





# MNPS District

1. Teacher Survey  
Winter 2024



## Summary

Topic Description	Results	Benchmark
<b>Culture of Inclusion</b> Perceptions of the faculty and staff culture with regard to equity, diversity, and inclusion.	<b>45%</b> ▼1 since last survey	
<b>Engagement</b> Employees' engagement with their work at the district.	<b>77%</b> ▲2 since last survey	
<b>Family Relationships</b> Perceptions of trusting relationships between educators and families.	<b>65%</b> ▼1 since last survey	
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive from the school's administrative leadership (e.g. principal, assistant principal).	<b>59%</b> ▲3 since last survey	 60th - 79th percentile compared to others nationally
<b>Inclusive Pedagogy</b> Educators' use of instructional practices in support of equity, diversity, and inclusion.	<b>62%</b> ▼1 since last survey	
<b>Professional Learning</b> Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.	<b>60%</b> ▲1 since last survey	 60th - 79th percentile compared to others nationally
<b>Safety and Discipline</b> Perceptions of the orderliness of the school environment and the quality of school disciplinary practices.	<b>70%</b> 0 since last survey	



## School Climate

Perceptions of the overall school climate.

80%

▼ 2

since last survey

## School Leadership

Perceptions of the effectiveness of the school's administrative leadership (e.g. principal, assistant principal).

65%

▼ 1

since last survey



60th - 79th percentile compared to  
others nationally

4,502 responses



## Culture of Inclusion

Your average

45%

4,502 responses

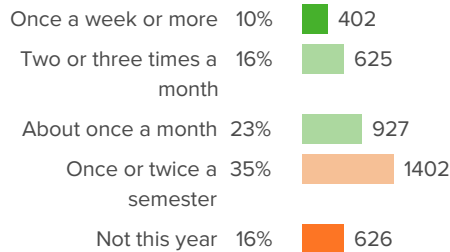
Change

▼ 1

since last survey

### How did people respond?

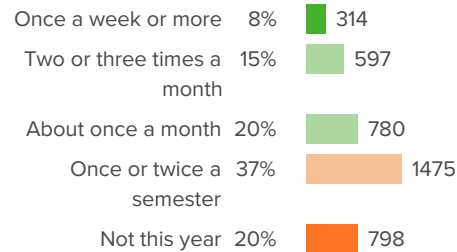
#### Q.1: How often do you have opportunities to learn from other members of your staff about other races, cultures, or other identities?



▼ 2 from last survey

Favorable: 49%

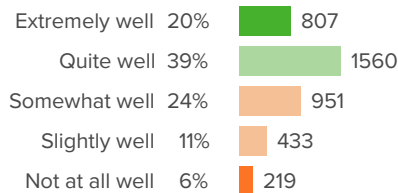
#### Q.2: How often does your staff have honest conversations about race, culture, or other identities?



▼ 2 from last survey

Favorable: 43%

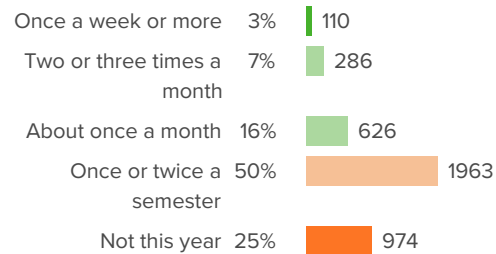
#### Q.3: How well would your school support you in addressing inequities related to race, culture, or other identities among your school's staff?



▲ 0 from last survey

Favorable: 60%

#### Q.4: How often do you participate in professional learning about different races, cultures, or other identities?



▲ 0 from last survey

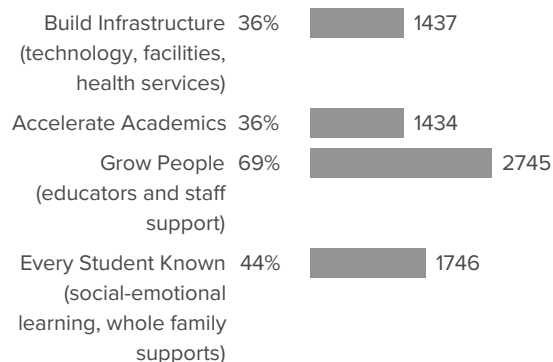
Favorable: 26%



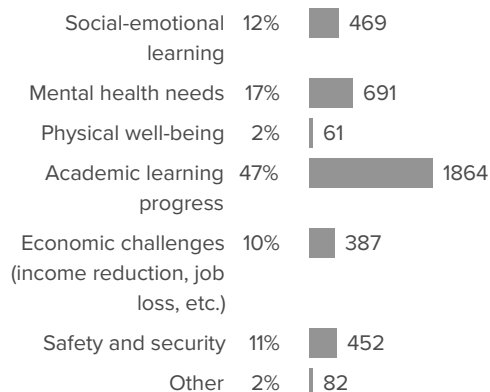
## ESSER 3.0 Input

### How did people respond?

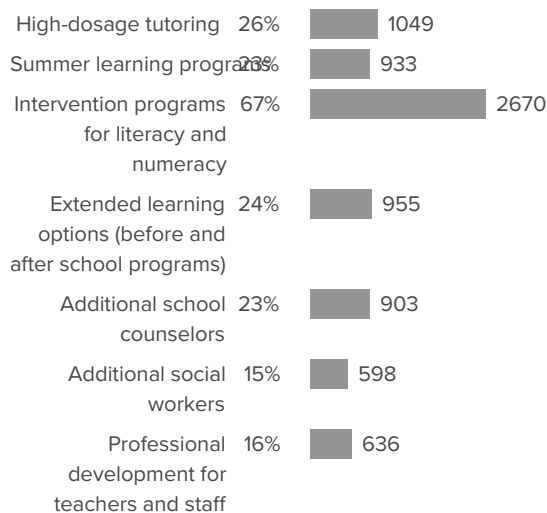
#### Q.1: Which of the following are your highest priorities for the ESSER 3.0 funds? Select your top two priorities.



#### Q.2: What is your biggest concern for students in the upcoming school year?



#### Q.3: Which of the following strategies is most important for accelerating learning progress (or addressing learning loss)? Select the top two most important.





## Engagement

Your average

77%

4,502 responses

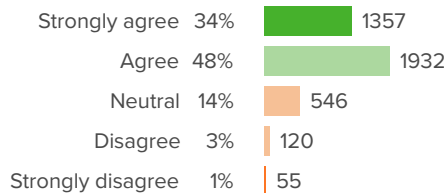
Change

▲ 2

since last survey

### How did people respond?

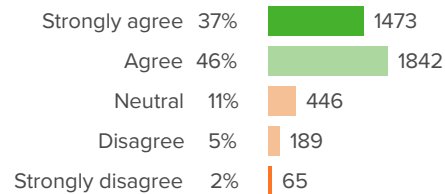
#### Q.1: My current duties and work assignments are interesting.



▲ 2 from last survey

Favorable: 82%

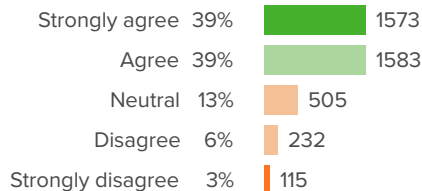
#### Q.2: I am satisfied with the work I do.



▲ 3 from last survey

Favorable: 83%

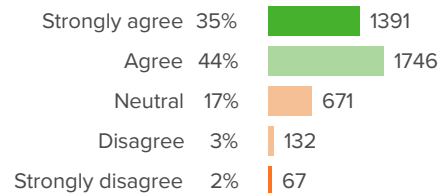
#### Q.3: I am motivated to contribute more than what is expected of me.



▲ 2 from last survey

Favorable: 79%

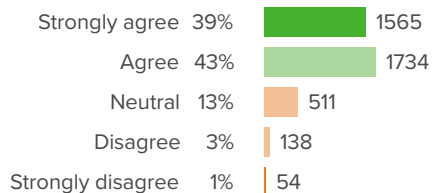
#### Q.4: I am proud to work for MNPS.



▲ 2 from last survey

Favorable: 78%

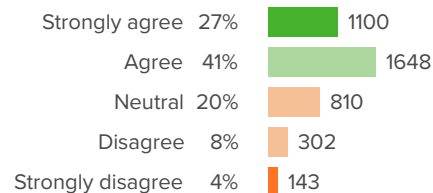
#### Q.5: Working for a public school system gives me a feeling of accomplishment.



▲ 1 from last survey

Favorable: 82%

#### Q.6: I would feel comfortable referring a good friend to work for this district.

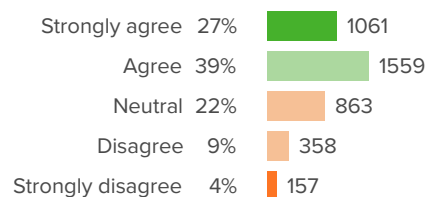


▲ 4 from last survey

Favorable: 69%



**Q.7: I feel there are long-term career opportunities for my professional growth at MNPS.**



▲ **3** from last survey

Favorable: **66%**



## Family Relationships

Your average

65%

4,502 responses

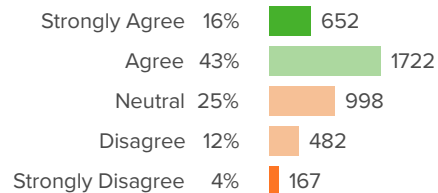
Change

▼ 1

since last survey

How did people respond?

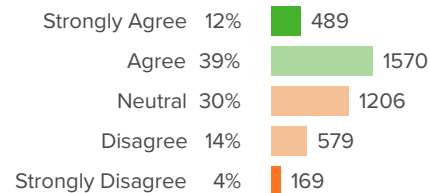
**Q.1: Most students' parents do their best to help their children learn.**



▼ 2 from last survey

Favorable: **59%**

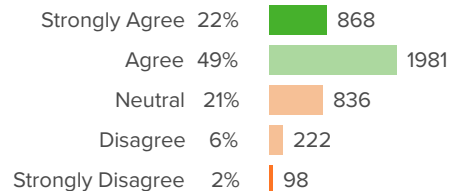
**Q.2: Teachers in school feel good about parents' support for their work.**



▼ 2 from last survey

Favorable: **51%**

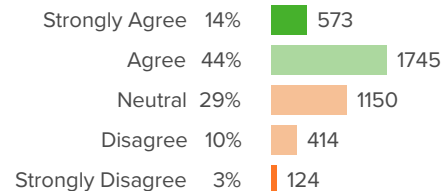
**Q.3: Most students' parents support my teaching efforts.**



▼ 1 from last survey

Favorable: **71%**

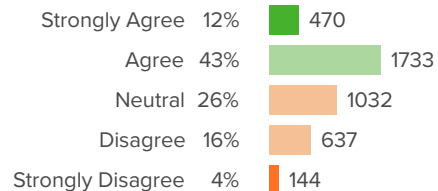
**Q.4: Teachers and parents think of each other as partners in educating kids.**



▼ 3 from last survey

Favorable: **58%**

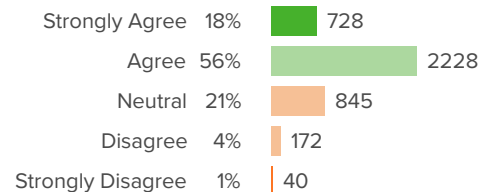
**Q.5: It isn't difficult overcoming cultural barriers between teachers and parents.**



▲ 0 from last survey

Favorable: **55%**

**Q.6: Parents have confidence in teachers' expertise.**



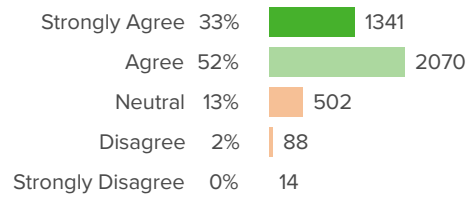
▲ 0 from last survey

Favorable: **74%**





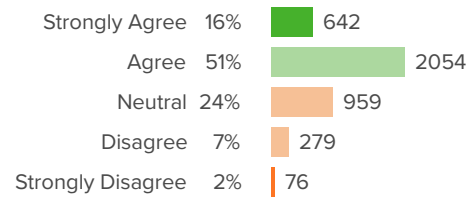
**Q.7: Staff work hard to build trusting relationships with parents.**



▼ 1 from last survey

Favorable: **85%**

**Q.8: Teachers feel respect from the parents of their students.**



▼ 1 from last survey

Favorable: **67%**



## Feedback and Coaching

Your average

59%

4,502 responses

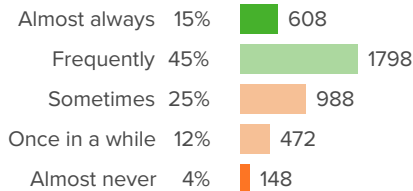
Change

▲ 3

since last survey

How did people respond?

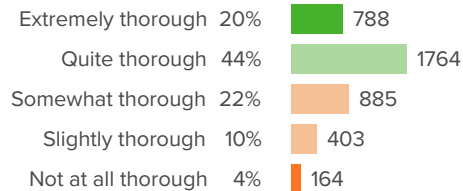
**Q.1: How often do you receive feedback on your teaching?**



▲ 5 from last survey

Favorable: 60%

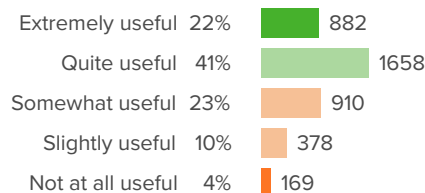
**Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?**



▲ 3 from last survey

Favorable: 64%

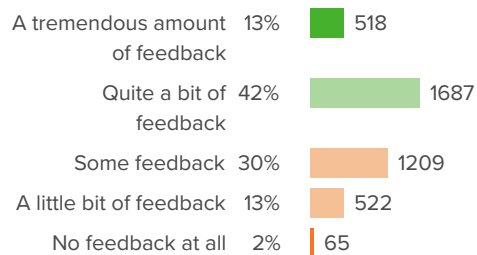
**Q.3: How useful do you find the feedback you receive on your teaching?**



▲ 2 from last survey

Favorable: 64%

**Q.4: How much feedback do you receive on your teaching?**

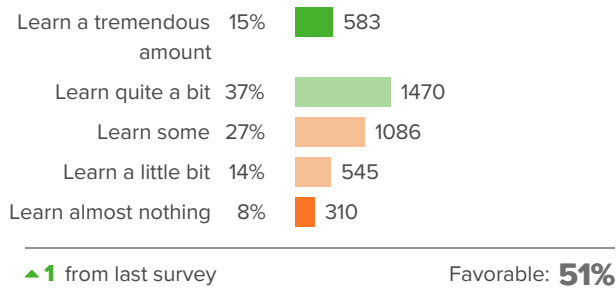


▲ 4 from last survey

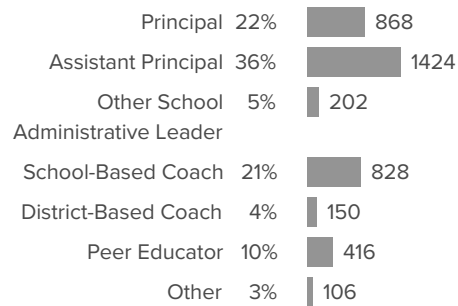
Favorable: 55%



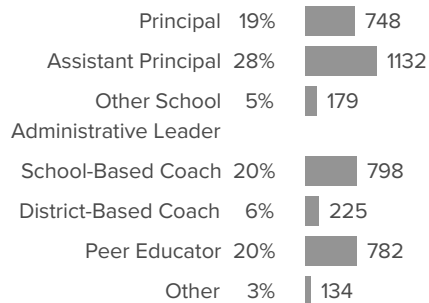
**Q.5: How much do you learn from the teacher evaluation processes at your school?**



**Q.6: From whom do you most often receive feedback on your teaching?**



**Q.7: From whom do you receive the most useful feedback on your teaching?**





## Inclusive Pedagogy

Your average

62%

4,502 responses

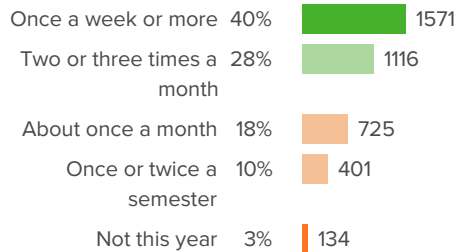
Change

▼ 1

since last survey

How did people respond?

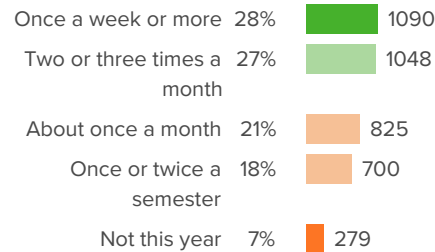
**Q.1: How often do you intentionally create opportunities for diverse students to connect personally with what they learn?**



▼ 2 from last survey

Favorable: **68%**

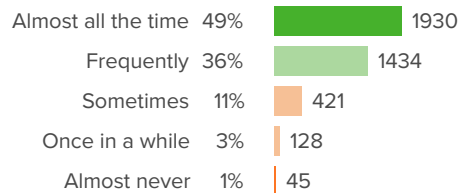
**Q.2: How often do you engage students in critical learning (e.g. thinking, reading, writing, and/or discussion) about issues of diversity?**



▼ 1 from last survey

Favorable: **54%**

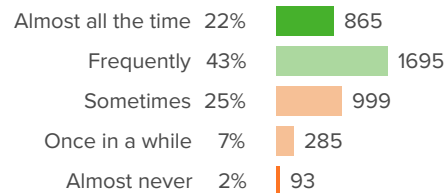
**Q.3: How often do you design the organization and structure of your classroom to promote diversity and inclusion of all learners?**



▲ 0 from last survey

Favorable: **85%**

**Q.4: How often do teachers at your school plan lessons that represent diverse people and perspectives?**

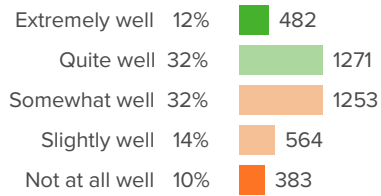


▼ 2 from last survey

Favorable: **65%**



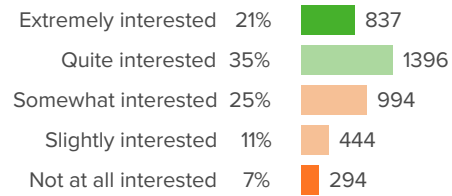
**Q.5: How well do the district-provided curriculum, materials, and resources represent diverse people and perspectives?**



▼ **3** from last survey

Favorable: **44%**

**Q.6: How interested would you be in participating in professional development that supports inclusive instruction?**



▲ **2** from last survey

Favorable: **56%**



## Professional Learning

Your average

**60%**

4,502 responses

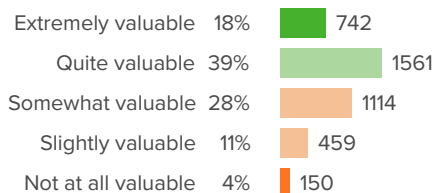
Change

**▲ 1**

since last survey

### How did people respond?

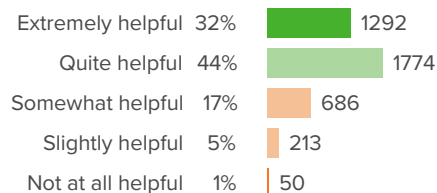
#### Q.1: At your school, how valuable are the available professional development opportunities?



▲ 1 from last survey

Favorable: **57%**

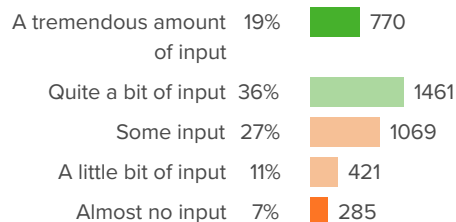
#### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 2 from last survey

Favorable: **76%**

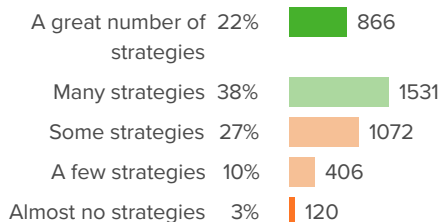
#### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 1 from last survey

Favorable: **56%**

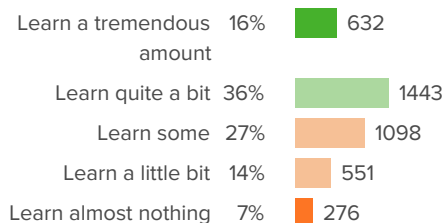
#### Q.4: Through working at your school, how many new teaching strategies have you learned?



▲ 0 from last survey

Favorable: **60%**

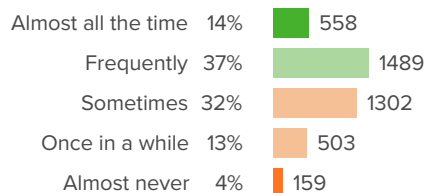
#### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▲ 1 from last survey

Favorable: **52%**

#### Q.6: How often do your professional development opportunities help you explore new ideas?

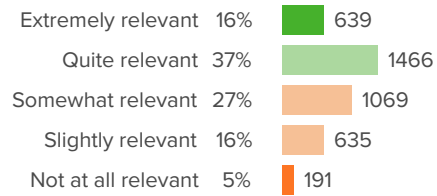


▲ 2 from last survey

Favorable: **51%**



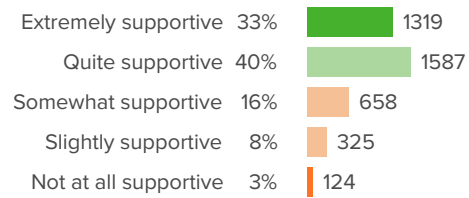
**Q.7: How relevant have your professional development opportunities been to the content that you teach?**



▲ 3 from last survey

Favorable: **53%**

**Q.8: Overall, how supportive has the school been of your growth as a teacher?**



▲ 0 from last survey

Favorable: **72%**



## Safety and Discipline

Your average

70%

4,502 responses

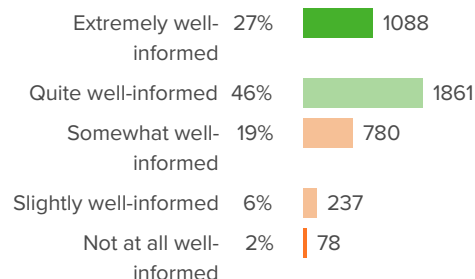
Change

0

since last survey

How did people respond?

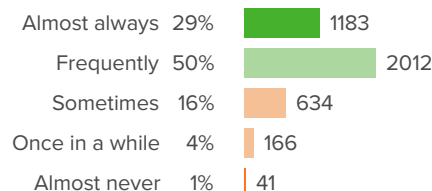
### Q.1: How well-informed are staff about school policies and procedures?



▲ 4 from last survey

Favorable: 73%

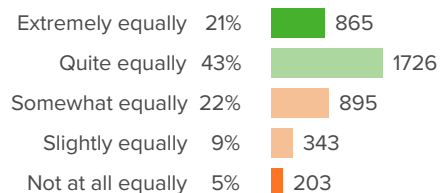
### Q.2: How often do staff at this school recognize students for positive behavior?



▲ 1 from last survey

Favorable: 79%

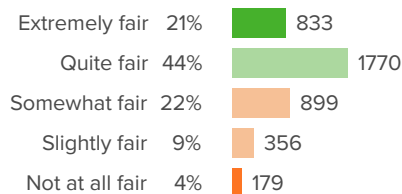
### Q.3: How equally are school rules applied to all students?



▼ 2 from last survey

Favorable: 64%

### Q.4: How fair is discipline at this school?



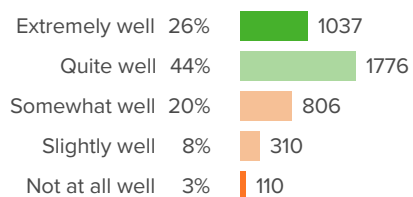
▼ 1 from last survey

Favorable: 64%





**Q.5: How well do staff at this school work together to ensure an orderly environment?**



▲ 0 from last survey

Favorable: **70%**



## School Climate

Your average

80%

4,502 responses

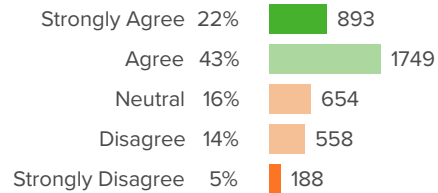
Change

▼ 2

since last survey

How did people respond?

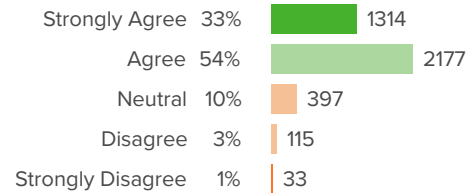
**Q.1: This school consistently has high expectations for student behavior with strict and fair discipline.**



▲ 0 from last survey

Favorable: **65%**

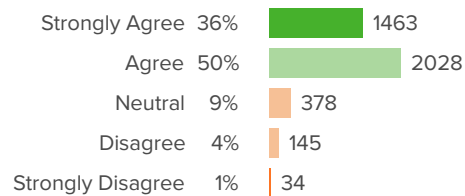
**Q.2: Students consistently feel comfortable seeking help from teachers and other staff members for both academic and personal concerns.**



▼ 2 from last survey

Favorable: **86%**

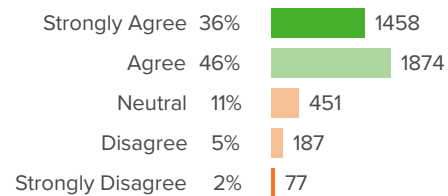
**Q.3: Teachers and other staff members consistently show respect, warmth, and concern for students.**



▼ 3 from last survey

Favorable: **86%**

**Q.4: This school consistently has high academic expectations for students.**



▼ 2 from last survey

Favorable: **82%**



## School Leadership

Your average

65%

4,502 responses

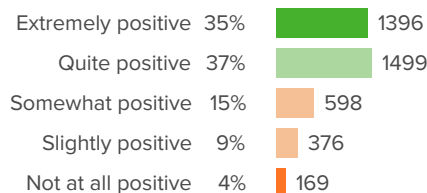
Change

▼ 1

since last survey

### How did people respond?

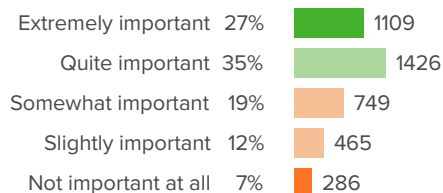
#### Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 1 from last survey

Favorable: **72%**

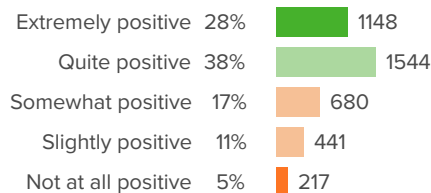
#### Q.2: For your school leaders, how important is teacher satisfaction?



▼ 2 from last survey

Favorable: **63%**

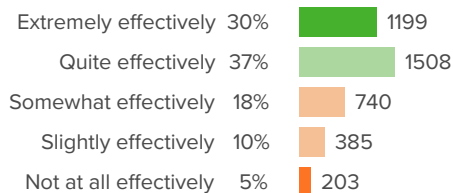
#### Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 1 from last survey

Favorable: **67%**

#### Q.4: How effectively do school leaders communicate important information to teachers?

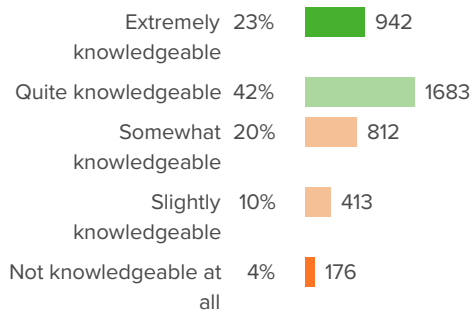


▲ 2 from last survey

Favorable: **67%**



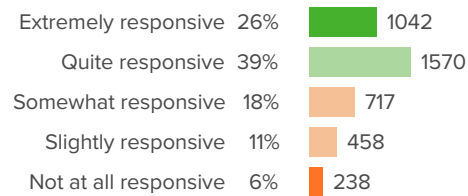
**Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?**



▲ 1 from last survey

Favorable: **65%**

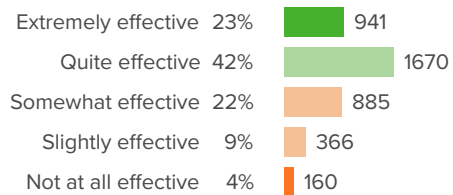
**Q.6: How responsive are school leaders to your feedback?**



▼ 1 from last survey

Favorable: **65%**

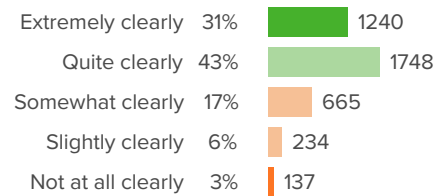
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 2 from last survey

Favorable: **65%**

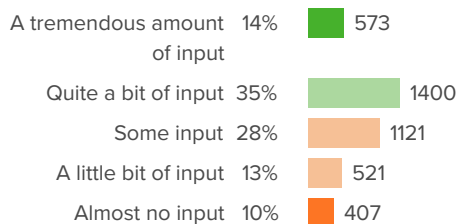
**Q.8: How clearly do your school leaders identify their goals for teachers?**



▲ 1 from last survey

Favorable: **74%**

**Q.9: When the school makes important decisions, how much input do teachers have?**



▲ 0 from last survey

Favorable: **49%**



# MNPS District

2. Staff Survey  
Winter 2024



Report created by  
Panorama Education



## Summary

Topic Description	Results	Benchmark
<b>Culture of Inclusion</b> Perceptions of the faculty and staff culture with regard to equity, diversity, and inclusion.	<b>53%</b> ▼1 since last survey	
<b>Engagement</b> Employees' engagement with their work at the district.	<b>83%</b> 0 since last survey	
<b>Feedback and Coaching</b> Perceptions of the amount and quality of feedback faculty and staff receive from the school's administrative leadership (e.g. principal, assistant principal).	<b>60%</b> ▲1 since last survey	 60th - 79th percentile compared to others nationally
<b>Professional Learning</b> Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.	<b>67%</b> 0 since last survey	 80th - 99th percentile compared to others nationally
<b>Safety and Discipline</b> Perceptions of the orderliness of the school environment and the quality of school disciplinary practices.	<b>77%</b> ▲1 since last survey	
<b>School Climate</b> Perceptions of the overall school climate.	<b>80%</b> 0 since last survey	
<b>School Leadership</b> Perceptions of the effectiveness of the school's administrative leadership (e.g. principal, assistant principal).	<b>75%</b> 0 since last survey	 60th - 79th percentile compared to others nationally

1,698 responses



## Culture of Inclusion

Your average

53%

1,698 responses

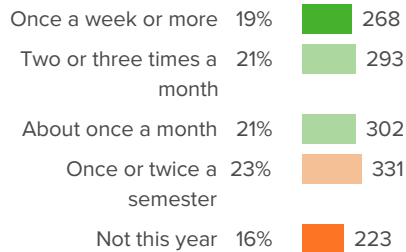
Change

▼ 1

since last survey

### How did people respond?

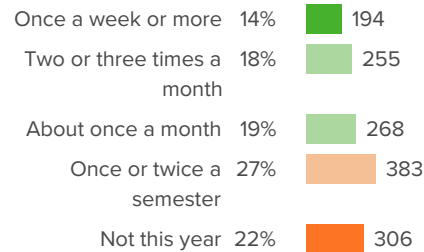
#### Q.1: How often do you have opportunities to learn from other members of your staff about other races, cultures, or other identities?



▲ 0 from last survey

Favorable: 61%

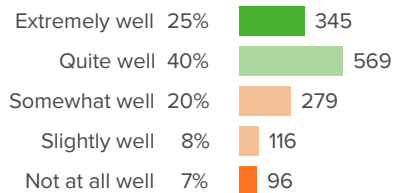
#### Q.2: How often does your staff have honest conversations about race, culture, or other identities?



▼ 3 from last survey

Favorable: 51%

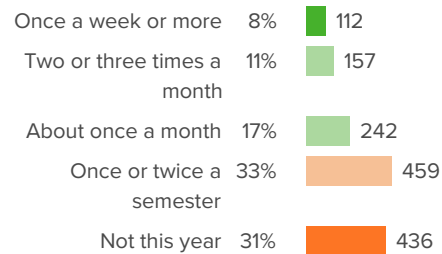
#### Q.3: How well would your school support you in addressing inequities related to race, culture, or other identities among your school's staff?



▲ 2 from last survey

Favorable: 65%

#### Q.4: How often do you participate in professional learning about different races, cultures, or other identities?



▼ 1 from last survey

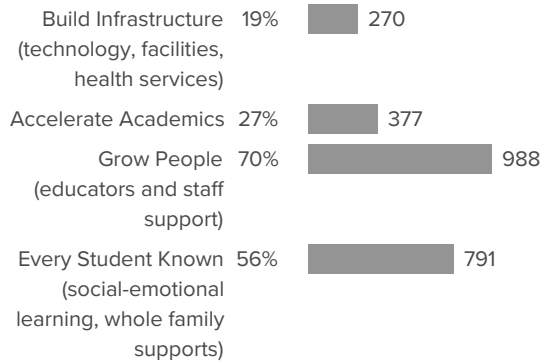
Favorable: 36%



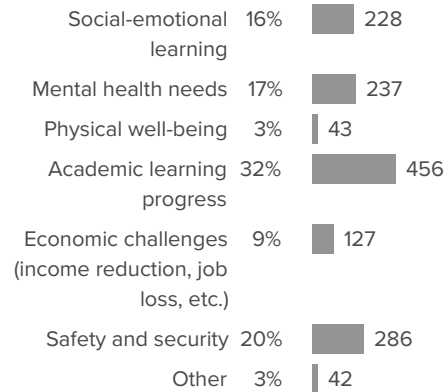
## ESSER 3.0 Input

### How did people respond?

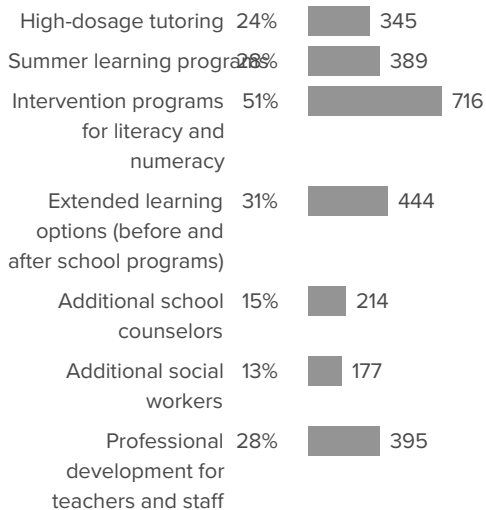
#### Q.1: Which of the following are your highest priorities for the ESSER 3.0 funds? Select your top two priorities.



#### Q.2: What is your biggest concern for students in the upcoming school year?



#### Q.3: Which of the following strategies is most important for accelerating learning progress (or addressing learning loss)? Select the top two most important.







## Engagement

Your average

**83%**

1,698 responses

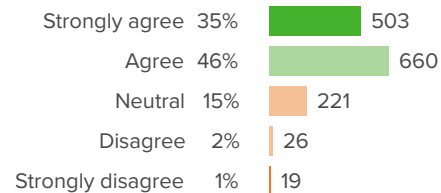
Change

**0**

since last survey

How did people respond?

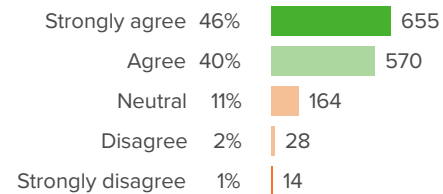
**Q.1: My current duties and work assignments are interesting.**



▲ 0 from last survey

Favorable: **81%**

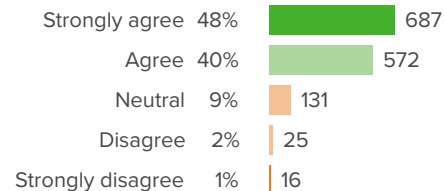
**Q.2: I am satisfied with the work I do.**



▲ 1 from last survey

Favorable: **86%**

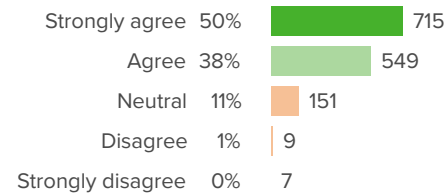
**Q.3: I am motivated to contribute more than what is expected of me.**



▲ 2 from last survey

Favorable: **88%**

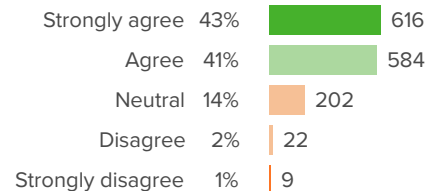
**Q.4: I am proud to work for MNPS.**



▲ 0 from last survey

Favorable: **88%**

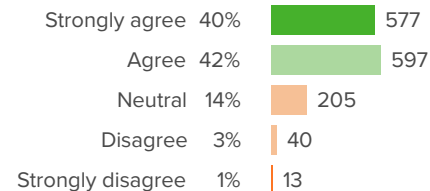
**Q.5: Working for a public school system gives me a feeling of accomplishment.**



▲ 0 from last survey

Favorable: **84%**

**Q.6: I would feel comfortable referring a good friend to work for this district.**

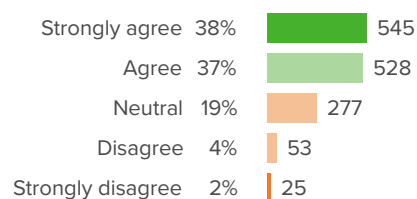


▲ 2 from last survey

Favorable: **82%**



**Q.7: I feel there are long-term career opportunities for my professional growth at MNPS.**



▲ 0 from last survey

Favorable: **75%**



## Feedback and Coaching

Your average

60%

1,698 responses

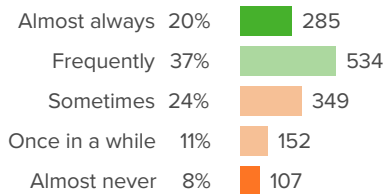
Change

▲ 1

since last survey

### How did people respond?

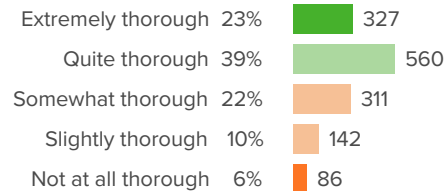
#### Q.1: How often do you receive feedback on your work?



▲ 0 from last survey

Favorable: **57%**

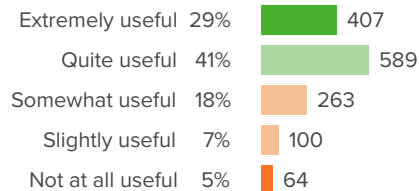
#### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role?



▲ 3 from last survey

Favorable: **62%**

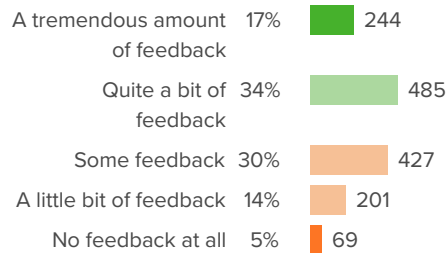
#### Q.3: How useful do you find the feedback you receive on your work?



▲ 1 from last survey

Favorable: **70%**

#### Q.4: How much feedback do you receive on your work?

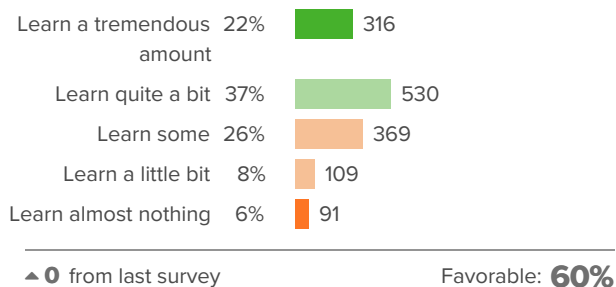


▲ 1 from last survey

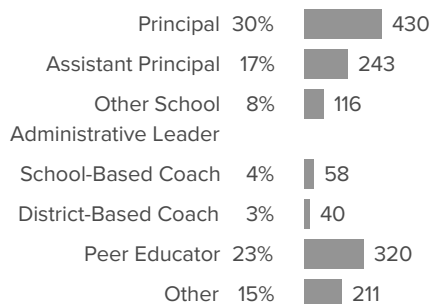
Favorable: **51%**



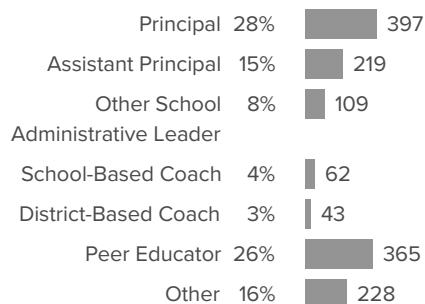
**Q.5: How much do you learn from the evaluation processes at your school?**



**Q.6: From whom do you most often receive feedback on your work?**



**Q.7: From whom do you receive the most useful feedback on your work?**





## Professional Learning

Your average

**67%**

1,698 responses

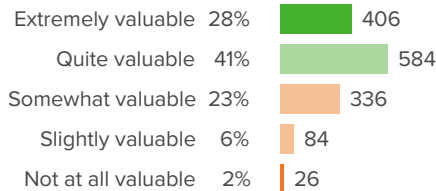
Change

**0**

since last survey

### How did people respond?

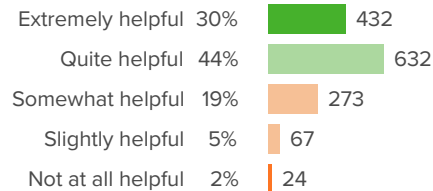
#### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 2 from last survey

Favorable: **69%**

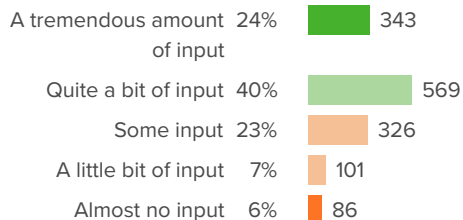
#### Q.2: How helpful are your colleagues' ideas for improving your work?



▲ 1 from last survey

Favorable: **75%**

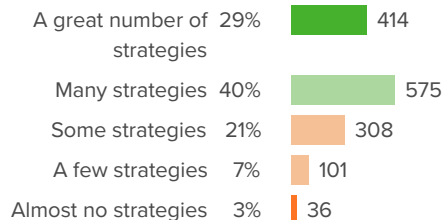
#### Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 1 from last survey

Favorable: **64%**

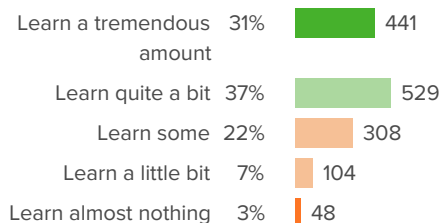
#### Q.4: Through working at your school, how many new strategies for your job have you learned?



▲ 2 from last survey

Favorable: **69%**

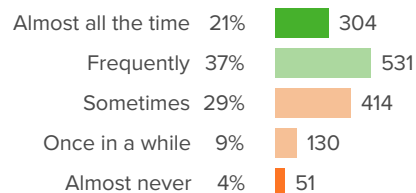
#### Q.5: Overall, how much do you learn from the leaders at your school?



▲ 1 from last survey

Favorable: **68%**

#### Q.6: How often do your professional development opportunities help you explore new ideas?

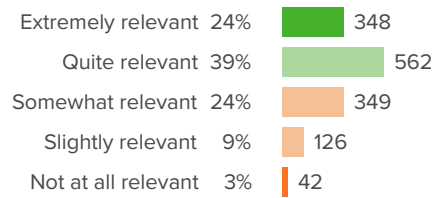


▲ 1 from last survey

Favorable: **58%**



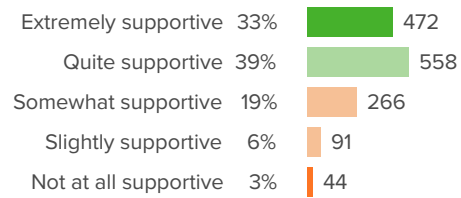
**Q.7: How relevant have your professional development opportunities been to your work?**



▼ **1** from last survey

Favorable: **64%**

**Q.8: Overall, how supportive has the school been of your professional growth?**



▲ **2** from last survey

Favorable: **72%**



## Safety and Discipline

Your average

**77%**

1,698 responses

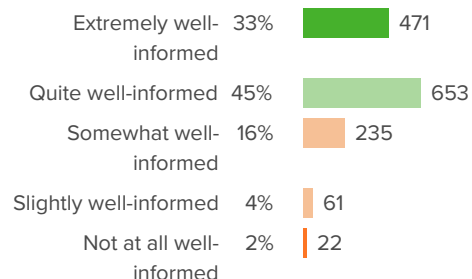
Change

**▲ 1**

since last survey

How did people respond?

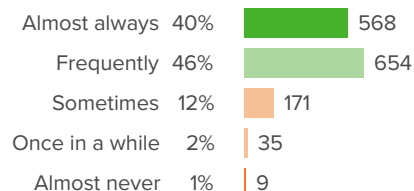
### Q.1: How well-informed are staff about school policies and procedures?



▲ 1 from last survey

Favorable: **78%**

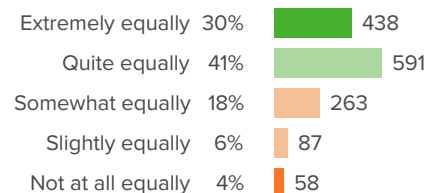
### Q.2: How often do staff at this school recognize students for positive behavior?



▲ 1 from last survey

Favorable: **85%**

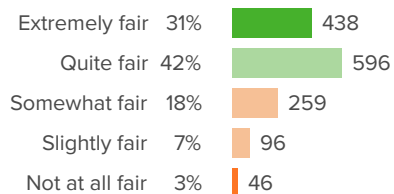
### Q.3: How equally are school rules applied to all students?



▼ 1 from last survey

Favorable: **72%**

### Q.4: How fair is discipline at this school?

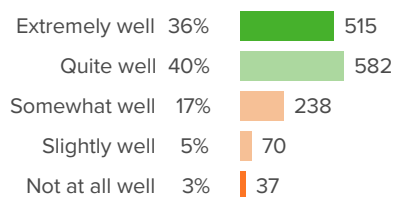


▼ 1 from last survey

Favorable: **72%**



**Q.5: How well do staff at this school work together to ensure an orderly environment?**



▲ 1 from last survey

Favorable: **76%**





## School Climate

Your average

80%

1,698 responses

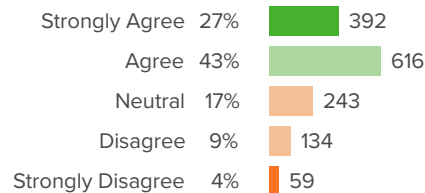
Change

0

since last survey

How did people respond?

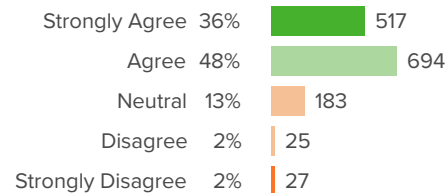
**Q.1: This school consistently has high expectations for student behavior with strict and fair discipline.**



▼ 1 from last survey

Favorable: **70%**

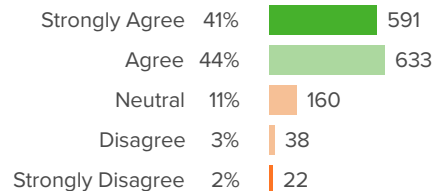
**Q.2: This school consistently has high academic expectations for students.**



▲ 0 from last survey

Favorable: **84%**

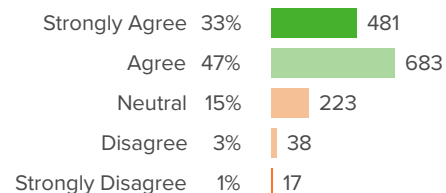
**Q.3: Teachers and other staff members consistently show respect, warmth, and concern for students.**



▲ 0 from last survey

Favorable: **85%**

**Q.4: Students consistently feel comfortable seeking help from teachers and other staff members for both academic and personal concerns.**



▲ 0 from last survey

Favorable: **81%**



## School Leadership

Your average

75%

1,698 responses

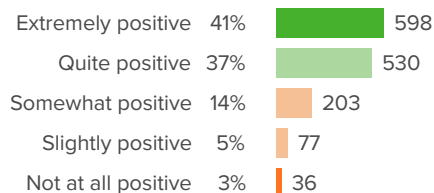
Change

0

since last survey

How did people respond?

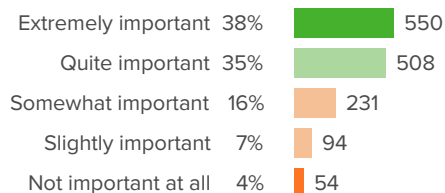
**Q.1: How positive is the tone that school leaders set for the culture of the school?**



▼ 2 from last survey

Favorable: **78%**

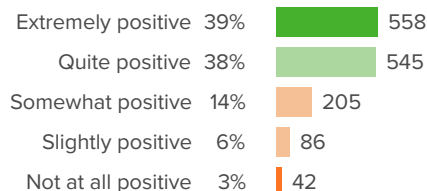
**Q.2: For your school leaders, how important is staff satisfaction?**



▼ 2 from last survey

Favorable: **74%**

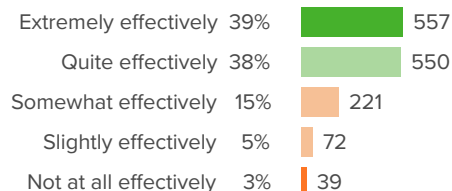
**Q.3: Overall, how positive is the influence of the school leaders on the quality of your work?**



▼ 1 from last survey

Favorable: **77%**

**Q.4: How effectively do school leaders communicate important information to staff?**

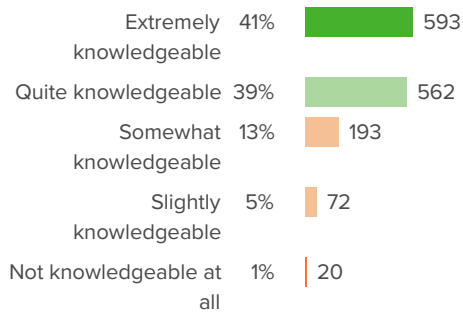


▲ 0 from last survey

Favorable: **77%**



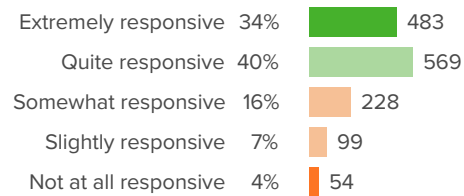
**Q.5: How knowledgeable are your school leaders about what is going on in the school?**



▲ 0 from last survey

Favorable: **80%**

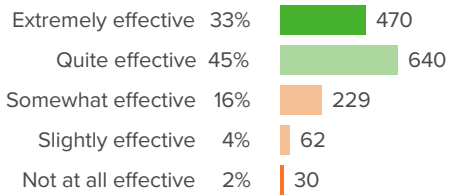
**Q.6: How responsive are school leaders to your feedback?**



▼ 1 from last survey

Favorable: **73%**

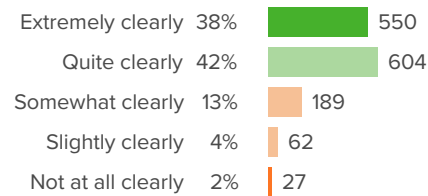
**Q.7: How effective are the school leaders at developing rules for students that facilitate their learning?**



▲ 1 from last survey

Favorable: **78%**

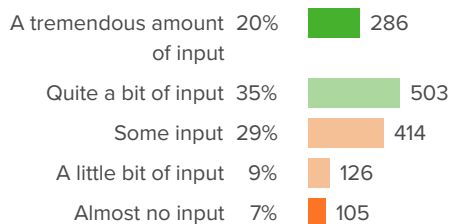
**Q.8: How clearly do your school leaders identify their goals for the staff?**



▲ 3 from last survey

Favorable: **81%**

**Q.9: When the school makes important decisions, how much input do staff have?**



▲ 1 from last survey

Favorable: **55%**