

the SUPERINTENDENT'S MESSAGE



October 29, 2024

Employee Climate and Culture Survey

Dear Employees,

A wise man once said, “Hang on!” You may have forgotten the encouraging words Thomas Dismukes provided for us in July, but I think about them often. I also think about the incredible work you - our certified and non-certified staff - complete every day. That’s why it is important for me and the Board to support you in every way possible; that support begins by getting your feedback.

Last spring as I visited schools during the Superintendent Roundtables, I heard your voices as you expressed your suggestions, opinions, and concerns. Your thoughts, insights, and experiences have provided invaluable perspectives, helping shape a stronger, more connected school district. As a next step in our commitment to hearing and learning from you, we invite each of you to participate in our upcoming Climate & Culture Survey.

“Your honest input is essential in guiding the changes and improvements that help make our district better.”

This anonymous survey, which includes 15 questions related to employee satisfaction and campus culture where you serve, is an important opportunity for you to continue sharing your thoughts and feedback, so I encourage each of you to participate. We were able to retain 90.6% of certified employees and 87.7 % of non-certified employees from 2023-2024, but I know we can do better!

Your honest input is essential in guiding the changes and improvements that help make our district a better place to work and learn. By participating, you directly contribute to building an environment that reflects our values and goals. We deeply value your voice, and this survey is another way we’re committed to listening, understanding, and responding to what matters most to you. Your perspective matters—and your feedback helps create a positive impact for everyone.

The survey link will be shared with you via email and text message tomorrow. Thank you for your dedication to our students, our schools, and each other. Let’s keep building together. - M



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