



# **Holmes Middle School (Covington Independent)**

**Impact Kentucky Working Conditions Survey  
2025-26 Impact KY Survey**



Report created by  
Panorama Education



# Summary

Topic Description	Results	Comparison
<p><b>Educating All Students</b></p> <p>Faculty perceptions of their readiness to address issues of diversity.</p>	<p><b>71%</b></p> <p>▼ 10</p> <p>since last survey</p>	<p>72% Kentucky Middle Schools</p> <p>73% Kentucky</p> <p>73% Covington Independent</p>
<p><b>Emotional Well-Being and Belonging</b></p> <p>Perceptions of educator well being, efficacy, and belonging</p>	<p><b>39%</b></p> <p>▼ 20</p> <p>since last survey</p>	<p>57% Kentucky Middle Schools</p> <p>59% Kentucky</p> <p>51% Covington Independent</p>
<p><b>Feedback and Coaching</b></p> <p>Perceptions of the amount and quality of feedback faculty and staff receive.</p>	<p><b>50%</b></p> <p>▼ 22</p> <p>since last survey</p>	<p>58% Kentucky Middle Schools</p> <p>61% Kentucky</p> <p>61% Covington Independent</p>
<p><b>Managing Student Behavior</b></p> <p>Perceptions of the management of student behavior in the classroom and school</p>	<p><b>50%</b></p> <p>▼ 18</p> <p>since last survey</p>	<p>67% Kentucky Middle Schools</p> <p>69% Kentucky</p> <p>60% Covington Independent</p>
<p><b>Professional Learning</b></p> <p>Perceptions of the amount and quality of professional growth and learning opportunities available to faculty and staff.</p>	<p><b>46%</b></p> <p>▼ 27</p> <p>since last survey</p>	<p>58% Kentucky Middle Schools</p> <p>62% Kentucky</p> <p>57% Covington Independent</p>
<p><b>Resources</b></p> <p>Perceptions of the adequacy of the school's resources.</p>	<p><b>17%</b></p> <p>▼ 26</p> <p>since last survey</p>	<p>47% Kentucky Middle Schools</p> <p>51% Kentucky</p> <p>42% Covington Independent</p>



## Holmes Middle 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.

**36%**

▼ **31**

since last survey

**62%**

Kentucky Middle Schools

**67%**

Kentucky

**54%**

Covington Independent

### School Leadership

Perceptions of the school leadership's effectiveness.

**46%**

▼ **33**

since last survey

**68%**

Kentucky Middle Schools

**70%**

Kentucky

**63%**

Covington Independent

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

**55%**

▼ **33**

since last survey

**79%**

Kentucky Middle Schools

**80%**

Kentucky

**71%**

Covington Independent

43 responses



# Educating All Students

Your average

# 71%

43 responses

Change

# ▼ 10

since last survey

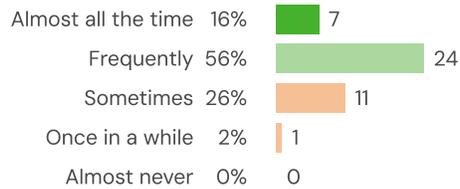
School Type average: **72%** Kentucky Middle Schools

State average: **73%** Kentucky

District average: **73%** Covington Independent

## How did people respond?

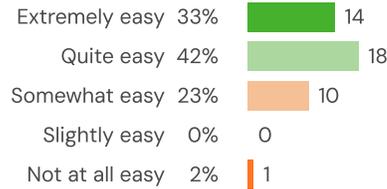
### Q.1: How often do teachers use assessment data to inform their instruction?



▼ 18 from last survey

Favorable: **72%**

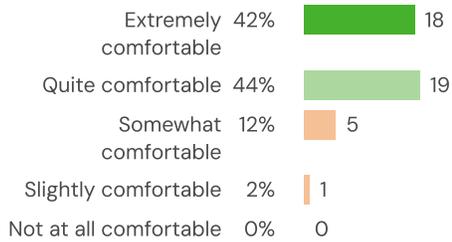
### Q.2: How easy do you find interacting with students at your school who are from a different cultural background than your own?



▼ 21 from last survey

Favorable: **74%**

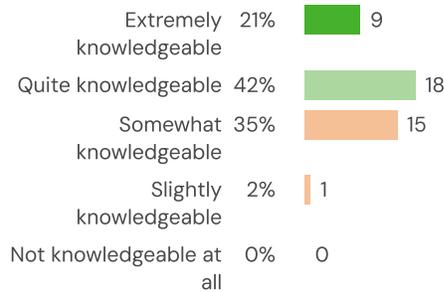
### Q.3: How comfortable would you be incorporating new material about people from different backgrounds into your curriculum?



▲ 1 from last survey

Favorable: **86%**

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

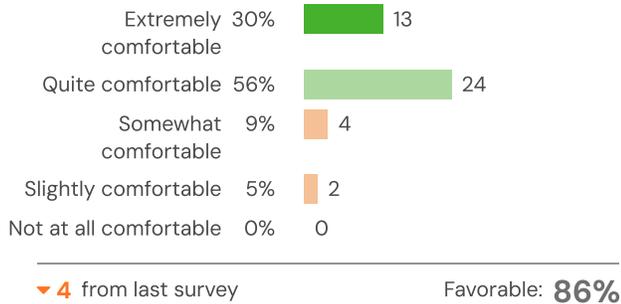


▼ 22 from last survey

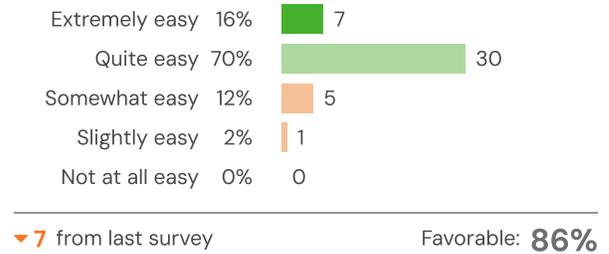
Favorable: **63%**



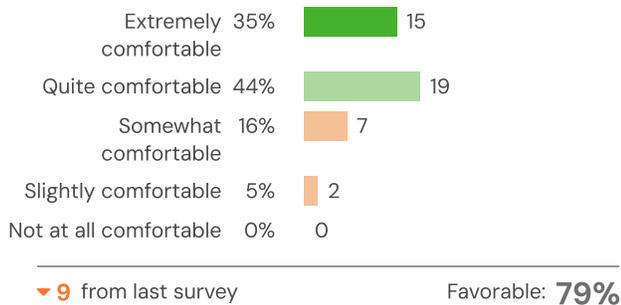
Q.5: If students from different backgrounds struggled to get along in your class, how comfortable would you be intervening?



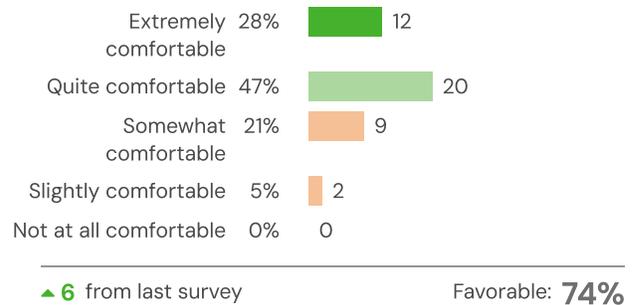
Q.6: How easy would it be for you to teach a class with groups of students from very different religions from each other?



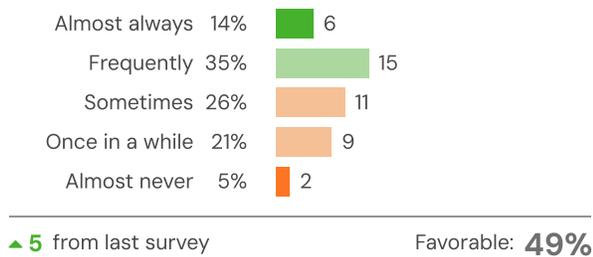
Q.7: In response to events that might be occurring in the world, how comfortable would you be having conversations about race with your students?



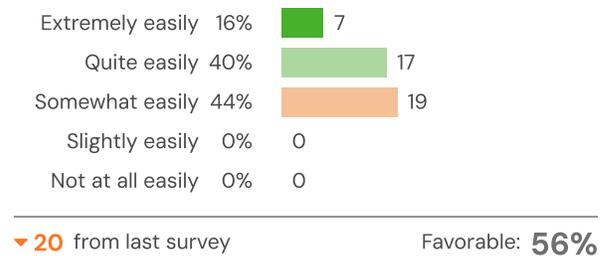
Q.8: How comfortable would you be having a student who could not communicate well with anyone in class because his/her home language was unique?



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

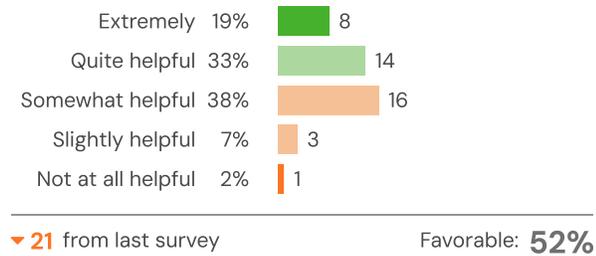


Q.10: When a sensitive issue of diversity arises in class, how easily can you think of strategies to address the situation?





**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

# 39%

43 responses

Change

# ▼ 20

since last survey

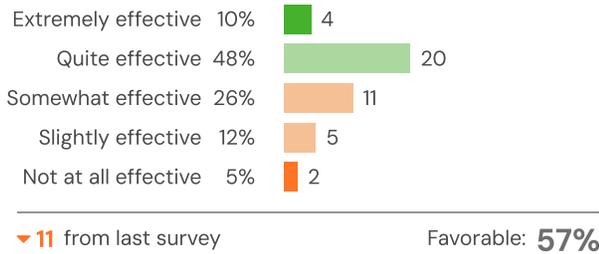
School Type average: **57%** Kentucky Middle Schools

State average: **59%** Kentucky

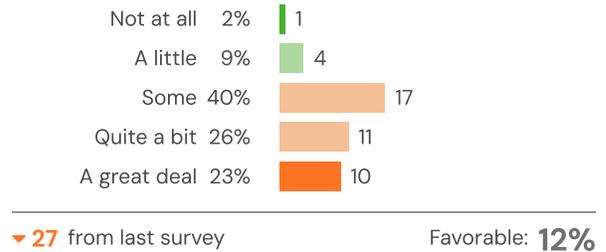
District average: **51%** Covington Independent

## How did people respond?

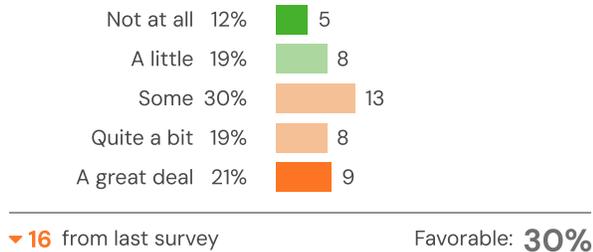
### Q.1: How effective do you feel at your job right now?



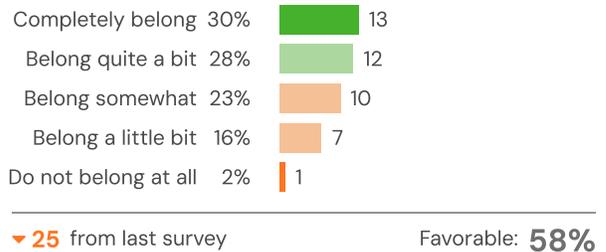
### Q.2: How concerned are you about the emotional well-being of your colleagues as a result of their work?



### 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

# 50%

43 responses

Change

# ▼ 22

since last survey

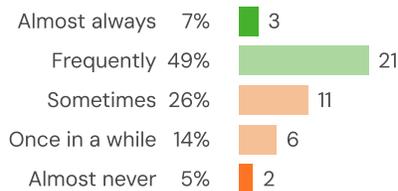
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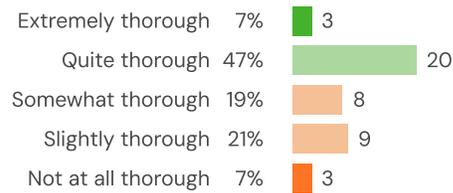
### Q.1: How often do you receive feedback on your teaching?



▼ 22 from last survey

Favorable: **56%**

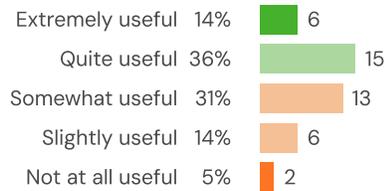
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▼ 25 from last survey

Favorable: **53%**

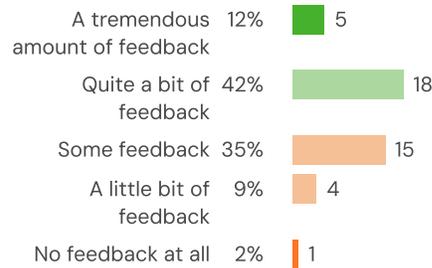
### Q.3: How useful do you find the feedback you receive on your teaching?



▼ 33 from last survey

Favorable: **50%**

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



▼ 15 from last survey

Favorable: **53%**

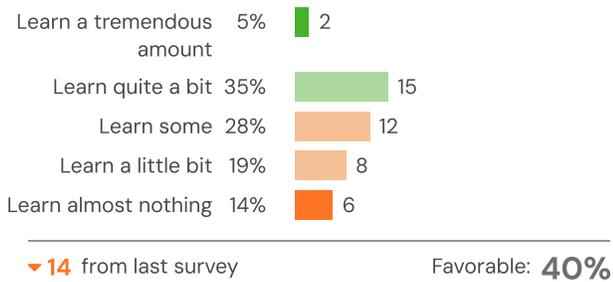


### Holmes Middle School (Covington Independent)

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



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





# Managing Student Behavior

Your average

# 50%

43 responses

Change

# ▼ 18

since last survey

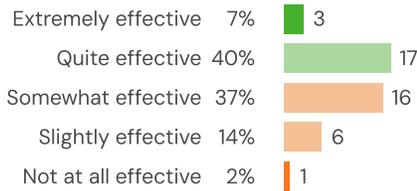
School Type average: **67%** Kentucky Middle Schools

State average: **69%** Kentucky

District average: **60%** Covington Independent

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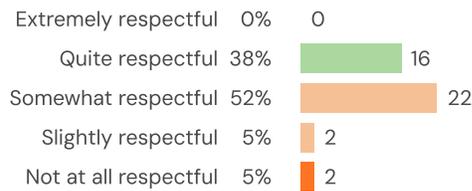
**Q.1: How effective are the school leaders at developing rules for students that facilitate their learning?**



▼ 41 from last survey

Favorable: **47%**

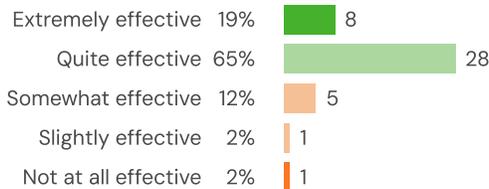
**Q.2: How respectful are the relationships between teachers and students?**



▼ 23 from last survey

Favorable: **38%**

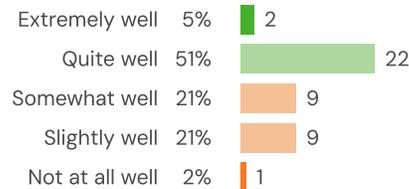
**Q.3: How effective do you think you are at managing disruptive classes?**



▲ 6 from last survey

Favorable: **84%**

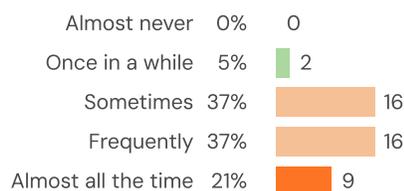
**Q.4: How well do school administrators support teachers' classroom management efforts?**



▼ 17 from last survey

Favorable: **56%**

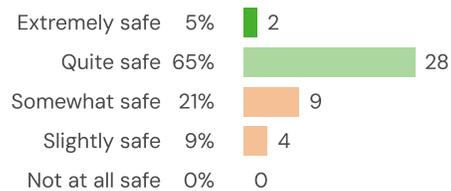
**Q.5: How often does student misconduct disrupt the learning environment at your school?**



▼ 10 from last survey

Favorable: **5%**

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



▼ 23 from last survey

Favorable: **70%**



# Professional Learning

Your average

# 46%

43 responses

Change

# ▼ 27

since last survey

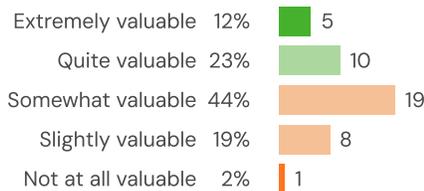
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## How did people respond?

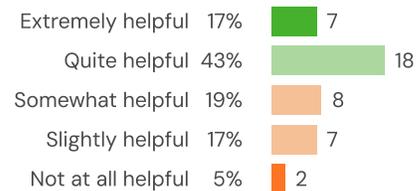
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 31 from last survey

Favorable: **35%**

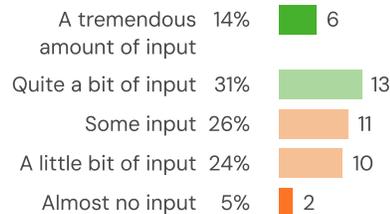
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▼ 25 from last survey

Favorable: **60%**

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



▼ 21 from last survey

Favorable: **45%**

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

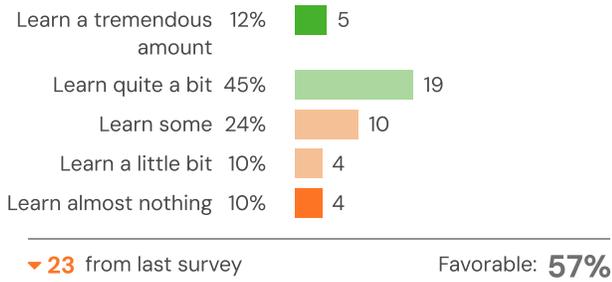


▼ 31 from last survey

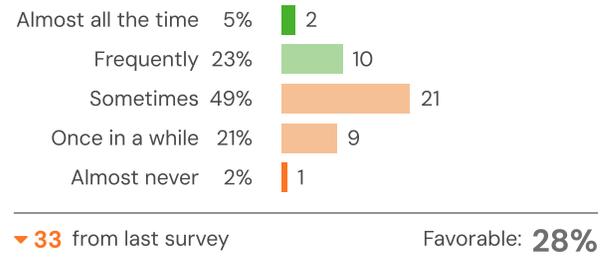
Favorable: **49%**



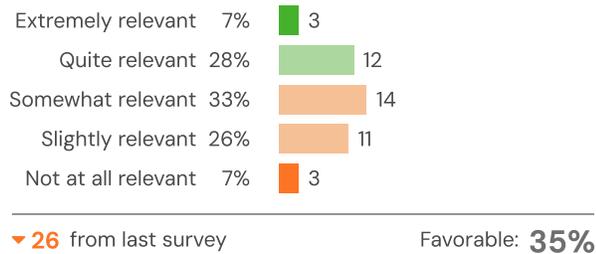
**Q.5: Overall, how much do you learn about teaching from the leaders at your school?**



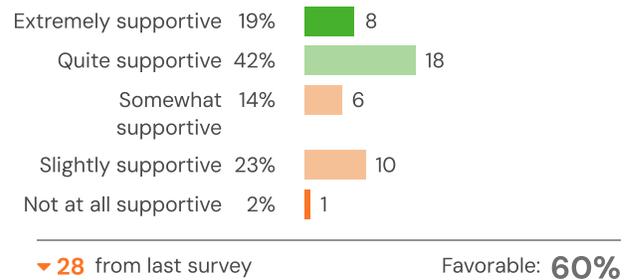
**Q.6: How often do your professional development opportunities help you explore new ideas?**



**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

**17%**

43 responses

Change

**▼ 26**

since last survey

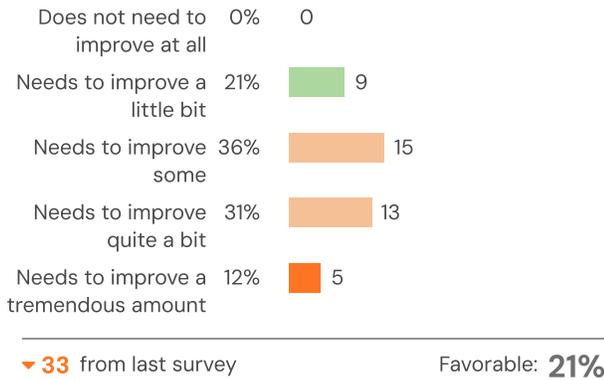
School Type average: **47%** Kentucky Middle Schools

State average: **51%** Kentucky

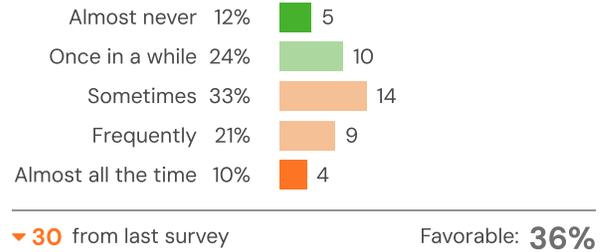
District average: **42%** Covington Independent

## How did people respond?

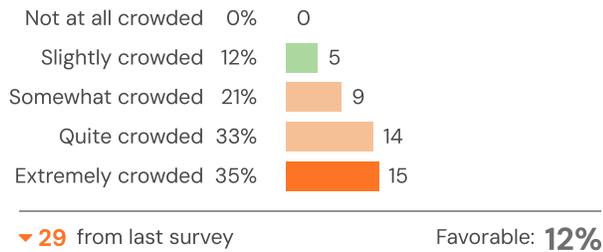
**Q.1: To what extent does the quality of the resources at your school need to improve?**



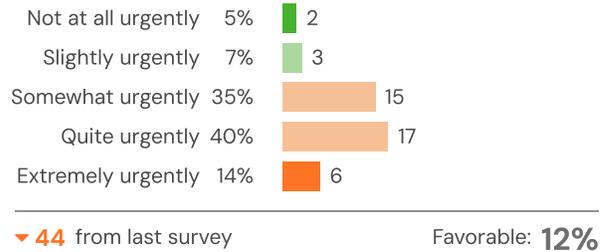
**Q.2: When students need help from an adult, how often do they have to wait to get that help?**



**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?**



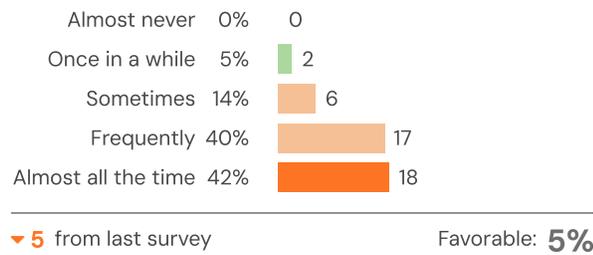


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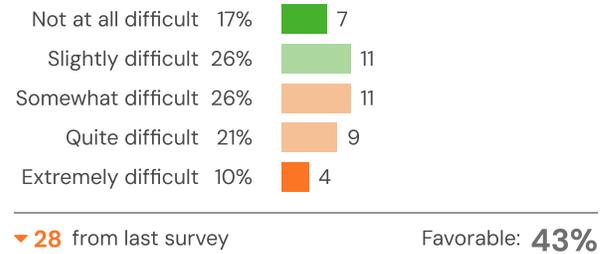
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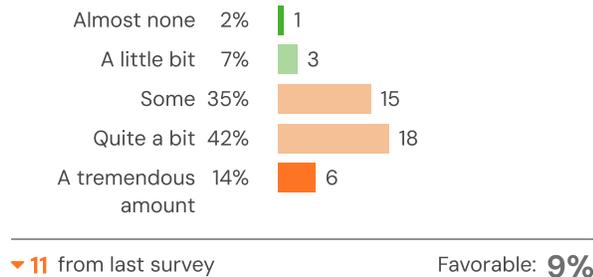
#### Q.5: How often do your school's facilities need repairs?



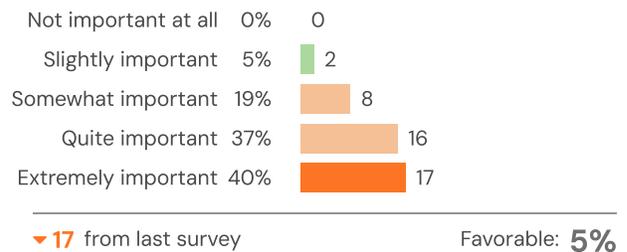
#### Q.6: For students who need extra support, how difficult is it for them to get the support that they need?



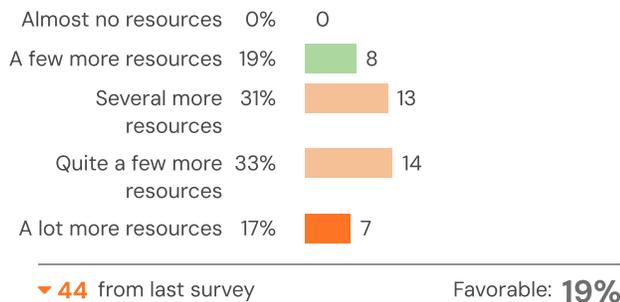
#### Q.7: How much of your own money do you spend on your classroom?



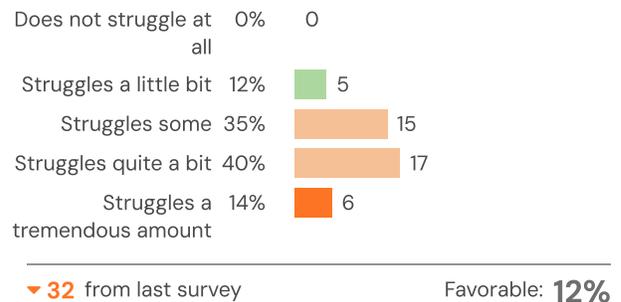
#### Q.8: How important is it for your school to hire more specialists to help students?



#### 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?



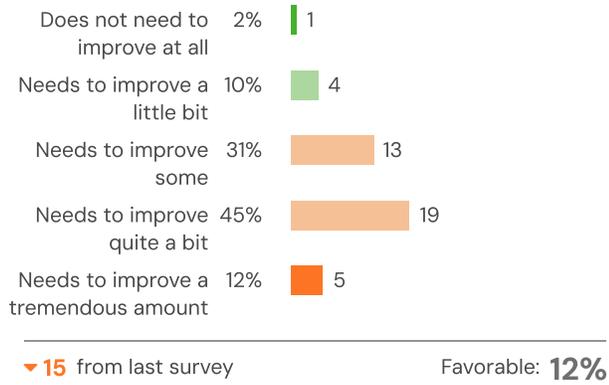


### Holmes Middle School (Covington Independent)

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



#### 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

# 36%

43 responses

Change

# ▼ 31

since last survey

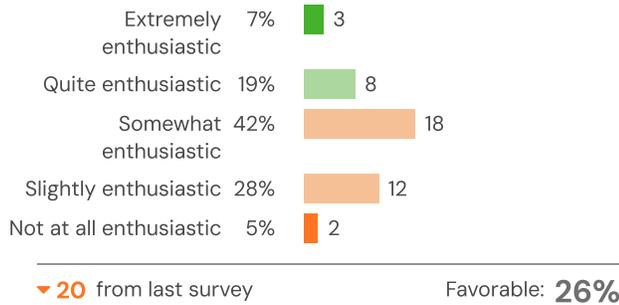
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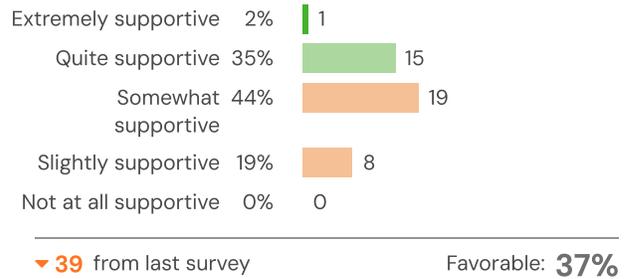
District average: **54%** Covington Independent

## How did people respond?

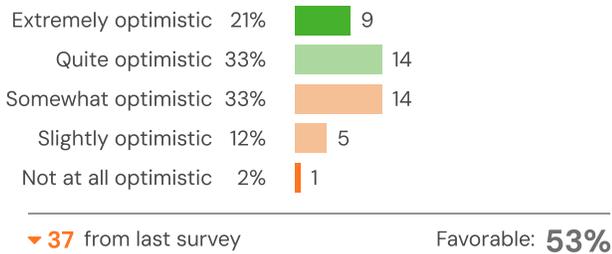
### Q.1: On most days, how enthusiastic are the students about being at school?



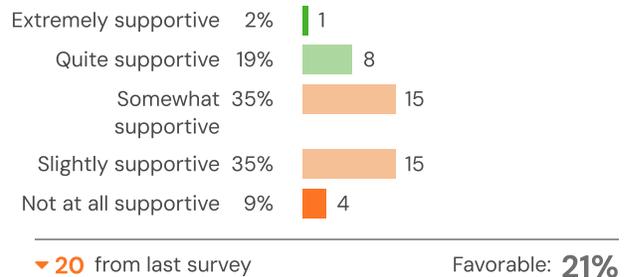
### Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?



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

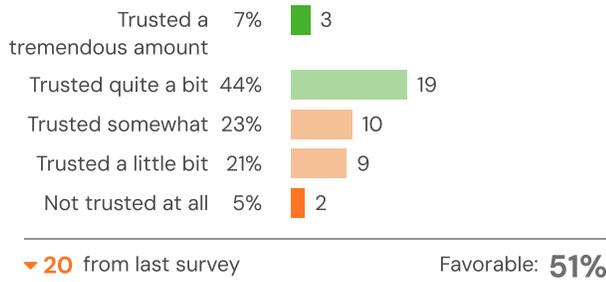


### Q.4: How supportive are students in their interactions with each other?

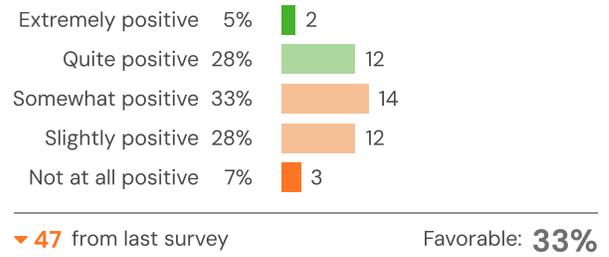




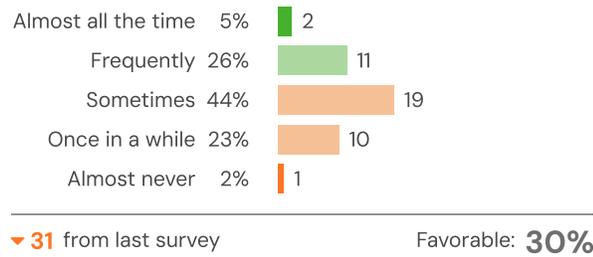
**Q.5: To what extent are teachers trusted to teach in the way they think is best?**



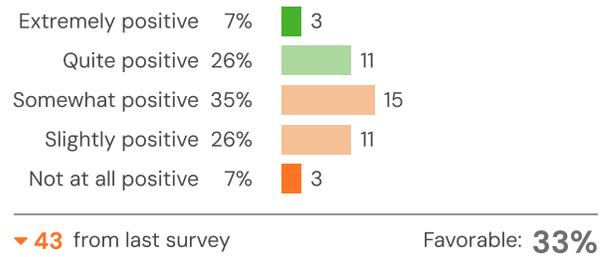
**Q.6: How positive are the attitudes of your colleagues?**



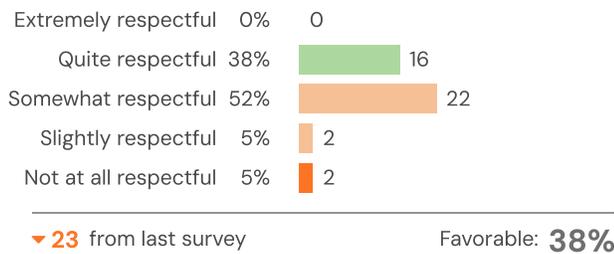
**Q.7: How often do you see students helping each other without being prompted?**



**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

# 46%

43 responses

Change

# ▼ 33

since last survey

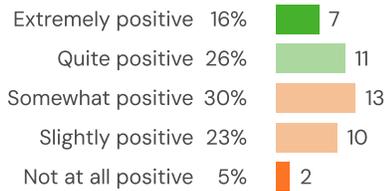
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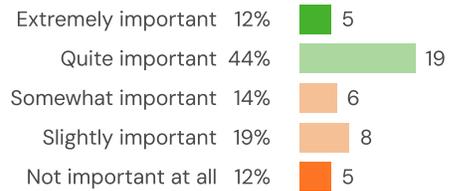
### Q.1: How positive is the tone that school leaders set for the culture of the school?



▼ 43 from last survey

Favorable: **42%**

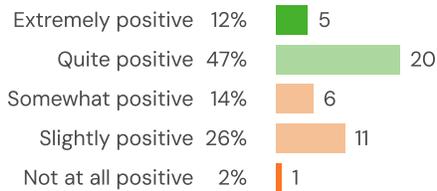
### Q.2: For your school leaders, how important is teacher satisfaction?



▼ 27 from last survey

Favorable: **56%**

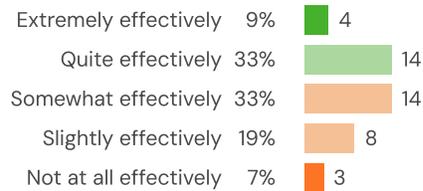
### Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 25 from last survey

Favorable: **58%**

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

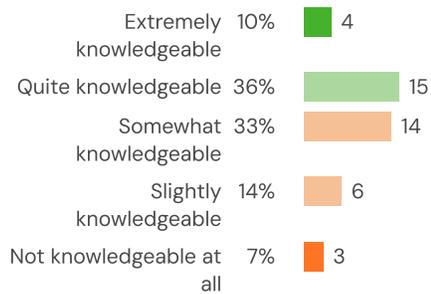


▼ 31 from last survey

Favorable: **42%**

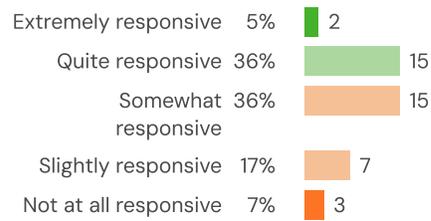


Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



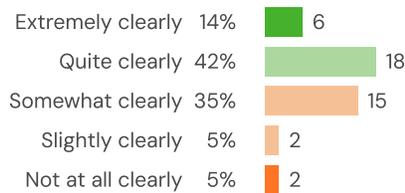
▼ 26 from last survey Favorable: 45%

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



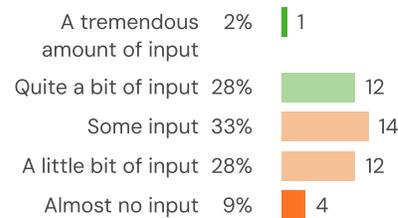
▼ 33 from last survey Favorable: 40%

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



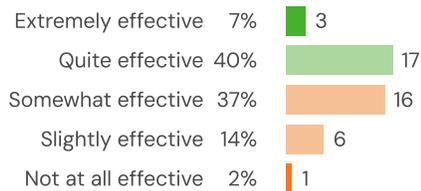
▼ 39 from last survey Favorable: 56%

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



▼ 29 from last survey Favorable: 30%

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



▼ 41 from last survey Favorable: 47%



# Staff-Leadership Relationships

Your average

**55%**

43 responses

Change

**▼ 33**

since last survey

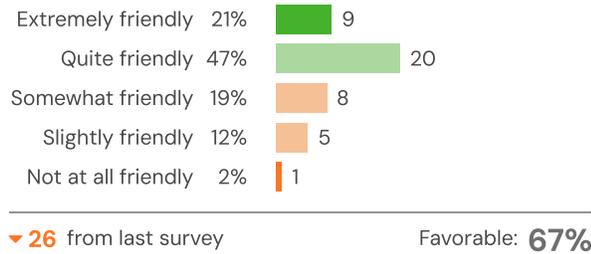
School Type average: **79%** Kentucky Middle Schools

State average: **80%** Kentucky

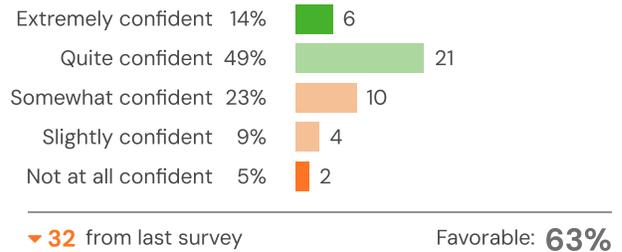
District average: **71%** Covington Independent

## How did people respond?

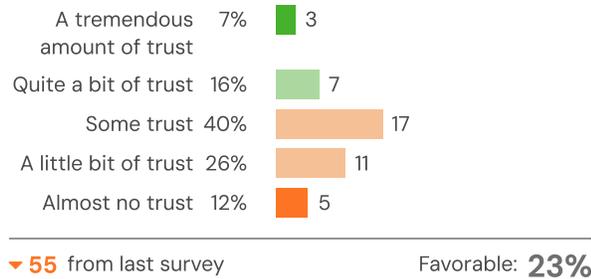
### Q.1: How friendly are your school leaders toward you?



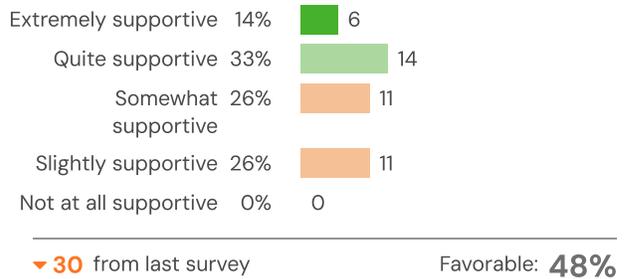
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



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

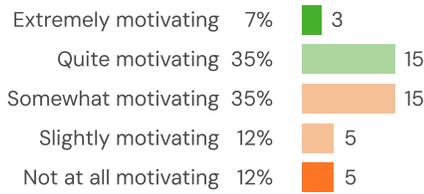


### Q.4: When you face challenges at work, how supportive are your school leaders?



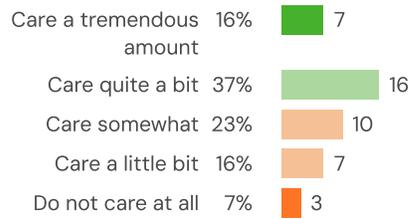


**Q.5: At your school, how motivating do you find working with the leadership team?**



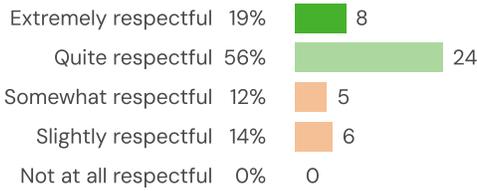
▼ **34** from last survey Favorable: **42%**

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



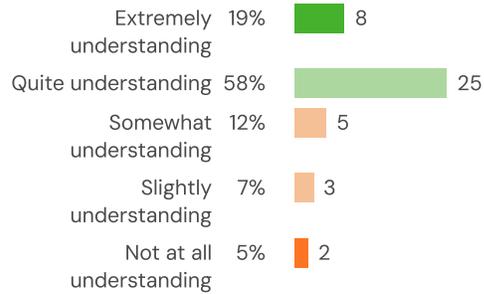
▼ **35** from last survey Favorable: **53%**

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



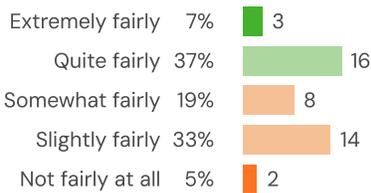
▼ **21** from last survey Favorable: **74%**

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



▼ **18** from last survey Favorable: **77%**

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



▼ **51** from last survey Favorable: **44%**