

Covington Independent Public Schools Spring 2025 Pilot Survey Report

Presented by:

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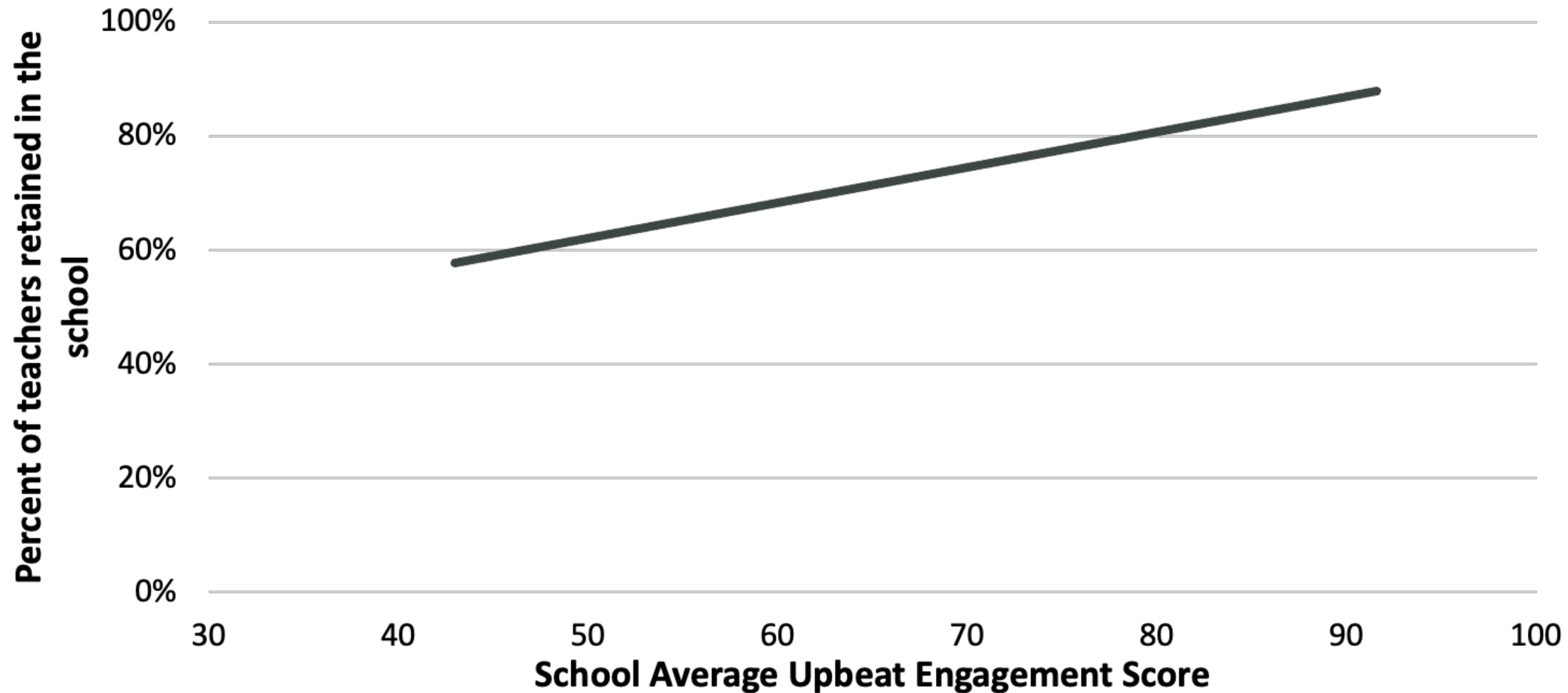
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AGENDA

- Upbeat Research
- Pilot Timeline, Areas of Focus, and Participation Rate,
- Pilot Areas of Growth from Fall 2024
- Pilot Areas of Strength & Opportunity
- CIPS Strategic Plan
- Pilot Principal Feedback
- Research Overview

As Upbeat Engagement Scores increase, so do teacher retention rates

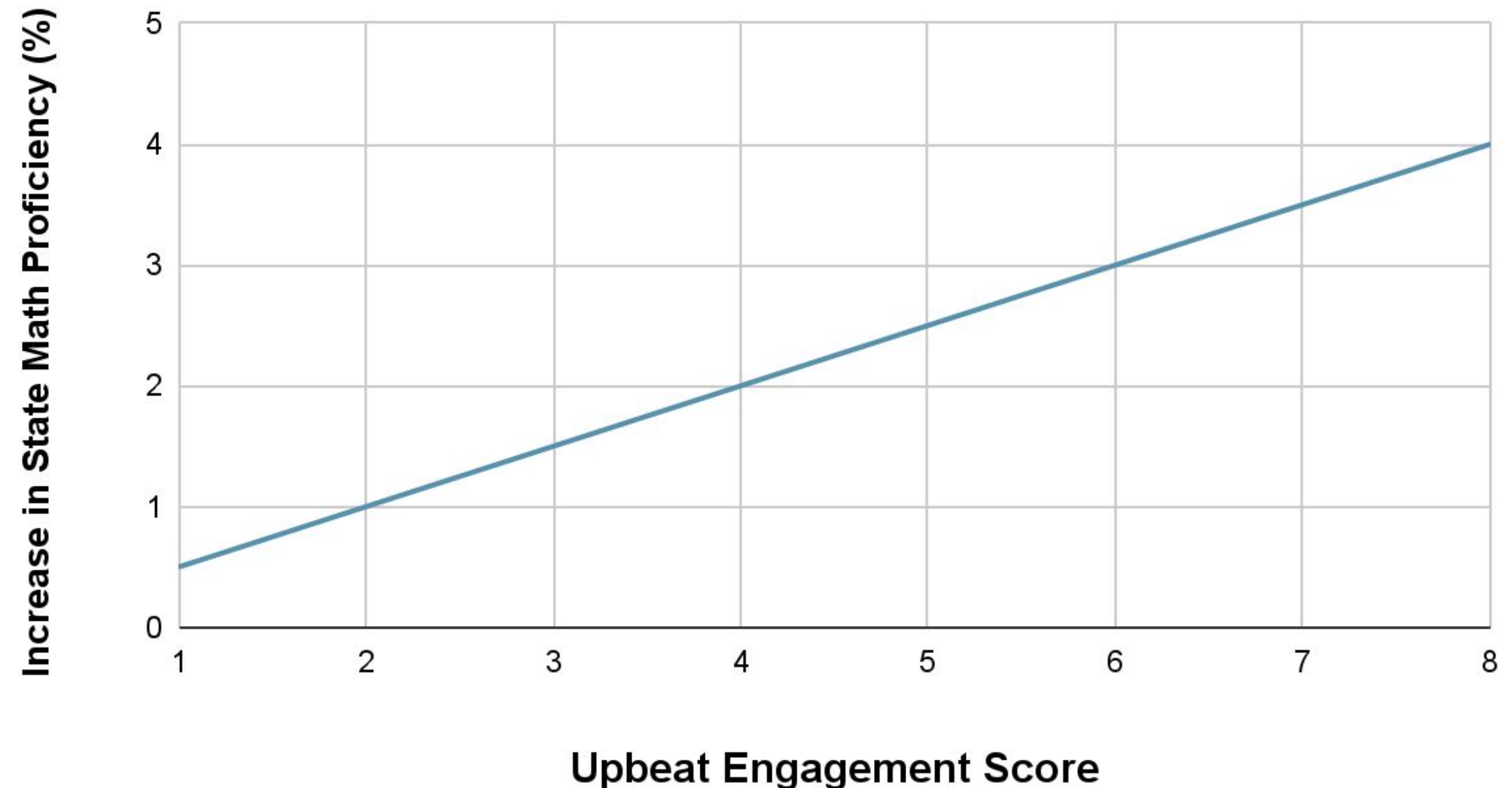


Higher Teacher Engagement, Higher Student Achievement

Research shows engaged teachers improve school culture and stability, contributing to student engagement and academic achievement.

For each **1-point increase** in a school's Upbeat Engagement Score in fall 2020, there was a **0.5% increase in the percentage of students scoring proficient on the state math exam in spring 2021.**

Upbeat Engagement Score & State Math Proficiency



Analysis of 230 schools and 10,257 teachers found that schools with higher fall 2020 engagement scores **had higher academic achievement** in spring 2021.

Covington Independent Public Schools & Upbeat Timeline

Fall 2024

- **October 21st-November 4th:** Survey window for teachers at pilot schools.
- **November 19th-21st** Upbeat reviewed pilot results with CIPS HR & met 1:1 with principals to review results and discuss possible next steps.
- **December 2024:** Upbeat reviewed pilot results with CIPS Executive Cabinet and CIPS Board.

Spring 2025

- **March 7th-21st:** Survey window for teachers at pilot schools.
- **March 25th:** Upbeat reviewed pilot results with CIPS HR.
- **April 10th:** Upbeat met 1:1 with pilot principals to review results, celebrate growth, and discuss possible next steps.
- **April 18th:** Upbeat reviewed pilot results with CIPS Executive Cabinet.



SY24-25 GOALS & AREAS OF FOCUS

Pilot Goals & Areas of Focus

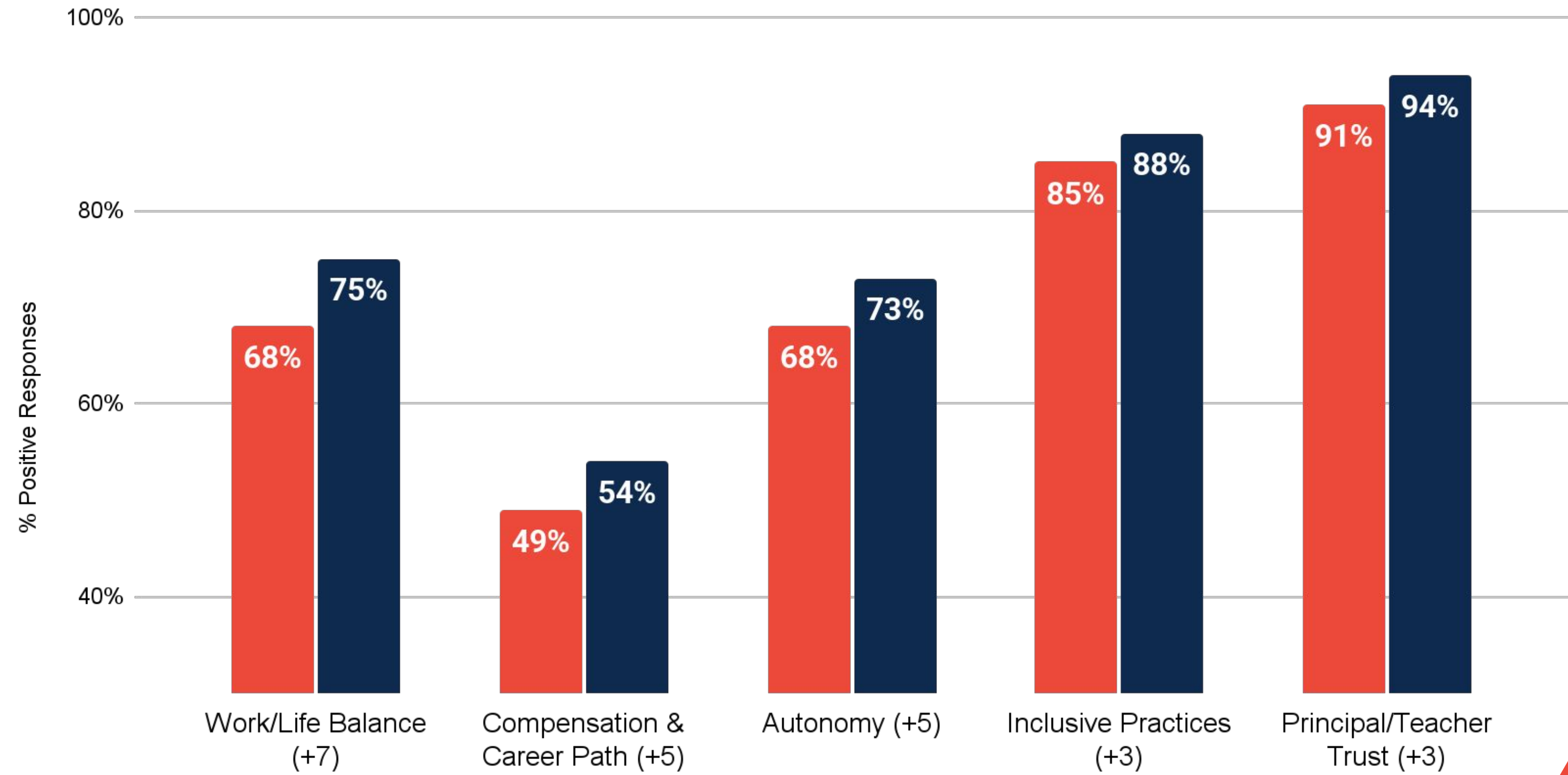
- Greater than or equal to 60% participation ★
- Increase the percent positive responses in 1-2 questions ★
aligned to Covington's strategic plan from Fall 2024 to Spring 2025

Pilot Participation Rate

Staff Type	Total Completions	Percent
Teachers	85	88% (+3%)

Pilot Areas of Growth: Fall to Spring

Fall 2024 Spring 2025



Areas of Strength: Teachers

- **Equal Opportunities (95% positive; +1% from Fall 2024)**
 - **Q56: 98% of teachers agreed** that administrators at their school respect staff, students, and families of all backgrounds.
- **Principal-Teacher Trust (94% positive; +3% from Fall 2024)**
 - **Q14: 98% of teachers agreed** that the principal at their school looks out for the wellbeing of teachers.
- **Evaluation (94% positive; +2% from Fall 2024)**
 - **Q37: 94% of teachers agreed** that the evaluation feedback I receive helps them improve their instruction.



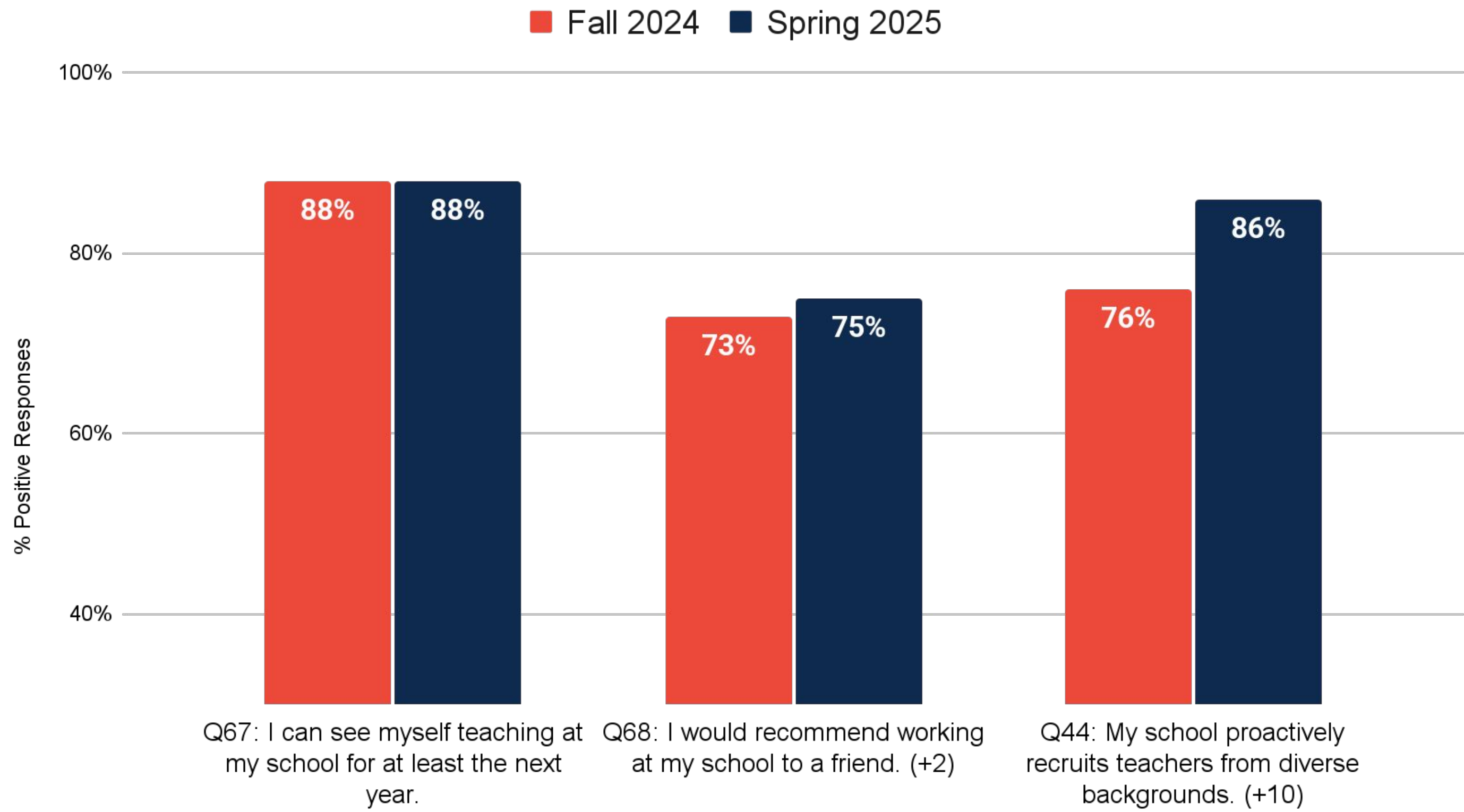
Areas of Opportunity: Teachers

- **Professional Development (71% positive; -5% from Fall 2024)**
 - **Q5: 64% of teachers agreed** that the professional development organized by their district helps them improve their teaching.
- **Appreciation (74% positive -5% from Fall 2024)**
 - **Q22: 69% of teachers agreed** that administrations at their school notice when they are working hard.



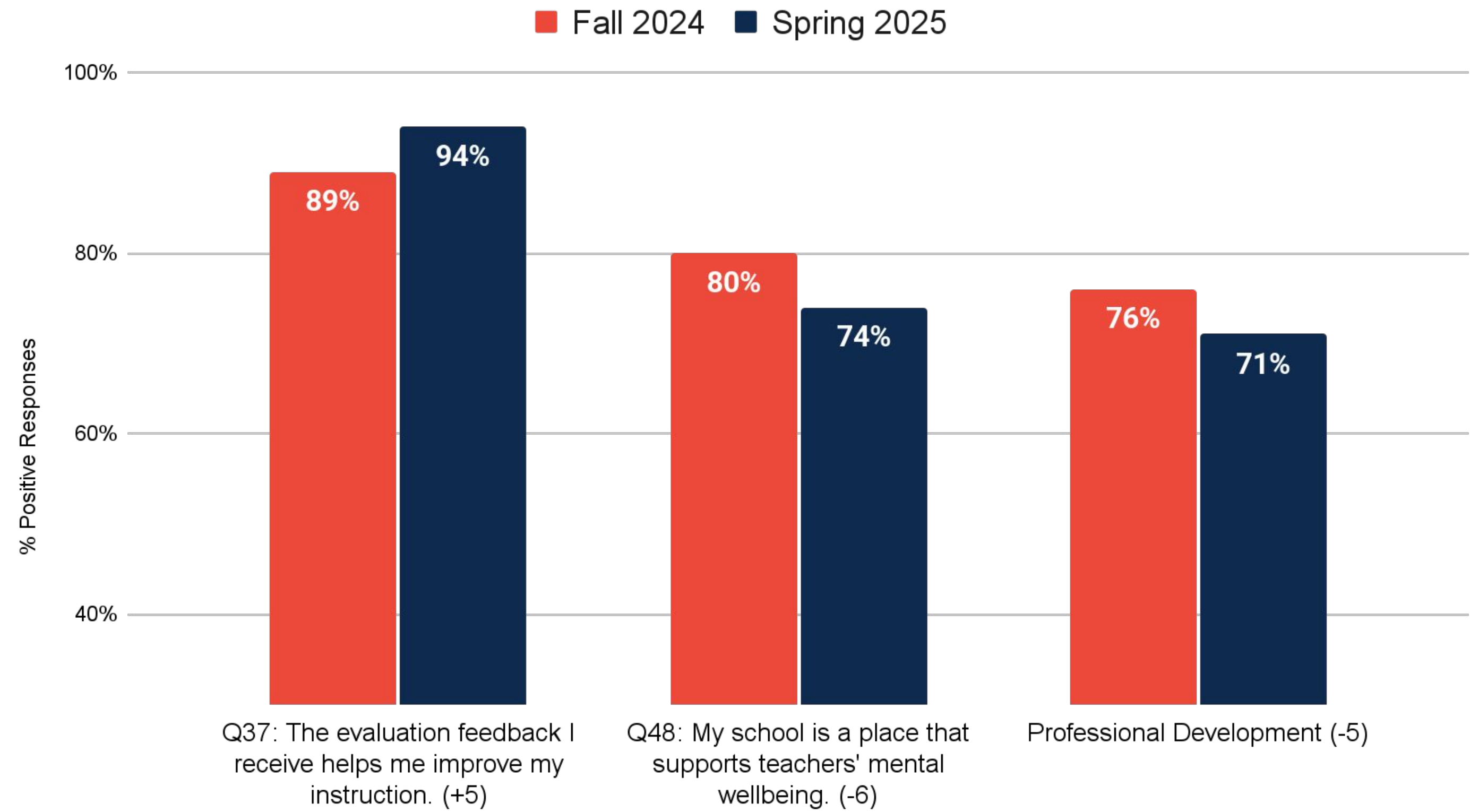
CIPS Strategic Priorities:

Intentionally recruit, support, and retain high quality staff.



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CIPS Pilot Principal Feedback

Spring 2024



100%

of principals
agreed that
Upbeat's data gave
them insights to
accomplish their
goals

100%

of principals
agreed that
Upbeat's reports
were high quality

100%

of principals
agreed that
Upbeat was
responsive to their
questions

100%

of principals
agreed that their
consult with an
Upbeat Leadership
Coach
was extremely
helpful

Additional Feedback:

- "The feedback, suggestions in how to respond to the data and the tools available for next steps have been very beneficial in improving our school culture."

A Strategic Lever for District-Wide Success



Overview:

- 3-year study | 694 schools | 33 districts
- Higher retention = more instructional continuity and student support
- Key drivers: leadership support, voice, well-being, and purpose



What It Means for You:

- Retention is more than HR—it's a strategic lever for school improvement
- Improved culture & stable staff = stronger leadership pipelines, better student outcomes
- Districts that act on teacher feedback retain more teachers and build trust



Across these schools, the average school-level teacher retention improved by **1.7 percentage points over the three-year period.** This equates to:

- 1 additional teacher retained per school
- 15 additional teachers retained per district
- \$373,950 saved annually per district in replacement costs



Why It Matters:

This is **scalable, measurable progress** toward your goals for student achievement, staff stability, and system-wide excellence.