



2025-2026

Student Engagement

Survey

★ areas of strength- 75%+
% of Positive Responses:
Sum of Almost Always and
Often

Responses: 13,500 (300+)

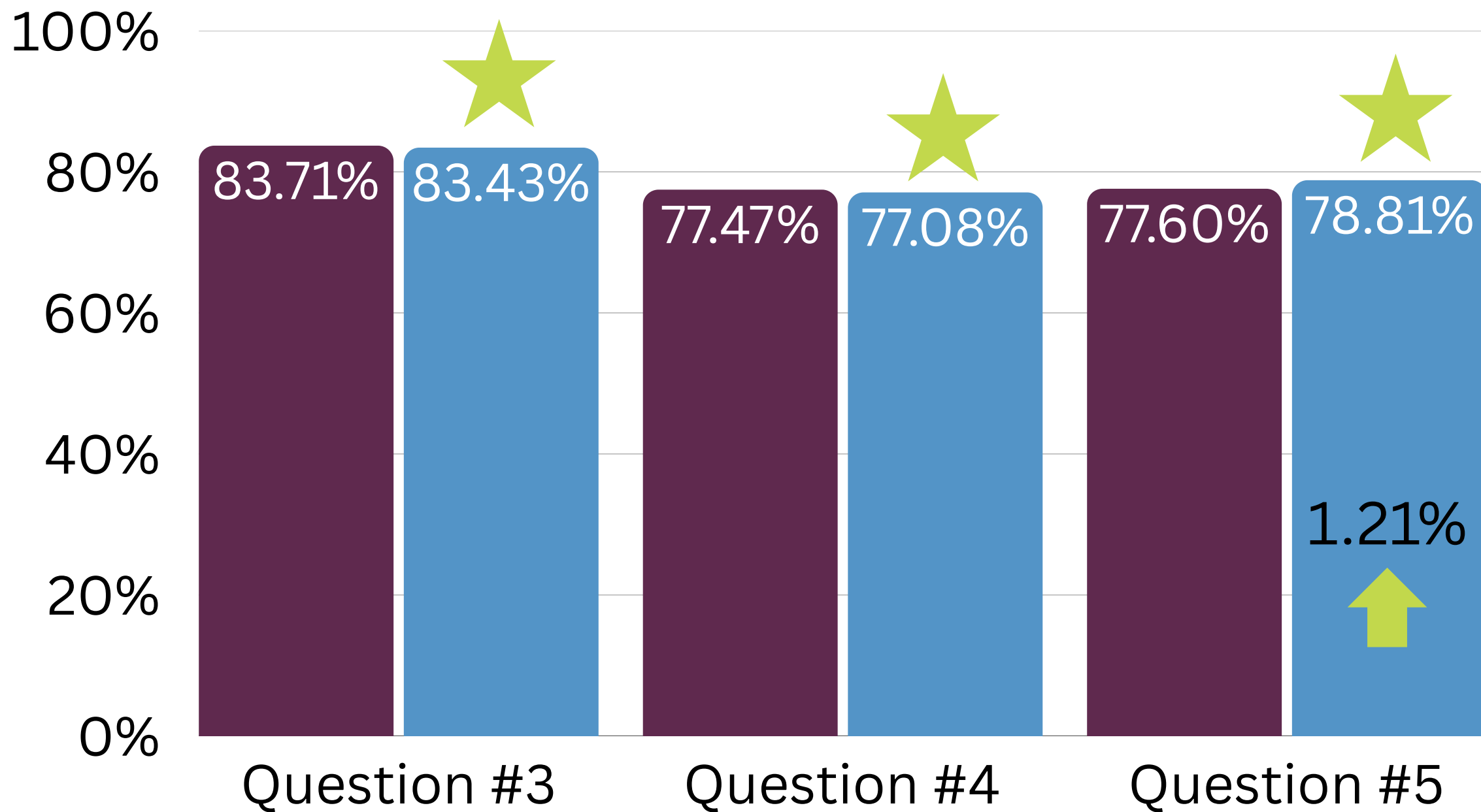
Participation: 78% (+3%)

Hernando County Schools



Safety

● 2024-2025 ● 2025-2026



- **Question #3:**
School drills teach me
- **Question #4:**
School addresses safety concerns
- **Question #5:**
I feel safe at school

25-26	Elementary	Middle	High
#3	90.23%	80.65%	78.83%
#4	84.53%	73.96%	72.22%
#5	87.56%	73.12%	75.29%

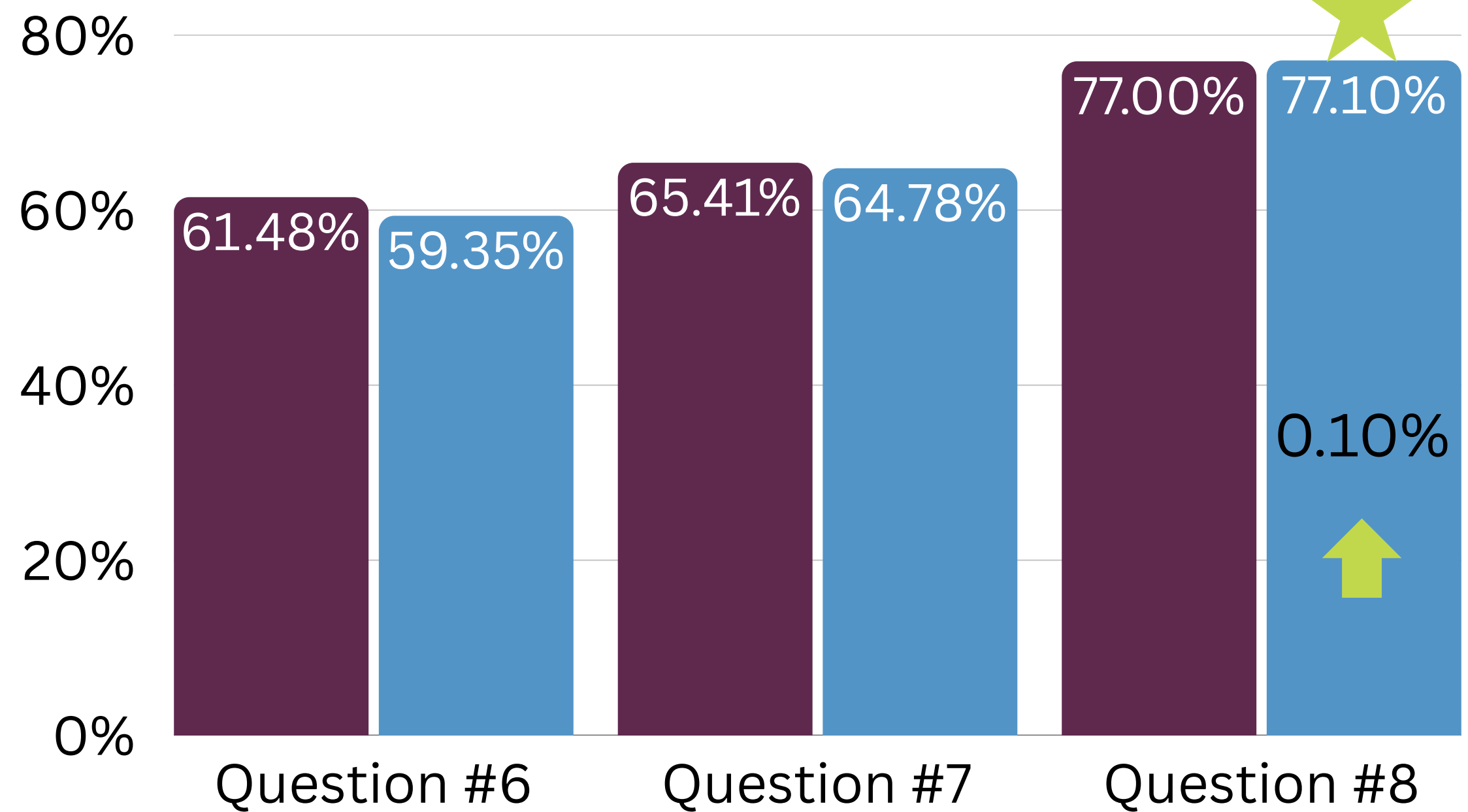
Area of Strength-All Levels

- Safety is a clear strength overall, All above 75%
- Keep a continued focus to ensure all students feel confident that safety concerns are addressed and that they feel safe at school



Class Experience

● 2024-2025 ● 2025-2026



- **Question #6:**
Classes are Interesting
- **Question #7:**
Classes are Challenging
- **Question #8:**
Learn a lot in my classes

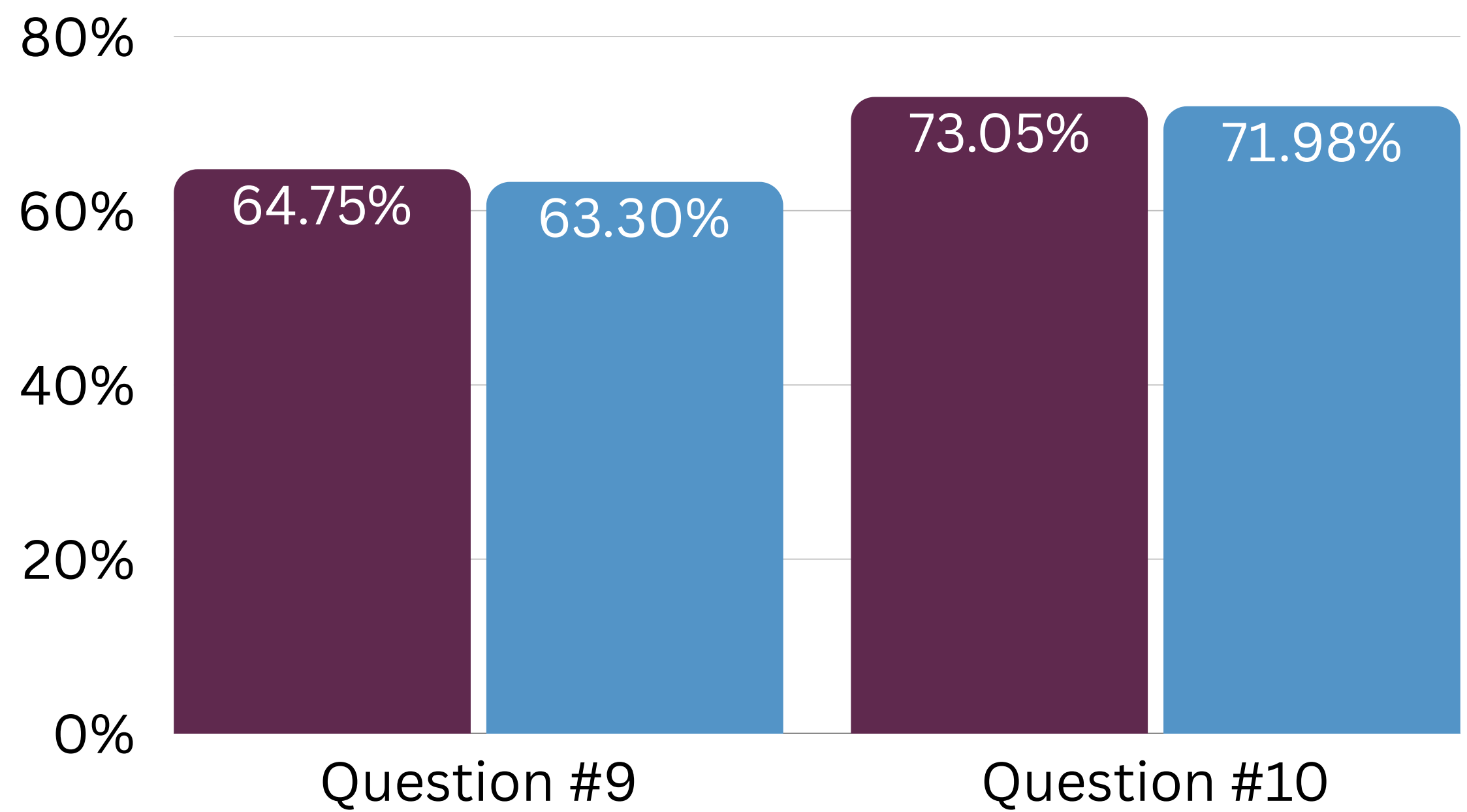
25-26	Elementary	Middle	High
#6	73.18%	50.06%	53.80%
#7	63.74%	65.36%	65.39%
#8	89.95%	74.66%	65.65%

- Student learning remains a strong positive at 77%
- Overall class experience is consistent year to year
- Area of Focus: Variation by school level



Student Experience

● 2024-2025 ● 2025-2026



- **Question #9:**
Learn my strengths
- **Question #10:**
Learn skills I need

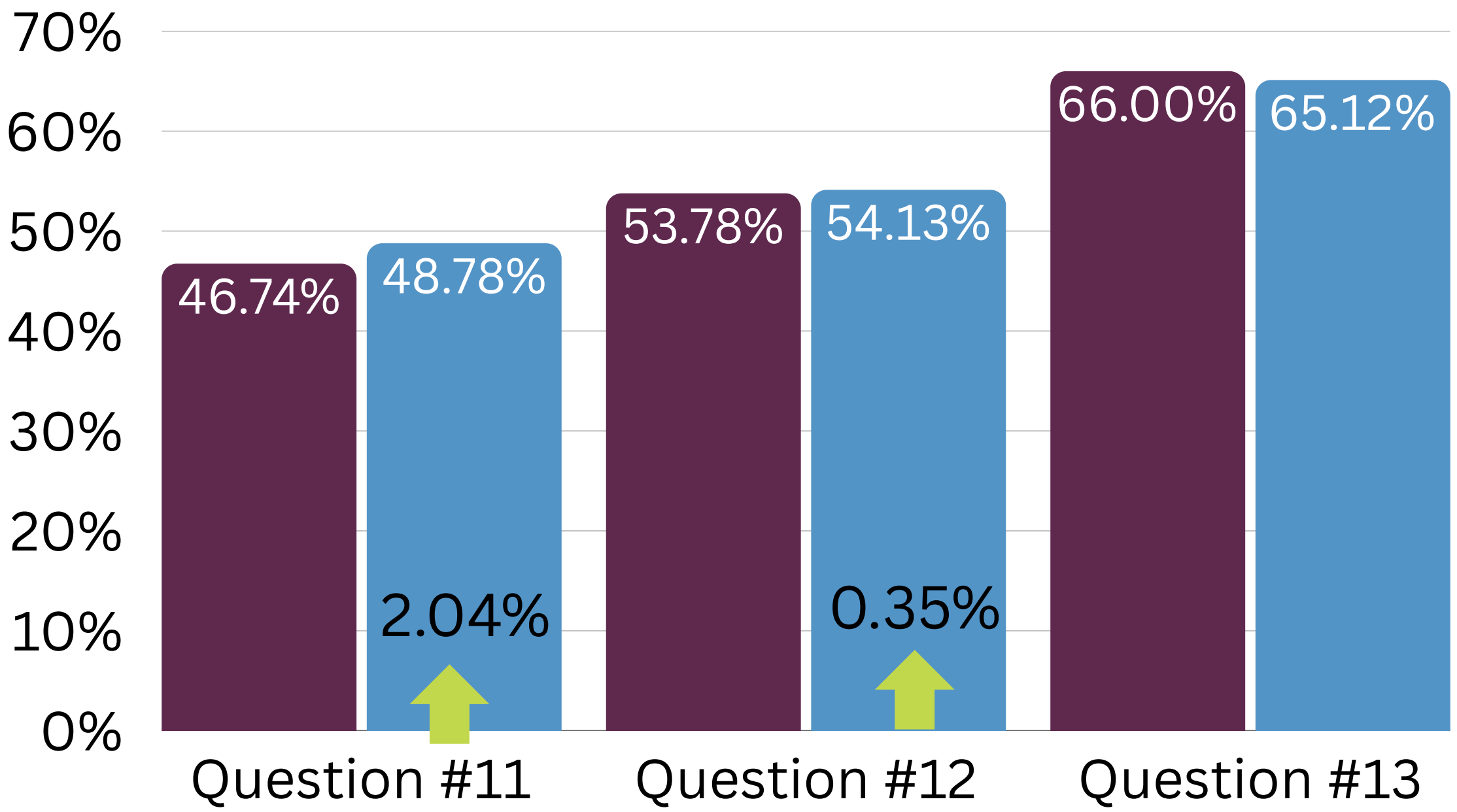
- Students feel they are learning needed skills, 72%
- Understanding personal strengths is steady but slightly lower
- Area of Focus: Supporting students in developing a clearer understanding of their individual strengths, especially in the higher grade levels

25-26	Elementary	Middle	High
#9	77.95%	54.58%	56.16%
#10	84.43%	68.13%	62.33%



Relevance

● 2024-2025 ● 2025-2026



- **Question #11:**
Relates to outside world
- **Question #12:**
Relates to future
- **Question #13:**
What I learn is important

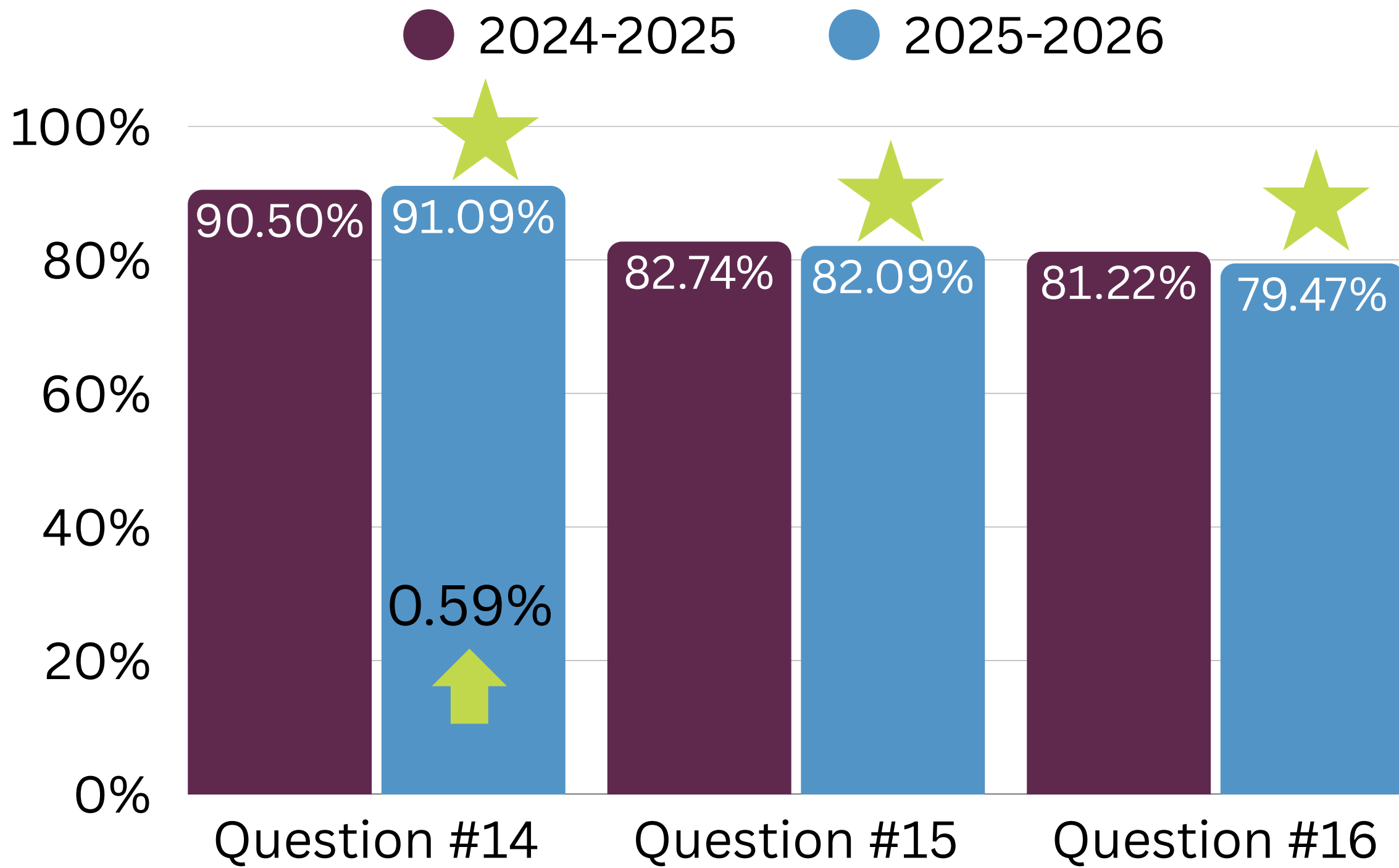
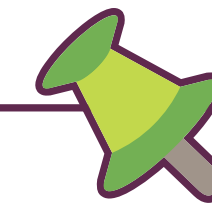
Area of Focus

- Relevance improves slightly but remains an opportunity for improvement
- Students see importance of learning more than application
- Need to improve Connecting Learning to students' futures and interests

25-26	Elementary	Middle	High
#11	67.97%	39.12%	36.79%
#12	69.61%	46.29%	44.78%
#13	84.08%	58.24%	51.40%



Academic Support



- **Question #14:**
Teachers want me to do my best
- **Question #15:**
Teachers don't give up on me
- **Question #16:**
Teachers help me

25-26	Elementary	Middle	High
#14	96.83%	89.56%	86.10%
#15	89.55%	78.89%	76.94%
#16	85.56%	76.35%	76.01%

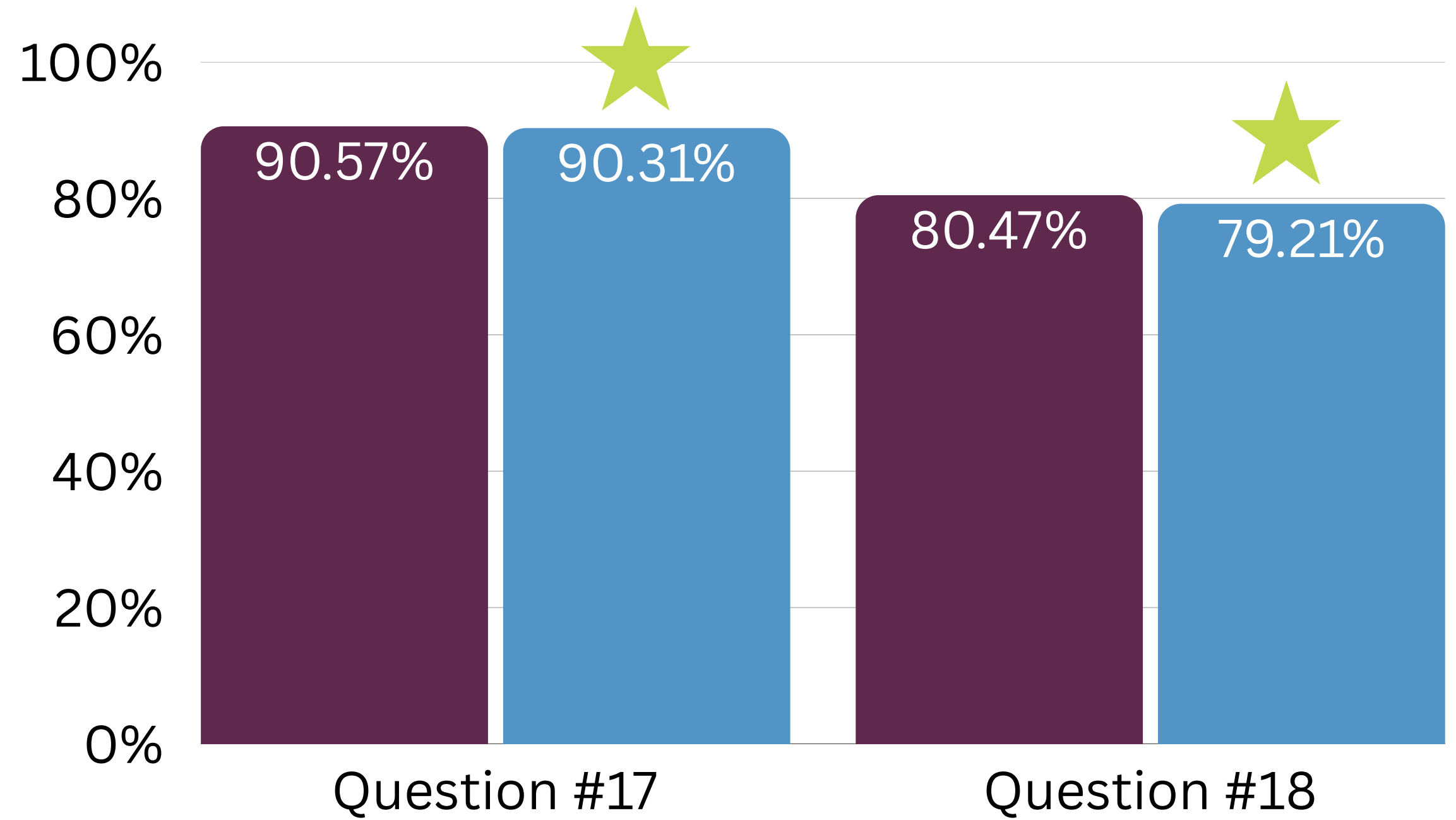
Area of Strength-All Levels

- Strong overall perception of teacher support
- Academic support remains strong



Involvement

● 2024-2025 ● 2025-2026



- **Question #17:**
I try my best
- **Question #18:**
I participate in class

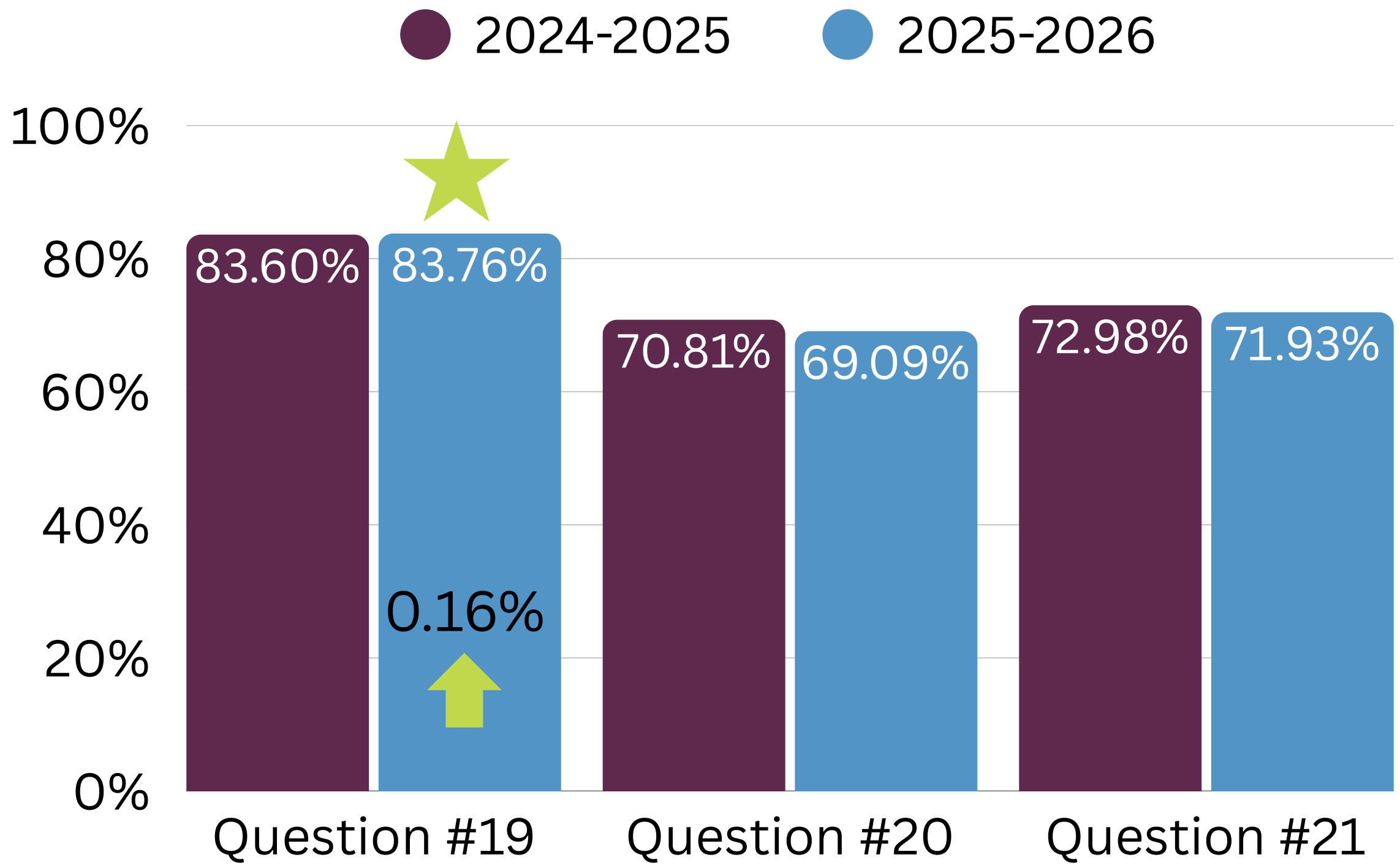
Area of Strength-All Levels

- High levels of engagement: large majority of students are actively engaged in classroom activities
- Students show a strong commitment to effort and perseverance across all school-levels



25-26	Elementary	Middle	High
#17	95.11%	88.89%	86.34%
#18	89.79%	76.14%	70.65%

Persistence



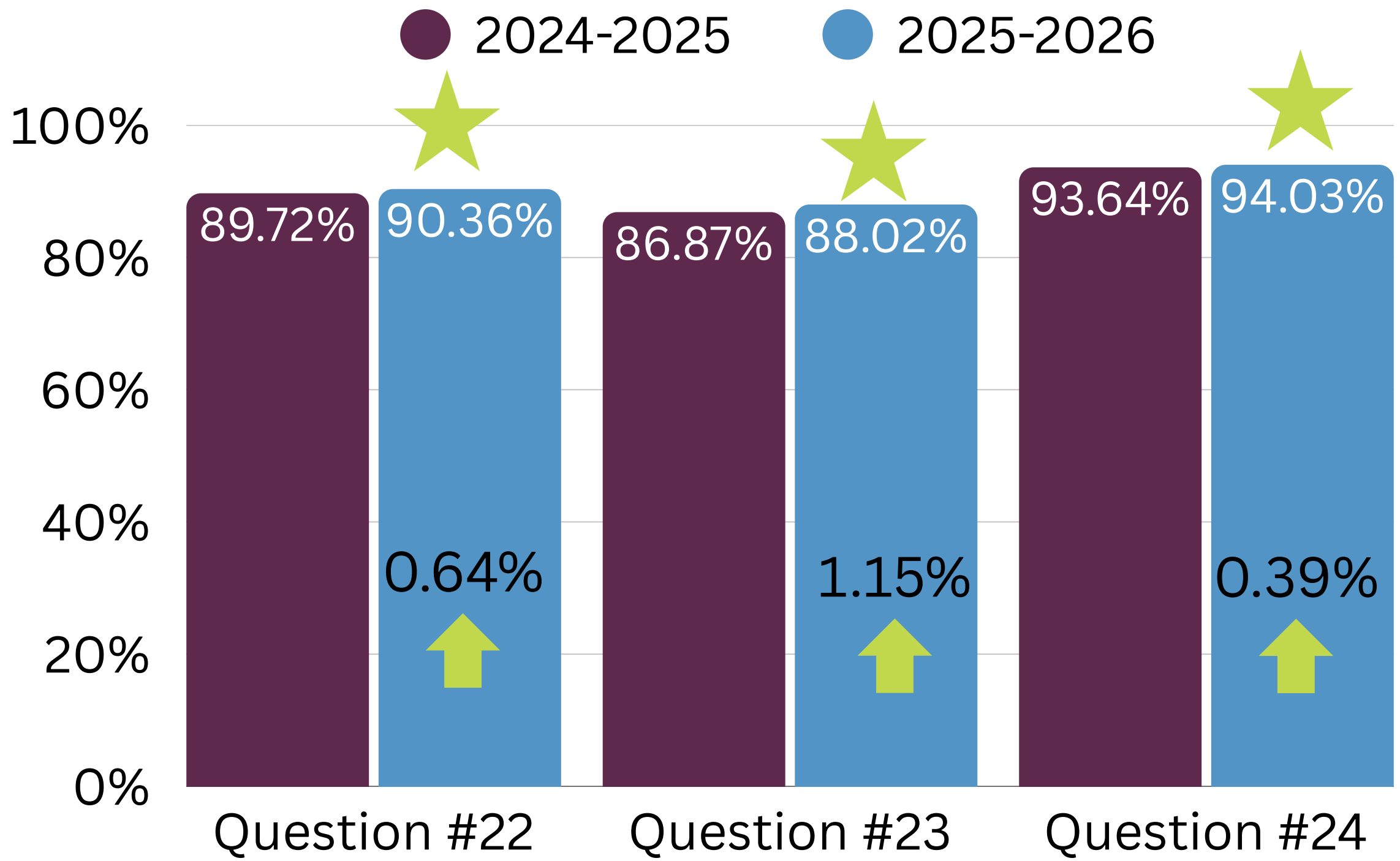
- **Question #19:**
I keep trying when difficult
- **Question #20:**
I ask for help if I need it
- **Question #21:**
I'm patient when learning

25-26	Elementary	Middle	High
#19	90.92%	79.12%	80.46%
#20	75.17%	63.65%	68.04%
#21	77.59%	64.90%	73.14%

Area of Strength

- Students demonstrate strong perseverance when learning gets challenging
- Students feel supported → students stay engaged → students persist through challenges.

Self-Management



- Question #22:**
I follow rules
- Question #23:**
I'm kind to other students
- Question #24:**
I'm kind to teachers

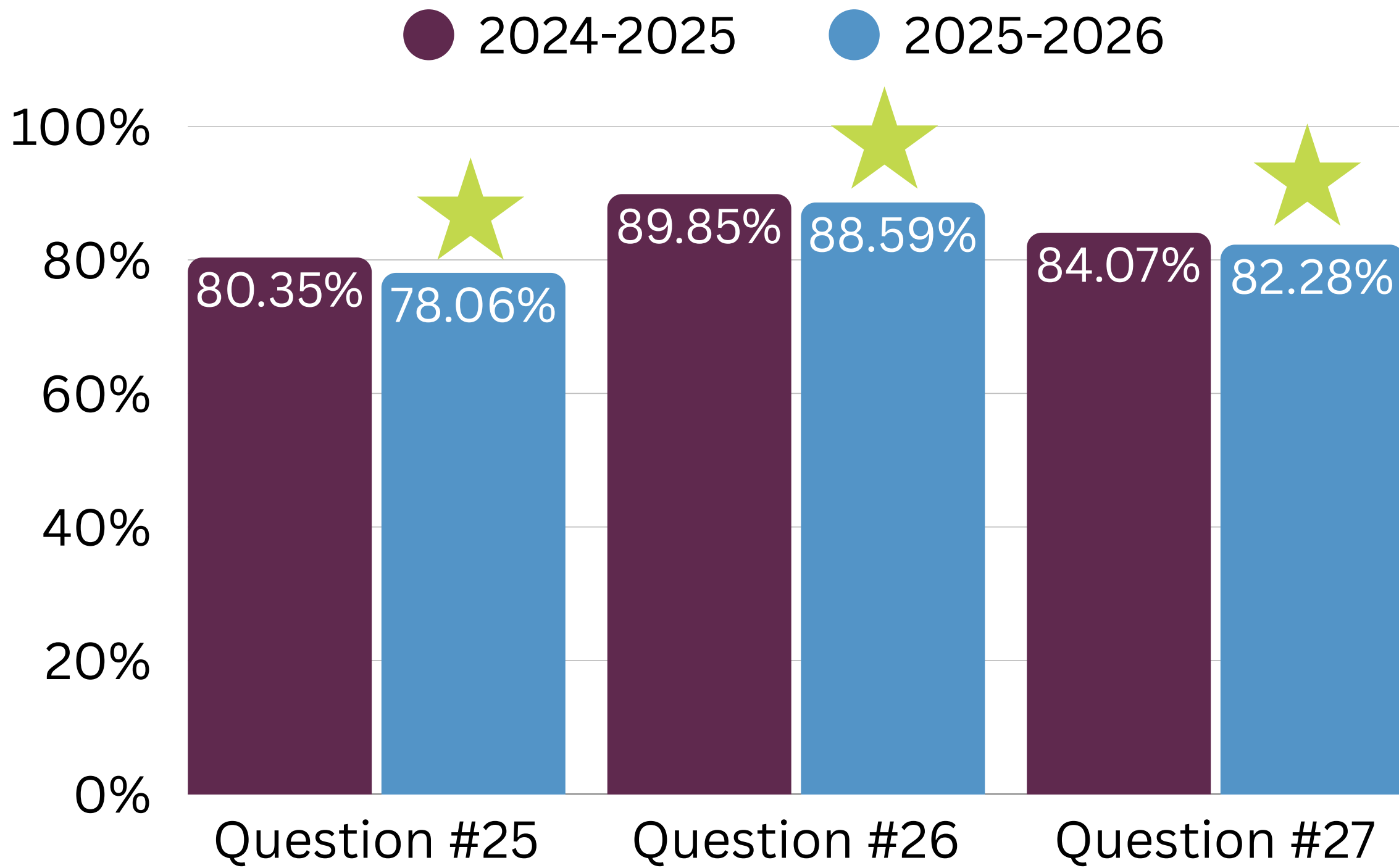

25-26	Elementary	Middle	High
#22	92.49%	87.28%	91.33%
#23	91.23%	83.97%	88.77%
#24	95.79%	92.18%	94.01%

Area of Strength-All Levels

- Positive trends, strong adult relationships, and improving peer interactions.
- Student-adult positive relationships across school settings



Future Aspirations

- **Question #25:**
I plan to continue my education
- **Question #26:**
I'm confident I'll find a career
- **Question #27:**
I'm excited about my future

25-26	Elementary	Middle	High
#25	78.08%	75.90%	80.43%
#26	91.32%	87.70%	86.43%
#27	85.79%	79.99%	80.78%

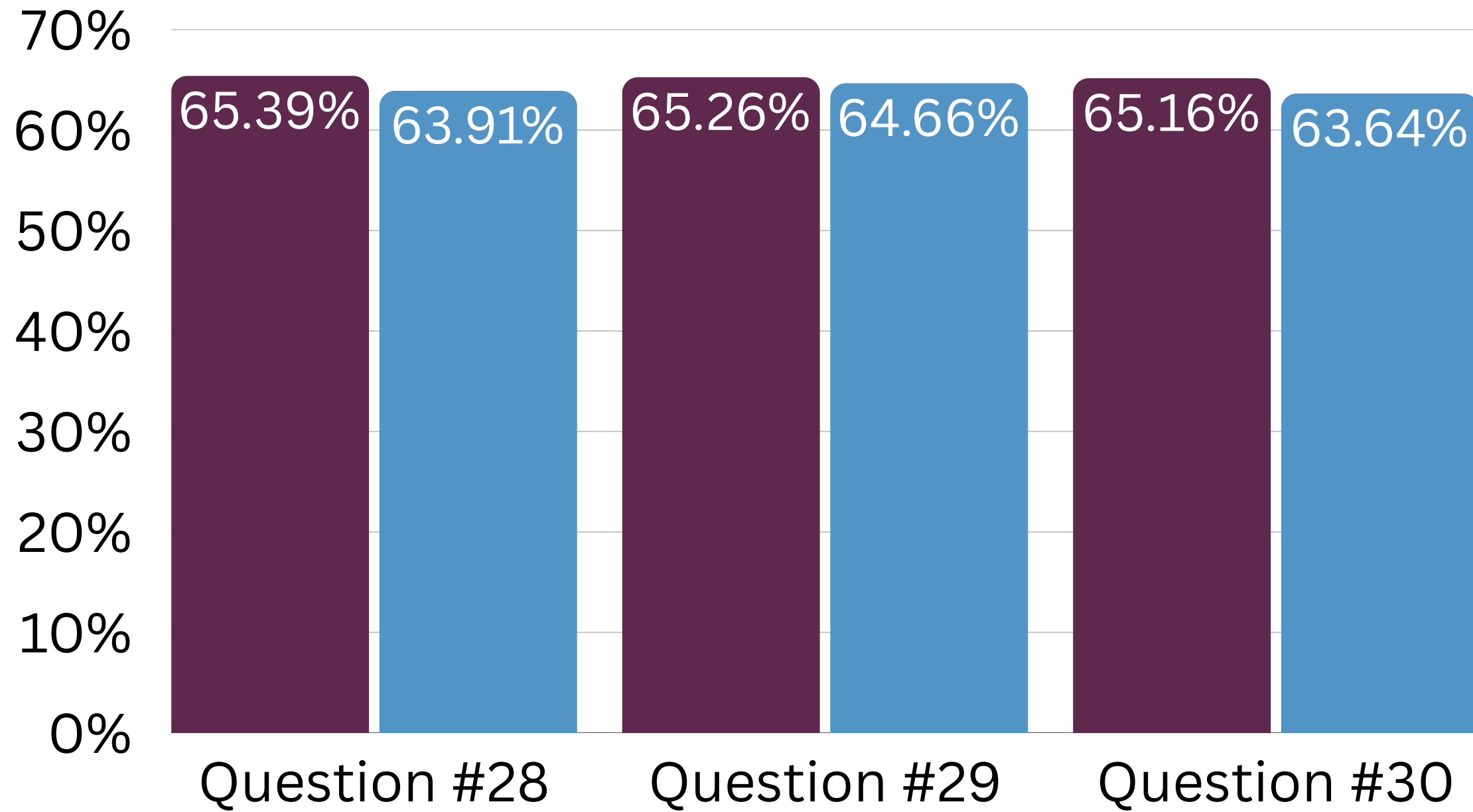
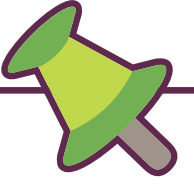
Area of Strength-All Levels

- Most students reporting confidence in their education and career paths
- Majority of students still plan to pursue further education



Acceptance

● 2024-2025 ● 2025-2026

- **Question #28:**
I feel respected
- **Question #29:**
I feel like I belong
- **Question #30:**
I'm proud of this school



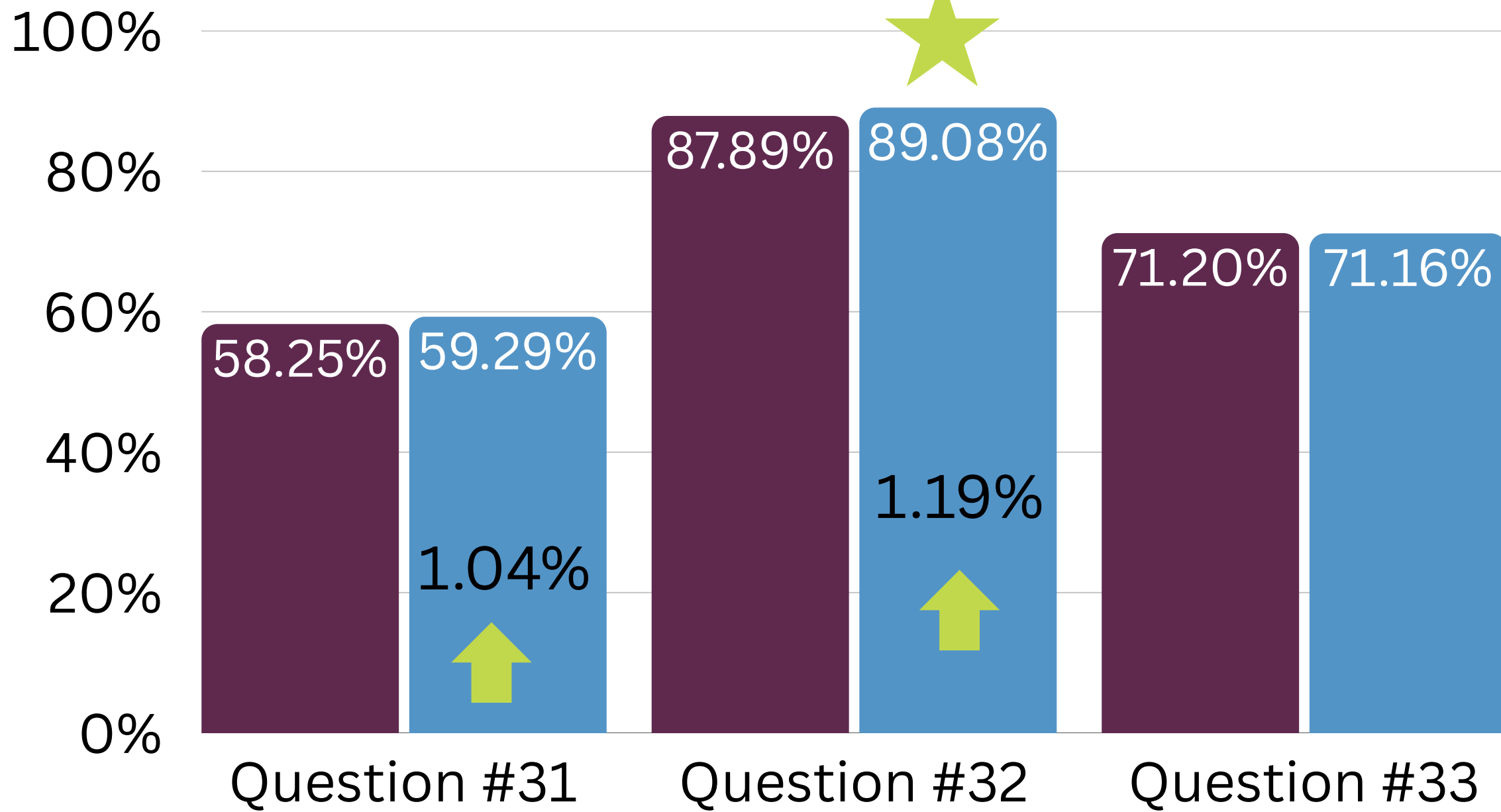
25-26	Elementary	Middle	High
#28	74.39%	55.33%	61.34%
#29	75.13%	58.66%	59.22%
#30	79.04%	54.22%	56.38%

Area of Focus

- All 3 areas show a slight decline
- Need to strengthen belonging, respect, and school pride
- Elementary students report strong feelings of acceptance

Relationship Management

● 2024-2025 ● 2025-2026



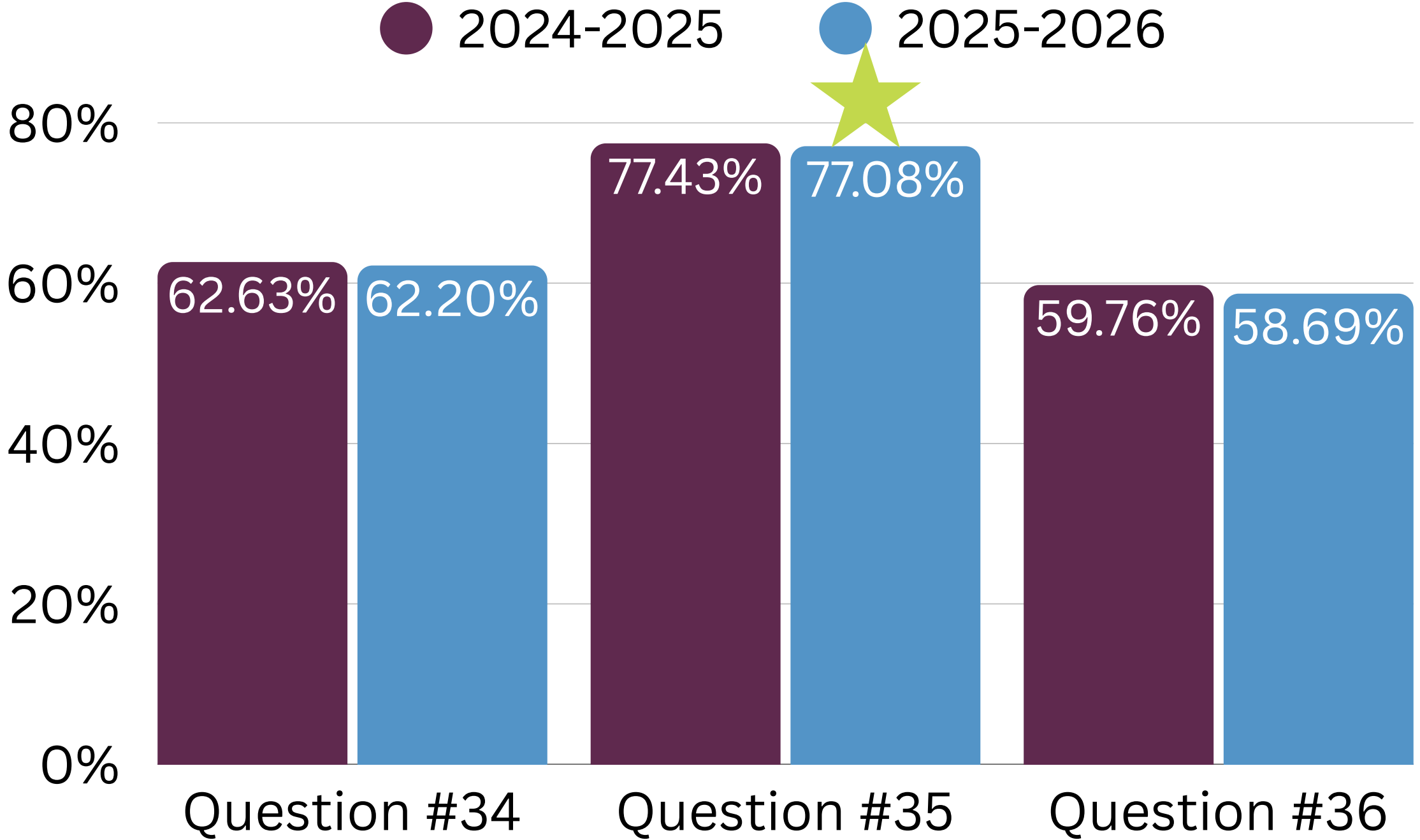
- **Question #31:**
I feel supported by students
- **Question #32:**
I have at least one friend to sit with
- **Question #33:**
I'm comfortable talking about important things

25-26	Elementary	Middle	High
#31	71.50%	49.33%	56.22%
#32	89.32%	91.34%	86.34%
#33	73.30%	78.63%	71.48%

- Students report strong and improving peer connections
- Need to strengthen feeling of student support



Relationship w/ Peers



- **Question #34:**
My friends think school is important
- **Question #35:**
My friends work hard
- **Question #36:**
My friends like this school

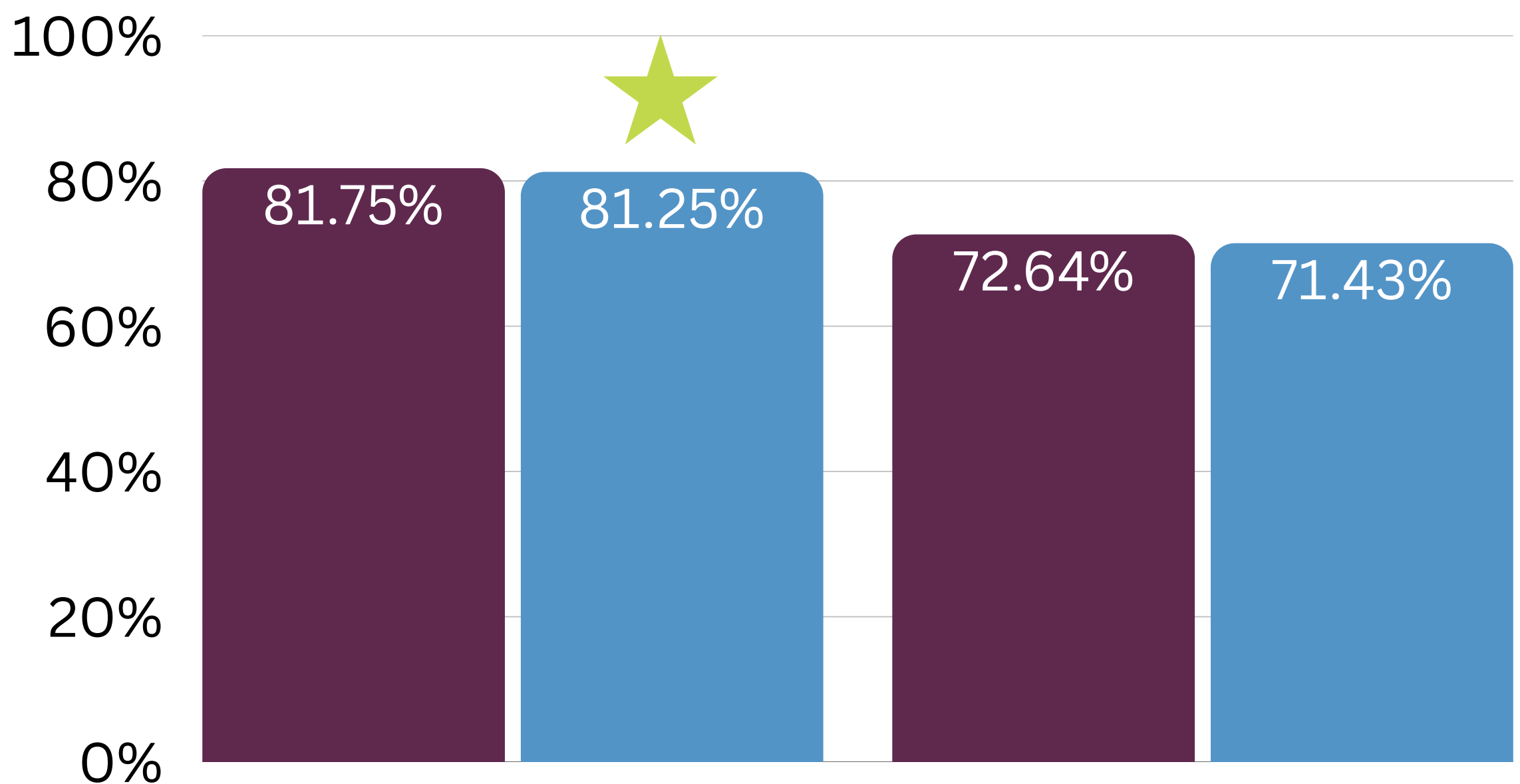
25-26	Elementary	Middle	High
#34	72.13%	52.14%	61.88%
#35	87.03%	69.29%	74.66%
#36	75.76%	47.26%	51.64%

- Students generally perceive their friends as hardworking
- Need to strengthen peer attitudes toward school



Relationship w/ Adults

● 2024-2025 ● 2025-2026



- **Question #37:**
I feel supported by teachers
- **Question #38:**
I feel supported by admin

Question #37

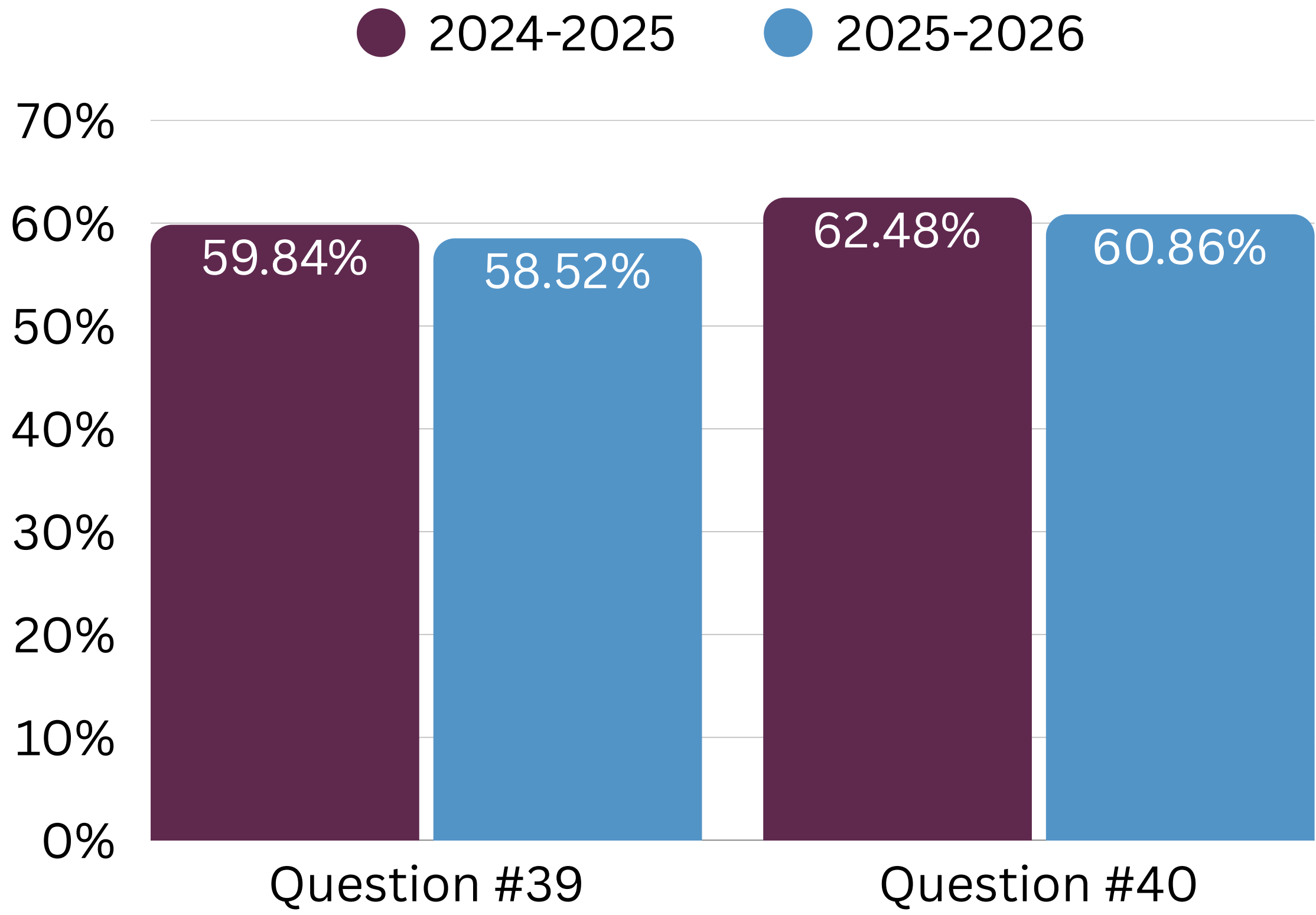
Question #38

Area of Strength-All Levels

- Over 81% of students report feeling supported by teachers
- Support from administrators remains positive

25-26	Elementary	Middle	High
#37	89.44%	75.75%	77.83%
#38	85.19%	65.37%	62.17%





- **Question #39:**
I can be myself around adults
- **Question #40:**
Generally, I like coming to school

25-26	Elementary	Middle	High
#39	70.35%	48.86%	55.50%
#40	72.87%	52.64%	56.19%

Area of Focus

- Continue strengthening students' comfort being themselves around adults
- Increase students' overall enjoyment of coming to school



2025-2026

Employee Engagement

Survey

 areas of strength


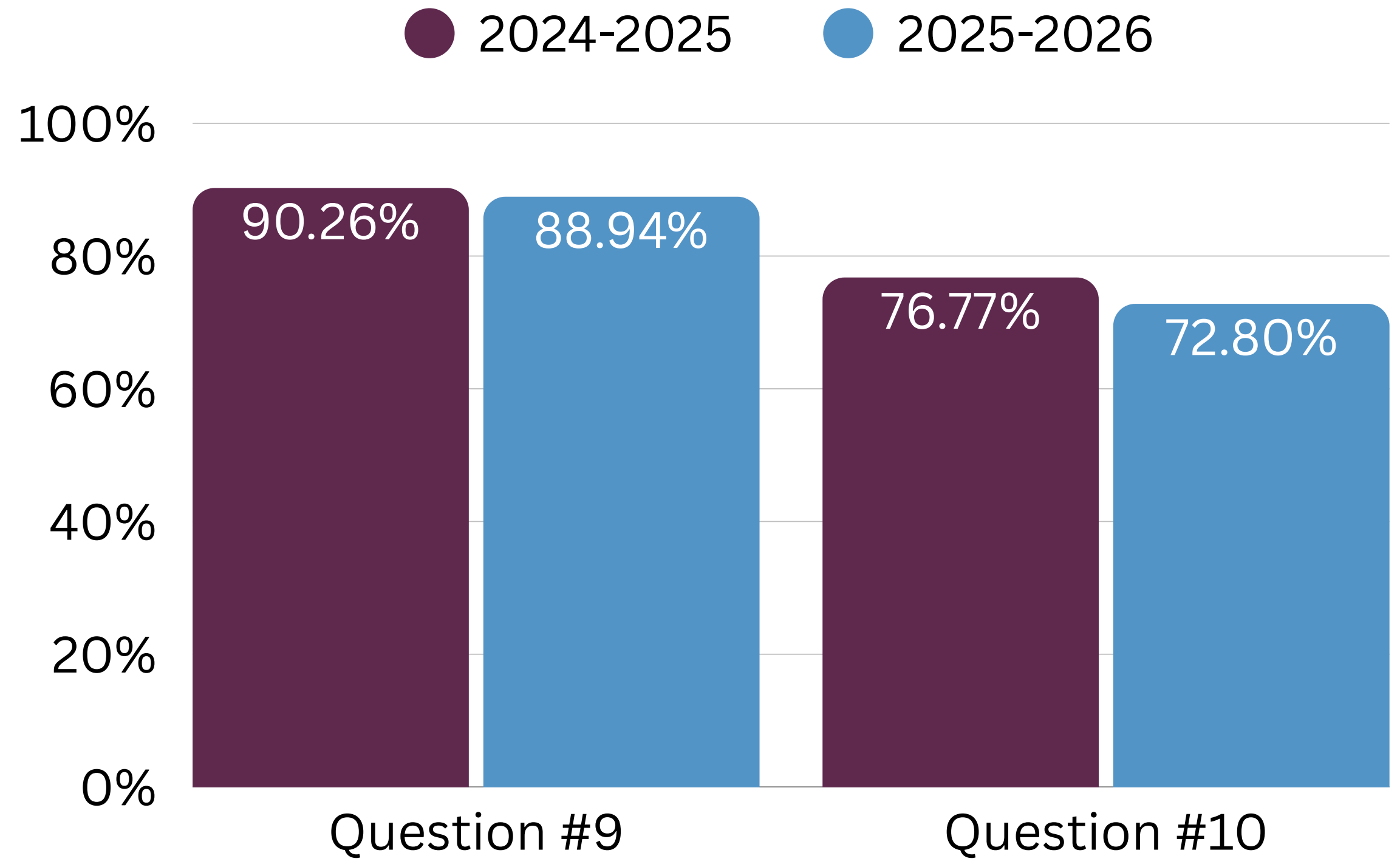
Responses: 2,626 (95+)

 **Participation: 85% (+4%)**


Hernando County Schools



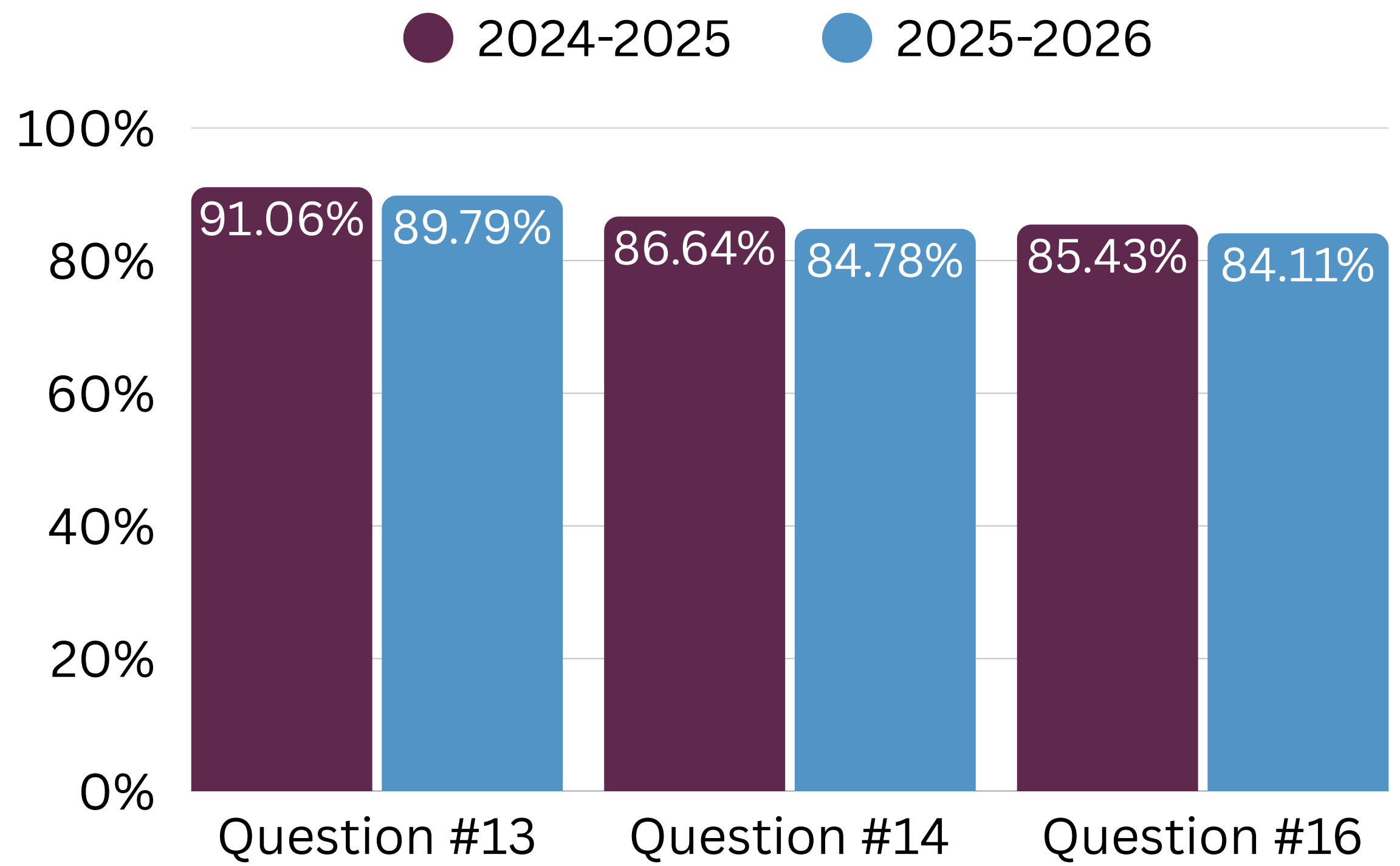
District Feedback



- **Question #9:**
The District Strategic Plan gives clear goals and focus for our district.
- **Question #10:**
District training helps me perform my job.



District Feedback - Continued



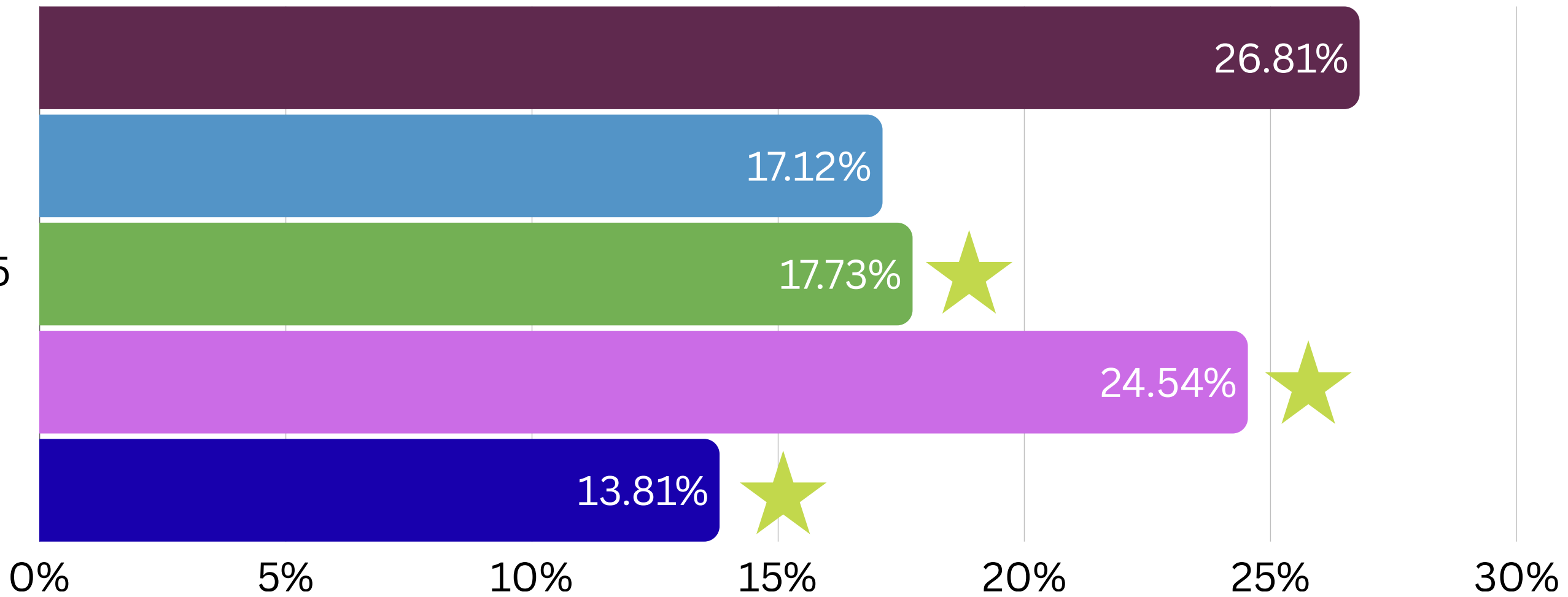
- **Question #13:**
The HCSD vision and mission are reflected in daily operations.
- **Question #14:**
I would be comfortable to refer a friend to work in HCSD.
- **Question #16:**
Satisfaction with district internal communications.



District Communication

- Email from district department
- Email from site
- District social media
- District communication from supervisor
- Word of mouth from colleagues or parents

Question #5

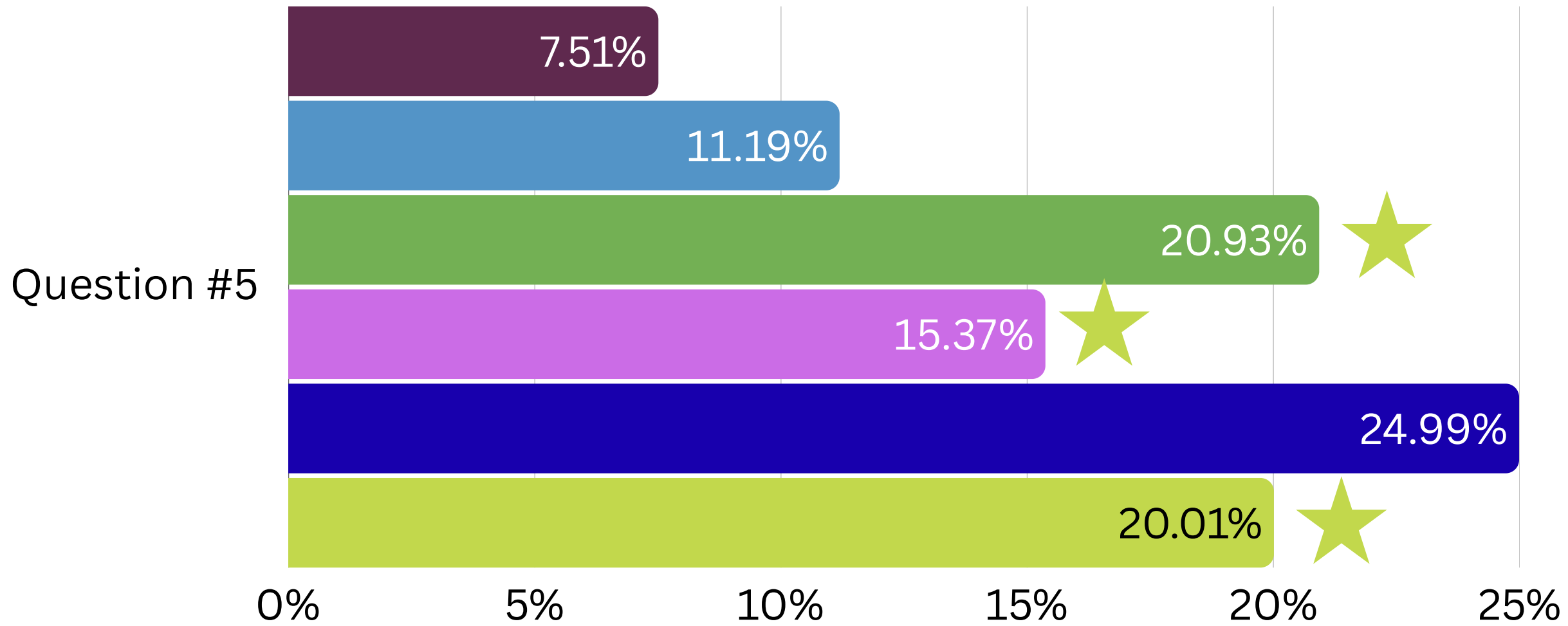


• **Question #15:**
The way information is provided about our school district.



Longevity

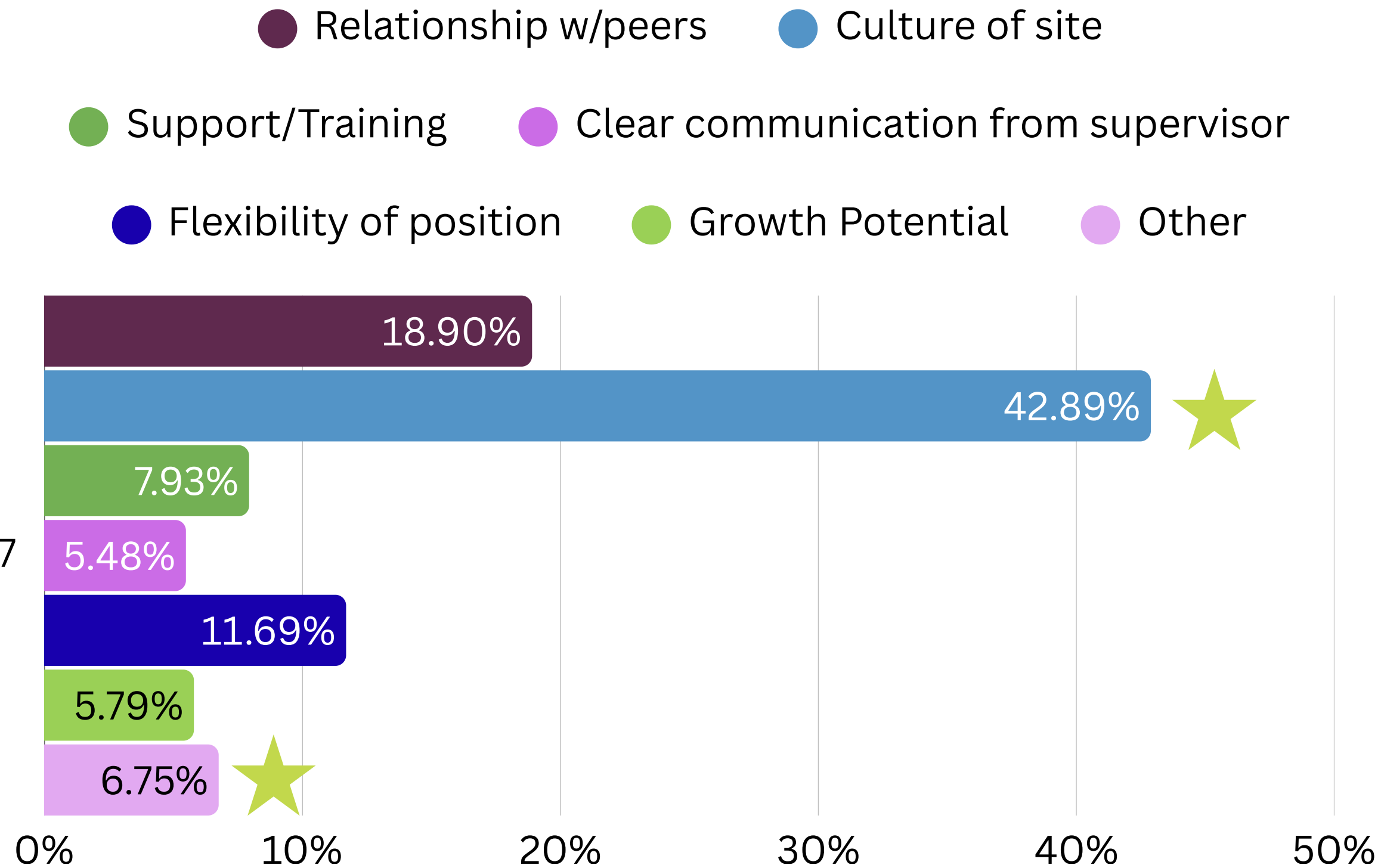
- Less than 1 year
- 1 to 2 years
- 3 to 5 years
- 6 to 10 years
- 11 to 20 years
- More than 20 years



• **Question #5:**
Length of time
worked in Hernando
County Schools.



Retention



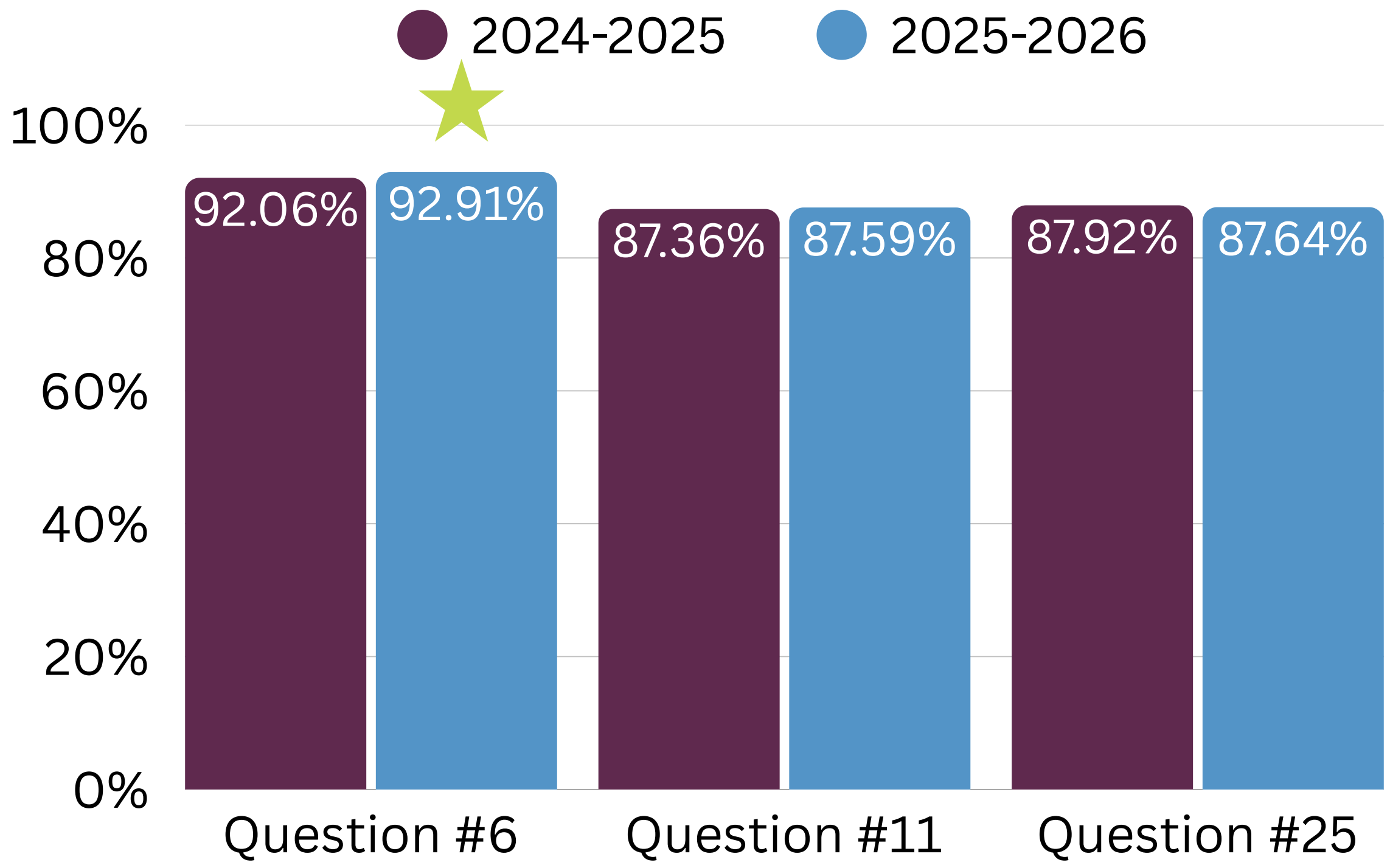
• **Question #7:**
Most important retention factor.

“Other” Feedback:

- Salary
- Increased Workload
- Lack of time to complete tasks



Feeling Valued & Celebrated



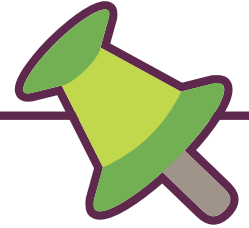
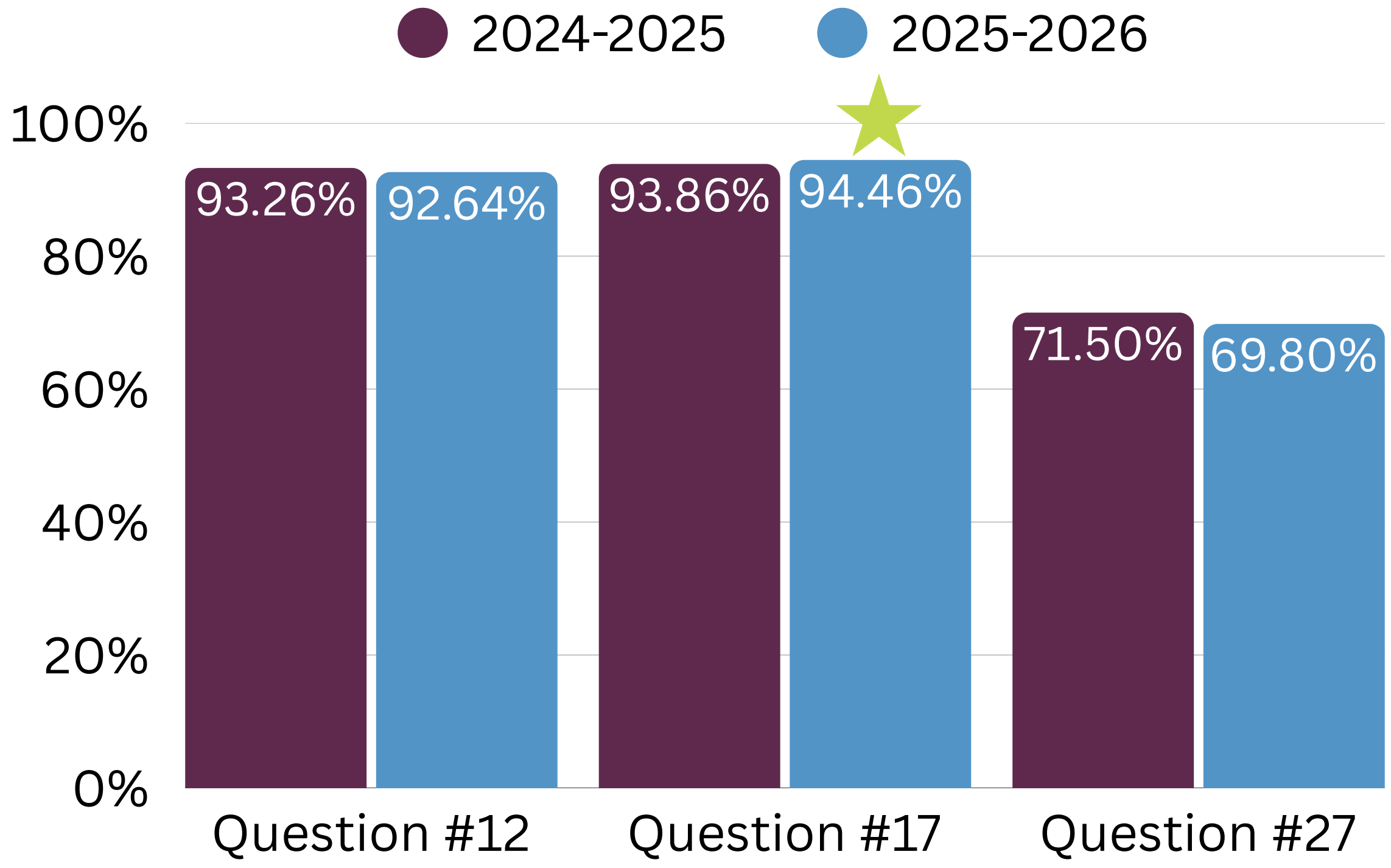
- **Question #6:**
I feel I am a valued member of my team at school, site, or department.
- **Question #11:**
My site celebrates successes.
- **Question #25:**
Staff are recognized.

Area of Strength:

- Employees feel more valued at their schools, sites, or within their departments.



Supervisor Feedback



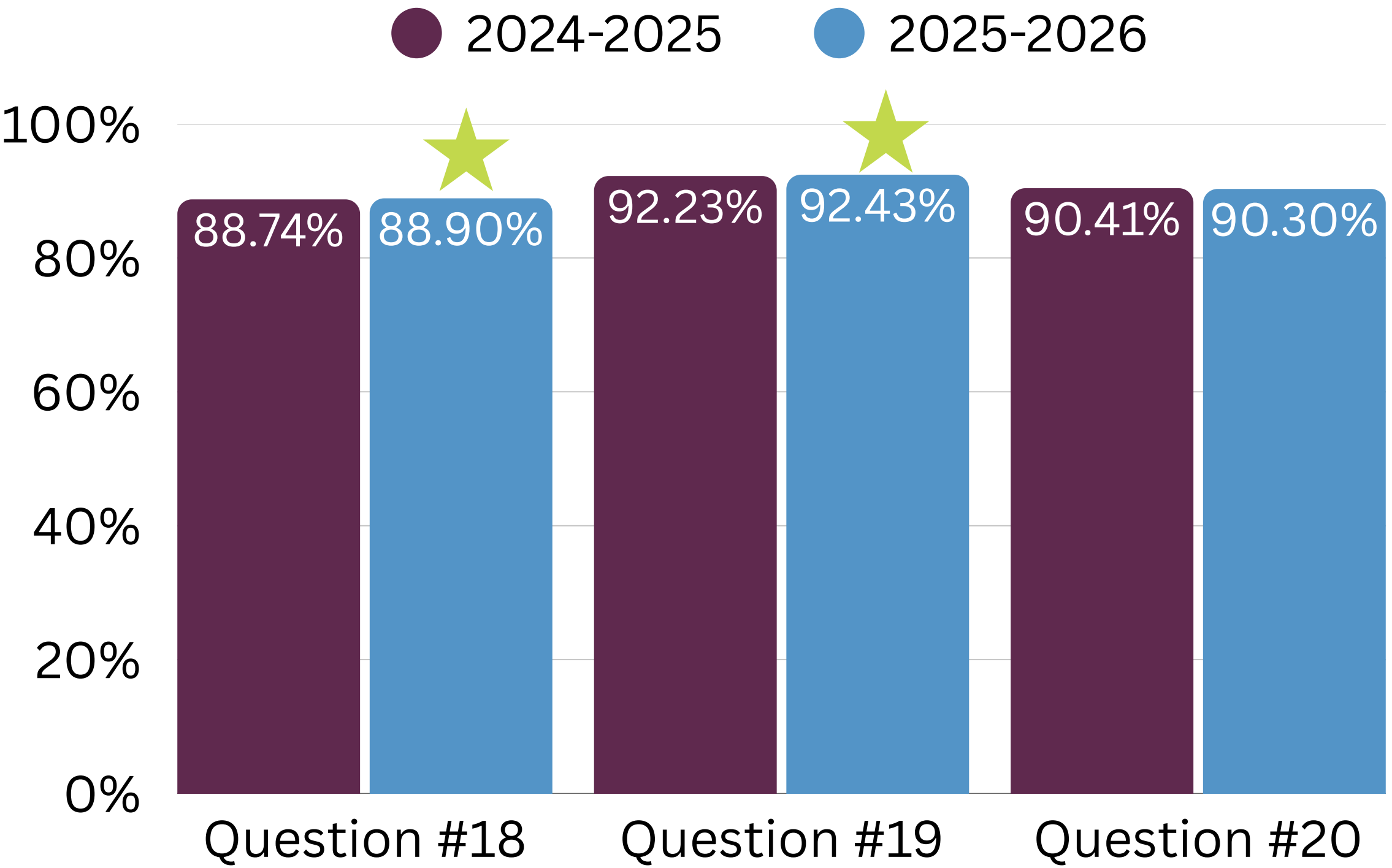
- Question #12:**
My supervisor is visible at my school, site, or department.
- Question #17:**
My supervisor outlines expectations for my job.
- Question #27:**
My workload is reasonable

Area of Strength:

- Supervisors are making expectations clear to all staff.

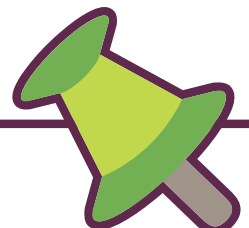


Communication



Area of Strength:

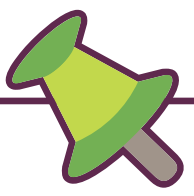
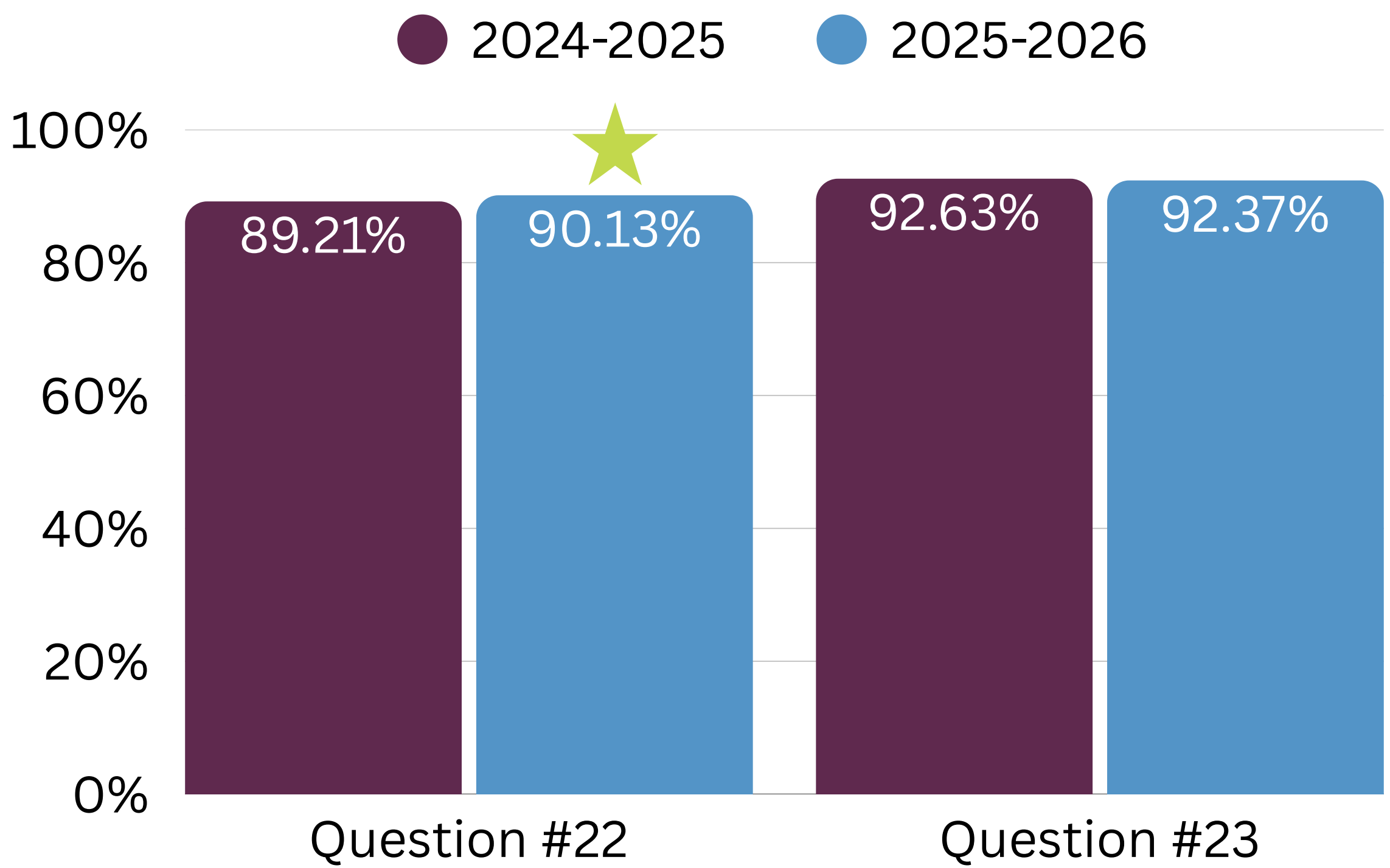
- Constructive feedback and support from supervisors continues to increase.




- **Question #18:**
My supervisor regularly gives me constructive feedback.
- **Question #19:**
My supervisor supports me when needed.
- **Question #20:**
My supervisor clearly communicates important information.



Policies and Decision Making



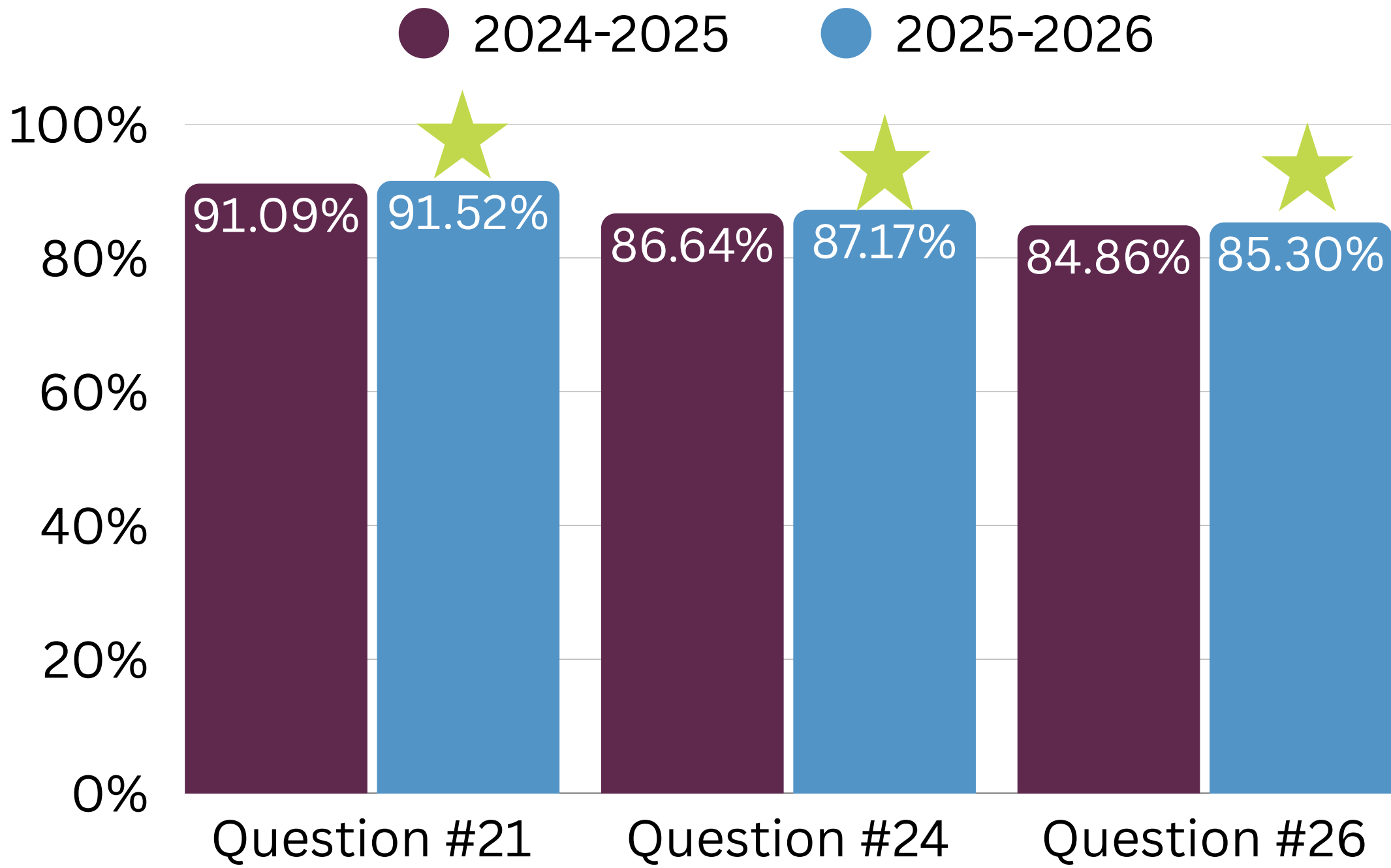
- **Question #22:**
My supervisor fairly implements policies at my school/site.
- **Question #23:**
I trust my supervisor to make good decisions.



Area of Strength:

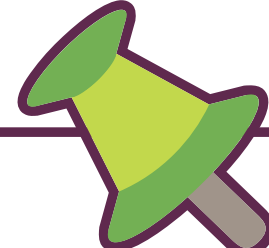
- Consistency from supervisors with implementing policies increased.

Culture



Area of Strength:

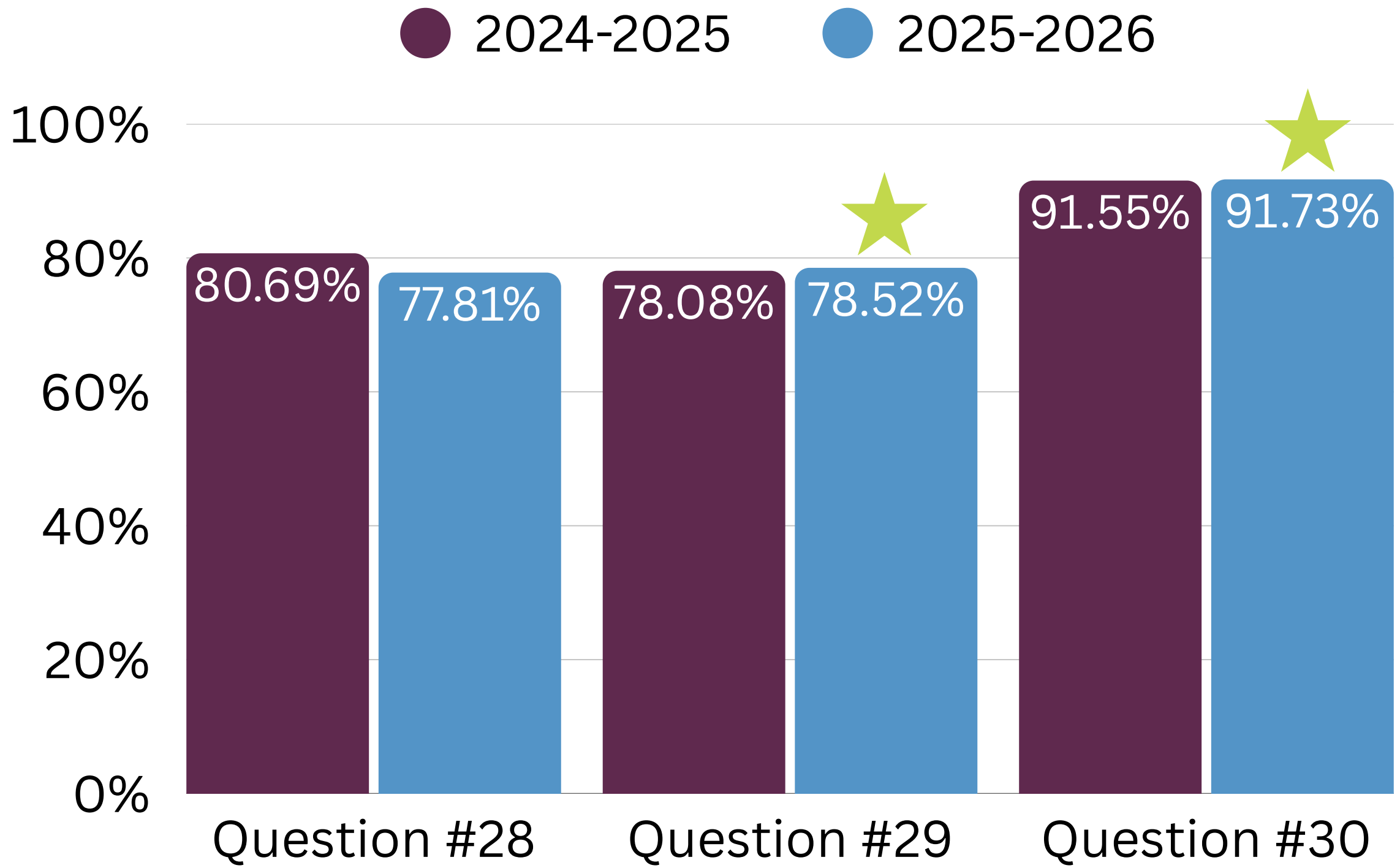
- All three areas related to culture increased!



- **Question #21:**
My supervisor makes a positive impact on culture of school or department.
- **Question #24:**
There is a positive working environment.
- **Question #26:**
I am motivated to contribute more than what is expected.



Professional Learning & Goals



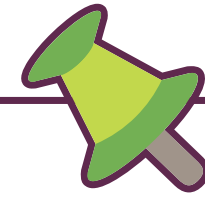
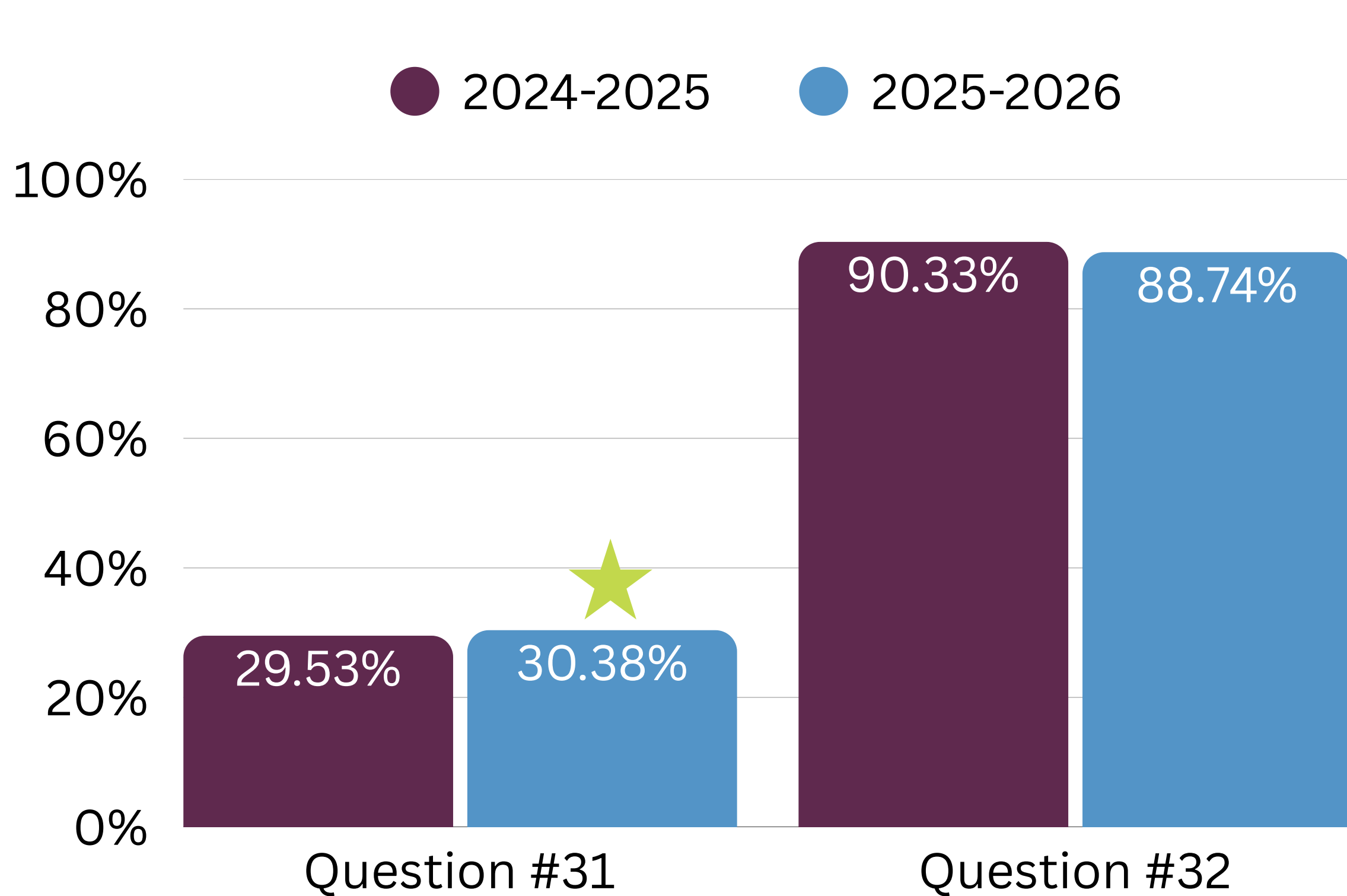
- **Question #28:**
Professional Development exists at my site to support my job.
- **Question #29:**
There are leadership opportunities at my site.
- **Question 30:**
There are clear goals at my site.

Area of Strength:

- Leadership opportunities and clear goals both increased.



Homegrown



- **Question #31:**

I am an alumni of Hernando County Schools.

- **Question #32:**

My Residence is in Hernando County.



Area of Strength:

- The number of homegrown employees continues to increase.



Employee Engagement Survey

Next Steps:

- Data shared individual data with all schools, sites, and departments.
 - School Sites received all school data, along with instructional and non-instructional breakdown.
- Analyze and set goals for next year at each level.

Next Year's Participation Goal: 90%





2025-2026

Parent Engagement

Survey



Responses: 4,700

(2025-2222)

Hernando County Schools





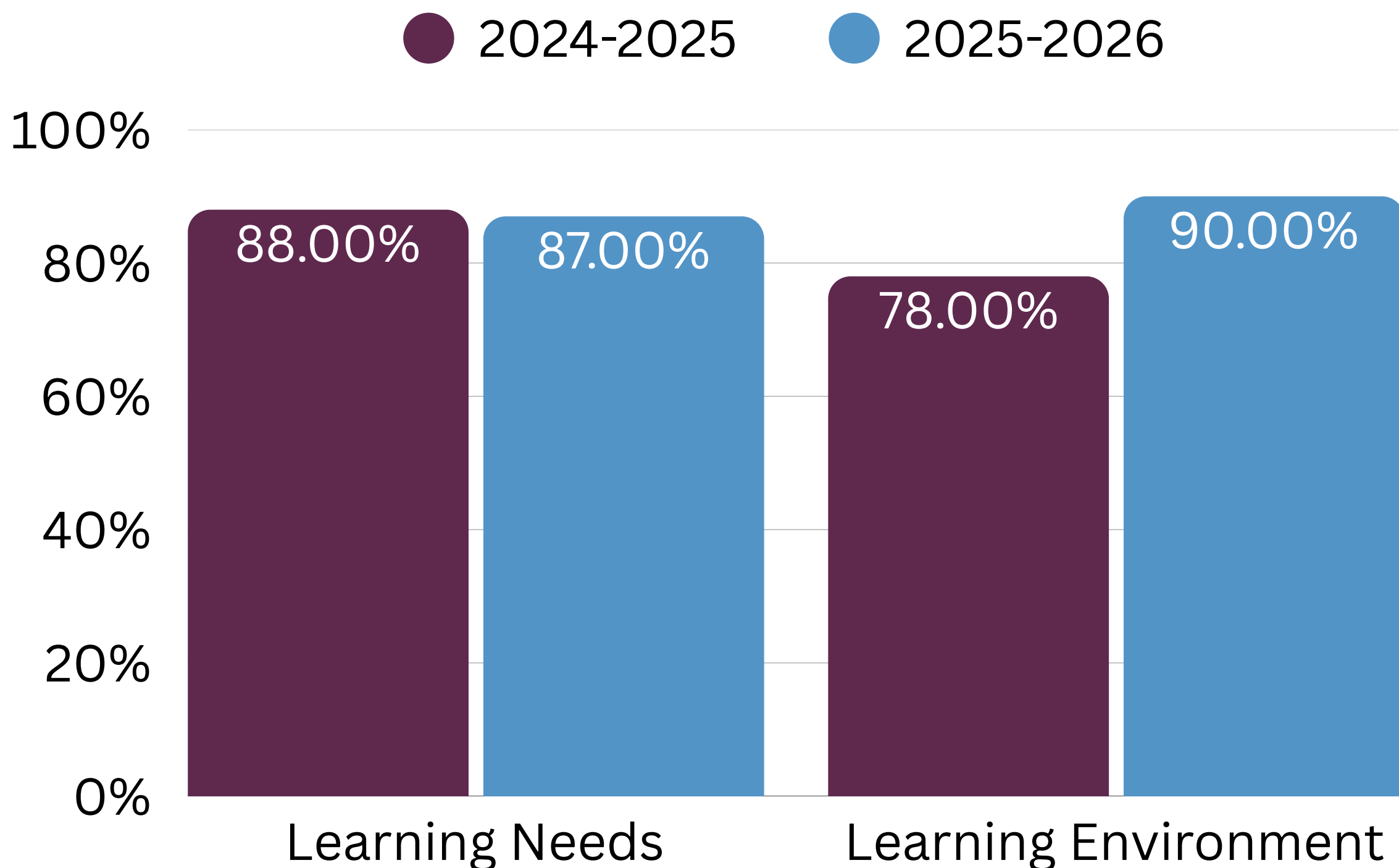
2026 Survey Key Considerations

- ***Significant increase in response rate***
- ***Streamlined format lowering completion time***
- ***5-point scale with neutral option to improve data quality***
- ***Design shifted to higher-level perception tracking with increased qualitative response options***

Hernando County Schools

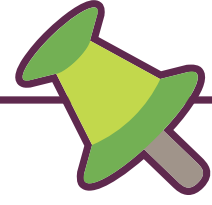


Learning and Student Support



Note

- Continued strong perception of student support systems

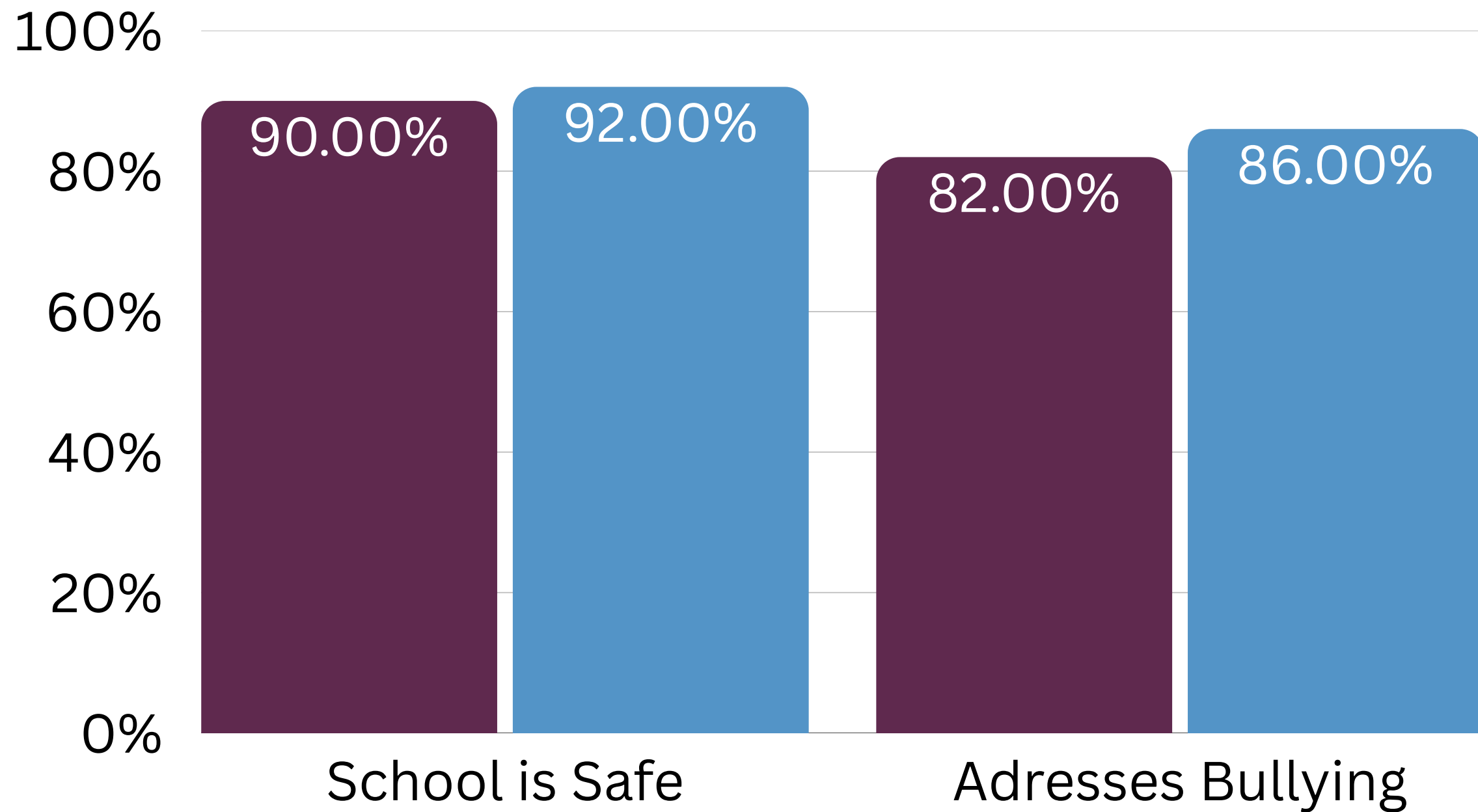


- **Options that meet my child's learning needs:**
87% Neutral+
2025 Net Negative 16% Vs. 12% 2026
- **Positive Learning Environment:**
90% Neutral+
2025 Net Negative 21% Vs. 9% 2026



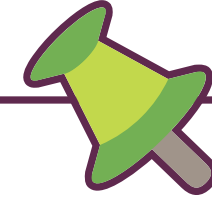
Safety

● 2024-2025 ● 2025-2026



Note

- Safety remains one of the strongest categories across both years
- More Neutral Response regarding Bullying (18%)



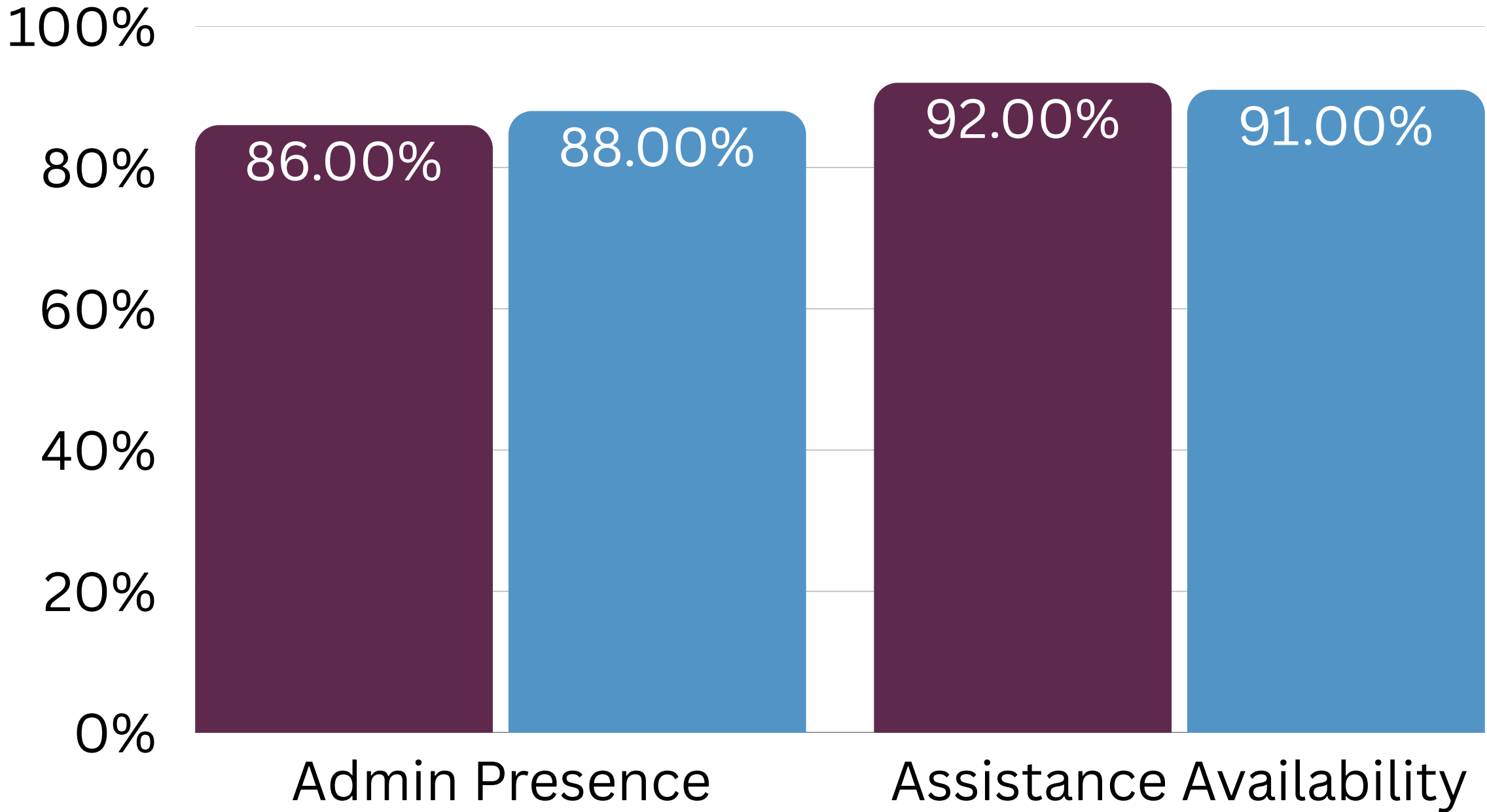
- **My School is Safe:**
87% Neutral+
2025 Net Negative 10%
Vs. 7% 2026

- **Bullying isn't tolerated:**
86% Neutral+
2025 Net Negative 19%
Vs. 13% 2026



Leadership

● 2024-2025 ● 2025-2026



Note

- Several positive comments in feedback for specific faculty and staff



- **Admin are available, courteous and responsive:**

86% Neutral+
2025 Net Negative 14%
Vs. 12% 2026

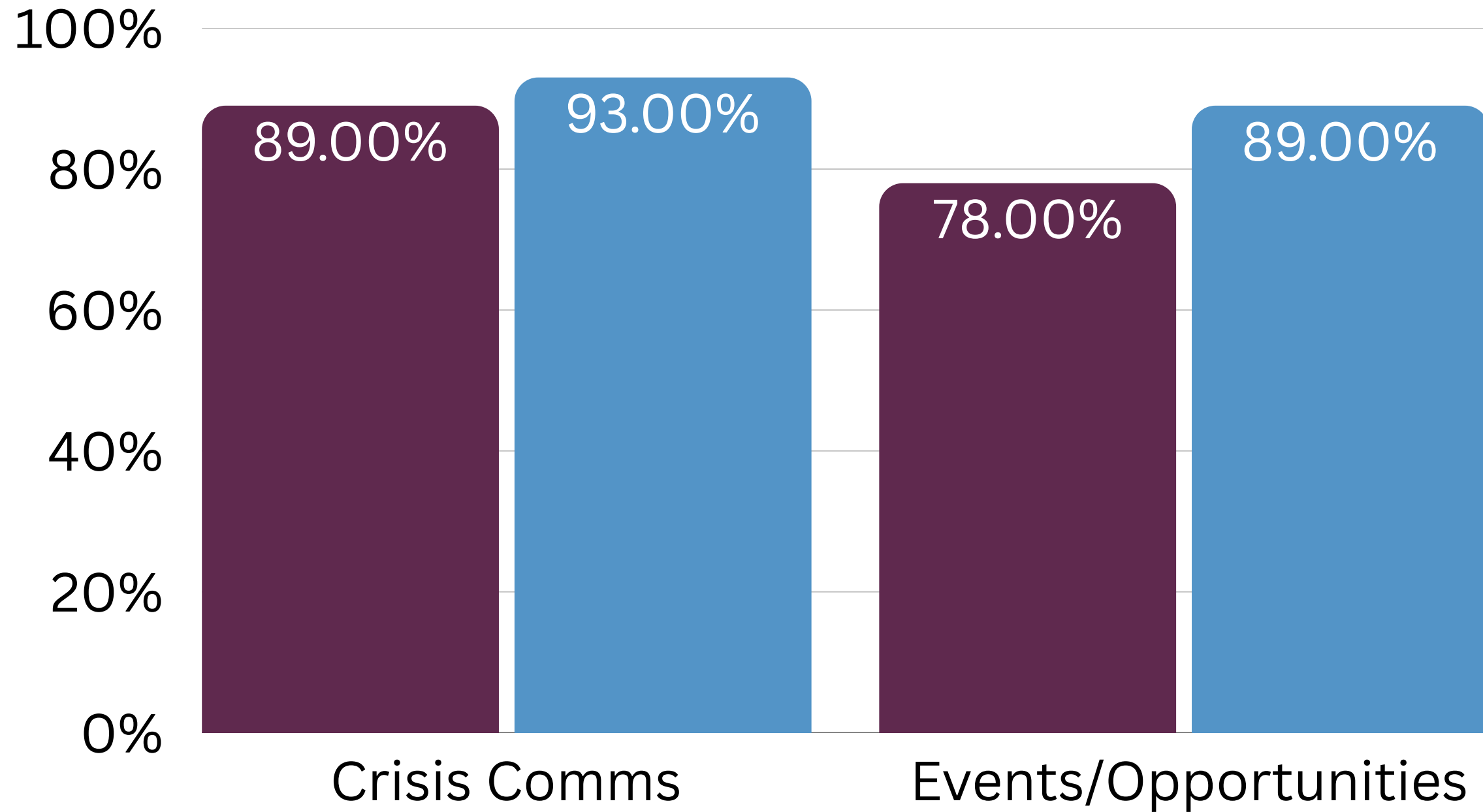
- **There is someone available for help:**

91% Neutral+
2025 Net Negative 8%
Vs. 9% 2026



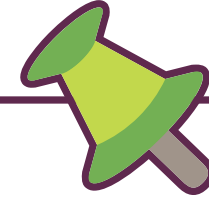
Communications

● 2024-2025 ● 2025-2026



Note

- 2026 continues strong ratings, especially for: Emergency notifications
- Slight shift toward: More holistic communication evaluation vs. channel-specific insights
- Overall Preferred method Text and ParentSquare



- **Crisis Communications**

93% Neutral+

2025 Net Negative 11%

Vs. 7% 2026

- **Highlighting Events and opportunities:**

93% Neutral+

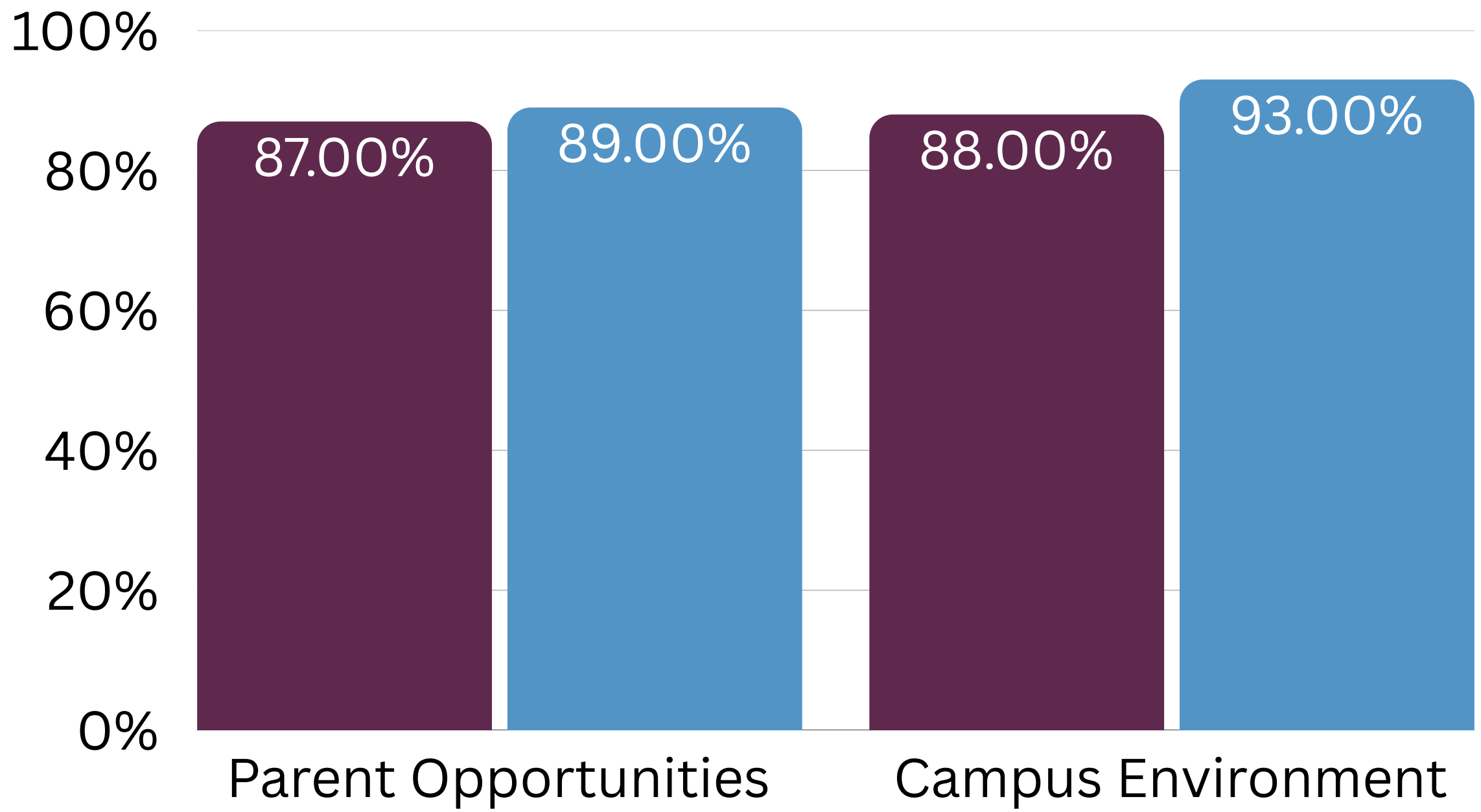
2025 Net Negative 22%

Vs. 11% 2026




Atmosphere & Environment

● 2024-2025 ● 2025-2026



Note

- Engagement remains positive but awareness is still an issue



- **Meaningful Parent/Guardian Opportunities**

89% Neutral+
2025 Net Negative 13%
Vs. 11% 2026

- **The campus is clean and welcoming**

93% Neutral+
2025 Net Negative 11%
Vs. 7% 2026



Qualitative Data

- **What do you like best about your child's school?**

2218 responses Positive: 90% Neutral: 5% Negative: 3% Undetected: 2%

Parents shared positive feedback about their child's school, highlighting a supportive and caring environment. Many appreciate strong parent-teacher communication, dedicated staff, and the quality of teachers and administrators.

- **What is one area where the school or district could improve?**

2045 responses Neutral: 47% Negative: 44% Undetected: 6% Positive: 3%

Parent feedback on areas for school or district improvement is varied, with no single dominant theme.

- **Please share any additional comments or suggestions.**

969 responses Negative: 41% Neutral: 27% Positive: 23% Undetected: 10%

Responses were largely negative, with parents expressing concerns about teacher conduct, communication, facility maintenance, and special education services. Many highlighted issues with staff responsiveness, lack of transparency in school funding, and inadequate support for students with disabilities.





2026-2027 Parent Engagement Survey

Next Steps:

Distributed Results to Schools

Addressing Qualitative Feedback Received

Next Year Goals: 6,000 Responses

Encouraging Active Involvement

Showcasing Parent Voice Matters

