

# Educational Effectiveness Survey™



## Tool Kit

**Ordway Elementary**

Bainbridge Island School District

2021-22 School Year

# How well does your team solve problems and resolve conflict? 2022 School Year

Ordway Elementary | Bainbridge Island School District

	Percent Positive	Percent Neutral	Percent Negative	# of Survey Respondents
When there is a problem in my school, we talk about how to solve it	91%	9%		n=32
There is a willingness to address conflict in this school	91%	9%		n=32
Staff share a high sense of urgency around the need to improve	78%	22%		n=32

## Is your staff ready for change?

Openness to New Ideas	I welcome new ideas and change	94%
	My colleagues welcome new ideas and change	77%
Willingness to Work at Change	I am willing to work at changing my school for the better	100%
	My colleagues are willing to work at changing this school for the ..	91%
Willingness to be Held Accountable	I am willing to be held accountable for student learning	100%
	My colleagues are willing to be held accountable for student learn..	94%

■ Percent Negative ■ Percent Positive

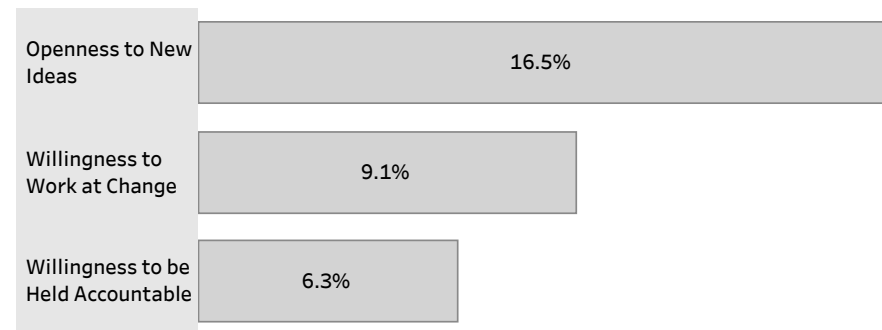
## What is an I vs They Gap and why does it matter?

The more positive the beliefs and perceptions of the staff are about their readiness and willingness to change, the more efficiently change will happen.

Look for large gaps between the I vs They pair of questions. Large gaps are a sign of distrust amongst staff members.

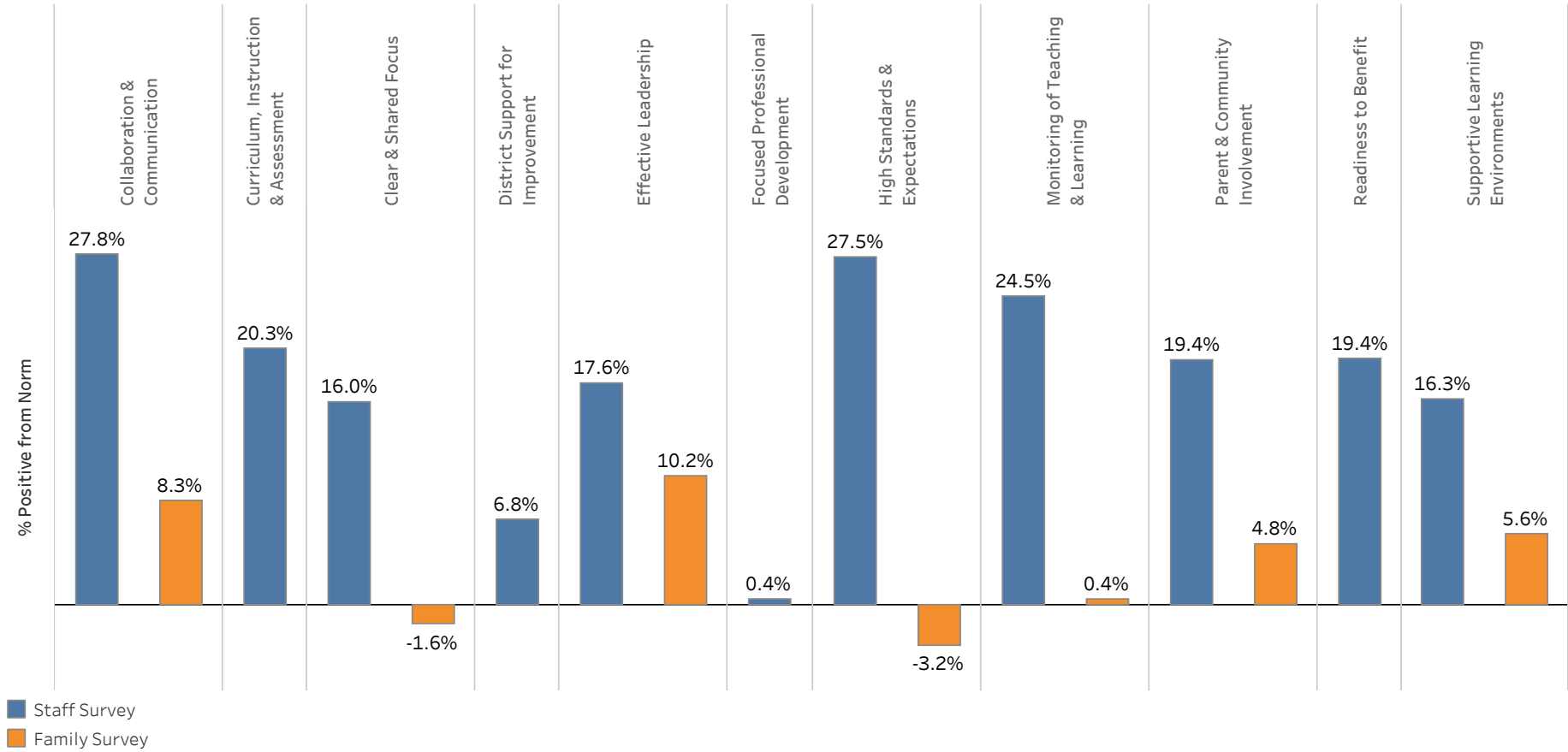
If the I vs They gaps to the right are red, the value is beyond a threshold to cause some concern and should be investigated. This threshold is **20% at the elementary level** and **25% at the secondary level**.

### I vs They Gap



# How do you compare against other EES Schools?

## 2022 EES Survey Perceptions | Ordway Elementary 9 Characteristics of Highly Effective Schools



# What are the **Top** and **Bottom 5** survey items from your 2022 School Year?

Look for common themes.

Are you surprised by the top or bottom items?

Do you see similarities in the Student and Family responses?

The top and bottom 5 survey items may not reflect your reality. This gives you a starting place to dig into your data.

### Characteristics Legend

- C — Collaboration & Communication
- CSF — Clear & Shared Focus
- HSE — High Standards & Expectations
- EL — Effective Leadership
- SLE — Supportive Learning Environment
- PCI — Parent & Community Involvement
- CIA — Curriculum, Instruction & Assessment
- MTL — Monitoring of Teaching & Learning
- FPD — Focused Professional Development
- CLTR — Cultural Responsiveness
- D — District Support for Improvement

### Characteristics Legend (Student-SEL)

- FO — Future Orientation
- BELONG — Belonging and Identity
- SM — Self Management
- GRIT — Perseverance/Grit
- SE — Self-Efficacy and Mindsets
- CT — Critical Thinking
- IS — Collaboration and Interpersonal Skills

## By % Positive Responses Ordway Elementary | Bainbridge Island School District

<b>Staff Survey</b>	C — Staff in our school are consistently truthful	100.0%
	C — Staff in our school do not manipulate others to achieve their goals	100.0%
	CIA — Regular formative assessments are used to monitor student progress toward standards	100.0%
	CIA — The curricula we teach are aligned with state learning standards	100.0%
	RTB — I am willing to be held accountable for student learning	100.0%
	RTB — I am willing to work at changing my school for the better	100.0%
	SLE — Staff at this school value and respect all students	100.0%
	SLE — Staff enforce the bullying/harassment policy of this school	100.0%
	SLE — Students believe the adults in this school genuinely care about them	100.0%
	SLE — Students believe this school is a safe place	100.0%
	SLE — The development of students' social emotional learning enhances the learning environment in our classro..	100.0%
	MTL — Struggling students receive early intervention and remediation to acquire skills	50.0%
	FPD — I receive training on instruction to support social emotional learning	42.3%
	FPD — Peer observation/coaching and feedback is a tool we use to improve instruction	37.5%
	FPD — Our teachers engage in classroom-based professional development activities (e.g. peer coaching) that fo..	36.4%
	D — This district facilitates the alignment of curriculum across grades and schools	29.2%
<b>Student Survey</b>		
<b>Family Survey</b>	C — Communication/materials I receive from the school are in a language I can understand	100.0%
	SLE — School employees are respectful and courteous of one another	93.8%
	SLE — This school has a welcoming environment that embraces the diversity of race, ethnicity, religion, gender, ..	93.1%
	SLE — My student feels safe at school	92.3%
	PCI — I feel welcome at this school	92.1%
	MTL — Teachers accommodate my student's individual needs by adjusting instruction	62.5%
	MTL — My student is encouraged to track progress toward their goals	58.8%
	PCI — Parents/families participate in important decisions about their student's education	57.1%
	CSF — I am informed about progress toward the improvement goals of this school	52.6%
	PCI — Parents/families have input into plans for improving this school	39.4%

# Do respondents across all three surveys share common beliefs and perceptions?



The Center for Educational Effectiveness

Ordway Elementary | Bainbridge Island School District

## Why use similar survey items across Staff, Family and Student surveys?

By asking the same or very similar survey items of each stakeholder group, you can triangulate the data around potential school issues, illuminate themes or a specific challenge, and ultimately define a solution.

For example, if students feel safe at school but families feel differently, why? Questions that have a large difference between groups warrant additional conversations.

			'21-22
Academic Equity	HSE — Academic placement is not influenced by race, gender or socioeconomic levels	Sta	92%
	HSE — Student placement in advanced classes is not influenced by race, gender or socioeconomic levels	Fam	89%
Behavior Standards	SLE — Staff members enforce consistent behavior expectations and consequences in their classrooms	Sta	86%
	CSF — This school has equitable behavior rules for all students	Fam	78%
Bullying	SLE — Staff enforce the bullying/harassment policy of this school	Sta	100%
	SLE — Bullying/harassment is not tolerated in this school	Fam	63%
Celebrating Success	SLE — We have a system for celebrating student success	Sta	75%
	SLE — This school celebrates student success	Fam	78%
Confronting Bias	FPD — We talk about race and bigotry as a staff	Sta	84%
	EL — Our school engages in difficult conversations about race, gender, oppression and discrimination	Fam	67%
High Expectations	HSE — Our staff believes that all students can meet state standards	Sta	96%
	HSE — Teachers have high expectations for student learning at this school	Fam	78%
Intervention for Struggling Stu..	MTL — Struggling students receive early intervention and remediation to acquire skills	Sta	50%
	MTL — Struggling students receive early intervention and additional help at this school	Fam	67%
Safety	SLE — Students believe this school is a safe place	Sta	100%
	SLE — My student feels safe at school	Fam	92%
Supported Learning	SLE — Students believe the adults in this school genuinely care about them	Sta	100%
	SLE — This school provides a caring/supportive environment for my student	Fam	86%

## Change in % Positive Responses

## What to look for...

Look not for the same increase, but rather movement in the same direction across all surveys.

When you see movement in the same direction, stagnation or incongruent movement, ask yourself why?

## What is your current land of opportunity - Staff 2022 School Year?



The Center for Educational Effectiveness

These are the survey items from your current administration with the highest percentage of neutral responses (Sometimes True). These are the items where you have the greatest opportunity to influence your Staff and shift their perceptions from neutral to positive.

Are there common themes amongst the individual survey items? Do all of the items fall within a single Characteristic?

Ordway Elementary   Bainbridge Island School District	
D — This district facilitates the alignment of curriculum across grades and schools	58%
MTL — Struggling students receive early intervention and remediation to acquire skills	46%
D — District leadership communicates effectively with my school	40%
FPD — Our teachers engage in classroom-based professional development activities (e.g. peer coaching) that focus on improving instruction	36%
D — District administrators communicate a clear vision of good instruction and essential curriculum	33%

Negative values are a good thing, indicating staff moved out of "Sometimes True" responses.

### From our previous survey, how did our responses shift from the neutral or "Sometimes True" responses?

To the left are the survey items with the largest decrease and increase in neutral responses from the previous survey administration. The percent of staff who moved from neutral to positive are **blue**, and the percent who moved from neutral to negative are **orange**.

What influences these changes in perceptions? What can we do to shift more staff to "Almost Always True" and "Often True" responses?

# What Staff survey items from your 2022 School Year have 33% or more Neutral responses?



The Center for Educational Effectiveness

## Sometimes True Ordway Elementary | Bainbridge Island School District

This chart identifies the questions where 1 in 3 or at least 33% of the responses were neutral (Sometimes True).

Everyone has a belief or an opinion, but some have a hard time committing one way or another. Perhaps they are not sure how they feel (need more information) or they are afraid to express their opinion on certain survey items (lack of trust or fear of repercussions).

It is much easier to learn about the strengths and needs of staff when they have and share definite opinions. This significant percentage of staff represents an identifiable opportunity to focus efforts and resources toward the specific areas where staff require more information, help or clarity.

Whatever the reason, having conversations, sharing information, evaluating decision-making and making changes must continue.

If no data displays, all items have less than 33% neutral responses.

D — This district facilitates the alignment of curriculum across grades and schools	58%
MTL — Struggling students receive early intervention and remediation to acquire skills	46%
D — District leadership communicates effectively with my school	40%
FPD — Our teachers engage in classroom-based professional development activities (e.g. peer coaching) that focus on improving inst..	36%
D — District administrators communicate a clear vision of good instruction and essential curriculum	33%

# What Family survey items from your 2022 School Year have 33% or more Neutral responses?

**Sometimes True** Ordway Elementary | Bainbridge Island School District

## What does it mean when we see survey items with a high percentage of neutral responses?

This chart identifies the questions where 1 in 3 or at least 33% of the responses were neutral (Sometimes True).

Everyone has a belief or an opinion, but some have a hard time committing one way or another. Perhaps they are not sure how they feel (need more information) or they are afraid to express their opinion on certain survey items (lack of trust or fear of repercussions).

It is much easier to learn about the strengths and needs of families when they have and share definite opinions. This significant percentage of families represents an identifiable opportunity to focus efforts and resources toward the specific areas where families require more information, help or clarity.

Whatever the reason, having conversations, sharing information, evaluating decision-making and making changes must continue.

If no data displays, all items have less than 33% neutral responses.