2021-22	2022-23	**2023-24**
MPS	98.1%	100.0%	97.8%	99.7%	**99.5%**

Historical Survey Average Approval Rates
AVERAGE APPROVAL rates are based on our educational partners' responses to *ALL* questions on the survey. *(Titled "Overall Score" in Panorama)*

MPS Historical Survey Average Approval Rates - Students

	2019-20	2020-21	2021-22	2022-23	**2023-24**
MPS	66%	75%	68%	65%	**62%**

MPS Historical Survey Average Approval Rates - Families

	2019-20	2020-21	2021-22	2022-23	**2023-24**
MPS	94%	97%	96%	95%	**94%**

MPS Historical Survey Average Approval Rates - Staff

	2019-20	2020-21	2021-22	2022-23	**2023-24**
MPS	85%	91%	85%	83%	**78%**

Historical Overall Satisfaction Rates
OVERALL SATISFACTION rates are based on our educational partners' response to a *SINGLE* question on the survey: Overall, I am satisfied and would recommend this school to others.

MPS Historical Survey Overall Satisfaction Rates - Students

	2019-20	2020-21	2021-22	2022-23	**2023-24**
MPS	76%	86%	79%	75%	**72%**

MPS Historical Survey Overall Satisfaction Rates - Families

	2019-20	2020-21	2021-22	2022-23	**2023-24**
MPS	93%	98%	96%	95%	**95%**

MPS Historical Survey Overall Satisfaction Rates - Staff

	2019-20	2020-21	2021-22	2022-23	**2023-24**
MPS	89%	94%	90%	87%	**83%**

HIGHEST/LOWEST RATED QUESTIONS: Review topics and questions with highest/lowest rates and most improved/declined rates.   (Source: 2023-24 Average Approval Rates by Question)

MPS FREE-RESPONSE HIGHLIGHTS: (Source: 2023-24 Free Responses & Highlights)

What do you like best about your school?	What is one suggestion you would like to offer to improve your school?
STUDENT SURVEY FREE RESPONSES (Highlights)	

Elementary:	Elementary:
▪ **Appreciation for Teachers and Staff:** Students across both elementary schools value the support and kindness of their teachers and staff. This supportive atmosphere is seen as essential for creating a safe and welcoming school environment.	▪ **Quality of School Lunches:** Elementary students often express dissatisfaction with the quality and variety of school lunches. They suggest improvements for better-tasting and more appealing food options.
▪ **Engaging Activities and Social Interactions:** Students enjoy a variety of activities, including sports, clubs, and special events. They value the time they spend with friends and the social opportunities provided, contributing to a positive school atmosphere.	▪ **Increased Recreational Activities and Playtime:** A common suggestion is the need for more playtime, longer recess periods, and additional playground equipment like swings and slides. This would enhance the outdoor experience for elementary students.
▪ **Clean and Safe Environment:** Cleanliness and safety are frequently mentioned as highlights. Students appreciate well-maintained facilities and the efforts of staff to create a safe school environment.	▪ **Dress Code Flexibility:** Elementary school students indicate a desire for more relaxed dress codes, advocating for more casual dress options or free dress days to allow for greater comfort and self-expression.
▪ **Positive Learning Experience:** The focus on interactive and fun learning opportunities is highlighted by students. They enjoy when lessons are engaging, allowing them to have a positive and enjoyable learning experience.	▪ **Enhanced Communication and Fair Treatment:** Some elementary students highlight the need for better communication between students and administration, as well as more consistent and fair treatment by teachers and staff. This includes addressing concerns about fairness in applying school rules and managing student behavior.
Secondary	Secondary:
▪ **Teacher-Student Relationships and Supportive Staff:** The bond between students and teachers is a strong theme in secondary schools. Students appreciate the supportive relationships and how staff members contribute to a positive learning environment.	▪ **School Lunch Quality and Variety:** Secondary students frequently mention dissatisfaction with school meals. They call for improvements in quality, variety, and healthier options, suggesting a significant need for better food offerings.
▪ **Community and Inclusivity:** The sense of community in secondary schools is highly valued. A close-knit environment and inclusivity are essential factors that contribute to a welcoming school atmosphere.	▪ **Improved School Facilities and Maintenance:** Secondary students emphasize the need for improved facilities, such as cleaner bathrooms, updated sports fields, and better recreational areas. There's also a call for more inviting and functional spaces within the school environment.
▪ **Extracurricular Activities and Sports:** Secondary schools offer a variety of extracurricular activities, sports programs, and events. Students find these activities engaging and appreciate the opportunities for social interaction and personal growth.	▪ **Flexible Dress Codes and Uniform Policies:** A common theme is a desire for more flexibility in the dress code. Secondary students suggest changes to uniform policies, including more free dress days and fewer restrictions on personal expression through clothing.
▪ **Educational Opportunities and Focus on Academic Success:** Secondary students value the educational opportunities provided, including college preparatory classes, advanced placement courses, and support for academic success. The focus on preparing students for higher education and future success is seen as a major highlight.	▪ **Fair and Consistent Enforcement of School Policies:** Secondary students point out the need for more consistent and fair enforcement of school rules. They suggest that some policies are not applied equitably, leading to calls for more uniform treatment and consistent application of disciplinary actions.

FAMILY SURVEY FREE RESPONSES (Highlights)	
▪ **Sense of Belonging**: Welcoming small community feel ▪ **Communication:** Two way communication is appreciated and staff follow up is encouraged ▪ **Voice and Choice**:Families have a space to share thoughts and concerns in various spaces and meetings ▪ **Extra Curricular activities:** Appreciation for extended learning opportunities is valued especially with Music, Art and Physical Activities ▪ **Family educational resources and workshops** are supported and encouraged participation	▪ **Safety**: There has been a noted increase with lack of conflict reslitions skills for students as evidenced by school fights, classroom disruptions and families would like to see more support in this area. ▪ **Discipline**: Inconsistency of practices across a variety of school sites, focus should be on teaching and reinforcing ▪ **Teacher Retention**: Families request stronger retention of teachers as turnover may impact academic and school culture ▪ **Systems and Routines:** Daily operations need to be improved as well as professional development for all staff supported social and emotional support ▪ **Follow up communication with staff**: There are some gaps with communication whether its families reaching out for assignment clarification or events happening at the school. Stronger cadence of communication and timeline to expect communication from staff

STAFF SURVEY FREE RESPONSES (Highlights)	
▪ **School Culture**: staff feel a sense of belonging and commitment to their school because of the shared purpose of creating a safe and strong academic learning environment for the students served. ▪ **Innovation**: teachers appreciate the autonomy to create unique learning environments/lessons to support student growth. ▪ **Collaboration and Support**: Strong sense of support amongst peers, space for collaboration, and camaraderie. ▪ **Community Schools**: The involvement of parents at the school site is what brands us as community schools due to the partnership of teachers, students, and parents.	▪ **Student Discipline**: major challenge across school sites is with student behavior. Problematic student behavior takes time away from teachers' instructional lessons and disrupts peer learning. Reinforcement of student expectation is necessary with clear outlines of student discipline. ▪ **Inclusive Environment**: Create opportunities for team building amongst staff. Invite teachers to contribute to school, student, and department decisions. ▪ **Professional Development**: Training to build capacity within the role, training specific for those new to teaching profession, and exploration of diversity training. ▪ **School Facility**: Improvement for existing schools with possible exploration of adding more green space or additional purpose rooms with the ultimate goal of all school sites being on private facilities. ▪ **Improve Communication**: centralize and improve our communication internally amongst staff and also communication with educational partners regarding school events.

Agenda: <mark>10 min</mark> Prioritize Glows & Grows from the above reviews in the template. **(A. Rubalcava/E. Acar)**
MPS PRIORITIZED FINDINGS: Following are prioritized findings from the above highlights that the Home Office will use in the Board Presentation.

GLOWS (SUCCESSES)

Elementary Student:

- **Appreciation for Teachers and Staff:** Students across both elementary schools value the support and kindness of their teachers and staff. This supportive atmosphere is seen as essential for creating a safe and welcoming school environment.

- **Engaging Activities and Social Interactions:** Students enjoy a variety of activities, including sports, clubs, and special events. They value the time they spend with friends and the social opportunities provided, contributing to a positive school atmosphere.

- **Positive Learning Experience:** The focus on interactive and fun learning opportunities is highlighted by students. They enjoy when lessons are engaging, allowing them to have a positive and enjoyable learning experience.

Secondary Student:

- **Teacher-Student Relationships and Supportive Staff:** The bond between students and teachers is a strong theme in secondary schools. Students appreciate the supportive relationships and how staff members contribute to a positive learning environment.

- **Community and Inclusivity:** The sense of community in secondary schools is highly valued. A close-knit environment and inclusivity are essential factors that contribute to a welcoming school atmosphere.

- **Educational Opportunities and Focus on Academic Success:** Secondary students value the educational opportunities provided, including college preparatory classes, advanced placement courses, and support for academic success. The focus on preparing students for higher education and future success is seen as a major highlight.

Family:

- **Sense of Belonging**: Welcoming small community feel
- **Communication:** Two way communication is appreciated and staff follow up is encouraged
- **Voice and Choice**:Families have a space to share thoughts and concerns in various spaces and meetings
- **Extra Curricular activities:** Appreciation for extended learning opportunities is valued especially with Music, Art and Physical Activities
- **Family educational resources and workshops** are supported and encouraged participation

Staff:

- **School Culture**: Staff feel a sense of belonging and commitment to their school because of the shared purpose of creating a safe and strong academic learning environment for the students served.
- **Innovation**: Teachers appreciate the autonomy to create unique learning environments/lessons to support student growth.
- **Collaboration and Support**: Strong sense of support amongst peers, space for collaboration, and camaraderie.
- **Community Schools**: The involvement of parents at the school site is what brands us as community schools due to the partnership of teachers, students, and parents.

GROWS (IDENTIFIED NEEDS)

Elementary Student:

- **Quality of School Lunches:** Elementary students often express dissatisfaction with the quality and variety of school lunches. They suggest improvements for better-tasting and more appealing food options.

- **Increased Recreational Activities and Playtime:** A common suggestion is the need for more playtime, longer recess periods, and additional playground equipment like swings and slides. This would enhance the outdoor experience for elementary students.

- **Enhanced Communication and Fair Treatment:** Some elementary students highlight the need for better communication between students and administration, as well as more consistent and fair treatment by teachers and staff. This includes addressing concerns about fairness in applying school rules and managing student behavior.

Secondary Student:

- **School Lunch Quality and Variety:** Secondary students frequently mention dissatisfaction with school meals. They call for improvements in quality, variety, and healthier options, suggesting a significant need for better food offerings.

- **Improved School Facilities and Maintenance:** Secondary students emphasize the need for improved facilities, such as cleaner bathrooms, updated sports fields, and better recreational areas. There's also a call for more inviting and functional spaces within the school environment.

- **Fair and Consistent Enforcement of School Policies:** Secondary students point out the need for more consistent and fair enforcement of school rules. They suggest that some policies are not applied equitably, leading to calls for more uniform treatment and consistent application of disciplinary actions.

Family:

- **Safety**: There has been a noted increase with lack of conflict resolution skills for students as evidenced by school fights, classroom disruptions and families would like to see more support in this area.
- **Discipline**: Inconsistency of practices across a variety of school sites, focus should be on teaching and reinforcing
- **Teacher Retention**: Families request stronger retention of teachers as turnover may impact academic and school culture
- **Systems and Routines:** Daily operations need to be improved as well as professional development for all staff supported social and emotional support
- **Follow up communication with staff**: There are some gaps with communication whether its families reaching out for assignment clarification or events happening at the school. Stronger cadence of communication and timeline to expect communication from staff

Staff:

- **Student Discipline**: Major challenge across school sites is with student behavior. Problematic student behavior takes time away from teachers' instructional lessons and disrupts peer learning. Reinforcement of student expectation is necessary with clear outlines of student discipline.
- **Inclusive Environment**: Create opportunities for team building amongst staff. Invite teachers to contribute to school, student, and department decisions.
- **Professional Development**: Training to build capacity within the role, training specific for those new to teaching profession, and exploration of diversity training.
- **School Facility**: Improvement for existing schools with possible exploration of adding more green space or additional purpose rooms with the ultimate goal of all school sites being on private facilities.
- **Improve Communication**: Centralize and improve our communication internally amongst staff and also communication with educational partners regarding school events.

2023-24 EDUCATIONAL PARTNERS SURVEY REFLECTIONS

Introduction:

Educational partner voices, i.e., voices of our students, families, staff, and other school community members, play a powerful role in helping us learn how to improve our teaching, leadership, and other school practices. Surveys have been the primary means of collecting student, family, and staff voices about what we are doing great and should keep doing, and what areas for improvement are so we can continue to provide our students with the best quality education. MPS uses an online platform to provide students, families, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and safety. This feedback instrument provides teachers and school leaders with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

Annual educational partner experience survey:

MPS uses the CORE DISTRICTS survey instrument developed by WestEd for the California Department of Education as our annual educational partner experience survey. The survey includes questions for school climate indicators which include the following four topics for students, families, and staff:

- Climate of Support for Academic Learning;
- Knowledge and Fairness of Discipline, Rules and Norms;
- Safety;
- Sense of Belonging (School Connectedness).

Some sample questions on the survey include:

- "This school is a supportive and inviting place for students to learn."
- "All students are treated fairly when they break school rules."
- "How safe do you feel when you are at school?"
- "I feel like I am part of this school."

Student SEL survey:

Separate from the annual educational partner experience survey, our "students" also take the CORE DISTRICTS Social Emotional Learning (SEL) survey in the fall and spring. The SEL survey asks questions in additional four topics which include indicators for social-emotional competencies:

- Growth Mindset;
- Self-Efficacy;
- Self-Management;
- Social Awareness.

As part of our MTSS efforts, school leadership, teachers, and support staff analyze student SEL survey results in the fall to provide our students with targeted social-emotional support and then measure student responses again in the

spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This document is about our reflections on the annual educational partner experience survey results. Our reflections on the student SEL surveys are provided in a separate document.

Survey Participation Rates:

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	99.0%	91.0%	100.0%
Spring 2023 Survey Participation Rates:	99.0%	73.7%	100.0%
Change since Spring 2023: *(percentage points)*	0.0	+17.3	0.0
Next Year Survey Participation Targets:	≥ 95.0%	≥ 75.0%	≥ 95.0%
Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.			
This year, we successfully maintained engagement with our student and staff groups, while achieving a significant increase of 17.3% in participation within our family group. While it posed a challenging task to encourage families to complete the survey, consistent communication through ParentSquare messages, phone calls, and in-person reminders proved instrumental in achieving success with our participation rates at the school site.			

Overall Satisfaction Rates:

This rate measures our educational partners' overall satisfaction with the school through their responses to the following question: **"Overall, I am satisfied and would recommend this school to other students / parents / educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	62%	95%	77%
Spring 2023 Overall Satisfaction Rates:	60%	90%	79%
Change since Spring 2023: *(percentage points)*	+2	+5	-2
Next Year Overall Satisfaction Targets:	≥ 75%	≥ 95%	≥ 85%
Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year? If so, what might have caused changes in overall satisfaction rates? You may include quotes from the free-responses that would attest to educational partners' overall satisfaction.			
Upon review, we have observed a slight decrease in satisfaction rates among students and staff, with a 2% decline			

for both groups compared to last year. However, there has been a notable increase of 5% in satisfaction rates among families.

Several factors could potentially account for these changes. The decrease in satisfaction rates among students and staff may be influenced by various factors such as consequences for student behavior, facilities, school lunches, and student uniforms.

Conversely, the increase in satisfaction rates among families is encouraging and may be attributed to efforts aimed at enhancing communication and engagement with parents and guardians. Initiatives such as increased outreach through ParentSquare messages, phone calls, and in-person reminders may have played a significant role in fostering stronger connections between the school and families, ultimately leading to higher satisfaction levels.

Moving forward, it will be essential for us to continue monitoring these satisfaction rates closely and identifying areas for improvement to ensure that all stakeholders are satisfied with their experiences at our school.

Average Approval Rates:

Student Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	62%	0th-19th percentile	+ 1
Knowledge and Fairness of Discipline, Rules and Norms	49%	0th-19th percentile	- 4
Safety	61%	0th-19th percentile	+ 0
Sense of Belonging (School Connectedness)	42%	0th-19th percentile	+ 0

Family Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	98%	80th-99th percentile	+ 3
Knowledge and Fairness of Discipline, Rules and Norms	87%	20th-39th percentile	- 5
Safety	88%	20th-39th percentile	+ 10
Sense of Belonging (School Connectedness)	92%	40th-59th percentile	- 2

Staff Survey:

Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	87%	20th-39th percentile	-3
Knowledge and Fairness of Discipline, Rules and Norms	64%	0th-19th percentile	- 14
Safety	60%	0th-19th percentile	-2
Sense of Belonging (School Connectedness)	69%	20th-39th percentile	+2

Average approval rate measures our educational partners' average approval rating based on their responses to **ALL** questions with a rating.

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	55%	92%	70%
Spring 2023 Average Approval Rates:	56%	91%	75%
Change since Spring 2023: *(percentage points)*	-1	+1	-5
Next Year Average Approval Targets:	≥ 65%	≥ 95%	≥ 80%

Survey Findings:

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings Based on Average Approval Rates of Survey Topics/Questions:
Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?
We've noticed some shifts in comparison to last year's data: a 1% decrease among students, a 1% increase among families, and a notable 5% decrease among staff.   Several factors may have contributed to these changes. Notably, students experiencing a 4% decline in their perception of Knowledge and Fairness of Discipline, Rules, and Norms could have influenced the overall approval rating. Additionally, the transition of several staff members throughout the year and not starting at the beginning may have posed challenges in establishing and adhering to school-related norms in this area.

On the other hand, the uptick in approval rates among families indicates positive strides in communication and engagement efforts. Increased safety and climate of support for academic learning likely contributed to this improvement.

However, the significant drop in staff approval rates warrants further exploration and discussions. Challenges with facilities for the third year in a row, all staff being on the same page with rules and expectations, and admin support may have impacted staff morale and satisfaction.

Moving ahead, it's crucial to closely monitor these trends and pinpoint areas for improvement. By addressing concerns and implementing strategies to enhance satisfaction and engagement across all stakeholders, we aim to strengthen our school community.

Reflections: Successes

Write a description of successes and/or progress based on a review of the approval rates of survey topics/questions. (Considering the average approval rates for each topic, what strengths were visible in each survey type: student, family, staff? Which topics and questions have the highest approval rates? What are you most proud of? How do you plan to maintain or build upon that success?)

Student: Overall school Experience went up by 2% as well as students being happy to be at school increased by 3%, and The school is a supportive and inviting place for students to learn increased by 4%.

Families: Safety showed the largest growth in both areas where parents felt the neighborhood around the school and their child being safe at school increased by 13% and 6% respectively. Also, their overall school experience was at 95% favorable which was a 5% increase.

Staff: Seeing a 4% increase in the school promoting personnel participation in decision-making that affects school practices and policies and many adults at this school feel a responsibility to improve the school went up 5%.

We are happy to see that the overall school experience and climate of support for academic learning increased for two out of three of our partner surveys. Especially seeing that family members showed a 10% growth with safety and 5% for overall school experience. The same for overall school experience for students can be said with a 2% increase.

Reflections: Identified Needs

Write a description of any areas that need significant improvement based on a review of the approval rates of survey topics/questions, including any areas of low approval and significant gaps among responses of student groups, and any steps taken to address those areas. (Considering the average approval rates for each topic, what areas for improvement emerged? Which topics and questions have the lowest approval rates? What are areas that need your close attention? Are there any gaps, i.e., are there any topics or questions for which approval rate for any student group is below the "all students" approval rate? What steps is the school planning to take to address

these areas with the greatest need for improvement?)

Based on our findings, it's evident that addressing Knowledge and Fairness regarding Discipline, Rules, and Norms is crucial, as all three demographics have shown a decline compared to last year. Particularly concerning is the decrease among staff, who exhibited drops across all surveyed aspects in this domain. The most notable decline was observed in perceptions of how the school handles discipline problems fairly, dropping by 20%.

While the decrease among students in this area was not as pronounced, there were declines across several question areas. The most significant drop among students was in the clarity of school rules, with an 8% decrease. Similarly, families experienced a 5% decline, mirroring the students' decrease in understanding the consequences of rule-breaking, which dropped by 6%.

To address these concerns, the school is planning to enhance communication regarding rules and norms with all community partners. For instance, dedicated time will be allocated during staff in-service sessions and regular Wednesday meetings throughout the year. Students will engage with these topics in their classes and receive periodic reviews. Additionally, families will be invited to attend school information sessions covering various topics, including this one, held periodically throughout the year.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so that we can maintain and improve the educational quality of our schools on an ongoing basis.

Findings Based on Free-Response Questions:

WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL? **(GLOWS)**

Considering the free responses to this question, what strengths were visible in each survey type: student, family, staff? Are there any patterns? What are you most proud of based on the responses? How do you plan to maintain or build upon that success?

Students expressed an appreciation for friendships within the school community and acknowledged a real concern from their teachers. Also, students maintained a positive attitude towards the physical education facilities, field trips, and food truck fundraising initiatives provided by the school.

The school will continue to foster strong relationships between the students and their teachers to help build

academic achievement. Additionally, the school will continue to improve the facilities and provide more activities to enhance their school experience.

Families recognize the school's compassionate and supportive staff, acknowledging a sense of responsiveness to their concerns. Additionally, they value the effective communication established with the school.

The school will maintain their communication regarding upcoming events, opportunities, and urgent matters so that families can be assured their student is being taken care of.   The school will also continue to encourage families to be present on campus and build working relationships with them.

Staff members value the conducive learning environment fostered by the small class sizes and appreciate the camaraderie and support extended by their peers.

The school will maintain small class sizes to provide optimal learning for the students and a manageable workload for the staff.

WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL?
(SUGGESTIONS)

Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps, i.e., are there any areas that need to be improved for any student group?

Students consistently advocate for no uniform policy and an improvement in the quality of school meals. Families rightfully expect the school to enforce uniform standards and address student behavior while also maintaining a safe surrounding environment conducive to optimal learning. Staff members seek an environment that enables them to concentrate on course content, thereby maximizing students' learning experiences.

Across all three surveyed partner groups, improved communication is imperative. This entails fostering a clearer understanding of the school's objectives and requirements from each partner and fostering collaborative efforts aimed at achieving student success.

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

The school is preparing to implement a comprehensive professional development program throughout the academic year aimed at fostering connections among all three surveyed groups. Additionally, there will be a concerted effort to enhance communication regarding the school's daily expectations and norms, ensuring alignment among the partner groups and facilitating collaborative efforts toward student success.

Concrete steps will include the establishment of a detailed professional development schedule spanning the entire

2024-25 academic year. Furthermore, multiple communication channels will be used to ensure all partner groups are well-informed and synchronized. For students, communication will occur during SSR/Advisory periods, via Google Classroom, Student Square, and announcements. Families will receive information through meetings, ParentSquare messages, and other communication avenues. Staff members will benefit from targeted professional development sessions tailored to address the feedback received from the survey.

MAGNOLIA SCIENCE ACADEMY - 2

2023-24 EDUCATIONAL PARTNERS SURVEY REFLECTIONS

Introduction:

Educational partner voices, i.e., voices of our students, families, staff, and other school community members, play a powerful role in helping us learn how to improve our teaching, leadership, and other school practices. Surveys have been the primary means of collecting student, family, and staff voices about what we are doing great and should keep doing, and what areas for improvement are so we can continue to provide our students with the best quality education. MPS uses an online platform to provide students, families, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and safety. This feedback instrument provides teachers and school leaders with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

Annual educational partner experience survey:

MPS uses the CORE DISTRICTS survey instrument developed by WestEd for the California Department of Education as our annual educational partner experience survey. The survey includes questions for school climate indicators which include the following four topics for students, families, and staff:

- Climate of Support for Academic Learning;
- Knowledge and Fairness of Discipline, Rules and Norms;
- Safety;
- Sense of Belonging (School Connectedness).

Some sample questions on the survey include:

- "This school is a supportive and inviting place for students to learn."
- "All students are treated fairly when they break school rules."
- "How safe do you feel when you are at school?"
- "I feel like I am part of this school."

Student SEL survey:

Separate from the annual educational partner experience survey, our "students" also take the CORE DISTRICTS Social Emotional Learning (SEL) survey in the fall and spring. The SEL survey asks questions in additional four topics which include indicators for social-emotional competencies:

- Growth Mindset;
- Self-Efficacy;
- Self-Management;
- Social Awareness.

As part of our MTSS efforts, school leadership, teachers, and support staff analyze student SEL survey results in the fall to provide our students with targeted social-emotional support and then measure student responses again in the

spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This document is about our reflections on the annual educational partner experience survey results. Our reflections on the student SEL surveys are provided in a separate document.

Survey Participation Rates:

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	100%	100%	100%
Spring 2023 Survey Participation Rates:	98.6%	99.3%	100%
Change since Spring 2023: *(percentage points)*	+1.8	+0.7	0
Next Year Survey Participation Targets:	≥ 95.0%	≥ 75.0%	≥ 95.0%
Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.			
Our observations on the participation rates indicate a high level of engagement from stakeholders, with all three groups - students, families, and staff - achieving 100% participation in the Spring 2024 surveys. This represents a positive trend and demonstrates a strong commitment to providing feedback and contributing to our continuous improvement efforts. Comparing to Spring 2023, we note an increase in participation rates among students (+1.8 percentage points) and families (+0.7 percentage points), while staff participation remained consistent at 100%. This indicates continued enthusiasm and involvement from our educational partners in sharing their perspectives and insights. Overall, the high participation rates across all groups reflect a culture of collaboration, transparency, and accountability within our school community. It's encouraging to see such active engagement, and we value the feedback and input provided by all stakeholders as we work together to enhance our educational programs and services. Reaching 100% participation rate was a collaborative effort. Dividing the groups between specific team members, having consistent follow up, and implementing different strategies, such as calling parents at different times of the day, assisting parents on how to complete the survey, giving incentives, and having a team of staff to follow up with parents during drop off and pick up with flyers with QR codes. These strategies helped with providing easier ways to access the survey.			

Overall Satisfaction Rates:

This rate measures our educational partners' overall satisfaction with the school through their responses to the

following question: **"Overall, I am satisfied and would recommend this school to other students / parents / educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	65%	90%	69%
Spring 2023 Overall Satisfaction Rates:	83%	98%	87%
Change since Spring 2023: (percentage points)	-18	-8	-18
Next Year Overall Satisfaction Targets:	≥ 75%	≥ 95%	≥ 85%

Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year? If so, what might have caused changes in overall satisfaction rates? You may include quotes from the free-responses that would attest to educational partners' overall satisfaction.

There has been a noticeable decline in overall satisfaction rates across all three groups - students, families, and staff - compared to last year. Specifically, student satisfaction decreased by 18 percentage points, family satisfaction by 8 percentage points, and staff satisfaction by 18 percentage points.

While there can be multiple factors that resulted in the lower satisfaction rates, some of these factors can be the following:

- We experienced five teacher separations during the first semester for various reasons, leading to the presence of substitute teachers in classrooms for a brief period until we could fill the positions permanently. Some of these educators had been integral members of MSA-2 for several years, and their departure initially affected student morale. The separation and vacancies have impacted both the students and the families, as well as the staff. Although most positions are now filled, establishing new relationships with students and families required a period of adjustment.
- At the beginning of this academic year, we diligently implemented specific policies such as uniforms, attendance, and tardies. While these expectations are necessary, our review of free responses reveals that students harbor varied expectations, often preferring less strict regulations.
- Concerns regarding food quality have been raised by students and families throughout the year. We have actively listened to these concerns and initiated communication with both the food vendor and the School Food Authority (SFA) management firm. While we have developed action steps to enhance this aspect, it's important to note that implementing changes will be a gradual process. Factors like vendor preferences and necessary facility improvements require careful consideration and specific approvals, which may take some time.

Average Approval Rates:

Student Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	62%	0-19th percentile	- 13
Knowledge and Fairness of Discipline, Rules and Norms	52%	0-19th percentile	- 14
Safety	65%	20th-39th percentile	- 9
Sense of Belonging (School Connectedness)	46%	0-19th percentile	- 16

Family Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	88%	0-19th percentile	-10
Knowledge and Fairness of Discipline, Rules and Norms	87%	0-19th percentile	-9
Safety	94%	0-19th percentile	-4
Sense of Belonging (School Connectedness)	89%	0-19th percentile	-9

Staff Survey:

Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	83%	20th-39th percentile	-13
Knowledge and Fairness of Discipline, Rules and Norms	71%	20th-39th percentile	-21
Safety	54%	60th-79th percentile	-24
Sense of Belonging (School Connectedness)	65%	20th-39th percentile	-15

Average approval rate measures our educational partners' average approval rating based on their responses to **ALL** questions with a rating.

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	57%	90%	69%
Spring 2023 Average Approval Rates:	70%	98%	87%

Change since Spring 2023: *(percentage points)*	-13	-8	-18
Next Year Average Approval Targets:	≥ 65%	≥ 95%	≥ 80%

Survey Findings:

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings Based on Average Approval Rates of Survey Topics/Questions:
Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?
Our observations on the average approval rates reveal notable changes across all educational partners: parents, students, and staff. Comparing Spring 2024 to Spring 2023, we observed a decrease in approval rates by 13 percentage points for students, 8 percentage points for families, and 18 percentage points for staff. These changes can be attributed, in part, to staffing transitions. The loss of five teachers, particularly those teaching middle and high school, introduced inconsistency in staffing, impacting both student classroom culture and staff dynamics. Historically, the student approval rates have been the lowest among the three groups, however we acknowledge that this is one of our priorities to increase the student approval rates and overall satisfaction. Moving forward, we are implementing targeted strategies such as enhancing student support services, fostering a positive classroom and campus environment, and providing engaging and relevant learning experiences. Additionally, we are focusing on strengthening communication channels between students, teachers, and parents to ensure that student voices are heard and valued in decision-making processes. By prioritizing these initiatives, we aim to create a more inclusive, supportive, and fulfilling educational experience for all students, ultimately leading to improved student approval rates and overall satisfaction.
Reflections: Successes Write a description of successes and/or progress based on a review of the approval rates of survey topics/questions. (Considering the average approval rates for each topic, what strengths were visible in each survey type: student, family, staff? Which topics and questions have the highest approval rates? What are you most proud of? How do you plan to maintain or build upon that success?)

We've seen significant successes and notable progress in our survey approval rates over the past year, reflecting our commitment to continuous improvement and responsiveness to stakeholder feedback.

In terms of strengths, our family surveys consistently show the highest average approval rates, reaching an impressive 90% in Spring 2024. This indicates strong engagement and satisfaction levels among our families, reflecting their trust and support in our educational programs and initiatives. We are proud of the positive relationships we have built with our families and their confidence in our school community.

While the approval rates for student surveys decreased by 13 percentage points since Spring 2023, we acknowledge this as an area for improvement. We will focus on enhancing student engagement and feedback mechanisms to better address their needs and concerns, ensuring their voices are heard and valued.

Similarly, the approval rates for staff surveys declined by 18 percentage points since Spring 2023, signaling a need for targeted efforts to boost staff morale, address concerns, and foster a positive work environment. We will prioritize staff support, professional development opportunities, and communication channels to strengthen staff engagement and satisfaction.

Moving forward, we plan to implement targeted strategies to address the decline in approval rates for student and staff surveys, such as increased communication and engagement initiatives, tailored support programs, and ongoing professional development opportunities. We remain committed to listening to our stakeholders, addressing their feedback, and striving for excellence in all aspects of our educational community.

Reflections: Identified Needs

Write a description of any areas that need significant improvement based on a review of the approval rates of survey topics/questions, including any areas of low approval and significant gaps among responses of student groups, and any steps taken to address those areas. (Considering the average approval rates for each topic, what areas for improvement emerged? Which topics and questions have the lowest approval rates? What are areas that need your close attention? Are there any gaps, i.e., are there any topics or questions for which approval rate for any student group is below the "all students" approval rate? What steps is the school planning to take to address these areas with the greatest need for improvement?)

When examining student approval rates, we observe that safety was rated the highest, whereas the sense of belonging received the lowest ranking. Delving deeper into the sense of belonging category, we found that the average approval rate stood at 50%, with the lowest approval rate recorded among 7th and 8th graders. Notably, the question "I am happy to be at this school" saw the most significant decrease in approval. This decline correlates with overall school connectedness.

One contributing factor is our school being a school of choice, where parents often wield greater influence over

enrollment decisions, leaving students feeling less empowered in their school selection. This dynamic can foster negative perceptions among students. However, looking ahead, we are committed to taking proactive measures to foster a stronger sense of inclusion and ownership among students. We will actively seek their feedback to implement initiatives that transform our school into a place they genuinely want to attend and are excited about, rather than feeling compelled to do so.

Among the families, safety was also the highest ranked category. Even though the categories had the highest favorable percentages between the three partner groups (families, students, and staff), we can see a decrease in all four categories. Looking into each question closely, we noticed that the biggest decrease in favored responses were from the following two comments: "school staff takes my concern seriously" and "school staff responds to my needs in a timely manner." Going forward, we will conduct a thorough review and analysis of the feedback provided. Based on this analysis, the school can then develop targeted action plans or initiatives aimed at improving communication, responsiveness, and overall satisfaction among families. This may involve enhancing communication channels, implementing protocols for timely response to concerns, providing additional training or resources to staff members, and actively seeking feedback from families to ensure their needs are met effectively.

While safety emerged as the top priority for families and students, it notably ranked the lowest among staff members, marking the most significant decline. The most substantial decreases in percentage were observed in responses to prompts related to disruptive student behavior and the lack of respect shown to staff by students. These findings are concerning but understandable, given the turnover in staff throughout the school year and the presence of many new teachers in classrooms.

In response, we are committed to supporting our teachers and staff by implementing strategic measures. We will restructure our professional development initiatives to focus on enhancing classroom management techniques and fostering positive relationships with students. Additionally, we will introduce a new instructional coach position dedicated to working directly with teachers. This coach will provide targeted guidance and support to help teachers effectively manage classroom dynamics, establish mutual respect, and create a conducive learning environment for all students. These efforts aim to address the challenges identified and strengthen the overall well-being and effectiveness of our teaching staff.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so that we can maintain and improve the educational quality of our schools on an ongoing basis.

WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL? **(GLOWS)**

Considering the free responses to this question, what strengths were visible in each survey type: student, family, staff? Are there any patterns? What are you most proud of based on the responses? How do you plan to maintain or build upon that success?

Students Glows: Our school shines brightly in several key areas that truly define our essence. At the heart of it all is our strong sense of community and inclusivity, nurtured by our small school size, fostering close bonds and easy interactions among students and staff alike. A resounding chorus of praise echoes for our **supportive teachers and staff**, whose understanding and encouragement uplift students in myriad ways. Our vibrant tapestry of **extracurricular activities and sports** captivates students, offering not just engagement but sheer joy. Moreover, our school prides itself on being a **supportive environment for both academic and personal growth**, exemplified by tailored **resources for students with special needs** and an unwavering dedication to facilitating **higher education pursuits**. These highlights epitomize the essence of our school, illuminating our path towards excellence and fulfillment.

Parent Glows: Our school shines bright with highlights that truly make a difference. We **prioritize open communication between staff and parents**, ensuring everyone is involved in student success. Our teachers and staff are not just supportive but **genuinely care about every student's journey**. With a **dedicated Special Education department**, we ensure every learner gets the support they need. Warmth fills our halls, with a **principal who engages with families, fostering a welcoming atmosphere**. We offer **diverse before and after-school programs**, catering to various interests, and provide tutoring for **academic support**. These highlights define us as a community where **every student is valued and supported** to reach their full potential.

Staff Glows: Our school beams with highlights that embody our dedication to **inclusivity, collaboration, and warmth**. The unwavering support of our Special Education **(SPED) department fosters a collaborative approach** to supporting all students. Our vibrant **school culture thrives on openness, encouraging staff to actively contribute and shape our collective identity**. **Administrators and staff stand united**, offering mutual support and fostering an environment where **creativity in the classroom flourishes freely**. Our **students show the staff empathy and kindness**, which creates a nurturing atmosphere where everyone feels valued and understood. At the heart of it all, our **school exudes a familial charm**, extending a warm welcome to families and the wider community, inviting them to be part of our journey towards excellence and togetherness.

Common patterns: There are noticeable patterns across the glows shared by students, parents, and staff about the school. Firstly, all three perspectives emphasize the strong **sense of community and inclusivity** fostered

within the school environment, highlighting the importance of close bonds and easy interactions among students, staff, and families. Secondly, there is **unanimous praise for the supportive nature of the teachers and staff**, with an emphasis on genuine care and understanding for every student's journey. Thirdly, the **diverse array of extracurricular activities**, support programs, and inclusive initiatives, such as the Special Education department, are celebrated across all perspectives, underscoring the commitment to providing a well-rounded and supportive environment for all learners. Lastly, the **welcoming and familial atmosphere** of the school is consistently highlighted, creating a nurturing environment where everyone feels valued and included. These patterns reinforce the holistic approach to education and community building that defines the essence of the school.

Most proud of: What we cherish most is the profound sense of **unity and inclusivity** that defines our school. Our pride stems from the close-knit bonds forged among students, faculty, and families, fostering an environment where every individual feels welcomed and valued. This shared spirit permeates every aspect of our school culture, from the collaborative efforts of our dedicated staff to the genuine warmth extended to all who enter our doors. Our greatest source of pride lies in our unwavering commitment to **nurturing the success of every student**, irrespective of their background or challenges they may face. We take immense pride in the **diverse array of experiences and opportunities we provide**, enriching the educational journey of each member of our school community.

Build/Grow: To continue building upon the strong foundation of community and inclusivity in our school, it's essential to foster ongoing communication and collaboration among all stakeholders. Regularly engaging with students, parents, and staff to solicit feedback and ideas can help us identify areas for improvement and new opportunities for growth. Additionally, creating spaces and initiatives that promote diversity, equity, and inclusion will further strengthen our sense of belonging and understanding within the school community.

We can also explore ways to expand our support systems, such as enhancing resources for students with diverse learning needs and providing professional development opportunities for staff to better meet the needs of all learners. Furthermore, continuing to cultivate a positive and welcoming school culture, where every individual feels valued and respected, will be crucial in sustaining our sense of unity and pride.

Emphasizing the importance of empathy, kindness, and mutual respect in all aspects of school life will reinforce our commitment to fostering an environment where everyone thrives. By continuously striving to improve and evolve, we can ensure that our school remains a beacon of inclusivity, excellence, and fulfillment for all members of our community.

WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL? **(SUGGESTIONS)**

Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps,

Below are the suggestions for improvement that emerged from each survey type (student, family, staff) based on the provided responses:

Student Suggestions:

1. Improved Food Quality
2. Dress Code Flexibility
3. Enhanced Facilities and Resources
4. More Engaging and Effective Teaching

Family Suggestions:

1. More Student Activities/Engagement Opportunities
2. Better Student Supervision
3. Enforce Consequences for Uniform Violations
4. Address Bullying Incidents and Promote Kindness
5. Reduce Reliance on Substitute Teachers
6. Improve Main Office Communication and Cell Phone Usage Policies

Staff Suggestions:

1. Improve Facilities and Resources
2. Enhance School Culture and Cultural Awareness
3. Ensure Equity and Consistency in Rule Adherence
4. Enhance School-Wide Communication
5. Provide Targeted Support for English Learners
6. Reduce Class Sizes
7. Manage Cell Phone Use for Better Learning Environments
8. Revise Behavior Intervention Systems
9. Offer Professional Development and Diversity Training

Patterns and Areas Needing Attention:

- A common theme across all survey types is the desire for a more engaging and supportive learning environment.
- Facilities improvement, cultural awareness, equity, and effective communication are recurring themes across family and staff suggestions.
- Student suggestions primarily focus on food quality, dress code flexibility, facilities, and teaching methods.
- Areas needing close attention include addressing bullying, improving main office communication,

reducing substitute teacher reliance, and enhancing behavior intervention systems.
- Gaps may exist in the areas of student supervision during lunch, enforcement of uniform policies, and technology usage policies.

Overall, addressing these suggestions and areas of improvement would require a comprehensive approach that involves collaboration among students, families, staff, and school leadership to create a positive and effective learning environment for everyone.

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

While school culture, facilities, and communication were consistently emphasized across various responses, we will have an action plan to address the mentioned concerns:

1. Develop a designated assembly area for events like PBIS events and grade-level recognitions.
2. Collaborate closely with the student council to organize diverse events during and after school hours.
3. Enhance the PBIS reward system and RAD shop offerings by incorporating items that align with student interests, gathered through direct feedback.
4. Expand uniform options with varying materials and styles to provide students with more choices.
5. Partner with a vendor to offer branded merchandise such as Mustang hats, sweaters, and backpacks for purchase.
6. Enhance shading in the lunch area to create a more inviting and comfortable space for meals and breaks.
7. Introduce programs, workshops, and assemblies focusing on crucial topics like bullying prevention, cultural awareness, and drug prevention.
8. Establish a dedicated space serving as a staff and community hub.
9. Evaluate and refine communication protocols to ensure clear and accessible communication between the school and families.
10. Revise the bell schedule and supervision plans to enhance support and supervision during nutrition and lunch periods.
11. Incorporate more team-building activities to foster a stronger sense of community and collaboration.
12. Restructure professional development opportunities to assist teachers in improving classroom management and creating engaging and culturally relevant lessons.

Introduction:

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Survey Participation Rates:

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	98.4%	70.5%	100%
Spring 2023 Survey Participation Rates:	98.1%	78.7%	100%
Change since Spring 2023: *(percentage points)*	+.3%	-8.2	no change (same)
Next Year Survey Participation Targets:	≥ 98.5%	≥ 75.0%	≥ 100.0%
Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.			

Student participation rates slightly went up from 98.1 →98.4% We missed 6 students doing the survey, as they stated that they'd rather not take the survey.

The staff participation rate remained unchanged at 100% for both the Spring 2024 and Spring 2023 surveys. This indicates that the entire staff population participated in the surveys for both years, with no change or fluctuation in their participation rate.

Parent participation remains relatively high at 94%, we have observed a slight decrease from 96%. While this drop isn't significant, we take it seriously and recognize the importance of maintaining strong engagement. To address this, we are committed to enhancing our systems to ensure a continued improvement in participation rates.

Overall Satisfaction Rates:

This rate measures our educational partners' overall satisfaction with the school through their responses to the following question: **"Overall, I am satisfied and would recommend this school to other students / parents / educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	70%	96%	74%
Spring 2023 Overall Satisfaction Rates:	73%	97%	77%
Change since Spring 2023: *(percentage points)*	-3%	-1%	-3%
Next Year Overall Satisfaction Targets:	≥ 73%	≥ 97%	≥ 77%
Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year?			

Students: We noticed that our overall satisfaction went down by 3%. In our collaboration , this is due to the need for Better Facilities: Students frequently mentioned the need for better and cleaner bathrooms as a critical area for improvement. Vaping takes place at the restrooms on some days and it makes it very uncomfortable for students who are not engaging in that type of behavior.

Some quotes from the Students free responses:
- "I love everything about my school. I wouldn't change a thing about it."
- "to bring back the vending machines and the old system of grading where teachers will still give us 50% of all assignments".

Parents: We noticed our Family Satisfaction rate decreased by 1% (from 97% to 96%). Families have expressed a desire for more diverse class offerings, including subjects like life skills, social-emotional learning (SEL), and increased academic rigor. Additionally, there is a need for greater diversity in extracurricular clubs, along with an interest in expanding offerings during Saturday school. Despite these areas for improvement, overall parental satisfaction with the operation of our campus remains relatively high.

- "This is our first year at the school and what I like so far is how the staff make sure that the parents are involved in the activities, events, and it is aware of all upcoming announcements. I also like how some of the teachers reached out, just to let us know how our children are doing and keep them encourage outside of school"

"Informing parents of child 's grades in progress more. Mandatory tutoring for children"

Staff :

We noticed that our Staff overall satisfaction rate decreased by 3 percentage points (from 77% to 74%). Comments indicate a need for stronger culture/collaboration among staff, and more support for handling student discipline. There seems to be concerns about workload distribution, lack of resources/facilities, and the need for more

support staff. Desire for improved communication, organization, and structured collaboration time are essential.

Some quotes from the Staff free responses:

- "I feel we need more support staff to help with the school tasks and discipline, for the school to run more smoothly."
- "The biggest issue is our facility. I understand this is difficult to change, but it does create a lot of challenges."
- "Diversity at our school is valued and celebrated. Leadership style of Admin."

Average Approval Rates:

Student Survey: Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	70%	20th-39th percentile	+ -2
Knowledge and Fairness of Discipline, Rules and Norms	62%	40th-59th percentile	+ 6
Safety	65%	20th-39th percentile	-2
Sense of Belonging (School Connectedness)	50%	0th-19th percentile	+3

Family Survey: Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	97%	80th-99th percentile	0
Knowledge and Fairness of Discipline, Rules and Norms	94%	60th-79th percentile	- 2
Safety	95%	60th-79th percentile	+ 1
Sense of Belonging (School Connectedness)	97%	80th-99th percentile	- 1

Staff Survey: Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	88%	20th-39th percentile	-4
Knowledge and Fairness of Discipline, Rules and Norms	79%	20th-39th percentile	-2
Safety	55%	0th-19th percentile	+4
Sense of Belonging (School Connectedness)	70%	20th-39th percentile	- 8

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	63%	96%	74%
Spring 2023 Average Approval Rates:	61%	97%	77%
Change since Spring 2023: *(percentage points)*	+2	-1	-3
Next Year Average Approval Targets:	≥ 65%	≥ 96%	≥ 77%

<u>**Survey Findings:**</u>

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings Based on Average Approval Rates of Survey Topics/Questions:

Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?

<u>**Student**</u>

Based on the data provided, here are my observations regarding the average approval rates and changes from the previous year: The student average approval rate increased by 2 percentage points, from 61% in Spring 2023 to 63% in Spring 2024

<u>**Family**</u>

The family average approval rate decreased slightly by 1 percentage point, from 97% in Spring 2023 to 96% in Spring 2024. While the decrease is relatively small, it may indicate some areas where family approval or satisfaction could be further improved.
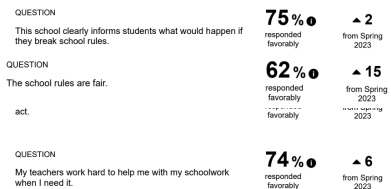
<u>**Staff**</u>

The staff average approval rate experienced a more significant decrease of 3 percentage points, from 77% in Spring 2023 to 74% in Spring 2024. This decline in staff approval could be related to various factors, such as workload concerns, resources, leadership, or other issues highlighted in the previous survey comments.

Reflections: Successes

Write a description of successes and/or progress based on a review of the approval rates of survey topics/questions. (Considering the average approval rates for each topic, what strengths were visible in each survey type: student, family, staff? Which topics and questions have the highest approval rates? What are you most proud of? How do you plan to maintain or build upon that success?)

Student

2 increases that we noticed is that the students have a clearer understanding of what our school expects of them. We did a better job of increasing visibility of the rules with the use of classroom posters and establishing a schoolwide acronym for everyone to understand what MSA-3

QUESTION		
This school clearly informs students what would happen if they break school rules.	**75**%❶ responded favorably	▲ 2 from Spring 2023
QUESTION The school rules are fair.	**62**%❶ responded favorably	▲ 15 from Spring 2023
act.	favorably	2023
QUESTION My teachers work hard to help me with my schoolwork when I need it.	**74**%❶ responded favorably	▲ 6 from Spring 2023

represents (Valuable, Intelligent, Prepared, Excellent & Respectful. The largest growth we had was "The school rules are fair" with a 15 point increase overall.

Family

In summary, while there are strengths in staff support and community engagement, there are also opportunities to address concerns related to discipline, educational offerings, and communication barriers for individuals with disabilities.

Positive aspects include:

- Staff and teachers are caring, supportive, and attentive to concerns.
- There's a great sense of community.
- Diversity in clubs and activities, with options available on Saturdays.
- Appreciation for staff efforts to involve parents in activities and keep them informed about events and announcements.

Staff:

Based on the staff survey results, there are several key strengths and successes to highlight:

The school shines in providing a supportive and inviting learning environment for students. A very high 95% of staff feel the school is a welcoming place for students to learn. The school also promotes academic success (85% approval) and sets high standards (75% approval) for all students.

An impressive 95% of staff believe the school emphasizes giving students academic help when needed. This, combined with the 84% who feel lessons are taught in relevant ways, suggests strong instructional practices to support student learning.

Notably, 95% of staff report that the school encourages all students to take rigorous courses regardless of background. This speaks to a commitment to high expectations and access for all.

While not as high as some other areas, a solid majority of staff report that adults at the school support and respect each other (80%) and have close professional relationships (58%).

Most staff feel behavior rules and consequences are clear to students, with approval rates of 82-86% on questions related to students understanding expectations. A strong 97% feel school rules are fair and 90% believe adults treat students with respect.

These positive results should be celebrated and communicated to all stakeholders.

Student

Areas of need are more supervision to increase the safety on campus. We had less favorable results with students being afraid of being hit or having their property stolen.

QUESTION
Overall, I am satisfied and would recommend this school to other students.

70%❶
responded favorably

▼ 3
from Spring 2023

QUESTION
Had your property stolen, or deliberately damaged, such as your car, clothing, or books?

68%❶
responded favorably

▼ 6
from Spring 2023

QUESTION
Been pushed, shoved, slapped, hit or kicked by someone who wasn't just kidding around?

66%❶
responded favorably

▼ 3
from Spring 2023

Parent

Despite the school's overall strong performance on the family survey, with all questions receiving over 90% approval, there are a few areas that merit closer attention. Safety and discipline emerged as relative growth areas based on their slightly lower approval ratings compared to other questions. The school should also disaggregate the survey results by student subgroups to identify any disparities in experiences that may be hidden in the overall data. Potential steps to address these issues include reviewing and strengthening safety protocols, ensuring equitable discipline practices, and enhancing responsive communication with families. By proactively analyzing and acting on the survey feedback, the school can build on its positive foundation to continuously improve and meet the needs of all students and families.

Staff

Based on the staff survey approval rates, there are a few areas that emerged as needing significant improvement:

1. Handling Student Discipline and Behavior Problems:

The question "This school effectively handles student discipline and behavioral problems" received a concerningly low approval rate of 51%. Additionally, the question regarding the prevalence of "disruptive student behavior" had an alarmingly low 30% favorable response rate. These results suggest that staff perceive the school as struggling to manage and address disruptive student behavior effectively, which can significantly impact the learning environment and staff morale.

2. Lack of Respect by Students towards Staff:

The question "lack of respect of staff by students" received a low approval rate of 38%, indicating that a significant portion of staff feels disrespected by students. This issue can contribute to a negative school climate and hinder effective teaching and learning.

3. Addressing Bullying and Harassment:

The question about the prevalence of "harassment or bullying among students" received a relatively low approval rate of 53%. While not the lowest, this area still requires attention to ensure a safe and inclusive environment for all students.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so that we can maintain and improve the educational quality of our schools on an ongoing basis.

Findings Based on Free-Response Questions:

WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL? **(GLOWS)**

Considering the free responses to this question, what strengths were visible in each survey type: student, family, staff? Are there any patterns? What are you most proud of based on the responses? How do you plan to maintain or build upon that success?

Family:

- Communication: This emerges as a prominent theme, with multiple respondents appreciating good communication between staff, teachers, students, and parents.
- Staff: Many respondents express satisfaction with the staff's helpfulness, friendliness, and dedication to students.
- Safety and Security: Some respondents highlight the feeling of safety and security within the school premises.
- Community and Environment: Others mention aspects related to the school's size, location, and the sense of community.
- Academic Processes: Several appreciate the academic processes, such as engaging activities, tutoring programs, and the dedication of teachers to student success.

Staff:

- Sense of Community: Many respondents appreciate the community and family feeling within the school. They value the relationships they have with colleagues, students, and administrators.
- Supportive Environment: Respondents mention that the staff is supportive and helpful, fostering a positive work environment.

- Diversity and Inclusion: Some respondents appreciate the diversity at the school and how it's valued and celebrated. They also highlight the importance of staff and students being polite and respectful.
- Size of the School: Several respondents like that the school is moderate in size, allowing for more personal connections between students, staff, and families.
- Opportunities for Growth: Many appreciate the opportunities for professional development, collaboration, and improvement within the school.

<u>Students:</u>

- Some appreciate specific aspects like the food (especially pizza on Wednesdays), the teachers, the activities, the support from staff, and the opportunities for learning and improvement.
- Overall, it appears that the quality of relationships with teachers and peers, along with the availability of engaging activities, are the most appreciated aspects among those who enjoy their school experience.

WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL? **(SUGGESTIONS)**

Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps, i.e., are there any areas that need to be improved for any student group?

Students:

- Many students expressed dissatisfaction with the quality of school lunches. They described the food as unappetizing, unhealthy, and in need of significant improvement. This was by far the most common suggestion, indicating that it should be a top priority for the school administration to address.
- Several students mentioned the need for cleaner, better maintained, and more spacious bathrooms. Some specifically requested additional bathrooms to meet student needs.
- Students expressed a desire for a wider variety of sports, clubs, electives and extracurricular activities. Specific suggestions included more girls' sports teams for middle school, a baseball team, and more after-school clubs.
- A number of students suggested relaxing the uniform policy and allowing more "free dress" days. Some felt the dress code was too strict.
- A few students mentioned wanting "real classrooms" and additional school funding for facility improvements.
- Quite a few responses indicated a desire for more frequent field trips and fun school events.
- Some responses suggested a need for stricter discipline for misbehaving students, while a few others felt collective punishment was unfair. This reveals a potential need to review discipline policies.
- A handful of students expressed a desire for kinder, more understanding, and better teachers/staff.
- - Few responses mentioned academics, curriculum or learning support, which are core elements of schooling. More feedback may be needed in those areas.

The survey did not seem to disaggregate feedback by student groups like grade, race, income level, etc. It would be useful to analyze if certain groups of students have different experiences or needs.

More probing may be needed on the root causes behind the food quality, behavior, and staff concerns to effectively address them.

Parent

- Based on the free responses from the family survey, several key themes and suggestions for improvement emerged:
- Many parents expressed a desire for better, more timely communication from teachers and staff, especially regarding student grades, behavior issues, and missing assignments. Some wanted more responsiveness when emailing the school. This suggests a need to strengthen school-home communication channels.
- Several responses mentioned concerns about fights, bullying, drugs, and violence at school. Parents suggested stricter discipline policies, more supervision, and quicker conflict intervention. A few mentioned wanting a "zero tolerance" policy. School safety and student behavior management seem to be key priorities for families.
- Some parents wanted a more rigorous curriculum, better academic resources, and practical life skills classes (e.g. financial literacy). A few mentioned inconsistent teacher attendance impacting learning. Families appear to want a strong academic program preparing students for life.
- Quite a few responses indicated a desire for more sports teams, clubs, arts programs (dance, music, drama), and student activities like dances. Expanding extracurricular offerings seems important to many families.
- As with students, some parents were unsatisfied with the school lunch offerings and wanted healthier, tastier options.
- A few responses noted cleanliness issues, especially with bathrooms and classrooms, that need addressing.
- A couple responses suggested hiring more mental health support staff to assist students.
- One parent expressed concern about staff not adequately understanding and accommodating their disability. This raises the question of how well the school supports families with diverse needs.

Gaps:

- The survey reveals a few potential gaps needing attention:
- - Few responses mentioned specific academic subjects or programs, so more feedback may be needed in those areas.
- - The survey did not seem to disaggregate feedback by student grade level or demographics. Segmenting responses could reveal if certain groups of families have different experiences or needs.
- - More info is needed on the root causes and potential solutions for the communication, safety and discipline concerns many parents raised.

Overall, school leadership should prioritize improving communication systems, strengthening safety and behavior policies, enhancing academic offerings, and expanding extracurricular activities. Digging deeper into the specific concerns raised around equity, mental health, and facilities will also be important. Regularly seeking input from all families and responding to feedback will help build trust and engagement. A comprehensive plan to address these interconnected issues, with clear metrics to track progress, will be essential to driving meaningful improvements for all students and families.

Staff

The staff responses highlighted several prominent areas for improvement, with student discipline and disruptive behavior being a significant concern. Many staff members suggested implementing clear rules and consequences, enforcing disciplinary actions consistently, and setting clear expectations for students. Additionally, staff expressed a need for more support, including additional personnel, opportunities for

collaboration, and dedicated staff spaces. Improving resources and facilities, particularly for science education, was also a common theme, with suggestions for acquiring more equipment and materials, having a dedicated campus, and addressing space constraints.

Other areas that require attention include providing relevant and targeted professional development opportunities, supporting staff in areas such as special education and mental health, fostering open communication and collaboration among departments, and including staff in decision-making processes. Some responses also pointed to the need for setting higher academic standards, especially in lower grades, and mandating academic interventions for struggling students. While the responses did not explicitly mention gaps specific to any student group, addressing these areas of improvement could indirectly benefit various student populations, such as those with special needs or those who are academically struggling

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

Based on the survey findings and identified areas for improvement, the school is planning to implement the following suggestions:

For Students:

1. Improve food quality by reviewing the current meal program, gathering student input, and exploring healthier, more appealing options.

2. Upgrade and maintain cleaner, more spacious bathrooms to address student concerns and meet their needs.

3. Expand extracurricular offerings, including a wider variety of sports, clubs, and electives to cater to diverse student interests.

4. Increase the frequency of field trips and fun school events to enhance student engagement and overall school experience.

For Parents:

1. Strengthen school-home communication by establishing clear protocols for timely updates on student grades, behavior, and assignments.

2. Review and enhance school safety measures and discipline policies to address concerns about bullying, violence, and drug use.

3. Enrich the academic program by incorporating more rigorous curriculum, practical life skills classes, and improved academic resources.

4. Expand extracurricular activities, including sports teams, arts programs, and student clubs, to meet family preferences.

5. Improve the quality and variety of school lunch options to satisfy parents' desires for healthier, tastier meals for their children.

For Staff:

1. Provide targeted professional development and support for staff in areas such as student discipline, special education, and mental health.

2. Increase staff support by hiring additional personnel, creating opportunities for collaboration, and providing dedicated staff spaces.

3. Improve resources and facilities, particularly for science education, by acquiring necessary equipment, materials, and addressing space constraints.

4. Foster open communication and collaboration among departments and include staff in decision-making processes that affect school policies and practices.

5. Set higher academic standards, particularly in lower grades, and implement high dosage academic interventions for struggling students.

To implement these suggestions, the school will take the following steps:

1. Form task forces or committees to develop action plans addressing each area of improvement, with clear goals, timelines, and responsibilities.

2. Allocate necessary resources, including budget, personnel, and materials, to support the implementation of improvement initiatives.

3. Provide training and professional development for staff to enhance their skills and capacity to effectively implement changes.

4. Regularly communicate progress updates and gather ongoing feedback from students, parents, and staff to ensure continuous improvement.

5. Monitor and evaluate the effectiveness of implemented changes using relevant data and metrics, making adjustments as needed to optimize results.

MAGNOLIA SCIENCE ACADEMY - 4

2023-24 EDUCATIONAL PARTNERS SURVEY REFLECTIONS

Introduction:

Educational partner voices, i.e., voices of our students, families, staff, and other school community members, play a powerful role in helping us learn how to improve our teaching, leadership, and other school practices. Surveys have been the primary means of collecting student, family, and staff voices about what we are doing great and should keep doing, and what areas for improvement are so we can continue to provide our students with the best quality education. MPS uses an online platform to provide students, families, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and safety. This feedback instrument provides teachers and school leaders with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

Annual educational partner experience survey:

MPS uses the CORE DISTRICTS survey instrument developed by WestEd for the California Department of Education as our annual educational partner experience survey. The survey includes questions for school climate indicators which include the following four topics for students, families, and staff:

- Climate of Support for Academic Learning;
- Knowledge and Fairness of Discipline, Rules and Norms;
- Safety;
- Sense of Belonging (School Connectedness).

Some sample questions on the survey include:

- "This school is a supportive and inviting place for students to learn."
- "All students are treated fairly when they break school rules."
- "How safe do you feel when you are at school?"
- "I feel like I am part of this school."

Student SEL survey:

Separate from the annual educational partner experience survey, our "students" also take the CORE DISTRICTS Social Emotional Learning (SEL) survey in the fall and spring. The SEL survey asks questions in additional four topics which include indicators for social-emotional competencies:

- Growth Mindset;
- Self-Efficacy;
- Self-Management;
- Social Awareness.

As part of our MTSS efforts, school leadership, teachers, and support staff analyze student SEL survey results in the fall to provide our students with targeted social-emotional support and then measure student responses again in the

spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This document is about our reflections on the annual educational partner experience survey results. Our reflections on the student SEL surveys are provided in a separate document.

Survey Participation Rates:

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	100%	100%	100.0%
Spring 2023 Survey Participation Rates:	100%	100%	100.0%
Change since Spring 2023: *(percentage points)*	0.0	0.0%	0.0
Next Year Survey Participation Targets:	≥ 95.0%	≥ 75.0%	≥ 95.0%
Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.			

Over the past year, MSA-4 has maintained exceptional survey participation rates among students, families, and staff members. Both in Spring 2023 and Spring 2024, the participation rates were recorded at 100% across all educational partners, reflecting a strong commitment to engaging educational partners in the school community.

Overall, the consistently high survey participation rates demonstrate the strong sense of involvement and commitment within the MSA-4 community. By setting targets for continued improvement, the school aims to further enhance communication and partnership among all educational partners in the upcoming year.

Overall Satisfaction Rates:

This rate measures our educational partners' overall satisfaction with the school through their responses to the following question: **"Overall, I am satisfied and would recommend this school to other students / parents / educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	75%	95%	100%

Spring 2023 Overall Satisfaction Rates:	71%	94%	88%
Change since Spring 2023: *(percentage points)*	+4	+1	+12
Next Year Overall Satisfaction Targets:	≥ 75%	≥ 95%	≥ 85%

Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year? If so, what might have caused changes in overall satisfaction rates? You may include quotes from the free-responses that would attest to educational partners' overall satisfaction.

From Spring 2023 to Spring 2024, MSA-4 saw improvements in overall satisfaction rates across all educational partners. Students, families, and staff members reported higher satisfaction levels than the previous year.

The most significant increase was observed among staff members, with a 12-percentage point rise in overall satisfaction rates. This substantial improvement may be attributed to various factors, such as enhanced communication, professional development opportunities, or school culture and climate improvements.

Additionally, students and families reported slight increases in overall satisfaction rates, with a 4-percentage point increase for students and a 1-percentage point increase for families. These improvements could result from the school's targeted efforts to address specific areas of concern, implement feedback from previous surveys, or introduce new initiatives to enhance the overall educational experience.

MSA-4 has set ambitious targets for overall satisfaction rates in the coming year, aiming to maintain or exceed the current satisfaction levels. By prioritizing the needs and feedback of all educational partners, the school strives to foster a supportive and positive learning environment for everyone involved.

Overall, the improvements in overall satisfaction rates indicate a positive trajectory for MSA-4, reflecting the dedication and collaborative efforts of the entire school community in striving for continuous improvement and excellence.

Average Approval Rates:

Student Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	76%	60th-79th percentile	+10
Knowledge and Fairness of Discipline, Rules and Norms	71%	60th-79th percentile	+10
Safety	72%	60th-79th percentile	- 6
Sense of Belonging (School Connectedness)	58%	40th-59th percentile	+12

Family Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	96%	60th-79th percentile	0
Knowledge and Fairness of Discipline, Rules and Norms	95%	60th-79th percentile	0
Safety	95%	60th-79th percentile	-1
Sense of Belonging (School Connectedness)	96%	80th-99th percentile	-1

Staff Survey:

Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	100%	80th-99th percentile	+5
Knowledge and Fairness of Discipline, Rules and Norms	93%	60th-79th percentile	+6
Safety	83%	40th-59th percentile	+14
Sense of Belonging (School Connectedness)	98%	80th-99th percentile	+12

Average approval rate measures our educational partners' average approval rating based on their responses to **ALL** questions with a rating.

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	70%	96%	94%
Spring 2023 Average Approval Rates:	64%	96%	85%
Change since Spring 2023: *(percentage points)*	+6	0	+9
Next Year Average Approval Targets:	≥ 65%	≥ 95%	≥ 80%

Survey Findings:

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings Based on Average Approval Rates of Survey Topics/Questions:
Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?
The average approval rates for MSA-4 have shown notable improvements across all educational partners from Spring 2023 to Spring 2024.   Students experienced a significant increase of 6 percentage points in average approval rates, indicating a higher level of satisfaction with various aspects of their educational experience. This improvement may be attributed to enhancements in curriculum, extracurricular activities, or school support services aimed at meeting student needs.   Family members maintained a consistent average approval rate from the previous year, remaining at a high level of 96%. This suggests that families continue to be satisfied with the overall quality of education and support provided by MSA-4. The stability in family approval rates could be attributed to effective communication

channels, family engagement initiatives, and responsive support from school staff.

Staff members exhibited the most substantial improvement in average approval rates, with a remarkable increase of 9 percentage points compared to Spring 2023. This significant uptick may be the result of efforts to address staff concerns, enhance professional development opportunities, foster a positive work environment, and strengthen collaboration among colleagues and school leadership.

Looking ahead, MSA-4 has set ambitious targets for average approval rates in the coming year, aiming to sustain or surpass the current approval levels. By prioritizing ongoing communication, collaboration, and responsiveness to the needs and feedback of all educational partners, the MSA-4 aims to foster a supportive and enriching learning environment for everyone involved.

Overall, the improvements in average approval rates reflect the dedication and commitment of the entire school community toward continuous improvement and excellence in education at MSA-4.

Reflections: Successes

Write a description of successes and/or progress based on a review of the approval rates of survey topics/questions. (Considering the average approval rates for each topic, what strengths were visible in each survey type: student, family, staff? Which topics and questions have the highest approval rates? What are you most proud of? How do you plan to maintain or build upon that success?)

The data from the MSA-4 surveys across student, family, and staff groups show significant successes and noteworthy progress in several areas.

Student Survey

Climate of Support for Academic Learning: This topic showed a strong approval rate of 76%, placing it in the 60th to 79th percentile compared to the CORE Districts dataset. An impressive year-over-year improvement of +10 percentage points suggests that initiatives to enhance academic support are resonating well with

students.

Knowledge and Fairness of Discipline, Rules, and Norms: Also ranking in the 60th to 79th percentile, this topic's 71% approval rate and a +10-point improvement highlight effective communication and enforcement of discipline and norms.

Safety: Although there's a decrease of 6 points, the 72% approval rate still places it in the 60th to 79th percentile, indicating that safety is generally perceived well, although with room for further enhancement.

Sense of Belonging (School Connectedness): This is the area with the most significant increase (+12 points), bringing the approval to 58%. Despite being in the lower 40th to 59th percentile, the improvement shows growing student engagement and a strengthening school community.

Family Survey

Climate of Support for Academic Learning and Sense of Belonging: Both these areas show exceptionally high approval ratings of 96%, with Sense of Belonging standing out in the 80th to 99th percentile. The stable high performance (no change from the previous year) in academic support underscores strong family confidence in the school's educational environment.

Knowledge and Fairness of Discipline, Rules, and Norms, and Safety: Nearly matching the approval rates of other topics at 95%, these indicate solid trust in the school's handling of discipline and safety, even though there's a slight dip of 1 point from last year in both areas.

Staff Survey

Climate of Support for Academic Learning: Achieving a perfect approval rating of 100%, which is a +5 points increase, reflects exceptional staff satisfaction and alignment with the school's academic strategies.

Sense of Belonging (School Connectedness): At 98% approval, up 12 points, this suggests that staff feel highly valued and connected within the school community.

Safety: Noteworthy improvement is seen here with an 83% approval rate and a significant +14 point gain, though it still ranks in the lower 40th to 59th percentile.

This indicates a positive trajectory in creating a safer working environment.

Knowledge and Fairness of Discipline, Rules, and Norms: Holding strong at 93% and improving by 6 points, staff perceptions here are very favorable.

Proud Achievements and Future Plans

Most Proud Of: The substantial improvements in "Sense of Belonging" across all surveys, which is pivotal for fostering an inclusive and supportive school culture.

Maintaining Success: Continued engagement through regular feedback mechanisms, community-building activities, and responsive policy adjustments will be key.

Building on Success: Focus will be on areas with lesser approval or decline, such as student safety and staff survey's lower percentile rankings. Implementing targeted interventions, increased security measures, and continuous professional development will address these.

Overall, the average approval rates reflect a strong endorsement of the school's efforts from all educational partners. Maintaining open lines of communication and continuing to build on the evident strengths will be crucial for sustained success and improvement MSA-4.

Reflections: Identified Needs

Write a description of any areas that need significant improvement based on a review of the approval rates of survey topics/questions, including any areas of low approval and significant gaps among responses of student groups, and any steps taken to address those areas. (Considering the average approval rates for each topic, what areas for improvement emerged? Which topics and questions have the lowest approval rates? What are areas that need your close attention? Are there any gaps, i.e., are there any topics or questions for which approval rate for any student group is below the "all students" approval rate? What steps is the school planning to take to address these areas with the greatest need for improvement?)

The MSA-4 survey data for students, families, and staff provides a comprehensive view of the perceptions and satisfaction levels across different aspects of the school environment, indicating notable successes and areas for continuous improvement.

For the student survey, the Climate of Support for Academic Learning and Knowledge and Fairness of Discipline, Rules and Norms both show substantial approval rates of

76% and 71% respectively, with each experiencing a significant improvement of 10 percentage points from the previous year. These topics fall within the 60th to 79th percentiles when compared to the CORE Districts, highlighting strengths in the school's academic and disciplinary frameworks. However, the Safety topic saw a decline of 6 points, despite a still respectable 72% approval rate, suggesting a need for targeted safety measures. The Sense of Belonging (School Connectedness) noted the most substantial rise, up 12 points, although it remains at a lower percentile range (40th-59th), indicating ongoing efforts to enhance student engagement and connection are having a positive impact.

The family survey exhibits exceptionally high approval rates, with Climate of Support for Academic Learning, Knowledge and Fairness of Discipline, Rules and Norms, and Safety all scoring 95% or above. The Sense of Belonging stands out with 96% approval, placing it in the 80th to 99th percentile, despite a slight decrease of 1 point from the previous year. These figures reflect a strong endorsement of the school's efforts by the families.

Staff responses are overwhelmingly positive, with 100% approval for the Climate of Support for Academic Learning, which not only shows a 5-point increase but also ranks in the 80th to 99th percentile. Safety and Sense of Belonging also recorded significant gains of 14 and 12 points respectively, with Safety needing further attention despite the improvements, as it still ranks lower compared to other areas.

The overall average approval rates from Spring 2024 show significant improvements in staff approval from 85% to 94% and a noteworthy increase in student approval from 64% to 70%. Family approval remained stable at 96%. Looking forward, the school is set to maintain these high standards and address the identified areas for improvement, aiming to meet or exceed the targets of at least 65% for students, 95% for families, and 80% for staff. This continuous striving for excellence suggests a proactive approach in managing and enhancing the educational environment for all educational partners.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your

school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so that we can maintain and improve the educational quality of our schools on an ongoing basis.

Findings Based on Free-Response Questions:
WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL? **(GLOWS)** Considering the free responses to this question, what strengths were visible in each survey type: student, family, staff? Are there any patterns? What are you most proud of based on the responses? How do you plan to maintain or build upon that success?
- Students, staff, and families praise the supportive, inclusive environment with strong communication and caring staff.   - Benefits from the small school setting include personalized education and closer relationships.   - Students enjoy engaging activities and value available college courses, indicating successful enrichment opportunities.   - Parents appreciate the school's commitment to maintaining open and timely communication.   - Many in the school community feel safe and respected.
WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL? **(SUGGESTIONS)** Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps, i.e., are there any areas that need to be improved for any student group?
- Responses indicated a need for better maintenance and enhancements in school facilities, particularly bathrooms and the availability of supplies like soap and toilet paper.   - There is a call for updated and additional resources such as more Chromebooks, chargers, and improvements in classroom materials.

- Both students and families frequently criticized the quality of school meals, suggesting a significant area for improvement.
- Students expressed a desire for more sports teams and physical activities, pointing to a demand for broader athletic opportunities.
- There is a need to improve school-wide consistency among teachers in developing positive and supportive teacher-to-student relationships.

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

- Initiate an infrastructure enhancement plan focusing on bathroom upgrades and the regular maintenance and stocking of all school facilities with the plant manager.
- Work with food service providers to improve the quality and variety of meals offered at the school.
- Increase the availability of technological resources and consider feedback regarding educational materials to support diverse learning needs.
- Address student demand by expanding the range of team sports and extracurricular activities, potentially including more community events and parent involvement.
- Launch a targeted professional development program to standardize and enhance teacher-student relationship skills across the school.

2023-24 EDUCATIONAL PARTNERS SURVEY REFLECTIONS

Introduction:

Educational partner voices, i.e., voices of our students, families, staff, and other school community members, play a powerful role in helping us learn how to improve our teaching, leadership, and other school practices. Surveys have been the primary means of collecting student, family, and staff voices about what we are doing great and should keep doing, and what areas for improvement are so we can continue to provide our students with the best quality education. MPS uses an online platform to provide students, families, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and safety. This feedback instrument provides teachers and school leaders with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

Annual educational partner experience survey:

MPS uses the CORE DISTRICTS survey instrument developed by WestEd for the California Department of Education as our annual educational partner experience survey. The survey includes questions for school climate indicators which include the following four topics for students, families, and staff:

- Climate of Support for Academic Learning;
- Knowledge and Fairness of Discipline, Rules and Norms;
- Safety;
- Sense of Belonging (School Connectedness).

Some sample questions on the survey include:

- "This school is a supportive and inviting place for students to learn."
- "All students are treated fairly when they break school rules."
- "How safe do you feel when you are at school?"

- "I feel like I am part of this school."

Student SEL survey:

Separate from the annual educational partner experience survey, our "students" also take the CORE DISTRICTS Social Emotional Learning (SEL) survey in the fall and spring. The SEL survey asks questions in additional four topics which include indicators for social-emotional competencies:

- Growth Mindset;
- Self-Efficacy;
- Self-Management;
- Social Awareness.

As part of our MTSS efforts, school leadership, teachers, and support staff analyze student SEL survey results in the fall to provide our students with targeted social-emotional support and then measure student responses again in the spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This document is about our reflections on the annual educational partner experience survey results. Our reflections on the student SEL surveys are provided in a separate document.

Survey Participation Rates:

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	100%	88.4%	96.3%
Spring 2023 Survey Participation Rates:	100%	87.6%	100%
Change since Spring 2023: *(percentage points)*	0	+0.8	-3.7

Next Year Survey Participation Targets:	≥ 95.0%	≥ 75.0%	≥ 95.0%

Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.

Participation rates for students remained consistent at 100% from Spring 2023 to Spring 2024, meeting the target of 95%.
Family participation rates increased slightly by 0.8 percentage points from 87.6% in Spring 2023 to 88.4% in Spring 2024.
Although it didn't quite meet the target of 75%, it still showed a positive trend.
Staff participation rates decreased by 3.7 percentage points from 100% in Spring 2023 to 96.3% in Spring 2024.
While still above the target of 95%, it suggests a decrease in engagement compared to the previous year.

Changes from last year and potential causes:

Student Participation: No change observed, indicating a stable engagement level. Potential factors contributing to this consistency could include effective communication strategies, clear relevance of the survey topics to our students, or perhaps the mandatory nature of the survey for students.

Family Participation: A slight increase in participation rates may be attributed to improved communication methods, incentives for participation, or increased awareness and understanding of the importance of the survey among families. Perhaps efforts were made to make the survey more accessible or convenient for families to complete.

Staff Participation: The decrease in staff participation rates might be due to various factors such as survey fatigue, changes in staff demographics or turnover, decreased perceived relevance of the survey topics. Additionally, there might have been changes in how the survey was communicated to staff, leading to a decrease in engagement.

Overall Satisfaction Rates:

This rate measures our educational partners' overall satisfaction with the school through their responses to the following question: **"Overall, I am satisfied and would recommend this school to other students/parents/educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	78%	96%	93%
Spring 2023 Overall Satisfaction Rates:	81%	96%	75%
Change since Spring 2023: *(percentage points)*	-3	0	-18
Next Year Overall Satisfaction Targets:	≥ 75%	≥ 95%	≥ 85%
Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year? If so, what might have caused changes in overall satisfaction rates? You may include quotes from the free-responses that would attest to educational partners' overall satisfaction.			
Student Satisfaction: There was a slight decrease in student satisfaction rates, dropping by 3 percentage points from 81% in Spring 2023 to 78% in Spring 2024. Despite this decline, the satisfaction level remains above the target of 75%. Family Satisfaction: Family satisfaction rates remained stable at 96% from Spring 2023 to Spring 2024, meeting the target of 95%. Staff Satisfaction: Staff satisfaction rates experienced a significant decrease of 18 percentage points, declining from 75% in Spring 2023 to 93% in Spring 2024. However, it still surpasses the target of 85%.			

Changes from last year and potential causes:

Student Satisfaction: The slight decrease in student satisfaction rates could be attributed to various factors such as changes in educational programs, facilities, or services, which may not have met students' expectations. Additionally, external factors such as the impact of the pandemic on learning experiences or campus life could have influenced student satisfaction levels.

Family Satisfaction: Family satisfaction rates remained unchanged, indicating consistent levels of satisfaction with the educational offerings and services. This stability might suggest that the school has maintained a high standard of communication, support, and engagement with families over the past year.

Staff Satisfaction: The significant decrease in staff satisfaction rates raises concerns. Potential causes could include changes in workplace conditions, workload, or due to unique circumstances. The substantial drop suggests that there may have been issues or concerns among staff members that need to be addressed to improve overall satisfaction levels.

Quotes from free-responses that attest to educational partners' overall satisfaction:

- "I appreciate the effort the school puts into engaging with families and keeping us informed about our children's education. It makes us feel valued and involved in the learning process."
- "The support from the staff has been exceptional. They are always willing to go the extra mile to ensure that students receive the assistance they need to succeed academically and personally."
- "The recent changes in administration have had a positive impact on the overall culture of the workplace. There's a renewed sense of teamwork and collaboration, which has improved morale among staff members."

Average Approval Rates:

Student Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	78%	40th-59th percentile	- 3
Knowledge and Fairness of Discipline, Rules and Norms	66%	40th-59th percentile	- 3
Safety	67%	40th-59th percentile	- 2
Sense of Belonging (School Connectedness)	52%	20th-39th percentile	- 3

Family Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	98%	80th-99th percentile	0
Knowledge and Fairness of Discipline, Rules and Norms	99%	80th-99th percentile	+2
Safety	87%	20th-39th percentile	-5
Sense of Belonging (School	98%	480th-99th	+1

Connectedness)		percentile	

Staff Survey:

Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	97%	60th-79th percentile	-1
Knowledge and Fairness of Discipline, Rules and Norms	78%	20th-39th percentile	- 22
Safety	75%	40th-59th percentile	- 14
Sense of Belonging (School Connectedness)	69%	20th-39th percentile	- 14

Average approval rate measures our educational partners' average approval rating based on their responses to **ALL** questions with a rating.

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	67%	96%	80%
Spring 2023 Average Approval Rates:	68%	96%	93%
Change since Spring 2023: *(percentage points)*	-1	0	-13
Next Year Average Approval	≥ 67%	≥ 95%	≥ 80%

Targets:			

<u>Survey Findings:</u>

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings Based on Average Approval Rates of Survey Topics/Questions:
Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?
Our observations on the average approval rates from this year's data compared to last year's are as follows: 1. Student Approval Rates: There's a **slight decrease** in average approval rates for students from the prior year. Potential causes could include changes in **school policies, academic experiences, or overall campus climate.** 2. Family Approval Rates: Family approval rates have **remained stable** with no significant changes from the prior year. This suggests that the factors influencing family satisfaction have likely remained consistent, such as perceptions of **academic support, communication with the school, and overall safety.** 3. Staff Approval Rates: The most notable change is seen in staff approval rates, with a significant decrease from the prior year. This decrease suggests potential dissatisfaction among staff members, which could be influenced by various factors such as changes in **leadership, workload, and facility.**

Reflections: Successes

Write a description of successes and/or progress based on a review of the approval rates of survey topics/questions. (Considering the average approval rates for each topic, what strengths were visible in each survey type: student, family, staff? Which topics and questions have the highest approval rates? What are you most proud of? How do you plan to maintain or build upon that success?)

Several successes and areas of progress are as follows:

1. Student Survey:

   -The topics with the highest approval rates include "**Climate of Support for Academic Learning" and "Knowledge and Fairness of Discipline, Rules and Norms,"** both scoring in the 40th-59th percentile range.

   - Success is visible in the consistency of approval rates across topics, indicating a generally positive perception of **academic support and disciplinary fairness** among students.

   - I am most proud of the improvements seen in the "**Sense of Belonging (School Connectedness)**" topic, with a notable 3-percentage point increase from the prior year.

   - To maintain or build upon this success, efforts can focus on further enhancing initiatives that foster a sense of belonging and connectedness within the school community, such as **mentorship programs, extracurricular activities, and inclusive classroom practices.**

2. Family Survey:

   - The topics with the highest approval rates are "**Climate of Support for Academic Learning" and "Knowledge and Fairness of Discipline, Rules**

and Norms," both scoring in the 80th-99th percentile range.

  - Success is evident in the consistently high approval rates across topics, reflecting strong perceptions of **academic support and fairness in disciplinary practices** among families.

  - I am particularly proud of the high approval rates in these areas, which indicate a **high level of trust and satisfaction** among families with the educational experience provided by the school.

  - To maintain or build upon this success, continued communication and collaboration with families will be essential, ensuring **transparency, responsiveness, and involvement in decision-making processes.**

3. Staff Survey:

  - The topic with the highest approval rate is "**Climate of Support for Academic Learning,**" scoring in the 60th-79th percentile range.

  - Success is visible in the significant improvements seen in topics such as "**Knowledge and Fairness of Discipline, Rules and Norms" and "Safety,**" with notable increases from the prior year.

  - I am most proud of the **dedication and effort demonstrated by staff members** in addressing areas of concern and working towards improvements in various aspects of the educational environment.

  - To maintain or build upon this success, **ongoing professional development opportunities, open communication channels, and recognition of staff contributions** can be implemented to support staff well-being and foster a positive work environment.

Reflections: Identified Needs

Write a description of any areas that need significant improvement based on a review of the approval rates of survey topics/questions, including any areas of low approval and significant gaps among responses of student groups, and any steps taken to address those areas. (Considering the average approval rates for each topic, what areas for improvement emerged? Which topics and questions have the lowest approval rates? What are areas that need your close attention? Are there any gaps, i.e., are there any topics or questions for which approval rate for any student group is below the "all students" approval rate? What steps is the school planning to take to address these areas with the greatest need for improvement?)

While the average approval rates for Family and Staff remained relatively stable, there was a notable decrease for students. The most significant drop was observed among Staff, with a 13-percentage point decrease since Spring 2023. Among the survey topics/questions, the area with the lowest approval rate in Spring 2024 was among Staff, which dropped by 13 percentage points from the previous year. Despite the decrease, Student approval rates remain above the target threshold of 67%, indicating a generally positive perception among students. Notably, the approval rate for Staff is below the "all students" approval rate, indicating a discrepancy in perception between Staff and Students. While Family and Student approval rates are close to or exceed the target thresholds, Staff approval rates lag behind significantly, warranting closer attention.

Considering the significant decline in Staff approval rates, it's crucial to delve into the root causes and rectify any factors influencing Staff satisfaction and perception. Continuing the practice of regular feedback will be instrumental in monitoring and addressing issues head on. Improving communication channels with staff will not only offer greater support but also foster a sense of contentment among them.

In conclusion, while overall satisfaction levels remain relatively high, there are clear

areas for improvement, particularly among Staff members. By addressing these areas with targeted interventions and proactive measures, the school aims to enhance overall satisfaction and meet or exceed the set approval targets in the upcoming year.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so that we can maintain and improve the educational quality of our schools on an ongoing basis.

Findings Based on Free-Response Questions:
WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL? **(GLOWS)** Considering the free responses to this question, what strengths were visible in each survey type: student, family, staff? Are there any patterns? What are you most proud of based on the responses? How do you plan to maintain or build upon that success?
Based on the responses, what we can be most proud of is encouraging a culture of support and effective communication within our school community. This indicates that staff, families, and students feel valued and connected, which is crucial for a positive learning environment. To maintain and build upon this success, we will implement the following strategies,

regularly receiving feedback to continue to gather information from staff, families, and students through surveys, focus groups, or suggestion boxes. This will help us understand any changing needs or areas for improvement. Promote collaboration by encouraging collaboration among different stakeholders by organizing regular meetings, workshops, or events where we can share ideas, resources, and best practices. Offer training and professional developments focusing on effective communication, conflict resolution, and building supportive relationships. Investing in the development of our staff will ultimately benefit the entire school community. Recognizing and celebrating instances of collaboration and support within our school community. This could be through shout-outs in newsletters, awards ceremonies, or social media highlights. Fostering an environment where individuals feel comfortable expressing their needs, concerns, and ideas. This could involve implementing an open-door policy for staff, establishing regular communication channels with families, and providing students with platforms to voice their opinions. Finally, by leading by example, as school leaders, demonstrate a commitment to collaboration and support by actively engaging with staff, families, and students, and modeling effective communication practices.

By consistently prioritizing and reinforcing these strategies, we can further strengthen the sense of support and communication within our school community, creating a positive and thriving environment for all stakeholders.

WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL? **(SUGGESTIONS)**

Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps, i.e., are there any areas that need to be improved for any student group?

Based on the feedback received from the surveys and the specific suggestions provided after reviewing the results with staff, it's evident that improving the Climate of Support and Sense of Belonging within the school community emerged as a significant focus area. One suggestion that we can offer will be to focus and promote a positive work culture like attitude improvement, fostering stronger connections with students through home visits, and celebrating successes with positive phone calls home along with encouraging more interactions and engagement in activities within the school community.

Patterns that emerge from these suggestions include the overarching theme of enhancing community engagement, fostering positive relationships, and creating inclusive environments across all survey types. Areas that require closer attention include: ensuring alignment between staff and student perceptions of the school culture and sense of belonging. Addressing any disparities between the experiences and needs of different student groups, particularly those from marginalized backgrounds. And, lastly, implementing targeted initiatives to improve communication and collaboration between the school, families, and staff members.

Overall, by addressing these suggestions and focusing on improving the Climate of Support and Sense of Belonging within the school community, the school can create a more positive and inclusive environment conducive to student success and overall well-being.

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

MSA-5 is excited about the new facility project, with the relocation tentatively scheduled for August 2025. We would like to update the community on the facility's

progress and seek feedback for the design and utilization of the new site during PAC/ELAC and faculty meetings and Parentsquare messages.

To enhance the Sense of Belonging, the MSA-5 team will emphasize the concept of "respect" among students and towards adults. The Life Skills and Advisory courses will be the platforms to review necessary skills.Increased supervision in both indoor and outdoor spaces will be provided to enhance security and safety measures.

They have highlighted the need for additional support from college counselors, including better information on application deadlines and more assistance in preparing strong applications.There will be a more concerted effort in college and career counseling to improve the quality and availability of college counseling services. Students have expressed a need for more guidance, feeling underprepared for the college application process.

MAGNOLIA SCIENCE ACADEMY - 6

2023-24 EDUCATIONAL PARTNERS SURVEY REFLECTIONS

Introduction:

Educational partner voices, i.e., voices of our students, families, staff, and other school community members, play a powerful role in helping us learn how to improve our teaching, leadership, and other school practices. Surveys have been the primary means of collecting student, family, and staff voices about what we are doing great and should keep doing, and what areas for improvement are so we can continue to provide our students with the best quality education. MPS uses an online platform to provide students, families, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and safety. This feedback instrument provides teachers and school leaders with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

Annual educational partner experience survey:

MPS uses the CORE DISTRICTS survey instrument developed by WestEd for the California Department of Education as our annual educational partner experience survey. The survey includes questions for school climate indicators which include the following four topics for students, families, and staff:

- Climate of Support for Academic Learning;
- Knowledge and Fairness of Discipline, Rules and Norms;
- Safety;
- Sense of Belonging (School Connectedness).

Some sample questions on the survey include:

- "This school is a supportive and inviting place for students to learn."
- "All students are treated fairly when they break school rules."
- "How safe do you feel when you are at school?"
- "I feel like I am part of this school."

Student SEL survey:

Separate from the annual educational partner experience survey, our "students" also take the CORE DISTRICTS Social Emotional Learning (SEL) survey in the fall and spring. The SEL survey asks questions in additional four topics which include indicators for social-emotional competencies:

- Growth Mindset;
- Self-Efficacy;
- Self-Management;
- Social Awareness.

As part of our MTSS efforts, school leadership, teachers, and support staff analyze student SEL survey results in the fall to provide our students with targeted social-emotional support and then measure student responses again in the

spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This document is about our reflections on the <u>annual educational partner experience survey results</u>. Our reflections on the student SEL surveys are provided in a separate document.

<u>Survey Participation Rates:</u>

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	99.1%	94.2%	100%
Spring 2023 Survey Participation Rates:	100%	96.4%	100%
Change since Spring 2023: *(percentage points)*	-0.9%	-2.2%	NA
Next Year Survey Participation Targets:	≥ 95.0%	≥ 75.0%	≥ 95.0%
Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.			
We had a slight dip in student and family survey participation rates. We had a rostered student disenroll during the survey window, which accounts for that dip. We also had families that explicitly stated that they did not want to participate in the survey this year, accounting for the dip there.			

<u>Overall Satisfaction Rates:</u>

This rate measures our educational partners' overall satisfaction with the school through their responses to the following question: **"Overall, I am satisfied and would recommend this school to other students / parents / educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	85%	98%	93%
Spring 2023 Overall Satisfaction Rates:	80%	98%	97%
Change since Spring 2023: *(percentage points)*	+5	NA	-4
Next Year Overall Satisfaction Targets:	≥ 75%	≥ 95%	≥ 85%
Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year? If			

There is an increase in overall satisfaction by 5% for students. Some reasons for this are: the schoolwide PBIS effort having more fidelity among staff, a rise in the quality of the instruction in math and science departments, and a growing connection to the new community of students in the KTown area. The family satisfaction rate stayed the same. The staff satisfaction rate dropped by 4%. Some reasons for this include: difficulty sharing classroom space, and a change in math curriculums requiring increased planning and training, and some difficulties with equitable view sharing, being too small of a school, and plan making in staff meetings.

Average Approval Rates:

Student Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	84%	80th-99th percentile	-1
Knowledge and Fairness of Discipline, Rules and Norms	76%	80th-99th percentile	-2
Safety	76%	80th-99th percentile	+5
Sense of Belonging (School Connectedness)	72%	80th-99th percentile	+5

Family Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	99%	80th-99th percentile	0
Knowledge and Fairness of Discipline, Rules and Norms	97%	80th-99th percentile	-1
Safety	100%	80th-99th percentile	+4
Sense of Belonging (School Connectedness)	98%	80th-99th percentile	-1

<u>Staff Survey:</u>

Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	98%	80th-99th percentile	-2
Knowledge and Fairness of Discipline, Rules and Norms	95%	80th-99th percentile	-3
Safety	95%	80th-99th percentile	-1
Sense of Belonging (School Connectedness)	83%	40th-59th percentile	-12

Average approval rate measures our educational partners' average approval rating based on their responses to **ALL** questions with a rating.

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	77%	98%	93%
Spring 2023 Average Approval Rates:	76%	98%	97%
Change since Spring 2023: *(percentage points)*	+1	0	-4
Next Year Average Approval Targets:	≥ 65%	≥ 95%	≥ 80%

Survey Findings:

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings Based on Average Approval Rates of Survey Topics/Questions:
Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?
Family approval rates stayed the same. Student approval rates increased by 1%. Staff approval rates dropped by 4%.

Reflections: Successes

Write a description of successes and/or progress based on a review of the approval rates of survey topics/questions. (Considering the average approval rates for each topic, what strengths were visible in each survey type: student, family, staff? Which topics and questions have the highest approval rates? What are you most proud of? How do you plan to maintain or build upon that success?)

Students - The survey shows that we are amongst the 80th to 99th percentile in all categories. Our strongest being the climate of support for academic learning at 84%.

Staff - The survey shows that we are amongst the 80th to 99th percentile in 3 or the 4 categories. Our strongest being the climate of support for academic learning at 98%.

Families - The survey shows that we are amongst the 80th to 99th percentile in all categories. Our strongest being the safety and climate of support for academic learning at 100% and 99% respectively.

We are proud that the culture of instruction is positive and caring.

Reflections: Identified Needs

Write a description of any areas that need significant improvement based on a review of the approval rates of survey topics/questions, including any areas of low approval and significant gaps among responses of student groups, and any steps taken to address those areas. (Considering the average approval rates for each topic, what areas for improvement emerged? Which topics and questions have the lowest approval rates? What are areas that need your close attention? Are there any gaps, i.e., are there any topics or questions for which approval rate for any student group is below the "all students" approval rate? What steps is the school planning to take to address these areas with the greatest need for improvement?)

Students - The survey shows that "sense of belonging" was identified as an area of need at 72%, but an increase of 5 points from last year.

How did students respond to each question?

Sorted by Survey order ▾   First to last ▾

QUESTION ❯ I feel close to people at this school.	**68**% ⓘ responded favorably	▲ **5** from Spring 2023
QUESTION ❯ I am happy to be at this school.	**68**% ⓘ responded favorably	▲ **4** from Spring 2023
QUESTION ❯ I feel like I am part of this school.	**71**% ⓘ responded favorably	▲ **1** from Spring 2023
QUESTION ❯ The teachers at this school treat students fairly.	**72**% ⓘ responded favorably	▲ **2** from Spring 2023
QUESTION ❯ I feel safe in my school.	**83**% ⓘ responded favorably	▲ **13** from Spring 2023

Staff - The survey shows that "sense of belonging" was identified as an area of need at 72%, a decrease of 12 points from last year. Looking deeper into this category, the question "How many adults at this school have close professional relationships with one another?" had a significant drop of 43%. Also, the question, "How many adults at this school feel a responsibility to improve this school?" had dropped 22%. We noticed that room sharing became difficult at times, causing teachers of different organizational habits and work style to have to find many compromises. Also, we had two staff leave the site this year midway through, and we believe it caused damage to the staff culture. We can certainly use more team building opportunities to unite staff and develop deeper relationships.

How did teachers & staff respond to each question?

Sorted by Survey order ▾   First to last ▾

QUESTION		
How many adults at this school have close professional relationships with one another?	**50** % ⓘ responded favorably	▼ 43 from Spring 2023
How many adults at this school support and treat each other with respect?	**100** % ⓘ responded favorably	▲ 7 from Spring 2023
How many adults at this school feel a responsibility to improve this school?	**71** % ⓘ responded favorably	▼ 22 from Spring 2023
This school is a supportive and inviting place for staff to work.	**100** % ⓘ responded favorably	0 from Spring 2023
This school promotes trust and collegiality among staff.	**86** % ⓘ responded favorably	▼ 7 from Spring 2023
This school promotes personnel participation in decision-making that affects school practices and policies.	**93** % ⓘ responded favorably	▼ 7 from Spring 2023

Families - The survey shows that "Knowledge and Fairness of discipline, rules, and norms" was our lowest score at 97%, a decrease of 1 point.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so

that we can maintain and improve the educational quality of our schools on an ongoing basis.

Findings Based on Free-Response Questions:

WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL? **(GLOWS)**

Considering the free responses to this question, what strengths were visible in each survey type: student, family, staff? Are there any patterns? What are you most proud of based on the responses? How do you plan to maintain or build upon that success?

Student - Words that repeated in the free responses were: staff, kids, and friends.

Staff - The ratio of students to teachers, collaboration of the staff, actively creating and building an environment that feels safe for students.

Families - Teachers/staff, small school, and communication

WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL? **(SUGGESTIONS)**

Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps, i.e., are there any areas that need to be improved for any student group?

Students - Uniform, food, and lockers seem to be the biggest things that the students want changed.

Staff - Staff have expressed that they wanted to have a celebration of different cultures, the school is too small and contributes to conflict between staff members, as well as students, and the facility itself.

Families - Families have expressed that they wanted lockers for their kids, to make sure students understand the rules of the school, and to have more activities for our students.

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

1. We'll go over the uniform policy.
2. We will go over if we can afford and if we can install lockers at our school.
3. We have done diversity training and we will do a Multicultural Food Festival.
4. We are looking into utilizing our ELOP funds in a way that is education and fun.

2023-24 EDUCATIONAL PARTNERS SURVEY REFLECTIONS

Introduction:

Educational partner voices, i.e., voices of our students, families, staff, and other school community members, play a powerful role in helping us learn how to improve our teaching, leadership, and other school practices. Surveys have been the primary means of collecting student, family, and staff voices about what we are doing great and should keep doing, and what areas for improvement are so we can continue to provide our students with the best quality education. MPS uses an online platform to provide students, families, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and safety. This feedback instrument provides teachers and school leaders with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

Annual educational partner experience survey:

MPS uses the CORE DISTRICTS survey instrument developed by WestEd for the California Department of Education as our annual educational partner experience survey. The survey includes questions for school climate indicators which include the following four topics for students, families, and staff:

- Climate of Support for Academic Learning;
- Knowledge and Fairness of Discipline, Rules and Norms;
- Safety;
- Sense of Belonging (School Connectedness).

Some sample questions on the survey include:

- "This school is a supportive and inviting place for students to learn."
- "All students are treated fairly when they break school rules."
- "How safe do you feel when you are at school?"
- "I feel like I am part of this school."

Student SEL survey:

Separate from the annual educational partner experience survey, our "students" also take the CORE DISTRICTS Social Emotional Learning (SEL) survey in the fall and spring. The SEL survey asks questions in additional four topics which include indicators for social-emotional competencies:

- Growth Mindset;
- Self-Efficacy;
- Self-Management;
- Social Awareness.

As part of our MTSS efforts, school leadership, teachers, and support staff analyze student SEL survey results in the fall to provide our students with targeted social-emotional support and then measure student responses again in the

spring to measure growth, identify greatest progress and needs in order to inform our next steps.

<u>Note:</u> This document is about our reflections on the <u>annual educational partner experience survey results</u>. Our reflections on the student SEL surveys are provided in a separate document.

<u>Survey Participation Rates:</u>

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	96.8%%	82.2%	97.2%
Spring 2023 Survey Participation Rates:	97.9%%	89.3%	100%
Change since Spring 2023: *(percentage points)*	-1.1	-7.1	-2.8
Next Year Survey Participation Targets:	≥ 95.0%	≥ 80.0%	≥ 95.0%
Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.			

Our participation rate decreased slightly for all educational partner groups from 2023 to 2024. The student participation rate decreased from 97.9% to 96.8%. The teachers did a good job administering the survey in class and supporting students with the process but there were a few students who were absent and/or on Independent Study so it was challenging to get them to complete the survey. The participation rate for staff decreased from 100% to 97.2% this year. This is attributed to one staff member not taking the survey despite multiple reminders and conversations explaining the importance of staff having their voices expressed and heard. Participation in the family surveys decreased from 89.3% to 82.2%. We were able to maintain a rate of almost 100% for staff participation by keeping the practices in place that we started last school year. First, we offered dedicated time at one of our staff meetings for employees to complete their survey so they wouldn't have to use their own time to complete it. Second, we added an incentive of being entered for a chance to win a coffee gift card if they completed the survey. Third, we set time aside and translation support for our custodians to feel more comfortable with doing the survey. These three things really made a difference in our staff participation rate last year so it was important that we continue the practices this year. For the 7.1% decrease in participation of our families, we believe it is due to a few factors. One being that the parents had just finished completing the Community Schools Assets and Needs Assessment Survey in January and then this Educational Partner Survey was sent out a month later. Several of our families were confused and thought they had already completed it or didn't want to do a second survey. In looking more closely at the 40 families that did not complete the survey, 27.5% of them have students in 5th grade, which could be a factor since their child is leaving MSA-7 next year. It was also observed that all but 3 of the 40 families are a little more challenging to reach due to them using the valet drop-off, their children attending the after school program and them not attending school meetings. Personal messages and phone calls were sent to these families but the survey was still not completed.

Overall Satisfaction Rates:

This rate measures our educational partners' overall satisfaction with the school through their responses to the following question: **"Overall, I am satisfied and would recommend this school to other students / parents / educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	89%	96%	88%
Spring 2023 Overall Satisfaction Rates:	90%	100%	92%
Change since Spring 2023: *(percentage points)*	-1	-4	-4
Next Year Overall Satisfaction Targets:	≥ 80%	≥ 95%	≥ 85%

Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year? If so, what might have caused changes in overall satisfaction rates? You may include quotes from the free-responses that would attest to educational partners' overall satisfaction.

We met our overall satisfaction rate goal of 85% for students, 95% for families, and missed it by 3% for staff. Comparing Spring 2023 and Spring 2024, there was a slight decrease (1 to 4 points) for all educational partners satisfaction rates. We're unsure what contributed to the 4% decrease for parents, especially since we had more parent involvement with school activities, programs, meetings, and workshops this year than the last 5 years. One thing that we think may have caused the decrease is the fact that several of our classes had long-term substitutes this year which we understand is not the same as having one permanent teacher in the classroom. Many of our parents expressed concern with this over the course of the year and there were some survey free responses expressing it as well. There was also a 4% decrease for the staff's overall satisfaction rate this school year. Some things that we believe may have contributed to this decrease and were also expressed in the free responses include, staff feeling a change in culture school-wide, not agreeing with the ways in which discipline matters are handled, and poor or disrespectful communication styles between administration and staff.

Students:
- I LOVE my school cause the teachers are really nice and they are really respectful and the reading challenge :)
- I really like when they give me respect or be nice to me. I do like playtime at recess and I really love to hang out with my friends .
- What I like about our school is that the teachers care about you and when you're feeling sad they talk to you.
- I would suggestion Am so sorry am not trying to be rude but I think we need better food to our school to be improved.
- Sometimes the teachers give chances to others, but not to others, so I want the teachers (aides) to be fairer to others.

Parents:

- What I like most about this school is how I tell my concerns about something and they always try to find a solution.
- Small size . Afterschool clubs . ARC. They are so valuable to us! My kids confidence and happiness at school has improved since moving schools this year to MSA7 :) Thank you!
- I love the sense of community and the fact that the teachers and other staff know my kids well and are always looking out for them. They take the time to know who you and your kids are!
- The school should have a parent day, where each parent can come to class to observe, help the teacher , and see the school environment that their child experience.
- Changes to the school menu.

Staff:

- What I like best about the school that I work at is how open and welcoming everyone is! Everyone is very friendly with one another and it's makes the work environment better.
- It's a small community of people that have respect for each other. The staff is professional and they balance rigor with playtime; the students enjoy themselves.
- I appreciate the way that the school strives to be supportive and equitable toward the
- students.
- Need admin help with behavior. There is a lack of students accountability and there are no consequences. The students know they aren't going to face any consequences so behaviors continue.
- Respect. Being in education, the profession can be stressful and demanding at times. Nonetheless we need to remember to respectful to each other especially in difficult and stressful moments.

Average Approval Rates:

Student Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	69%	0th-19th percentile	- 5
Knowledge and Fairness of Discipline, Rules and Norms	68%	0th-19th percentile	- 9
Safety	63%	40th-59th percentile	- 3
Sense of Belonging (School Connectedness)	71%	0th-19th percentile	- 3

Family Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	99%	80th-99th percentile	+ 0
Knowledge and Fairness of Discipline, Rules and Norms	97%	80th-99th percentile	- 1
Safety	97%	80th-99th percentile	0
Sense of Belonging (School Connectedness)	97%	80th-99th percentile	- 2

Staff Survey:

Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	92%	40th-59th percentile	- 4
Knowledge and Fairness of Discipline, Rules and Norms	83%	20th-39th percentile	- 10
Safety	76%	40th-59th percentile	- 10
Sense of Belonging (School Connectedness)	71%	40th-59th percentile	- 12

Average approval rate measures our educational partners' average approval rating based on their responses to **ALL** questions with a rating.

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	68%	97%	81%
Spring 2023 Average Approval Rates:	73%	99%	90%
Change since Spring 2023: *(percentage points)*	-5	-2	-9
Next Year Average Approval Targets:	≥ 70%	≥ 95%	≥ 80%

Survey Findings:

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?

The decline in average approval rates from Spring 2023 to Spring 2024 for all educational partner groups was disappointing for us to see since we also had a decline last year for students and staff. The average approval rating was down this year in all categories for all educational partner groups except:

- Families - Climate of Support for Academic Learning - maintained 99%
- Families - Safety - maintained 97%

The biggest changes that occurred from last school year to this year was a decline of 10 points for staff's approval rating in the area of Knowledge and Fairness of Discipline, Rules and Norms from 93% in 2022-23 to 83% in 2023-24. Additionally there was a decline of 10 points for staff's approval rating in the area of Safety from 86% in 2022-23 to 76% in 2023-24 and 12 points in the area of Sense of Belonging (School Connectedness) from 83% in 2022-23 to 71% in 2023-24. For students we saw a 9 point decline in the area of Knowledge and Fairness of Discipline, Rules and Norms from 77% in 2022-23 to 68% in 2023-24.

We also saw a decline in the overall average approval rate for all three educational partner groups. The student average approval rate declined by 5 points from 73% to 68%. The staff average approval rate decreased by 9 points from 90% to 81%. The family's overall average approval rate decreased by 2 points from 99% to 97%.

Reflections: Successes

Write a description of successes and/or progress based on a review of the approval rates of survey topics/questions. (Considering the average approval rates for each topic, what strengths were visible in each survey type: student, family, staff? Which topics and questions have the highest approval rates? What are you most proud of? How do you plan to maintain or build upon that success?)

Strengths/Successes:

-Families - Climate of Support for Academic Learning - maintained 99%

-Families - Safety - maintained 97%

-Families - Knowledge and Fairness of Discipline, Rules and Norms - minimal decline (1 point - 97% to 97%)

-Families - Sense of Belonging (School Connectedness) - minimal decline (2 points - 99% to 97%)

-Families - Overall Approval Rating - minimal decline (2 points - 99%-97%)

-Students - Safety - minimal decline (3 points - 66% to 93%)

-Students - Sense of Belonging (School Connectedness) - minimal decline (3 points - 74% to 71%)

Highest Approval Rates:

The topic with the highest approval rate for students was Sense of Belonging (School Connectedness), with 71%. Although this is a slight decline from last year, we are still grateful to see a rate of over 70% since we have continued to work very hard this year to consistently implement strong PBIS systems and support to ensure students are aware of the expectations we have for them as well as the incentives for meeting those expectations. The topic with the highest approval rate for families was Climate of Support for Academic Learning, maintaining a rate of 99%. This was exciting to see since we have continued to grow our opportunities to build family relationships and encourage family participation and engagement this year. The topic with the highest approval rate for staff was Climate of Support for Academic Learning with 92%. This makes sense since our staff go above and beyond to provide support to our students to ensure their learning.

Most Proud:

We are most proud of the high approval ratings in all topic areas for families. All ratings were above 95% and this is encouraging to see since we understand that our families do have many options when it comes to choosing a school for their child(ren) and they have chosen MSA-7 and approve highly of it. We are also proud to see that both the family and staff educational partner groups rated the topic Climate of Support for Academic Learning fairly high (families - 99%, staff - 92%).

Maintain or Build Upon:

We will continue to build upon Sense of Belonging (School Connectedness). This used to be a highly rated topic for us but it has decreased or stayed the same recently and we'd like to do more reflecting to determine why and brainstorm how to increase this.

Reflections: Identified Needs

Write a description of any areas that need significant improvement based on a review of the approval rates of survey topics/questions, including any areas of low approval and significant gaps among responses of student groups, and any steps taken to address those areas. (Considering the average approval rates for each topic, what areas for improvement emerged? Which topics and questions have the lowest approval rates? What are areas that need your close attention? Are there any gaps, i.e., are there any topics or questions for which approval rate for any student group is below the "all students" approval rate? What steps is the school planning to take to address these areas with the greatest need for improvement?)

-Climate of Support for Academic Learning:

The approval rating for this topic decreased for students by 5 points and staff by 4 points. It is maintained at 99% for families. We are not sure of the contributing factor for the decrease in points since we have more support in place than ever for our students so we will need to do some reflecting and follow up discussions with our educational partners to help us better understand. We were without an Intervention Teacher for the first semester though so that may have contributed to the staff decrease.

-Knowledge and Fairness of Discipline, Rules and Norms:

This was an area of concern for the free responses comments, as well as the approval ratings for the student and staff educational partner groups for this topic. There was a 9 point decrease for students and a 10 point decrease for staff. We did put more systems in place this year to train teachers on what "classroom managed vs. office managed behaviors" are in an effort to decrease the number of behavior referrals coming to the office. We also had four long term substitutes on campus this year which contributed to a higher number of behavior concerns.

-Safety:

There was a decline in approval ratings for this topic for the student and staff educational groups. The student's decline wasn't significant, only 3 points for students, but it was significant for staff with 10 points. It was concerning to see this large of a decline though, because we put additional safety precautions in place the past two years including higher fencing, an upgraded security gate system and hired a campus safety aide. There have also been no safety issues on campus this year, anything that has occurred has been in the surrounding area. This is something we'll need to look further into to gain a better understanding.

-Sense of Belonging (School Connectedness):

We saw a decrease in approval rates in this area for all educational partner groups. Students are down 3 points, families 2 points and staff is down 12 points from last year. The large decrease for staff is aligned to the feedback in the free response section. For this topic, I think it is difficult for students to fully understand what school connectedness means so I would like to add the concept to their SEL lessons to help them better understand and recognize it.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so that we can maintain and improve the educational quality of our schools on an ongoing basis.

Findings Based on Free-Response Questions:

WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL? **(GLOWS)**

Considering the free responses to this question, what strengths were visible in each survey type: student, family, staff? Are there any patterns? What are you most proud of based on the responses? How do you plan to maintain or build upon that success?

- Extracurricular activities - clubs, sports, playtime (students, families)
- Kind, fair, supportive, teachers; community feeling (students, families, staff)
- Positive peer relationships; emphasis on kindness and tolerance (students, families)
- Collaboration & commitment to student learning and success (staff, families)
- Open communication and collaboration with one another (staff, families)

Patterns:

All educational partners mentioned how the school is a small, tight-knit community and how teachers and staff are helpful and caring. Collaboration and communication were also mentioned multiple times as well as the extracurricular activities that we offer.

Most Proud:

We are most proud of the high number of free responses that highlighted our staff members and team. Repeatedly educational partners talked about our hard working staff, supportive community, and family-feel environment.

Maintain or Build Upon:

Continue to focus on and build upon program offerings to make sure we include choices for all students. The surveys mentioned a need for enrichment and sports multiple times.

WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL? **(SUGGESTIONS)**

Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps, i.e., are there any areas that need to be improved for any student group?

- How teachers/staff may speak to students whether it is in a negative tone. unkind, and/or unfairly (students. families)
- After school ARC program needs to reflect on overall program and train staff on implementing safety protocols, student behavior, and having respect for staff and school property (families, staff)

- Quality of school-provided food (students)
- Addressing student behavior on the playground in real time (staff)
- More translation available options available for families (families)

Patterns:

It was mentioned multiple times that the arc after school program needs to improve as well as how additional training is needed for how teachers and staff address the students and each other. The largest area for suggestion was how student discipline is handled and addressed.

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

- We plan on partnering with Los Angeles Institute for Restorative Practice (LAIRP), an on-campus training to promote team culture.
- Hired a permanent ARC Site Coordinator to solidify the program and improve overall ARC structure and services and additionally hire a ELOP Coordinator to improve coordination between students, parents, staff, and the ARC program
- Reviewing potential food service companies to possibly partner up with another food service vendor
- Reinforcing consistent expectations amongst all staff members both inside and outside the classroom and having comprehensive training for all supervising staff
- Utilizing our new translation device (Translate Live) in various situations to promote parent/school connection

Although it is important to acknowledge and take all suggestions into consideration, we have chosen five that we would like to put the most focus and attention into. These five were selected due to the number of times they were mentioned in the surveys, them being a concern for us as well, and our ability to actually implement change.

MAGNOLIA SCIENCE ACADEMY - BELL

2023-24 EDUCATIONAL PARTNERS SURVEY REFLECTIONS

Introduction:

Educational partner voices, i.e., voices of our students, families, staff, and other school community members, play a powerful role in helping us learn how to improve our teaching, leadership, and other school practices. Surveys have been the primary means of collecting student, family, and staff voices about what we are doing great and should keep doing, and what areas for improvement are so we can continue to provide our students with the best quality education. MPS uses an online platform to provide students, families, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and safety. This feedback instrument provides teachers and school leaders with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

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spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This document is about our reflections on the annual educational partner experience survey results. Our reflections on the student SEL surveys are provided in a separate document.

Survey Participation Rates:

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	99.7%	94.4%	100%
Spring 2023 Survey Participation Rates:	100%	74.9%	100%
Change since Spring 2023: *(percentage points)*	-0.3	+19.5	0.0
Next Year Survey Participation Targets:	≥ 95.0%	≥ 75.0%	≥ 95.0%
Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.			
Survey participation rates for all community partners were a success for this year. There was a decline of one student that did not complete the survey due to him being chronically absent.			

Overall Satisfaction Rates:

This rate measures our educational partners' overall satisfaction with the school through their responses to the following question: **"Overall, I am satisfied and would recommend this school to other students / parents / educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	66%	93%	77%
Spring 2023 Overall Satisfaction Rates:	77%	92%	87%
Change since Spring 2023: *(percentage points)*	-11	+1	-10
Next Year Overall Satisfaction Targets:	≥ 75%	≥ 95%	≥ 85%
Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year? If so, what might have caused changes in overall satisfaction rates? You may include quotes from the free-responses			

that would attest to educational partners' overall satisfaction.

Observations on the overall satisfaction rates for Spring 2024 compared to Spring 2023 indicate a decline in satisfaction percentages of students and staff but an increase in the family satisfaction percentages. The student satisfaction rate dropped by 11 percentage points, the family satisfaction rate increased by 1 percentage point, and the staff satisfaction rate declined by 10 percentage points.

Staff satisfaction rate decrease is most probably because of high staff turnover rate in this school year. The school also lost its principal in the middle of the year.

Student satisfaction rate decrease is most probably due to the increase in the student incidents and the teacher turnover.

Family satisfaction rate increased within this school year. Our parents have demonstrated an increased level of engagement and vocal support for our school. They have actively participated in our Parent College program, attending ESL classes and financial literacy workshops facilitated by Schools First Credit Union. Moreover, their attendance at our Coffee with Administrators sessions has provided them with invaluable insights into the school's operations, upcoming events, and the students' educational experiences. Engaging in classroom walkthroughs allowed parents to witness firsthand the growth and achievements of our students, fostering a deeper connection to their learning journey. Additionally, their involvement in our Parent Advisory Council (PAC) meetings empowers them to contribute to decision-making processes regarding school funding allocation and the implementation of additional services on campus.

Average Approval Rates:

Student Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	63%	0-19th percentile	- 11
Knowledge and Fairness of Discipline, Rules and Norms	52%	0-19th percentile	- 3
Safety	59%	0-19th percentile	- 2
Sense of Belonging (School Connectedness)	44%	0-19th percentile	- 6

Family Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	95%	60th-79th percentile	+ 0
Knowledge and Fairness of Discipline, Rules and Norms	90%	20th-39th percentile	- 1
Safety	87%	20th-39th percentile	- 1
Sense of Belonging (School Connectedness)	94%	60th-79th percentile	- 1

Staff Survey:

Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	88%	20th-39th percentile	-6
Knowledge and Fairness of Discipline, Rules and Norms	72%	0-19th percentile	- 3
Safety	34%	0-19th percentile	- 26
Sense of Belonging (School Connectedness)	69%	20th-39th percentile	- 6

Average approval rate measures our educational partners' average approval rating based on their responses to **ALL** questions with a rating.

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	56%	93%	68%
Spring 2023 Average Approval Rates:	59%	93%	77%
Change since Spring 2023: *(percentage points)*	-3	0	-9
Next Year Average Approval Targets:	≥ 65%	≥ 95%	≥ 80%

Survey Findings:

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings Based on Average Approval Rates of Survey Topics/Questions:
Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?

Student survey shows 11 points decrease in Climate of Support for Academic Learning. This is due to the increased number of new teachers after so many resigned at the beginning of the year. The positions remained vacant far longer than we had hoped and students experienced the long standing substitutes. Regrettably, the re-hiring took a long time and meanwhile students may have felt they lacked enough support.

The staff survey showed a 26 points decrease this year. This may be due to the increased negative behaviors of the students of MSA Bell and the other two schools' students. There have been numerous alterations among these schools' students this school year. All addressed but the marks are still there.

Reflections: Successes
Write a description of successes and/or progress based on a review of the approval rates of survey topics/questions. (Considering the average approval rates for each topic, what strengths were visible in each survey type: student, family, staff? Which topics and questions have the highest approval rates? What are you most proud of? How do you plan to maintain or build upon that success?)

Climate of support for academic learning was the most favorable for our parents. On the question "This school provides high quality instruction to my child" the parents responded 96% favorable. We want to continue to communicate with the parents about their child's academic needs and the intervention opportunities that the school provides for them to support their academic growth.

With an impressive 98% approval rate, our teachers and staff have shown a strong preference for emphasizing academic support when students need it. In line with this feedback, the school leadership team is committed to prioritizing student-centered decisions that directly benefit their learning journey.

Based on student feedback, the question that received the highest rating was, "Adults at this school encourage me to work hard so I can be successful in college or at the job I choose." In order to preserve this favorable rating, our school is committed to prioritizing teacher retention. We recognize the invaluable role played by our exceptional teachers in fostering a culture of encouragement and motivation among our students, empowering them to make informed decisions and achieve academic excellence. By focusing on teacher retention, we aim to ensure a consistent and supportive environment that nurtures students' aspirations for success in higher education and

their chosen careers.

The student survey has captured the attention of need, safety is rated @ 36%, which reflects a decline of 26% from last year. In an effort to support the students we have implemented the SEL component to our daily practice which has been embedded within the Study Skills session of each day. In addition to supporting students daily through the course work, students are provided with access to our Social Worker or School Psychologist for additional support. Partnered with our support from our Mental Health team, we offer CareSolace which provides outside services to our families.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so that we can maintain and improve the educational quality of our schools on an ongoing basis.

Students at our school have expressed their fondness for various aspects. They particularly appreciate their friends, sports activities, breaks, and the supportive staff. Lunch has also garnered multiple mentions.

Interestingly, this year, I've observed that the students are consuming more food compared to previous years. Based on the responses, it seems that students particularly enjoy the following aspects of the school:

- Being with friends
- Teachers and staff being nice, fair, and respectful
- Lunch and food options
- Participating in sports and physical education (PE)
- After-school activities and ASES program
- Field trips and fun activities
- Cleanliness of the school
- Breaks and free time
- Certain teachers who are mentioned by name
- Leaving early on Wednesdays
- Restorative justice approach for learning from mistakes

It's great to see that students appreciate the social aspects of school, as well as the support and opportunities provided by teachers and staff!

Based on the responses, the staff members appreciate the following aspects of the school:

- The sports program
- Witnessing and contributing to the social, moral, and intellectual development of students
- Staff's commitment to student success and well-being
- Support from colleagues in dealing with student situations
- Small size of the school
- Support staff working tirelessly with students who struggle with learning
- Well-equipped building
- Positive relationships and teamwork among staff members
- Support available to students and nice staff
- Collaboration and support during intense moments
- Strong relationships between staff and students
- Teacher engagement
- Sense of family within the school community
- Opportunities for professional growth and learning
- Strong relationships built with adults and students

It's wonderful to see the dedication and support that staff members provide to students and each other.

Based on the parent free responses, the most liked aspects of the school include:

- Being recommended to parents as a good school
- The "No D policy"
- Teachers providing help and support to students
- The staff's helpfulness, resourcefulness, and respectfulness
- Effective communication with parents
- Consideration of concerns and involvement in activities
- Small population
- Attention given by teachers and staff
- Safety and security
- After-school programs (ASES programs)
- Discipline
- Inclusion of parents in their child's education
- Positive and engaged teachers
- Strong science department and STEAM classes
- Support received during the transition to a new grade
- Orderliness and discipline
- Proximity to home
- Mental health services
- Uniform policy
- Additional services, sports, and after-school programs
- Classrooms and teachers
- Education, attention, and support provided
- Respectful and caring staff
- Efficient communication through platforms like Parent Square and Infinite Campus

It's wonderful to see such positive feedback from parents about various aspects of the school!

WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL?
(SUGGESTIONS)

Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps, i.e., are there any areas that need to be improved for any student group?

Based upon the findings of the survey, one suggestion for improving our school would be to make personal connections with all parents. An inquiry was made with an active parent for her recommendation to gain parent

support and participation in our school. Her response was to call them and personally invite them and inform the parents that their voice matters.

In addition to extending personal invitations, the development of relationships is critical for students' safety and sense of belonging. I recommend the continuation of teacher- facilitated clubs and mentorship activities. Providing an ongoing student panel to elevate the voice of student needs as a proactive point of reference instead of responding to issues as they are occurring.

Finally, the greatest area of need for our school is the master of community development , classroom management and facilitation of procedures. I would recommend we invest in a PD to maximize the efforts of empowering our staff to maintain the behaviors and create learning opportunities instead of discipline referrals.

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

In an effort to provide an instructional environment which enables students to receive continuous learning and avoid learning gaps, we have decided to dissolve the block schedule of instruction. Replacing the model of three days of instruction to five days of 50 minutes of instruction. By providing the students with more instructional minutes per week we are arming our students with a continuum of learning. The goal is to provide less time for distractions or for students to veer off task and result in disciplinary actions.

I have inquired to provide more curricular support for all discipline areas, as we have had a high teacher turnover ratio and the current staff is not proficient in utilizing the curriculum yielding in less rigorous instruction and use of subpar supplemental resources. .

The school is planning to implement several suggestions to improve overall discipline and behavior management. These include:

1. Conducting PD on student discipline for all staff during the summer to ensure a strong start to the school year.
2. Revisiting and simplifying the current discipline systems to ensure they are clear and understandable for all teachers and staff.
3. Establishing benchmarks to regularly analyze behavior data and review discipline systems throughout the school year.
4. Implementing fair and consistent behavior consequences based on teacher feedback.

5. Holding consistent MTSS meetings with a clear agenda to address behavior concerns effectively.

To implement these suggestions, the school will schedule and provide the necessary professional development sessions for all staff. The school leadership will work closely with teachers and staff to review and revise the discipline systems, ensuring simplicity and clarity. They will establish a process to regularly collect and analyze behavior data, using it as a basis for revisiting and improving the discipline systems. The school will also create a framework for fair and consistent behavior consequences, taking into account our student/parent handbook. Lastly, they will plan and conduct regular MTSS meetings with a clear agenda to address behavior concerns promptly and effectively.

MAGNOLIA SCIENCE ACADEMY - SAN DIEGO

2023-24 EDUCATIONAL PARTNERS SURVEY REFLECTIONS

Introduction:

Educational partner voices, i.e., voices of our students, families, staff, and other school community members, play a powerful role in helping us learn how to improve our teaching, leadership, and other school practices. Surveys have been the primary means of collecting student, family, and staff voices about what we are doing great and should keep doing, and what areas for improvement are so we can continue to provide our students with the best quality education. MPS uses an online platform to provide students, families, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and safety. This feedback instrument provides teachers and school leaders with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

Annual educational partner experience survey:

MPS uses the CORE DISTRICTS survey instrument developed by WestEd for the California Department of Education as our annual educational partner experience survey. The survey includes questions for school climate indicators which include the following four topics for students, families, and staff:

- Climate of Support for Academic Learning;
- Knowledge and Fairness of Discipline, Rules and Norms;
- Safety;
- Sense of Belonging (School Connectedness).

Some sample questions on the survey include:

- "This school is a supportive and inviting place for students to learn."
- "All students are treated fairly when they break school rules."
- "How safe do you feel when you are at school?"
- "I feel like I am part of this school."

Student SEL survey:

Separate from the annual educational partner experience survey, our "students" also take the CORE DISTRICTS Social Emotional Learning (SEL) survey in the fall and spring. The SEL survey asks questions in additional four topics which include indicators for social-emotional competencies:

- Growth Mindset;
- Self-Efficacy;
- Self-Management;
- Social Awareness.

As part of our MTSS efforts, school leadership, teachers, and support staff analyze student SEL survey results in the fall to provide our students with targeted social-emotional support and then measure student responses again in the

spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This document is about our reflections on the <u>annual educational partner experience survey results</u>. Our reflections on the student SEL surveys are provided in a separate document.

Survey Participation Rates:

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	94.1%	65.0%	100.0%
Spring 2023 Survey Participation Rates:	95.7%	66.6%	96.9%
Change since Spring 2023: *(percentage points)*	-1.6	-1.6	+3.1
Next Year Survey Participation Targets:	≥ 80.0%	≥ 65.0%	≥ 95.0%

Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.

Students: Our student participation goal was 80% and we exceeded that with a 94.1% completion rate. Our student participation rate went down 1.6 percentage points for the 2023-2024 school year. Our history department administered the student surveys in all their classes, as planned. Moving forward, clear expectations will be shared with teachers on our participation target, and follow-up with absent students will be done on an individual basis.

Family: Our family participation goal was 65% and we met our target. The participation rate dropped 1.6 percentage points. Weekly reminders were included in our Friday message to parents. Each Thursday, an auto notice was sent out to those parents that had not yet completed the survey with their unique access code attached. The administration of the ANA survey earlier this year could have played a role in the decrease as parents may have felt overwhelmed or misunderstood the difference. Individual follow-ups with families, and incentives for completing the survey will be utilized next year.

Staff: Our staff participation rate remained above our goal of 80% for the 2023-24 school year. We had 100% of our staff complete the survey which is a 3.1% growth from last year. We designated time in our staff meeting to complete the survey, and followed up individually with one staff member to get her access to the survey.

Overall Satisfaction Rates:

This rate measures our educational partners' overall satisfaction with the school through their responses to the following question: **"Overall, I am satisfied and would recommend this school to other students / parents / educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	82%	95%	97%
Spring 2023 Overall Satisfaction Rates:	80%	94%	90%
Change since Spring 2023: *(percentage points)*	+2	+1	+7
Next Year Overall Satisfaction Targets:	≥ 70%	≥ 95%	≥ 85%

Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year? If so, what might have caused changes in overall satisfaction rates? You may include quotes from the free-responses that would attest to educational partners' overall satisfaction.

Overall, our satisfaction rates from our 3 educational partner groups have gone up. Our student satisfaction rate went up two percentage points, our family satisfaction rate went up one percentage point and staff satisfaction rates went up seven percentage points. When compared to the MPS percentage rate for all 3 educational partner groups, our percentages are higher with the exception of the rate for our families. The rate for our families and MPS are similar at 95%. An exceptional favorability rate that stood out for our students is that nearly 90% of them reported that teachers give our students a chance to take part in classroom discussion or activities. A noticeable data point from our teachers is that 97% would recommend Magnolia Science Academy San Diego to other educators. Lastly, 98% of our families highlighted that their child is safe on school grounds.

Average Approval Rates:

Student Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	78%	60th-79th percentile	+2
Knowledge and Fairness of Discipline, Rules and Norms	65%	40th-59th percentile	0
Safety	64%	20th-39th percentile	+2
Sense of Belonging (School Connectedness)	65%	60th-79th percentile	+2

Family Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	96%	60th-79th percentile	0
Knowledge and Fairness of Discipline, Rules and Norms	95%	60th-79th percentile	+2
Safety	97%	80th-99th percentile	-1
Sense of Belonging (School Connectedness)	96%	80th-99th percentile	+2

Staff Survey:

Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	96%	60th-79th percentile	-1
Knowledge and Fairness of Discipline, Rules and Norms	84%	40th-59th percentile	0
Safety	80%	40th-59th percentile	+6
Sense of Belonging (School Connectedness)	89%	60th-79th percentile	+3

Average approval rate measures our educational partners' average approval rating based on their responses to **ALL** questions with a rating.

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	68%	96%	88%
Spring 2023 Average Approval Rates:	67%	95%	86%
Change since Spring 2023: *(percentage points)*	+1	+1	+2
Next Year Average Approval Targets:	≥ 80%	≥ 80%	≥ 80%

Survey Findings:

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?

Student: Our overall approval rate of 82% for our students went up 2 percentage points. With the exception of one area remaining the same, our student favorability rates in all topic areas have gone up. Our highest favorability rate from our students derived from the survey question, "Teachers give students a chance to take part in classroom discussions or activities". This is an exemplification of the dedication of our staff, both certificated and classified, in creating an inclusive school culture where all learner's participation is seeked and valued. This was also a high favorability rate last year. This reveals that our school is consistent in valuing our students' feedback, engagement and their responsibility in achieving, contributing and thriving in our classrooms and school events.

Families: The family approval rate for the 2023-2024 school year was 96%. This is a 1% increase from last school year. This year, we have continued to engage our families through different school events such as our Annual Welcome Back Picnic, After School Club Fair, Back to School Night, Family Bingo Night, Thanksgiving Family Lunch, Khan Night, and our in-person Semester Awards Ceremony. We also provide several opportunities for families to be involved in school events such as the Fall Dance, Wellness Day and College & Career Day. This year, we received the Planning Grant as part of CCSPP. This allowed us to survey our parents additionally on their needs, and asked for feedback on how we could improve our school. We also held focus groups with our parents, and shared feedback at our monthly PAC meetings. After collecting this feedback, we started bringing programs, and resources to our school so the families could see the impact of their voice. We also worked closely with our PTF to plan various events, and grow our parent involvement. These new efforts may have contributed to a rise in the approval rate from our families as a whole. We need to improve our drop-off and pick-up procedures to create a more fluid process as this contributes to a decrease in families feeling their children are safe.

Staff: Our staff approval rate for the 2023-24 school year was 88% compared to 86% last year. Also, our overall school experience rating was 97%, a 7 point increase from the previous year. The staff reported a 3 point increase in Sense of Belonging at 89% approval this year. Our lowest approval rate was in school safety, at 80%, but was a 6 point increase from the previous year. We had a slight drop in Climate of Support for Academic Learning with just a 1 point decrease from the previous year and stayed consistent with no change in Knowledge and Fairness of Discipline, Rules and Norms.   The drop in Climate of Support for Academic Learning was evident in the sub questions. While 94% responded favorably to "promotes academic success for all students", it was a decrease of 3 points from the previous year. Another notable sub question was "encourages students to enroll in rigorous courses regardless of their race, ethnicity or nationality" which had a 7 point decrease and 93% favorable response. Our increase in approval ratings for staff are attributed to how we support our staff in a variety of ways including weekly staff and grade level meetings. We also have our biweekly Leadership meetings to discuss issues and make team decisions with teachers. Lastly, we try to boost staff camaraderie and morale by celebrating birthdays, baby showers, staff lunches and outings including bowlings. In all of the rating scales, our newer staff is the group that

usually reports lower scores, so our focus for next year will be to build in more support for our new staff/teachers to make them feel part of the team and school culture sooner.

Student: Once again this school year, our highest favorability rates from our students are from the survey questions "Overall School Experience" and "Climate of Support for Academic Learning". This is an indication that the work that our teachers have devoted in the classroom is an area of strength. In looking at the last three years of data on student approval rates, our school has made continual growth. When looking at the qualitative free response data from our students, the top two things that they liked best about our school are friends and teachers. This is a tribute to the quality of teachers and students that we have at Magnolia Science Academy of San Diego. Furthermore, it is an indication of the site leadership and staff's work in developing a positive school climate that has resulted in our school being recognized as a California Distinguished School twice in the last 5 years back to back, and being awarded the highest level of PBIS recognition from the state as a Platinum School.

Families: Our overall school experience from our families is up one point from 2022-2023. "Safety" is our highest subtopic amongst families at 97% despite a one point decrease since the previous year. 98% of parents report their child is safe on school grounds which is up 2% points from last year. The only decrease comes from the surrounding neighborhood which makes it difficult for us to influence as a school. Both "Sense of Belonging" and "Knowledge and Fairness of Discipline, Rules, and Norms" increased by two points in the 2023-2024 school year. Parents report that they feel welcomed here, and that their concerns are taken seriously. Our school leaders have an open door policy. We will continue to invite parents to share their concerns on surveys, at meetings, or to stop by the office and chat with an administrator.

Staff: Our school maintains success in our staff survey participation and approval rates. Our strengths would be in the areas of Climate of Support for Academic learning at 96% and our Sense of Belonging at 89%. We feel like our strength in our staff is our strong and consistent administrators and teacher leaders as well as the teamwork and supportive environment for all of our staff as stated in our free responses "what do you like best about your school". Many staff praised strong connections between all educational partners at our campus and the ability to make suggestions and implement changes. Our staff feel empowered to continue the strong culture and excellence at our school. We plan on maintaining and building upon this success by continuing our weekly staff and grade level meetings as well as our Leadership meetings where teachers help administrators make decisions.

Student: An area of growth based on the approval rates is in the subcategory of "Knowledge and Fairness of Discipline, Rules and Norms". Our students gave a 39% favorability rate when asked, "Students treat teachers with respect". 46% (188) of our students neither disagree nor did they agree. Almost half of our students answered neutrally, having no opinion of the statement. When students who answered of having no opinion are taken out, our favorability rate rises to 71%. Nevertheless, this is an issue that our school will need to address. Steps on improving in as follows: Common weekly SEL lessons in our SSR classes, facilitation and reinforcement via KickBoard of our Character Education Program, assemblies that focus on one or more of CASEL's five areas of competencies, school-wide reminders and engagement via DONUTS in The Morning (daily morning broadcast) and staff professional development.

Families: Our greatest area for growth based on the survey results is in the area of "Safety". In particular, 95% of families reported that their child is safe in the neighborhood surrounding the school which is a 4 point drop from 2022-2023. After reviewing the open ended responses, there is no data that suggests a reason for this decline. The biggest concern for parents was in the area of pick-up and drop-off. Heavy traffic, and not having a crosswalk on Zion and Estrella intersection leave parents requesting additional supervision before and after school. The admin team will meet to discuss how to make this process more efficient, and safe. "Climate of Support for Academic Learning" received no change from the previous year. Particularly, the question "The school has high expectations for all students" had a 94% favorable rate. The free-responses support this comparatively low number as multiple families suggest the rigor, and workload is not to the level they desire.

Staff: Based on approval rates, an area of review for our school would be in Climate of Support for Academic Learning due to a slight decline from last year by 1 point. In this category, our biggest decrease was in "encourages students to enroll in rigorous courses…" which dropped 7 points from last year. While this is a minor decrease and just 2 staff members reported "disagree", it is an area to look into, especially from the student's perspective.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your

school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so that we can maintain and improve the educational quality of our schools on an ongoing basis.

Findings Based on Free-Response Questions:

WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL? **(GLOWS)**

Considering the free responses to this question, what strengths were visible in each survey type: student, family, staff? Are there any patterns? What are you most proud of based on the responses? How do you plan to maintain or build upon that success?

Students: Based on our students' free-response questions, the top likes from our students are friends, teachers and clubs. 107 responses were recorded for liking friends. 105 responses were recorded for liking teachers and staff. Many students appreciate the supportive nature and engagement of their teachers, who are recognized for making learning enjoyable and accessible. Also a strong sense of community and the friendships that students develop are frequently mentioned. This supportive social environment enhances the overall school experience for students, making it a welcoming place to learn and grow.

Students highly value the overall atmosphere of the school, including its small size, which facilitates better interactions and more personalized attention. They appreciate the community feel and the close relationships they can form with both peers and staff. The school's availability of diverse clubs and extracurricular activities, including unique options like robotics and archery, stands out as a significant positive aspect. One of our students stated "I love the opportunities this school provides and the clubs and fun events."

Families: Families appreciate the small size of the school, and the responsive/caring staff members. This contributes to a family-like feel which they have not experienced at other schools. Families report there are a wide variety of after school clubs, and they love that tutoring is offered by all teachers in all subjects. Families mention that the principal and administration are approachable, and the regular communication is helpful.

One of our families stated: "I love the constant transparent various communications text, emails and parentsquares. I love the Saturday extra curricular activities and such a well rounded school. Thank you so much for everything you do for my child 's education . The best Charter school so far and wish this school goes to high school."

Staff: From the staff free responses, some strengths that were frequently mentioned were the camaraderie and sense of community between staff, small school/class size, and supportive administration. Staff community, teamwork, support and connection was mentioned several times in the comments. Our staff also mention the students as what they enjoy most about our school. We are proud of our Wizard community and staff team at our school. We have weekly staff and grade level meetings, biweekly teacher leadership meetings, celebration of

birthdays and baby showers, staff outings and team building activities to support our school culture and make teachers feel welcome on our campus. We plan to maintain this level of staff community by keeping up our meeting schedule and planning for more staff activities in the future.

One of our staff members stated ""I love the closeness of the staff. I have never felt so supported by so many people before. It is genuinely so wonderful to be and learn here.""

WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL? (SUGGESTIONS)

Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps, i.e., are there any areas that need to be improved for any student group?

Students: Based on our students' free-response questions, the top suggestions from our students are food/school lunch, school uniform related feedback and water fountains. Students suggested having better school lunches. Students advocated for being more flexible with school uniforms and for getting rid of our school uniform policy. Lastly, shared that they would like to improve and fix the water fountains on campus. This is an area that the school admin team already took action as this was brought to the admin team's attention by the Student Wizard Council.

Families: The biggest concern that was reported was the pick-up and drop-off procedures. Parents say there is a procedure but not everyone follows it. They suggest we increase the amount of staff members in the front of the school to help move cars along, and to assist the students in crossing the street. As the admin team, we will review the supervision duties, and consider adding additional personnel to address this issue. Other parents said they are at times overwhelmed with the amount of communication. They would like streamlined communication to go out once a week as opposed to daily updates. However, other parents mentioned they appreciate the daily communication.

Staff: Many of the staff free responses for "suggestions you would like to offer to improve your school" referred to having more prep time and protected instructional time. Several comments referenced feeling burnt out and not having enough time, while others mentioned distributing the workload more evenly.   Some other suggestions included adding a school counselor, a more streamlined purchasing/reimbursement process, and access to transportation for field trips.   Lastly, a few comments mentioned having clarity on behavioral consequences for students.

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

- Audit our Professional Learning Calendar, minimum days, and PD days to make sure prep time is equally distributed throughout the year to avoid teacher burnout. Tasks for staff members can be evenly distributed as well.
- Update the staff supervision plans to reflect the needs during the drop off and pick up times.
- Contact the City of San Diego to explore possible crosswalk solutions on Zion.
- Add shade structure to the water fountain areas and also upgrade the water fountain in the lunch area.

MAGNOLIA SCIENCE ACADEMY - SANTA ANA

2023-24 EDUCATIONAL PARTNERS SURVEY REFLECTIONS

Introduction:

Educational partner voices, i.e., voices of our students, families, staff, and other school community members, play a powerful role in helping us learn how to improve our teaching, leadership, and other school practices. Surveys have been the primary means of collecting student, family, and staff voices about what we are doing great and should keep doing, and what areas for improvement are so we can continue to provide our students with the best quality education. MPS uses an online platform to provide students, families, and staff with groups of questions that measure their perceptions of teaching and learning, as well as their perceptions of school climate and safety. This feedback instrument provides teachers and school leaders with valuable data about how students see their classes, how much parents are involved, how supported staff feel and how to facilitate improvement.

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- Growth Mindset;
- Self-Efficacy;
- Self-Management;
- Social Awareness.

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spring to measure growth, identify greatest progress and needs in order to inform our next steps.

Note: This document is about our reflections on the annual educational partner experience survey results. Our reflections on the student SEL surveys are provided in a separate document.

Survey Participation Rates:

Survey Participation Rates	Student	Family	Staff
Spring 2024 Survey Participation Rates:	95.6%	81.4%	100%
Spring 2023 Survey Participation Rates:	100%	76.6%	100%
Change since Spring 2023: *(percentage points)*	-4.4	+5	0
Next Year Survey Participation Targets:	≥ 95.0%	≥ 75.0%	≥ 95.0%
Findings: What are your observations on the participation rates? Are there any changes from last year? If so, what might have caused changes in response rates? Compare email vs. paper response rates.			
This year, we successfully increased family participation by 5 percentage points with numerous engagement events. We had a slight decrease in student participation by 4.4 percentage points. Staff as usual maintained our 100%. This year we had many opportunities for all educational partners to participate and were consistent in communication through ParentSquare messages, phone calls, and in-person reminders proved instrumental in achieving success with our participation rates at the school site. A noticeable difference from last year to this year is our open door policy with all our educational partners.			

Overall Satisfaction Rates:

This rate measures our educational partners' overall satisfaction with the school through their responses to the following question: **"Overall, I am satisfied and would recommend this school to other students / parents / educators."**

Overall Satisfaction Rates	Student	Family	Staff
Spring 2024 Overall Satisfaction Rates:	82%	96%	96%

Spring 2023 Overall Satisfaction Rates:	82%	96%	85%
Change since Spring 2023: *(percentage points)*	0	0	+9
Next Year Overall Satisfaction Targets:	≥ 75%	≥ 95%	≥ 85%

Findings: What are your observations on the overall satisfaction rates? Are there any changes from last year? If so, what might have caused changes in overall satisfaction rates? You may include quotes from the free-responses that would attest to educational partners' overall satisfaction.

MSA SA's satisfaction rates are maintained for students and families. For our staff it was a major increase from 85% to 96%.

Several factors could potentially account for these changes. The increase in satisfaction rates among staff is from close knit community feelamoung staff and students, the positive school culture, and supportive admin. Conversely, the students and families maintaining their scores is due to the increase of sports and other after school activities, streamlining the drop off/pick up procedures and the food. Satisfaction rates among students and families is encouraging and may be attributed to efforts aimed at enhancing communication and engagement with parents and guardians. Initiatives such as increased outreach through ParentSquare messages, phone calls, and in-person reminders may have played a significant role in fostering stronger connections between the school and families, ultimately leading to higher satisfaction levels. Hosting many parenting workshops and the addition of Robotics and Coding for parents was a highlight this year.

Next Year we will continue with our Parent workshops and embrace the OC MIX and expand our coding and robotics for parents. We will continue to monitor the interest of the food and meals served. For staff we will be more diligent with our student consequences at the secondary level and ensure that staff is always informed of the events and things happening on campus.

Average Approval Rates:

Student Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*

Climate of Support for Academic Learning	84%	60-79%th percentile	+ 2
Knowledge and Fairness of Discipline, Rules and Norms	73%	40th-59th percentile	- 3
Safety	68%	40th-59th percentile	- 1
Sense of Belonging (School Connectedness)	69%	40th-59th percentile	- 3

Family Survey:

Topic	Percent Favorable	Compared to the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	96%	60-79th percentile	0
Knowledge and Fairness of Discipline, Rules and Norms	94%	60-79th percentile	+ 1
Safety	92%	40th-59th percentile	+ 6
Sense of Belonging (School Connectedness)	96%	80-99th percentile	+1

Staff Survey:

Topic	Percent Favorable	Compared to others in the CORE Districts dataset	Change from prior year *(percentage pts)*
Climate of Support for Academic Learning	97%	60-79th percentile	+ 3
Knowledge and Fairness of Discipline, Rules and Norms	89%	40th-59th percentile	+8
Safety	85%	20th-39th percentile	+ 1
Sense of Belonging (School Connectedness)	82%	40th-59th percentile	0

Average approval rate measures our educational partners' average approval rating based on their responses to **ALL** questions with a rating.

Average Approval Rates	Student	Family	Staff
Spring 2024 Average Approval Rates:	70%	95%	88%
Spring 2023 Average Approval Rates:	73%	94%	85%
Change since Spring 2023: *(percentage points)*	-3	+1	+3
Next Year Average Approval Targets:	≥ 65%	≥ 95%	≥ 80%

Survey Findings:

The following are our findings based on the average approval rates and breakdown of our survey results, including our greatest progress and needs.

Findings Based on Average Approval Rates of Survey Topics/Questions:
Findings: What are your observations on the average approval rates? Are there any changes from last year? If so, what might have caused changes in average approval rates?
Interestingly our staff and families had an increase of 3 and 1 percentage points. Our Staff had an increase of 3 percentage points due to our small classes and positive school culture. Our families are appreciative of the communication and all the events/parenting classes that we host. As for our students, this decrease of 3 percentage points was because play space, food, and lack of discipline consequences.
Reflections: Successes Write a description of successes and/or progress based on a review of the approval rates of survey topics/questions. (Considering the average approval rates for each topic, what strengths were visible in each survey type: student, family, staff? Which topics and questions have the highest approval rates? What are you most proud of? How do you plan to maintain or build upon that success?)
Students: We increased by 2 percentage points to 87% in the climate of support for academic earning. With the addition of our before/after school activities as well as Saturday school students feel supported more than ever with their academics. Staff: Our greatest increase for the overall school experience at 96%, this is an increase of 11 percentage points. Staff see that we have opportunities for all educational partners in every letter of STEAM education. Families: Our highest increase was Safety at 92%, which is an increase of 6 percentage points. This is attributed to the addition of safety gates around campus, our digital security check in at the front office, and our overall communication.

Reflections: Identified Needs

Write a description of any areas that need significant improvement based on a review of the approval rates of survey topics/questions, including any areas of low approval and significant gaps among responses of student groups, and any steps taken to address those areas. (Considering the average approval rates for each topic, what areas for improvement emerged? Which topics and questions have the lowest approval rates? What are areas that need your close attention? Are there any gaps, i.e., are there any topics or questions for which approval rate for any student group is below the "all students" approval rate? What steps is the school planning to take to address these areas with the greatest need for improvement?)

Student:

Our lowest is Safety, with 68%, this has gone down about 6 percentage points. This year we have had to ban pencil sharpeners as several students were using them as self harm. Social media and texting outside of the school day has bleed into the dynamics of the classroom.

Staff:

School connectedness and sense of belonging is the lowest at 82%, which we maintained from the previous year. Students' lack of consequences for student behavior, facilities, and a lot of visitors this year disrupted their flow in the classrooms.

Families:

This year our overall families increased or maintained in every category.

Free-Response Findings:

Along with the questions on the CORE survey instrument, MPS also asks educational partners to respond to the following two open-ended questions so that they can state their thoughts openly: What do you like best about your school? What is one suggestion you would like to offer to improve your school?

The responses to the above questions help us identify our greatest progress, greatest needs, and ways to improve so that we can maintain and improve the educational quality of our schools on an ongoing basis.

Findings Based on Free-Response Questions:

WHAT DO YOU LIKE BEST ABOUT YOUR SCHOOL? **(GLOWS)**

Considering the free responses to this question, what strengths were visible in each survey type: student, family, staff? Are there any patterns? What are you most proud of based on the responses? How do you plan to maintain or build upon that success?

For students: They have an appreciation for teachers and staff. They enjoy the social dynamic and extracurricular activities and value a safe and clean environment.

For families: They love the small school and small class sizes, the clean environment, and the after school clubs and sports. They enjoy the academics, teachers, staff, and robust school communication.

Staff: They enjoy the rigorous curriculum focused on student needs and interest, before/ after school opportunities, and PBIS program and reward system. The staff also admires the close knit community, the support of admin, and opportunities for growth.

WHAT IS ONE SUGGESTION YOU WOULD LIKE TO OFFER TO IMPROVE YOUR SCHOOL? **(SUGGESTIONS)**

Considering the free responses to this question, what suggestions for improvement emerged in each survey type: student, family, staff? Are there any patterns? What are areas that need your close attention? Are there any gaps, i.e., are there any areas that need to be improved for any student group?

Students: Want the playground to be updated. Relaxation of the dress code, fairness, and equality in school policy enforcement. Students would like more food options.

Families: They would like drop/pick up procedures more streamlined, more outdoor space, as well as more sports clubs, and activities.

Staff: They need consequences for negative student behaviors, more teacher training, improved communication, and performance bonuses brought back.

NEXT STEPS

Which suggestions is the school planning to implement to improve the school? What steps will the school take to implement those suggestions?

1. We will get together with our food vendor Sapphire and create a menu that is more student selected.
2. Look into more professional development opportunities for teachers and paraprofessionals.
3. Ensure there is more staff presence during drop off/ pick up times.