

IMPACT SURVEY

2023-24



PURPOSE

- The Impact Kentucky Working Conditions Survey is administered to certified educators across the state of Kentucky.
- The survey is given every two years.

EMPLOYEE EXPERIENCE



Employees feel valued as professionals and have a voice that contributes to a culture of collaboration.

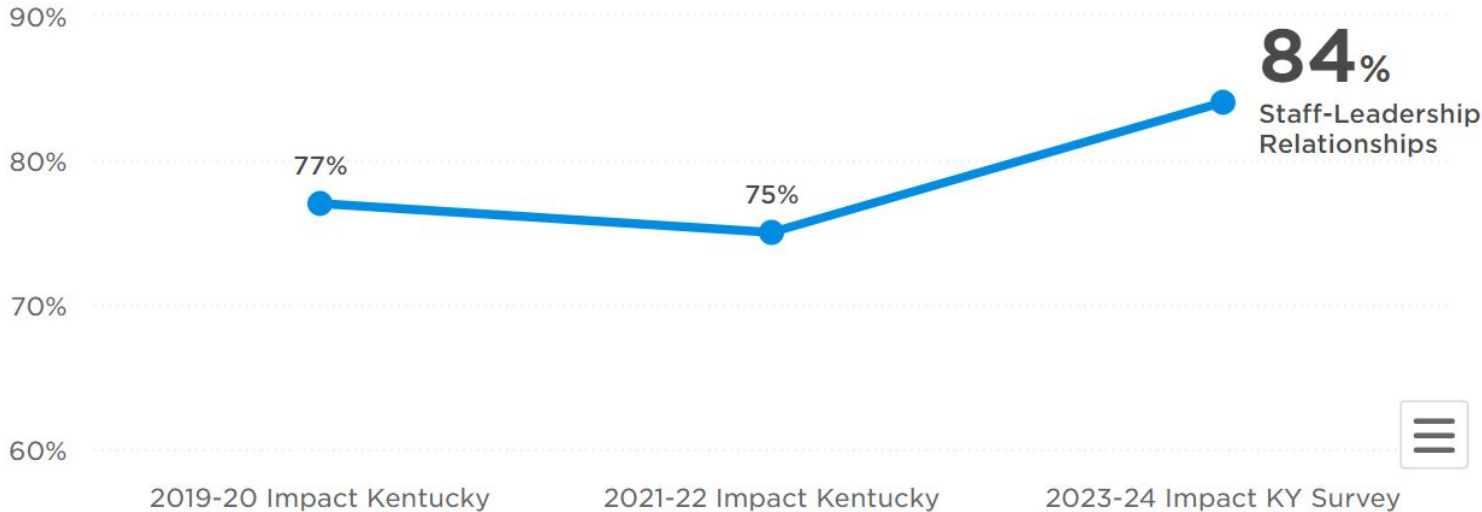
STAFF-LEADERSHIP RELATIONSHIPS



Perceptions of faculty and staff relationships with school leaders.

How have results changed over time?

Percent Favorable



STAFF-LEADERSHIP RELATIONSHIPS



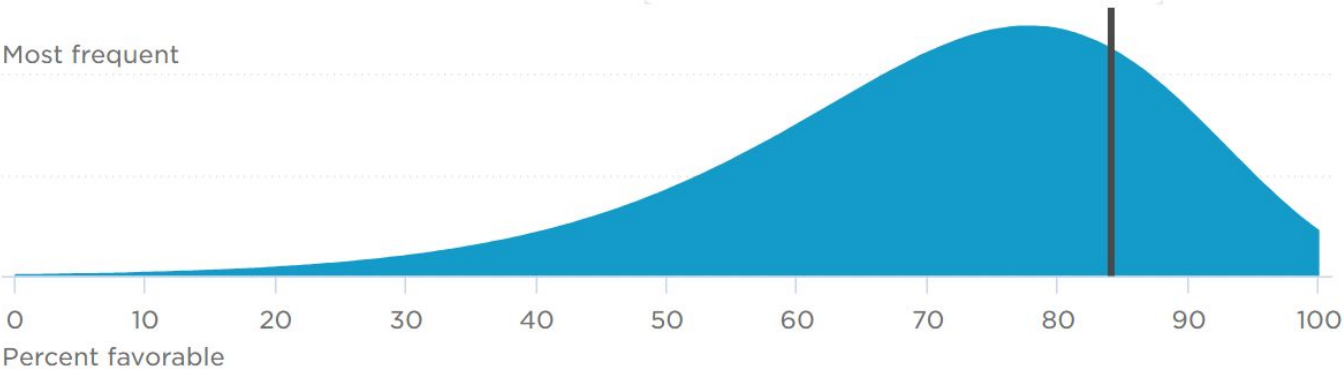
Elementary (80th Percentile)
Middle School (90th Percentile)
High School (90th Percentile)

84%

Your result

Compared to all schools in our national dataset, your score is near the **80th percentile** on this topic.

Most frequent



— Your result

● National dataset
Distribution of all scho...

STAFF-LEADERSHIP RELATIONSHIPS



QUESTION

➤ How confident are you that your school leaders have the best interests of the school in mind?

88 % ⓘ
responded
favorably

▲ **12**
from 2021-22
Impact Kentucky



QUESTION

➤ How much trust exists between school leaders and faculty?

76 % ⓘ
responded
favorably

▲ **13**
from 2021-22
Impact Kentucky



QUESTION

➤ When you face challenges at work, how supportive are your school leaders?

82 % ⓘ
responded
favorably

▲ **10**
from 2021-22
Impact Kentucky



QUESTION

➤ At your school, how motivating do you find working with the leadership team?

70 % ⓘ
responded
favorably

▲ **11**
from 2021-22
Impact Kentucky



STAFF-LEADERSHIP RELATIONSHIPS



QUESTION	85% responded favorably	▲ 8 from 2021-22 Impact Kentucky	
QUESTION	92% responded favorably	▲ 5 from 2021-22 Impact Kentucky	
QUESTION	91% responded favorably	▲ 6 from 2021-22 Impact Kentucky	
QUESTION	85% responded favorably	▲ 10 from 2021-22 Impact Kentucky	

EMPLOYEE EXPERIENCE



*Employees
experience a healthy
work-life balance.*

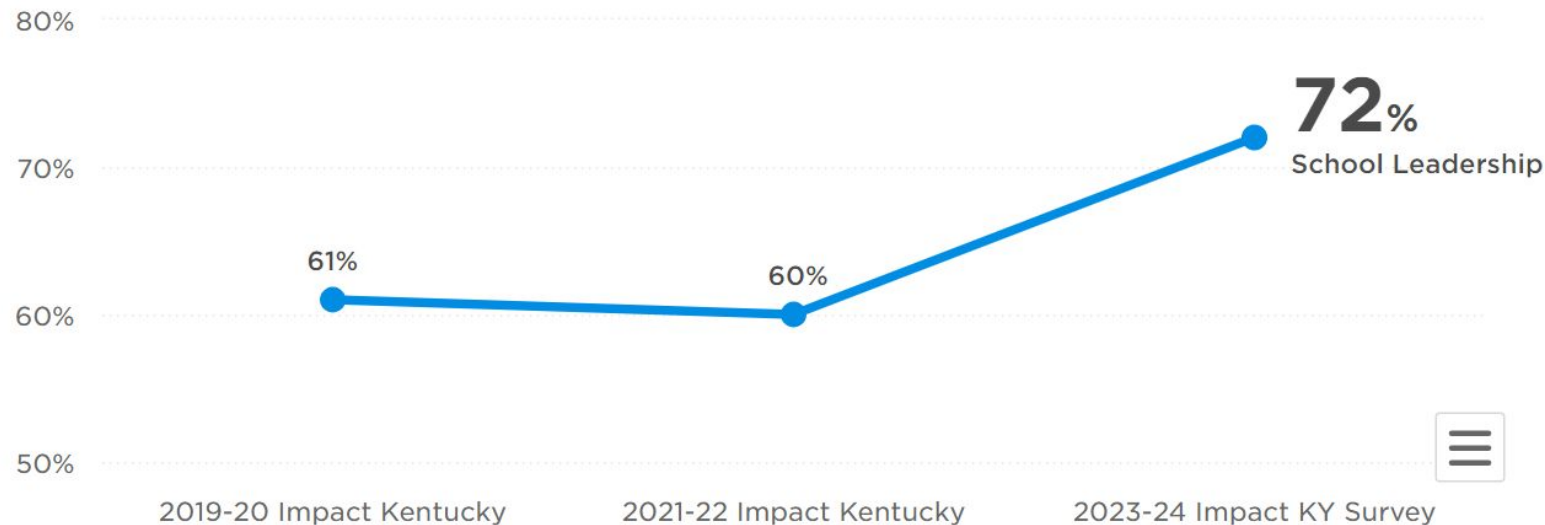
LEADERSHIP EFFECTIVENESS



Perceptions of the school leadership's effectiveness.

How have results changed over time?

Percent Favorable



LEADERSHIP EFFECTIVENESS



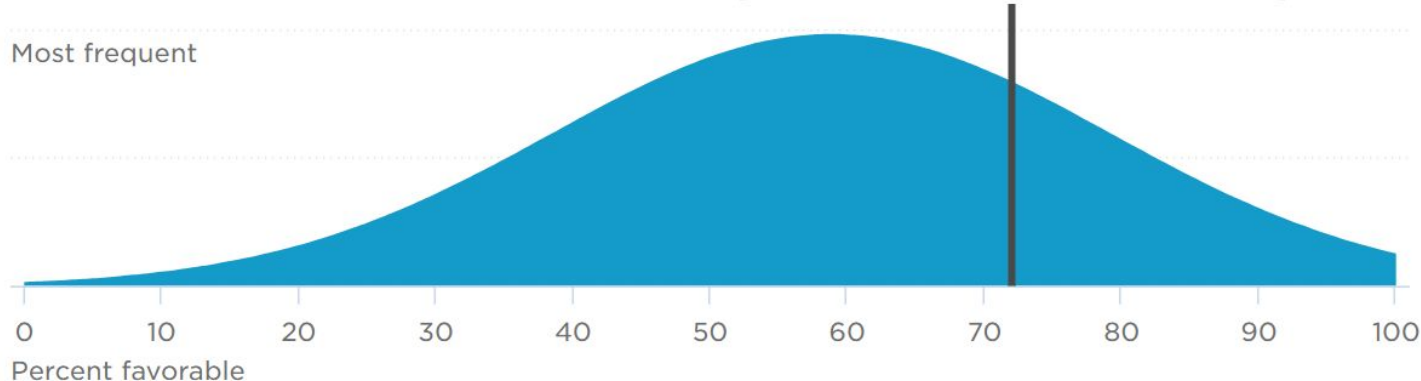
Elementary (70th Percentile)
Middle School (80th Percentile)
High School (90th Percentile)

72%

Your result

Compared to all schools in our national dataset, your score is near the **70th percentile** on this topic.

Most frequent



— Your result

● National dataset
Distribution of all scho...

LEADERSHIP EFFECTIVENESS



QUESTION

- How positive is the tone that school leaders set for the culture of the school?

84 % ⓘ
responded
favorably

▲ **14**
from 2021-22
Impact Kentucky



QUESTION

- For your school leaders, how important is teacher satisfaction?

78 % ⓘ
responded
favorably

▲ **15**
from 2021-22
Impact Kentucky



QUESTION

- Overall, how positive is the influence of the school leaders on the quality of your teaching?

78 % ⓘ
responded
favorably

▲ **13**
from 2021-22
Impact Kentucky



QUESTION

- How effectively do school leaders communicate important information to teachers?

69 % ⓘ
responded
favorably

▲ **10**
from 2021-22
Impact Kentucky



LEADERSHIP EFFECTIVENESS



QUESTION

> How responsive are school leaders to your feedback?

71% i
responded
favorably

▲ 11
from 2021-22
Impact Kentucky



QUESTION

> How clearly do your school leaders identify their goals for teachers?

80% i
responded
favorably

▲ 15
from 2021-22
Impact Kentucky



QUESTION

> When the school makes important decisions, how much input do teachers have?

56% i
responded
favorably

▲ 11
from 2021-22
Impact Kentucky



QUESTION

> How effective are the school leaders at developing rules for students that facilitate their learning?

68% i
responded
favorably

▲ 13
from 2021-22
Impact Kentucky



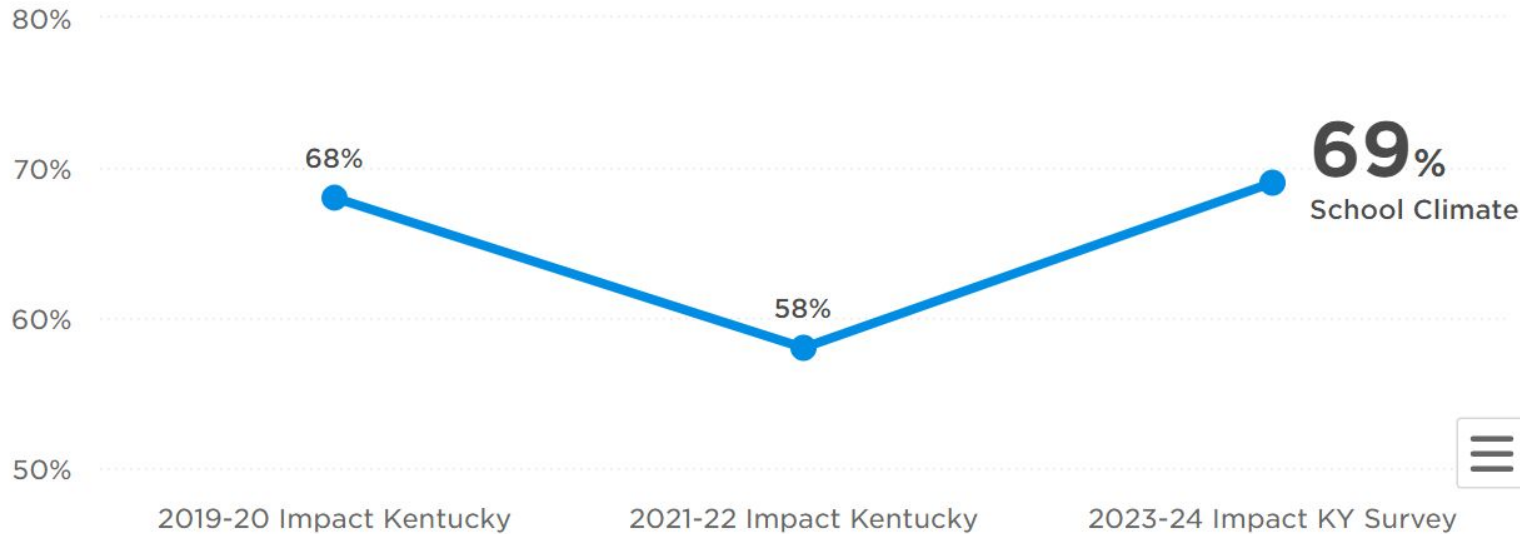
SCHOOL CLIMATE



Perceptions of the overall social and learning climate of the school.

How have results changed over time?

Percent Favorable



SCHOOL CLIMATE



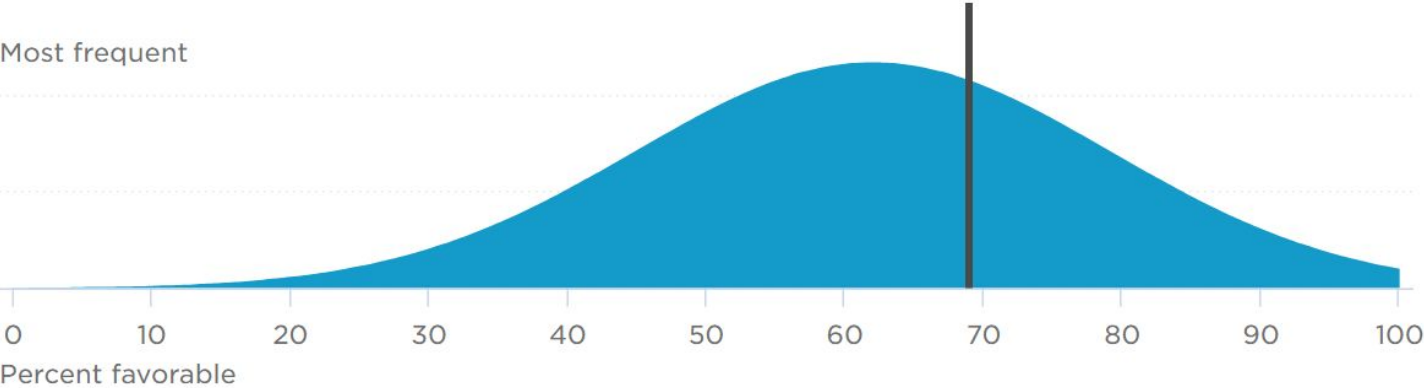
Elementary (60th Percentile)
Middle School (80th Percentile)
High School (90th Percentile)

69%

Your result

Compared to all schools in our national dataset, your score is near the **70th percentile** on this topic.

Most frequent



— Your result

● National dataset
Distribution of all scho...

SCHOOL CLIMATE



QUESTION

> To what extent are teachers trusted to teach in the way they think is best?

78% i
responded
favorably

▲ 13
from 2021-22
Impact Kentucky



QUESTION

> How positive are the attitudes of your colleagues?

63% i
responded
favorably

▲ 19
from 2021-22
Impact Kentucky



QUESTION

> How often do you see students helping each other without being prompted?

71% i
responded
favorably

▲ 9
from 2021-22
Impact Kentucky



QUESTION

> Overall, how positive is the working environment at your school?

75% i
responded
favorably

▲ 21
from 2021-22
Impact Kentucky



SCHOOL CLIMATE



QUESTION

➤ When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?

65 % ⓘ
responded
favorably

▲ **16**
from 2021-22
Impact Kentucky



QUESTION

➤ How optimistic are you that your school will improve in the future?

77 % ⓘ
responded
favorably

▲ **15**
from 2021-22
Impact Kentucky



EMPLOYEE EXPERIENCE



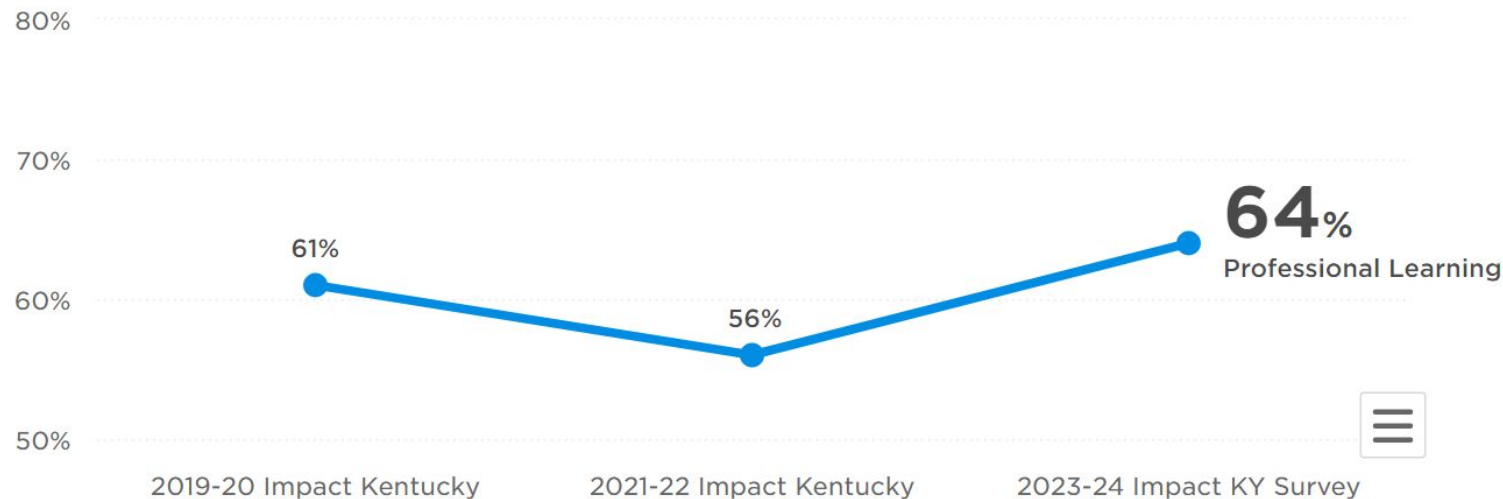
Employees access high quality professional learning and training with clear pathways to grow and advance within the organization.

PROFESSIONAL LEARNING

Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.

How have results changed over time?

Percent Favorable



PROFESSIONAL LEARNING

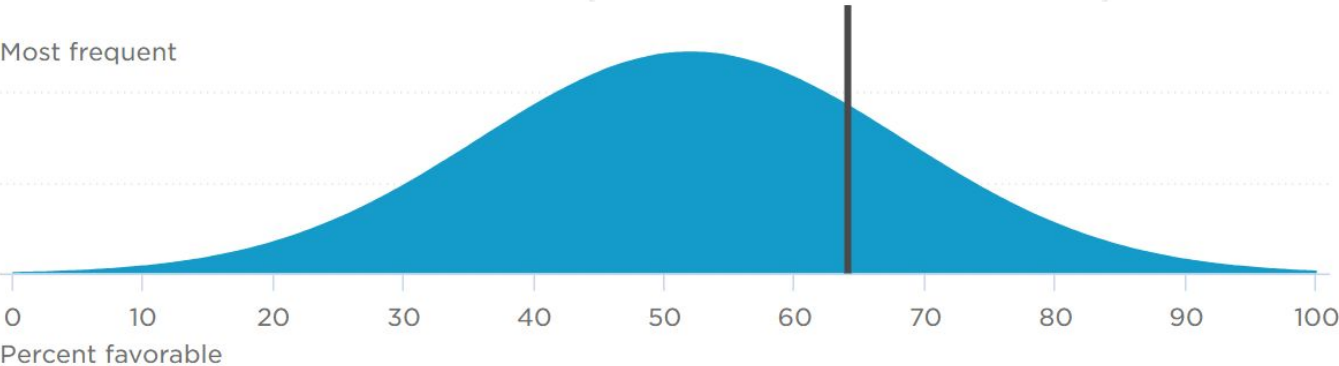


Elementary (80th Percentile)
Middle School (90th Percentile)
High School (90th Percentile)

64%
Your result

Compared to all schools in our national dataset, your score is near the **80th percentile** on this topic.

Most frequent



— Your result

● National dataset
Distribution of all scho...

PROFESSIONAL LEARNING



QUESTION

➤ Overall, how much do you learn about teaching from the leaders at your school?

63% 
responded
favorably

 **10**
from 2021-22
Impact Kentucky



QUESTION

➤ At your school, how valuable are the available professional development opportunities?

59% 
responded
favorably

 **13**
from 2021-22
Impact Kentucky



QUESTION

➤ How relevant have your professional development opportunities been to the content that you teach?

55% 
responded
favorably

 **7**
from 2021-22
Impact Kentucky



QUESTION

➤ Overall, how supportive has the school been of your growth as a teacher?

84% 
responded
favorably

 **12**
from 2021-22
Impact Kentucky



EMPLOYEE EXPERIENCE



Employees have the resources and support to do what is best for all students.

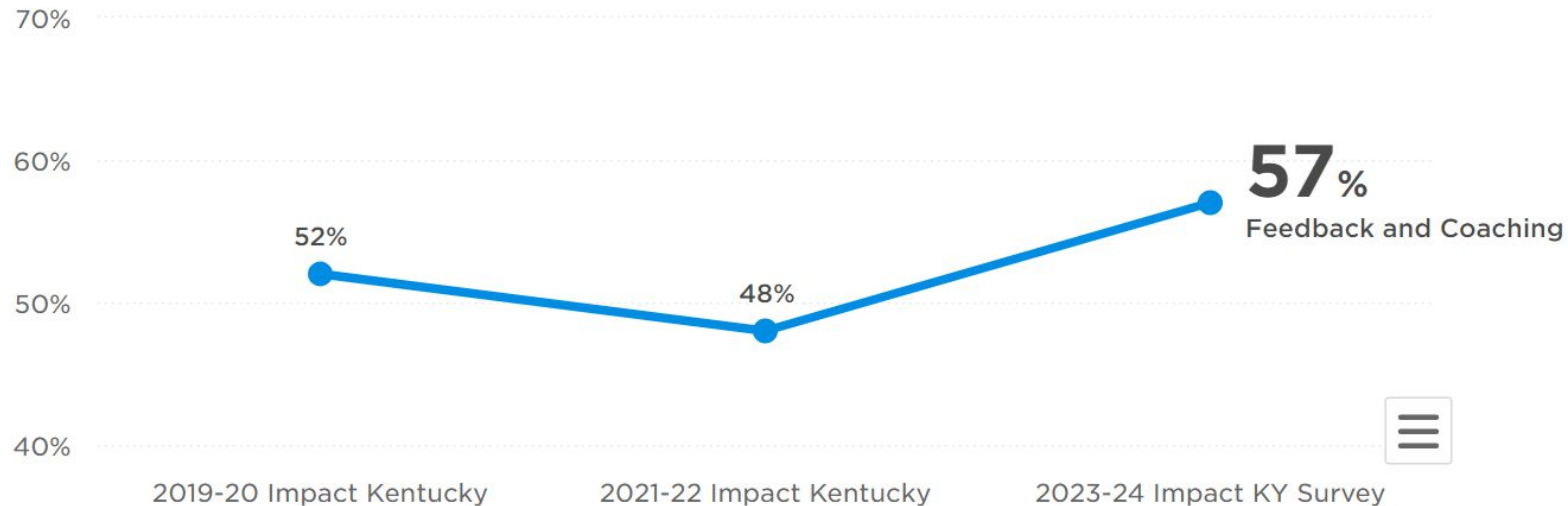
FEEDBACK AND COACHING



Perceptions of the amount and quality of feedback faculty and staff receive.

How have results changed over time?

Percent Favorable



FEEDBACK AND COACHING



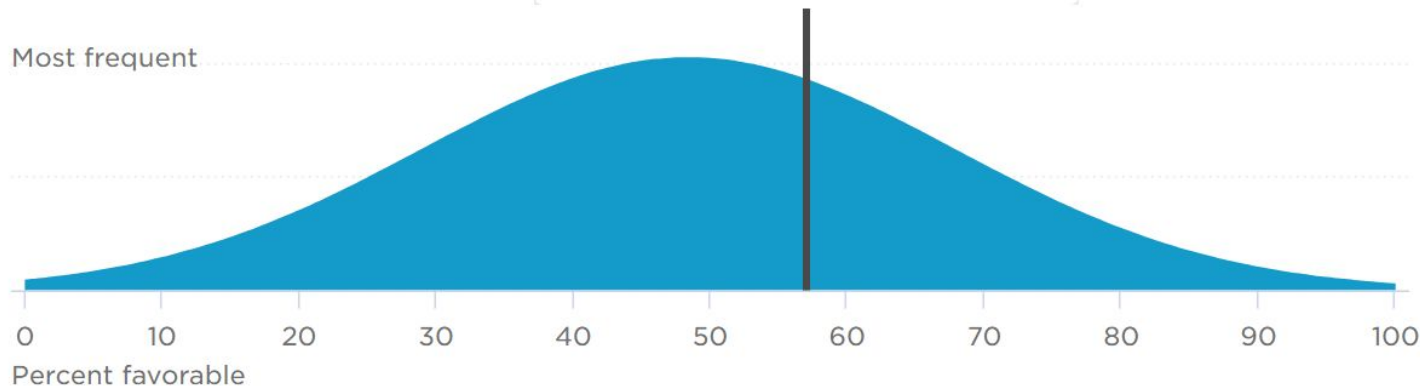
Elementary (80th Percentile)
Middle School (80th Percentile)
High School (90th Percentile)

57%

Your result

Compared to all schools in our national dataset, your score is near the **70th percentile** on this topic.

Most frequent



— Your result

● National dataset
Distribution of all scho...

FEEDBACK AND COACHING



QUESTION

➤ How often do you receive feedback on your teaching?

51% ⓘ
responded
favorably

▲ **10**
from 2021-22
Impact Kentucky



QUESTION

➤ At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?

64% ⓘ
responded
favorably

▲ **9**
from 2021-22
Impact Kentucky



QUESTION

➤ How useful do you find the feedback you receive on your teaching?

70% ⓘ
responded
favorably

▲ **8**
from 2021-22
Impact Kentucky



QUESTION

➤ How much feedback do you receive on your teaching?

50% ⓘ
responded
favorably

▲ **11**
from 2021-22
Impact Kentucky



QUESTION

➤ How much do you learn from the teacher evaluation processes at your school?

49% ⓘ
responded
favorably

▲ **7**
from 2021-22
Impact Kentucky



TEACHER FEEDBACK ON PILOTS



K-5 Language Arts

4-5 Science

9-12 English