

**Lincoln Public Schools  
Lincoln, Massachusetts**

**SCHOOL COMMITTEE MEETING OF JUNE 11, 2025**

**6.0 TIME SCHEDULED APPOINTMENTS**

**AGENDA ITEM:**

**6.3 Spring Survey Data Report**

Supporting Documents: ☒ Enclosed ☐ N/A ☐ Forthcoming

**RECOMMENDED ACTION:**

☐

Information Only

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Discussion/Review

☐

First Reading

☐

Second Reading

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VOTE to:

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**BACKGROUND:**

Robert Ford, Director of Educational Operations and Technology, will provide an overview of the 2025 spring survey responses as summarized in the enclosed report.

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**FACILITATOR AND INVITED GUESTS:**

## Lincoln Public Schools Spring 2025 Feedback Survey Report

### Overview

Since 2015, Lincoln Public Schools has conducted annual surveys to help us better understand the experiences of the students and adults in our community. From 2015-2020 these surveys were largely internal instruments designed to provide teachers with direct feedback from their students grade 3-8 and administrators with feedback from their staff. In the 2020-2021 school year, the annual survey program expanded to include family surveys and zoomed out to gather feedback about student and adult experiences across all aspects of school. In 2021-2022, the survey further expanded to add feedback surveys from students in PK-2, and began using the current survey instruments that focus on the areas below. For the 24-25 school year, a small change was made to the family survey instrument only to reduce the number of questions and shorten the survey, with an eye to encouraging participation after several years of lower response rates from families.

Students	Teachers & Staff	Family Members
Teacher-Student Relationships Rigorous Expectations Curriculum, Instruction, and Assessment School Climate Sense of Belonging Engagement Diversity and Inclusion* Cultural Awareness and Action*  * Grades 6-8 only	Educating All Students Staff-Family Relationships Cultural Awareness and Action Satisfaction and Retention Belonging Professional Learning About Equity	School Climate School Fit Family-School Communication

Student surveys are administered during school. Students in grades 2-8 complete the surveys online, students in K-1 complete the surveys in paper using a simplified scale, and students in PK are surveyed in a 1:1 interview process. Survey results are reported in grade spans that reflect the different developmentally-designed survey instruments that were administered: PK, K-1, 2-5, and 6-8. Overall participation is high with over 93% of students responding. This year, 44% of staff responded to the survey, and 195 family responses were recorded. We did see a 23% increase in the number of families participating over last year, which may speak to the value of a shorter survey, however participation still remains lower compared to prior years (456 in 2021, 381 in 2022, and 231 in 2023). When considering the survey feedback, it is important to keep in mind the context of the response rates: nearly all students, about half of staff, and roughly 19% of families responded.

This year's survey responses are summarized in this report. Survey responses were provided on a favorability scale, with a 4 or 5 considered favorable on a 5 point scale, and a 3 considered favorable on a three-point scale.

## Student Feedback

Among students, across all grade spans, the most favorable feedback was around rigorous expectations and teacher-student relationships, with between 74% and 84% favorability across grades PK-5 and between 62% and 78% favorability in grades 6-8. (In general, lower favorability/positivity in middle school grades is a common phenomenon seen across different surveys and research and is also reflected in the DESE VOCAL survey reports both locally and at the state level.)

Students' least favorable responses continue, for the fourth year in a row, to be in the area of engagement. This is an area that will continue to demand our focus and connects directly to our district strategic priority around curriculum, instruction, and learning. The selection and adoption of the new EL Literacy curriculum and its use of engaging, complex, and authentic texts could help in this area.

### Sample Student Prompts

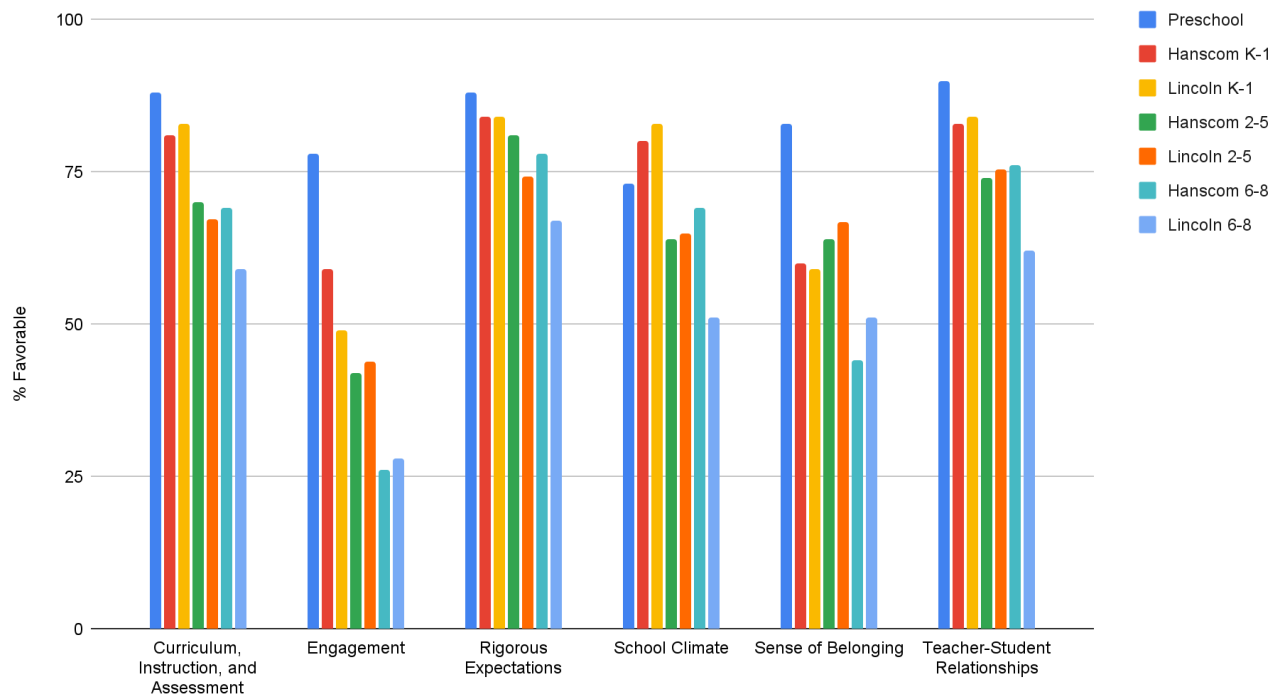
PK: "When you feel like giving up, do your teachers make you keep trying?" (*Rigorous Expectations*)

K-1: "My teachers usually know when I am confused and help me understand" (*Agreement Scale*) (*Curriculum, Instruction, and Assessment*)

2-5: "How interested are you in your classes?" (*Engagement*)

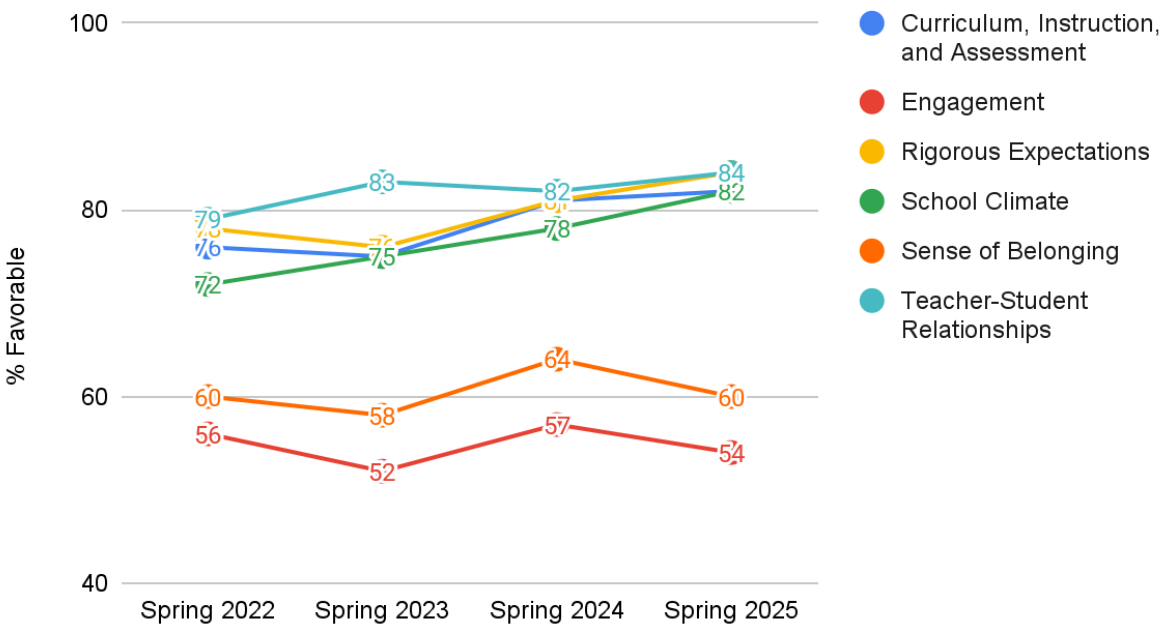
6-8: "At your school, how much does the behavior of other students hurt or help your learning?" (*School Climate*)

Student Surveys - Percent Favorable by Campus/Grade Span

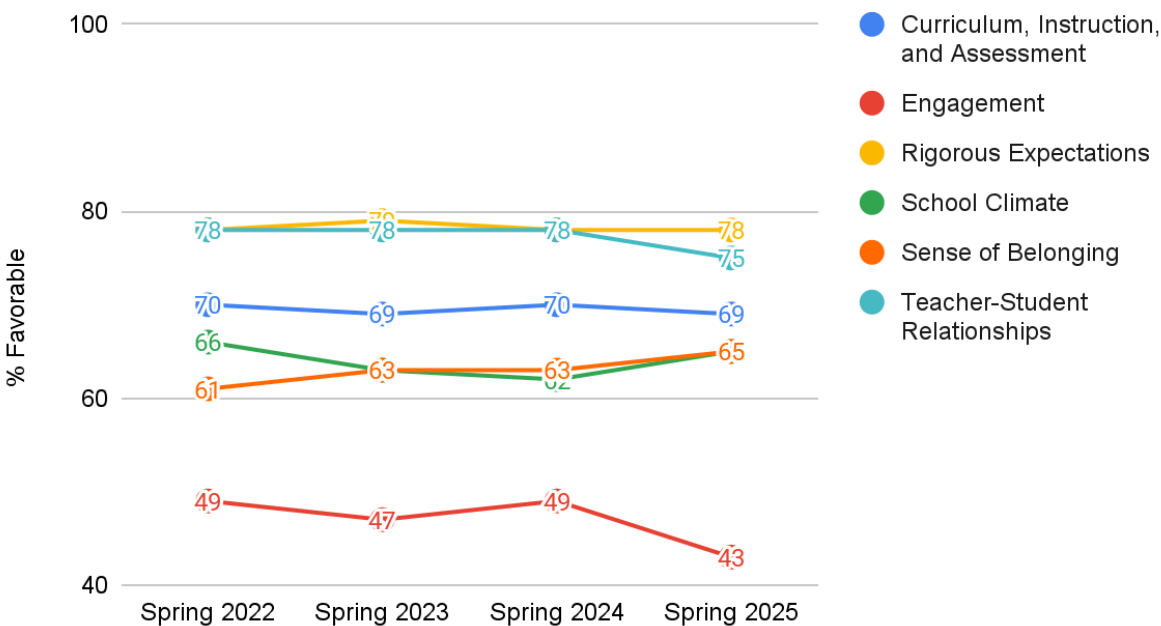


As discussed in prior reports, results in each topic continue to be relatively flat over time, with just a few exceptions. (See pages 3-4 for detail.) The only areas that changed by more than +/- 4 percentage points since last year were engagement in 2-5 which saw a 6 percentage point decrease, and school climate in grades 6-8 which increased by 7 percentage points. The 6-8 school climate increase, taken along with more modest increases in the topic at K-1 (+4) and 2-5 (+3), may reflect the impact of Responsive Classroom practice as we complete our second full year of implementation.

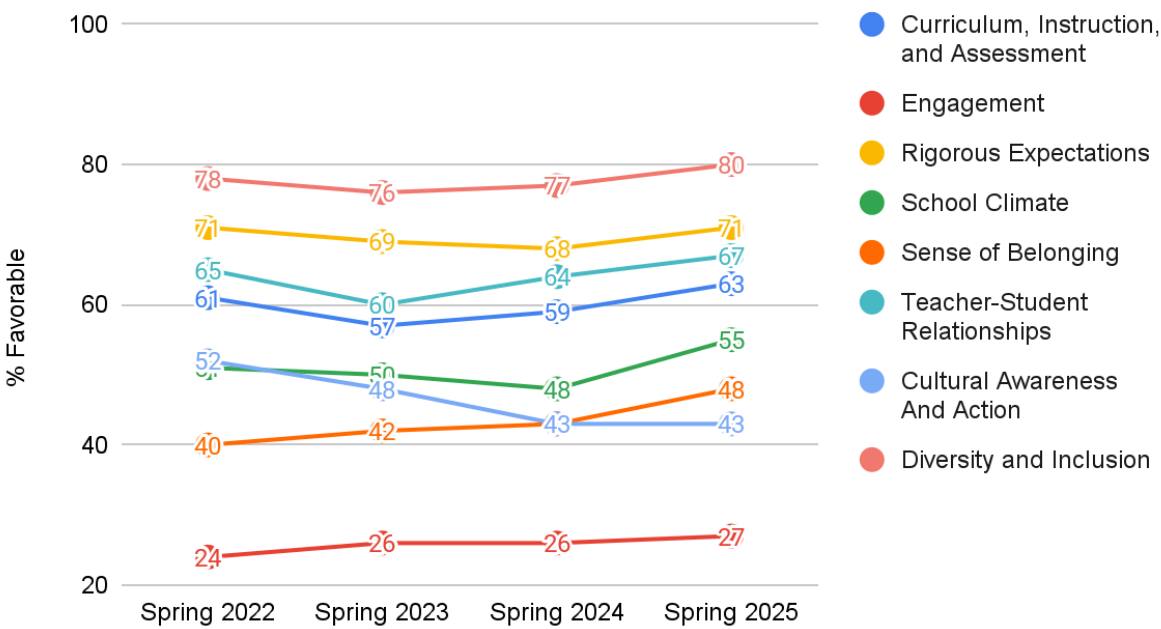
## K-1 Student Surveys - Percent Favorable 2022-2025



## 2-5 Student Surveys - Percent Favorable 2022-2025



# 6-8 Student Surveys - Percent Favorable 2022-2025



## Family Feedback

Family feedback results were very similar to prior years with only minor fluctuations year over year, with one significant exception: At Lincoln School 5-8, all three topics - school climate, school fit, and family-school communication - improved by 7 percentage points over last year.

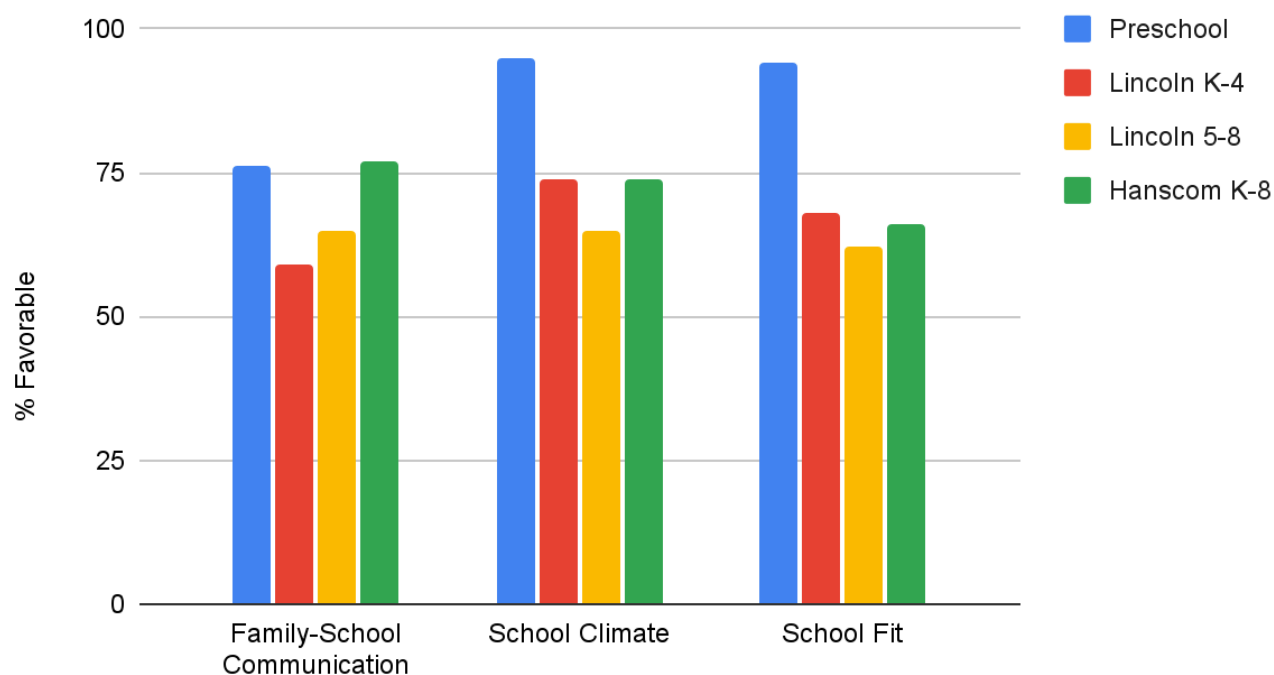
### Sample Family Prompts

"How motivating are the classroom lessons at your child's school?" (*School Climate*)

"At your child's school how well does the overall approach to behavior and discipline work for your child?" (*School Fit*)

"How satisfied are you with the frequency of communication from your child's teacher(s)?" (*Family-School Communication*)

## Family Surveys - Percent Favorable by School



As in prior years, Boston and Hanscom families tended to be more positive than Lincoln families in their responses in the area of Family-School Communication (+31 and +19 respectively), as were families of students with IEPs or 504 plans (+14).

## Staff Feedback

Staff responses were grouped by Teachers (including any administrators who responded), Educational Support Professionals (ESPs), and Other Staff, which included facilities, administrative support, IT, and food services staff.

The Other Staff group responded to a subset of the survey that did not include questions about instructional and classroom-based practices.

Among teachers, we saw an increase in positivity in nearly every topic this year, reversing a downward trend in most areas. The most significant improvement was in the area of satisfaction and retention where we have now seen an improvement of 18 percentage points since Spring of 2023. The only topic where an improvement wasn't seen was professional learning about equity which may reflect our continuing shift from siloed AIDE workshops to AIDE practices embedded into all of our professional development.

### Sample Staff Prompts

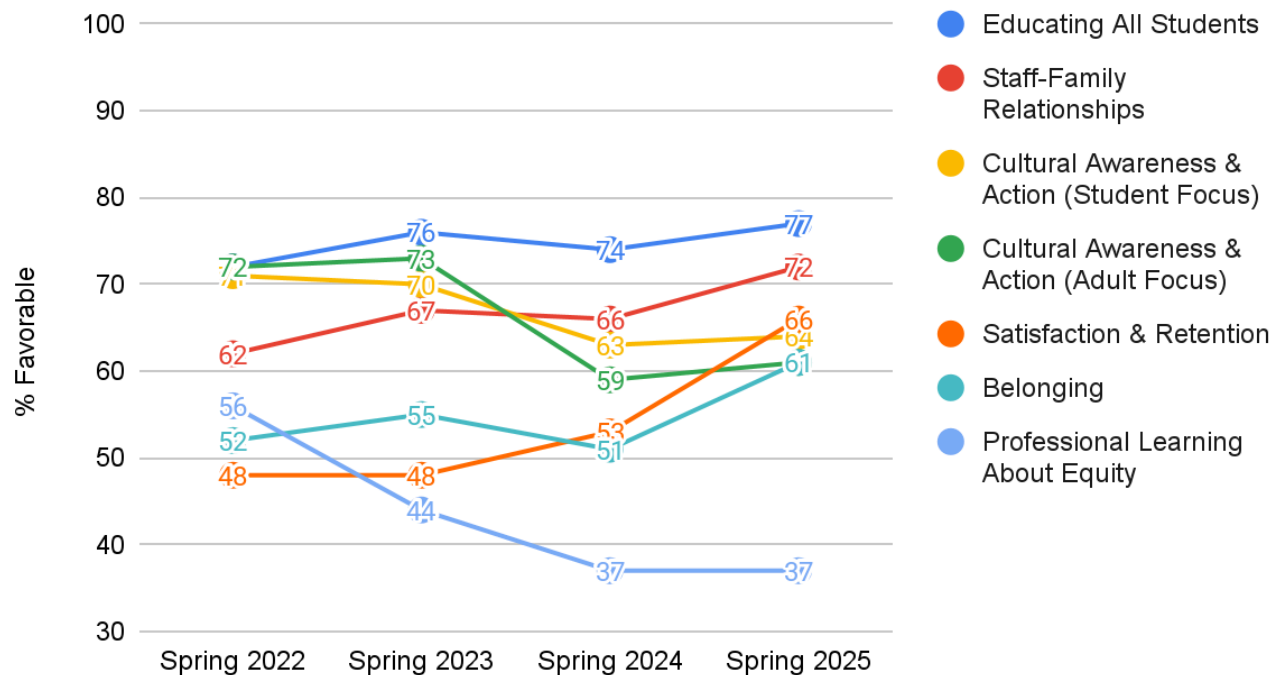
Teachers and ESPs: "How knowledgeable are you regarding where to find resources for working with students who have unique learning needs?" (*Educating All Students*)

Teachers and ESPs: "How often do you individually communicate with the families of your students?" (*Staff-Family Relationships*)

All: "How connected do you feel to other adults at work?" (*Belonging*)

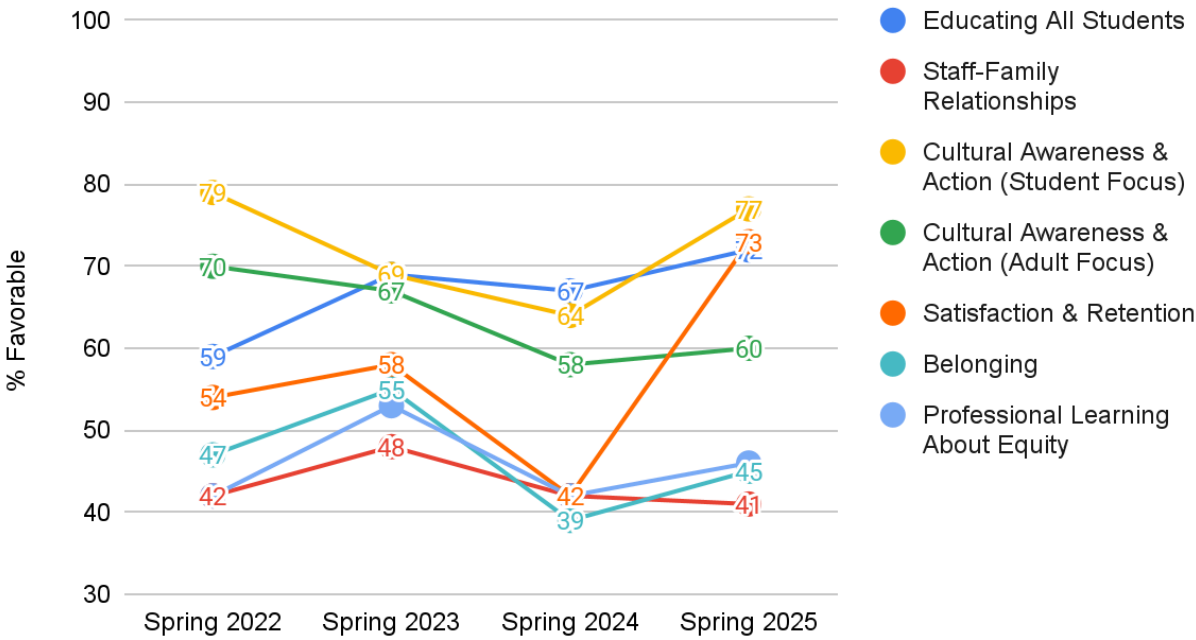
All: "How satisfied are you in your current position?" (*Satisfaction & Retention*)

## Teacher Surveys - Percent Favorable 2022-2025



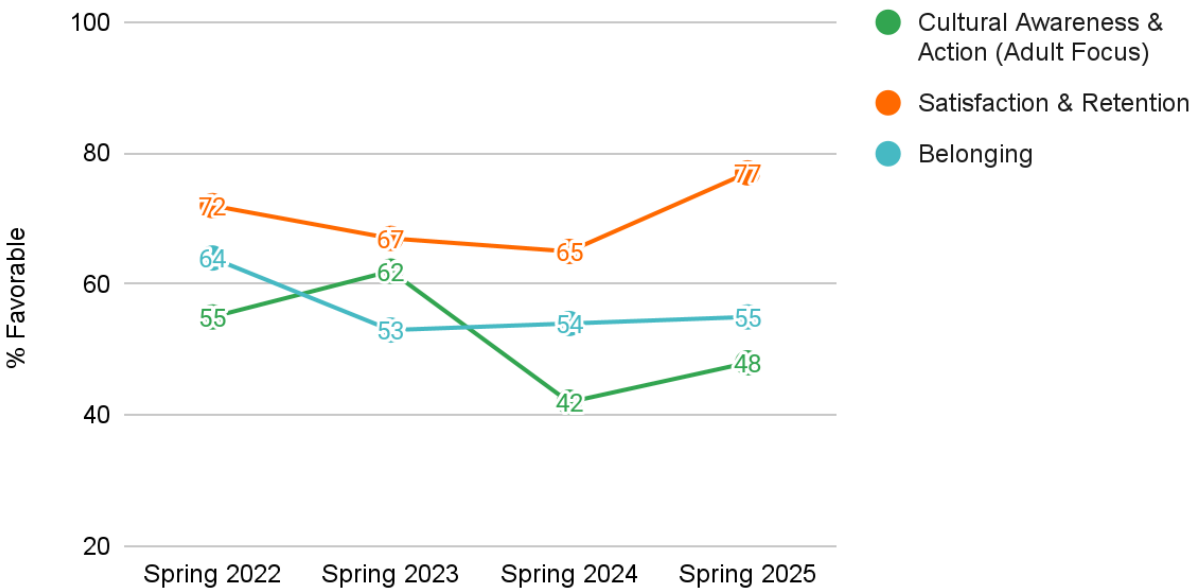
Similar patterns are reflected in the ESP and Other Staff Survey results, with satisfaction and retention consistently showing significant improvement. Across all three groups in total, satisfaction and retention improved by 16 percentage points since last year, by far the largest increase across all the surveys. This is a significant finding and should be recognized as a noteworthy area of improvement in the district's professional culture.

### ESP Surveys - Percent Favorable 2022-2025



### Other Staff\* Surveys - Percent Favorable 2022-2025

*\* Food Services, Administrative Support, IT, Facilities, and other non-Instructional Staff*





## **Conclusion**

In general, this year's survey feedback is similar to prior years, but key findings include:

- Continued concern about students' engagement
- Improvements in students' perceptions of school climate
- Across the board increases in positivity of family survey responses at Lincoln 5-8
- Significant improvements in staff satisfaction and retention

Next year, we look forward to working with the new AIDE Director to review both our existing survey data and our survey instruments to determine if they are the most effective approach to gathering feedback from students, families, and staff.