

2025 Community Conversation - ThoughtExchange Brief & First Look

School Board Work Session
June 9, 2025

Today's Goals

Share a Snapshot/First-Look of Results, at a high-level, to then be reviewed in-depth, with Q&A, during the August Board Development Session.

Supplemental Resource:

[Board Brief](#)

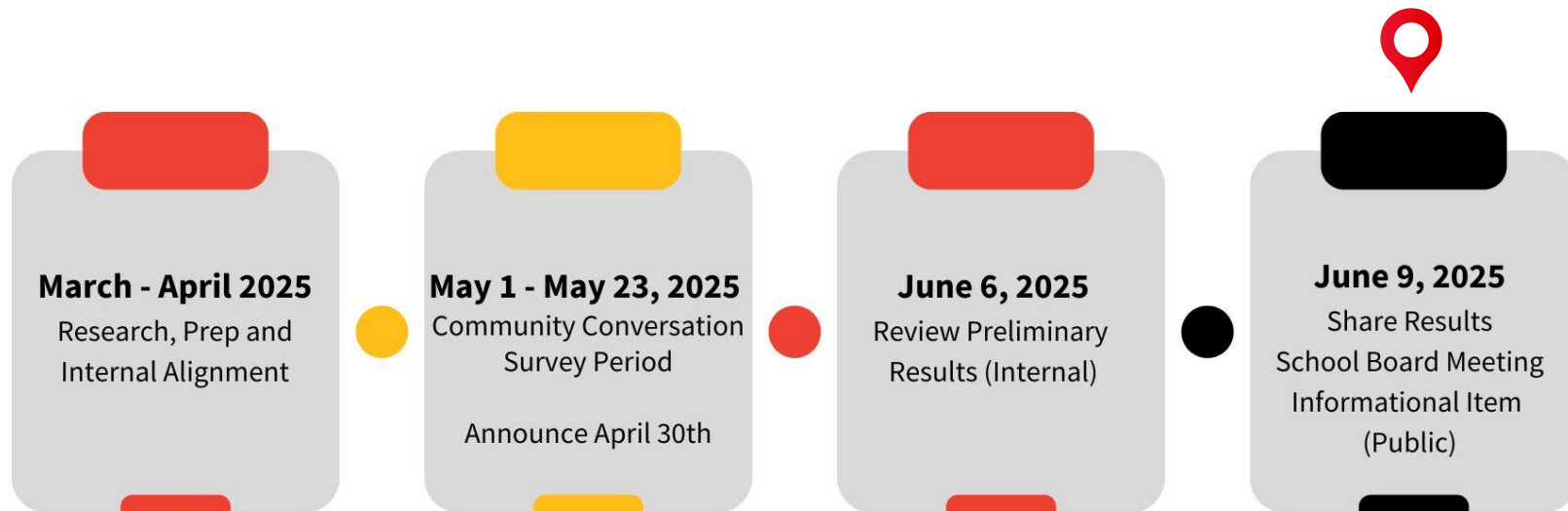


Past Community Conversations

WHAT: Annual opportunity to obtain **anonymous, unbiased, measurable feedback** from the community on consistent topics (**longitudinal data**) as well as select timely topics (**current needs**).

When	Format	Lead & Results
May 1 - May 26, 2024	ThoughtExchange (included Safety & Technology Levy renewal questions)	Shakopee Public Schools Communications Team Summary Full Results
May 17 - June 2, 2023	ThoughtExchange (introduced a few new questions)	Shakopee Public Schools Communications Team Results
May 5 - May 12, 2021	~400 Phone calls One community forum held during this period in person not related but supported in person dialogue	Baker Tilly Results
June 25 - July 1, 2019	~422 Phone calls	Baker Tilly Results

2025 Community Conversation Timeline



Structure Recap

- **One open-ended question** that allowed for participant viewing and engagement
 - Participants have the ability to check back and continue viewing and ranking thoughts of others until survey is closed; can only take the survey once from a designated IP address.
- **20 close-end survey questions**
 - Two questions that were focused on safety and technology in 2024 were adjusted to focus on the district's current financial planning.



Awareness & Communication Snapshot

- Postcard: Spring consolidated Ed Forward **mail to home newsletter**
- **Press Release/Formal Announcement**
- **Website** (all schools, includes pop up),
- **Partner support**
- PELC/Elementary **folders** - flyers
- **Phone recordings/text**
- **Trilby TV** (select locations)
- District and building **e-newsletters**
- **Seesaw, Canvas and Parent Portal - IC**
- **Email**
- **Social media** (limited links to maintain integrity)
- **In-school awareness - secondary**
- **Student & School Board Member** direct outreach



National Benchmark

56th Annual Phi Delta Kappan (PDK) Poll Results - Public Schools

National PDK Poll



What is the PDK* Poll?

The PDK Poll of the Public's **Attitudes Toward the Public Schools** has been a steady reflection of U.S. opinion about public education since 1969.

How it's used in Shakopee.

It is no longer possible for Shakopee to do a statistical comparison between its ThoughtExchange feedback data and national PDK statistical data because PDK no longer collects this data. Instead, the priorities and topics highlighted by the PDK Poll are cross-referenced with local data for general awareness of nationwide trends.

The survey was produced by Langer Research Associates for PDK International, with data collected June 21-July 1, 2024, in English and Spanish, among a representative, random national sample of 1,009 adults.

2024 PDK Poll Highlights

Key priorities included **preparing students to enter the workforce** and **attracting and retaining good teachers**.

- Secondary priorities included increased focus on addressing student mental health, helping students who have fallen behind academically and college affordability.
- *2023 key topics included **alternative school schedules**, support and overall community value/expectations of **teachers**, **mental health** assessments and **curriculum** influence.*

Shakopee's 2025 Thought Exchange Results

WHO Participated & Overall Summary

Largest ThoughtExchange Participation to Date

2025 Participation Goals:

- 1,000 participants
- Ratings ratio of 15 or greater
- 55% or more completion rate of the full 20-question close-ended survey
- 1-3% of respondents participating in a language other than English



2025 Participation (Actual):

- ↑ 1,983 participants
- ↑ Ratings ratio of 30
- ↓ 47% or more completion rate of the full 20-question close-ended survey
- ↑ 5% of respondents participating in a language other than English

2025 Participation Data

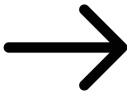


 Participants
1,933
Last activity: 0 days ago

 Thoughts
874
0.5 thoughts / participant

 Ratings
26,017
13.5 ratings / participant


 Ratings ratio
30
Ratings / thought





Participation Languages


%	👤	Answer
0%	(2)	Turkish
95%	(1838)	English
0%	(3)	Russian
0%	(1)	Arabic
0%	(1)	Thai
0%	(8)	Vietnamese
0%	(1)	Lao
4%	(72)	Spanish
0%	(2)	Chinese (Traditional)
0%	(4)	Somali
0%	(1)	Romanian

2024

 Participants
985
Last activity: 3 days ago

 Thoughts
603
0.6 thoughts / participant

 Ratings
13,886
14.1 ratings / participant

 Ratings ratio
23
Ratings / thought

2023

 Participants
947
Last activity: 23 days ago

 Thoughts
687
0.7 thoughts / participant

 Ratings
14,612
15.4 ratings / participant

 Ratings ratio
21
Ratings / thought

2025 Community Participation

Goal: Increase participation of early childhood and secondary families as well those without children in the district.

Actual: This year, there was a slight **increase** in participation among families with children in **K-5th Grade and 6-7th Grade** (8-12th Grade remained flat).

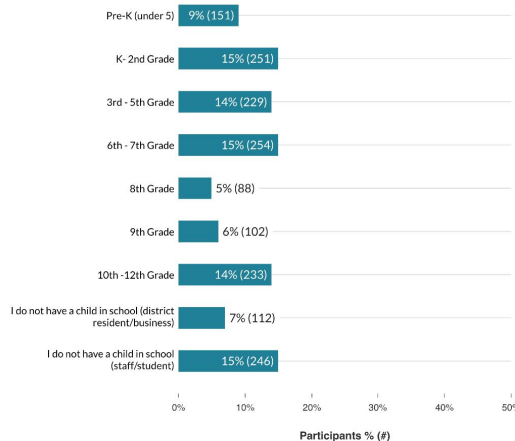
The category of “no child in the district” was broken out for 2025 and remains flat YOY when combined with the second designation.

Single select

Q1 In what grade is your youngest child?

Answered: 1666

Not answered: 267 ⓘ



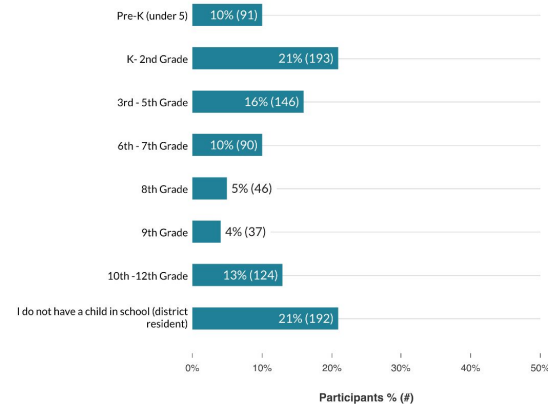
2025

Single select

Q1 In what grade is your youngest child?

Answered: 919

Not answered: 66 ⓘ



2024

Results: Open-Ended Question

Results from the 874 thoughts of the 1,933 community members engaged in the ThoughtExchange.

Open-Ended Question

2025 Open-Ended Question

How can Shakopee Public Schools **best use resources** to continue to prepare students for their future?

What can we do to better support students, alongside families, to reach **their greatest potential**?

2024 Open-Ended Question

What do you **value** most about Shakopee Public Schools?

What can we do to better **prepare our students** for the challenges and opportunities of the future, helping to ensure **each and every student** reaches their **greatest potential** in life?

Overall Summary

2025 - Our community...

- Emphasized the need to prioritize **teaching life skills, STEM, vocational training** and fostering a **supportive learning environment**.
- Shared a need for **smaller class sizes** and **more consistent student support**.
- Suggested focusing on **mental health** resources, supporting **teachers**, enhancing financial and **real-world education** and providing **tailored programs for high potential and special needs students**.

Additional insight was provided on: grading timeliness, accountability of students, administrative transparency, equity, family communication, diversifying staff and offering more extracurricular and advanced learning opportunities.



2024 Key Themes (excluding Capital Projects Levy Renewal questions)

- Sense of community
- Diversity
- Quality of education
- Teacher dedication and consistent teacher quality
- Extracurricular opportunities
- Real-world preparation
- Increased focused on arts and physical education

Top 5 Common Themes Ranked by Relevance

2025

1. Student Support & Discipline
2. Support for Teachers
3. Mental Health & Counseling
4. Class Sizes
5. Real-World Skills

2024

1. Academic Quality
2. Extracurricular Activities
3. Student Support
4. School Environment
5. Teacher Quality

2023

1. Teacher Quality
2. Support Staff
3. Facilities
4. Diversity
5. Relationships

Last Year's Opportunities That Were Identified

2024 

1. **Academic Quality:** *Greater academic rigor, more consistent teacher quality, more hands-on experiences, more real-world classes and more support for students who are struggling*
2. **Extracurricular Activities:** *More age-appropriate, real-world learning opportunities across all schools*
3. **Student Support:** *More support for students who are falling behind, behavior support and resources for students who receive special services*
4. **School Environment:** *Limiting use of phones in classrooms, quality of school lunches and additional ways to support student behavior*
5. **Teacher Quality:** *More consistent teacher quality across all disciplines and buildings, and greater support for student behavior*

2025 Opportunities - Common Themes

NEW

- Having teachers provide **individualized attention** and **effective teaching**.
- Supporting students' **well-being** alongside their academic needs.
- Providing **competitive pay** for educators, **manageable class sizes** and necessary **resources** to help educators effectively teach and manage their classrooms.
- Providing **consistent student support** to provide an optimal learning environment.
- Advocating for classes that provide **hands-on learning experiences and skills** that students will use outside of school.

Top Rated *Neutral* Thoughts

 Ratings ratio

30

Ratings / thought

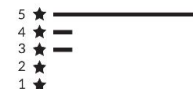
Retain quality educators

 Neutral

 40

 4.5

Ranked #2 of 874



Hold students accountable for their actions with real world consequences for their behavior.

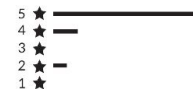
Accountability extends to respect and responsibility, as students are not being held to the standards expected of them in and outside of school.

 Neutral

 39

 4.5

Ranked #3 of 874



Pay teachers and support staff that matches neighboring districts

Our best teachers will leave and go to those higher paying districts

 Neutral

 40

 4.4

Ranked #9 of 874



Performance

Closed-End Longitudinal Data Analysis

Shakopee Public Schools Overall Grade

2025

Top Reasons

- 1. Quality of instruction
- 2. Student support
- 3. District’s Leadership & Management
- 4. Student performance/Other

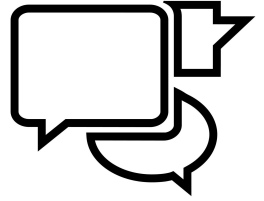
2025			2024			2023			2021			2019	
Grade	%		Grade	%		Grade	%		Grade	%		Grade	%
A	20		A	22		A	25		A	14		A	13
B	42		B	46		B	47		B	34		B	44
C	23		C	20		C	19		C	13		C	18
D	5		D	5		D	4		D	5		D	5
F	4		F	2		F	1		F	3		F	6
NA	6		NA	5		NA	4		NA	31		NA	14

2024

Top Reasons

- 1. Quality of instruction
 - 2. Student support
 - 3. Other (see highlights)
- 4. Student performance
 - 5. District’s Leadership & Management

Shakopee Public Schools Overall Grade



Other 2025 Feedback Snapshot - Why they gave the grade they did, areas of importance:

“Kids can’t learn in classrooms that have unhappy teachers and students.”

“Programs such as music, arts, clubs, athletics should be just as important as math and science.”

“Continue with the Academies, it gives students the ability to try out things they enjoy.”

“Do not increase teacher to student ratios.”

“Keep programs like gifted/ young scholars to continue to challenge young kids.”

“Keep learning expectations high for students and hold them accountable.”

“Hold teachers to higher standards, invest in special ed programs and give kids a well rounded education.”

“Educating and offering options beyond just going to a 2/4 year college needs to be driven more.”

Student Learning

Quality of *Education* Compared to Neighboring School Districts

Favorability score ①

Out of 927 people, this is how many participants
voted for **Much better**, **Somewhat better** and
About the same. ②



Much better, Somewhat better, ... ②

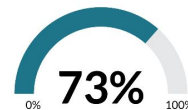
2025*			2024			2023			2021			2019	
Rating	%		Rating	%		Rating	%		Rating	%		Rating	%
Much Better	16		Much Better	16		Much Better	11		Much Better	7		Much Better	7
Somewhat Better	23		Somewhat Better	25		Somewhat Better	30		Somewhat Better	16		Somewhat Better	17
Same	30		Same	35		Same	42		Same	39		Same	44
Somewhat Worse	14		Somewhat Worse	13		Somewhat Worse	15		Somewhat Worse	5		Somewhat Worse	10
Much Worse	4		Much Worse	2		Much Worse	1		Much Worse	1		Much Worse	3
Unsure	13		Unsure	9		No opinion	1		No opinion	32		No answer	19

*While favorability went down slight from 76% in 2024 to to 69% in 2025, the overall rating of the “same” continues to be flat year-over-year. The option of being “unsure” for those that do not have students in the district was added in 2024 and increased by 4% in 2025.

Quality of Teachers Compared to Neighboring School Districts

Favorability score ⓘ

Out of 923 people, this is how many participants voted for **Much better**, **Somewhat better** and **About the same**. ⓘ



Much better, Somewhat better, ... ▼ ⓘ

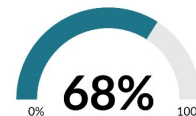
2025*			2024			2023			2021			2019	
Rating	%		Rating	%		Rating	%		Rating	%		Rating	%
Much Better	18		Much Better	20		Much Better	19		Much Better	7		Much Better	7
Somewhat Better	21		Somewhat Better	24		Somewhat Better	30		Somewhat Better	16		Somewhat Better	17
Same	34		Same	36		Same	45		Same	39		Same	44
Somewhat Worse	8		Somewhat Worse	5		Somewhat Worse	5		Somewhat Worse	5		Somewhat Worse	10
Much Worse	2		Much Worse	2		Much Worse	1		Much Worse	1		Much Worse	3
Unsure	17		Unsure	13					No opinion	32		No answer	19

*While favorability went down slightly from 80% in 2024 to 73% in 2025, the overall rating of the “same” continues to be flat year-over-year. The option of being “unsure” for those that do not have students in the district was added in 2024 and increased by 4% in 2025.

Quality of After-School Activities & Athletics

Favorability score ①

Out of 920 people, this is how many participants voted for **Much better**, **Somewhat better** and **About the same**. ①



Much better, Somewhat better, ... ▾



2025*			2024*			2023		
Rating	%		Rating	%		Rating	%	
Much Better	15		Much Better	12		Much Better	7	
Somewhat Better	18		Somewhat Better	23		Somewhat Better	21	
Same	35		Same	36		Same	56	
Somewhat Worse	9		Somewhat Worse	9		Somewhat Worse	13	
Much Worse	4		Much Worse	4		Much Worse	3	
Unsure	19		Unsure	16				

*While favorability went down slightly from 71% in 2024 to 68% in 2025, the overall rating of the “same” continues to be flat year-over-year. The option of being “unsure” for those that do not have students in the district was added in 2024 and increased by 3% in 2025.



Academies of Shakopee

Real-World Preparation

Favorability score ①

Out of 917 people, this is how many participants
voted for **Extremely well**, **Very well** and
Somewhat well. ②



Extremely well , Very well, Som... ▾ ②

2025*			2024			2023			2021		
Rating	%		Rating	%		Rating	%		Rating	%	
Much Better	16		Much Better	19		Much Better	19		Much Better	9	
Somewhat Better	22		Somewhat Better	26		Somewhat Better	36		Somewhat Better	17	
Same	22		Same	19		Same	9		Same	21	
Somewhat Worse	10		Somewhat Worse	4		Somewhat Worse	4		Somewhat Worse	7	
Much Worse	3		Much Worse	3		Much Worse	32		Much Worse	5	
Unsure	27		Unsure	29					No opinion	41	

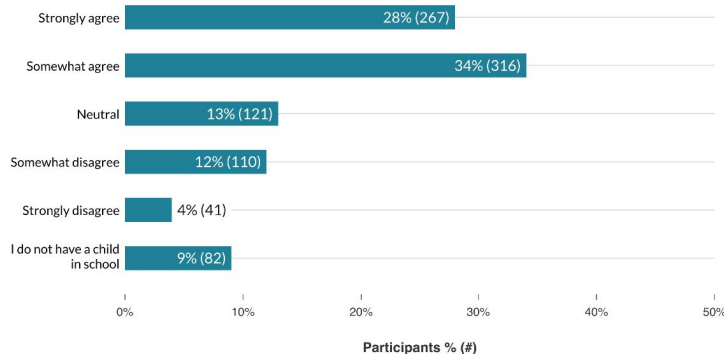
*Favorability went down by 4% from 2024 with a 6% increase in the “somewhat worse” category.
All other results remained flat.



Learning Priority

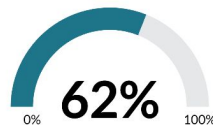
I feel that my child's learning and success is a high priority in the District.

2025



Favorability score ①

Out of 937 people, this is how many participants voted for **Strongly agree** and **Somewhat agree**.



Strongly agree, Somewhat agree ▾

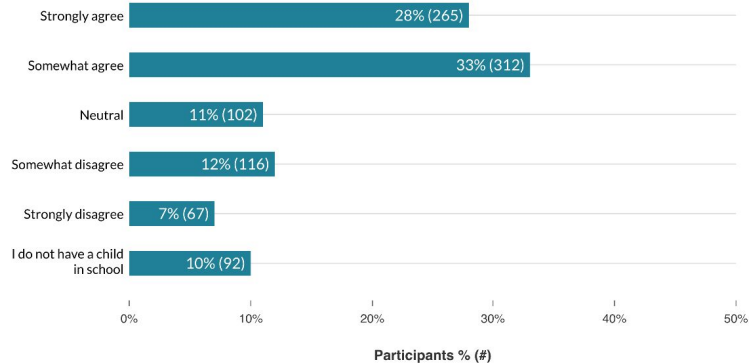


Relatively flat results from 2024, with favorability being down roughly 3% and somewhat disagree up by 5%.

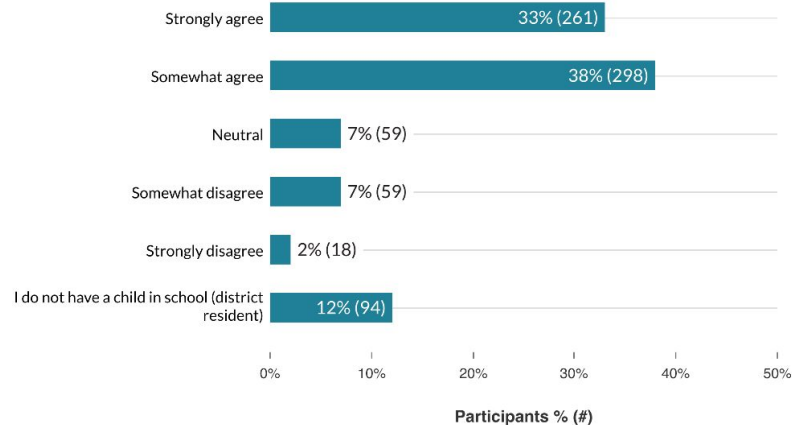
Safety & Security

My child is in a safe environment when attending school

2025*



2024



Favorability score ⓘ

Out of 954 people, this is how many participants voted for **Strongly agree** and **Somewhat agree**.



Strongly agree, Somewhat agree ▼ ⓘ

Favorability decreased by 11% from 2024 to 2025, and also saw an increase in neutral responses (4%) over 2024.

Leadership

School Board Performance

2025*			2024			2023*			2021			2019	
Grade	%		Grade	%		Grade	%		Grade	%		Grade	%
A	13		A	15		A	18		A	7		A	9
B	27		B	31		B	32		B	16		B	20
C	21		C	21		C	17		C	14		C	24
D	7		D	7		D	6		D	10		D	9
F	7		F	6		F	4		F	7		F	16
NA	25		NA	20		NA	23		NA	46		NA	22

Relatively flat results with no significant shifts in satisfaction.

**School Board election years*

Superintendent Performance

2025			2024			2023			2021			2019*	
Grade	%		Grade	%		Grade	%		Grade	%		Grade	%
A	17		A	19		A	22		A	10		A	15
B	24		B	28		B	31		B	20		B	26
C	16		C	17		C	13		C	6		C	12
D	8		D	7		D	6		D	2		D	2
F	6		F	7		F	4		F	2		F	2
NA	28		NA	22		NA	24		NA	60		NA	43

Relatively flat results with no significant shifts in satisfaction other than increase in being unaware (N/A).

**Superintendent Mike Redmond joined the district in November 2018 during a time when there was financial turmoil and distrust within the district. Prior to his tenure, the district had various superintendents and finance directors within a three-year period.*

Financial Management

2025			2024			2023			2021			2019*	
Grade	%		Grade	%		Grade	%		Grade	%		Grade	%
A	13		A	14		A	13		A	5		A	5
B	26		B	31		B	28		B	12		B	16
C	22		C	21		C	20		C	16		C	20
D	10		D	8		D	7		D	17		D	17
F	8		F	6		F	5		F	12		F	22
NA	22		NA	20		NA	27		NA	38		NA	20

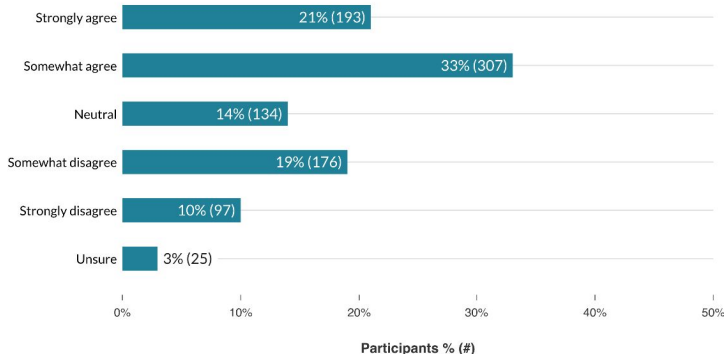
Relatively flat results with no significant shifts in satisfaction.

**Director of Finance & Technology Bill Menozzi joined the district in October 2019 during a time when there was financial turmoil and distrust within the district. Prior to his tenure, the district had various superintendents and finance directors within a three-year period.*

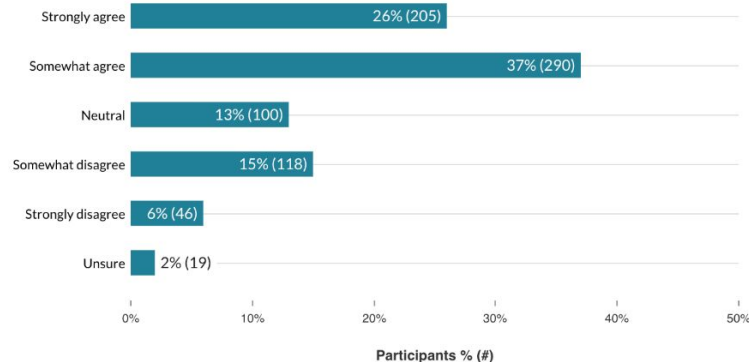
Decision Making

I believe school administration makes decisions that are in the best interest of students and families.

2025



2024



Favorability score ⓘ

Out of 932 people, this is how many participants voted for Strongly agree, Somewhat agree and Neutral. ⓘ



Strongly agree, Somewhat agree... ⓘ

Favorability decreased by 8% from 2024 to 2025 with unsure responses remaining flat.

ANNUAL Rotating Topic

Two Questions Related to the District's Financial Outlook & Planning

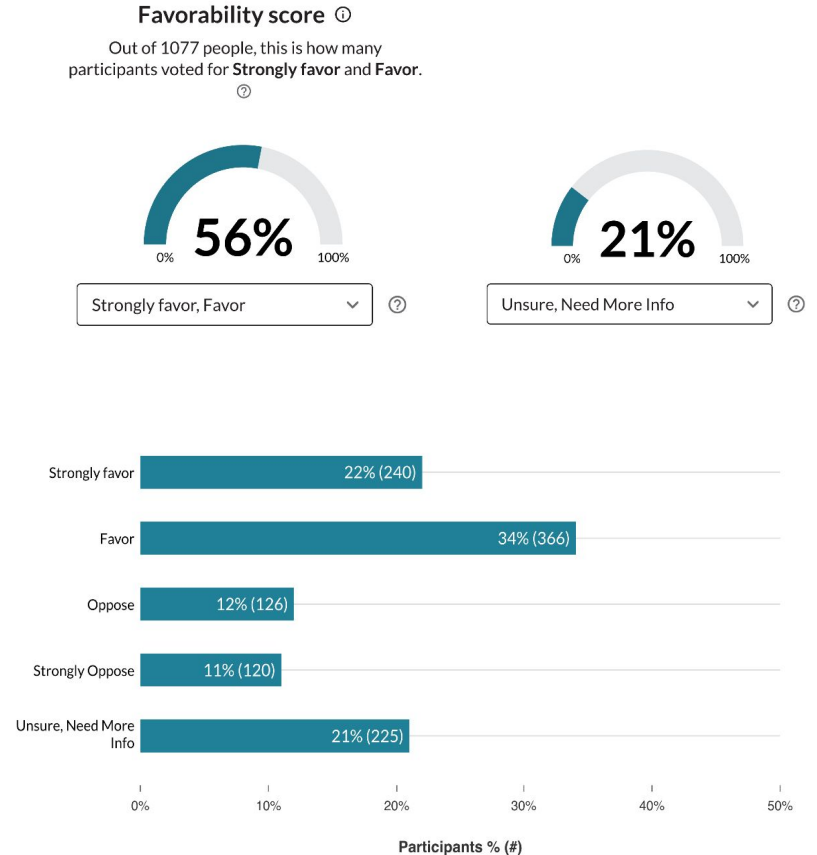
2024 Community Questions (2) were related to the Capital Projects Levy Renewal.

Financial Planning

Question 1:

A \$5.16M tax decrease occurs in 2026 due to some construction debt being paid in full. If an operating levy were to be approved by the voters on Nov 4, 2025, it would generate \$5M in new revenue. The result of both actions shifts community taxes from construction debt (2025) to operating expenses (2026). **Based on this info, would you favor or oppose a potential tax-neutral operating levy?***

**Updated on May 23, 2025*



Financial Planning

Question 2:

What additional information would you need to make a more informed decision on a potential tax-neutral operating levy in November 2025?



Budget & Spending Details

Clear, detailed breakdowns of how the funds would be spent, understanding the current budget, future expenses and the specific areas where the levy would aid.



Impact on Education

A clear explanation of how the levy would directly benefit students, teachers, and overall education quality was sought. Participants wanted to see tangible benefits that the levy would provide.

Financial Planning Question 2 Feedback (Continued)



Efficiency & Accountability

Assurances that the funds would be used effectively and responsibly with detailed reports on previous spending and improvements.



Community Engagement

Ongoing, open communication with the community, including opportunities for feedback and discussion before final decisions are made.



Examples & Comparisons

Examples or case studies from other districts that have implemented similar levies successfully. Comparisons with neighboring districts were also mentioned as helpful for making informed decisions.

Engagement & Connections

Respect & Pride *(less than 10% change)*

Favorability score ⓘ

Out of 944 people, this is how many participants voted for **Strongly agree** and **Somewhat agree**.



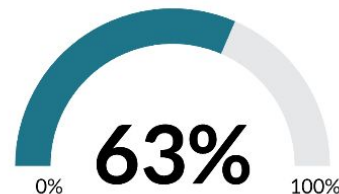
Strongly agree, Somewhat agree ▼



Respect went down slightly (~8%) from previous year.

Favorability score ⓘ

Out of 931 people, this is how many participants voted for **Strongly agree** and **Somewhat agree**.



Strongly agree, Somewhat agree ▼



Pride went down slightly (~5%) from previous year.

Communication - Awareness

2024 v. 2025 Comparison

Generally **flat** results in positive *PreK-7th Grade* awareness (very aware/somewhat aware)

Decrease in *9th Grade* awareness

Increase in awareness of those who do not have a child in school

Do you consider yourself very aware, somewhat aware, somewhat unaware or very unaware programs, events and overall district news?

In what grade is your youngest child?	Do you consider yourself very aware, somewhat aware, somewhat unaware or very unaware programs, events and overall district news?				Total
	Very aware	Somewhat aware	Somewhat unaware	Very unaware	
Pre-K (under 5)	28.9% (22)	56.6% (43)	11.8% (9)	<5*	100.0% (76)
K- 2nd Grade	23.5% (36)	62.7% (96)	11.8% (18)	<5*	100.0% (153)
3rd - 5th Grade	31.0% (45)	54.5% (79)	12.4% (18)	<5*	100.0% (145)
6th - 7th Grade	36.2% (46)	51.2% (65)	11.0% (14)	<5*	100.0% (127)
8th Grade	29.8% (14)	57.4% (27)	10.6% (5)	<5*	100.0% (47)
9th Grade	29.0% (18)	53.2% (33)	14.5% (9)	<5*	100.0% (62)
10th -12th Grade	38.8% (54)	52.5% (73)	5.0% (7)	3.6% (5)	100.0% (139)
I do not have a child in school...	28.0% (21)	56.0% (42)	12.0% (9)	<5*	100.0% (75)
I do not have a child in school...	40.0% (36)	46.7% (42)	5.6% (5)	7.8% (7)	100.0% (90)
Total	31.9% (292)	54.7% (500)	10.3% (94)	3.1% (28)	100.0% (914)

*Answers with less than 5 responses are hidden to protect anonymity.

0% 100%

Communication - Consistency & Methods

As a parent/guardian, I receive consistent communication about my child's school community.

In what grade is your youngest child?	Strongly agree	Somewhat agree	Neutral	Somewhat disagree	Strongly disagree	I do not have a child in school	Total
Pre-K (under 5)	35.5% (27)	39.5% (30)	10.5% (8)	7.9% (6)	<5*	<5*	100.0% (76)
K- 2nd Grade	35.3% (54)	41.8% (64)	14.4% (22)	5.2% (8)	3.3% (5)	<5*	100.0% (153)
3rd - 5th Grade	42.8% (62)	37.9% (55)	10.3% (15)	6.2% (9)	<5*	<5*	100.0% (145)
6th - 7th Grade	47.2% (60)	34.6% (44)	10.2% (13)	4.7% (6)	<5*	<5*	100.0% (127)
8th Grade	38.3% (18)	27.7% (13)	14.9% (7)	12.8% (6)	<5*	<5*	100.0% (47)
9th Grade	38.7% (24)	37.1% (23)	14.5% (9)	<5*	<5*	<5*	100.0% (62)
10th -12th Grade	51.1% (71)	30.2% (42)	9.4% (13)	4.3% (6)	4.3% (6)	<5*	100.0% (139)
I do not have a child in school...	<5*	10.8% (8)	<5*	<5*	<5*	78.4% (58)	100.0% (74)
I do not have a child in school...	13.5% (12)	15.7% (14)	10.1% (9)	5.6% (5)	<5*	50.6% (45)	100.0% (89)
Total	36.4% (332)	32.1% (293)	10.9% (99)	5.5% (50)	3.2% (29)	12.0% (109)	100.0% (912)

*Answers with less than 5 responses are hidden to protect anonymity.

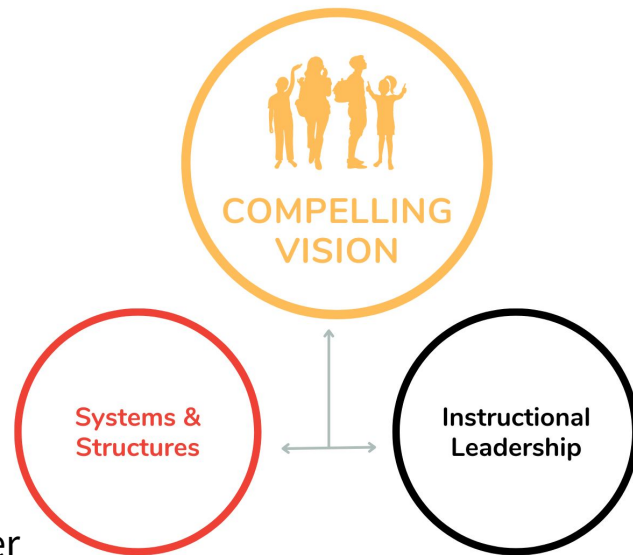
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Electronic media continues to be the main source of information for all participants with a lesser reliance on printed handouts from the school in secondary and non-student groups. Texting, Infinite Campus, 1:1 conversations and School Board meetings were also mentioned as “other” communications methods from a small percentage of participants.

Next Steps

What Will We Do with the Data?

- Share with **leadership and building administrators** (2025 Summer Leadership Retreat).
- Continue to make **systems and structures improvements** in critical areas such as:
 - Student learning and assessment for learning
 - Instructional technology and leadership
 - District leadership and focus
 - School Board alignment and engagement
 - Community relations and partnerships
 - Financial stability and performance
- Define **additional areas in need** of community input, further exploration including any untapped audience areas or topics that would benefit from additional conversation.
- Add to future **longitudinal data collection** and community engagement opportunities.



Questions?