



**MIDLAND
CHRISTIAN**

2022/2023 End of Year Culture Survey

Introduction

In May of 2023, Midland Christian School administration launched a culture survey to better understand the thoughts and sentiments related to the current culture. 745 people participated in the survey.

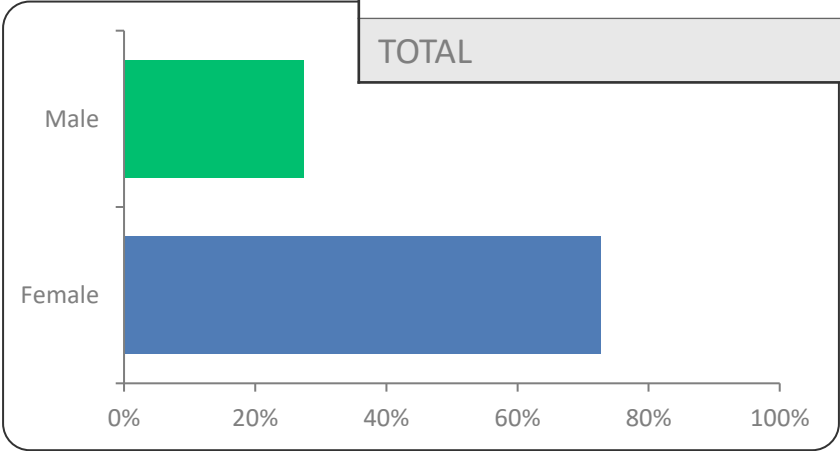
This report includes all data from the survey with the exception of open-ended feedback. The open-ended feedback was sent to the board and school administration for review. A qualitative analysis of the open ended feedback is included at the end of this report.

We express our sincere thanks to everyone who participated and look forward to working with the entire MCS family to integrate what we learned from this survey to make MCS the very best it can be.

Q1: What is your gender?

Answered: 745 Skipped: 0

ANSWER CHOICES	RESPONSES	
Male	27.38%	204
Female	72.62%	541
TOTAL		745



Q2: What is your age?

Answered: 745 Skipped: 0

ANSWER CHOICES	RESPONSES	
18 and under	20.27%	151
18-29	1.74%	13
30-39	30.60%	228
40-49	34.23%	255
50-59	10.74%	80
60-69	1.88%	14
70 and above	0.54%	4
TOTAL		745

Q3: Which racial/ethnic background do you most identify with?

Answered: 745 Skipped: 0

ANSWER CHOICES	RESPONSES	
Asian American/Pacific Islander	0.40%	3
Black/African American	0.67%	5
Caucasian/White	80.81%	602
Hispanic/Latino/Latina	9.13%	68
Native American	0.67%	5
Blended two or more races	2.55%	19
Prefer to not answer	5.77%	43
TOTAL		745

Q4: How long have you been part of Midland Christian School?

Answered: 745 Skipped: 0

ANSWER CHOICES	RESPONSES	
0-3 years	26.04%	194
4-8 years	34.36%	256
9-14 years	25.50%	190
15-19 years	6.98%	52
20+ years	7.11%	53
TOTAL		745

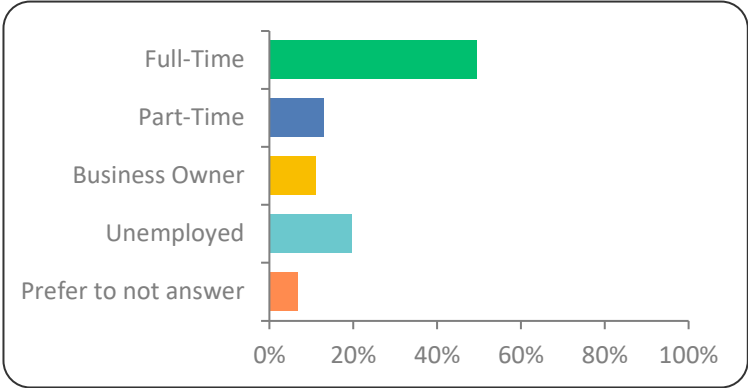
Q5: How would you primarily categorize yourself as a survey participant?

Answered: 745 Skipped: 0

ANSWER CHOICES	RESPONSES	
Elementary Student	1.61%	12
Elementary Parent	21.07%	157
Secondary Student	19.73%	147
Secondary Parent	28.99%	216
Parent of both Secondary and Elementary Students	17.85%	133
Alumni	2.95%	22
Other (please specify)	7.79%	58
TOTAL		745

Q6: What is your employment status?

Answered: 745 Skipped: 0



ANSWER CHOICES	RESPONSES	
Full-Time	49.53%	369
Part-Time	13.02%	97
Business Owner	11.14%	83
Unemployed	19.60%	146
Prefer to not answer	6.71%	50
TOTAL		745

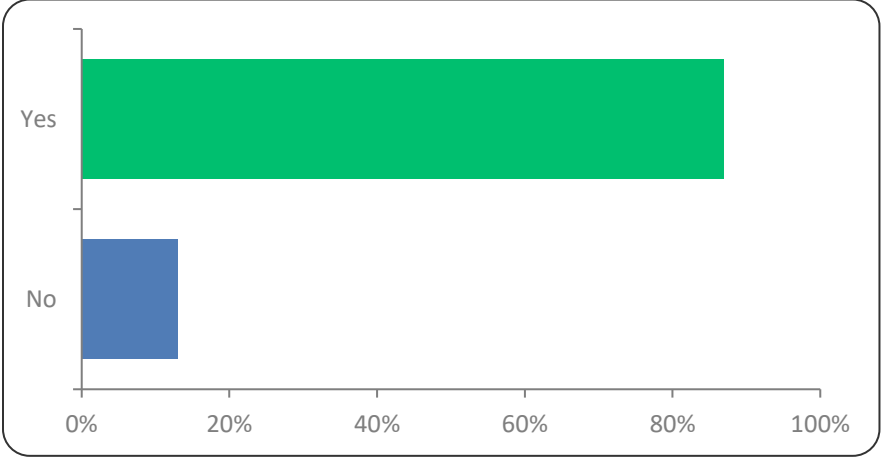
Q7: What is your highest level of formal education?

Answered: 745 Skipped: 0

ANSWER CHOICES	RESPONSES	
Less than HS graduate	17.18%	128
HS Graduate	2.95%	22
Trade or vocational school	1.21%	9
Some college	11.41%	85
BS/BA degree	44.43%	331
Master Degree	15.17%	113
Terminal Degree (PhD, JD, EdD, etc...)	2.82%	21
Prefer to not answer	4.83%	36
TOTAL		745

Q8: Are you actively involved in a local church/community of faith?

Answered: 735 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	86.94%	639
No	13.06%	96
TOTAL		735

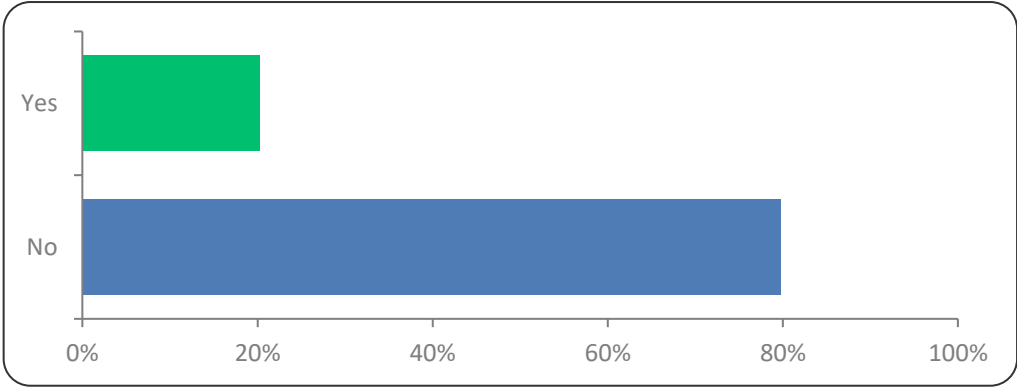
Q9: Which best describes your current church/community of faith affiliation?

Answered: 735 Skipped: 10

ANSWER CHOICES	RESPONSES	
Baptist	31.29%	230
Catholic	5.58%	41
Christian Church/Disciples of Christ	8.84%	65
Church of Christ	19.05%	140
Community Church	10.20%	75
Episcopalian	0.54%	4
Methodist	4.63%	34
Presbyterian	2.99%	22
House Church	0.95%	7
Other (please specify)	15.92%	117
TOTAL		735

Q10: Are you a Midland Christian Employee?

Answered: 735 Skipped: 10



ANSWER CHOICES	RESPONSES	
Yes	20.27%	149
No	79.73%	586
TOTAL		735

Q11: From the choices below, which reflects MCS employees’ top motivator for working at Midland Christian School?

Answered: 148

ANSWER CHOICES	RESPONSES	
I feel called to my role	52.70%	78
The tuition discount	8.11%	12
My co-workers	3.38%	5
Our students	12.16%	18
Our Christian values	23.65%	35
TOTAL		148

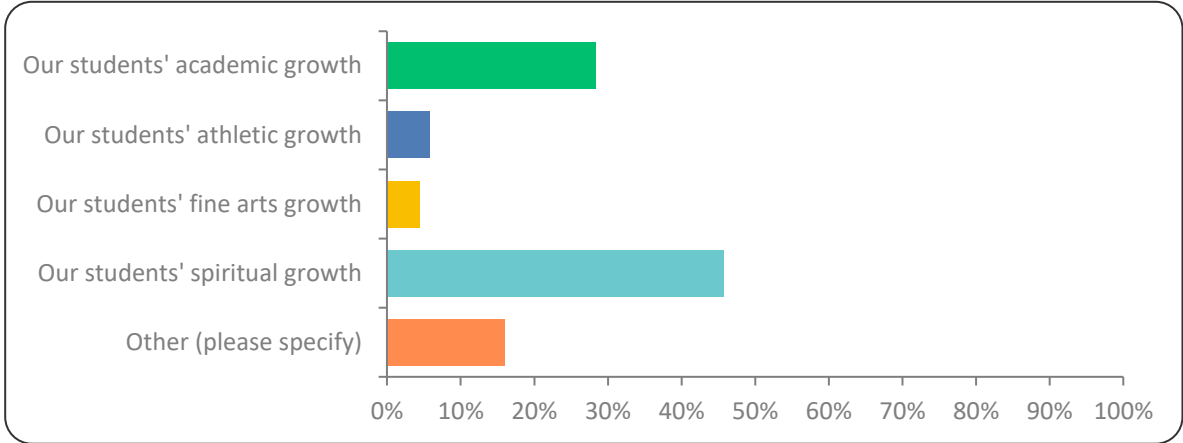
Q12: What are you most proud of when you think about our school?

Answered: 683 Skipped: 62

ANSWER CHOICES	RESPONSES	
Faith Tradition	63.10%	431
Academic Programs	10.40%	71
Athletic Programs	9.66%	66
Fine Arts Programs	4.25%	29
Other (please specify)	12.59%	86
TOTAL		683

Q13: When I think about the future of MCS I am most excited about.

Answered: 683 Skipped: 62

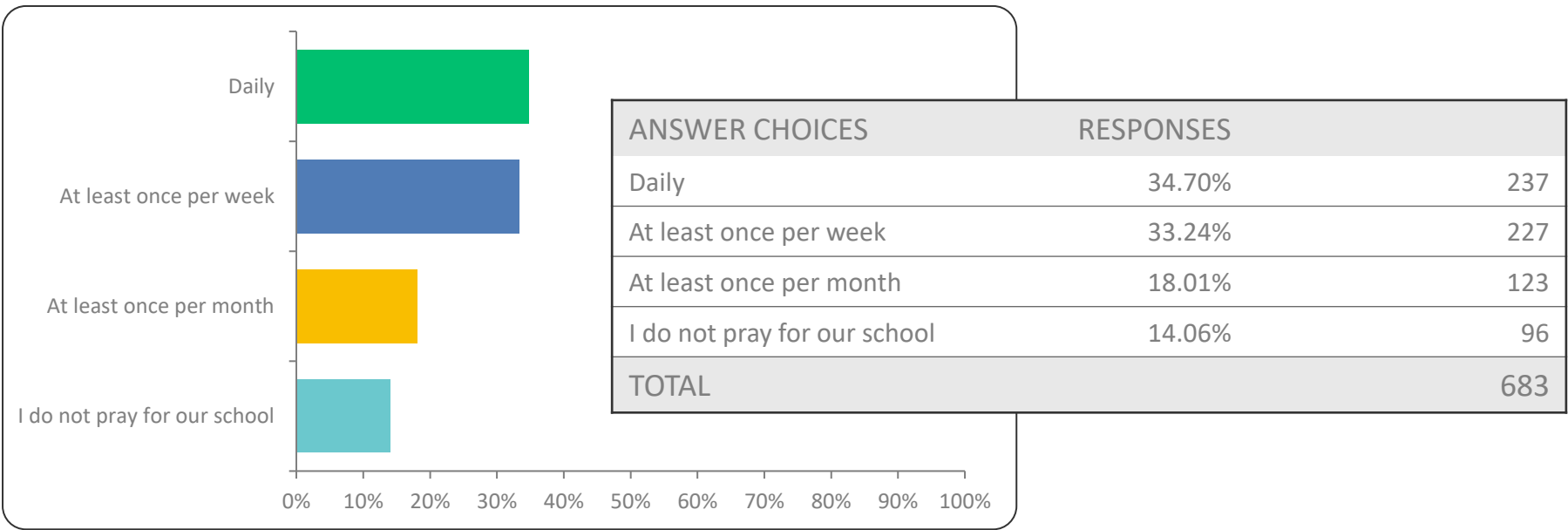


ANSWER CHOICES	RESPONSES	
Our students' academic growth	28.26%	193
Our students' athletic growth	5.71%	39
Our students' fine arts growth	4.39%	30
Our students' spiritual growth	45.68%	312
Other (please specify)	15.96%	109
TOTAL		683

109 people offered open-ended feedback to this question. The feedback ranged from strongly negative, to somewhat negative, (47) to positive to very positive (43). 19 responses were neutral in nature.

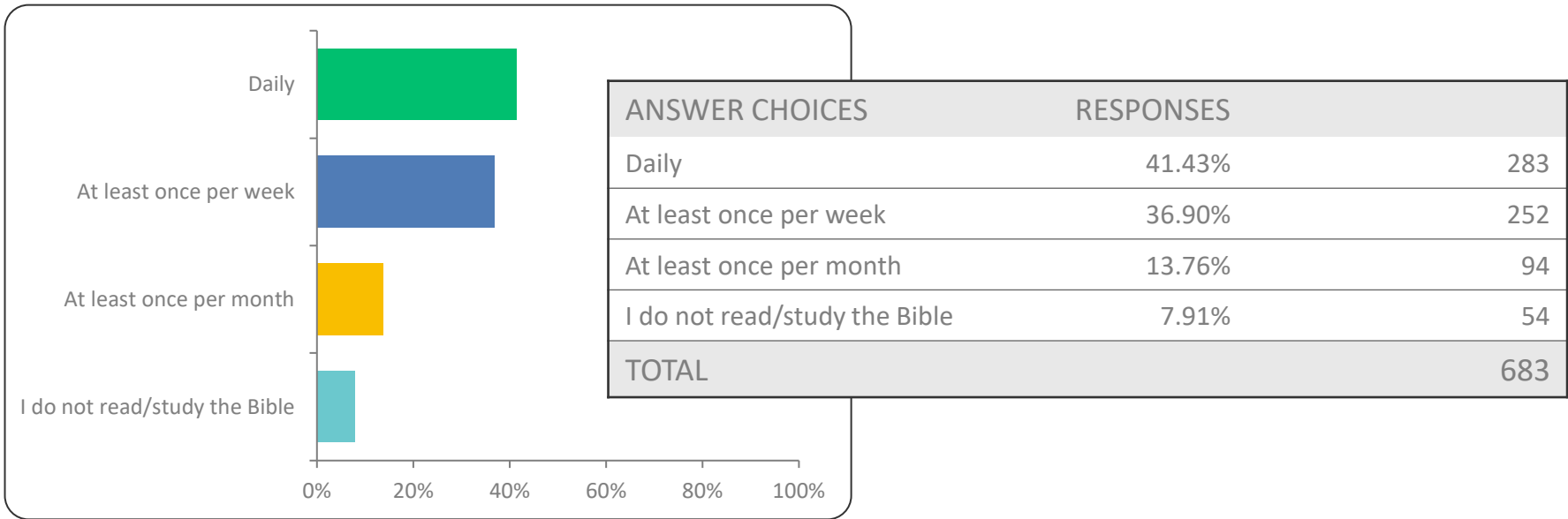
Q14: How often do you pray for our school?

Answered: 683 Skipped: 62



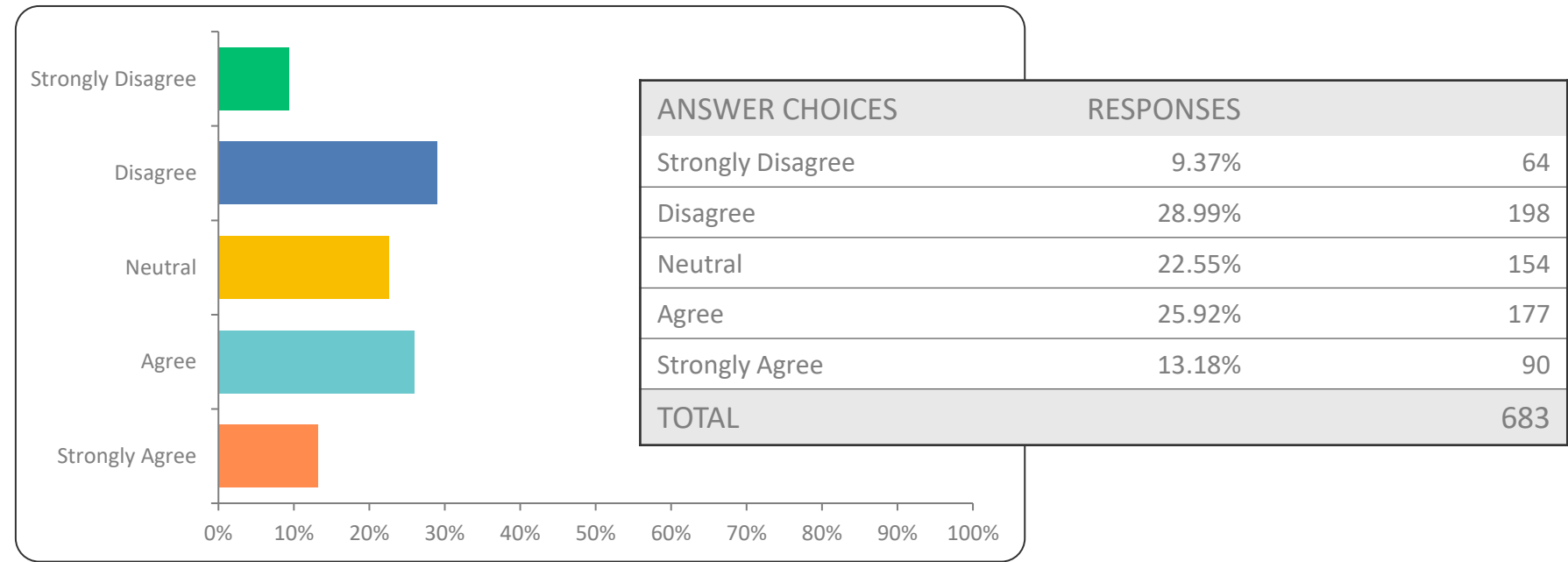
Q15: How often do you read/study the Bible?

Answered: 683 Skipped: 62



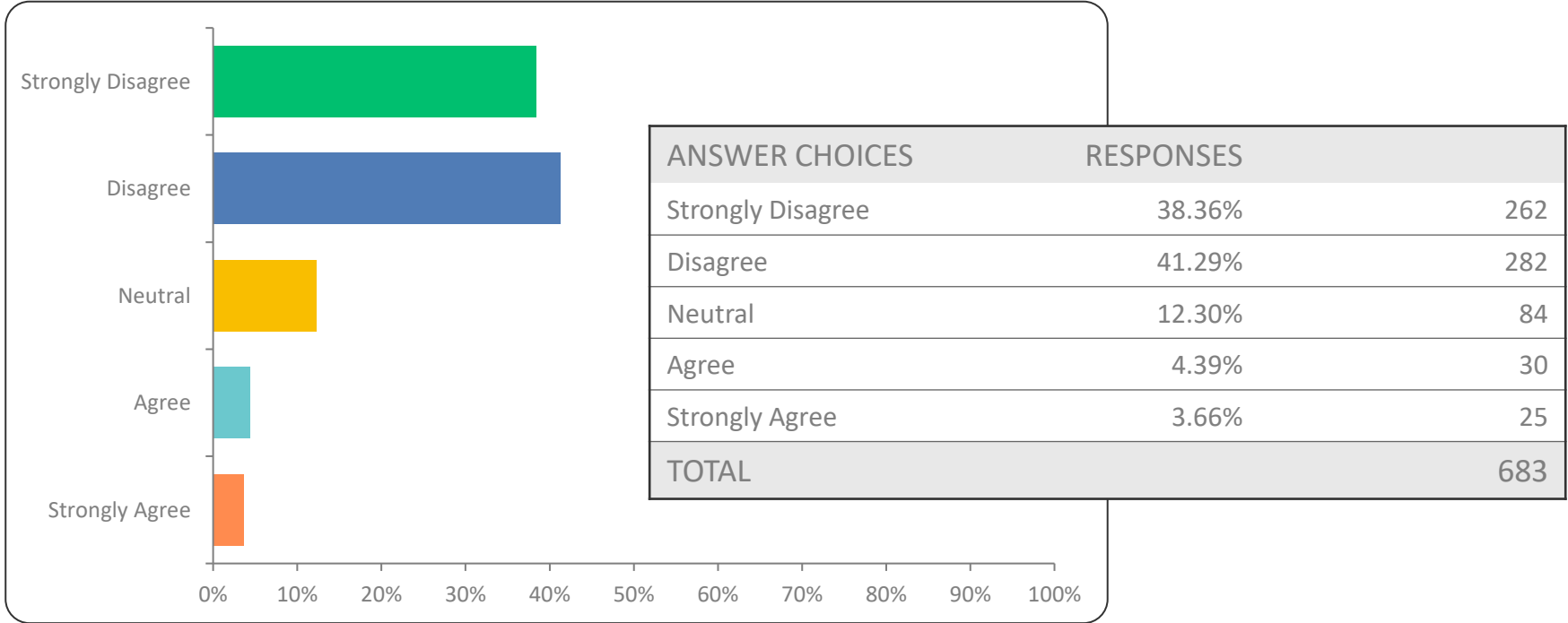
Q16: I feel we place too little emphasis on academic excellence.

Answered: 683 Skipped: 62



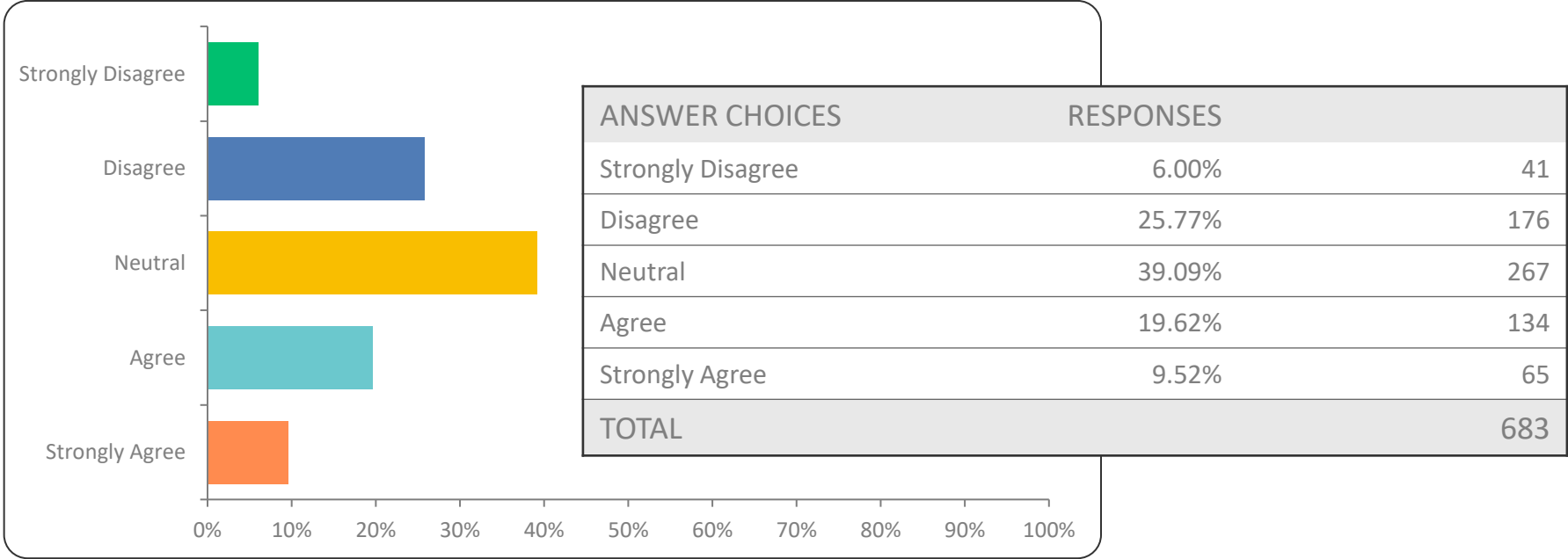
Q17: I feel we place too little emphasis on athletic excellence.

Answered: 683 Skipped: 62



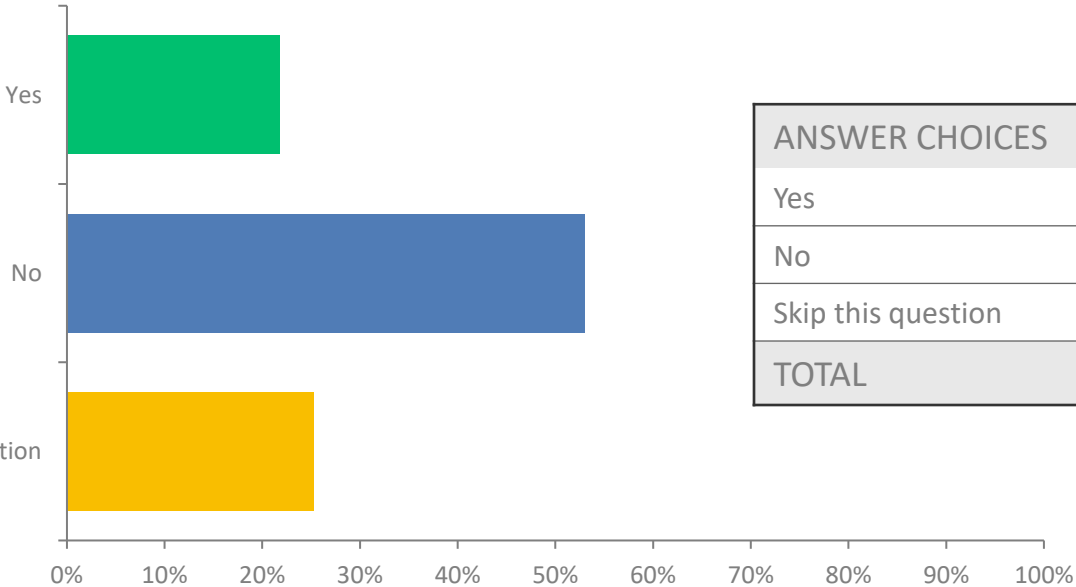
Q18: I feel we place too little emphasis on fine arts excellence.

Answered: 683 Skipped: 62



Q19: If you are a parent of a current MCS student - Does your child receive additional academic instruction outside of Midland Christian’s core instruction? (i.e., Tutoring). If you are not a parent, please choose "skip this question."

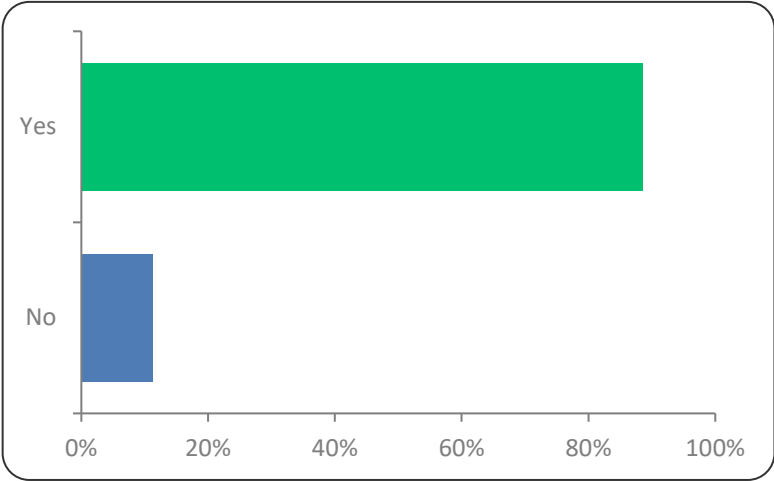
Answered: 681 Skipped: 64



ANSWER CHOICES	RESPONSES	
Yes	21.73%	148
No	53.01%	361
Skip this question	25.26%	172
TOTAL	681	

Q20: You indicated your child receives academic instruction outside MCS. Do you pay for the additional academic instruction/tutoring?

Answered: 150 Skipped: 595



ANSWER CHOICES	RESPONSES	
Yes	88.67%	133
No	11.33%	17
TOTAL		150

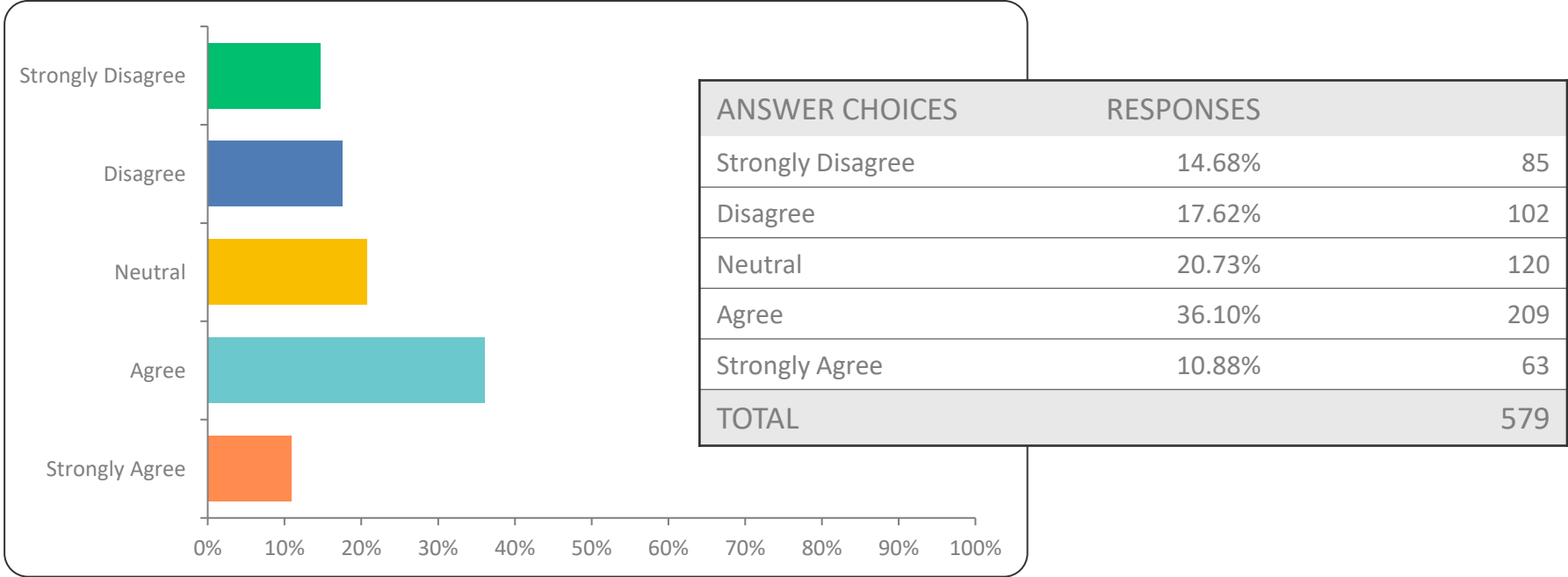
Q21: How much do you spend per month on average for the additional academic instruction?

Answered: 146 Skipped: 599

ANSWER CHOICES	RESPONSES	
Less than \$99	16.44%	24
\$100 - \$199	32.88%	48
\$200 - \$299	25.34%	37
\$300 - \$399	12.33%	18
\$400 - \$499	6.16%	9
Over \$500	6.85%	10
TOTAL		146

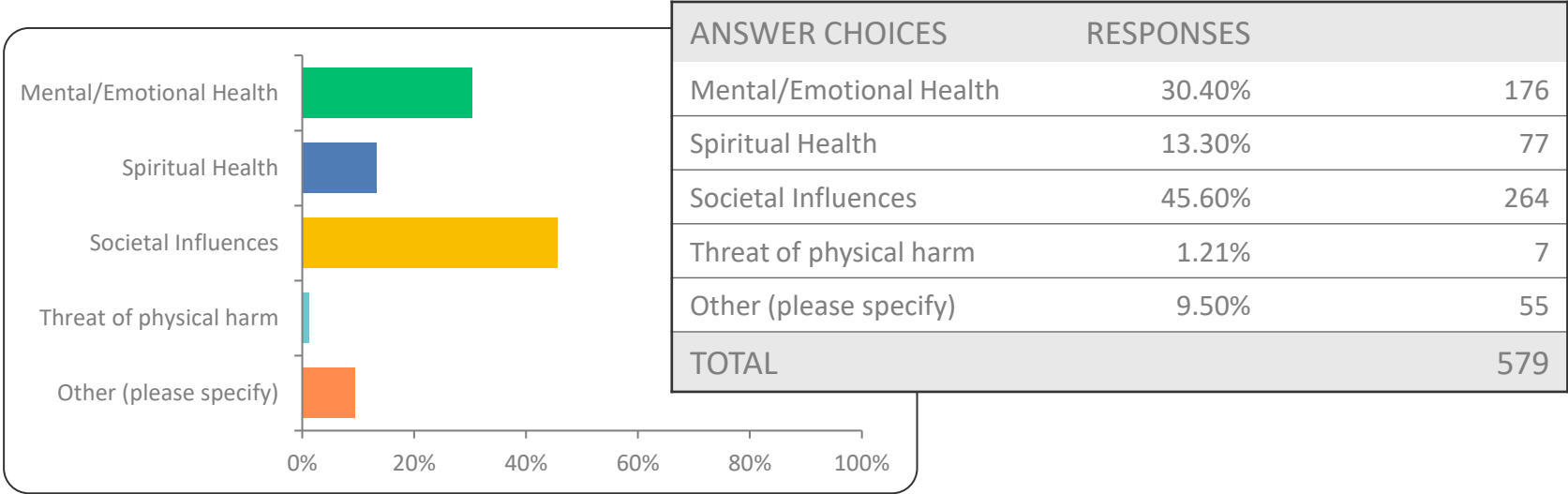
Q22: I am encouraged when I think about the overall direction of MCS.

Answered: 579 Skipped: 166



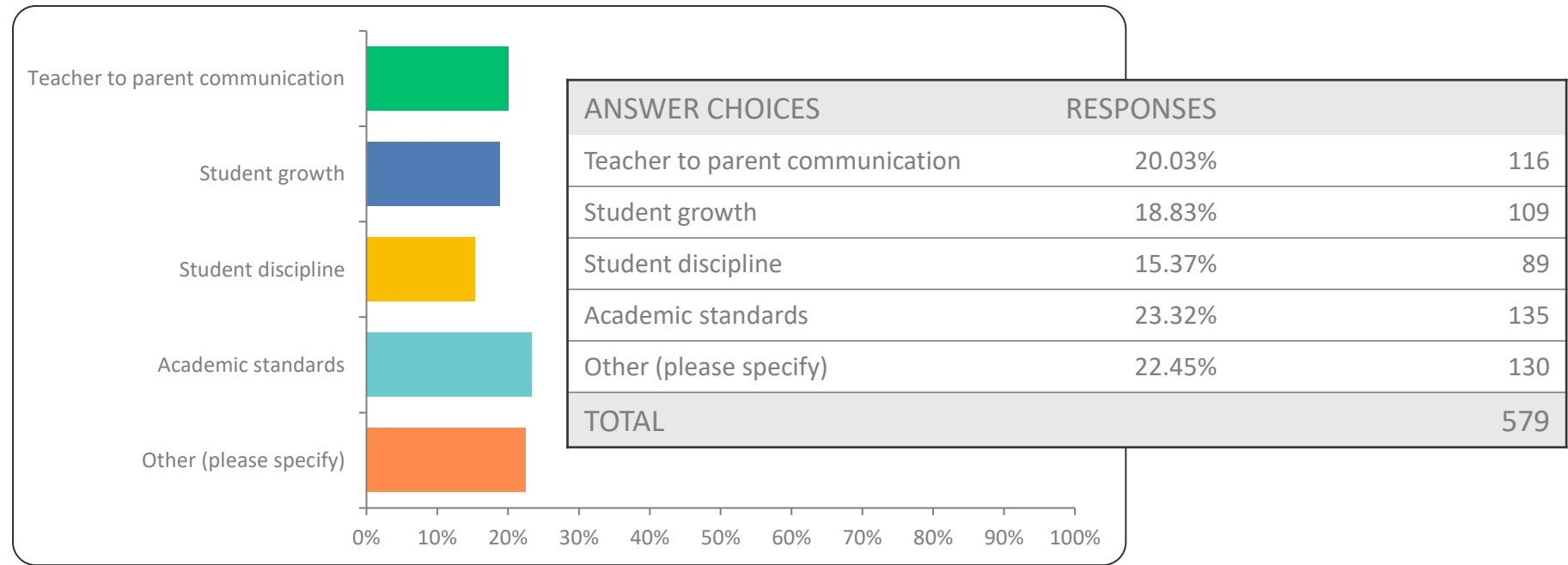
Q23: I feel the greatest challenge facing this generation of students is:

Answered: 579 Skipped: 166



Q24: I feel a primary area of improvement for our faculty is:

Answered: 579 Skipped: 166



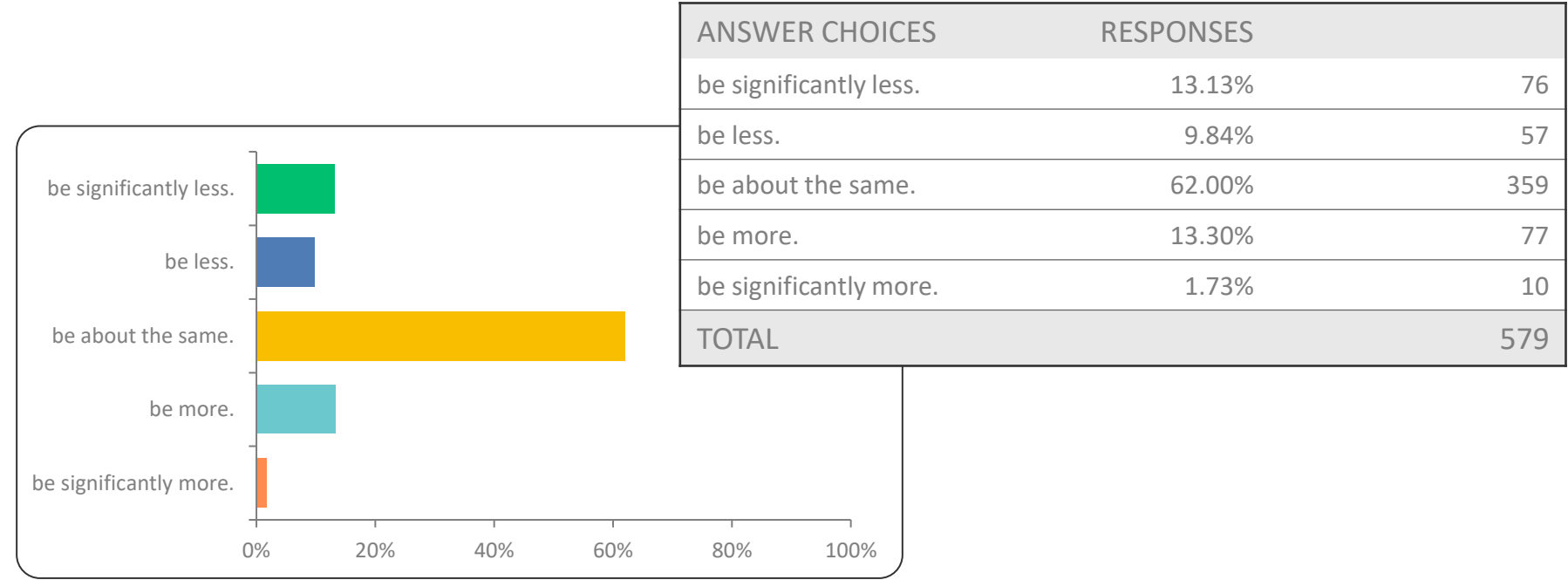
Q25: From the choices below please rank from most important to least important what motivates you to be part of MCS.

Answered: 579 Skipped: 166

	1	2	3	4	5	TOTAL	WEIGHTED AVERAGE
Christian Focus	71.50% 414	17.96% 104	5.53% 32	2.94% 17	2.07% 12	579	4.54
Athletics	4.49% 26	10.54% 61	29.88% 173	34.37% 199	20.73% 120	579	2.44
Academics	10.19% 59	50.43% 292	31.26% 181	6.74% 39	1.38% 8	579	3.61
Fine Arts	0.86% 5	2.25% 13	14.85% 86	40.24% 233	41.80% 242	579	1.80
Alternative to public school	12.95% 75	18.83% 109	18.48% 107	15.72% 91	34.02% 197	579	2.61

Q26: As I prayerfully consider supporting MCS financially over the next five years, my giving will...

Answered: 579 Skipped: 166



Q27: When I think about my personal spiritual growth as a follower of Jesus Christ, being part of Midland Christian school has...

Answered: 578 Skipped: 167

ANSWER CHOICES	RESPONSES	
Had no positive impact.	14.01%	81
Had a slight positive impact.	18.69%	108
Had a positive impact.	38.93%	225
Had a very positive impact.	20.59%	119
Had a life changing, positive impact.	7.44%	43
I do not consider myself a follower of Jesus Christ.	0.35%	2
TOTAL		578

Key Takeaways

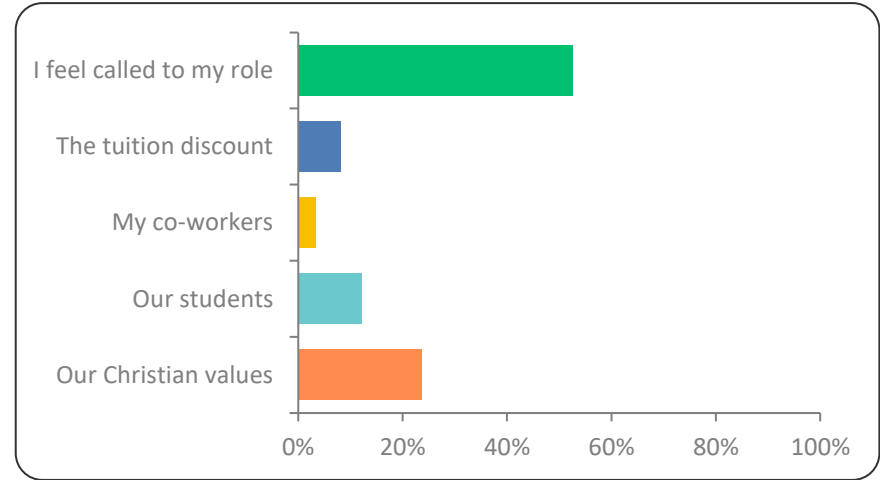
Section Two

Where We are Greatly Encouraged

The majority of MCS employees identified, “Feeling called to my role” and “our Christian values” as their top motivators for working at MCS.

We are grateful for our dedicated staff members who care deeply for our students, our parents, and one another.

May God continue to bless them as they grow their craft and pour into our students!

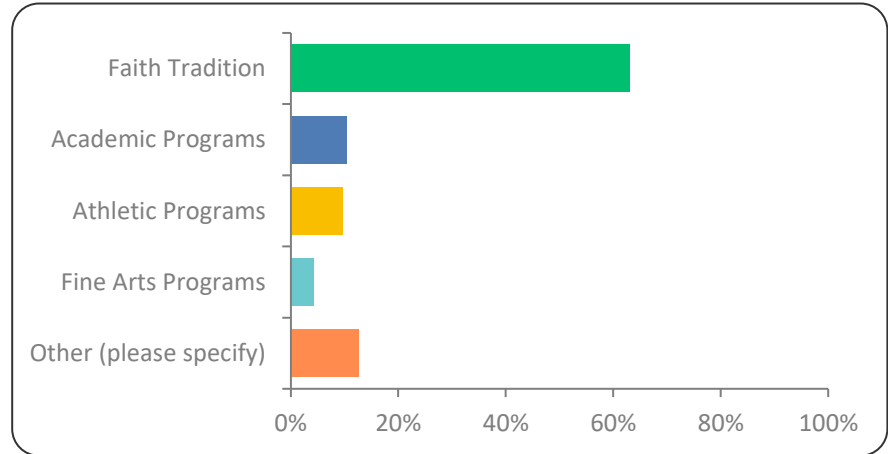


Where We are Greatly Encouraged

63% of respondents indicated they are most proud of our “faith tradition.” As you look at the graph to the right, you will notice nothing else comes close.

MCS is and will remain unapologetically committed to the life and teachings of Jesus Christ. His Word is our standard in all matters of faith and practice.

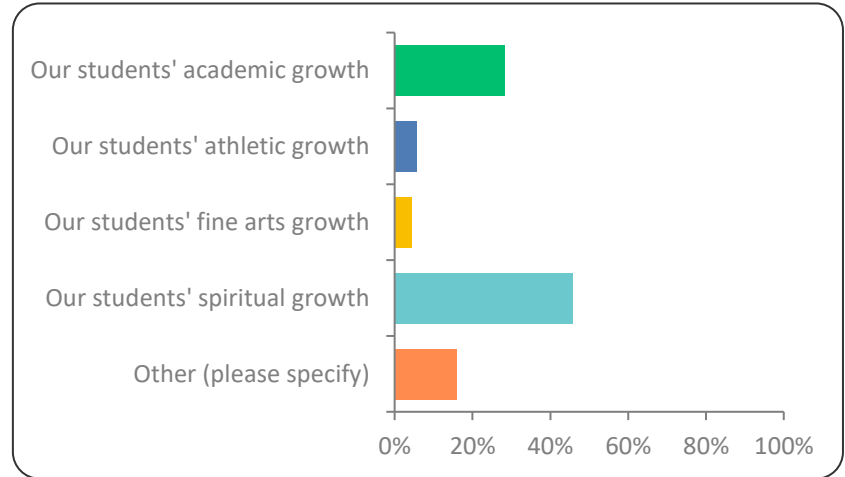
Praise be to Him!



Where We are Greatly Encouraged

When thinking about what excited participants most about the future of MCS, spiritual growth and academic growth emerged as the top two responses (45.68% and 28.26% respectively).

The administration and board of directors share these values and look forward to working with parents, students, and staff to prioritize spiritual and academic growth without compromising our commitment to excellence in all areas of school life.

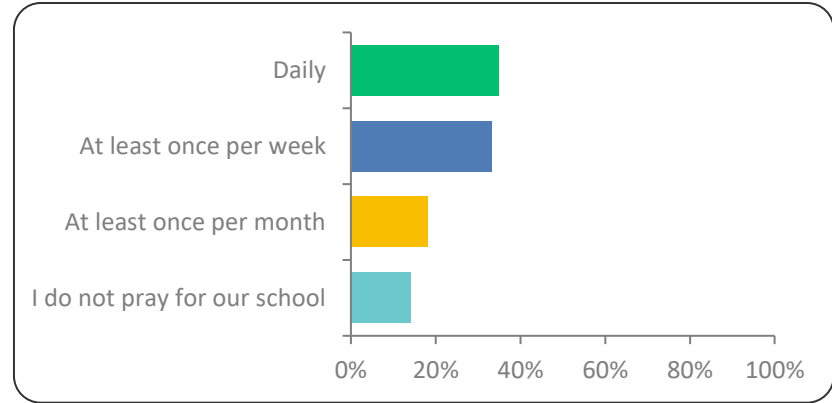


Where We Have Work to Do

14% of respondents indicated they never pray for our school.

34.7% indicated they pray daily for our school.

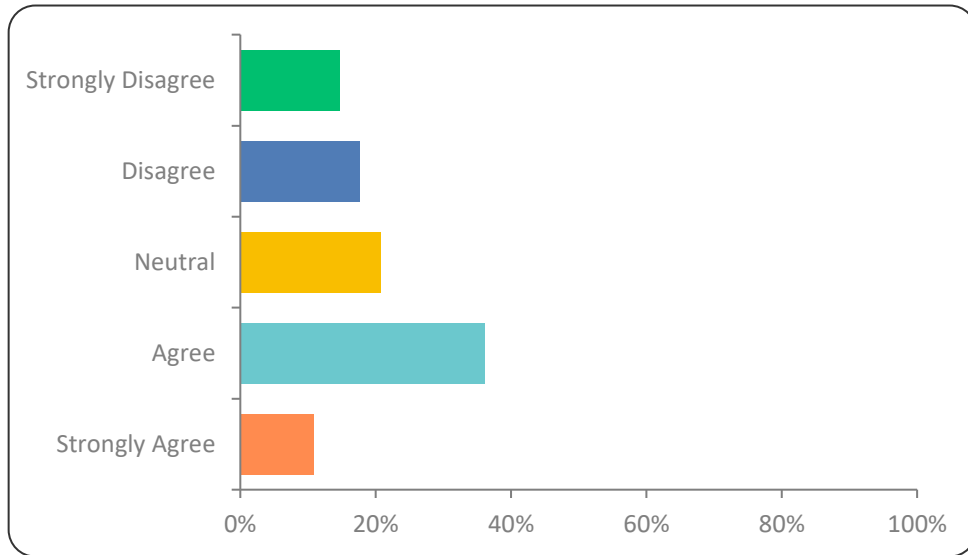
We hope to grow significantly in the spiritual practice of prayer over the next many months and years!



Where We Have Work to Do

While 47% of respondents agree or strongly agree they are encouraged when thinking about the overall direction of MCS, 32% strongly disagree or disagree with our overall direction.

We want to better understand the specifics of what encourages and discourages various members of our MCS family and will do all we can this school year to celebrate our wins and discover opportunities. While no organization exists that can please 100% of its constituents 100% of the time, we are confident that all of us can find more common ground through the hope, healing, mercy, and grace we share as brothers and sisters in Jesus.



Where We Have Work to Do

We have opportunity to improve in communication processes, specifically doing more to make sure we are hearing the hearts of all key stakeholders.

We anticipate consistency in prayer, our new leadership structure, finalizing our strategic plan, launching a parent advisory council, and embracing a renewed vision and mission will all contribute to improving communication from and to parents, students, faculty, staff, and friends of MCS.

We also plan to engage parents who are spending extra on tutoring to better understand cause and effect and provide in-house solutions as resources allow.



Where We Have Work to Do

We also have opportunity for moving toward a shared vision. The greater culture within the United States has dramatically shifted over the past several years. MCS is well positioned to stand strong in our convictions and not drift into the now almost pathological individualism that is tearing our nation apart.

We believe, that in and through Christ Jesus, we can and will be an organization of healing and hope as we live for God, love like Jesus, and learn for life.



Qualitative Analysis of the Open-Ended Feedback

We offered three opportunities for open ended feedback at the end of the survey:

1. Please use the space below for any open-ended feedback you would like to offer the MCS Board of Trustees and/or MCS Administration...
2. I will be highly encouraged if in five years if MCS...
3. I will know MCS is making a positive difference when I see our students...

The following slides provide a synopsis of the feedback

Qualitative Analysis of the Open-Ended Feedback

- There is a strong desire for overall improvement in key areas such as communication, behavior, greater parent involvement, higher academic standards, and above all else – a recommitment to Christ centered principles and practice in all we do.
- Most of the negative comments were related to poor communication, dress code changes, distrust, and lack of transparency. We will strive to remedy these concerns throughout this coming school year and beyond.
- A significant amount of feedback mentioned the difficulty of “The past year and a half.” While there are certainly no quick fixes, our prayer is for hope and healing as we put our trust in Jesus, pray often together, and work through the many emotions associated with trauma and dramatic change.

Qualitative Analysis of the Open-Ended Feedback

- We also received negative feedback related to too many changes too quickly over the past year and a half. At the same time, we received encouraging feedback on recent changes with some respondents asking for more.
- We realize managing change is a delicate balancing act. Our hope is that our strategic planning process along with our soon to be formed parent council will help us effectively discern appropriate change timelines and priorities. As always, we ask for your prayers.
- When our students return, they will notice multiple security upgrades along with administrative office changes that will provide better communication flow while enhancing privacy.
- Again, we are grateful for the feedback, and we are confident that our growth trajectory will positively impact MCS's future outlook.

How the survey informs our future

The survey helped us understand that some people are greatly encouraged about the direction of Midland Christian School and some are not. As we engage in the Strategic Planning Process over the next several months, we will continue to live fully into encouraging outcomes while keeping our eyes and ears open to help the discouraged find renewed hope in Midland Christian School's future.

We are also excited that our new administrative team will have its first full year together starting from day one. The information gathered from the culture survey will help us better serve the entire MCS family. Your prayers will also be critical as we discern the future God is preparing “for those who love Him and are called according to His purpose” (Romans 8:28).



A word about false narratives

It is important to note that part of the negative feedback we received was based on false information that is “in the MCS grapevine.” Types of feedback such as...

- Some students receive special treatment
- Money drives our decisions above all else
- Administration turns a blind eye to bad behavior

...are simply not true. Our administration is committed to the highest standards of integrity and truth. While in our humanity we certainly make mistakes from time to time, we conscientiously and purposefully strive to live by the highest biblical and ethical standards in all aspects of school leadership and school life. If you feel that is not the case, then we ask that you please reach out to us for a face-to-face meeting so that we can clarify information and expectations.

A Note from the MCS President

Dear MCS Family,

Thank you for taking time to complete the culture survey. I am deeply appreciative of the honesty and insight you provided. As you can easily discern from the information within this slide deck, the spectrum of feedback ranged from highly positive to highly negative. That spectrum is to be expected in all organizations, especially those who have experienced trauma like MCS has endured the past few years. Trauma generally elicits strong emotion as we work through the cycles of grief and find hope even in the midst of life's greatest challenges. Our hearts desire is to help our many families and students find hope in Jesus and live into a shared vision as we discern God's will for MCS.

It is important to us that you know we read every single word from all participants. We then synthesized the feedback into categories that helped us understand our greatest opportunities for growth and our greatest opportunities for sustaining those most positive aspects of Midland Christian School. As we move forward, we will rely heavily on your prayers, the work of our board, the expertise of our faculty and staff, the interaction with our soon to be formed parent council, and the ongoing feedback from working through and finalizing our strategic plan. We are especially excited about refining the vision and mission of MCS and look forward to sharing more information on that as this coming school year progresses. May God bless you and yours and may God bless Midland Christian School.

Yours in Christ,
Dr. Anderson