

Educational Effectiveness Survey™



Professional Learning Community Module

9 Characteristics of High Performing Schools

Staff Edition V11

Franklin Elementary

Pullman Public Schools

2021

N=29

2023

N=23





The Center for Educational Effectiveness (CEE) is a service, consulting, and research organization dedicated to the mission of partnering with K-12 schools to improve student learning.

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Better Data. Better Decisions. Better Schools.

Introduction

EES Staff Survey Research Framework

The Center for Educational Effectiveness brings together leading research to create the Educational Effectiveness Survey™ (EES)—a formative and diagnostic tool designed to stimulate and inform conversations for improvement within your organization. The research framework includes:

- Effective organizations
- Organizational trust
- Culturally responsive teaching
- District support for improvement
- Attributes of effective instructional practice

This report contains results from the survey you recently administered.

Survey Question Structure

Staff are asked to identify their position when they begin the survey. Instructional staff are shown all questions in the survey while non-instructional staff are shown a subset that omits instructional practice questions. This allows for deeper analysis of the survey data.

Readiness for Change

This is the starting point for interpreting your EES Staff data. CEE’s research into staff survey responses has shown these items or attributes to be foundational to organizational change. This section, with your unique charted data, is the first section in the report.

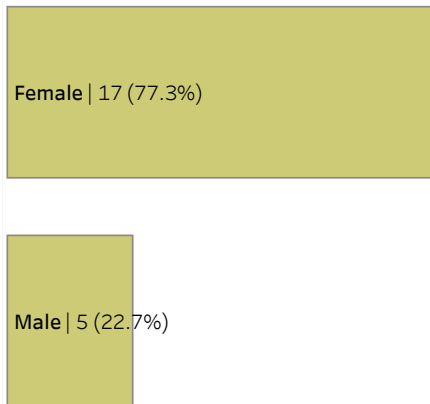
9 Characteristics of High-Performing Schools

While there is no single solution for all schools, research on effective schools identified common characteristics of high-performing schools. Successful schools engaged in improvement activities focus on these characteristics to create and improve the system(s) that ultimately increase student learning and achievement.

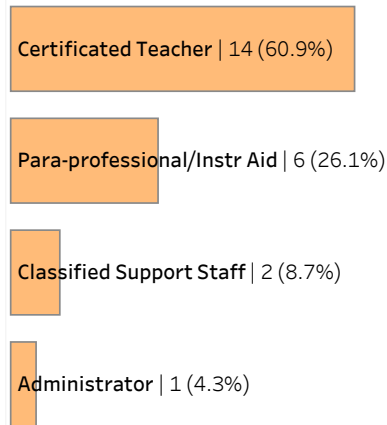


Demographics

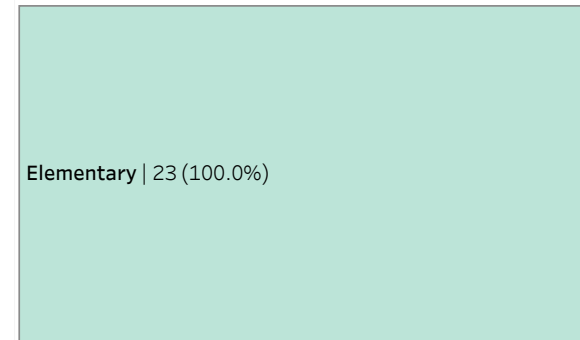
Gender



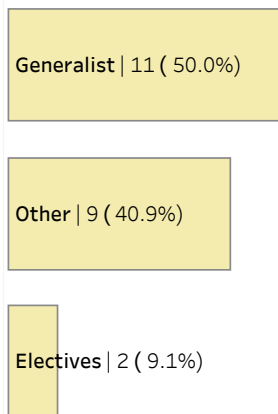
Position



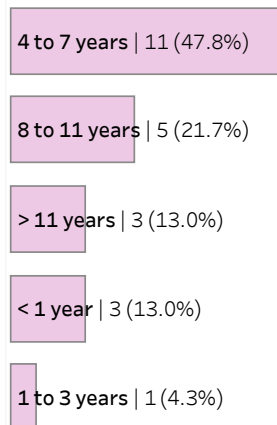
Level



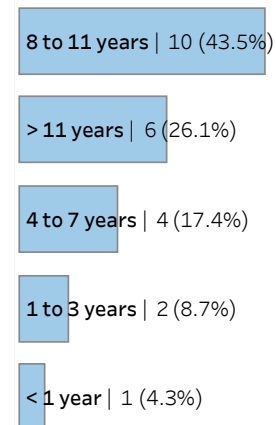
Department



School-Yrs of Service



Education-Yrs of Service

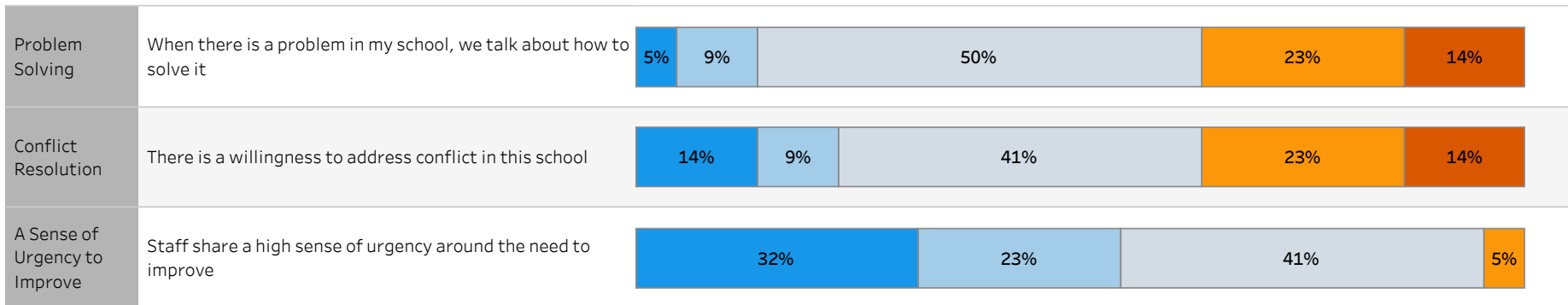


Readiness for Change

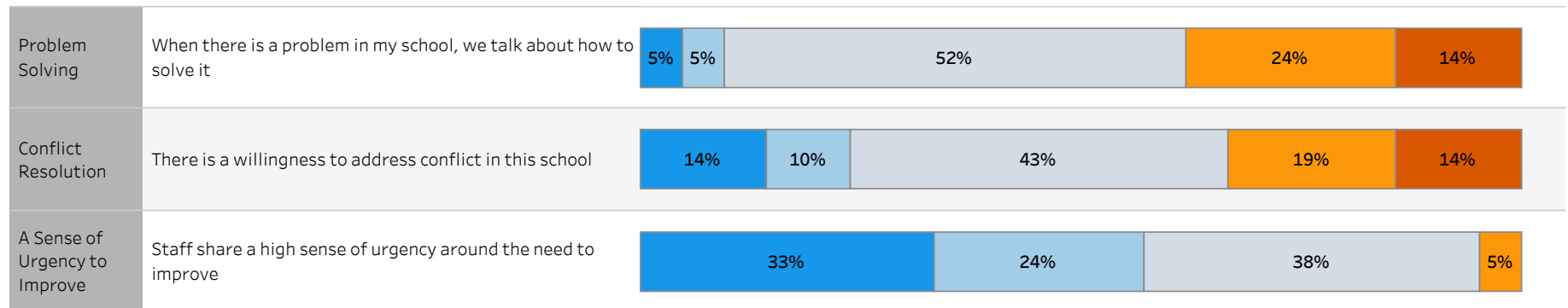
The charts below are data about your school staff, who must define, embrace, implement, and sustain change. If your staff believes there is a weakness in the problem-solving ability or in the ability to resolve conflict within this building, or does not see the urgency to improve, you must address those issues to successfully navigate and sustain change. The data contained within the EES will allow conversations about those and other issues to begin by using “the staff voice.”

You will find these data and the rest of the “readiness for change” data in the following report section.

All Staff



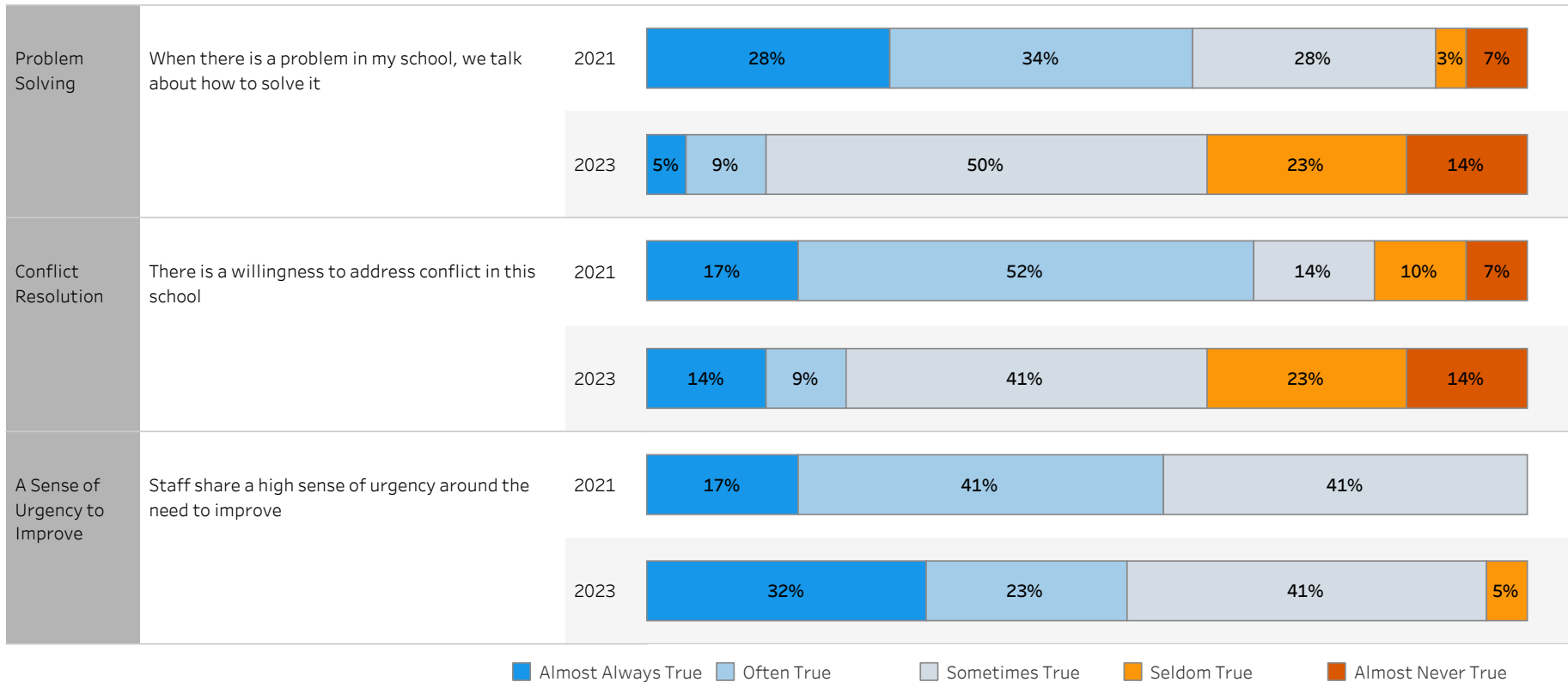
Instructional Staff



■ Almost Always True
 ■ Often True
 ■ Sometimes True
 ■ Seldom True
 ■ Almost Never True

Readiness for Change—LONGITUDINAL

All Staff

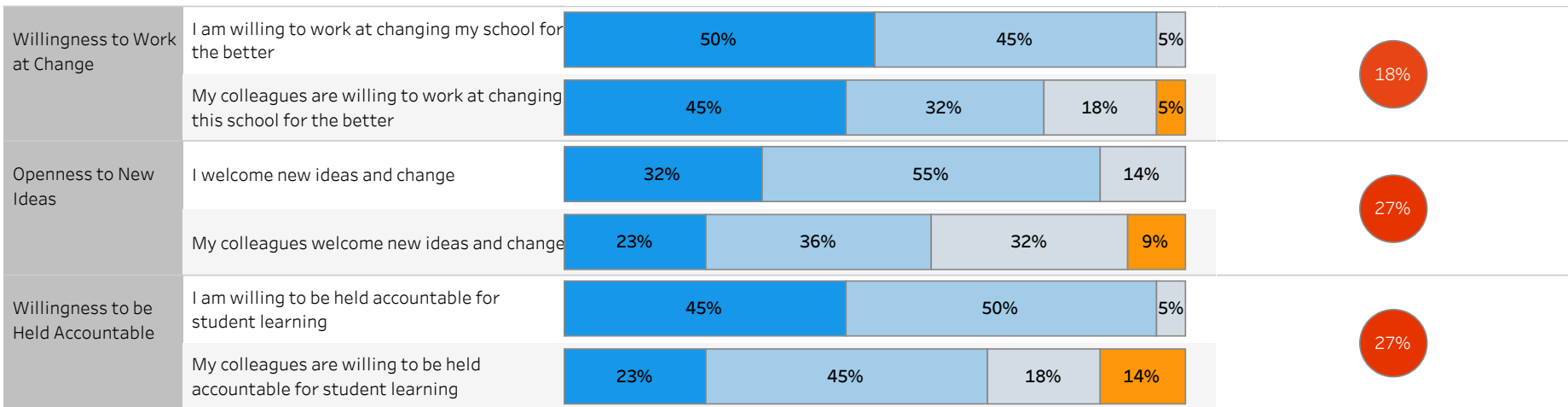


Readiness for Change—I vs. They Perspectives

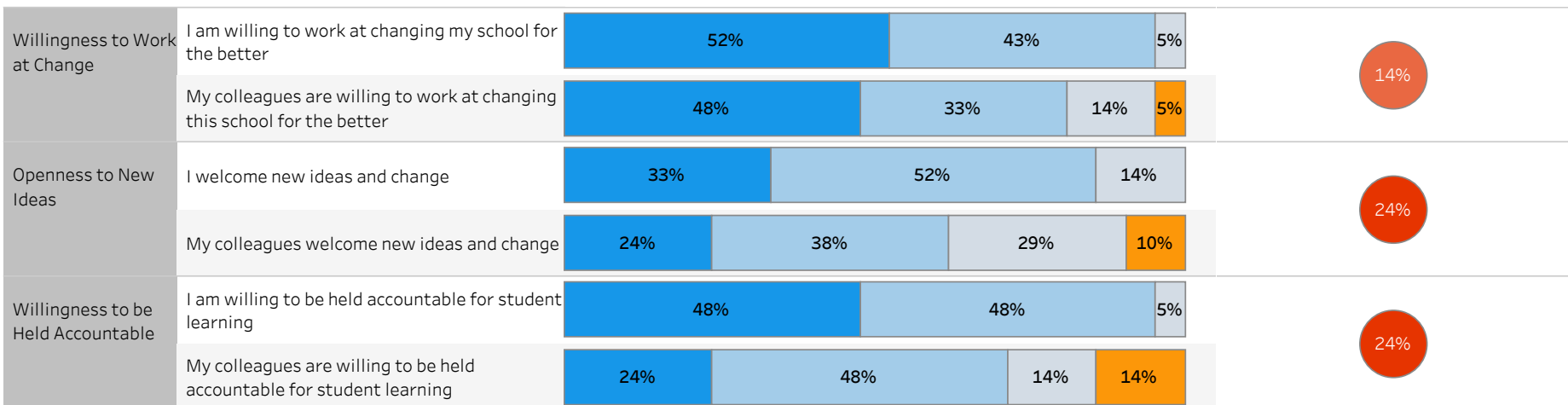
Gaps over 20% in elementary and over 25% in secondary should be investigated. Why do staff see different attitudes in their colleagues?

How large is the Gap between I vs. They?

All Staff



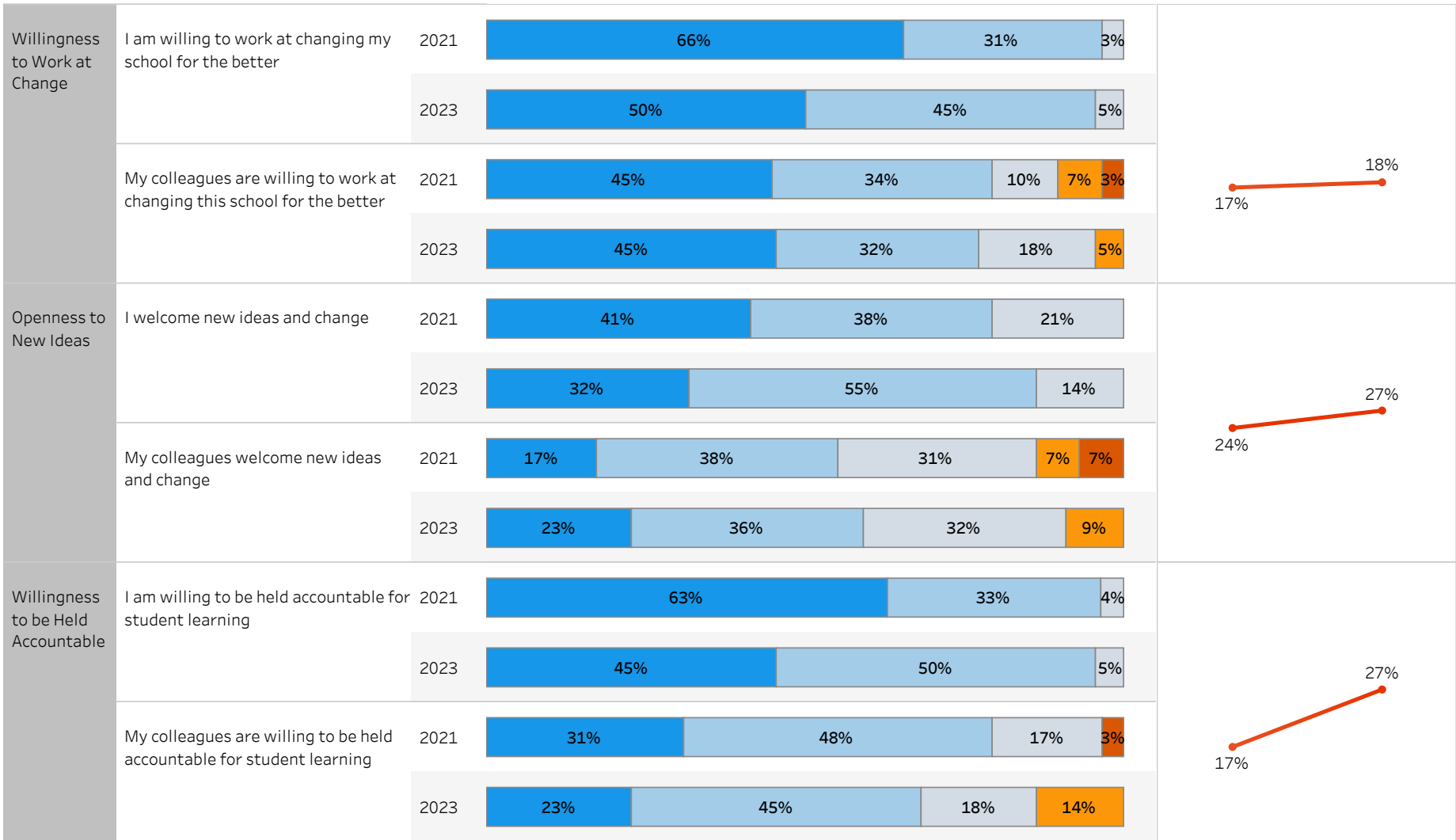
Instructional Staff



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Readiness for Change—I vs. They Perspectives— LONGITUDINAL

How large is the Gap between I vs. They?

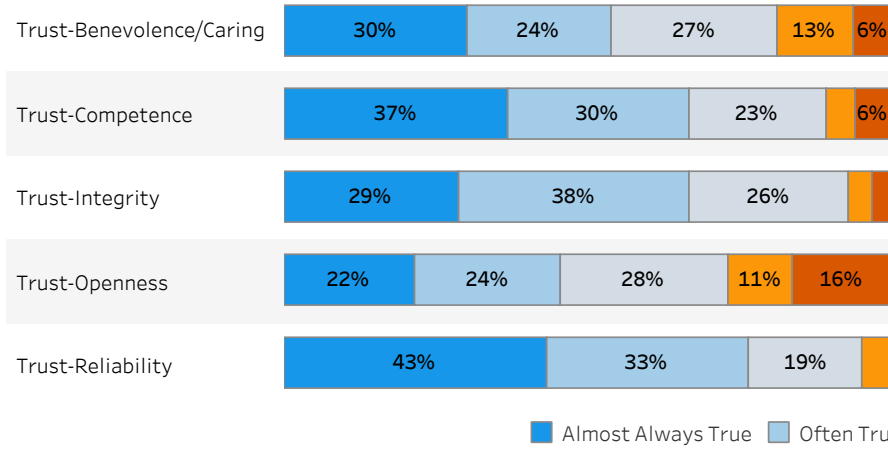


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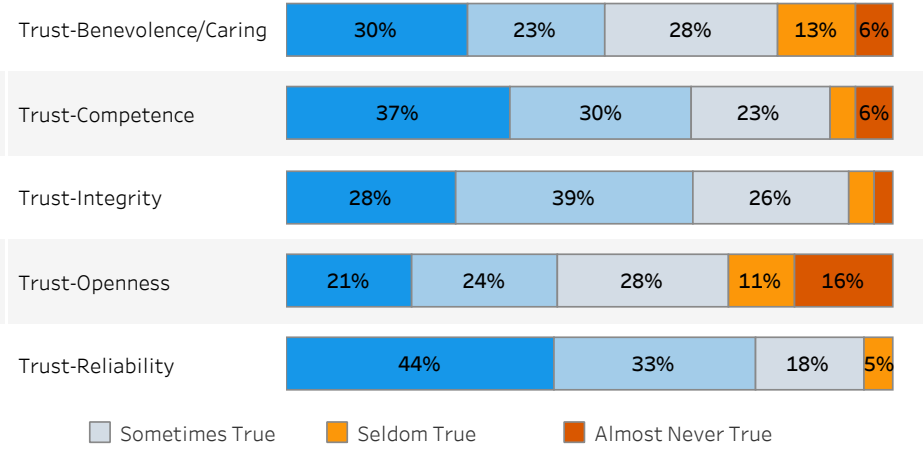
2021 2023

Organizational Trust

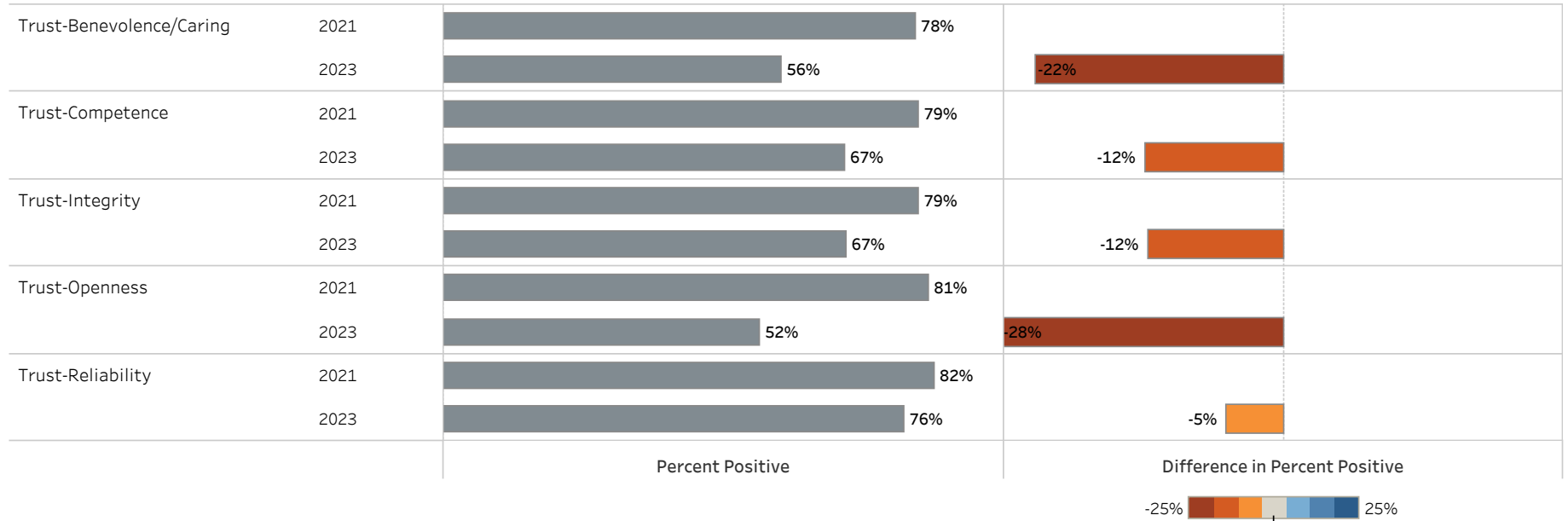
All Staff



Instructional Staff

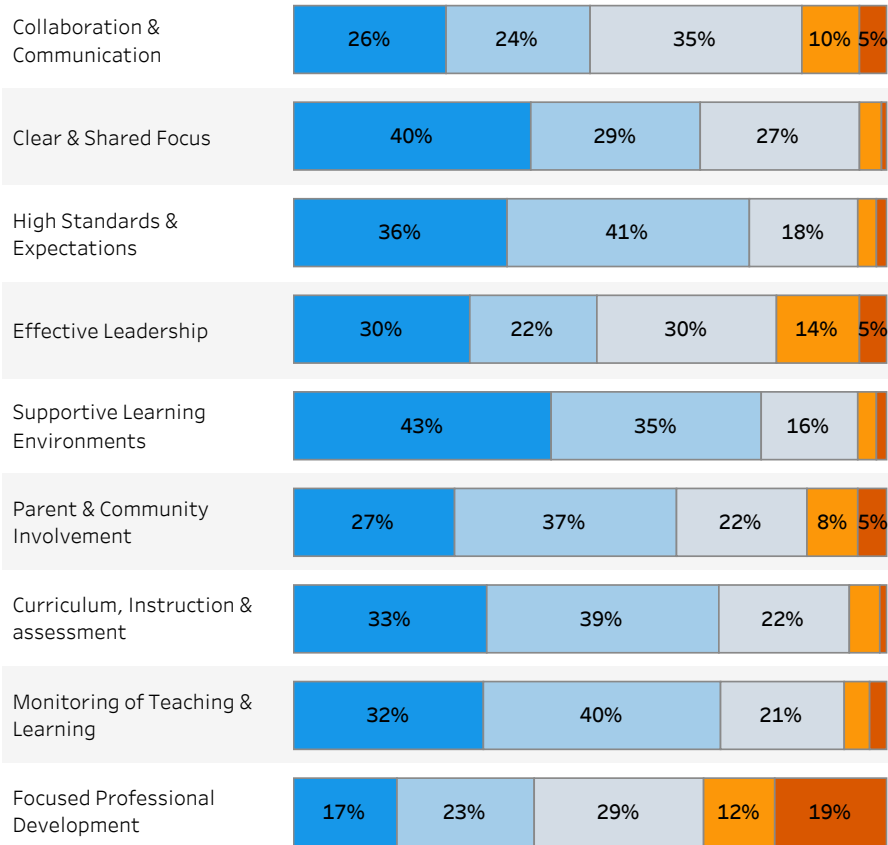


Organizational Trust—LONGITUDINAL

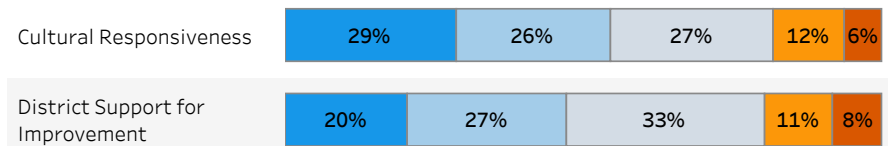


9 Characteristics of High-Performing Schools

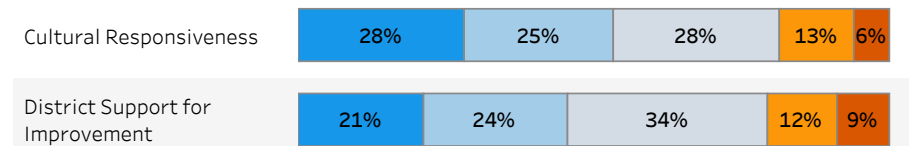
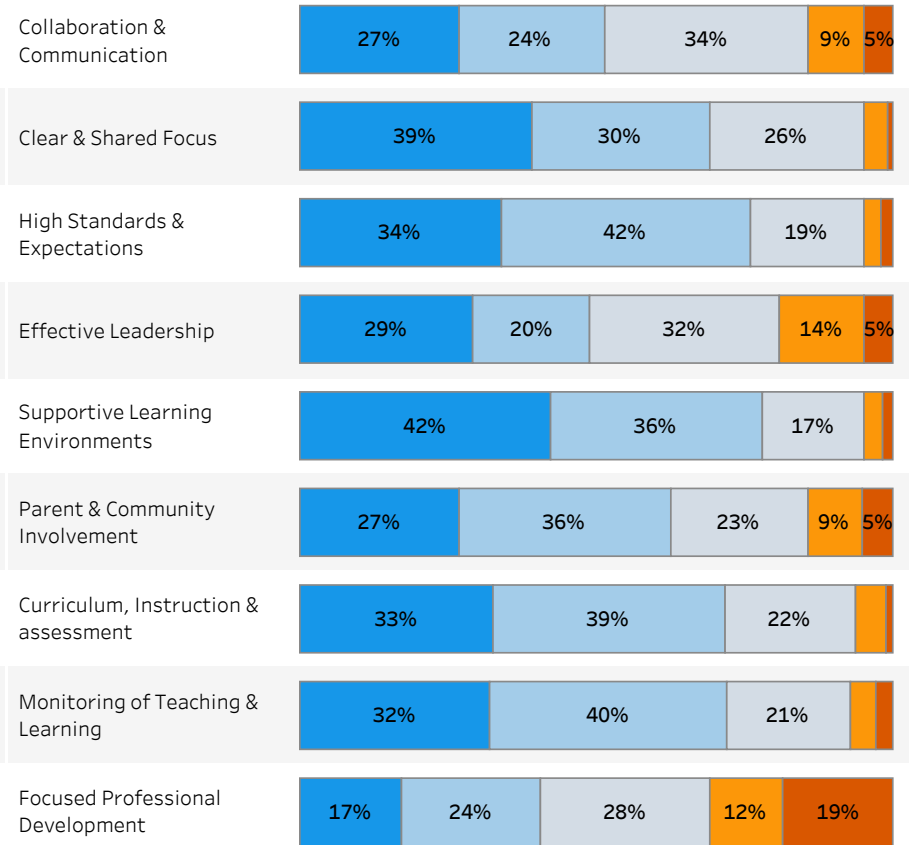
All Staff



Additional Characteristics



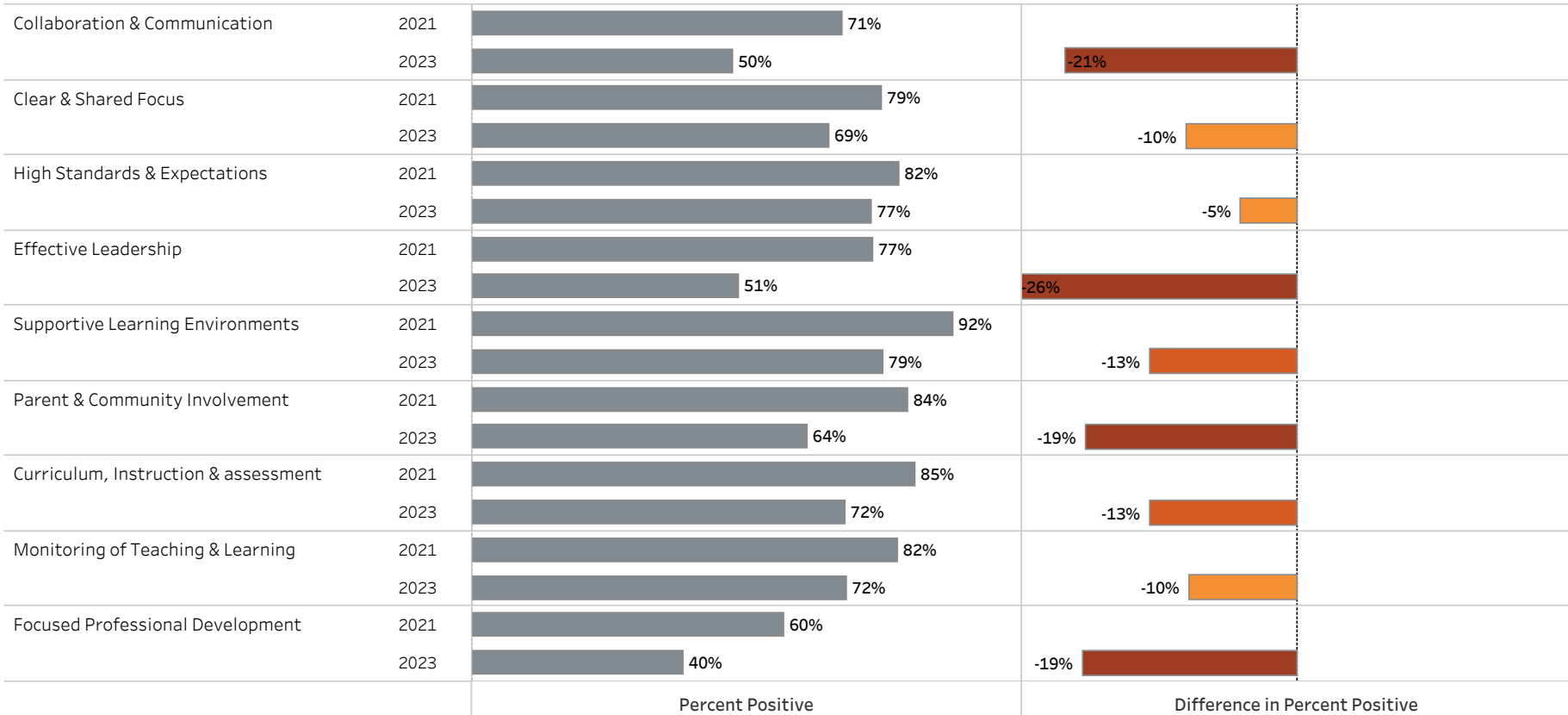
Instructional Staff



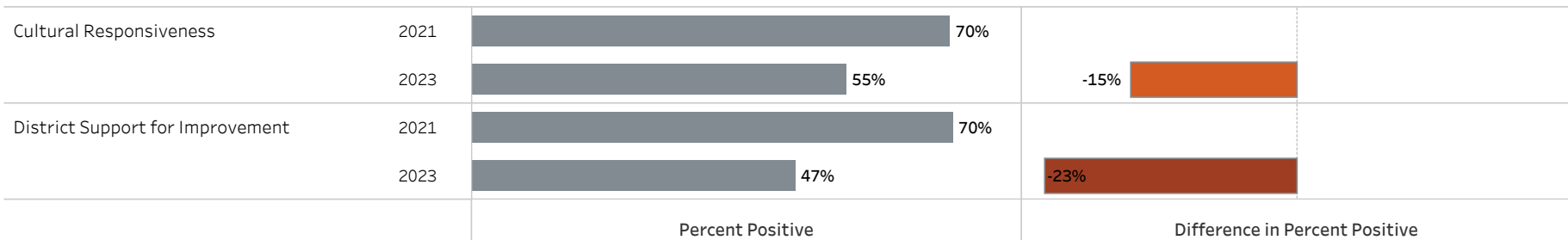
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9 Characteristics of High-Performing School — LONGITUDINAL

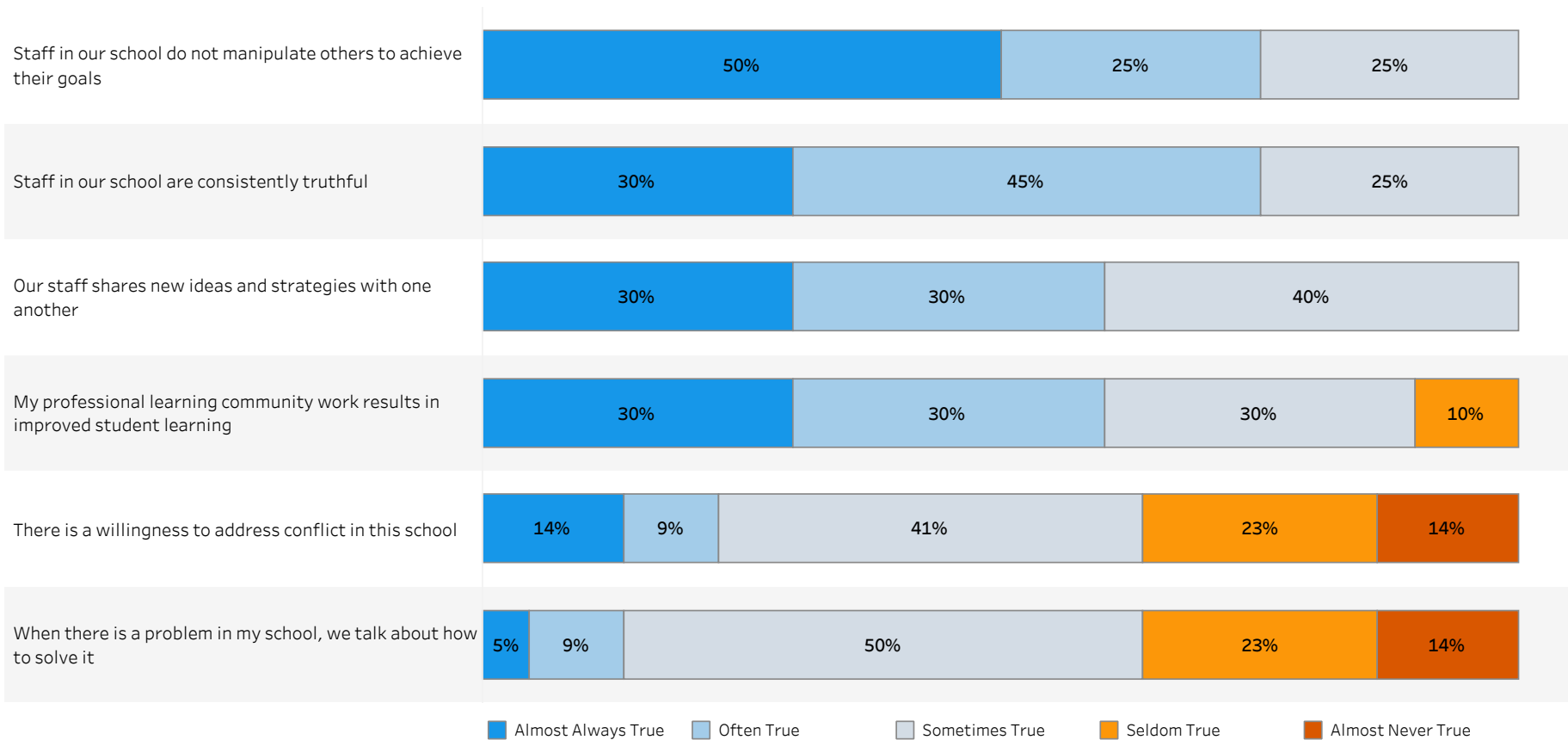
The percent difference on the right side represents the year to year change.



Additional Characteristics

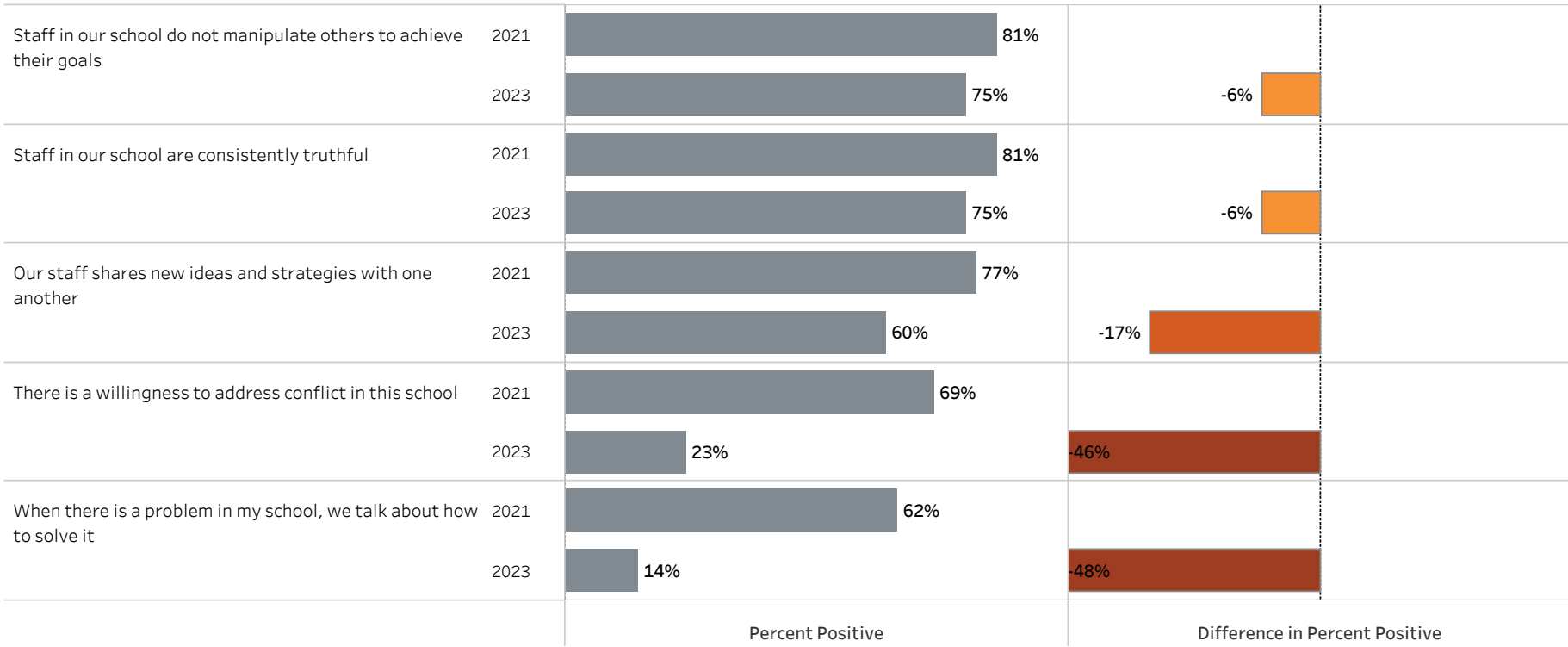


High Levels of Collaboration and Communication

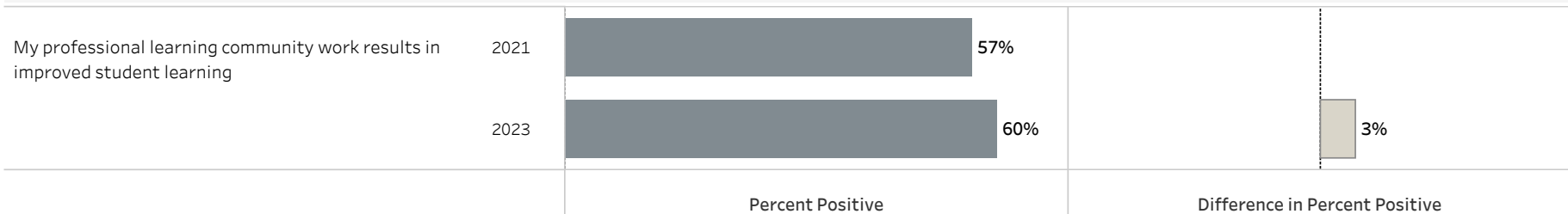


High Levels of Collaboration and Communication— LONGITUDINAL

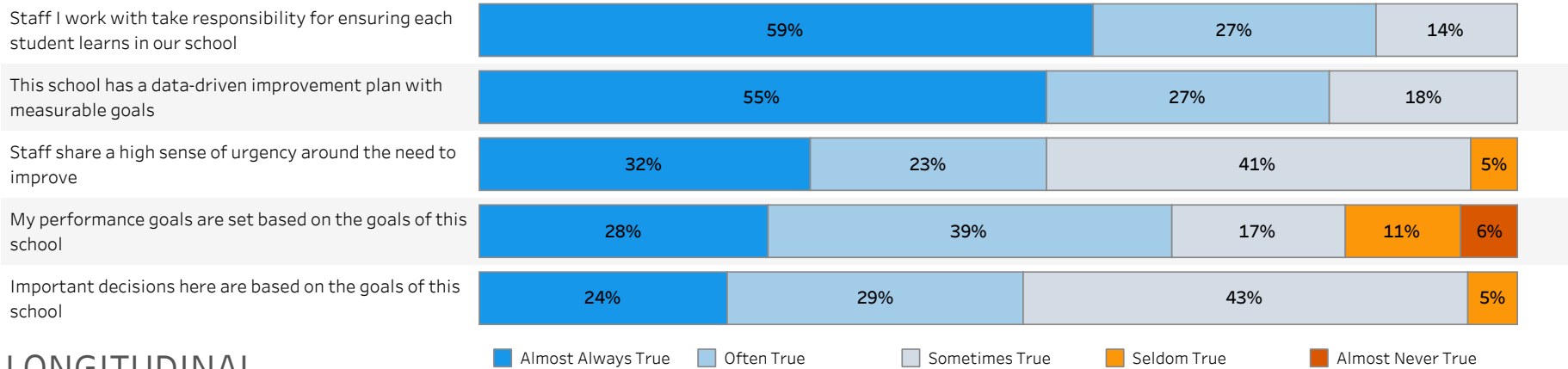
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Questions answered only by Instructional Staff

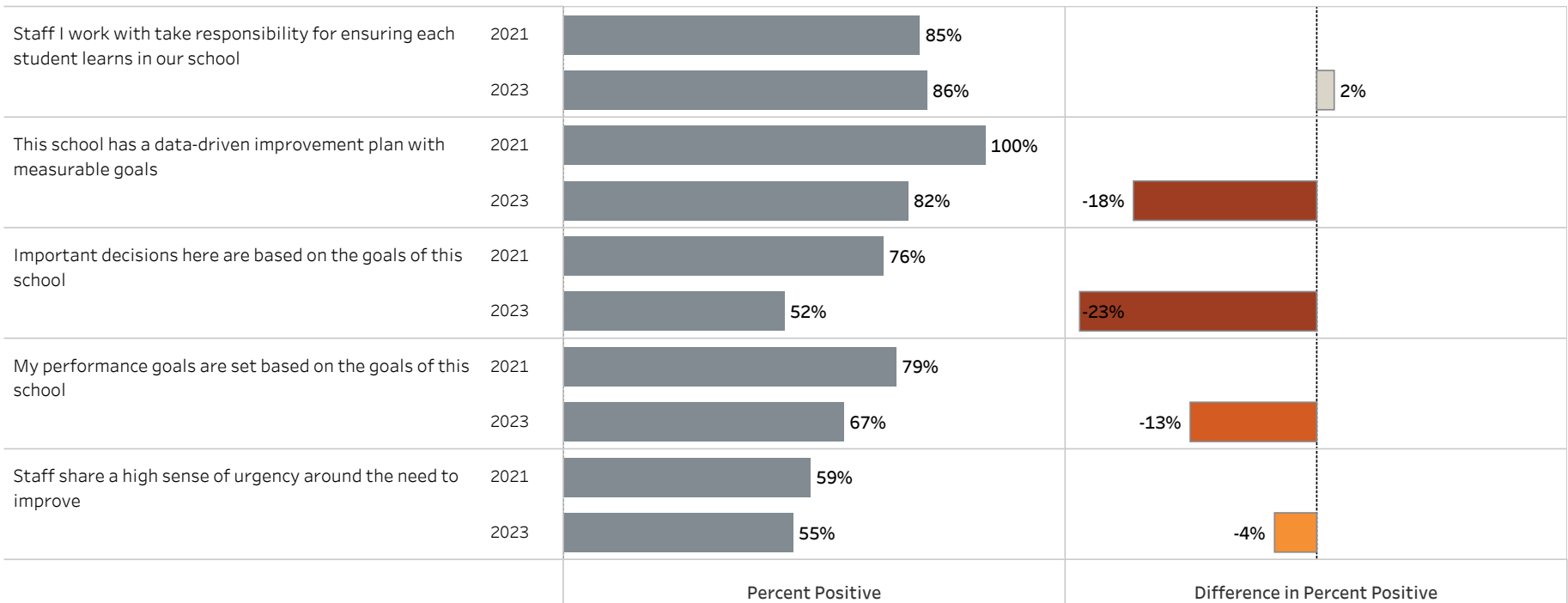


Clear and Shared Focus

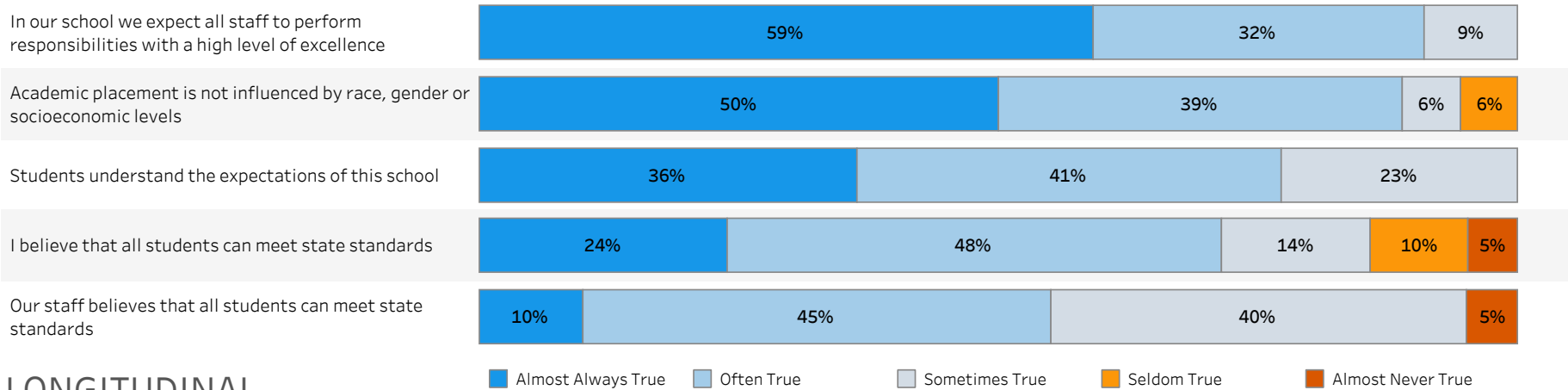


LONGITUDINAL

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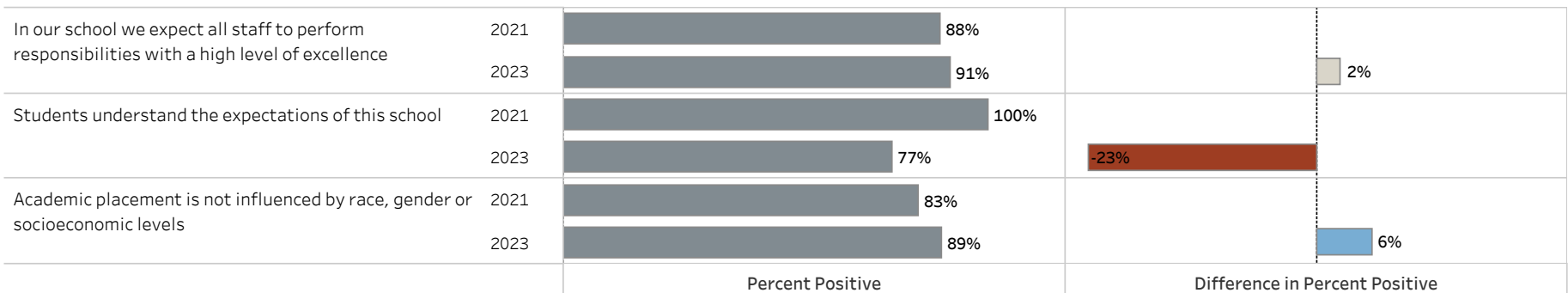


High Standards and Expectations

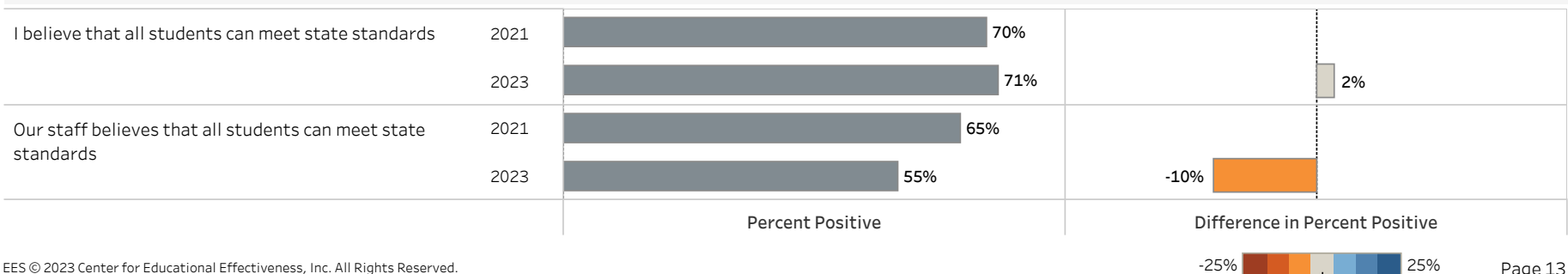


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Questions answered by only Instructional Staff



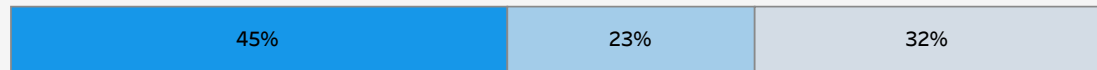
Effective Leadership

Franklin Elementary

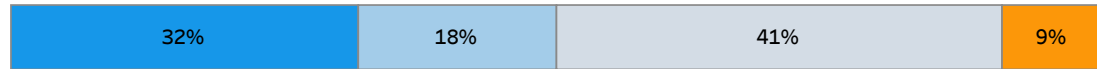
Staff are held accountable for the new behaviors and practices needed to achieve our school improvement plan goals



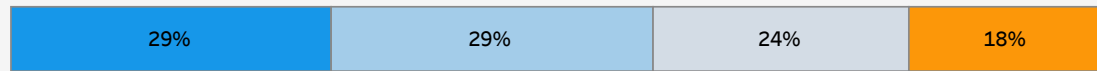
My principal is committed to quality education



My principal facilitates systems/processes to support school improvement



My principal collaborates with people and organizations outside this school to support teachers and students



The school leadership team is comfortable presenting new ideas to the staff



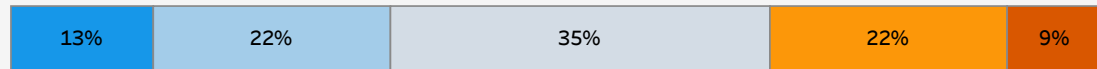
My principal/administrator cares about me as a person



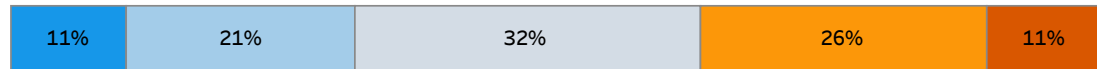
Support from my principal/supervisor leads to progress on instructional improvement (or professional growth)



Staff at all levels are treated fairly here



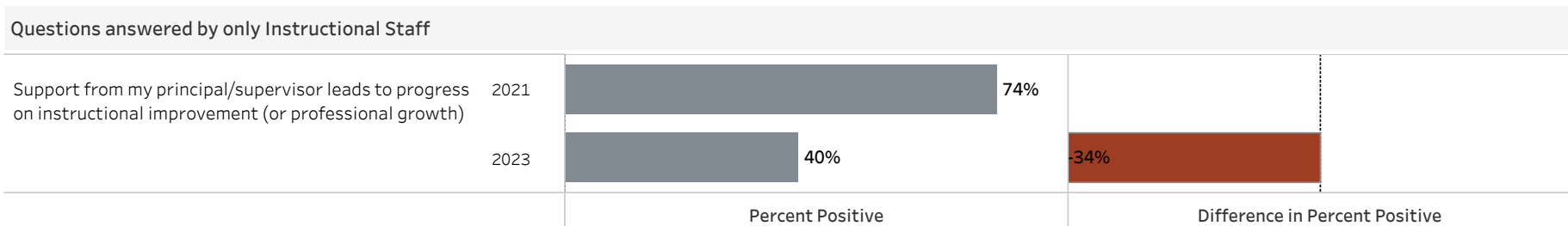
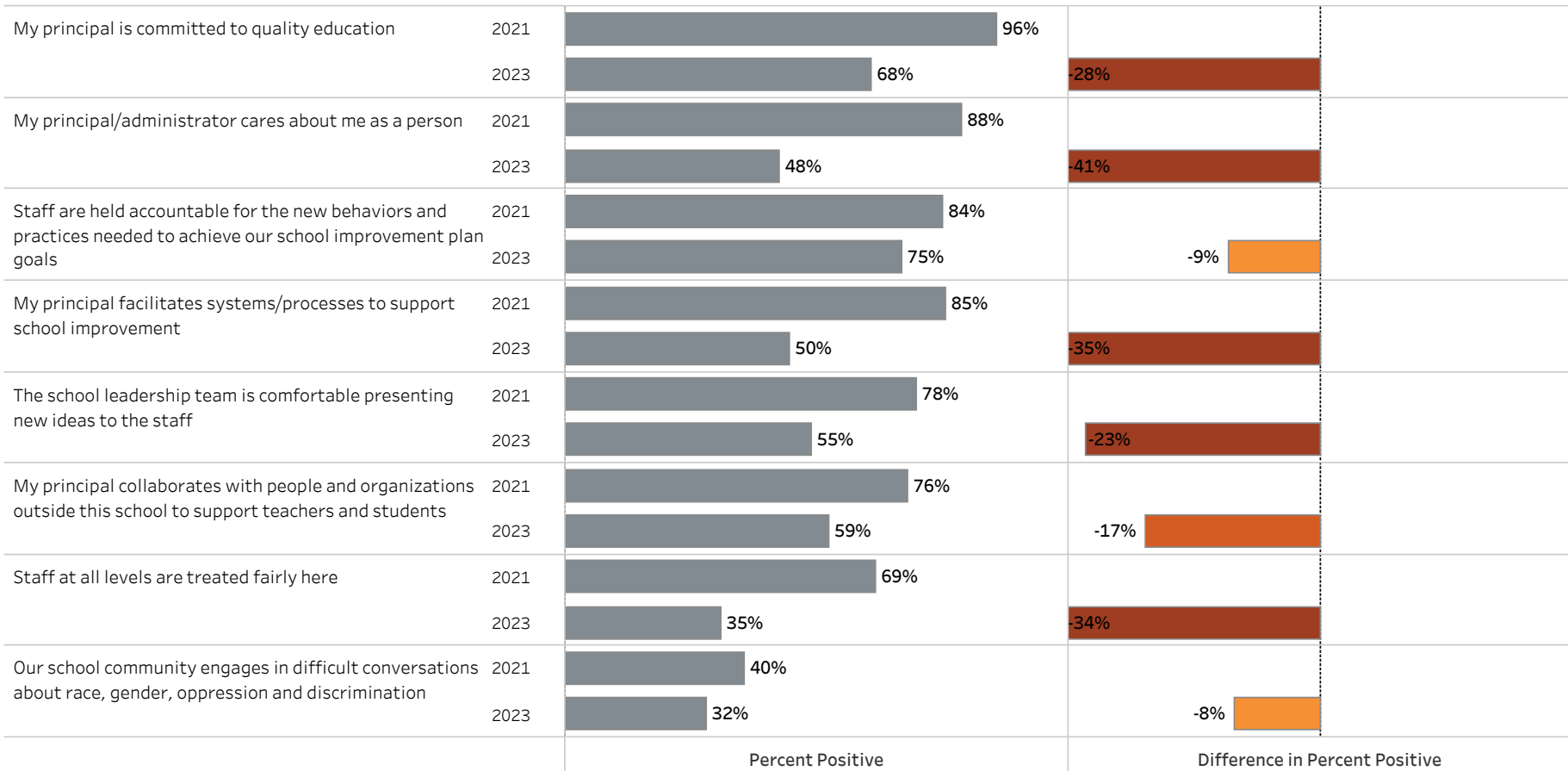
Our school community engages in difficult conversations about race, gender, oppression and discrimination



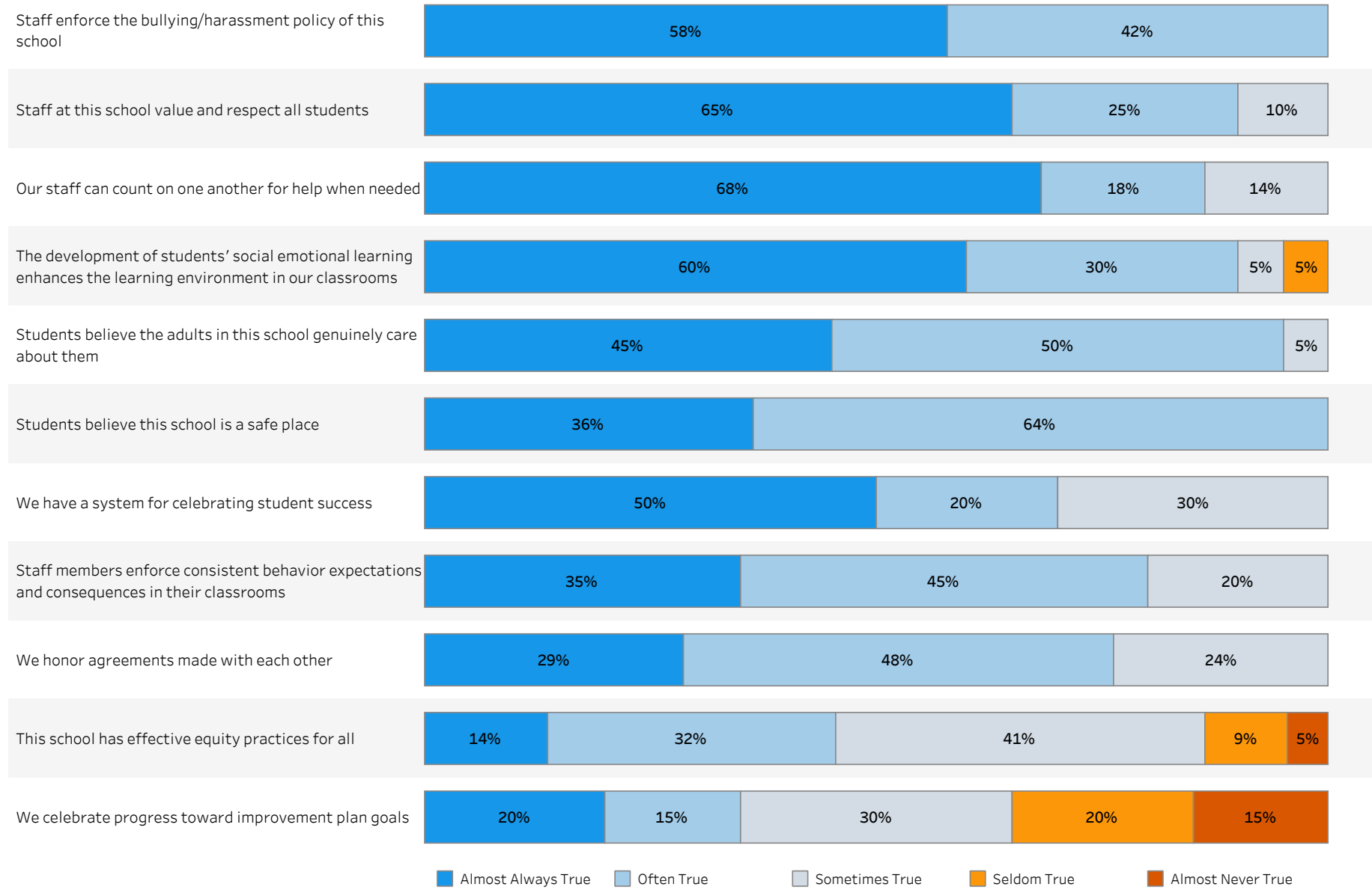
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Effective Leadership—LONGITUDINAL

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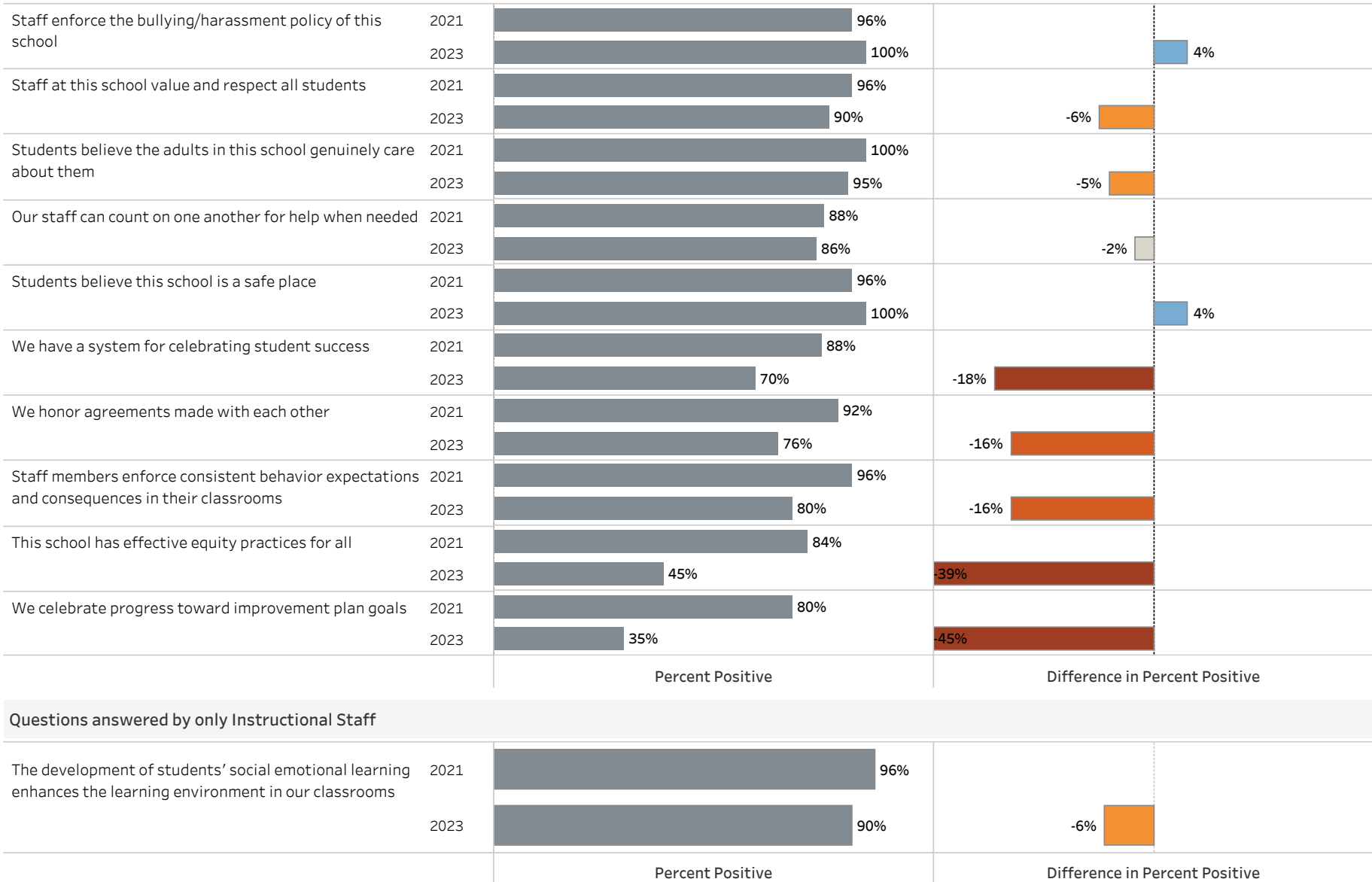


Supportive Learning Environment



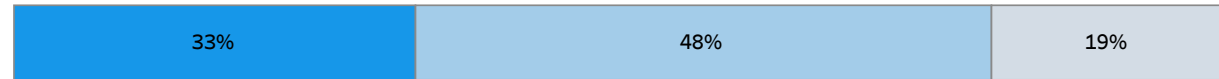
Supportive Learning Environment - LONGITUDINAL

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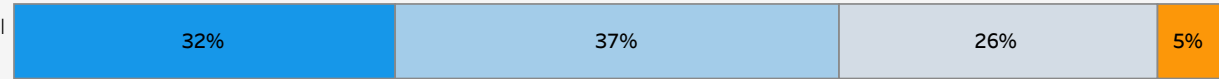


Parent and Community Involvement

This school encourages parent involvement in their child's learning



This school communicates effectively with families of all cultures



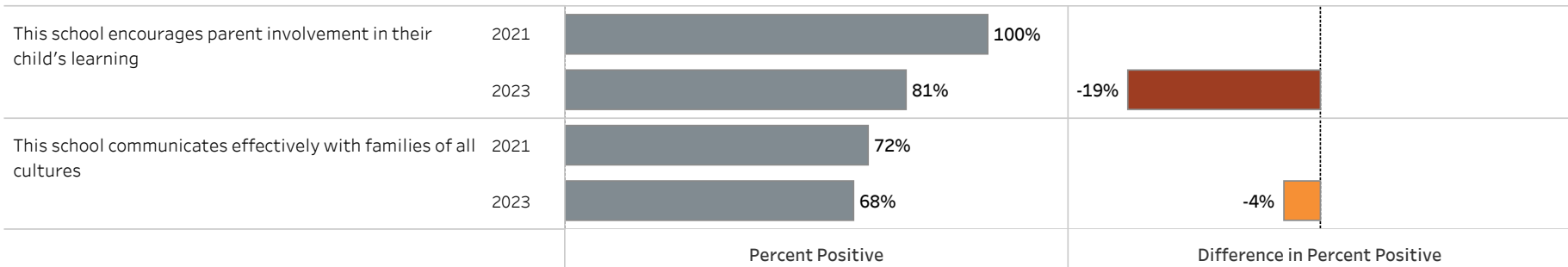
With important decisions we seek input from parents and the community



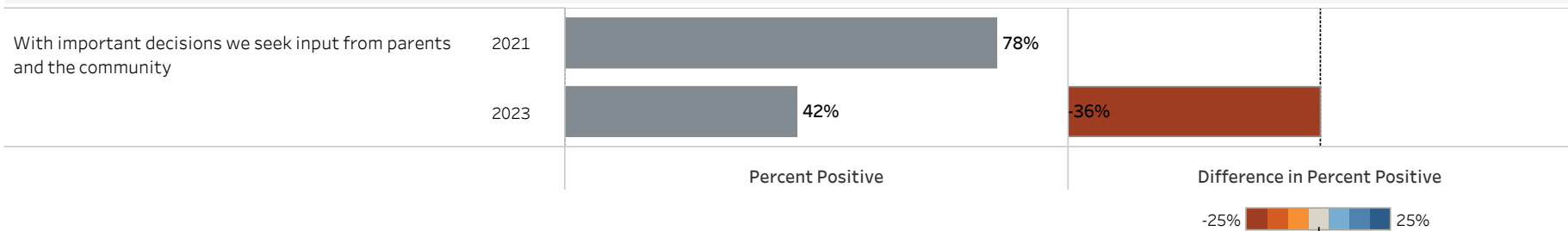
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LONGITUDINAL

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Questions answered by only Instructional Staff



High Quality Curriculum, Instruction, and Assessment

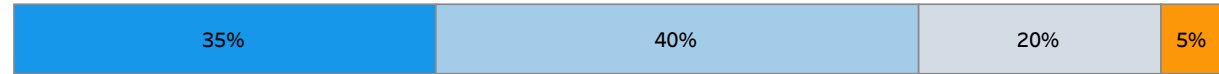
Regular formative assessments are used to monitor student progress toward standards



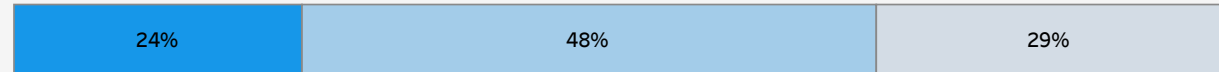
The curricula we teach are aligned with state learning standards



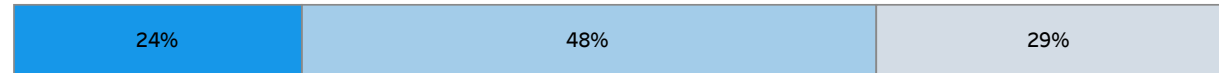
I understand instructional strategies to support social emotional learning objectives



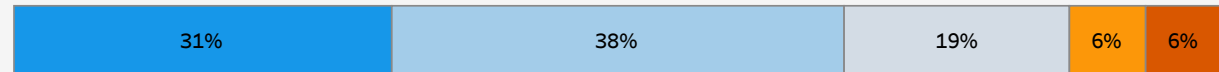
Lesson purpose is clearly communicated to students



Students are provided tasks that require higher-level thinking skills



Our district has a social emotional framework (standards)



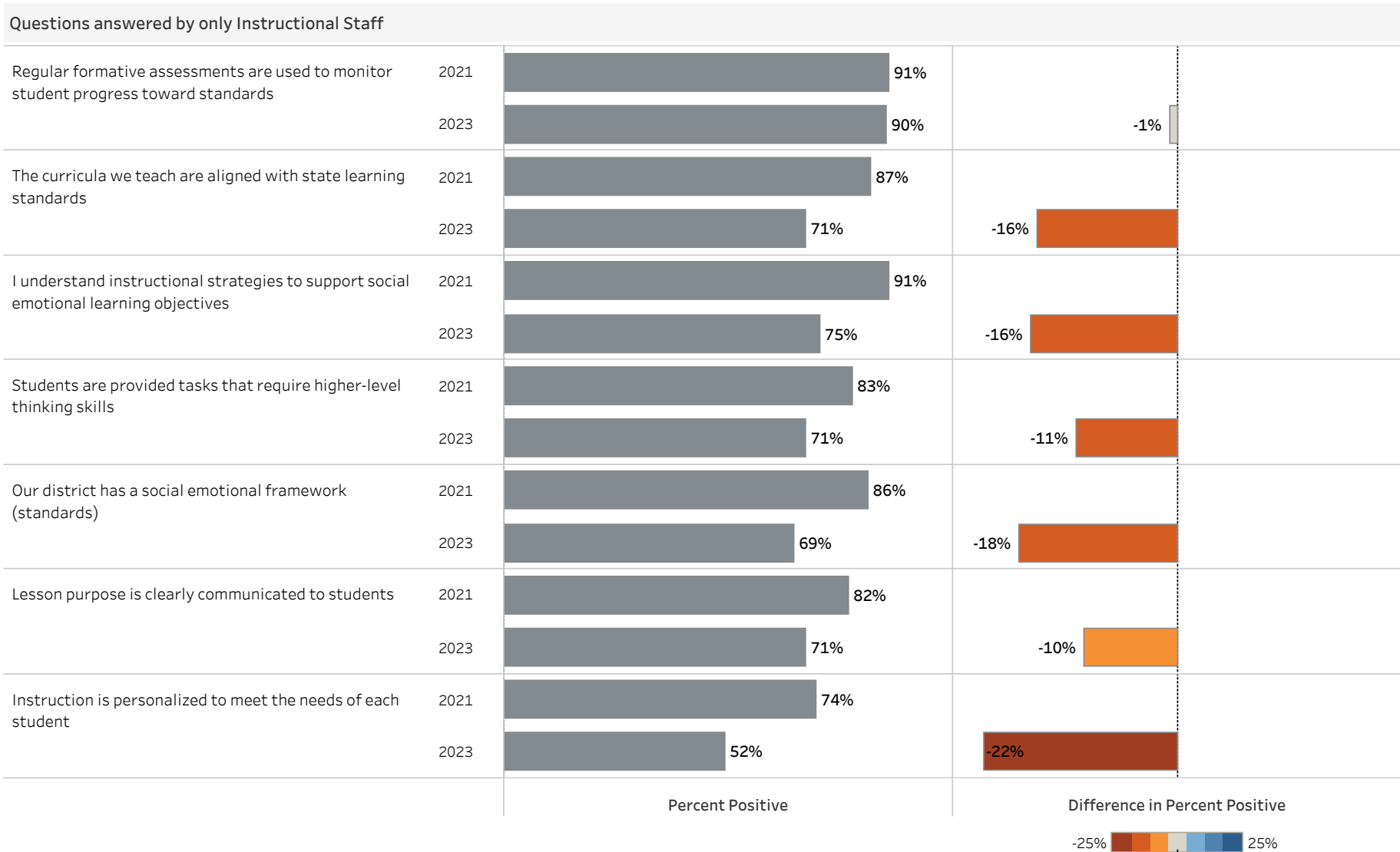
Instruction is personalized to meet the needs of each student



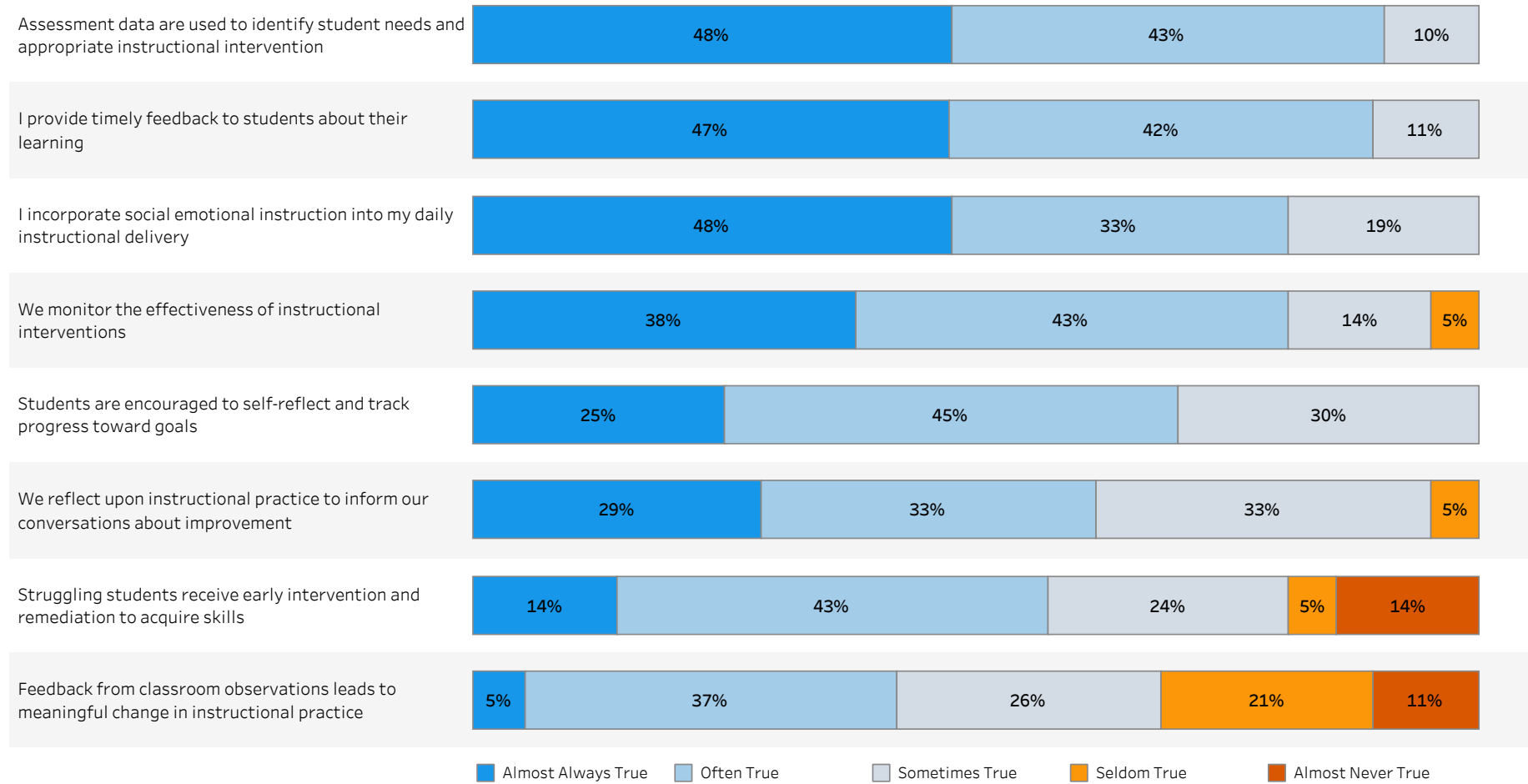
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High Quality Curriculum, Instruction, and Assessment - LONGITUDINAL

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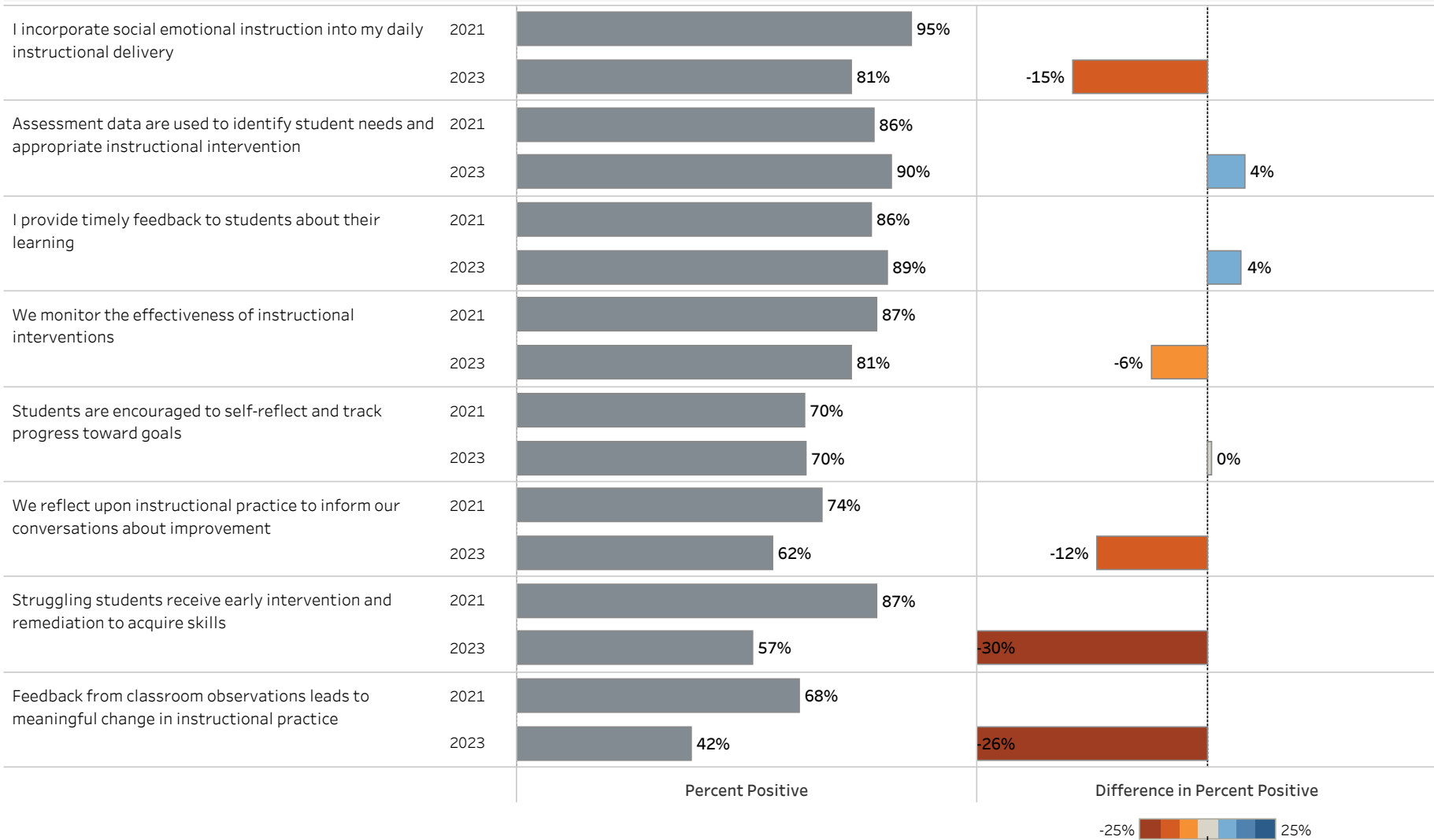
Frequent Monitoring of Teaching and Learning



Frequent Monitoring of Teaching and Learning - LONGITUDINAL

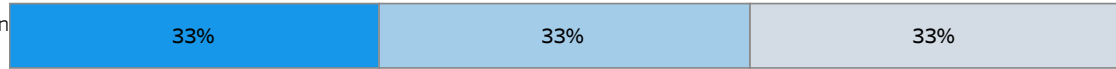
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Questions answered by only Instructional Staff

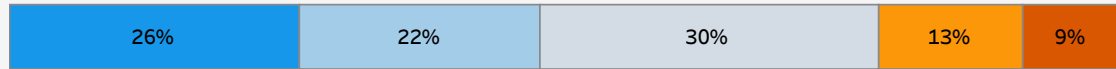


Focused Professional Development

Our teachers engage in professional development activities to learn and apply new skills and strategies



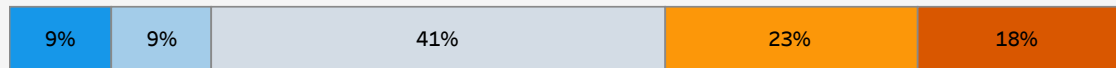
We are provided training to meet the needs of a diverse student population in our school



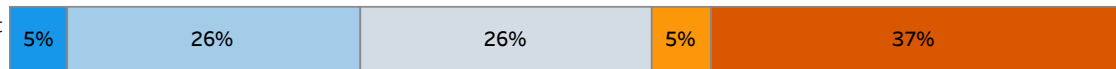
I receive training on instruction to support social emotional learning



We talk about race and bigotry as a staff



Our teachers engage in classroom-based professional development activities (e.g. peer coaching) that focus on improving instruction



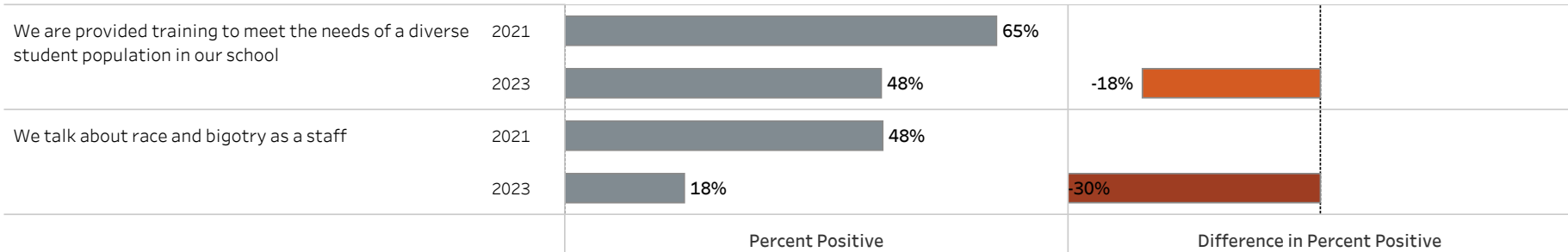
Peer observation/coaching and feedback is a tool we use to improve instruction



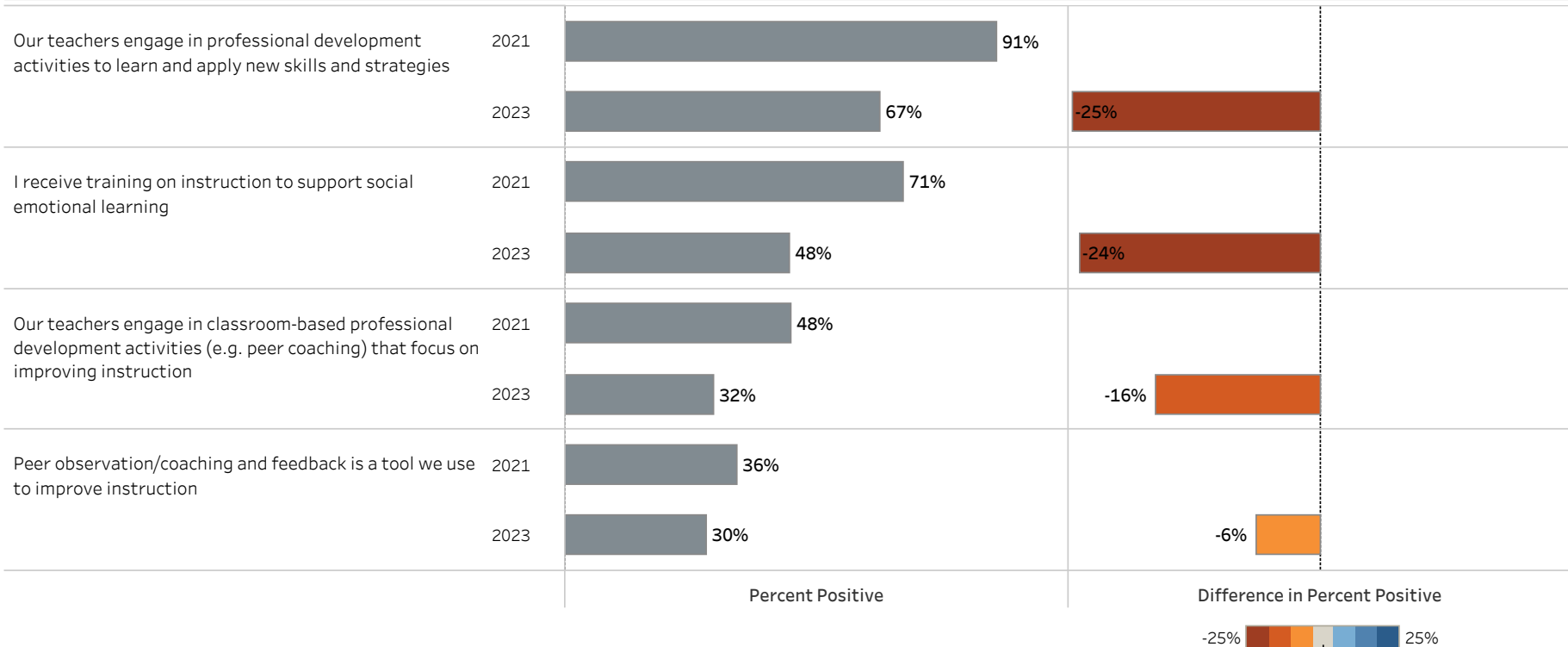
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Focused Professional Development LONGITUDINAL

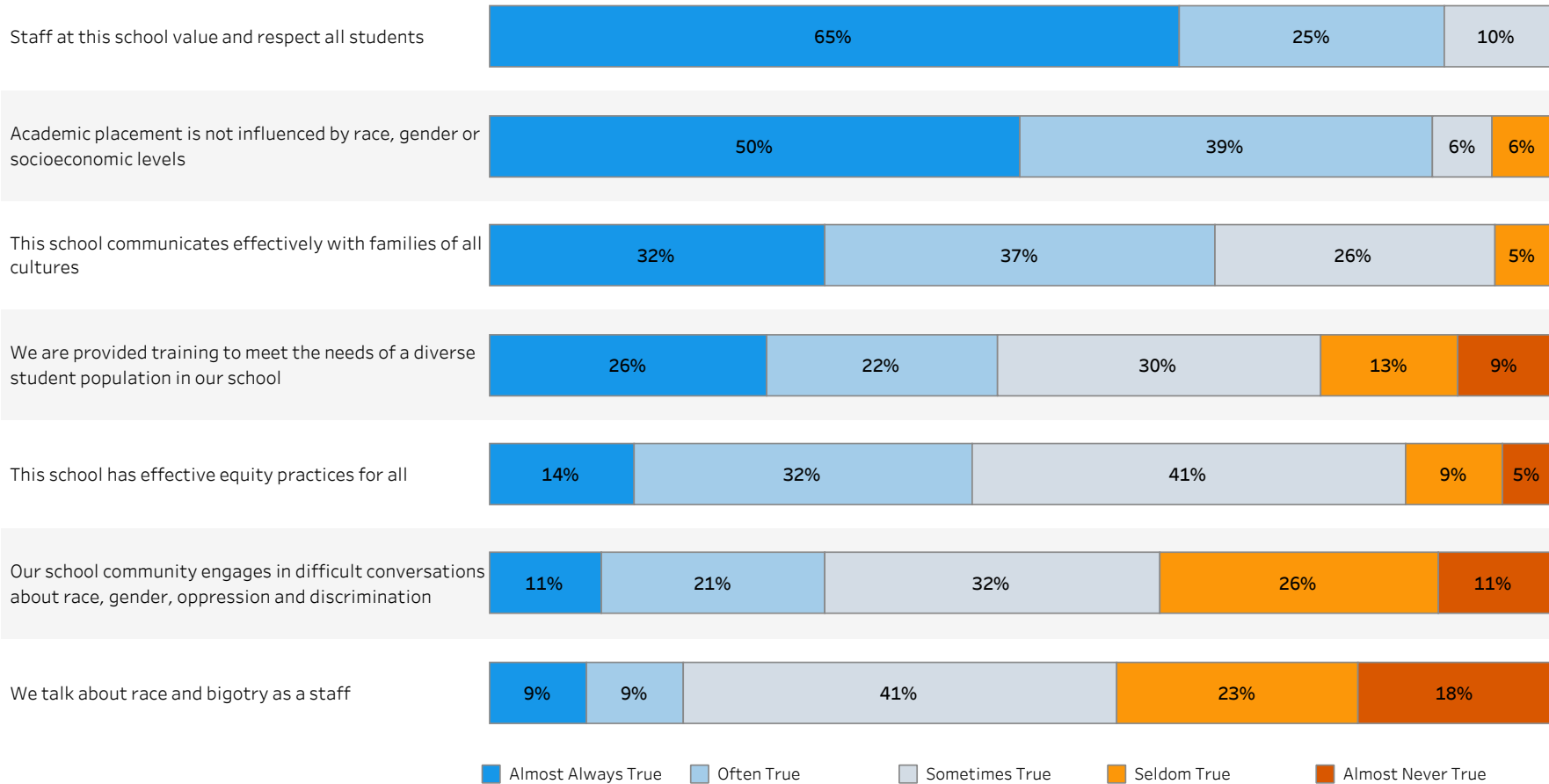
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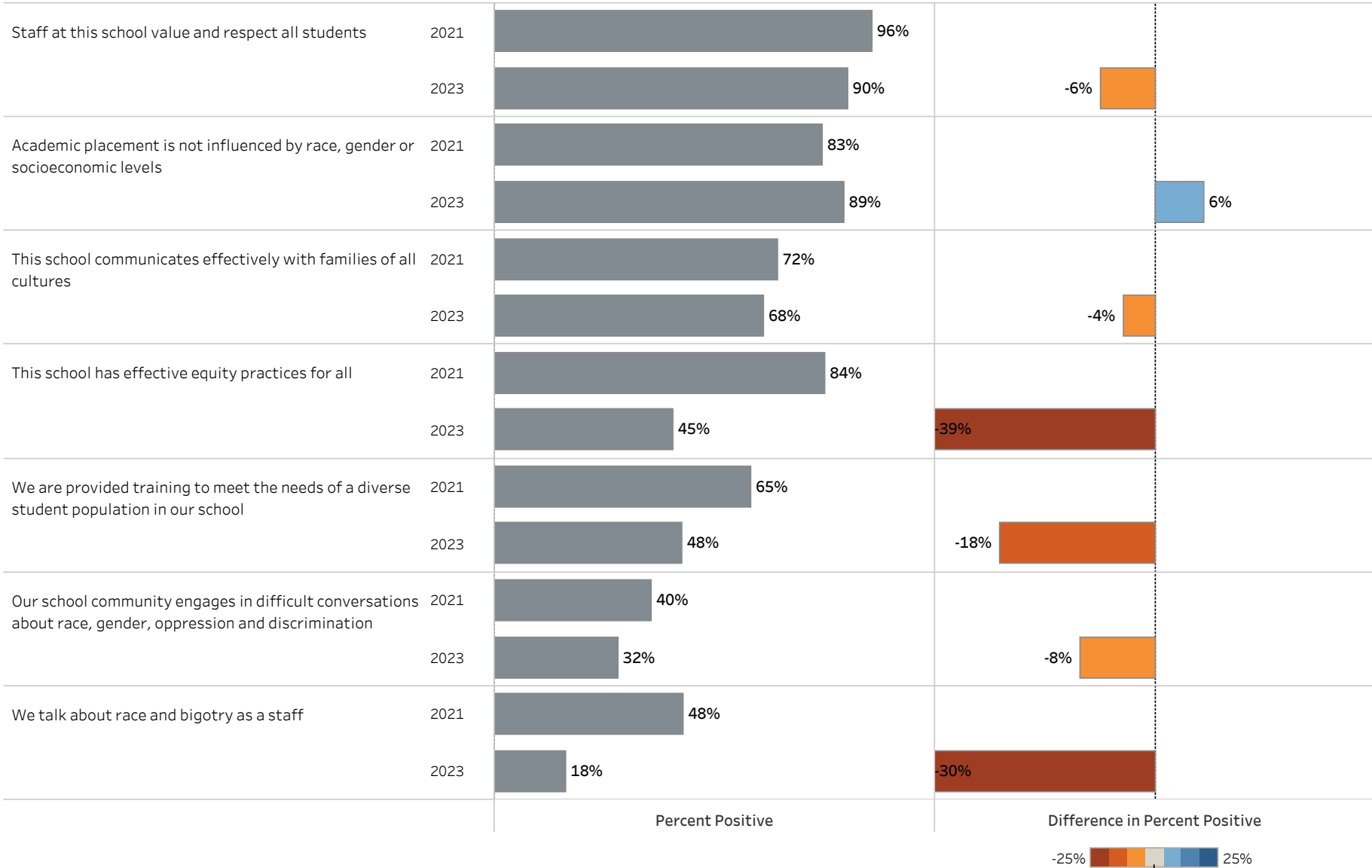


Cultural Responsiveness

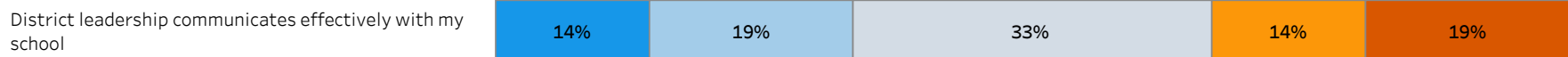
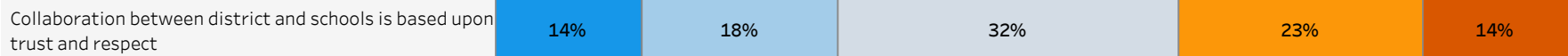
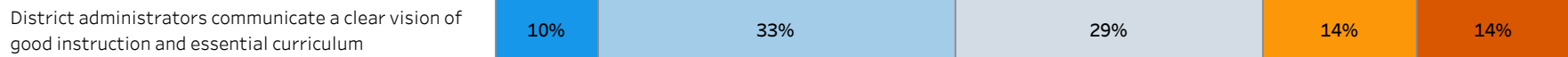


Cultural Responsiveness - LONGITUDINAL

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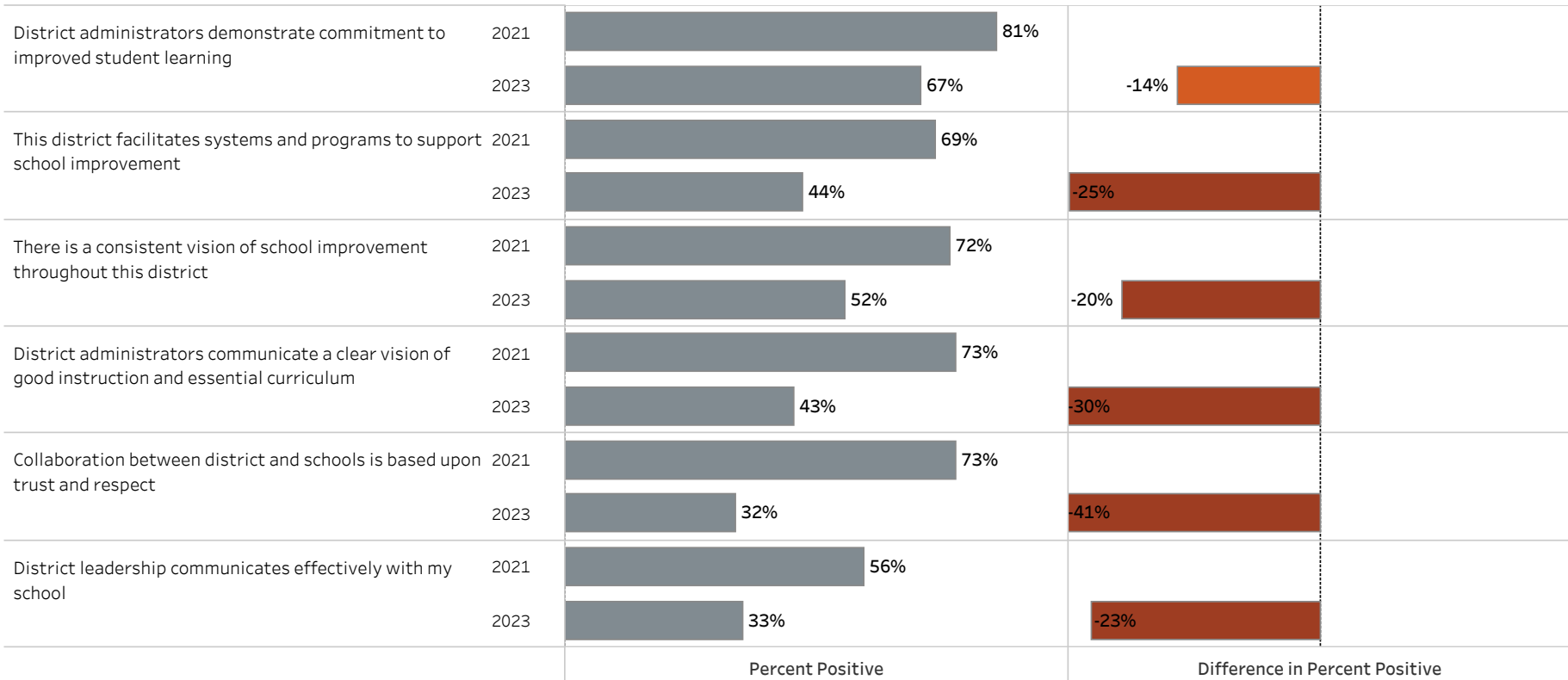
District Support for Improvement



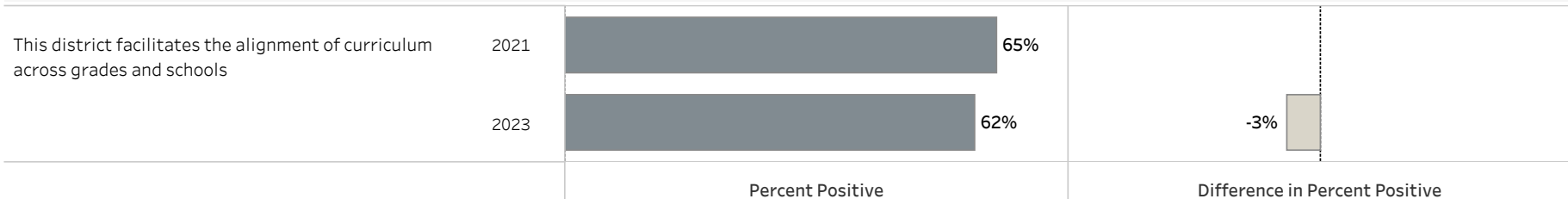
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District Support for Improvement

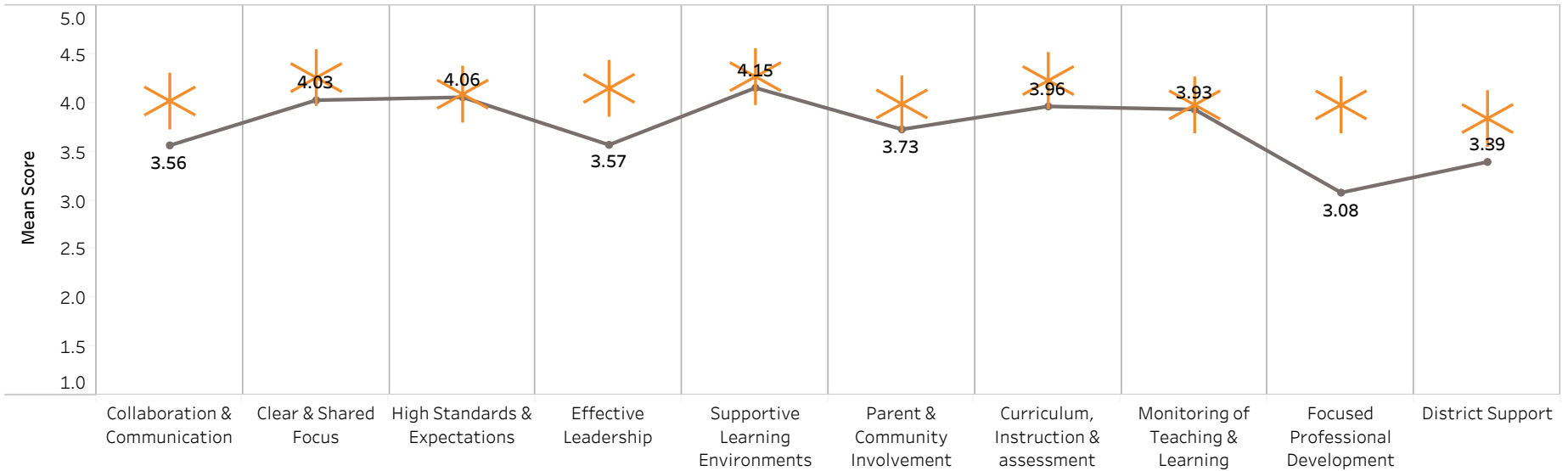
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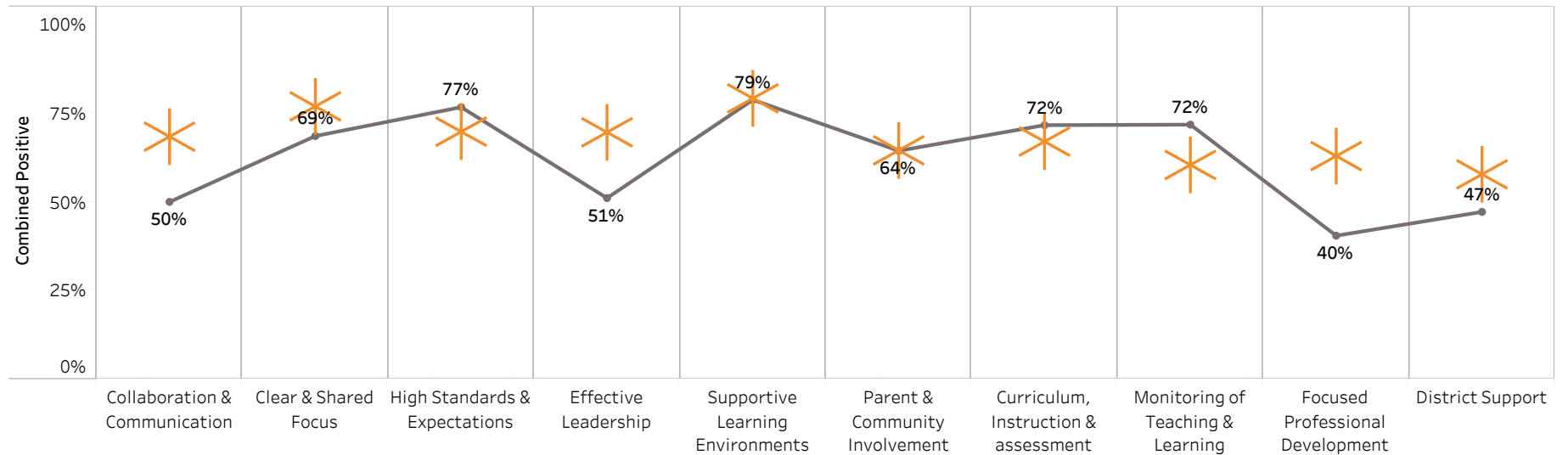


Comparison - Mean Scores

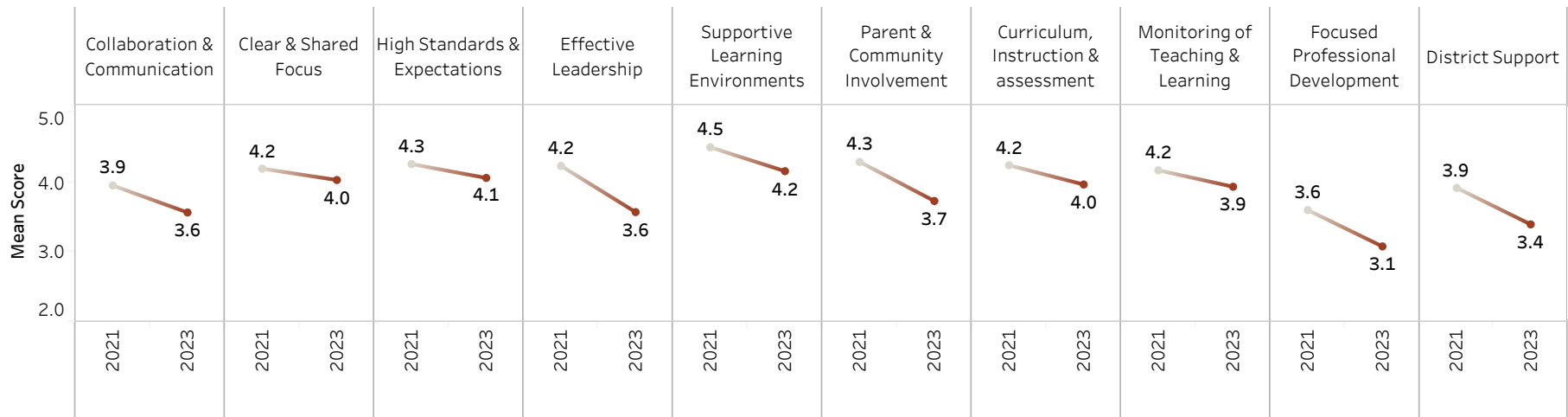


Comparison - Percent Positive

How does your school compare to: * Nationwide Sample ■ Your School or District



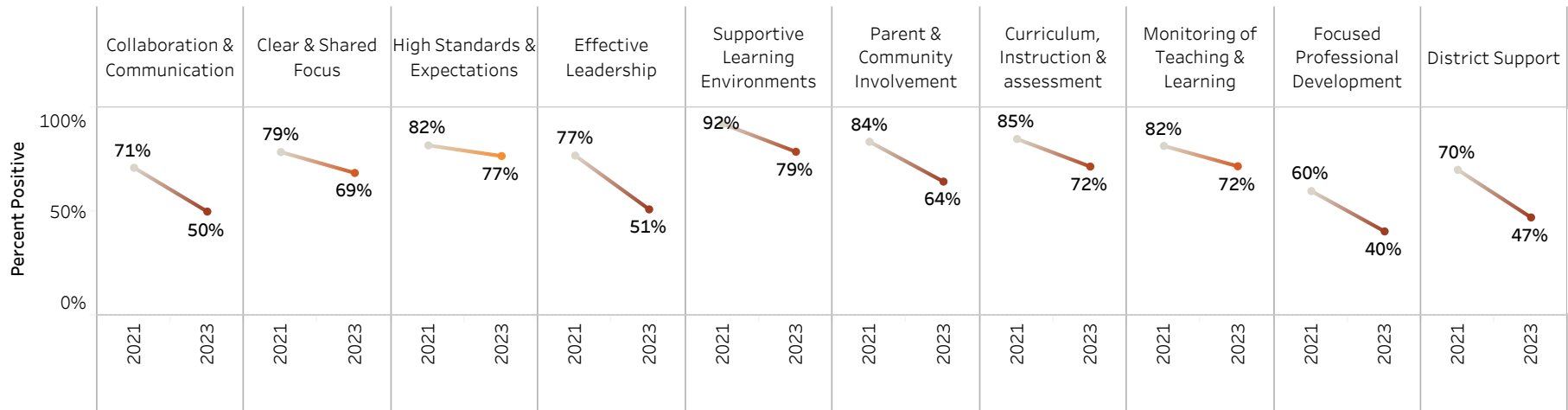
Comparison - Mean Scores LONGITUDINAL



Difference in Mean Score
 -0.15 0.15

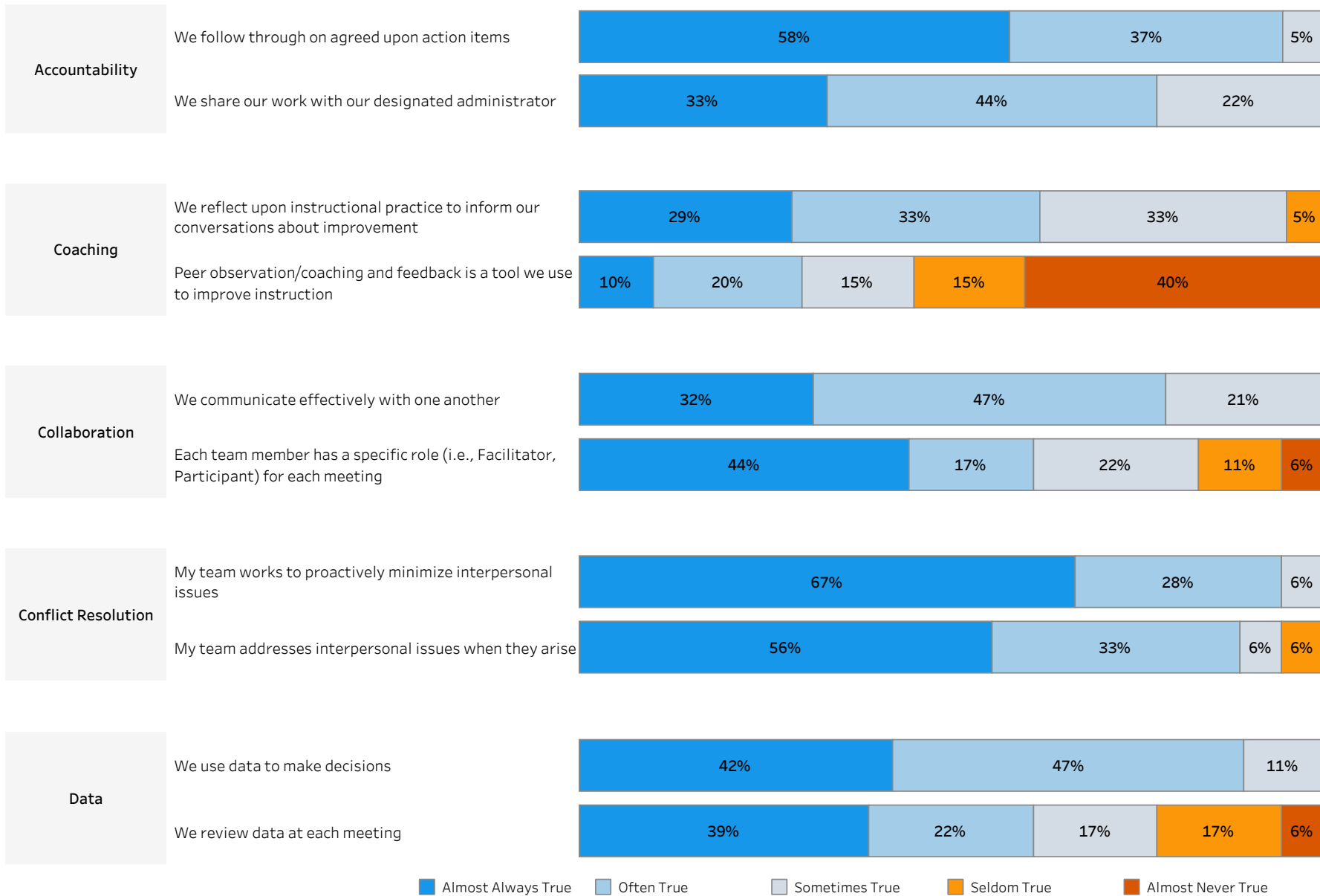
The color shading of the bar indicates the strength of improvement or the significance of the decline. Celebrate the blue, and investigate the darker orange and red.

Comparison - Percent Positive LONGITUDINAL



Difference in Percent Positive
 -15% 15%

Professional Learning Community



Professional Learning Community

