# Voyager Academy

Board Presentation

January 22, 2026

Stakeholder Surveys

# Our Time Today

- Purpose and Partnership
- Survey Design
- Data Overview and Insights
- Next Steps

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# Voyager's Strategic Plan

PANORAMA EDUCATION

## Our Values

**CONFIDENCE**

Trust in your own ability and be willing to take academic and leadership risks.

**EMPATHY**

Be aware of and respect another person's feelings, experiences, and differences.

**CURIOSITY**

Be eager to investigate and learn about the diverse world around us.

**REFLECTION**

Use past experiences to guide learning and decision making.

**INTEGRITY**

Have the courage and discipline to do the right thing.

# Voyager's Strategic Plan

PANORAMA EDUCATION

## 1. Student Opportunity, Growth, and Achievement

1.1 Increase opportunities to engage students in science, technology, engineering, arts, and mathematics through curriculum and extra-curricular activities.

1.2 Engage students in relevant and diverse cultural learning experiences through community involvement, project-based learning, and service.

1.3 Meet or exceed expected growth on all state assessments.

1.4 Maintain Cognia accreditation.

1.5 Maintain competitive athletic and extracurricular programs that embody Voyager core values and provide opportunity for student engagement.

## 2. Faculty and Staff

2.1 Recruit, support, and retain highly qualified educators.

2.2 Ensure all staff have opportunities for professional development on the uses of artificial intelligence (AI) and emerging education technologies.

2.3 Enhance professional development by using personal growth plans in areas of academic interests, project-based learning needs, and areas identified through school surveys.

2.4 Increase mentorship opportunities to support and guide all new staff with less than three years at Voyager.

2.5 Increase diversity of staff to reflect the school community.

## 4. Family and School Community

4.1 Ensure that all families feel welcome and valued as members of the Voyager community.

4.2 Ensure that Voyager Academy uses consistent digital platforms and resources to engage and communicate with the school community.

4.3 Use the Performing Arts Center as a collaborative space to gather and celebrate student learning and achievement with families.

4.4. Continue collaborative efforts with parent groups to enhance student learning and meet school needs.

## 5. Safety

5.1 Continue support for the physical, mental, and emotional well-being of all students and staff.

5.2 Meet or exceed safety requirements specified in the State School Safety plan by increasing investments to support identified needs.

5.3 Maintain an annual safety training program for all staff to include protocols and procedures to keep staff and students safe.

# Our Partnership to Date

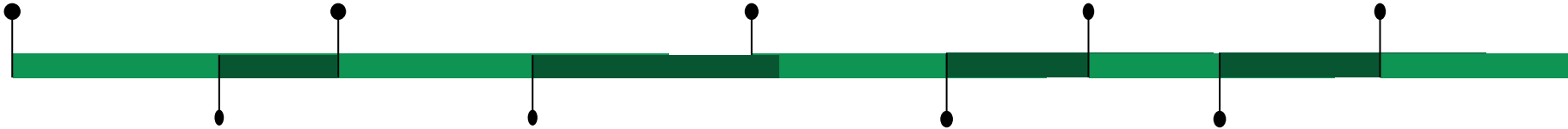
**December 15, 2022**
Panorama & Voyager launch partnership

**May 2023**
**DEI Survey**

**January 2024**
**Executive Briefing**

**January 2025**
**Executive Briefing**

**January 2026**
**Executive Briefing**



**Spring 2023 Survey**

- Student
- Family-School Relationships
- Teacher/Staff Survey About School
- Teacher and Staff Survey-Well Being
- Managing Director

**Fall 2023 Stakeholder Surveys**

**Fall 2024 Stakeholder Surveys**

**Fall 2025 Stakeholder Surveys**

# Our Time Today

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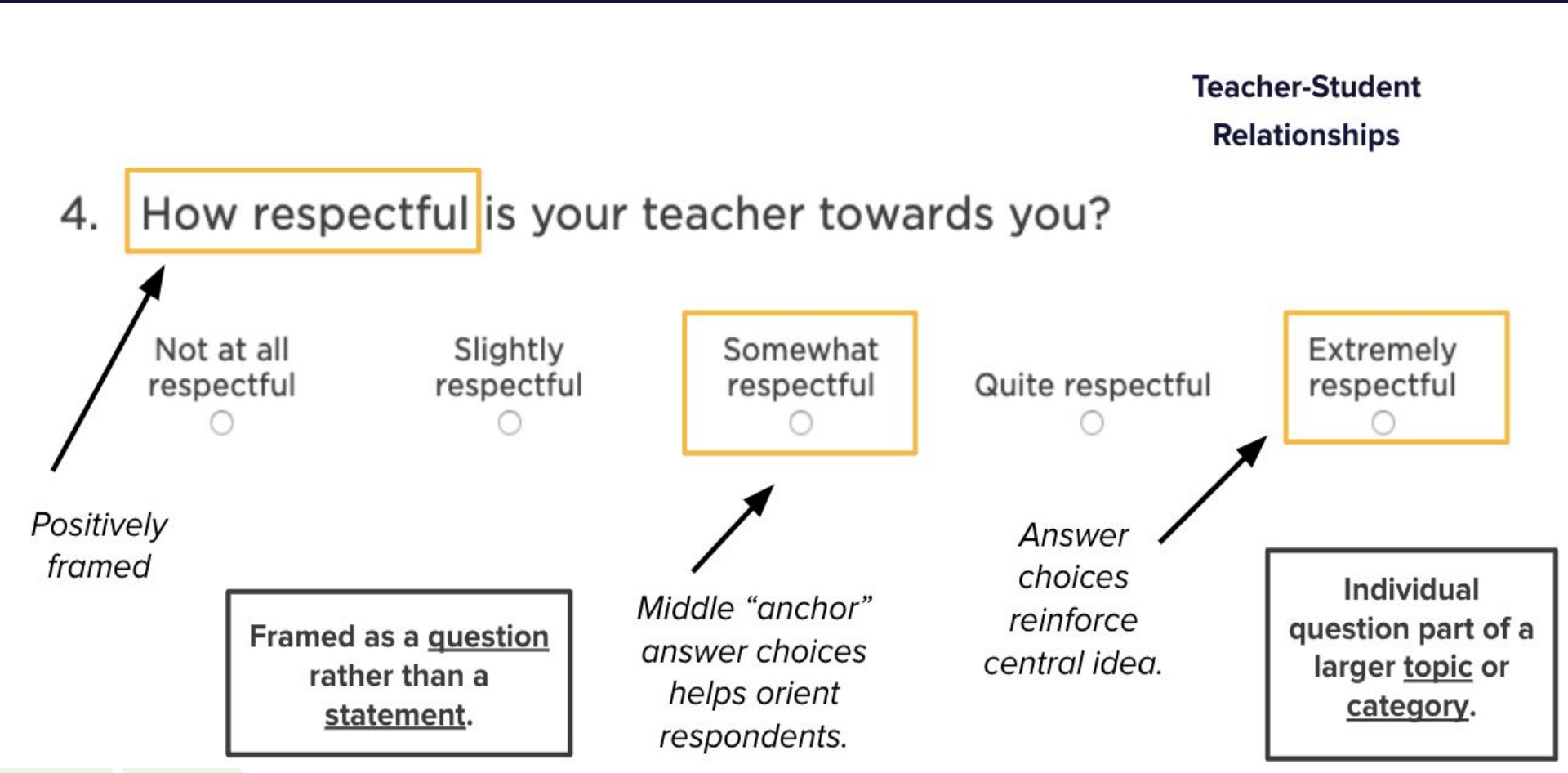
# Survey Design Best Practices

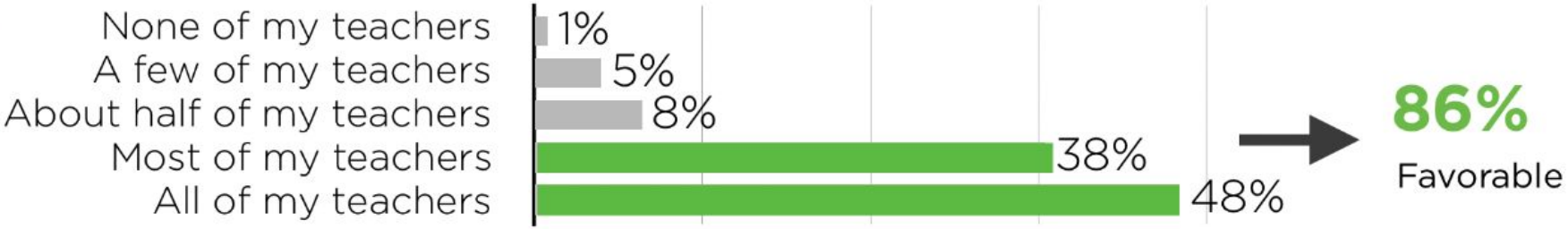


# Percent Favorable

**Percent favorable refers to the percentage of survey responses that are favorable within each question or within each topic.** Another way to think about it is to divide the number of favorable survey responses by the total number of survey responses.

When a question is scored as “86% favorable" this means that 86% of respondents selected a favorable answer choice. Across a topic, a score shows the percentage of favorable responses across all questions in a topic.

**Example Question: How many of your teachers are respectful towards you?**



# National Benchmarks

- National benchmarks allow schools/districts to compare their score to results from Panorama's national dataset across diverse geographical areas.
- The colors allow you to quickly scan the results and identify focus areas.
- Color does not indicate significance.

# Fall 2025 Survey Topics

## Students

- School Teacher-Student Relationships
- School Rigorous Expectations
- School Safety
- School Belonging
- School Climate
- School Engagement

## Teachers & Staff

- Teacher/Staff Leadership Relationships
- School Leadership
- Teacher/Staff Family Relationships
- School Climate
- Professional Learning
- Resources
- *Educating All Students*

*Teacher Survey Only

## Families

- Barriers to Engagement
- School Safety
- School Climate
- School Fit
- Family Engagement

# Our Time Today

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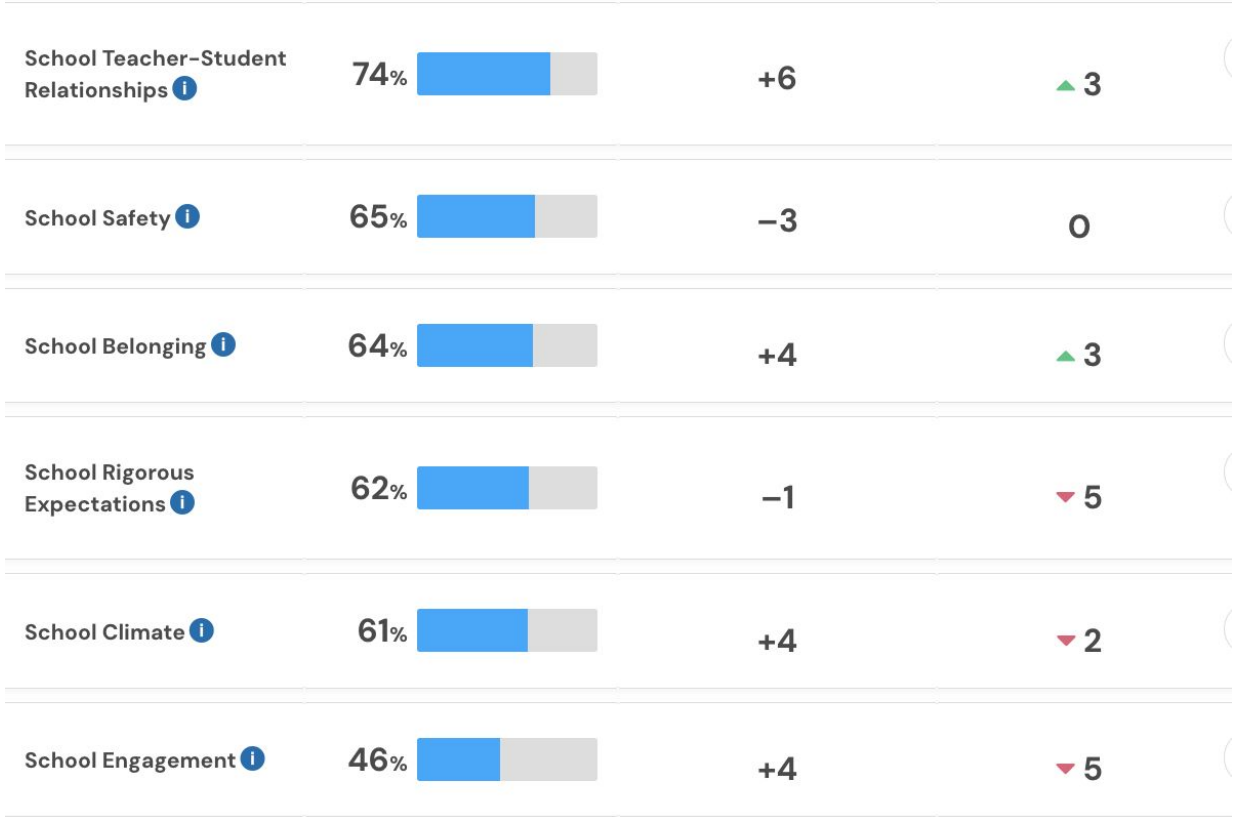
# Student Surveys

# Changes from Fall 24 to Fall 25 in Topic Areas

| Survey Topic | School Teacher Student Relationships | School Rigorous Expectations | School Safety | School Belonging | School Climate | School Engagement |
|---|---|---|---|---|---|---|
| Grades 3-5 | +4 | -2 | -2 | +1 | 0 | -3 |
| Grades 6-12 | -4 | +2 | +2 | +2 | +5 | +2 |

***Almost all* topics** show consistent positive change from year to year.

# Grade 3

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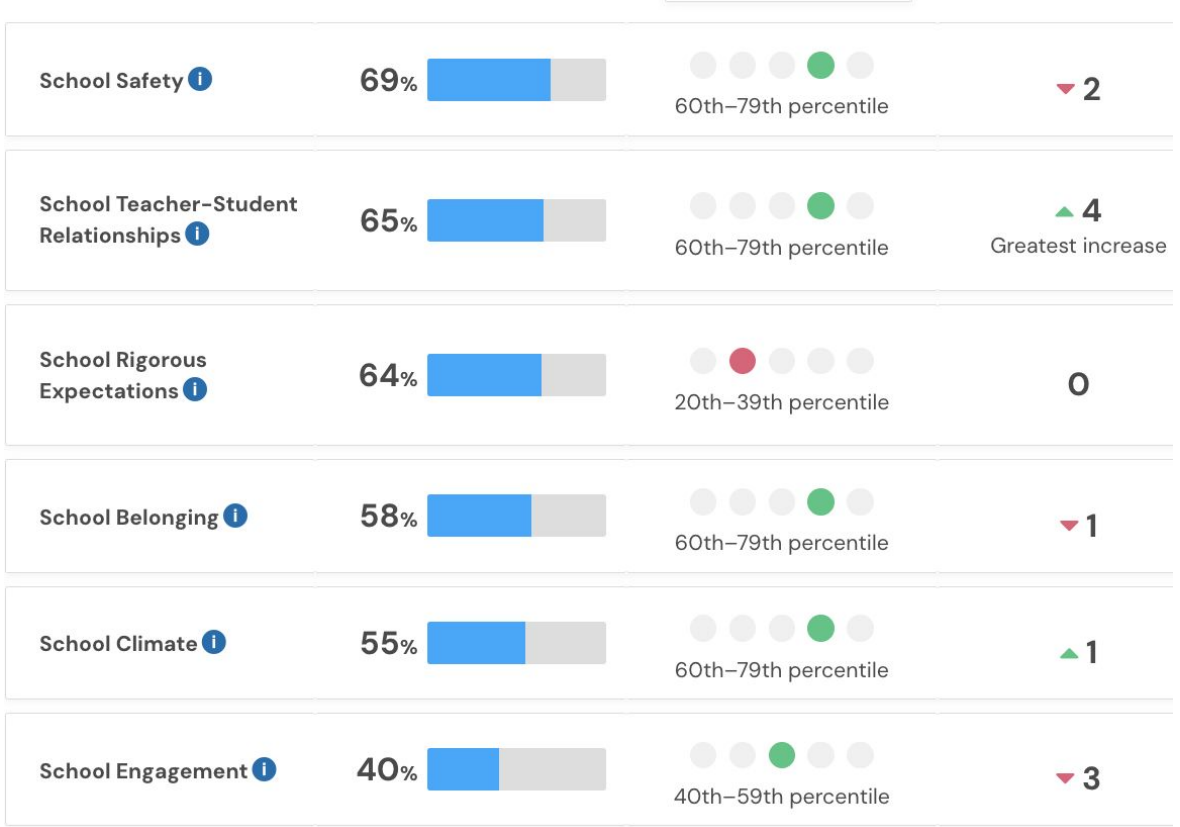
# Grades 4 - 5

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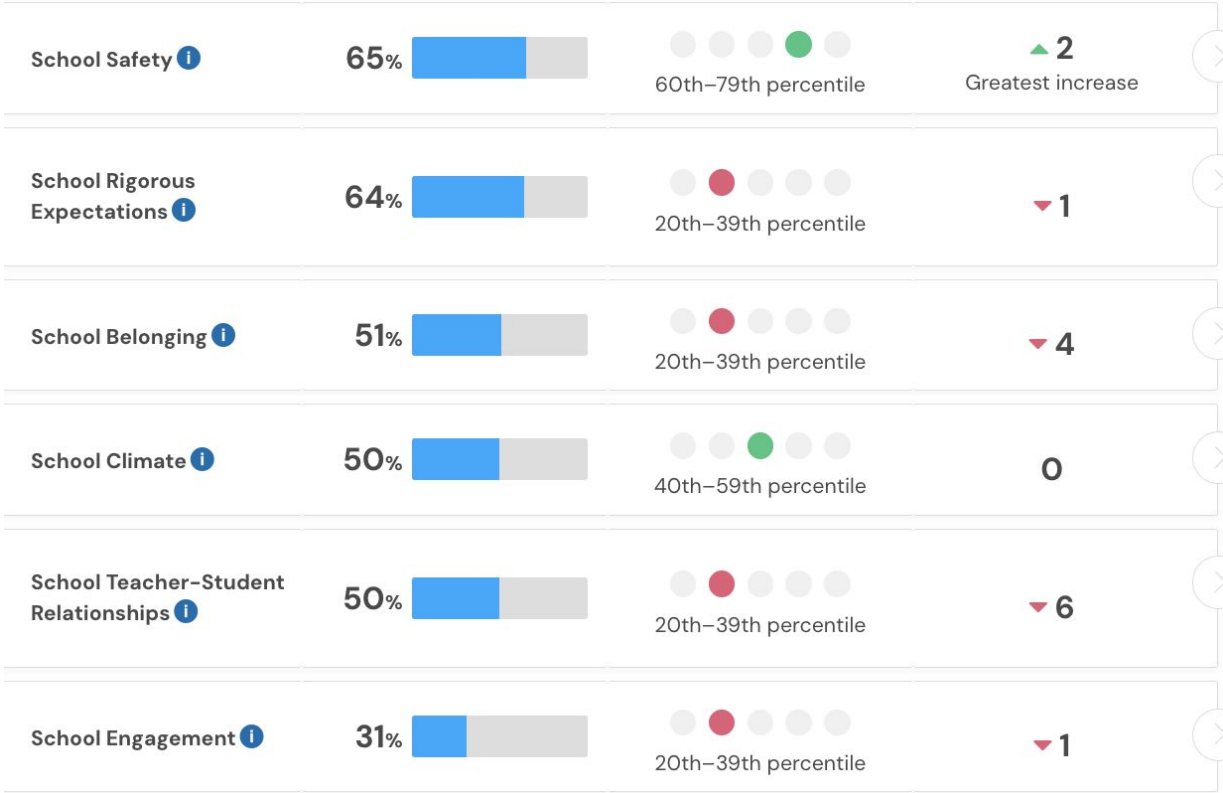
# Grades 6 - 8

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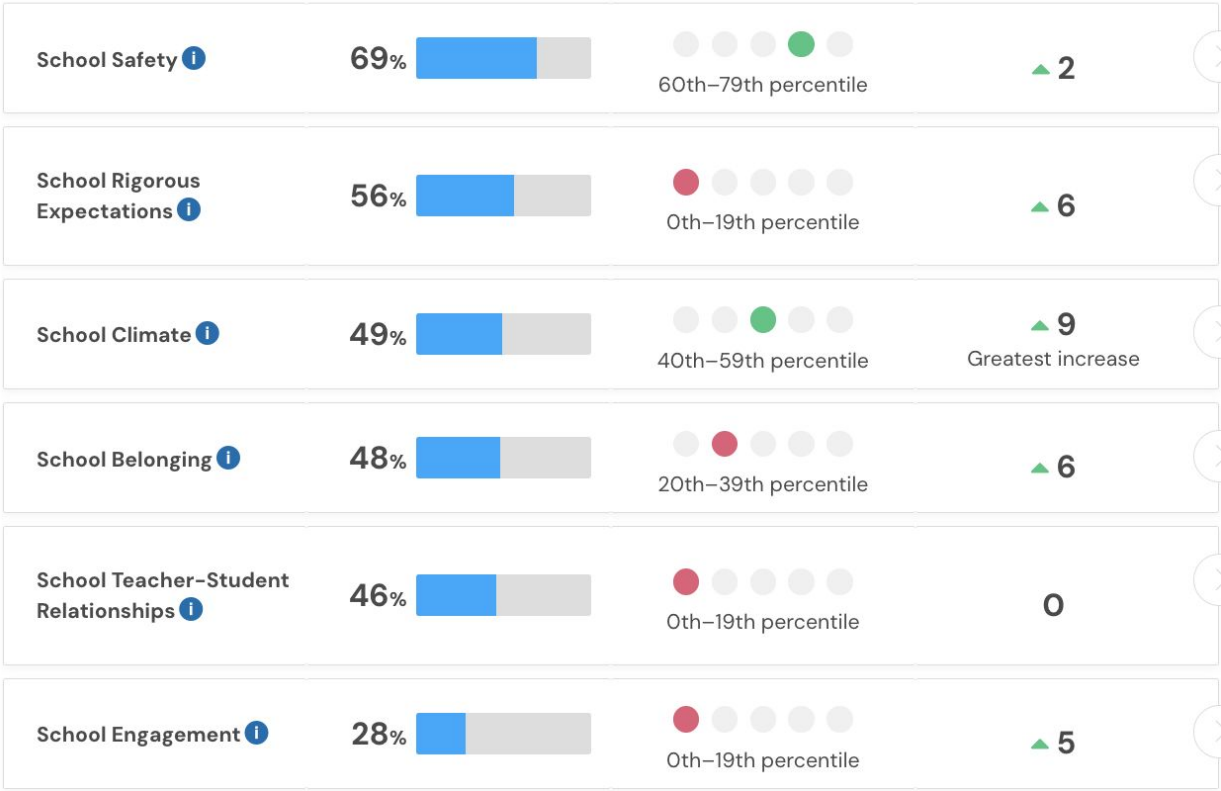
# Grades 9 - 12

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# Glows

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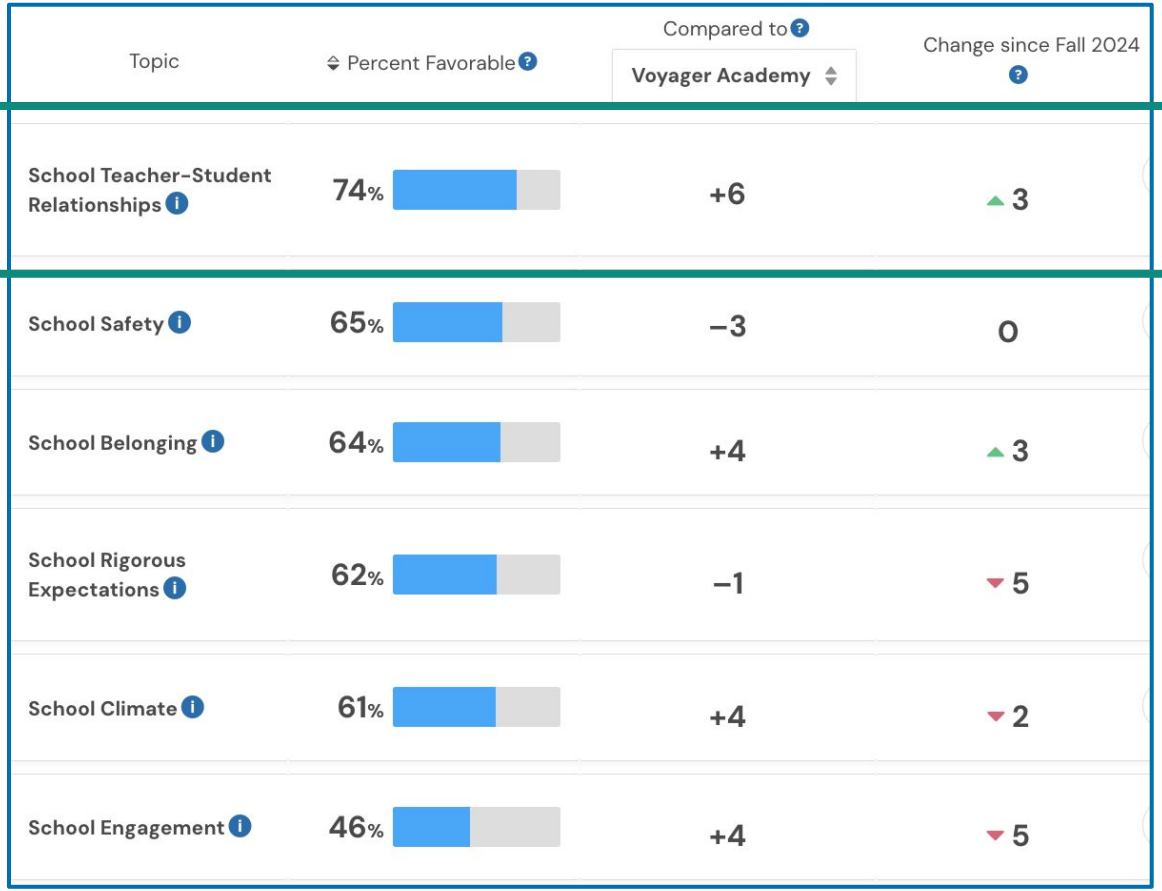
# Grade 3 Survey Highlights

This cohort reported the highest favorability in **Teacher-Student Relationships** than any other grade level, at an overall 74%.

Specifically, 88% of 3rd graders responded favorably when asked, "*How respectful are your teachers toward you*?"

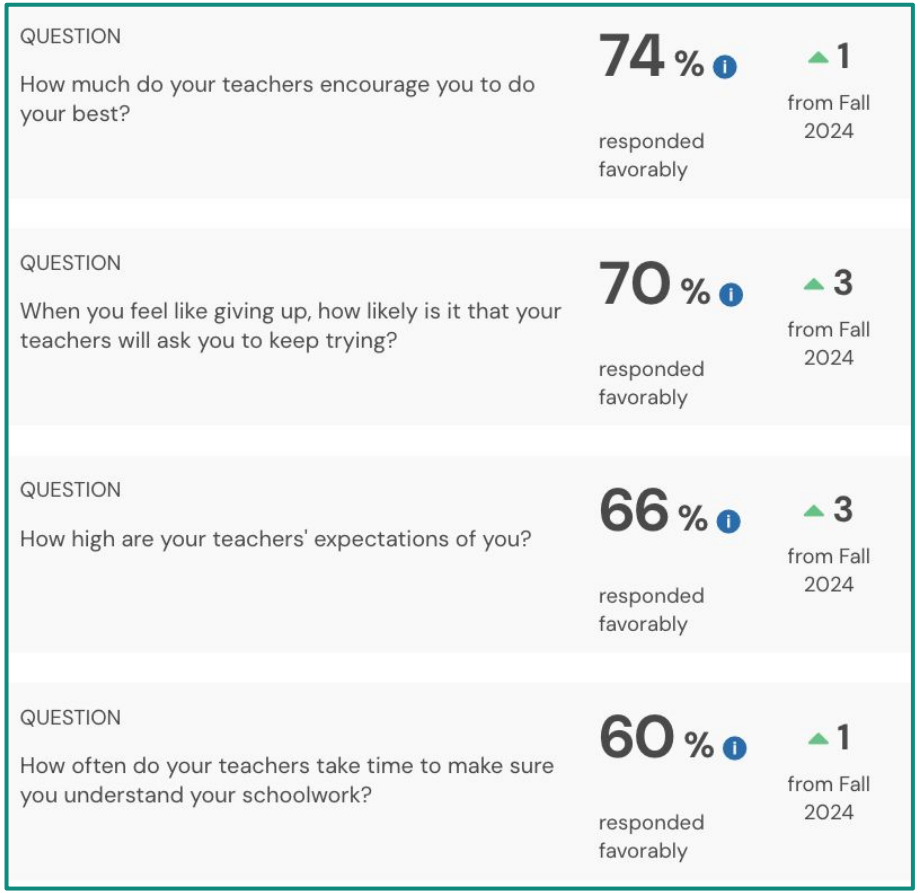


| Topic | Percent Favorable | Compared to Voyager Academy | Change since Fall 2024 |
|---|---|---|---|
| School Teacher-Student Relationships | 74% | +6 | ▲ 3 |
| School Safety | 65% | −3 | 0 |
| School Belonging | 64% | +4 | ▲ 3 |
| School Rigorous Expectations | 62% | −1 | ▼ 5 |
| School Climate | 61% | +4 | ▼ 2 |
| School Engagement | 46% | +4 | ▼ 5 |

# Grades 4 & 5 Survey Highlights

Although **Rigorous Expectations** remained constant at an overall 64% favorability, students reported an increase across four of the five questions.

Of note: *There is wide variance across student groups such as gender, race, grade level, and special education status.*



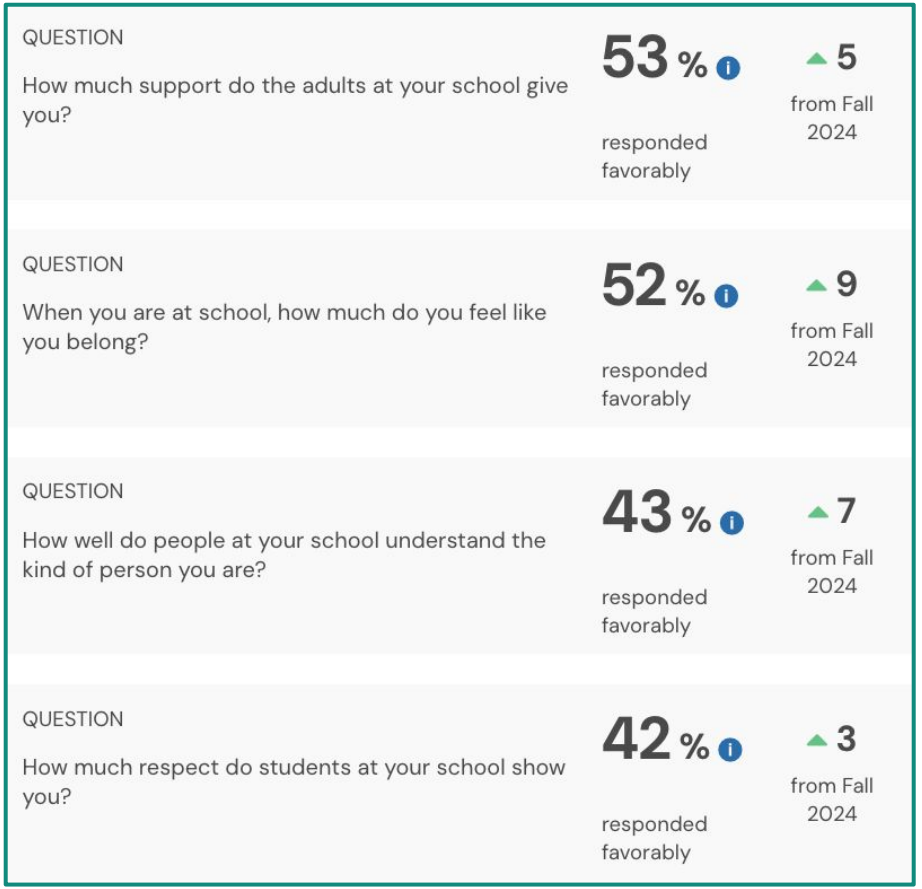
# Grades 6-8 Survey Highlights

**School Safety** increased by 2% favorability with increases in three question items and no variance between 6th and 7th grade overall favorability (8th graders reported 10% lower than their peers at 58%).

# Grades 9-12 Survey Highlights

Although it remains an area of growth, **School Belonging** saw an overall increase of 6% favorability, with improved favorability across all question items and limited variance across student race and ELL status.

*Of note: The greatest variance was reported across grade levels and homeroom.*



# Grows

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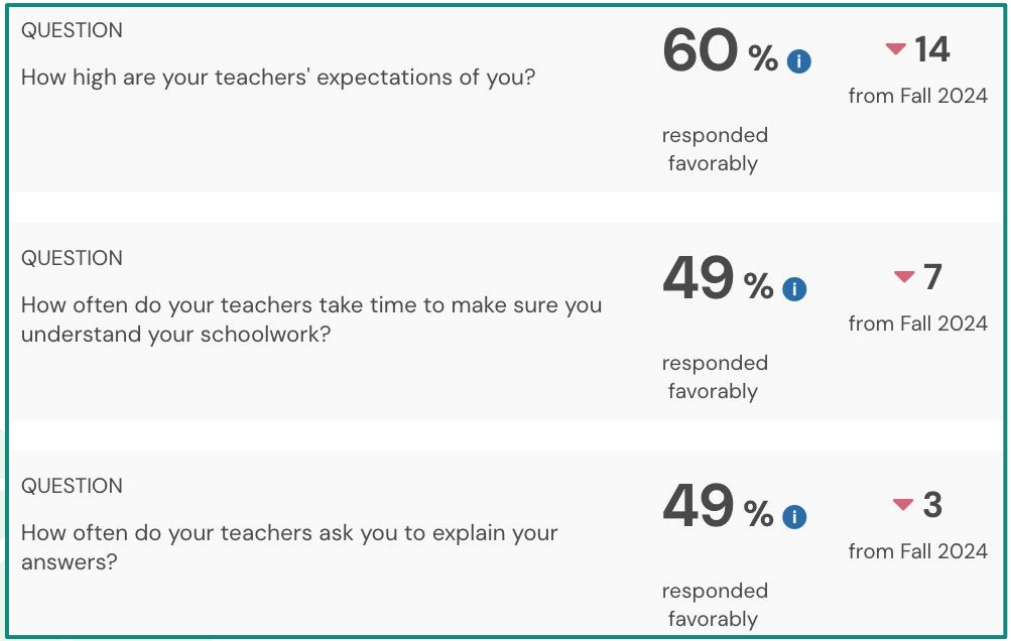
# Grades 3-5 Survey Opportunities

- While students reported an increase in **Teacher-Student Relationships**, **only 57% responded favorably** when asked, "*If you were upset when you came to class, how concerned would your teachers be*?"
- Although overall favorability for **School Climate** remained constant at 57%, there was a **7% decrease** (down to 26% of students) in response to the question, "*How well do students follow the rules of your school*?"
- **School Engagement** decreased overall, with a **7% decrease** in students' focus on classroom activities and a **4% decrease** in student excitement (just 27% of students responded favorably when asked, "*How excited are you about going to your classes*?"

# Grade 3 Survey Opportunity

**Rigorous Expectations** saw a 5% decrease in favorability from this year's third graders compared to last. While almost all students (81%) reported that their teachers encouraged them to do their best, they responded less favorably to the following questions:

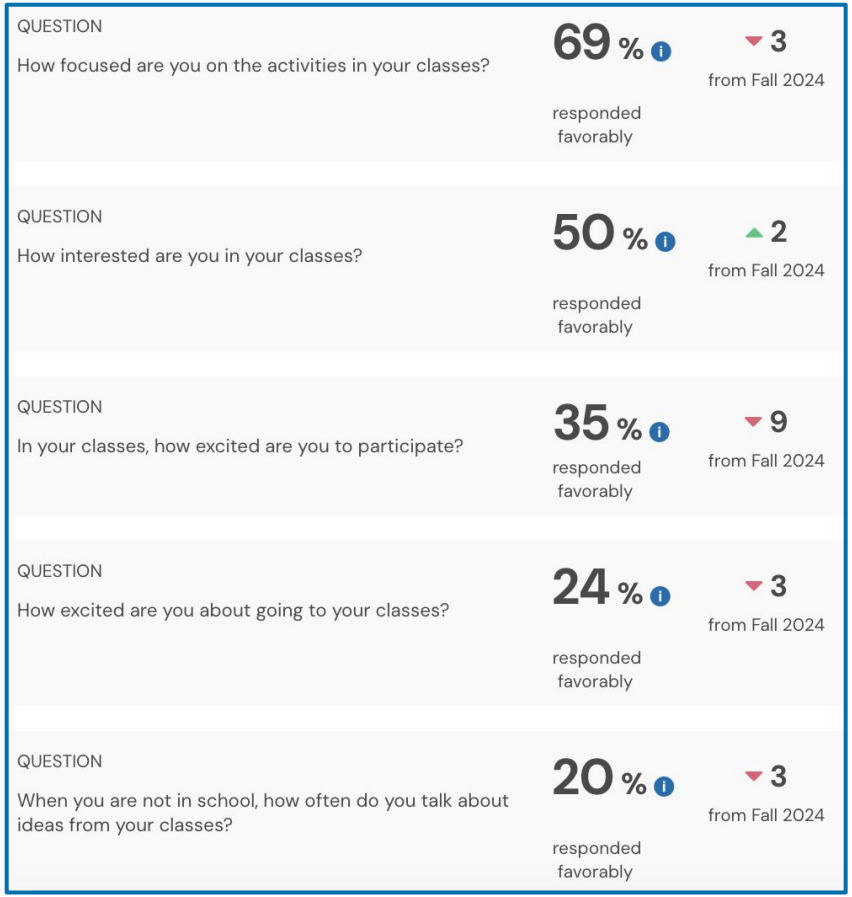



Black students responded between 15-19% less favorably than their white peers, as did Female students compared their male peers who reported a more favorable experience across these question items.

# Grades 4-5 Survey Opportunity

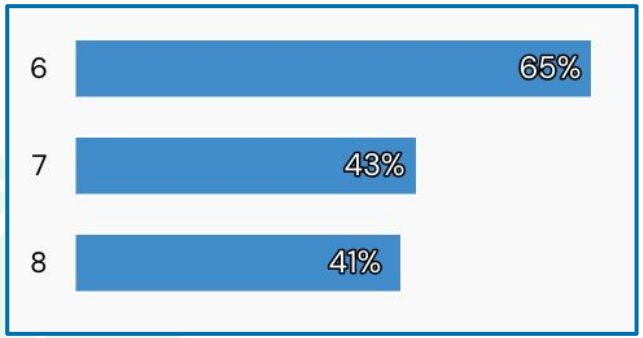
**School Engagement** saw an overall decrease in 3% favorability, with variance across all student groups and a difference of 49% favorability between the highest and lowest question items.

**5th graders** reported consistently less favorable experiences across question items than their 4th grade schoolmates



# Grades 6-8 Survey Opportunity

This cohort reported 15% less favorable than their 4-5th grade peers in the topic of **Teacher-Student Relationships** (which decreased by 6pts in since last year, with variance across question items and students' grade levels:

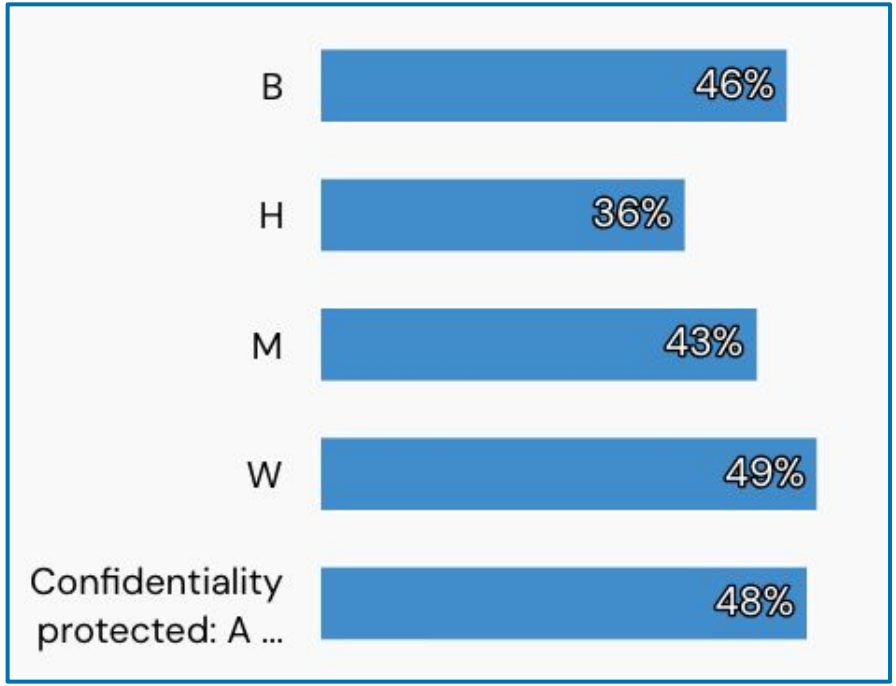



| QUESTION | | |
|---|---|---|
| How respectful are your teachers towards you? | 76% responded favorably | ▼ 4 from Fall 2024 |
| When your teachers ask, "How are you?", how often do you feel they really want to know your answer? | 47% responded favorably | ▼ 6 from Fall 2024 |
| If you were upset when you came into class, how concerned would your teachers be? | 38% responded favorably | ▼ 8 from Fall 2024 |
| How excited would you be if you could have your same teachers in the next grade too? | 37% responded favorably | ▼ 9 from Fall 2024 |

# Grades 9-12 Survey Opportunity

**Teacher-Student Relationships** has stayed constant, overall, at 46% favorable, with some variance across question items and student race:

| QUESTION | | |
|---|---|---|
| How respectful are your teachers towards you? | 67% responded favorably | ▼ 5 from Fall 2024 |
| When your teachers ask, "How are you?", how often do you feel they really want to know your answer? | 42% responded favorably | ▲ 1 from Fall 2024 |
| How excited would you be if you could have your same teachers in the next grade too? | 39% responded favorably | ▼ 1 from Fall 2024 |
| If you were upset when you came into class, how concerned would your teachers be? | 35% responded favorably | ▲ 5 from Fall 2024 |



| Group Name | Group Size | School Belonging | School Climate | School Engagement | School Rigorous Expectations | School Safety | School Teacher-Student Relationships |
|---|---|---|---|---|---|---|---|
| All respondents | 310 | 60% | 57% | 42% | 63% | 68% | 68% |
| **Student Gender** | | | | | | | |
| Female | 152 | 0 | +2 | +2 | +1 | -1 | +2 |
| Male | 158 | 0 | -2 | -3 | -1 | 0 | -1 |
| **Student Grade Level** | | | | | | | |
| 3 | 103 | +4 | +4 | +4 | -1 | -3 | +6 |
| 4 | 106 | 0 | +8 | +5 | +8 | +5 | +6 |
| 5 | 101 | -5 | -13 | -10 | -7 | -3 | -11 |
| **Student Race** | | | | | | | |
| B | 86 | -3 | -3 | 0 | -3 | -4 | 0 |
| H | 34 | -3 | -5 | -6 | -5 | -5 | -1 |
| M | 15 | -2 | -11 | -9 | 0 | -5 | -4 |
| W | 168 | +3 | +3 | +2 | +2 | +3 | +1 |
| Confidentiality protected: I an... | 7 | -17 | -6 | +1 | +5 | +1 | -11 |

# Elementary/Middle Grades Comparative Data

- **Male students responded slightly less favorably** than their female peers across almost all topics (with the exception of school safety and belonging);
- **4th graders reported the most favorable experiences overall**, with a consistent decrease in 5th grade across topics; and
- There was **variance across student race and topics**, with white students responding more favorably across all topics than most of their peers.

| Group Name | Group Size | School Belonging | School Climate | School Engagement | School Rigorous Expectations | School Safety | School Teacher-Student Relationships |
|---|---|---|---|---|---|---|---|
| **All respondents** | 748 | 49% | 49% | 29% | 59% | 67% | 47% |
| **Student Special Education Status** | | | | | | | |
| IEP | 120 | -2 | -4 | -4 | -2 | -7 | +1 |
| NONE | 628 | +1 | +1 | +1 | +1 | +2 | 0 |
| **Student Gender** | | | | | | | |
| Female | 364 | -3 | -3 | -1 | -1 | 0 | -1 |
| Male | 384 | +3 | +4 | +2 | +1 | 0 | +2 |
| **Student Grade Level** | | | | | | | |
| 6 | 102 | +8 | +12 | +6 | +9 | +1 | +18 |
| 7 | 106 | 0 | -1 | +3 | +6 | +1 | -4 |
| 8 | 101 | -2 | -7 | -5 | -1 | -9 | -6 |
| 9 | 130 | +3 | +4 | -1 | -3 | +3 | 0 |
| 10 | 110 | -5 | 0 | -4 | -4 | +3 | -6 |
| 11 | 108 | 0 | +2 | +6 | 0 | +4 | +1 |
| 12 | 91 | -5 | -9 | -3 | -5 | -3 | +1 |

# Middle/High School Grades Comparative Data

- **Students with IEPs responded less favorably** across almost all topics (with the exception of Teacher-Student Relationships);
- **Male students responded more favorably** across almost all topics compared to their female peers, reversing the trend from Elementary; and
- Experiences varied across grade levels and topics, but **6th graders reported more favorably across all topics**, compared to their peers.

# Teachers and Staff Surveys

# Teachers and Staff Survey: Topic Growth

| Topics | Teachers (n = 91) | Staff (n = 43) |
|---|---|---|
| Staff-Leadership Relationships | 89% (+2) | 90% (+2) |
| School Leadership | 75% (+1) | 79% (+1) |
| Staff-Family Relationships | 71% (+4) | 73% (+7) |
| School Climate | 74% (+4) | 73% (+2) |
| Professional Learning | 60% (+6) | 60% (+1) |
| Resources | 47% (+3) | 53% (+6) |
| Educating All Students | 79% (+5) | n/a |

***Teachers and staff reported increased favorability across all topic areas!***

**Leadership Relationships** remained the **highest percent favorable** for both teachers and staff.

**Family Relationships** was the greatest increase for staff.

**Professional Learning** was the greatest increase for teachers

**Resources remained the lowest percent favorable** for both teachers and staff, although it was the second highest increase for staff.

# Both teachers and staff showed **Staff/Teacher Leadership Relationships** as the **highest percent favorable topic.**

| **Staff report an overall increase of 6% since survey inception** | |
|---|---|
| **Highest Question** | **Lowest Question** |
| How respectful are your school leaders towards you?<br>(95% down from 100% in Fall ‘24) | At your school, how motivating do you find working with the leadership team?<br>(81% an increase of 11% since Fall ‘24) |
| **Teachers report an overall increase of 12% since survey inception** | |
| When challenges arise in your personal life, how understanding are your school leaders?<br>(99% up from 94% in Fall ‘24) | At your school, how motivating do you find working with the leadership team?<br>(71% an increase of 9% since Fall ‘24) |

# Both teachers and staff showed **Resources** as the **least favorable topic,** although both reported an increase.

| **Staff report an overall increase of 5% since survey inception** | |
|---|---|
| **Highest Question** | **Lowest Question** |
| For students who need extra support, how difficult is it for them to get the support that they need? (85% up from 71% in Fall ‘24) | How often do your school’s facilities need repairs? (10% a decrease of 12% since Fall ‘24) |
| **Teachers report an overall increase of 2% since survey inception** | |
| For students who need extra support, how difficult is it for them to get the support that hey need? (69% +4)<br>Overall, how much does your school struggle due to a lack of resources? (69% +10) | How often do your school’s facilities need repairs? (18% a decrease of 5% since Fall ‘24) |

# Teacher/Staff Family Relationships Insights

- The **Staff** survey increase in **Family Relationships** to 73% favorable places Voyager in the **90th percentile nationally**.
    - Although 91% of staff reported families were friendly toward them, just 64% responded favorably when asked, "*How much do you trust that the parents of the students at your school will treat you fairly*?"
- **Teachers** reported a **15% increase in favorability** regarding the frequency of meeting in person with the families of their students and a **10% increase in favorability** when asked, "*How much do you trust that the parents of the students at your school will treat you fairly*?"

| | | Professional Learning | Resources | School Climate | School Leadership | Staff-Family Relationships | Staff-Leadership Relationships |
|---|---|---|---|---|---|---|---|
| All respondents | 43 | 60% | 53% | 73% | 79% | 73% | 90% |
| **Employee Role Classification** | | | | | | | |
| Administrative | 19 | +11 | 0 | +2 | -1 | +3 | -1 |
| Teacher Assistant | 15 | 0 | +3 | -1 | +15 | -9 | +8 |
| Confidentiality protected: Con... | 9 | -33 | -10 | -1 | -23 | +6 | -13 |
| **Employee Gender** | | | | | | | |
| Female | 38 | -5 | -1 | -2 | -2 | -3 | -2 |
| Male | 5 | +33 | +2 | +16 | +21 | +18 | +10 |

# Staff Comparative Data

- **Administrators** reported the **strongest favorability in Professional Learning**, with Male staff having the most favorable experience in this topic.
- **Teacher Assistants** reported **higher favorability regarding school Leadership** than their colleagues.
- **Male staff** reported **more favorably across all topics** than their Female peers.

| | | Educating All Students | Professional Learning | Resources | School Climate | School Leadership | Staff–Family Relationships | Staff–Leadership Relationships |
|---|---|---|---|---|---|---|---|---|
| All respondents | 91 | 79% | 60% | 47% | 74% | 75% | 71% | 89% |
| **Employee Grade** | | | | | | | | |
| 3 | 5 | +5 | −25 | −9 | −16 | −22 | +3 | −29 |
| 4 | 5 | −8 | −2 | −29 | +4 | −2 | 0 | +4 |
| 4–8 | 7 | +5 | +3 | +17 | +1 | +4 | +13 | −3 |
| 5 | 6 | −9 | +15 | −4 | +9 | −5 | +8 | 0 |
| 6 | 5 | +14 | +35 | +7 | +19 | +16 | +6 | +11 |
| 7 | 5 | −19 | +13 | +7 | +10 | +12 | +3 | +11 |
| 8 | 5 | −13 | −23 | −19 | −33 | −24 | −40 | −16 |
| 9–12 | 30 | +1 | −3 | +9 | −1 | −5 | 0 | −1 |
| K–3 | 7 | 0 | −8 | +7 | +9 | +14 | −2 | +9 |
| Confidentiality protected | 16 | +8 | +4 | −14 | −3 | +11 | +1 | +2 |
| **Employee Gender** | | | | | | | | |
| Female | 73 | 0 | +1 | −3 | −1 | +2 | +1 | 0 |
| Male | 18 | +2 | −4 | +12 | +1 | −8 | −2 | −3 |

# Teacher Comparative Data

- Teachers reported **wide variance in favorability across grade levels** with **6th and 7th grade teachers reporting the most favorably across almost all topics** and **8th grade teachers reporting less favorably across all topics** compared to their colleagues.
- **Male teachers** responded 12% greater favorability regarding **Resources** than their Female counterparts and 8% less favorably regarding **School Leadership**.

# Family Surveys

# Every topic showed growth!

| Topic | Percent Favorable | Change since Fall 2024 |
|---|---|---|
| **School Safety** | 87% | **+4** |
| **Barriers to Engagement** | 86% | **+1** |
| **School Climate** | 78% | **+3** |
| **School Fit** | 72% | **+4** |
| **Family Engagement** | 24% | **+1** |

# Family Survey Glows

The school provides a clear, open channel for students to express their concerns with their teachers . The students are encouraged to express themselves to classmates and not be afraid to speak out.

They value all students no matter their race, ethnicity or orientation.

The school does a great job creating a positive social climate by helping students feel safe, included, and cared for. Teachers and staff consistently promote kindness and respect .

# Family Survey Grows

My only issue with Voyager is that kids come from all over the triangle and I'm having trouble connecting with families that live in our area (for carpooling , play dates, and just finding that "local" community ). I wish there were more ways the school could help facilitate that, especially for incoming kindergartners.

Hire more educators of color. My child has never had a black teacher during his entire time at Voyager. The educators at voyager are not reflective of the student demographic.

1. Do an ice cream social that allows the kids to actually help with a capital fundraiser, not these email scamming campaigns. 2. The after school program is extremely lacking. The kids can’t play with the sporting balls much and are required to put their heads down and sit in silence to earn outside time . They already spent all day at school and need to get the wiggles out! Maybe offer a bus to take kids to Aldersgate so they can have an aftercare that kids and parents can enjoy.

# School Fit: Insights

QUESTION

Given your child's cultural background, how good a fit is his/her school?

80 % responded favorably

▲ 3 from Fall 2024

QUESTION

How much of a sense of belonging does your child feel at his/her school?

75 % responded favorably

▲ 4 from Fall 2024

QUESTION

At your child's school, how well does the overall approach to discipline work for your child?

77 % responded favorably

▲ 1 from Fall 2024

QUESTION

How well do the teaching styles of your child's teachers match your child's learning style?

72 % responded favorably

▲ 5 from Fall 2024

QUESTION

How well do you feel your child's school is preparing him/her for his/her next academic year?

76 % responded favorably

▲ 2 from Fall 2024

QUESTION

How well do the activities offered at your child's school match his/her interests?

64 % responded favorably

▲ 8 from Fall 2024

QUESTION

How much of a sense of belonging does your child feel at his/her school?

75 % responded favorably

▲ 4 from Fall 2024

QUESTION

How comfortable is your child in asking for help from school adults?

59 % responded favorably

▲ 3 from Fall 2024

# Family Survey

## Topic Comparisons by Grade Level

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| Group Name | Group Size | Barriers to Engagement | Family Engagement | School Climate | School Fit | School Safety |
|---|---|---|---|---|---|---|
| All respondents | 895 | 86% | 24% | 78% | 72% | 87% |
| **Student Grade Level** | | | | | | |
| KG | 78 | +2 | +6 | +13 | +9 | +8 |
| 1 | 76 | +2 | +2 | +10 | +7 | +4 |
| 2 | 80 | +2 | +7 | +11 | +14 | +6 |
| 3 | 85 | +1 | +9 | +7 | +6 | +1 |
| 4 | 67 | -2 | +2 | -3 | -5 | -2 |
| 5 | 60 | +1 | -5 | 0 | -4 | +1 |
| 6 | 77 | -4 | +1 | -6 | -4 | -4 |
| 7 | 58 | -3 | -1 | -9 | -9 | -4 |
| 8 | 46 | -4 | -6 | -15 | -16 | -3 |
| 9 | 97 | -1 | +1 | -5 | -3 | -1 |
| 10 | 57 | +3 | -7 | -3 | -3 | -3 |
| 11 | 63 | +1 | -11 | -4 | 0 | -5 |
| 12 | 51 | +4 | -5 | -10 | -8 | -3 |

# Our Time Today

- Purpose and Partnership
- Survey Design
- Data Overview and Insights
- Next Steps

# What's happening next?

- School leaders will continue to dive into their data and share out with their communities, as appropriate.
- Leaders and educators will create data-informed plans for improvement.
- ***Panorama looks forward to our ongoing partnership!***

# Thank you!

## *Q&A?*