



# Climate and Culture Survey

Prepared for Westport Public Schools

March 2025

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## SCOPE OF WORK

Westport Public Schools (Westport) strives to create a safe, secure, and nurturing school climate depending on a plethora of factors: physical space, student support services, combating bullying, and respect for school and student property, among others. To better understand and improve the school climate, Westport routinely gathers feedback on student, staff, and parent/guardian experiences.

Historically, Westport has conducted a comprehensive climate survey every two years, complemented by a shorter survey in alternate years to monitor progress. This year, Westport has engaged Hanover Research (Hanover) to design and execute its Climate and Culture Survey. Hanover's climate survey measures key, evidence-based indicators associated with climate outcomes through 4 main constructs, including: School/Building Environment, Academic Environment, Social Environment, and Educational Partners' Inclusiveness. Within these four main constructs are evidenced-based sub-constructs designed to gather additional, nuanced data to help K-12 partners understand their climate. In partnership with Hanover, Westport will administer a portion of the Climate and Culture Survey instrument to students (grades 3-12), staff, and families.

## RESEARCH QUESTIONS

1. What are education partners' (e.g., students, parents/guardians, and staff) perceptions of the current school climate in the district?
2. How do education partners' perceptions of the school climate differ across school level?
3. Among the sub-constructs, for which sub-constructs is the district performing well? Conversely, what are areas for improvement?

## METHODOLOGY

### SURVEY DESIGN

Hanover will design the Climate and Culture Survey for students (grades 3-12), parents/guardians, and staff (including instructional certified staff and instructional non-certified staff, administrators). The design of the survey will be based on sub-constructs in Hanover's existing Climate and Culture Survey instrument

Westport will have the opportunity to review the draft before programming and testing.

The survey will include the following sections from Hanover's Climate and Culture Survey instrument:

Survey Section	Participant Group(s)
Positive Emotional Climate (School-Level)	Students, parents, staff
Instructional Climate (School-Level)	Students, parents, staff
Instructional Climate (Teacher-Level)	Students, parents, staff
Students' Positive Relationships and Discipline (School-Level)	Students, parents, staff
Student Outcomes (School or District-Level)	Students, staff, parents* (Grades 6-12 only for this section)
Demographics (exclude question 11 and aligned to Connecticut's required questions)	Students, staff, parents
<b>Open-Ended Questions</b>	
1) What are two things that this school does well that it should continue to do? Please be as specific as possible.	
2) What are two things that this school could do to improve? Please be as specific as possible.	

## SURVEY ADMIN

### SURVEY ADMINISTRATION (ANONYMOUS LINK)

Hanover will administer the survey through the Qualtrics survey platform and provide Westport with an open link for distribution to respondents. Once launched, Hanover will support Westport with monitoring response rates until the survey is closed. Hanover recommends fielding the survey for two weeks.

### SURVEY ANALYSIS

Hanover will present data from the Climate and Culture Survey through the following staggered deliverables:

- A **Rapid Insight dashboard** which will display responses by group, school level, school building, staff group, staff level, teaching tenure, race/ethnicity, and gender identity.
- An **Executive Summary** analysis. This analysis will include significant and interesting results in three segments: overall, role, and school level, Hanover will summarize results into key findings supported by visualizations. Hanover will synthesize results into several recommendations based on the evidence in the survey and using Hanover’s expertise in survey analysis and school performance.

Hanover will deliver each report according to the timeline below.

### DRAFT TIMELINE

MILESTONE DATE	MILESTONE DESCRIPTION
End of January	Hanover provides detailed Scope of Work for Westport’s review and approval.
Mid-February	Hanover provides draft of the survey instrument for Westport’s approval and feedback.
<b>March 7<sup>th</sup></b>	Westport deadline for feedback on the survey instrument. Changes are locked out.
End of February- Mid March	Hanover edits, programs, translates, and tests the survey instrument.
March 24 <sup>th</sup>	Westport launches the survey through their own distribution networks.
April 4 <sup>th</sup>	Westport announces survey close.
Two weeks after survey close	Hanover provides preliminary results, pre-data cleaning, through a Rapid Insight Dashboard
Early May	Hanover delivers Executive Summary and Power BI Dashboard

# INTRODUCTION

When reviewing the survey instrument, please note the following structural aspects of the draft:

- **Dark red text** is survey programming notes that are not seen by respondents.
- **Light blue text** and square brackets “[ ]” are used to indicate wording that may change from stakeholder to stakeholder (e.g., “your” for students and “your child” for parents).
- Curley brackets “{ }” are used to indicate piped text that depends on embedded data or survey selections.
- “○” denotes radio buttons where the respondent can only select one answer.
- “☐” denotes a check box where the respondent can select more than one answer option.
- “\*” denotes questions that are forced response (i.e., respondents must answer the question before they continue).

## BEST PRACTICES IN SURVEY DESIGN

Hanover designs surveys that align with best practices in survey design. While we are sensitive to your needs and will make modifications as necessary, we strongly encourage you to maintain the following survey design standards moving forward.

- **Require responses** for all survey questions. Some items require forced response because they are used for survey logic. However, using forced response on all close ended questions allows for more thorough data cleaning and the removal of low-quality responses. If a question is sensitive in nature, a “Prefer not to respond” or “NA” may be selected.
- Present response scales (e.g., Likert scales) from **negative to positive**.
- **Randomize questions** when multiple options are present to decrease “order-effects,” which is common for questions of a similar structure.
- **Balance Likert scales**, for this survey, we primarily utilized three, four, and five-point scales.
- **Use “N/A” or “Don’t know” options** when the question is either not relevant or the respondent is unsure. These are often consolidated because there is not an analytical reason to separate these results. Moreover, extending the scale (i.e., separating “N/A” and “Don’t know” as two different options) may encourage respondents to select more “positive” responses due to the relative physical position of the extended scale.
- **Keep open-ended comments to a minimum.** Respondents start providing redundant answers when faced with more than two or three open-ended responses.
- **Use skip logic** to ensure that respondents only answer questions pertinent to them.
- **Avoid too many or too few questions in a single page.** You may view these aesthetic aspects of the survey once the survey has been programmed into the online platform.
- Avoid questions with the following characteristics:
  - **Avoid double-barreled questions** (e.g., asking two questions at once).
  - **Avoid leading questions.** For example, asking “Many staff members indicate that district buildings are clean. Is your building clean?” may lead a respondent to indicate that their building is clean regardless of their objective opinion. Asking leading questions makes respondents susceptible to social desirability. That is, respondents might then answer questions based on the question wording and not their objective opinion.
  - **Avoid subjective language** for survey questions to ensure that all respondents will interpret the survey item the same way.

## CLIENT INFORMATION<sup>1</sup>

Partner Organization's Preferred Abbreviation: Westport

Partner Website: <https://www.westportps.org/>

Confirm Grades and School Lists are accurate for the 2024-25 School year

- Yes, the grade list is correct for the current school year
- Yes, the school table is correct for the current school year

**Table 1: Grades**

Yes	No	Grade
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Preschool
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Transitional Kindergarten
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Kindergarten
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 1
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 2
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 3
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 4
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 5
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 6
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 7
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 8
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 9
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 10
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 11
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Grade 12
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Adult education

**Table 2: School and Building List**

SCHOOL	GRADES	SCHOOL LEVEL
Stepping Stones Pre-school	Preschool	Preschool
Coleytown Elementary School	K-5	Elementary
Greens Farms Elementary School	K-5	Elementary
Kings Highway Elementary School	K-5	Elementary
Long Lots Elementary School	K-5	Elementary
Saugatuck Elementary School	K-5	Elementary
Coleytown Middle School	6-8	Middle
Bedford Middle School	6-8	Middle
Staples High School	9-12	High

\*Student and Parent respondents who mismatch on grade and school will be flagged and removed from the survey during the analysis phase.

<sup>1</sup> Note that this section WILL NOT be included in the survey. This information is only used internally for data quality checks and school level segmentations.

# SURVEY INSTRUMENT

Survey administration will utilize two links, one for students and one for adult respondents (parents and staff). The use of two links will allow for the Consent question to be shown to adults (parents and staff), while being skipped for students.

## WELCOME

Welcome to the **Westport Public Schools (Westport) Climate Survey!**  
Westport Public Schools

Westport Public Schools (Westport) would like you to share your thoughts on the district's climate. Westport will use the feedback received to ensure that district offerings meet the needs of students, parents, and staff, consistent with the district's goals.

This study is for research purposes only: all information you provide will be maintained on a confidential basis by Hanover Research and will only be reported to Westport in an anonymized form (i.e., identifying information such as race and gender will not be shared with the district or tied to your responses), so please be candid in your responses.

Please note that you should not use your name or other identifying items in your open-ended responses.

Thank you for your participation!  
Please click ">>" to begin.

## CONSENT

Display this question if URL=Adults and Retake = No

1. Hanover Research takes protecting your personal information seriously. We use your data for research and analysis purposes only. Please see our Privacy Policy to learn how we collect and process your data. \* 2
  - I consent to having my personal data collected for this survey.
  - I do not consent to having my personal data collected and wish to **exit the survey**. [Exit survey and delete data]

**Please note: While Hanover Research does collect personal information, it does so in a manner that respects individual privacy and confidentiality. Hanover's Privacy Policy provides clear guidelines on how personal information is collected, used, and protected. For this survey specifically, such information is used to ensure valid and reliable responses - none of the data collected through this survey will be shared with any entity outside of Hanover Research besides Westport, nor used for marketing purposes. Further, responses are analyzed and reported in aggregate, not at the individual level, resulting in identifying information not being shared with the district nor tied to individual responses.**

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<sup>2</sup> In compliance with data privacy laws both in the United States and internationally, this question must appear at the beginning of the survey because respondents must consent to having their responses recorded before any data may be collected. Hanover Research must ask all respondents for their consent to gather and store their data.

## INITIAL SCREENING QUESTION (ADULTS)

Display this question URL=Adults and if Retake = No

2. Which of the following best describes your affiliation with {District}? \*<sup>3</sup>
- Staff member
  - Parent
  - Community member Disqualify
  - None of the above Disqualify

## SCREENING QUESTIONS

Display this question if "Group" is Staff AND if Retake = No

3. Which of the following best describes your role at Westport? \*<sup>4</sup>
- Instructional Certified Staff (e.g., teachers, interventionists, coaches, related service providers) code StaffLevel=School, Role=Instructional
  - Instructional Non-Certified Staff (e.g., paraprofessionals) code StaffLevel=School, Role=Instructional
  - School Administrator code StaffLevel=School, Role=Admin
  - District Administrator code StaffLevel=District, Role=Admin
  - Non-instructional staff (e.g., administrative assistants, custodians, security guards) code StaffLevel=School, Role=NonInstructional
  - None of the above Disqualify

Display this question if "Group" is Parent AND if Retake = No

4. How many children do you have enrolled in a Westport school? \*
- None Disqualify
  - One child
  - Two or more children

Display this question if "Group" is Parent and if Q4= Two or More AND if Retake = No

5. How would you like to take this survey?
- Respond on behalf of only one child
  - Provide responses for more than one child

---

<sup>3</sup> Responses to this question will determine the *Group* embedded variable (Students, Parents, Staff, and Community members).

<sup>4</sup> Responses to this question will determine *StaffLevel* embedded variable (School staff, District staff)

## BACKGROUND QUESTIONS

Display this question if Group=Student

6. What is your current grade level?

Display this question if "Group" is Parent AND Q5=One child OR Q6="Respond on behalf of only one child"

What is your child's current grade level?

Display this question if "Group" is Parent AND Q5= "Provide responses for more than one child" AND if Retake = No

The questions in this survey will ask you about a specific child. Please keep only one child in mind when answering the following survey questions. You will have an option to retake the survey for another child at the end.

What is the current grade level of the child for which you are responding? All your answers should be for this child. \*

Display this question if "Group" is Parent AND Retake = Yes

Welcome back! You will now be able to respond to the survey on behalf of another child.

As a reminder, the questions in this survey will ask you about a specific child. Please keep only one child in mind when answering the following survey questions. You will have an option to retake the survey for another child at the end.

What is the current grade level of the child for which you are responding? All your answers should be for this child. \*

- Preschool DQ if student
- Kindergarten DQ if student
- Grade 1 DQ if student
- Grade 2 DQ if student
- Grade 3
- Grade 4
- Grade 5
- Grade 6
- Grade 7
- Grade 8
- Grade 9
- Grade 10
- Grade 11
- Grade 12

## BACKGROUND QUESTIONS

Display this question if "Group" is Student

7. What school do you currently attend? \*<sup>5</sup>

Display this question if "Group" is Parent OR if Retake = Yes

Which school does your child attend? \*<sup>5</sup>

Display this question if "Group" is Staff

At which school/building do you currently work? *This survey will ask you specific questions about your school or building. If you split your time between multiple schools or buildings, please answer the survey for the building where you spend the most time. All your answers should be for this school or building.* \*<sup>5</sup>

- School and Building List from Client Information Table
- District Office **Display if "Staff Level" is not School staff**

Display this question if "Q3" is Instructional Certified Staff OR Instructional Non-Certified Staff

8. What grade level(s) do you currently teach? *Select all that apply.* \*

- |  |                                   |
|--|-----------------------------------|
| <input type="checkbox"/> Preschool                 | <input type="checkbox"/> Grade 6  |
| <input type="checkbox"/> Transitional Kindergarten | <input type="checkbox"/> Grade 7  |
| <input type="checkbox"/> Kindergarten              | <input type="checkbox"/> Grade 8  |
| <input type="checkbox"/> Grade 1                   | <input type="checkbox"/> Grade 9  |
| <input type="checkbox"/> Grade 2                   | <input type="checkbox"/> Grade 10 |
| <input type="checkbox"/> Grade 3                   | <input type="checkbox"/> Grade 11 |
| <input type="checkbox"/> Grade 4                   | <input type="checkbox"/> Grade 12 |
| <input type="checkbox"/> Grade 5                   |                                   |

Display this question if "Group" is Staff

9. How many years have you worked at Westport? \*

- Less than 1 year
- 1 to 3 years
- 4 to 6 years
- 7 to 10 years
- 11 to 15 years
- 16 to 20 years
- More than 20 years

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<sup>5</sup> Responses to this question will determine SchoolLevel embedded data variable (e.g., Elementary, Middle, High, K8, Adult Education), and CAN be used for segments). Responses who mismatch on grade and school will be flagged and dropped from the final survey analysis.

## POSITIVE EMOTIONAL CLIMATE (SCHOOL-LEVEL)

Display this question if "Group" is Student

10. Note: When you reflect on "students" more broadly, think about yourself and/or your closest friends at school.

Display this question if "Staff Level" is School Staff

Note: When you reflect on "students" more broadly, think about the students with whom you engage with most.

Display this question if "Group" is Parent OR if Retake = Yes

Note: When you reflect on "students" more broadly, think about your child and/or your child's closest friends.

Display this question if "Group" is Student

Or "Staff Level" is School Staff

11. Please indicate how much you disagree or agree with the following statements:

*Students at my school...*

Display this question if "Group" is Parent OR if Retake = Yes

Please indicate how much you disagree or agree with the following statements:

*Students at my child's school...*

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW OR NOT APPLICABLE
...are proud to attend the school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...feel welcome at school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...like school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...feel like they belong at school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rows are randomized to reduce order effects

## INSTRUCTIONAL CLIMATE (SCHOOL-LEVEL)

Display this question if “Group” is Student  
Or “Staff Level” is School Staff

12. Please indicate how much you disagree or agree with the following statements:

*My school...*

Display this question if “Group” is Parent OR if Retake = Yes

Please indicate how much you disagree or agree with the following statements:

*My child's school...*

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW OR NOT APPLICABLE
...sets high expectations for student achievement.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...wants students to succeed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Do not display to Students in Grade 3-8</b> ...provides a well-rounded curriculum.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>Do not display to Students in Grade 3-8</b> ...adequately challenges advanced students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...provides enough material resources (e.g., books, supplies) to support student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...provides enough technology resources (e.g., computers, laptops) to support student learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rows are randomized to reduce order effects

## INSTRUCTIONAL CLIMATE (TEACHER-LEVEL)

Display this question if "Group" is Student

13. Please indicate how much you disagree or agree with the following statements:

*My teacher(s)...*

Display this question if "Group" is Parent OR if Retake = Yes

Please indicate how much you disagree or agree with the following statements:

*My child's teacher(s)...*

Display this question if "Q3" is Instructional Certified Staff OR Instructional Non-Certified Staff

Please indicate how much you disagree or agree with the following statements:

*As a teacher, I...*

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW OR NOT APPLICABLE
...want students to succeed.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...keep students updated on their academic progress.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...provide helpful comments on students' schoolwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...expect students to do their best in school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...connect class lessons to life outside the classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...provide extra help to students when they need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...praise students' effort on schoolwork.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rows are randomized to reduce order effects

## STUDENTS' POSITIVE RELATIONSHIPS & DISCIPLINE (SCHOOL-LEVEL)

Display this question if "Group" is Student  
Or "Staff Level" is School Staff

14. Please indicate how much you disagree or agree with the following statements:

*Adults at my school...*

Display this question if "Group" is Parent OR if Retake = Yes

Please indicate how much you disagree or agree with the following statements:

*Adults at my child's school...*

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW OR NOT APPLICABLE
...respect students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...care about students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...fairly enforce school rules.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...consistently enforce school rules.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...for quality control, please select "Disagree."	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rows are randomized to reduce order effects

Display this question if "Group" is Student

15. Note: When you reflect on "students" more broadly, think about yourself and/or your closest friends at school.

Display this question if "Staff Level" is School Staff

Note: When you reflect on "students" more broadly, think about the students for whom you engage with most.

Display this question if "Group" is Parent OR if Retake = Yes

Note: When you reflect on "students" more broadly, think about your child and/or your child's closest friends.

Display this question if "Group" is Student

Or "Staff Level" is School Staff

16. Please indicate how much you disagree or agree with the following statements:

*Students at my school...*

Display this question if "Group" is Parent OR if Retake = Yes

Please indicate how much you disagree or agree with the following statements:

*Students at my child's school...*

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW OR NOT APPLICABLE
...respect other students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...help each other learn.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...care about other students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...understand school rules.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...follow school rules.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rows are randomized to reduce order effects

## STUDENT OUTCOMES (SCHOOL- OR DISTRICT-LEVEL)

Display this question if "Staff Level" is District Staff

17. Please indicate how much you disagree or agree with the following statements:

*Schools within the district develop students'...*

Display this question if "Group" is Student

Or If "Staff Level" is School Staff

Please indicate how much you disagree or agree with the following statements:

*My school develops students'...*

Display this question if "Group" is Parent OR if Retake = Yes

Please indicate how much you disagree or agree with the following statements:

*My child's school develops students'...*

	STRONGLY DISAGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	AGREE	STRONGLY AGREE	DON'T KNOW OR NOT APPLICABLE
...ability to resolve conflict.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...listening skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...ability to manage emotions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...ability to collaborate with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do not display to Students in Grade 3-8 ...ability to engage in self-reflection.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do not display to Students in Grade 3-8 ...critical thinking skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do not display to Students in Grade 3-8 ...ability to empathize with others.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Do not display to Students in Grade 3-8 ...sense of moral and ethical conduct.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Rows are randomized to reduce order effects

## ADDITIONAL THOUGHTS

Display Q18, Q19, and Q20 on the same page

18. Responses to the following questions will be shared with the district verbatim, so please do not include any personally identifying information.

19. In the space below, please share what things the school/district does well, that it should continue to do?

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20. In the space below, please share what things the school/district should improve?

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## DEMOGRAPHICS

Display this question if Group = Student AND Grade 9-12  
Or Group=Parent

21. In addition to a regular school day, [do you/does your child] participate in school-sponsored extracurricular activities? \*

- Yes
- No
- Unsure*

Display this question if Group=Students or Staff  
Display this question if Group=Parents AND if Retake = No

22. What is your gender? \*

- Female
- Male
- Prefer not to respond*

Display this question if Group=Students or Staff  
Display this question if Group=Parents AND if Retake = No

23. What is your race? *Please select all that apply.*

- American Indian or Alaskan Native: A person having origins in any of the original peoples of North or South America including Central America, and who maintains a tribal affiliation or a community attachment.
- Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, The Philippine Islands, Thailand and Vietnam.
- Black or African American: A person having origins in any of the black racial groups in Africa.
- Native Hawaiian or other Pacific Islands: A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands.
- White: A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Prefer not to respond*

*If more than one item is selected in Q23 code as "Two or more races"*

Display this question if Group=Students or Staff  
Display this question if Group=Parents AND if Retake = No

24. Are you Hispanic/Latino? *A person of Cuban, Mexican, Puerto Rican, South or Central America, or other Spanish culture of origin, regardless of race.*

- Yes
- No
- Prefer not to respond*

## PARENT RETAKE

Display this question if "Group" is Parent AND Q5= "Provide responses for more than one child"

25. Thank you for taking this survey as a parent of a child in {Q6 grade selection} at {Q7 school selection}. Would you like to take this survey again for a different child?

- Yes [set *Retake= Yes*, *Group=Parent*, and redirect to Q6]
- No [End Survey]

# ABOUT HANOVER RESEARCH

Hanover Research provides high-quality, custom research and analytics through a cost-effective model that helps clients make informed decisions, identify and seize opportunities, and heighten their effectiveness.

## OUR SOLUTIONS

### ACADEMIC SOLUTIONS

- **College & Career Readiness:**  
Support on-time student graduation and prepare all students for post-secondary education and careers.
- **Program Evaluation:**  
Measure program impact to support informed, evidence-based investments in resources that maximize student outcomes and manage costs.
- **Safe & Supportive Environments:**  
Create an environment that supports the academic, cultural, and social-emotional needs of students, parents, and staff through a comprehensive annual assessment of climate and culture.

### ADMINISTRATIVE SOLUTIONS

- **Family and Community Engagement:**  
Expand and strengthen family and community relationships and identify community partnerships that support student success.
- **Talent Recruitment, Retention & Development:**  
Attract and retain the best staff through an enhanced understanding of the teacher experience and staff professional development needs.
- **Operations Improvement:**  
Proactively address changes in demographics, enrollment levels, and community expectations in your budgeting decisions.

### LEADERSHIP SOLUTION

Build a high-performing administration that is the first choice for students, parents, and staff.

## OUR BENEFITS



#### EXPERT

200+ analysts with multiple methodology research expertise



#### FLEXIBLE

Ongoing custom research agenda adapts with organizations' needs



#### DEDICATED

Exclusive account and research teams ensure strategic partnership



#### EFFICIENT

Annual, fixed-fee model shares costs and benefits



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