



Holmes High School (Covington Independent)

Impact Kentucky Working Conditions Survey
2025-26 Impact KY Survey



Report created by
Panorama Education



Summary

Topic Description	Results	Comparison
<p>Educating All Students</p> <p>Faculty perceptions of their readiness to address issues of diversity.</p>	<p>74%</p> <p>▲ 4 since last survey</p>	<p>68% Kentucky High Schools</p> <p>73% Kentucky</p> <p>73% Covington Independent</p>
<p>Emotional Well-Being and Belonging</p> <p>Perceptions of educator well being, efficacy, and belonging</p>	<p>53%</p> <p>▲ 13 since last survey</p>	<p>58% Kentucky High Schools</p> <p>59% Kentucky</p> <p>51% Covington Independent</p>
<p>Feedback and Coaching</p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>	<p>63%</p> <p>▲ 12 since last survey</p>	<p>55% Kentucky High Schools</p> <p>61% Kentucky</p> <p>61% Covington Independent</p>
<p>Managing Student Behavior</p> <p>Perceptions of the management of student behavior in the classroom and school</p>	<p>62%</p> <p>▲ 26 since last survey</p>	<p>68% Kentucky High Schools</p> <p>69% Kentucky</p> <p>60% Covington Independent</p>
<p>Professional Learning</p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p>59%</p> <p>▲ 10 since last survey</p>	<p>55% Kentucky High Schools</p> <p>62% Kentucky</p> <p>57% Covington Independent</p>
<p>Resources</p> <p>Perceptions of the adequacy of the school's resources.</p>	<p>42%</p> <p>▲ 12 since last survey</p>	<p>52% Kentucky High Schools</p> <p>51% Kentucky</p> <p>42% Covington Independent</p>



Holmes High School (Covington Independent)

"2025-26 Impact KY Survey 2025-26 Impact Kentucky Working Conditions Survey, Impact Kentucky Working Conditions Survey"



School Climate

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

58%

▲ 23

since last survey

61%

Kentucky High Schools

67%

Kentucky

54%

Covington Independent

School Leadership

Perceptions of the school leadership's effectiveness.

71%

▲ 24

since last survey

66%

Kentucky High Schools

70%

Kentucky

63%

Covington Independent

Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

80%

▲ 17

since last survey

77%

Kentucky High Schools

80%

Kentucky

71%

Covington Independent

63 responses



Educating All Students

Your average

74%

63 responses

Change

▲ 4

since last survey

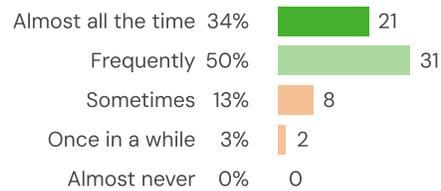
School Type average: **68%** Kentucky High Schools

State average: **73%** Kentucky

District average: **73%** Covington Independent

How did people respond?

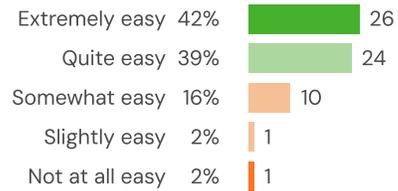
Q.1: How often do teachers use assessment data to inform their instruction?



▲ 14 from last survey

Favorable: **84%**

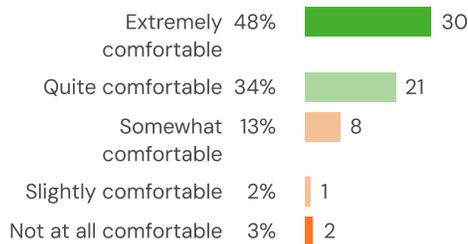
Q.2: How easy do you find interacting with students at your school who are from a different cultural background than your own?



▼ 6 from last survey

Favorable: **81%**

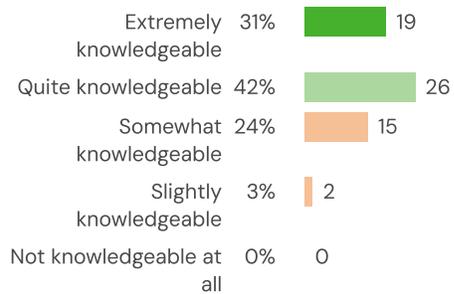
Q.3: How comfortable would you be incorporating new material about people from different backgrounds into your curriculum?



▼ 2 from last survey

Favorable: **82%**

Q.4: How knowledgeable are you regarding where to find resources for working with students who have unique learning needs?

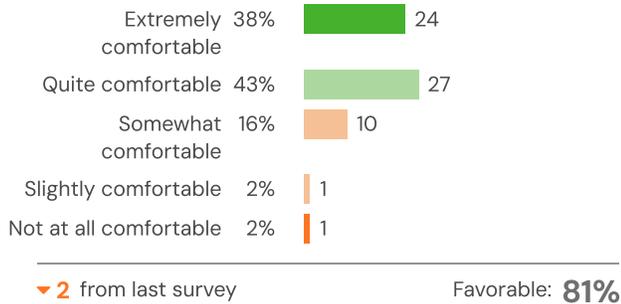


▲ 9 from last survey

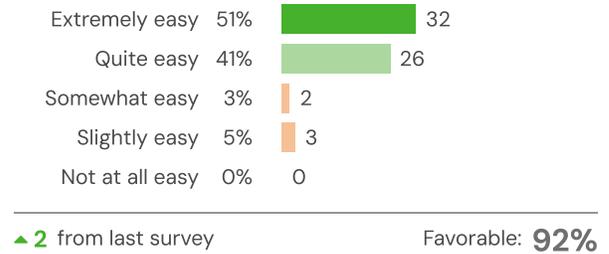
Favorable: **73%**



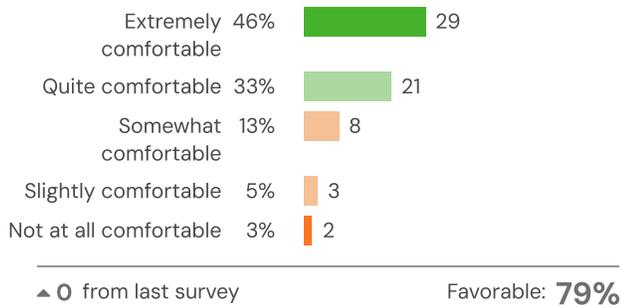
Q.5: If students from different backgrounds struggled to get along in your class, how comfortable would you be intervening?



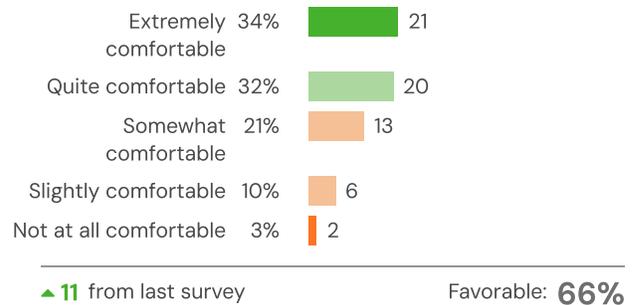
Q.6: How easy would it be for you to teach a class with groups of students from very different religions from each other?



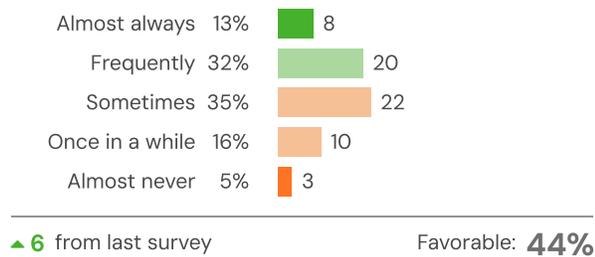
Q.7: In response to events that might be occurring in the world, how comfortable would you be having conversations about race with your students?



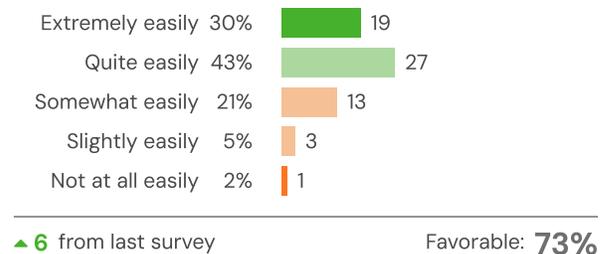
Q.8: How comfortable would you be having a student who could not communicate well with anyone in class because his/her home language was unique?



Q.9: How often do adults at your school have important conversations about sensitive issues of diversity, even when they might be uncomfortable?

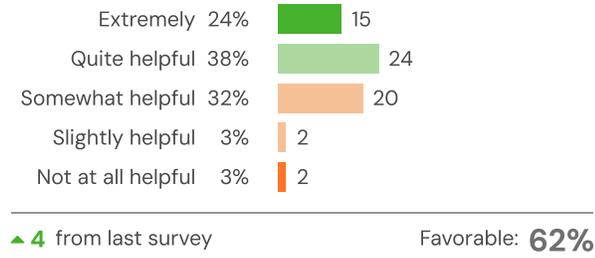


Q.10: When a sensitive issue of diversity arises in class, how easily can you think of strategies to address the situation?





Q.11: When it comes to promoting culturally responsive practices, how helpful are your colleagues' ideas for improving your practice?





Emotional Well-Being and Belonging

Your average

53%

63 responses

Change

▲ 13

since last survey

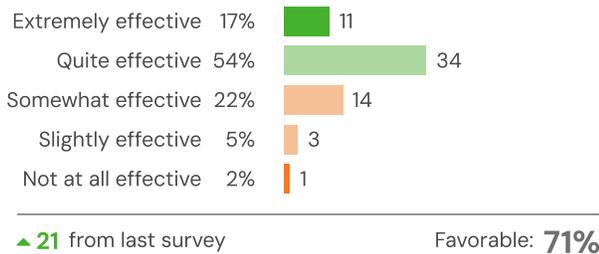
School Type average: **58%** Kentucky High Schools

State average: **59%** Kentucky

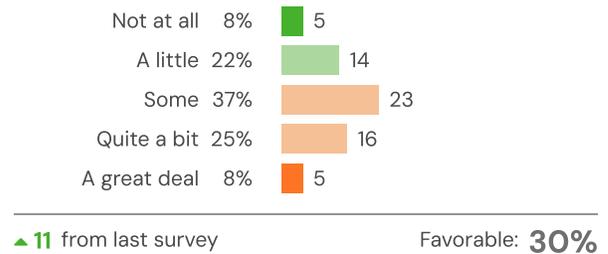
District average: **51%** Covington Independent

How did people respond?

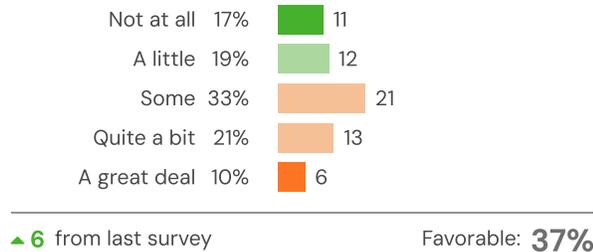
Q.1: How effective do you feel at your job right now?



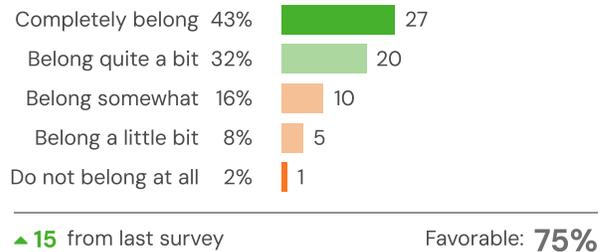
Q.2: How concerned are you about the emotional well-being of your colleagues as a result of their work?



Q.3: How concerned are you about your own emotional well-being as a result of your work?



Q.4: Overall, how much do you feel like you belong at your school?





Feedback and Coaching

Your average

63%

63 responses

Change

▲ 12

since last survey

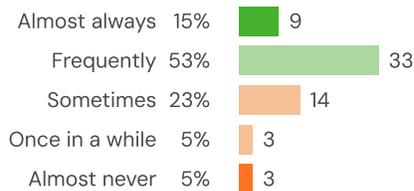
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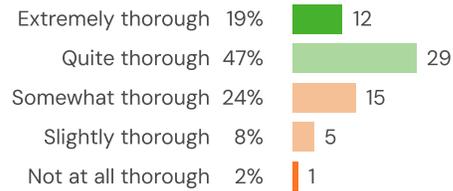
Q.1: How often do you receive feedback on your teaching?



▲ 13 from last survey

Favorable: **68%**

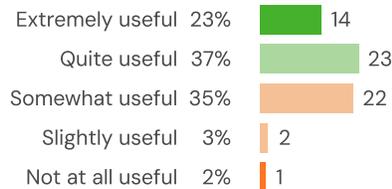
Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 16 from last survey

Favorable: **66%**

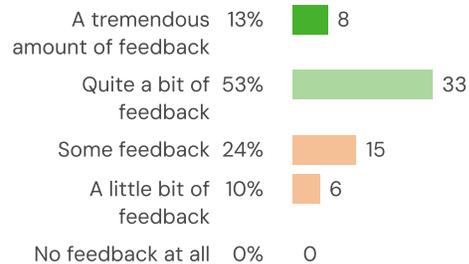
Q.3: How useful do you find the feedback you receive on your teaching?



▲ 8 from last survey

Favorable: **60%**

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

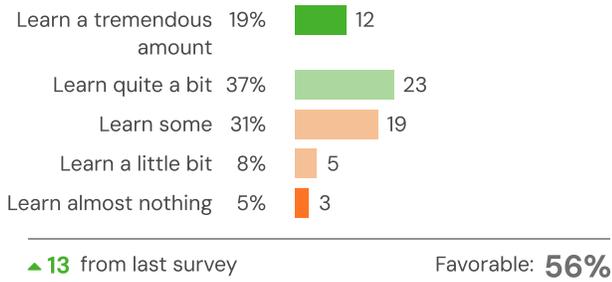


▲ 12 from last survey

Favorable: **66%**



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





Managing Student Behavior

Your average

62%

63 responses

Change

▲ 26

since last survey

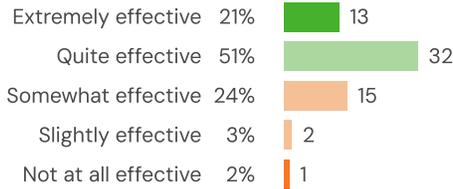
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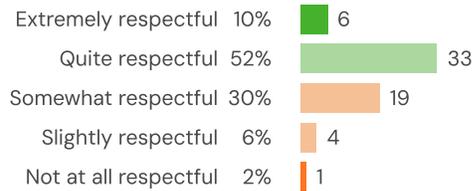
Q.1: How effective are the school leaders at developing rules for students that facilitate their learning?



▲ 42 from last survey

Favorable: **71%**

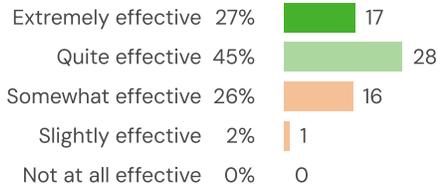
Q.2: How respectful are the relationships between teachers and students?



▲ 27 from last survey

Favorable: **62%**

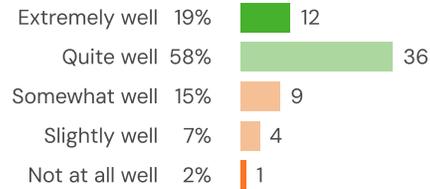
Q.3: How effective do you think you are at managing disruptive classes?



▲ 12 from last survey

Favorable: **73%**

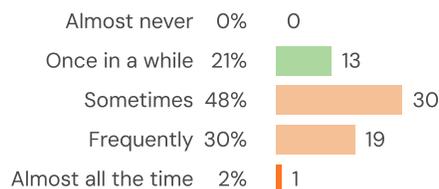
Q.4: How well do school administrators support teachers' classroom management efforts?



▲ 38 from last survey

Favorable: **77%**

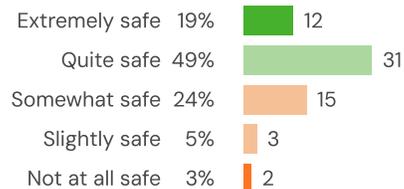
Q.5: How often does student misconduct disrupt the learning environment at your school?



▲ 8 from last survey

Favorable: **21%**

Q.6: Overall, how safe is the school environment?



▲ 27 from last survey

Favorable: **68%**



Professional Learning

Your average

59%

63 responses

Change

▲ 10

since last survey

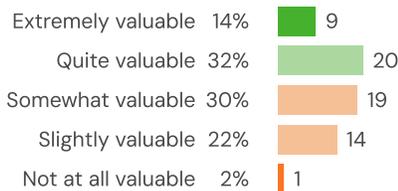
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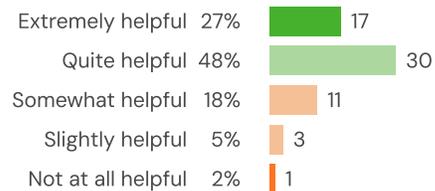
Q.1: At your school, how valuable are the available professional development opportunities?



▲ 0 from last survey

Favorable: **46%**

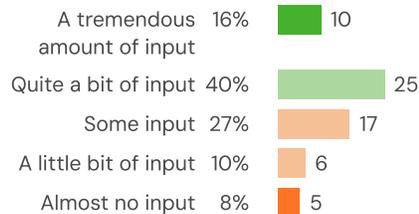
Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 6 from last survey

Favorable: **76%**

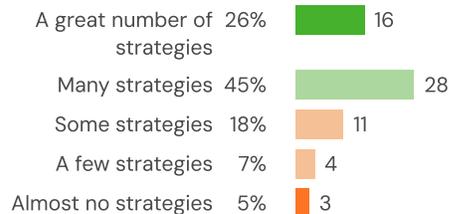
Q.3: How much input do you have into individualizing your own professional development opportunities?



▲ 4 from last survey

Favorable: **56%**

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

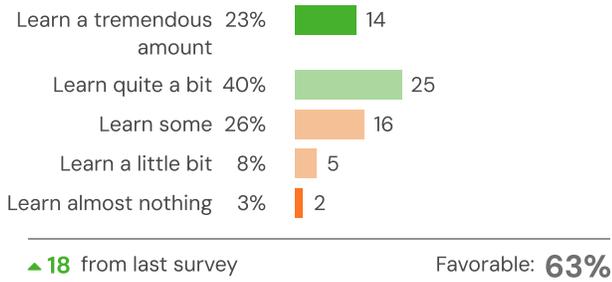


▲ 23 from last survey

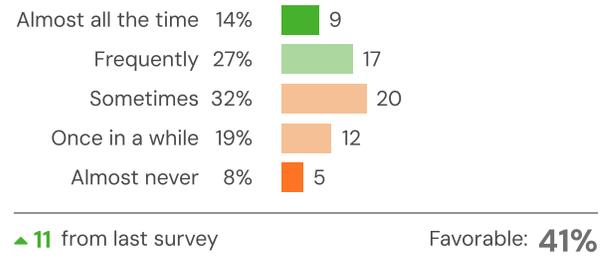
Favorable: **71%**



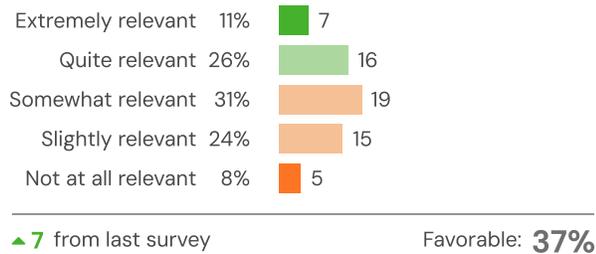
Q.5: Overall, how much do you learn about teaching from the leaders at your school?



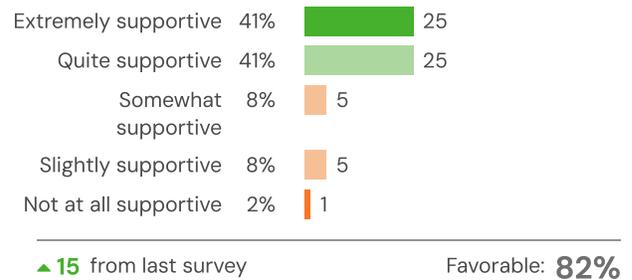
Q.6: How often do your professional development opportunities help you explore new ideas?



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



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





Resources

Your average

42%

63 responses

Change

▲ 12

since last survey

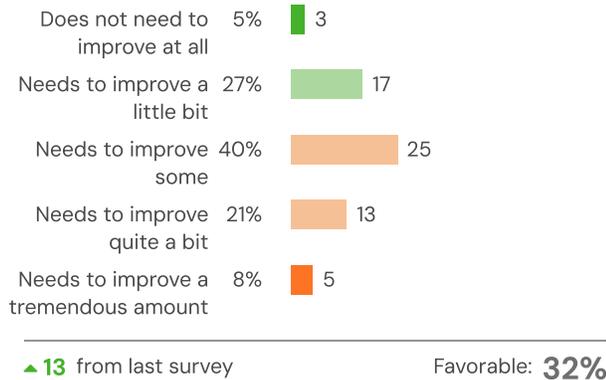
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State average: **51%** Kentucky

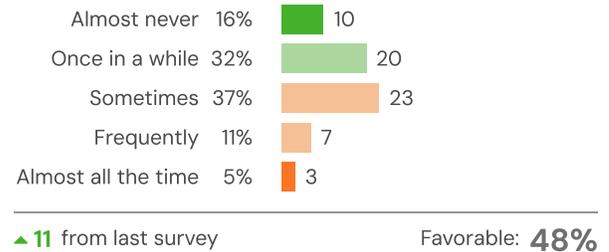
District average: **42%** Covington Independent

How did people respond?

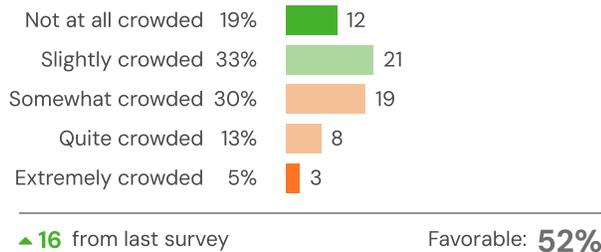
Q.1: To what extent does the quality of the resources at your school need to improve?



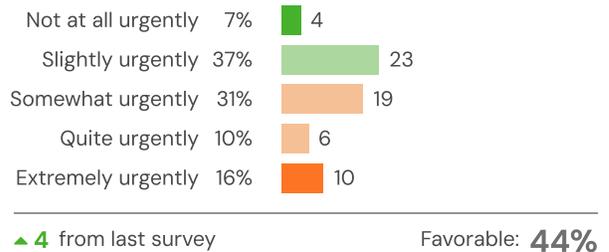
Q.2: When students need help from an adult, how often do they have to wait to get that help?



Q.3: At your school, how crowded do the learning spaces feel?

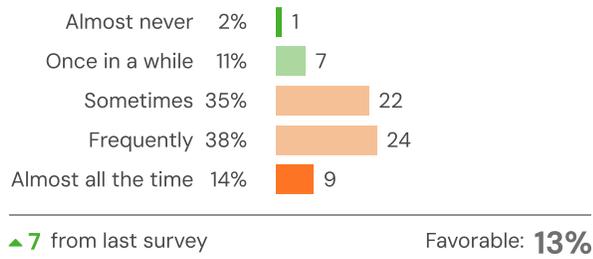


Q.4: How urgently does your school's technology need to be updated?

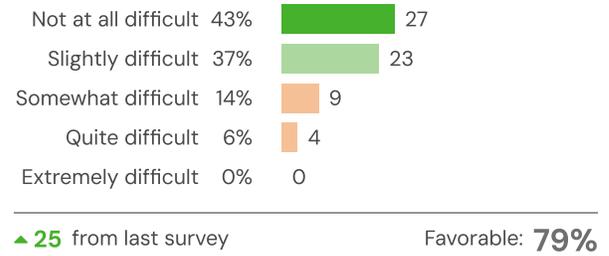




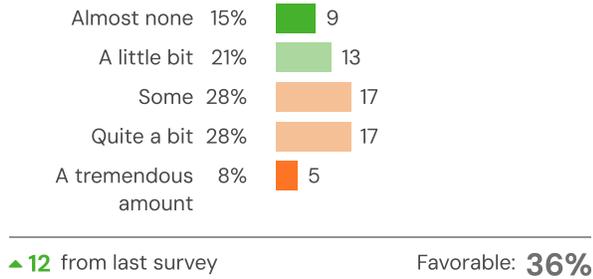
Q.5: How often do your school's facilities need repairs?



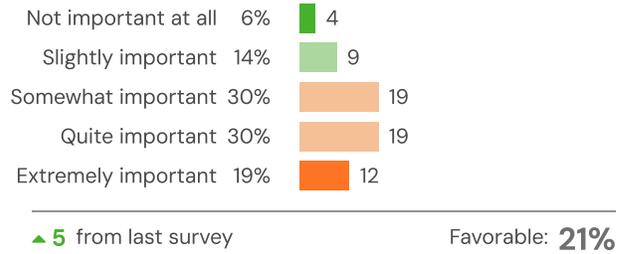
Q.6: For students who need extra support, how difficult is it for them to get the support that they need?



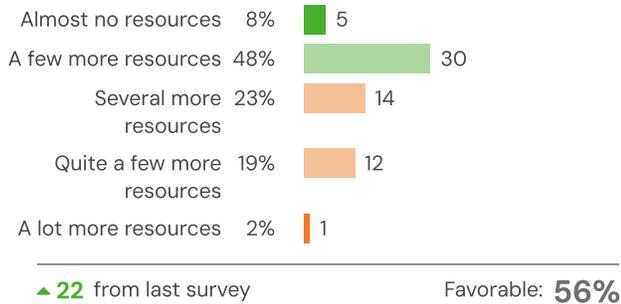
Q.7: How much of your own money do you spend on your classroom?



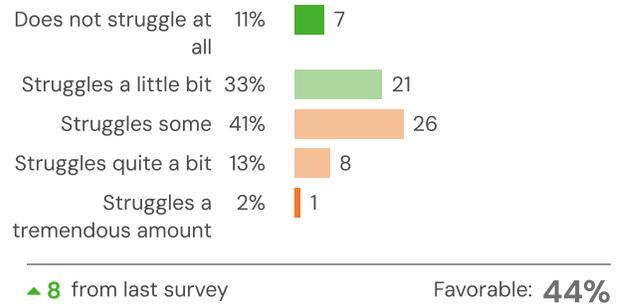
Q.8: How important is it for your school to hire more specialists to help students?



Q.9: How many more resources do you need to adequately support your students' learning?

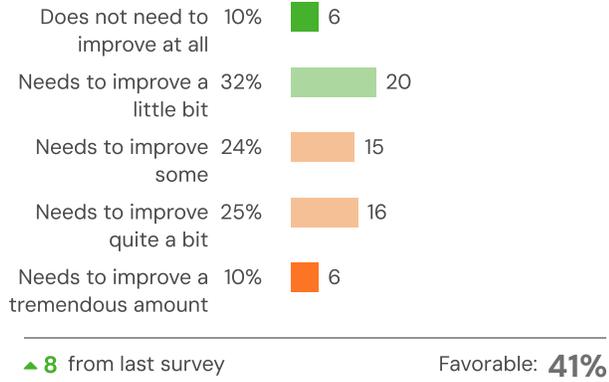


Q.10: Overall, how much does your school struggle due to a lack of resources?





Q.11: To what extent does the access to instructional technology, including computers, printers, software and Internet access at your school need to improve?





School Climate

Your average

58%

63 responses

Change

▲ 23

since last survey

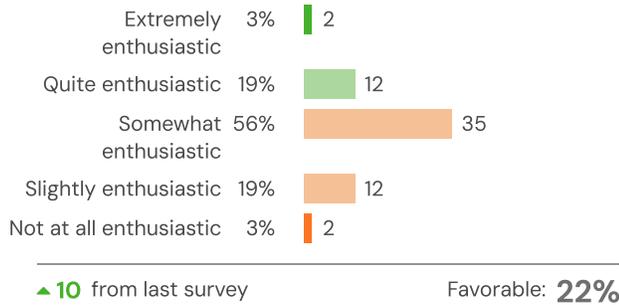
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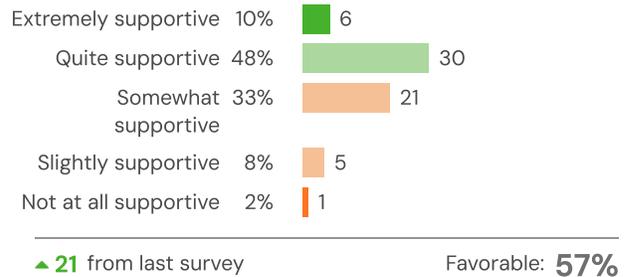
District average: **54%** Covington Independent

How did people respond?

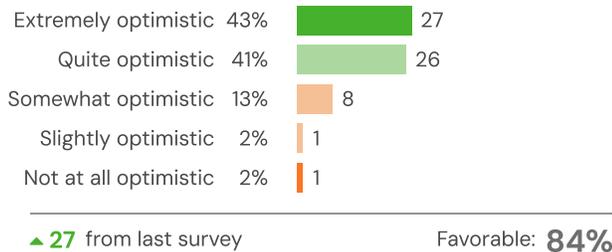
Q.1: On most days, how enthusiastic are the students about being at school?



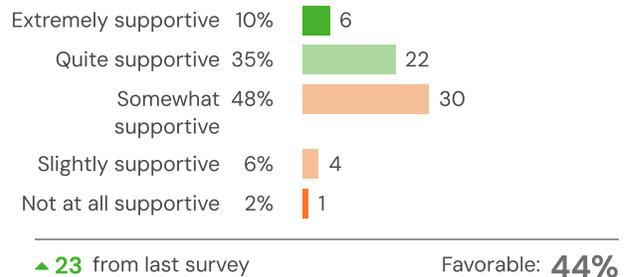
Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



Q.3: How optimistic are you that your school will improve in the future?

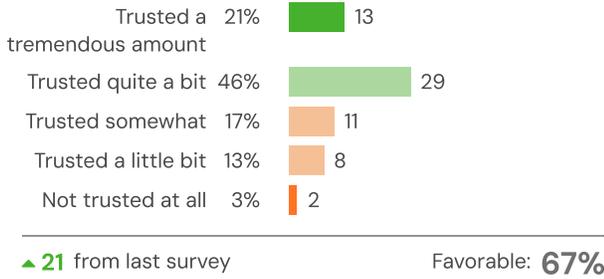


Q.4: How supportive are students in their interactions with each other?

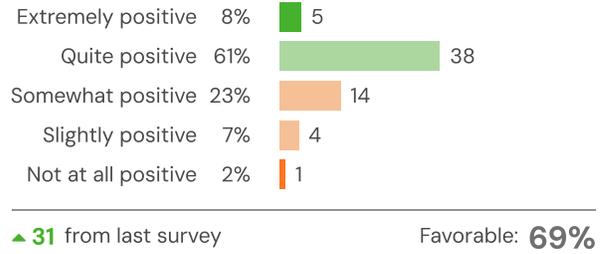




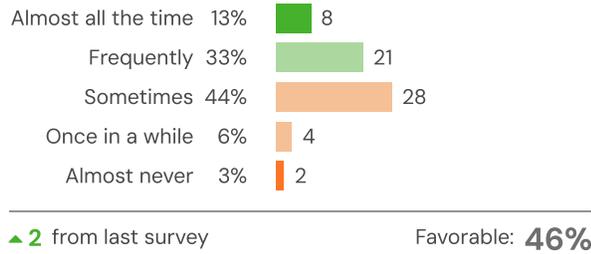
Q.5: To what extent are teachers trusted to teach in the way they think is best?



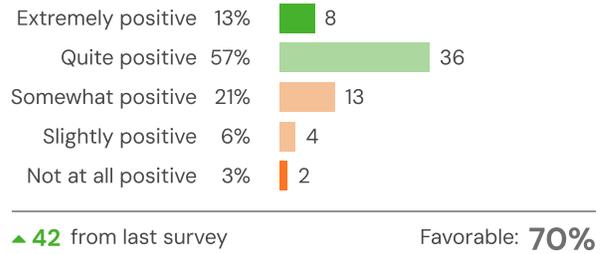
Q.6: How positive are the attitudes of your colleagues?



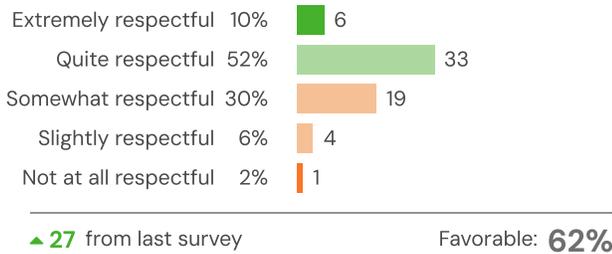
Q.7: How often do you see students helping each other without being prompted?



Q.8: Overall, how positive is the working environment at your school?



Q.9: How respectful are the relationships between teachers and students?





School Leadership

Your average

71%

63 responses

Change

▲ 24

since last survey

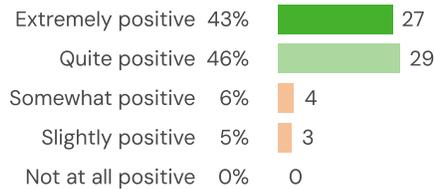
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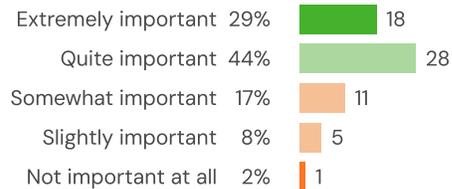
Q.1: How positive is the tone that school leaders set for the culture of the school?



▲ 23 from last survey

Favorable: **89%**

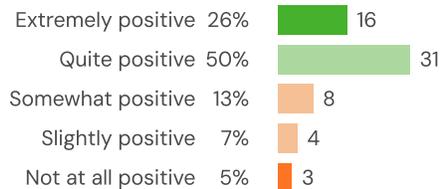
Q.2: For your school leaders, how important is teacher satisfaction?



▲ 24 from last survey

Favorable: **73%**

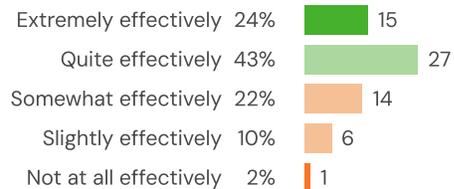
Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▲ 25 from last survey

Favorable: **76%**

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

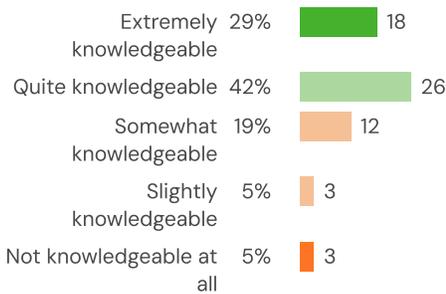


▲ 24 from last survey

Favorable: **67%**

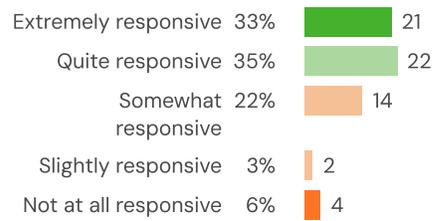


Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



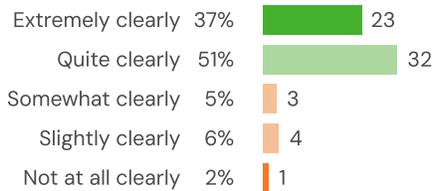
▲ 31 from last survey Favorable: 71%

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



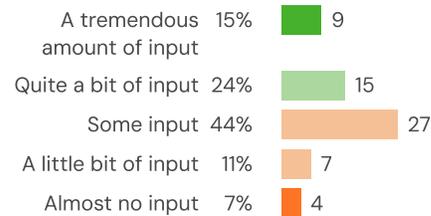
▲ 31 from last survey Favorable: 68%

Q.7: How clearly do your school leaders identify their goals for teachers?



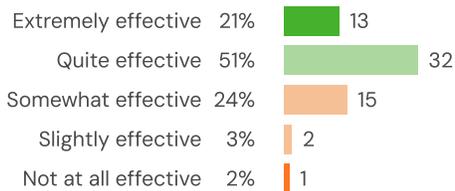
▲ 14 from last survey Favorable: 87%

Q.8: When the school makes important decisions, how much input do teachers have?



▲ 8 from last survey Favorable: 39%

Q.9: How effective are the school leaders at developing rules for students that facilitate their learning?



▲ 42 from last survey Favorable: 71%



Staff-Leadership Relationships

Your average

80%

63 responses

Change

▲ 17

since last survey

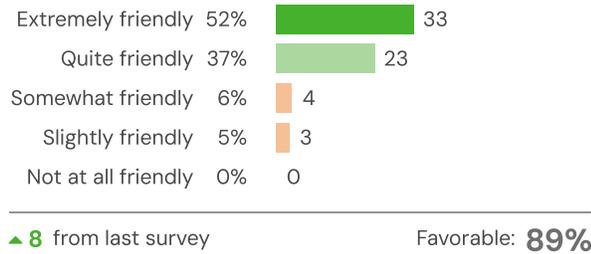
School Type average: **77%** Kentucky High Schools

State average: **80%** Kentucky

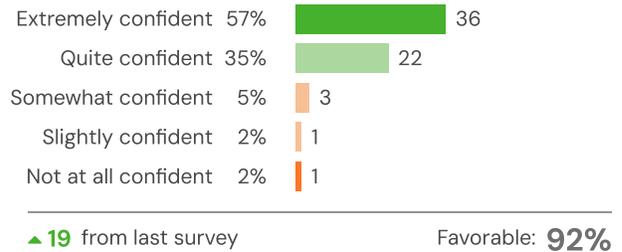
District average: **71%** Covington Independent

How did people respond?

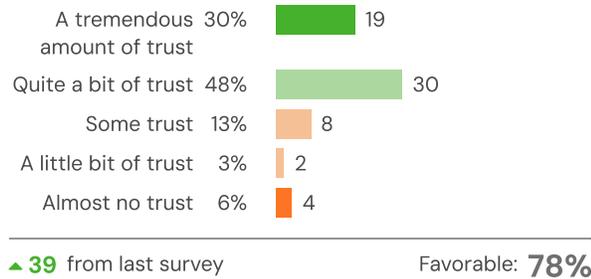
Q.1: How friendly are your school leaders toward you?



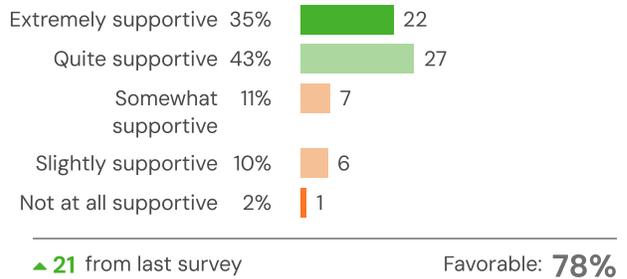
Q.2: How confident are you that your school leaders have the best interests of the school in mind?



Q.3: How much trust exists between school leaders and faculty?

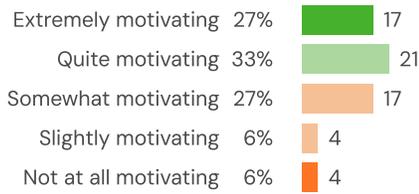


Q.4: When you face challenges at work, how supportive are your school leaders?





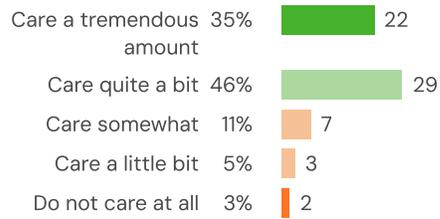
Q.5: At your school, how motivating do you find working with the leadership team?



▲ 15 from last survey

Favorable: **60%**

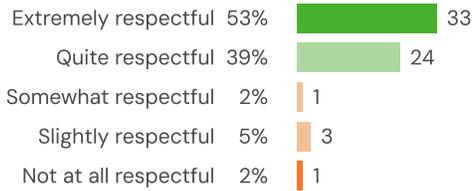
Q.6: How much do your school leaders care about you as an individual?



▲ 21 from last survey

Favorable: **81%**

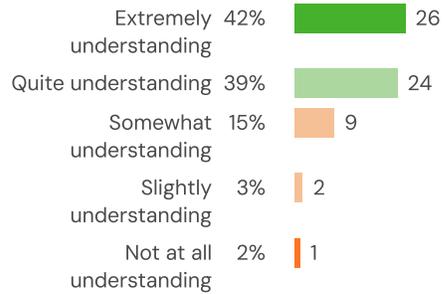
Q.7: How respectful are your school leaders towards you?



▲ 13 from last survey

Favorable: **92%**

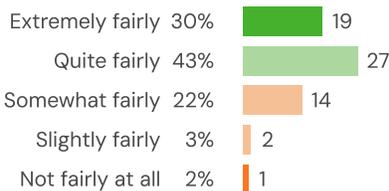
Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▲ 6 from last survey

Favorable: **81%**

Q.9: How fairly does the school leadership treat the faculty?



▲ 13 from last survey

Favorable: **73%**