



# **Ninth District Elementary (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>70%</b></p> <p>▼ 3 since last survey</p>	<p>75% Kentucky Elementary 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>40%</b></p> <p>▲ 10 since last survey</p>	<p>61% Kentucky Elementary 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>49%</b></p> <p>▼ 3 since last survey</p>	<p>65% Kentucky Elementary 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>41%</b></p> <p>▲ 10 since last survey</p>	<p>71% Kentucky Elementary 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>50%</b></p> <p>▼ 1 since last survey</p>	<p>67% Kentucky Elementary 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>41%</b></p> <p>▲ 4 since last survey</p>	<p>52% Kentucky Elementary Schools</p> <p>51% Kentucky</p> <p>42% Covington Independent</p>



## Ninth District Elementary (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.

**37%**

▼ **2**  
since last survey

**73%** Kentucky Elementary Schools

**67%** Kentucky

**54%** Covington Independent

### School Leadership

Perceptions of the school leadership's effectiveness.

**44%**

▼ **8**  
since last survey

**74%** Kentucky Elementary Schools

**70%** Kentucky

**63%** Covington Independent

### Staff-Leadership Relationships

Perceptions of faculty and staff relationships with school leaders.

**51%**

▼ **11**  
since last survey

**82%** Kentucky Elementary Schools

**80%** Kentucky

**71%** Covington Independent

23 responses



# Educating All Students

Your average

**70%**

23 responses

Change

**▼ 3**

since last survey

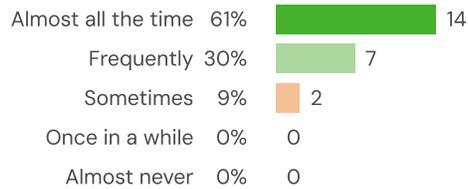
School Type average: **75%** Kentucky Elementary Schools

State average: **73%** Kentucky

District average: **73%** Covington Independent

## How did people respond?

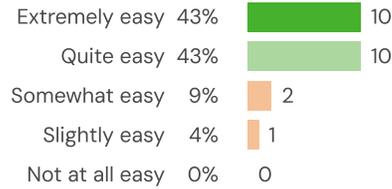
### Q.1: How often do teachers use assessment data to inform their instruction?



▼ 5 from last survey

Favorable: **91%**

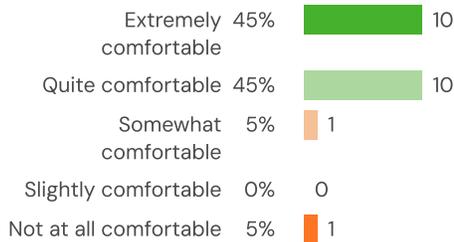
### Q.2: How easy do you find interacting with students at your school who are from a different cultural background than your own?



▼ 9 from last survey

Favorable: **87%**

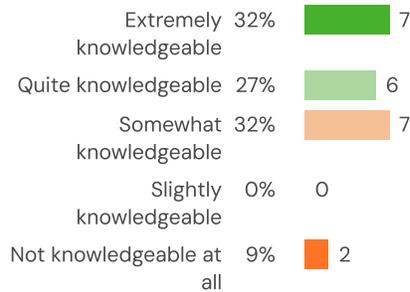
### Q.3: How comfortable would you be incorporating new material about people from different backgrounds into your curriculum?



▲ 2 from last survey

Favorable: **91%**

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



▼ 2 from last survey

Favorable: **59%**

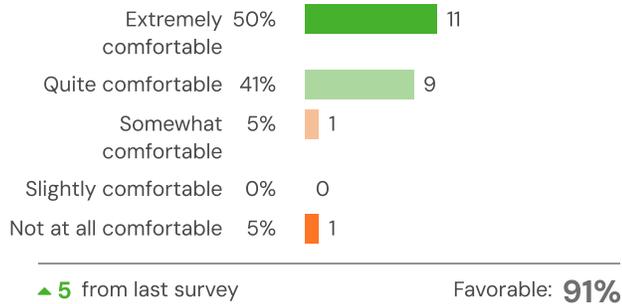


### Ninth District Elementary (Covington Independent)

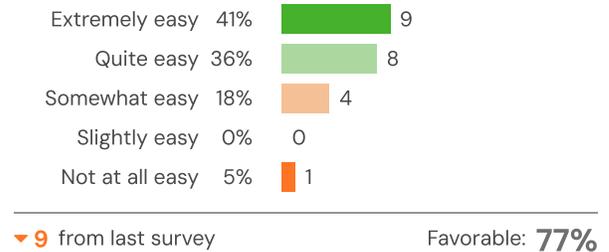
"2025-26 Impact KY Survey 2025-26 Impact Kentucky Working Conditions Survey, Impact Kentucky Working Conditions Survey"



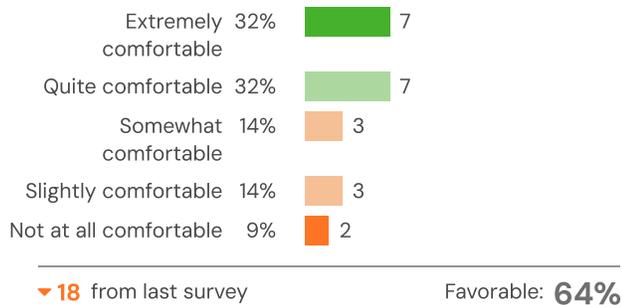
**Q.5: If students from different backgrounds struggled to get along in your class, how comfortable would you be intervening?**



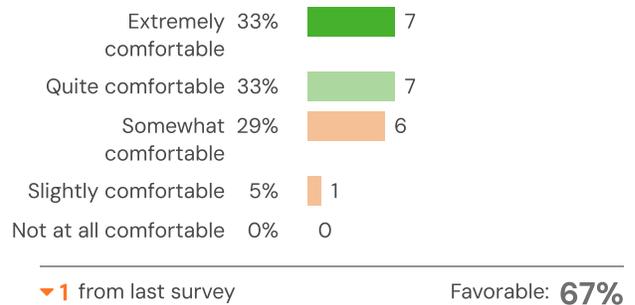
**Q.6: How easy would it be for you to teach a class with groups of students from very different religions from each other?**



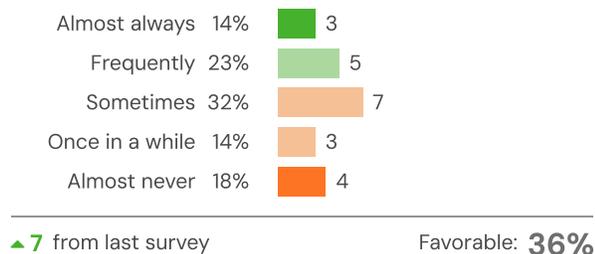
**Q.7: In response to events that might be occurring in the world, how comfortable would you be having conversations about race with your students?**



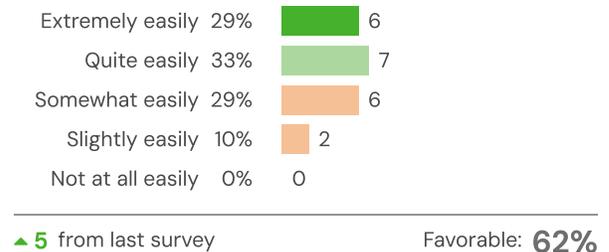
**Q.8: How comfortable would you be having a student who could not communicate well with anyone in class because his/her home language was unique?**



**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?**



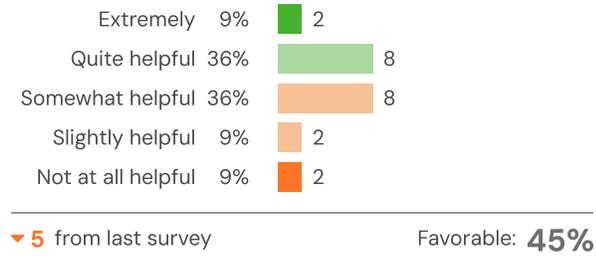


## Ninth District Elementary (Covington Independent)

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



### 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

**40%**

23 responses

Change

**▲ 10**

since last survey

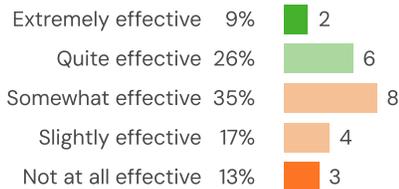
School Type average: **61%** Kentucky Elementary Schools

State average: **59%** Kentucky

District average: **51%** Covington Independent

## How did people respond?

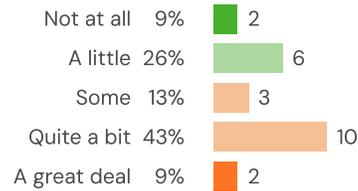
**Q.1: How effective do you feel at your job right now?**



▲ 3 from last survey

Favorable: **35%**

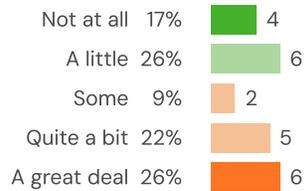
**Q.2: How concerned are you about the emotional well-being of your colleagues as a result of their work?**



▲ 24 from last survey

Favorable: **35%**

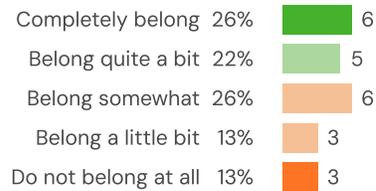
**Q.3: How concerned are you about your own emotional well-being as a result of your work?**



▲ 22 from last survey

Favorable: **43%**

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



▼ 9 from last survey

Favorable: **48%**



# Feedback and Coaching

Your average

# 49%

23 responses

Change

# ▼ 3

since last survey

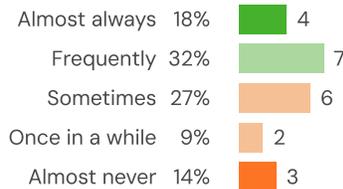
School Type average: **65%** Kentucky Elementary Schools

State average: **61%** Kentucky

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## How did people respond?

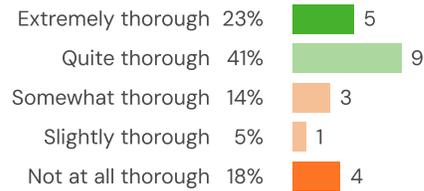
### Q.1: How often do you receive feedback on your teaching?



▼ 4 from last survey

Favorable: **50%**

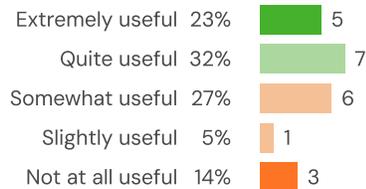
### Q.2: At your school, how thorough is the feedback you receive in covering all aspects of your role as a teacher?



▲ 10 from last survey

Favorable: **64%**

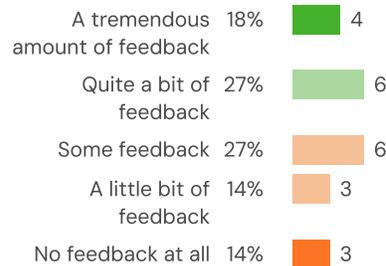
### Q.3: How useful do you find the feedback you receive on your teaching?



▼ 6 from last survey

Favorable: **55%**

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



▼ 12 from last survey

Favorable: **45%**

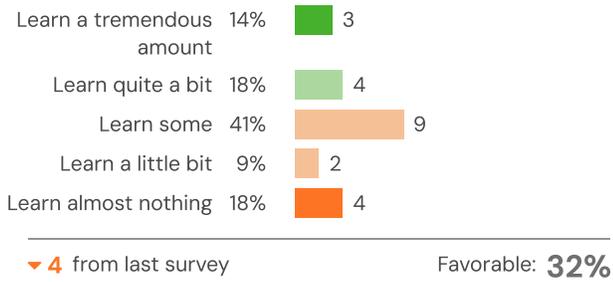


## Ninth District Elementary (Covington Independent)

"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

**41%**

23 responses

Change

**▲ 10**

since last survey

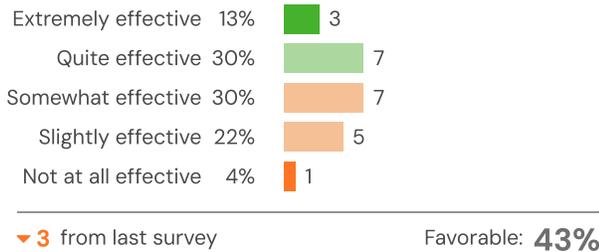
School Type average: **71%** Kentucky Elementary Schools

State average: **69%** Kentucky

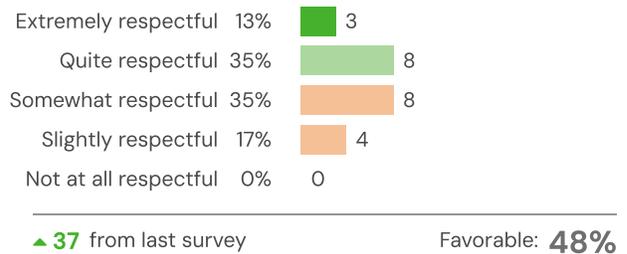
District average: **60%** Covington Independent

## How did people respond?

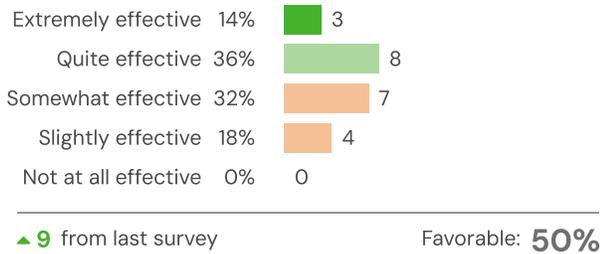
**Q.1: How effective are the school leaders at developing rules for students that facilitate their learning?**



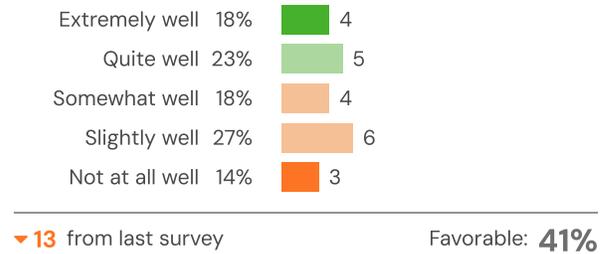
**Q.2: How respectful are the relationships between teachers and students?**



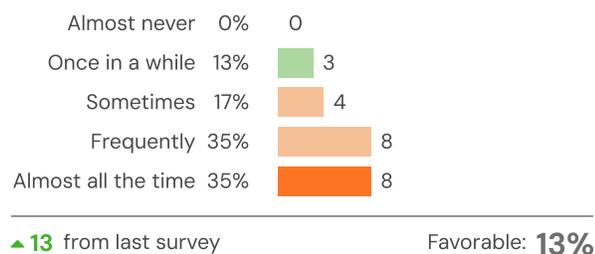
**Q.3: How effective do you think you are at managing disruptive classes?**



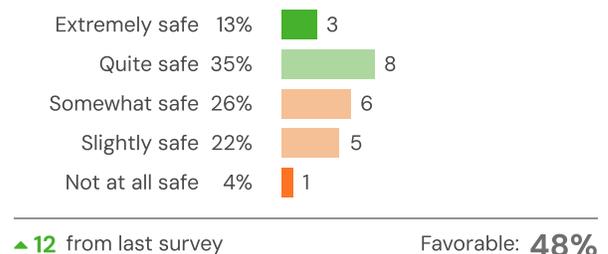
**Q.4: How well do school administrators support teachers' classroom management efforts?**



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



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





# Professional Learning

Your average

# 50%

23 responses

Change

# ▼ 1

since last survey

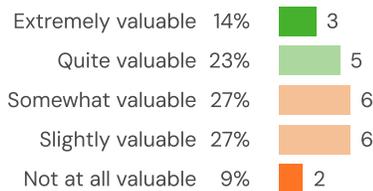
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State average: **62%** Kentucky

District average: **57%** Covington Independent

## How did people respond?

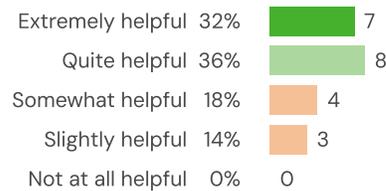
### Q.1: At your school, how valuable are the available professional development opportunities?



▼ 10 from last survey

Favorable: **36%**

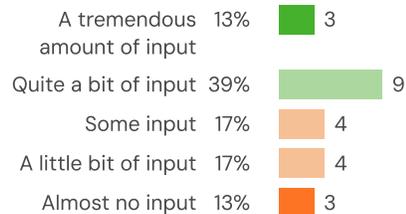
### Q.2: How helpful are your colleagues' ideas for improving your teaching?



▲ 4 from last survey

Favorable: **68%**

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



▲ 6 from last survey

Favorable: **52%**

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



▲ 2 from last survey

Favorable: **45%**



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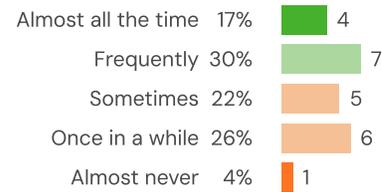
#### Q.5: Overall, how much do you learn about teaching from the leaders at your school?



▼ 11 from last survey

Favorable: 50%

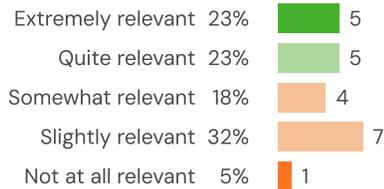
#### Q.6: How often do your professional development opportunities help you explore new ideas?



▲ 9 from last survey

Favorable: 48%

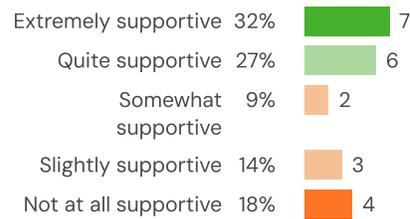
#### Q.7: How relevant have your professional development opportunities been to the content that you teach?



▼ 1 from last survey

Favorable: 45%

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



▼ 5 from last survey

Favorable: 59%



# Resources

Your average

**41%**

23 responses

Change

**▲ 4**

since last survey

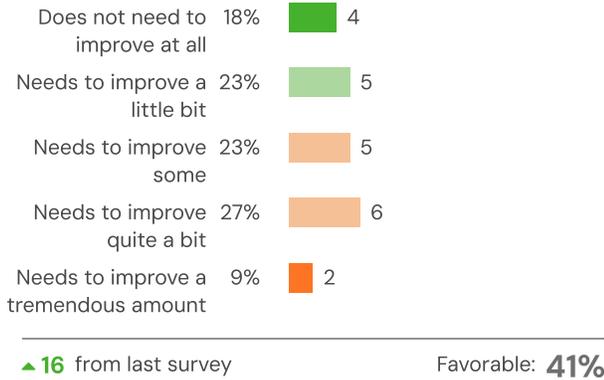
School Type average: **52%** Kentucky Elementary Schools

State average: **51%** Kentucky

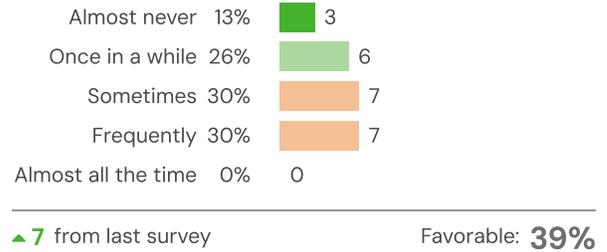
District average: **42%** Covington Independent

## How did people respond?

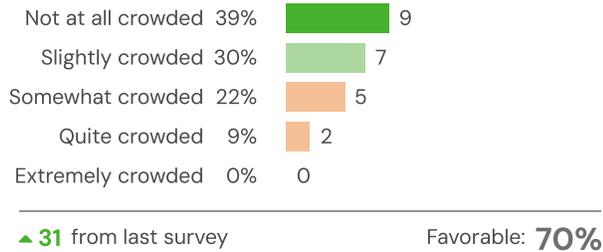
**Q.1: To what extent does the quality of the resources at your school need to improve?**



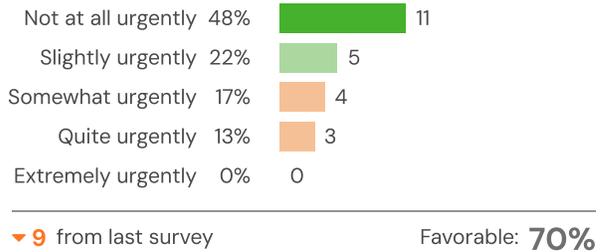
**Q.2: When students need help from an adult, how often do they have to wait to get that help?**



**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?**



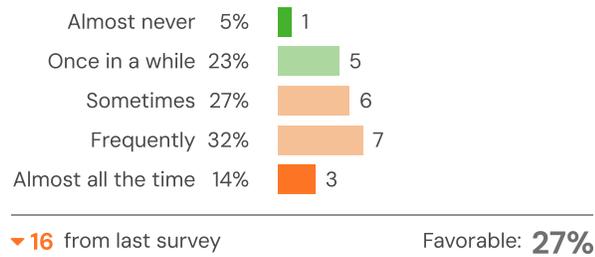


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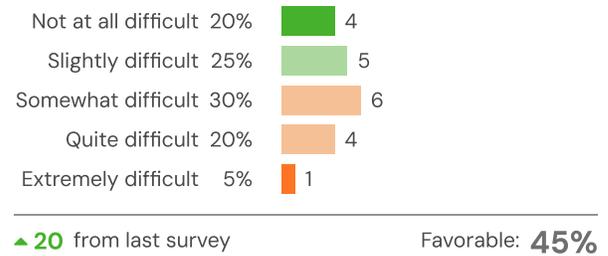
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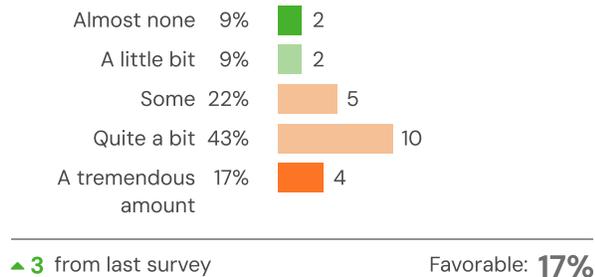
#### Q.5: How often do your school's facilities need repairs?



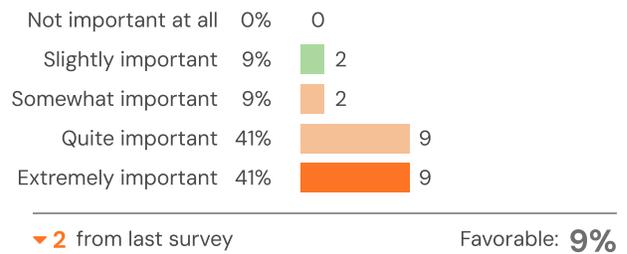
#### Q.6: For students who need extra support, how difficult is it for them to get the support that they need?



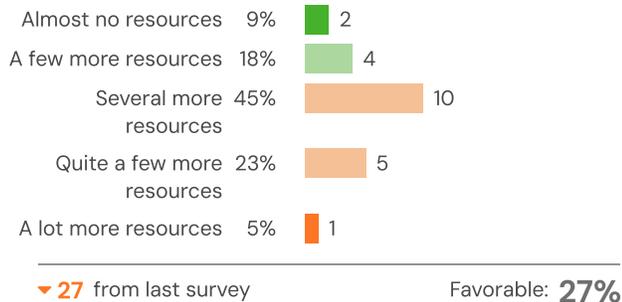
#### Q.7: How much of your own money do you spend on your classroom?



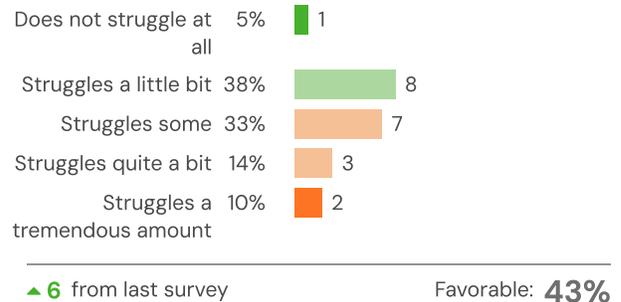
#### Q.8: How important is it for your school to hire more specialists to help students?



#### 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?



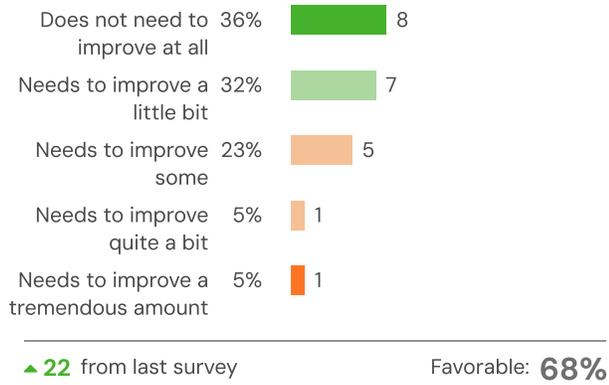


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#### Q.11: To what extent does the access to instructional technology, including computers, printers, software and Internet access at your school need to improve?





# School Climate

Your average

# 37%

23 responses

Change

# ▼ 2

since last survey

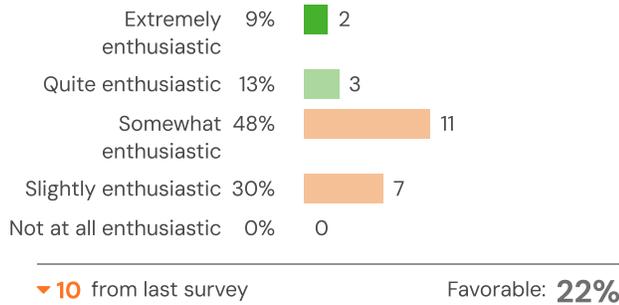
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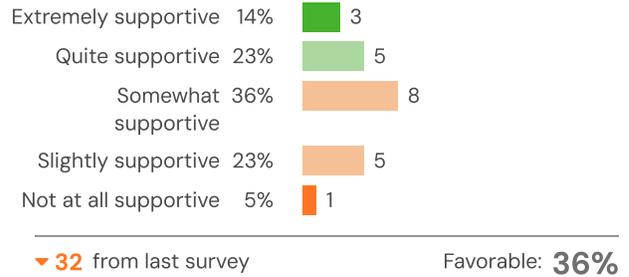
District average: **54%** Covington Independent

## How did people respond?

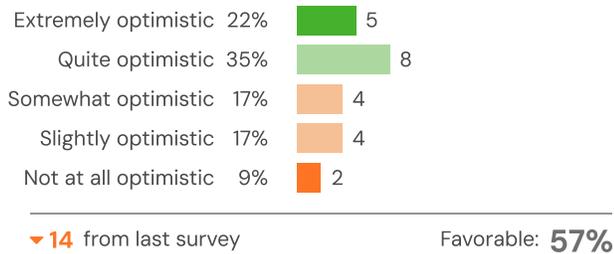
**Q.1: On most days, how enthusiastic are the students about being at school?**



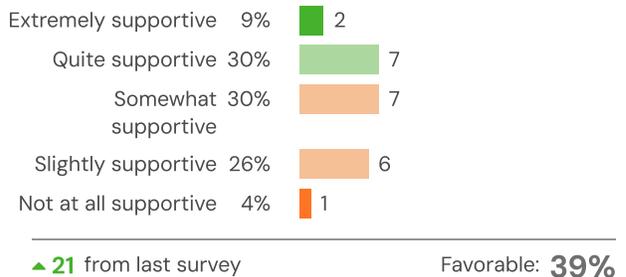
**Q.2: When new initiatives to improve teaching are presented at your school, how supportive are your colleagues?**



**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?**



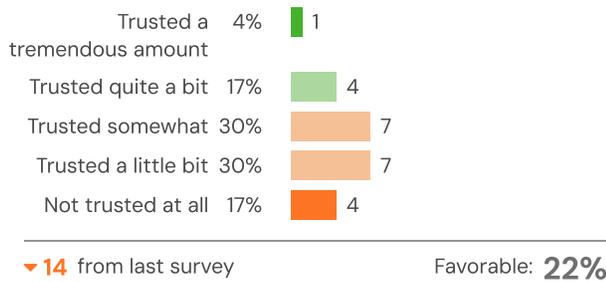


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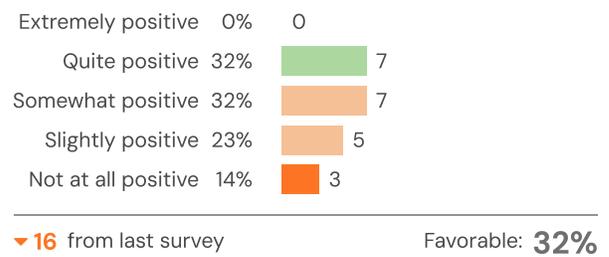
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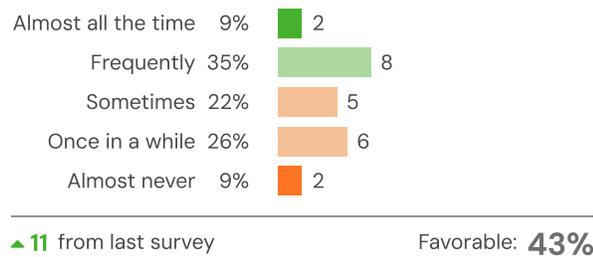
#### Q.5: To what extent are teachers trusted to teach in the way they think is best?



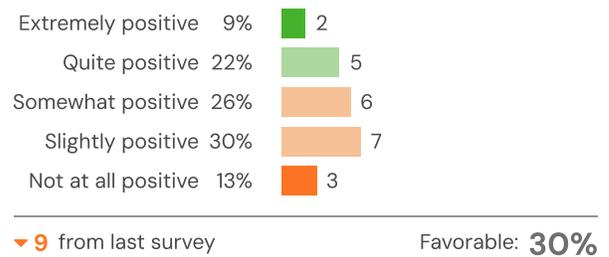
#### Q.6: How positive are the attitudes of your colleagues?



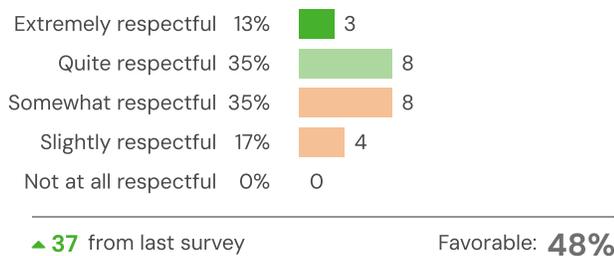
#### Q.7: How often do you see students helping each other without being prompted?



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



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





# Ninth District Elementary (Covington Independent)

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## School Leadership

Your average

# 44%

23 responses

Change

# ▼ 8

since last survey

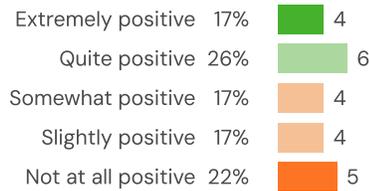
School Type average: **74%** Kentucky Elementary Schools

State average: **70%** Kentucky

District average: **63%** Covington Independent

### How did people respond?

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



▼ 21 from last survey

Favorable: **43%**

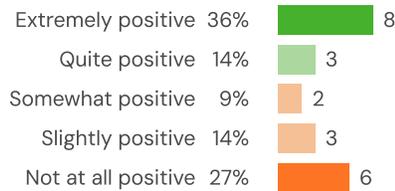
#### Q.2: For your school leaders, how important is teacher satisfaction?



▼ 4 from last survey

Favorable: **39%**

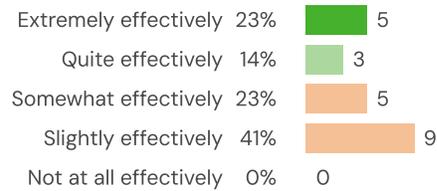
#### Q.3: Overall, how positive is the influence of the school leaders on the quality of your teaching?



▼ 11 from last survey

Favorable: **50%**

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



▼ 14 from last survey

Favorable: **36%**

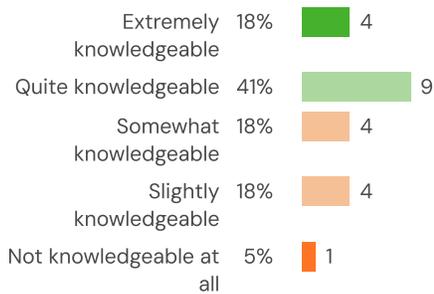


### Ninth District Elementary (Covington Independent)

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

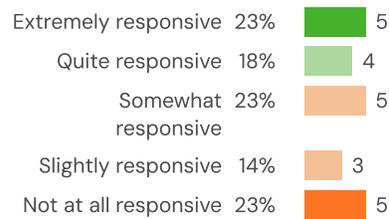


#### Q.5: How knowledgeable are your school leaders about what is going on in teachers' classrooms?



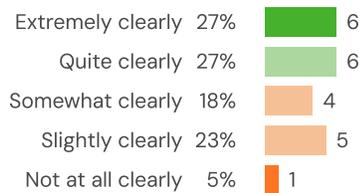
▲ 2 from last survey Favorable: **59%**

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



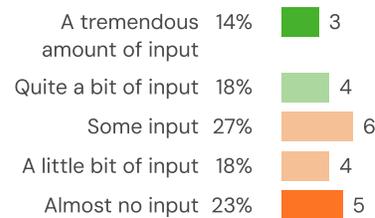
▼ 2 from last survey Favorable: **41%**

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



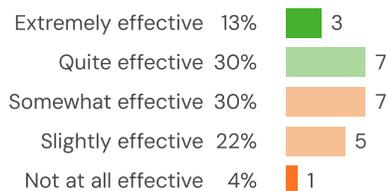
▼ 9 from last survey Favorable: **55%**

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



▼ 4 from last survey Favorable: **32%**

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



▼ 3 from last survey Favorable: **43%**



# Staff–Leadership Relationships

Your average

**51%**

23 responses

Change

**▼ 11**

since last survey

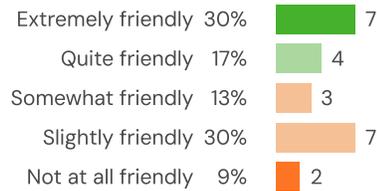
School Type average: **82%** Kentucky Elementary Schools

State average: **80%** Kentucky

District average: **71%** Covington Independent

## How did people respond?

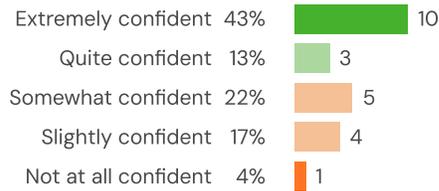
### Q.1: How friendly are your school leaders toward you?



▼ 16 from last survey

Favorable: **48%**

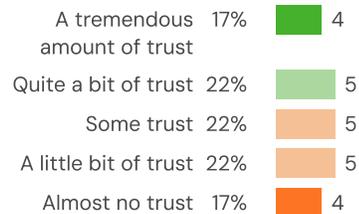
### Q.2: How confident are you that your school leaders have the best interests of the school in mind?



▼ 14 from last survey

Favorable: **57%**

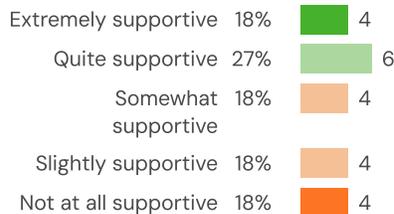
### Q.3: How much trust exists between school leaders and faculty?



▼ 15 from last survey

Favorable: **39%**

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



▼ 5 from last survey

Favorable: **45%**

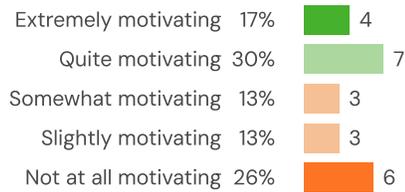


### Ninth District Elementary (Covington Independent)

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



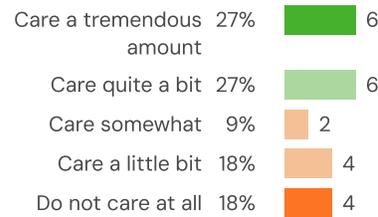
#### Q.5: At your school, how motivating do you find working with the leadership team?



▼ 13 from last survey

Favorable: **48%**

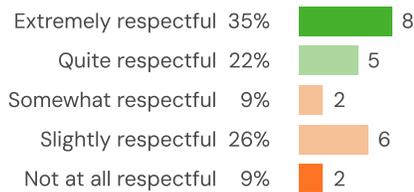
#### Q.6: How much do your school leaders care about you as an individual?



▼ 6 from last survey

Favorable: **55%**

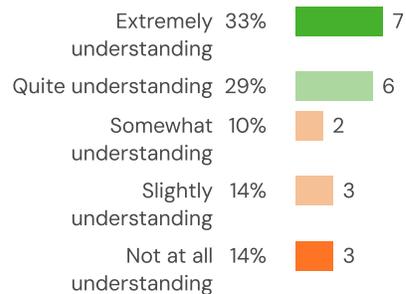
#### Q.7: How respectful are your school leaders towards you?



▼ 11 from last survey

Favorable: **57%**

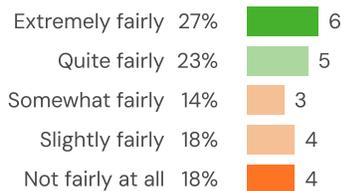
#### Q.8: When challenges arise in your personal life, how understanding are your school leaders?



▼ 2 from last survey

Favorable: **62%**

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



▼ 14 from last survey

Favorable: **50%**