

# ENGAGEMENT

Staff. Parents. Students. Community.





# ENGAGEMENT SESSIONS

Staff  
**23**

Parents  
**6**

Students  
**5**



# STAFF ENGAGEMENT

Sessions

**23**

Participants

**1,084**



# PARENT ENGAGEMENT

In-Person  
Sessions

**6**

In-Person  
Participants

**234**

Online Survey  
Participants

**650**



# STUDENT ENGAGEMENT

Sessions

**5**

Participants

**103**



# Culture and Climate







The culture and climate in my school/dept. fosters a positive environment conducive for learning and growth for staff.	My leader is exceptional at fostering a positive learning environment for all.	The overall climate and culture is good, but I wish staff input was valued more by our leader.	I'm concerned about the climate and culture and believe significant improvement is needed.	Our building/dept. does not have a positive climate and culture.
Elementary Staff	71.89	22.33	5.22	4.00
Middle Level Staff	65.33	27.33	7.33	0.00
Jr. High Staff	79.50	17.00	3.00	0.50
High School Staff	71.57	26.47	0.00	1.96
Support Staff	61.80	25.50	7.20	5.50
Parents In-Person Survey	32.56	53.02	13.02	1.40
Online Parent Survey	37.38	43.38	16.46	2.77
Total Average	49.74%	36.67%	11.64%	1.96%

I feel comfortable expressing my concerns, desires, and opinions to school staff.	Always open and receptive to feedback. Although we may not always agree, I generally feel heard and cared for.	Usually willing to listen to our perspectives, but I don't always feel they truly value my opinions.	School staff are not generally not receptive to feedback.	School staff are not receptive to feedback and tend to treat people poorly who express concerns.
Elementary Staff	79.00	19.89	0.44	0.67
Middle Level Staff	87.33	12.67	0.00	0.00
Jr. High Staff	73.47	25.67	0.56	0.31
High School Staff	57.00	32.50	2.00	2.50
Support Staff	65.50	25.70	4.50	4.40
Parent In-Person Survey	66.19	29.52	3.33	.95
Online Parent Survey	64.92	28.92	4.15	2.00
Total Average	68.84%	26.85%	2.59%	1.73%

Staff members at my school have high expectations for all students and are committed to the individual success of each student.	I am confident the vast majority of the staff are fully committed to the individual success of every student under their purview	I believe most of our staff fall into this category, but we have a portion of them who are not as committed	I believe about half of the staff display this level of commitment, while the other half do not.	I believe the majority of the staff do not hold high expectations for students and are not focused on the individual success of each student.
Elementary Staff	65.44	31.44	3.11	0.00
Middle Level Staff	64.67	34.67	1.00	0.00
Jr. High Staff	65.83	30.39	4.33	0.00
High School Staff	58.00	36.50	1.38	0.00
Parent In-Person Sessions	55.09	37.96	6.48	.46
Parent Online Survey	58.70	33.70	7.60	0.00
Total Average	68.84%	26.85%	2.59%	.11%

# **Staff Voices**



I feel respected and supported in and by my department and district leaders.	Both department and district leaders provide me with the support I need to be successful.	I feel supported by my department leader, but don't feel district leaders understand the challenges of my job.	I feel supported by district leaders, but I do not feel they and my department leader are on the same page.	I do not feel supported by either my department or district leaders.
Elementary Staff	30.00	<b>64.78</b>	3.33	2.00
Middle Level Staff	34.33	<b>64.33</b>	1.33	0.00
Jr. High Staff	29.39	<b>61.97</b>	6.31	2.39
High School Staff	23.88	<b>63.68</b>	5.97	6.47
Support Staff	<b>36.49</b>	31.23	27.72	4.56
<b>Total Average</b>	30.32%	<b>55.13%</b>	11.38%	3.17%

I am treated like a professional in my school/ dept.	My leader recognizes that staff are experts in their specific roles and gives us autonomy to make decisions within established parameters.	Most of what we do and how we do things is directed by the leader with minimal input from staff.	My leader does not draw on our knowledge and expertise. We have little to no autonomy as it relates to our specific role within our building/dept.
Elementary Staff	<b>85.78</b>	13.00	1.22
Middle Level Staff	<b>94.67</b>	3.33	3.00
Jr. High Staff	<b>89.50</b>	10.50	0.00
High School Staff	<b>88.94</b>	8.54	2.51
Support Staff	<b>65.81</b>	26.50	7.69
<b>Total Average</b>	<b>83.56%</b>	<b>13.47%</b>	<b>2.97%</b>

**I can express my feeling, desires, and opinions in my school without fear of retaliation.**

My leader is always open and receptive to our feedback. Although we may not always agree, we generally feel heard and genuinely cared for.

My leader is usually willing to listen to our perspectives , but we don't always feel they truly value our opinions.

My leader is not receptive to feedback from staff.

My leader is not receptive to feedback from staff and tends to treat people poorly who don't immediately agree with their decisions.

Elementary Staff

**79.00**

19.89

0.44

0.67

Middle Level Staff

**87.33**

12.67

0.00

0.00

Jr. High Staff

**73.47**

25.67

0.56

0.31

High School Staff

**71.57**

26.47

0.00

1.96

Support Staff

**57.58**

33.77

3.46

5.19

**Total Average**

**72.49%**

24.38%

1.29%

1.84%

# Parent Voices





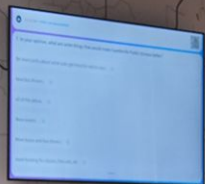
<p><b>I feel like I am a partner with my child's school in their education.</b></p>	<p>Both the administration and teachers foster positive relationships with parents/guardians and value our input.</p>	<p>I have a positive relationship with teachers, but not with the administration .</p>	<p>I have a positive relationship with the administration , but not with the teachers.</p>	<p>I do not feel like I'm seen as a partner in my child's education by either my child's administrators or teachers.</p>
<p>In-Person Parent Sessions</p>	<p><b>64.35</b></p>	<p>25.93</p>	<p>2.78</p>	<p>6.94</p>
<p>Online Parent Survey</p>	<p><b>66.31</b></p>	<p>19.85</p>	<p>2.46</p>	<p>11.38</p>
<p><b>Total Average</b></p>	<p><b>65.82%</b></p>	<p>21.36%</p>	<p>2.54%</p>	<p>10.28%</p>

<p><b>I am confident in the ability of my child's school to meet the needs of my child.</b></p>	<p>I am very pleased with the education and services my child receives</p>	<p>In general, I am satisfied with the education and services my child receives, but I also see room for improvement</p>	<p>I am not been satisfied with the education and services provided to my child.</p>
<p>In-Person Parent Sessions</p>	<p>33.64</p>	<p><b>63.18</b></p>	<p>3.18</p>
<p>Online Parent Survey</p>	<p>42.72</p>	<p><b>50.62</b></p>	<p>6.66</p>
<p><b>Total Average</b></p>	<p>40.42%</p>	<p><b>53.81%</b></p>	<p>5.77%</p>

<p><b>I have opportunities to be involved in my child's school.</b></p>	<p>My child's school has established opportunities for parents/guardians to volunteer or be involved, whether regularly or periodically.</p>	<p>My child's school has limited opportunities for parents/guardians to volunteer.</p>	<p>I am not aware of any opportunities for parents/guardians to volunteer at my child's school.</p>
<p>In-Person Parent Sessions</p>	<p><b>80.91</b></p>	<p>15.00</p>	<p>4.09</p>
<p>Online Parent Survey</p>	<p><b>83.12</b></p>	<p>11.20</p>	<p>5.68</p>
<p><b>Total Average</b></p>	<p><b>82.55%</b></p>	<p>12.18%</p>	<p>5.27%</p>

# Student Voices





We will persevere in learning and excellence every day in an inclusive and safe

<p><b>Teachers at my school have high expectations for all students and are committed to the individual success of each student.</b></p>	<p>I am confident the vast majority of teachers are fully committed to the individual success of every student while maintaining high expectations.</p>	<p>I believe most of my teachers fall into this category, but there are some who are not as committed to students.</p>	<p>I believe about half of my teachers display this level of commitment, while the other half do not.</p>	<p>I believe the majority of my teachers do not hold high expectations for all students and are not focused on the individual success of each student.</p>
<p>Students</p>	<p>29.20%</p>	<p><b>52.40%</b></p>	<p>16.60%</p>	<p>2.00%</p>

<p><b>Administrators at my school have high expectations for all students and are committed to the individual success of each student.</b></p>	<p>I am confident the vast majority of administrators are fully committed to the individual success of every student while maintaining high expectations.</p>	<p>I believe most of my administrators fall into this category, but there are some who are not as committed to students.</p>	<p>I believe about half of my administrators display this level of commitment, while the other half do not.</p>	<p>I believe the majority of my administrators do not hold high expectations for all students and are not focused on the individual success of each student.</p>
<p>Students</p>	<p><b>47.60</b></p>	<p>44.20</p>	<p>7.20</p>	<p>1.00</p>

<p><b>The culture and climate in my school creates a positive environment conducive for learning and growth.</b></p>	<p>My school is exceptional at fostering a positive learning environment for all.</p>	<p>The overall climate and culture is good, but it can be better.</p>	<p>I am concerned about the climate and culture in my school and I believe significant improvement in this area is needed.</p>
<p>Students</p>	<p>31.60%</p>	<p><b>58.80%</b></p>	<p>9.60%</p>



# School Safety



<b>I feel my child's school takes appropriate steps to ensure a safe environment.</b>	Yes, I believe school is one of the safest places my child can be.	Most of the time they do a good job of following safety protocols, but not as consistently as I would like.	No, protocols are too relaxed and need improvement.
Parent In-Person Sessions	40.55	48.85	10.6
Online Parent Survey	56.74	36.12	7.13
<b>Total Average</b>	<b>52.67%</b>	<b>39.33%</b>	<b>8.00%</b>

# Technology at School



What are your feelings about the use of electronic devices for learning?	I support the regular usage of electronic devices at all grade levels and believe the frequency of use should be left up to the school district.	I support the usage of electronic devices at all grade levels, but believe maximum usage limitations should be established for each grade span.	I support the regular usage of electronic devices, but only at the Middle School grades and above.	I support the regular usage of electronic devices, but only in Junior High and above.	I support the regular usage of electronic devices, but only at the High School.	I do not support the regular usage of electronic devices for learning.
Parents Sessions	13.51	<b>68.92</b>	3.15	4.50	1.80	8.11
Online Parent Survey	22.92	<b>47.54</b>	5.23	5.85	3.38	15.08
Total Average	20.53%	<b>52.98%</b>	4.70%	5.50%	2.98%	13.30%

Do you think you should have access to your child via their mobile phone at all times during the school day?	Yes.	Yes, for high school students only.	Yes, for junior high students and above.	Yes, for middle school students and above.	No, I support restrictions on cell phone use during the school day at all grade levels
Parents Sessions	7.33	14.67	21.33	6.67	<b>50.00</b>
Online Parent Survey	13.10	6.90	13.70	7.10	<b>59.20</b>
Total Average	12.00	8.38	15.13	7.00	<b>57.50%</b>

# Looking Ahead



What are your feelings about "choice" programming within Fayetteville Public Schools?	I love that idea, and I would be interested in teaching within a choice program depending on the focus.	I'm indifferent, but recognize with expansion of "choice" in Arkansas it would be good for FPS to add "choice" options for families.	I don't necessarily like "choice" options at the elementary level, but see value in offering them for middle school and above.	I do not think FPS needs to explore "choice" options within the district.
Elementary Staff	31.67	31.78	28.78	7.78
Middle Level Staff	25.33	32.67	33.33	10.00
Jr. High Staff	36.97	26.08	30.42	6.58
High School Staff	33.80	36.15	14.55	15.49
Parent Sessions	39.82	15.38	35.75	9.05
Online Parent Survey	33.69	22.77	27.38	16.15
Total Average	34.37%	26.29%	27.66%	11.68%

Which option for the future of FHS is most appealing to you?	Building a second high school, duplication of programs and activities	Build a second building, but keep one high school. One building will serve grades 9 & 10, while the other will serve grades 11 & 12	Building a third junior high, making junior highs grades 7-9 and the high school grades 10-12	Building a small "choice" high school with a specialized focus (STEM, Career/Tech, Innovation, etc.)	Leave the structure the way it is and just explore parking solutions (shuttling, parking garage, etc.)	I have no preference
Elementary Staff	13.22	21.72	25.00	22.72	5.78	11.89
Middle Level Staff	23.33	15.33	31.00	19.33	5.00	6.33
Jr. High Staff	8.50	35.00	27.00	20.00	6.50	2.50
High School Staff	8.17	9.62	59.13	13.94	6.25	2.88
Support Staff	16.74	18.94	22.91	22.47	8.81	10.13
Parent Sessions	18.64	12.73	42.73	18.64	6.36	.91
Parent Online Survey	29.38	15.08	29.54	16.62	8.46	.92
Students	6.70	10.44	5.08	15.44	54.48	7.74
Total Average	19.17%	17.38%	31.01%	18.13%	9.51%	4.80%

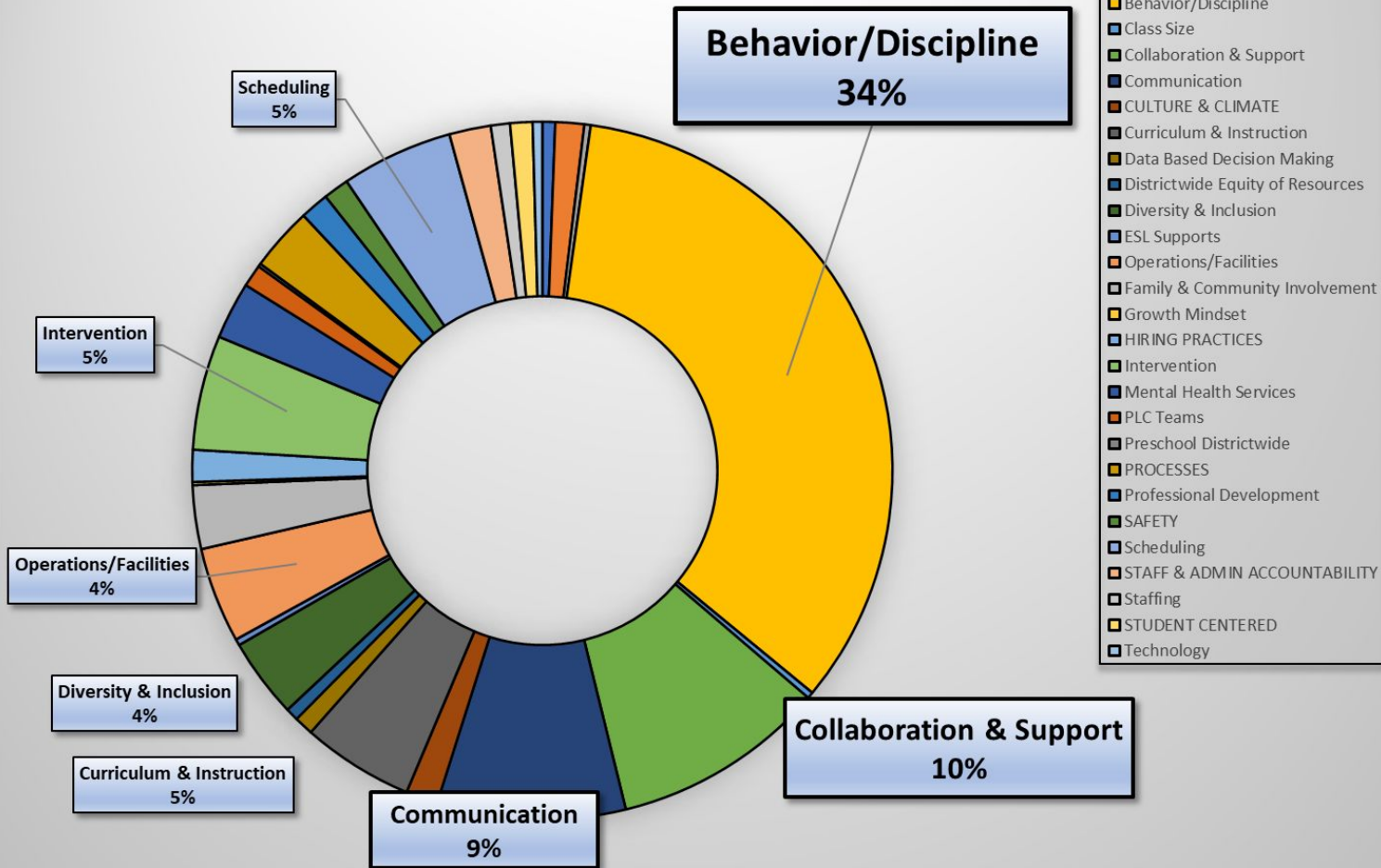


# **Building-Level Growth Opportunities**



## ELEMENTARY QUESTION 11

List three opportunities for your school

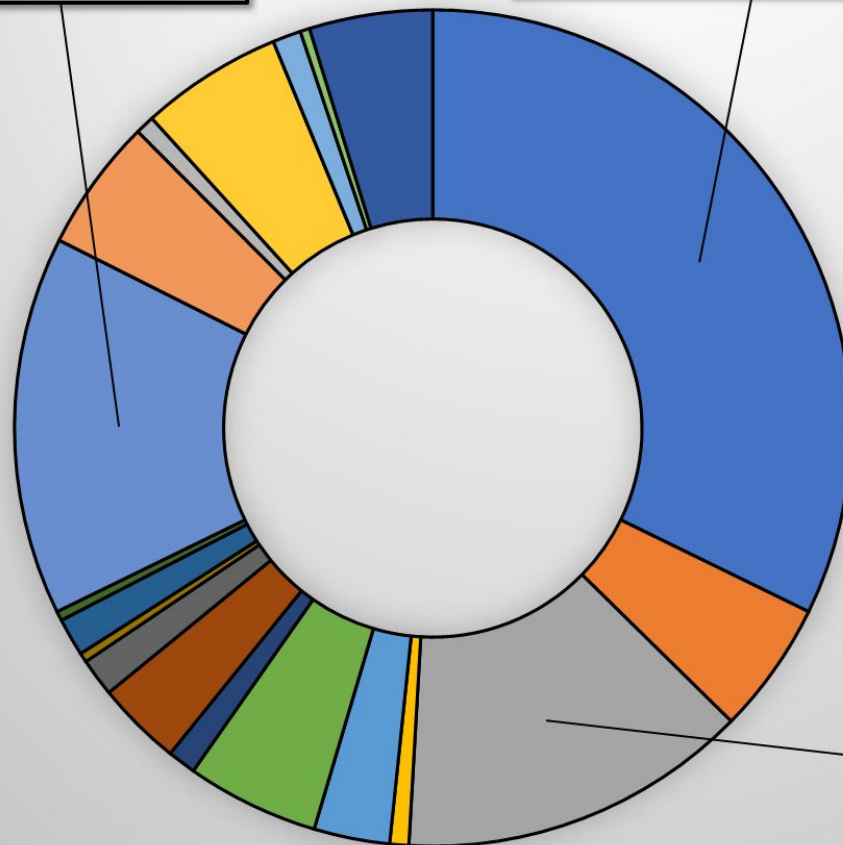


## Middle School: Question 11 List three growth opportunities for your school.

**Operations/Facilities,  
Due to Growth 15%**

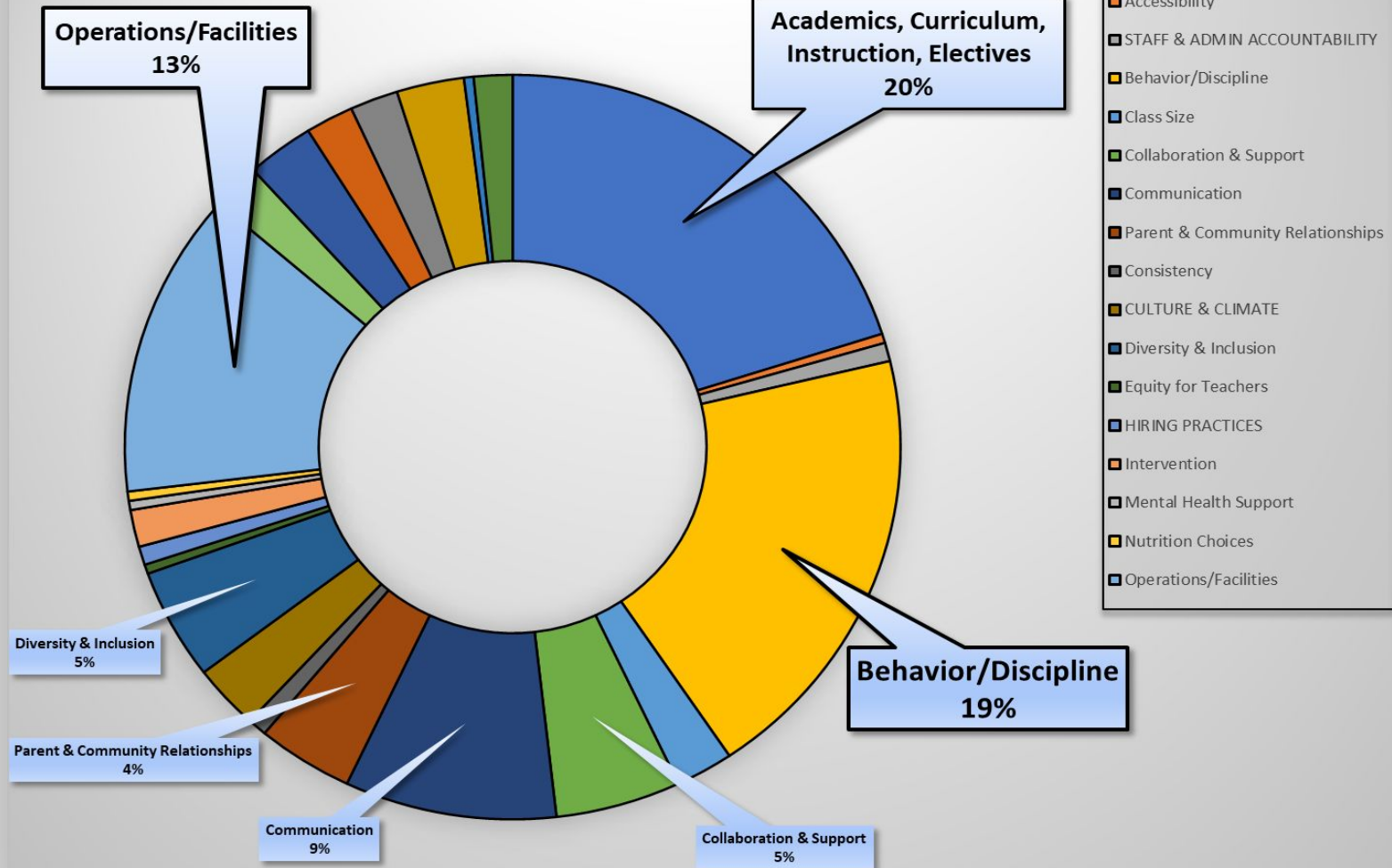
**Behavioral Support, 32%**

**Communication,  
14%**



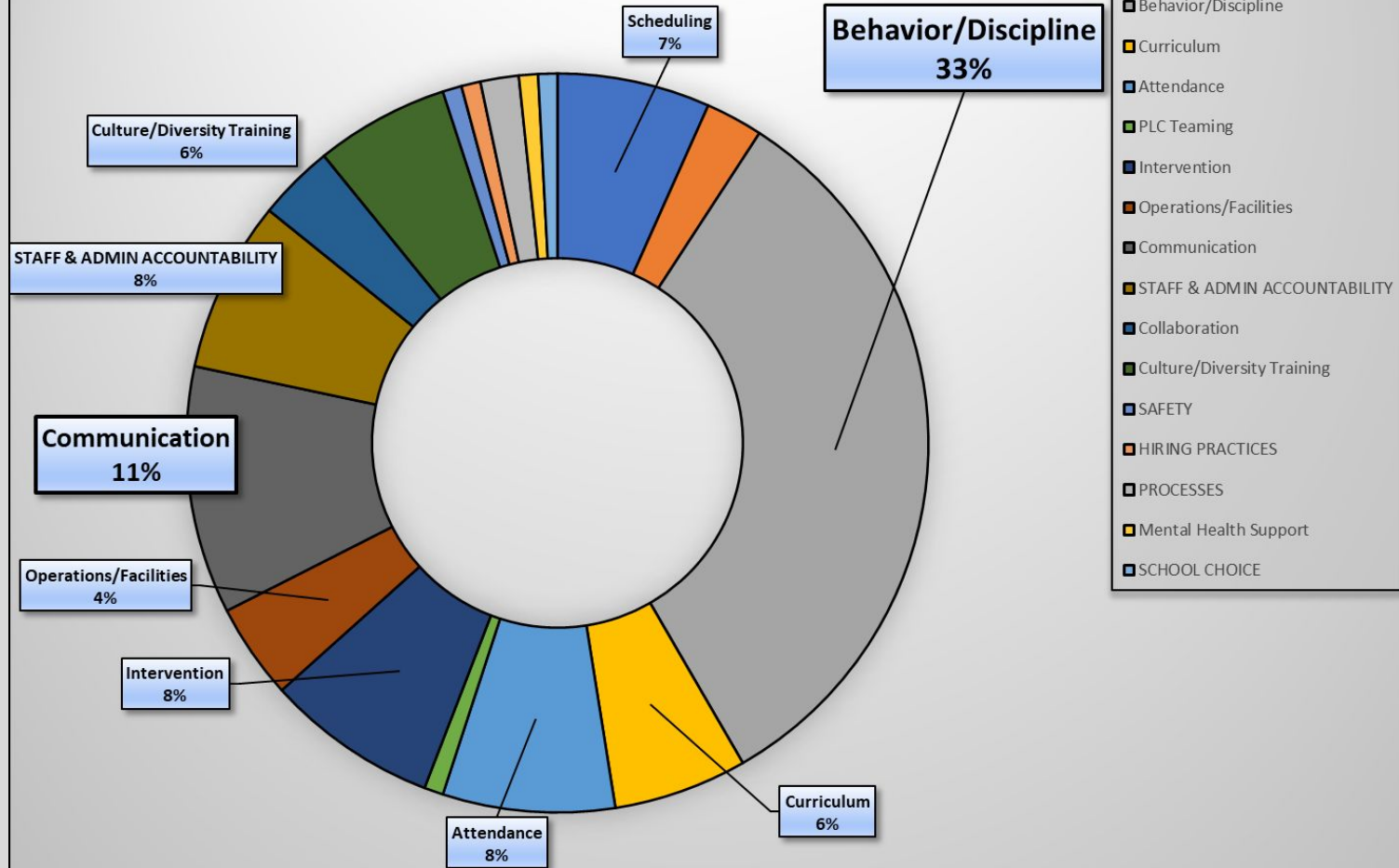
- Behavioral Support
- Collaboration
- Communication
- CULTURE & CLIMATE
- Inclusion & Diversity
- Curriculum & Instruction
- Data Based Decisions Making
- Family & Community Relationships
- HIRING PRACTICES
- Increased Food Portions
- Intervention
- Mental Health Support
- Operations/Facilities
- PROCESSES
- Professional Development
- Scheduling
- STAFF & ADMIN ACCOUNTABILITY
- STUDENT CENTERED
- Teacher support

## JH Question 11 List three growth opportunities for your school.



## FHS Question 11

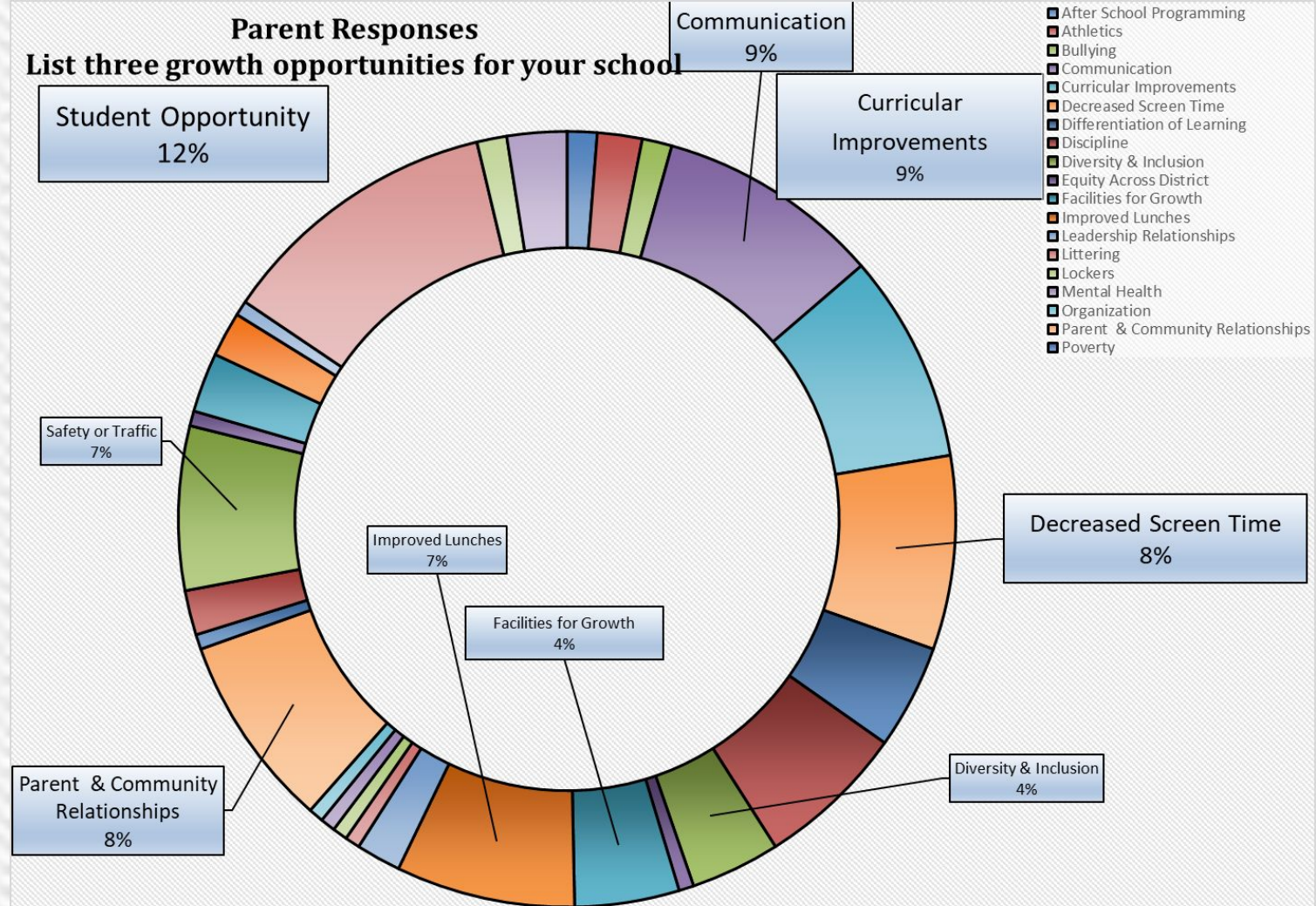
List three growth opportunities for your school.





## Parent Responses

List three growth opportunities for your school

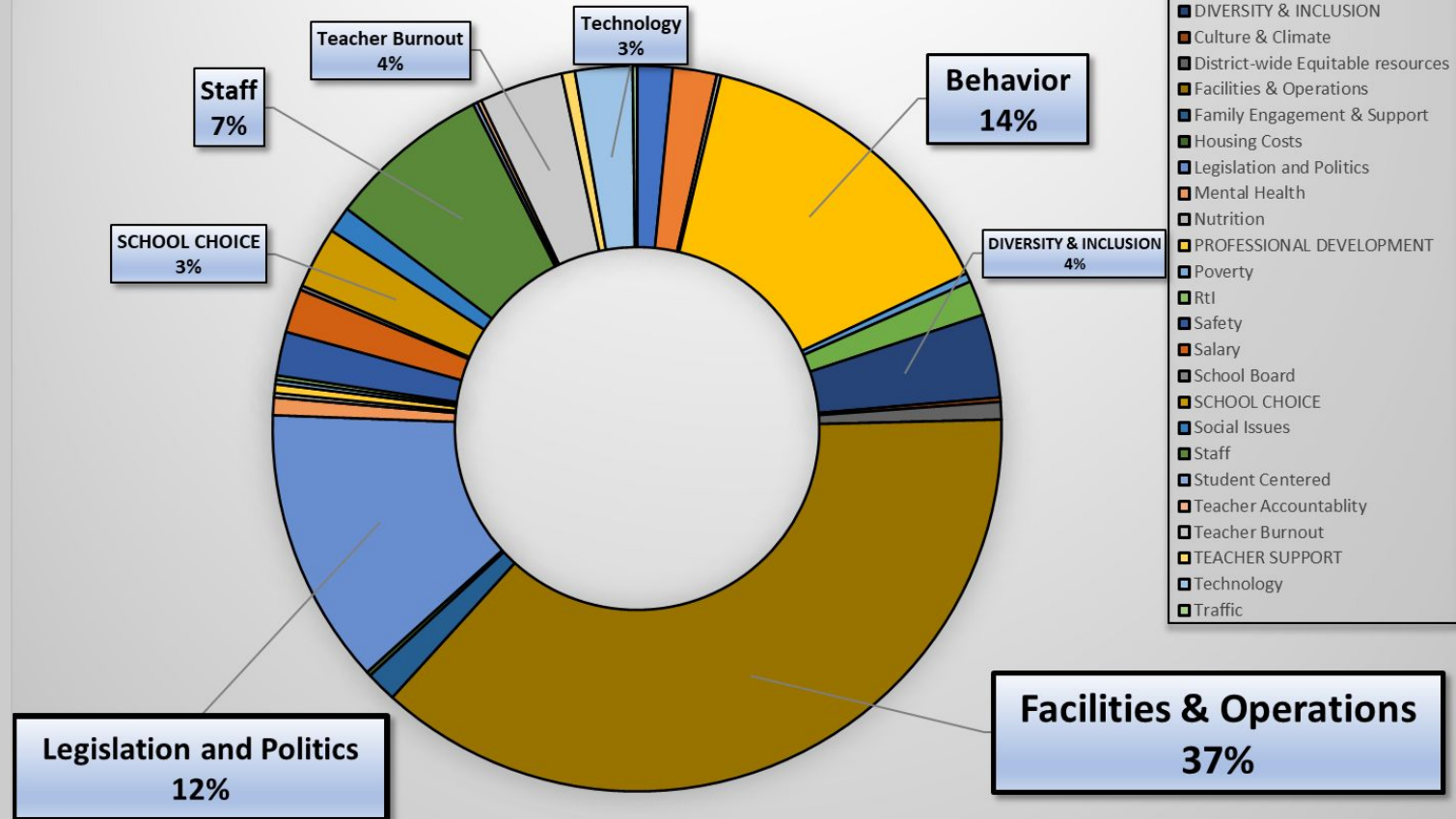


# District-Level Challenges



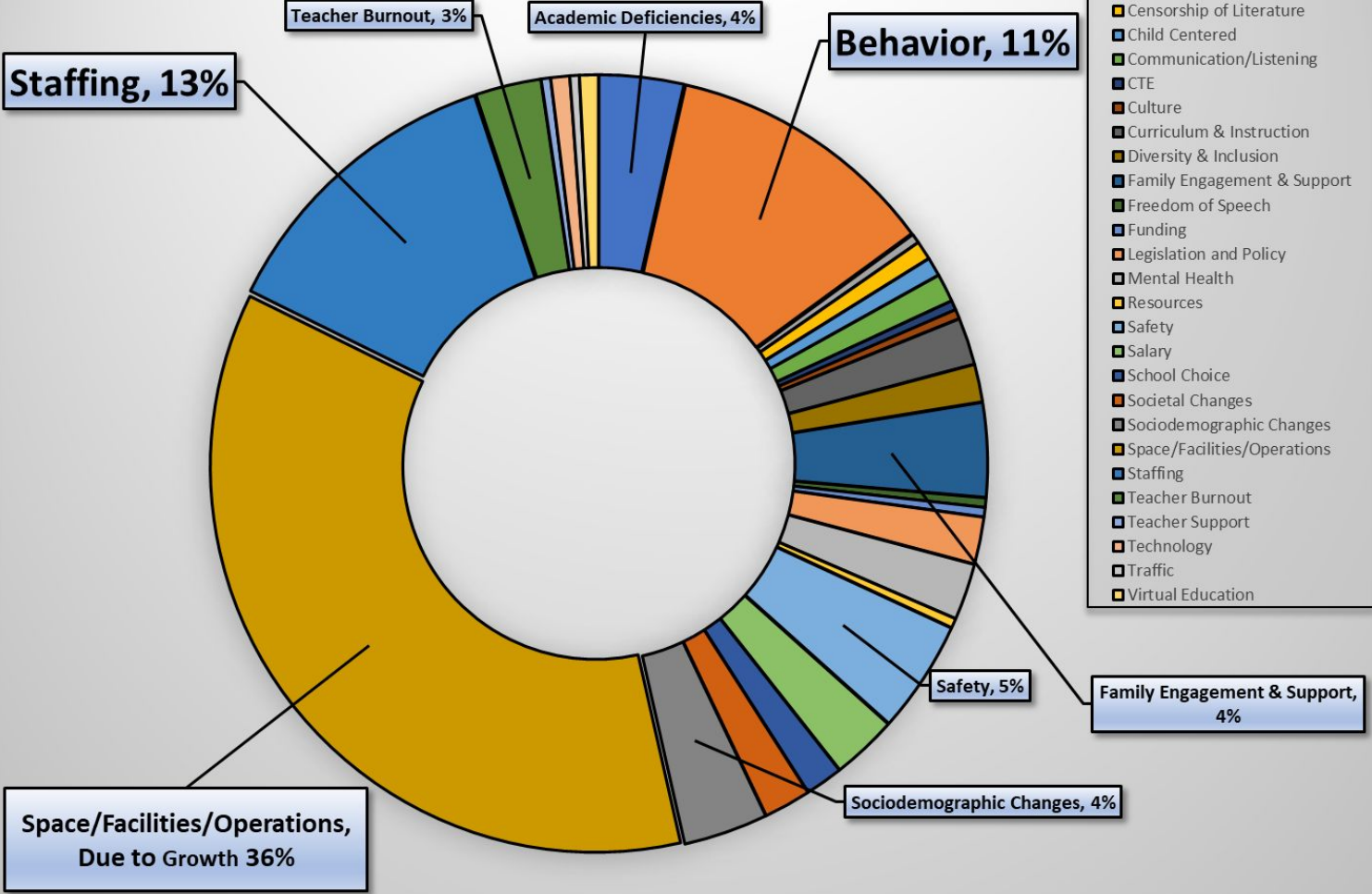
### ELEMENTARY QUESTION 13

In your opinion, what are the three biggest challenges Fayetteville Public Schools will face over the next five years?

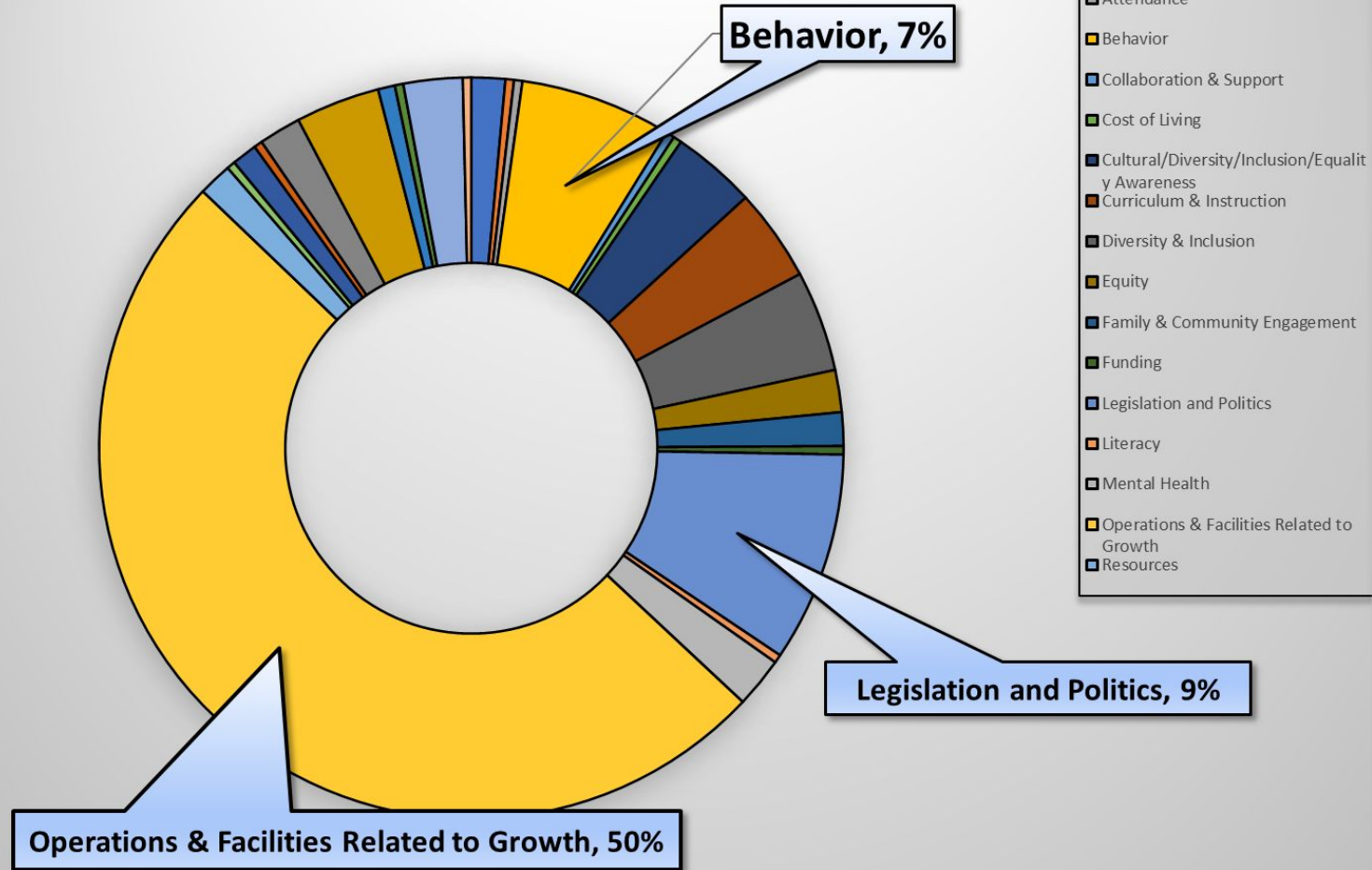




**Middle School: Question 13** In your opinion, what are the three biggest challenges Fayetteville Public Schools will face over the next five years?

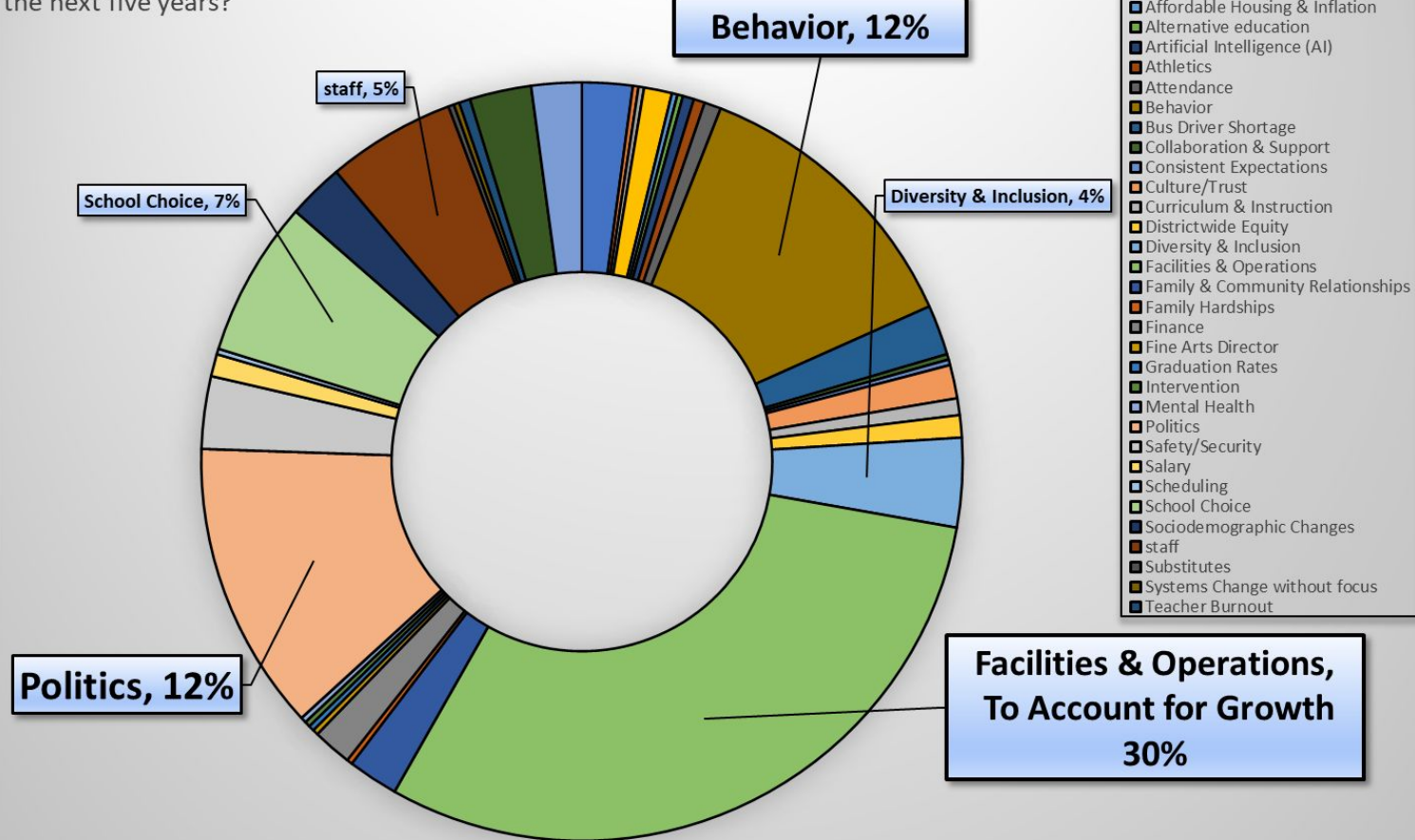


**JH Question 13** In your opinion, what are the three biggest challenges Fayetteville Public Schools will face over the next five years?



## FHS Question 13

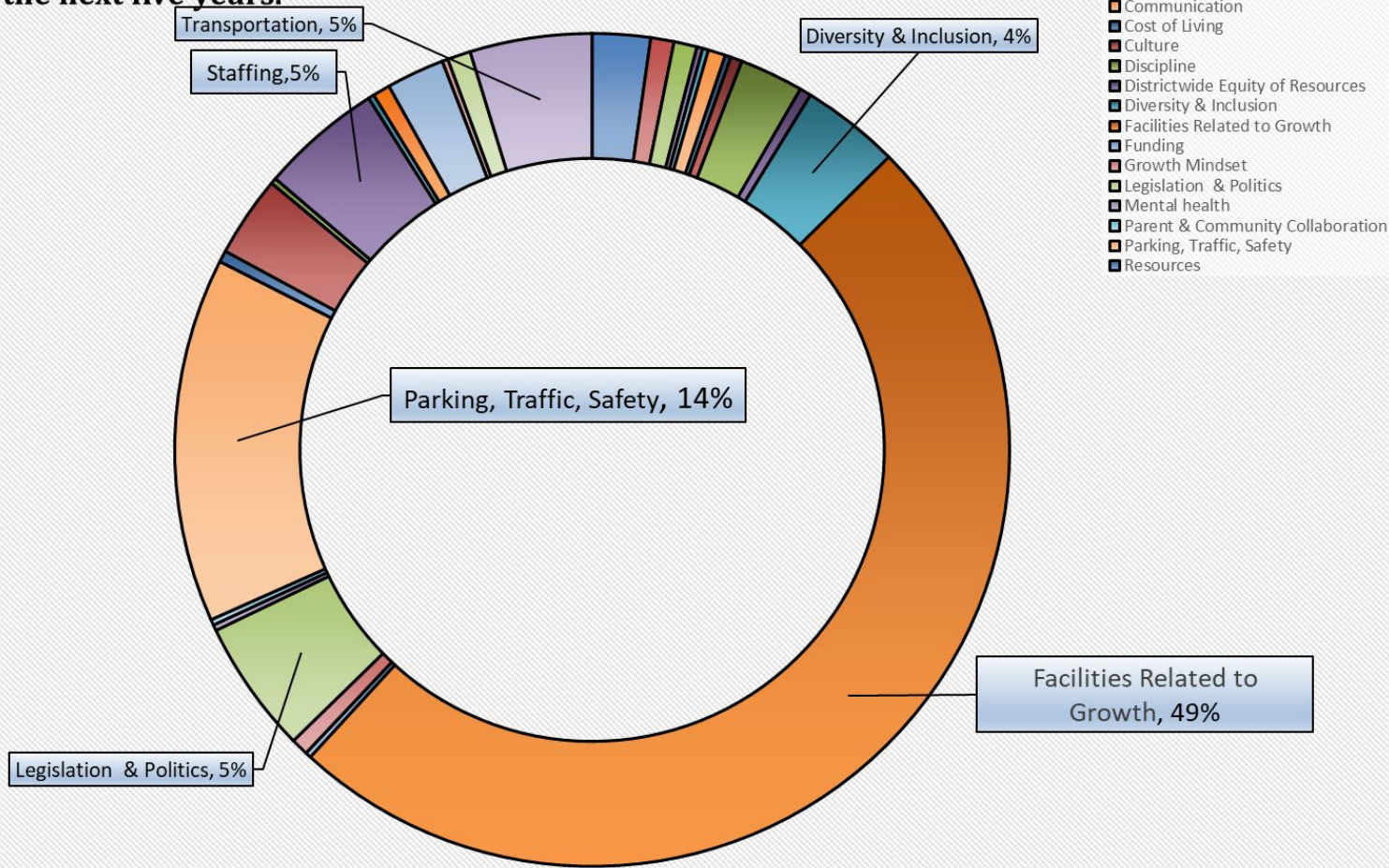
In your opinion, what are the three biggest challenges Fayetteville Public Schools will face over the next five years?





**Parent Responses**

**In your opinion, what are the three biggest challenges FPS will face over the next five years.**



# TAKEAWAYS



A strong majority of staff, students, and parents believe the climate and culture is good but can be better.



A strong majority of parents are satisfied with the education and services their child receives, but 50% of parents also believe there is room for improvement.



A strong majority  
feel FPS should  
pursue more choice  
options for  
students.





There is not strong support for the construction of a second traditional high school.



Student behavior and discipline were identified as the top opportunities for growth by faculty and staff.



All focus groups  
identified facilities  
and growth as the top  
challenges the district  
will face in the next  
five years.





**FAYETTEVILLE  
PUBLIC SCHOOLS**

Since 1871