

# Educational Effectiveness Survey™



## 9 Characteristics of High Performing Schools

Staff Edition V11

### South Whidbey Middle School

#### South Whidbey School District

'19-20

'20-21

'21-22

N=15

N=13

N=14





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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# 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.

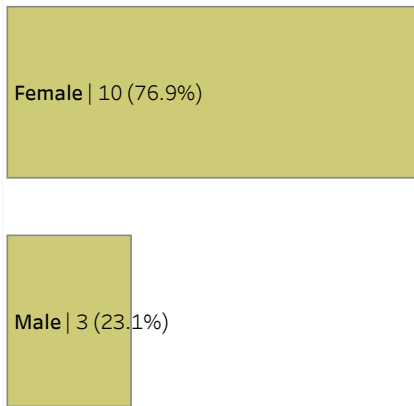
### 9 Characteristics of High-Performing Schools

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.

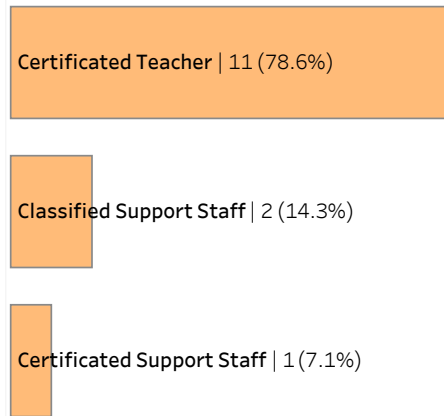


# Demographics

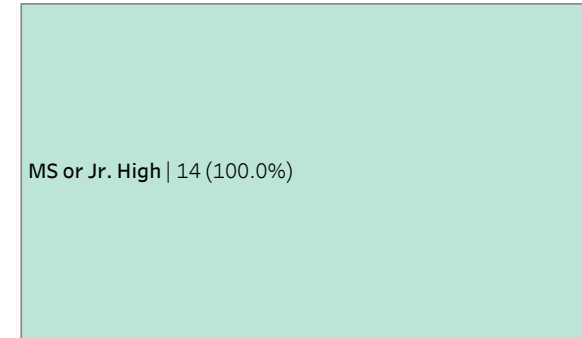
## Gender



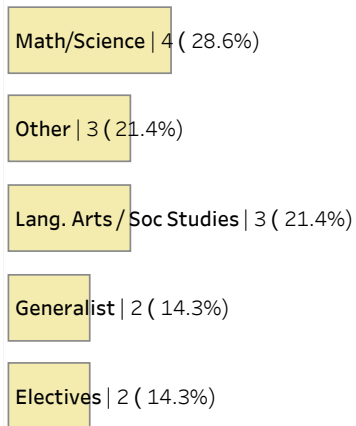
## Position



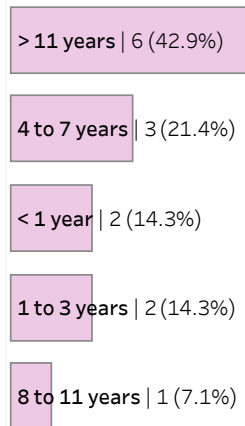
## Level



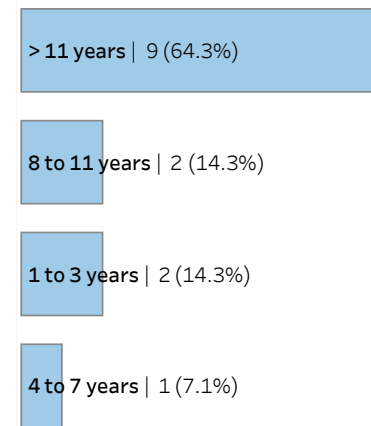
## Department



## School-Yrs of Service



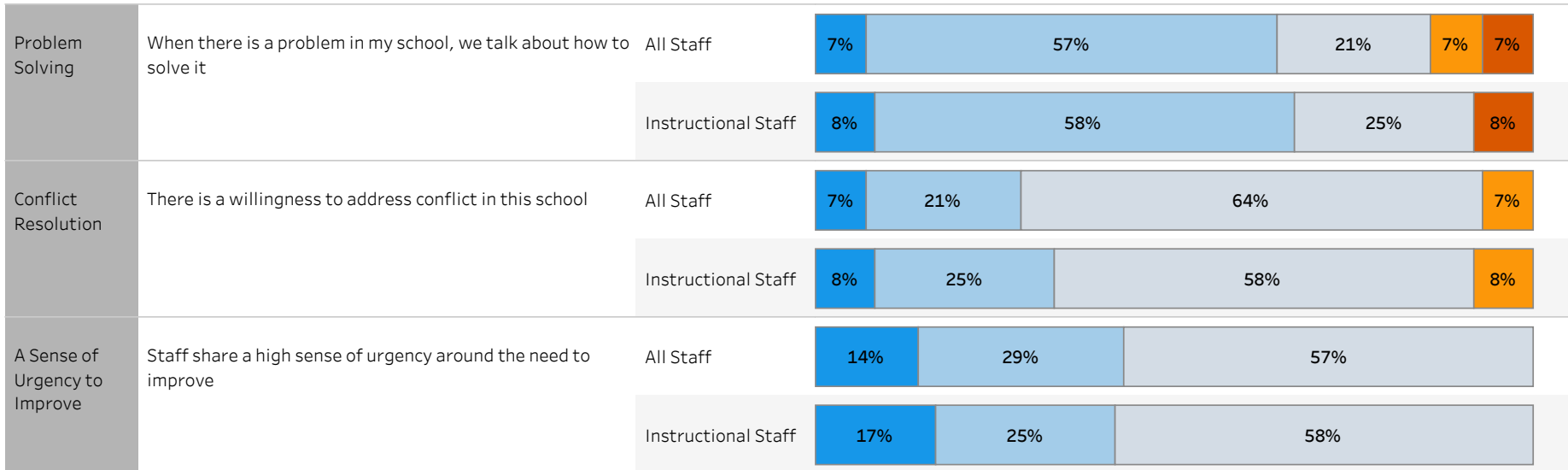
## Education-Yrs of Service



# Readiness for Change

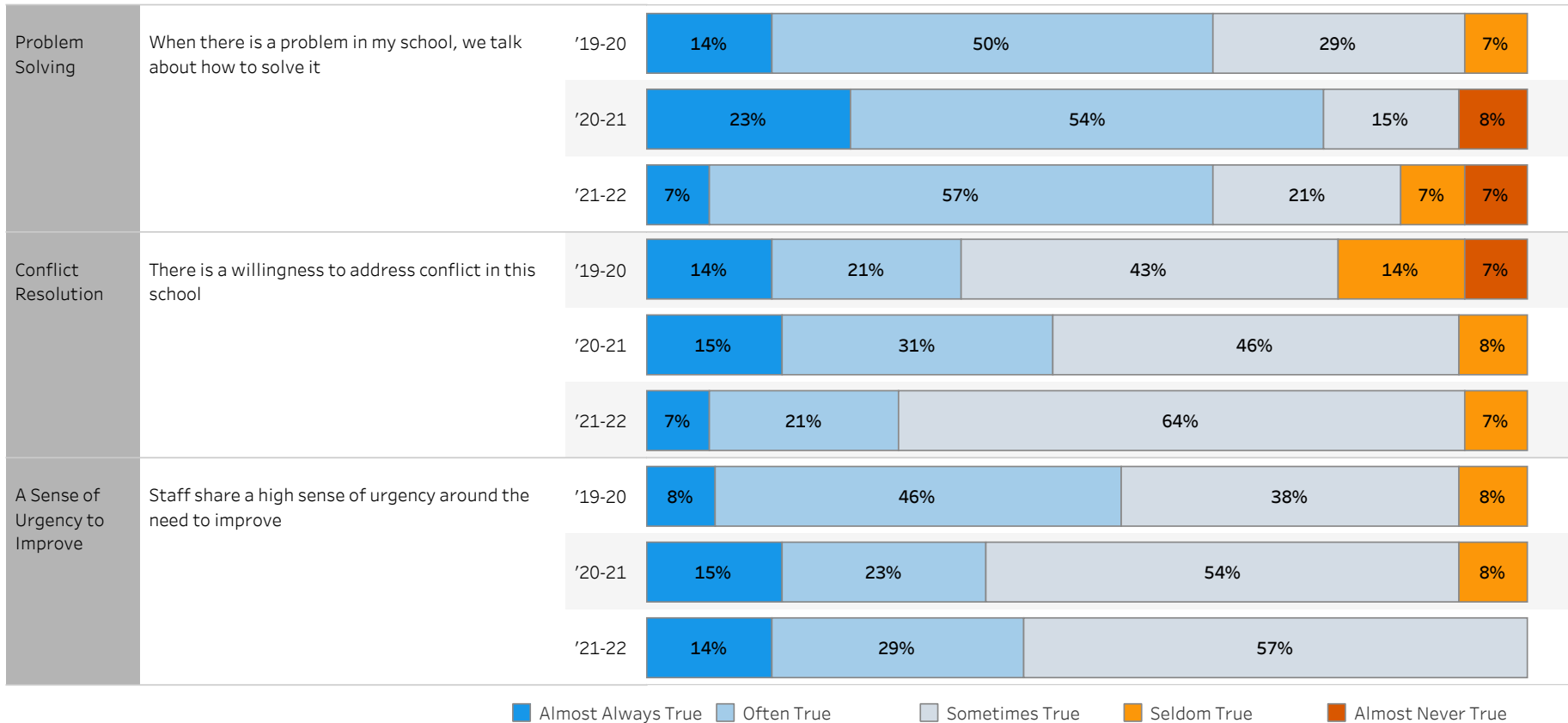
The charts below are data about your school staff, who must define, embrace, implement, and sustain change. If your staff believes there is a weakness in the problem-solving ability or in the ability to resolve conflict within this building, or does not see the urgency to improve, you must address those 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.



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

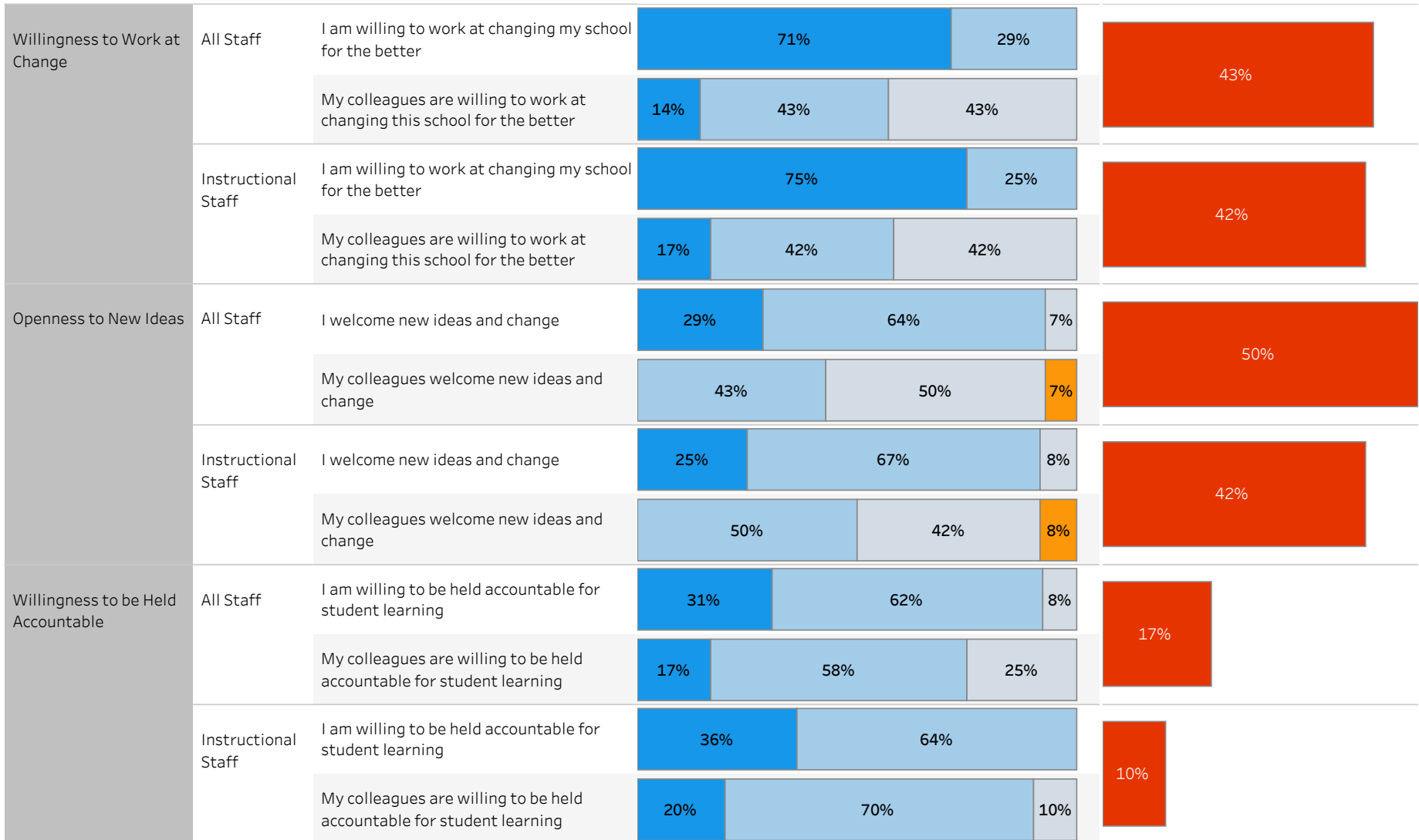
# Readiness for Change—LONGITUDINAL



# 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?



■ Almost Always True  
 ■ Often True  
 ■ Sometimes True  
 ■ Seldom True

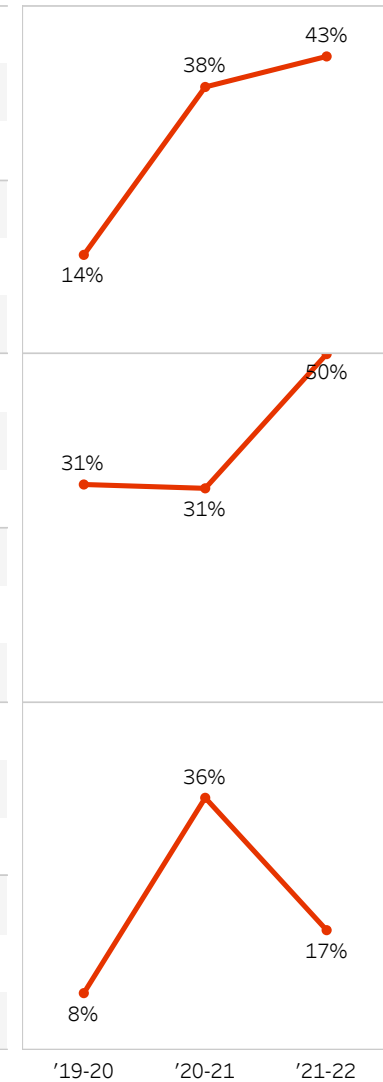
# Readiness for Change—I vs. They Perspectives— LONGITUDINAL

South Whidbey Middle School

Category	Statement	Year	Response Distribution			
			Almost Always True	Often True	Sometimes True	Seldom True
Willingness to Work at Change	I am willing to work at changing my school for the better	'19-20	71%	29%		
		'20-21	85%	15%		
		'21-22	71%	29%		
	My colleagues are willing to work at changing this school for the better	'19-20	36%	50%	14%	
		'20-21	23%	38%	38%	
		'21-22	14%	43%	43%	
Openness to New Ideas	I welcome new ideas and change	'19-20	50%	43%	7%	
		'20-21	31%	69%		
		'21-22	29%	64%	7%	
	My colleagues welcome new ideas and change	'19-20	8%	54%	38%	
		'20-21		69%	23%	8%
		'21-22		43%	50%	7%
Willingness to be Held Accountable	I am willing to be held accountable for student learning	'19-20	50%	43%	7%	
		'20-21	58%	42%		
		'21-22	31%	62%	8%	
	My colleagues are willing to be held accountable for student learning	'19-20	31%	54%	15%	
		'20-21	27%	36%	36%	
		'21-22	17%	58%	25%	

■ Almost Always True  
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 ■ Seldom True

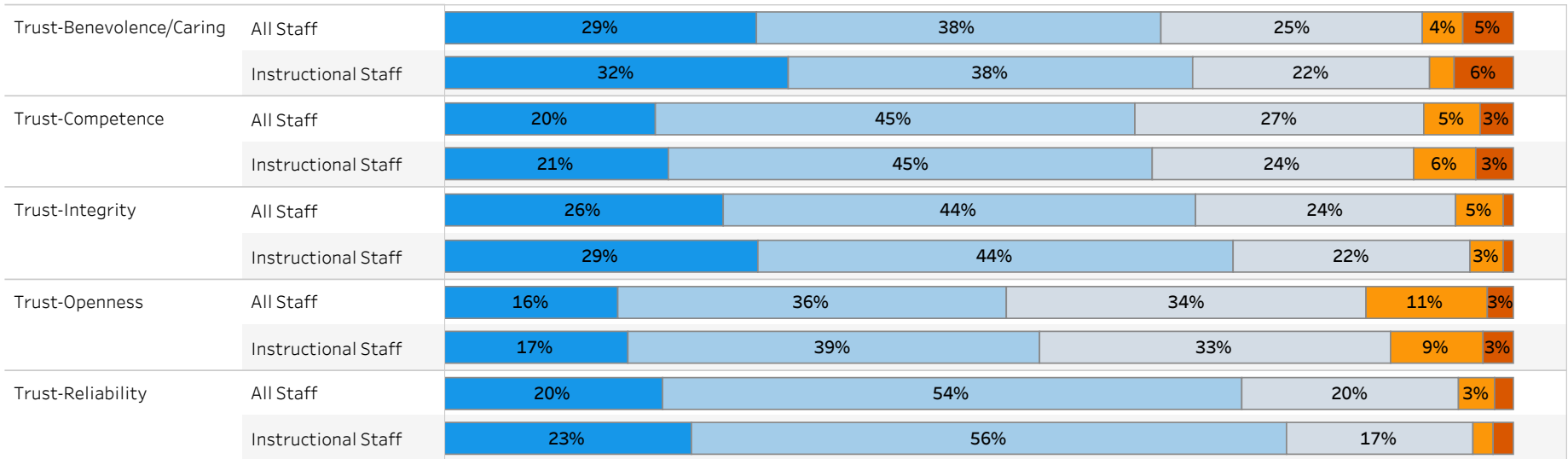
How large is the Gap between I vs. They?



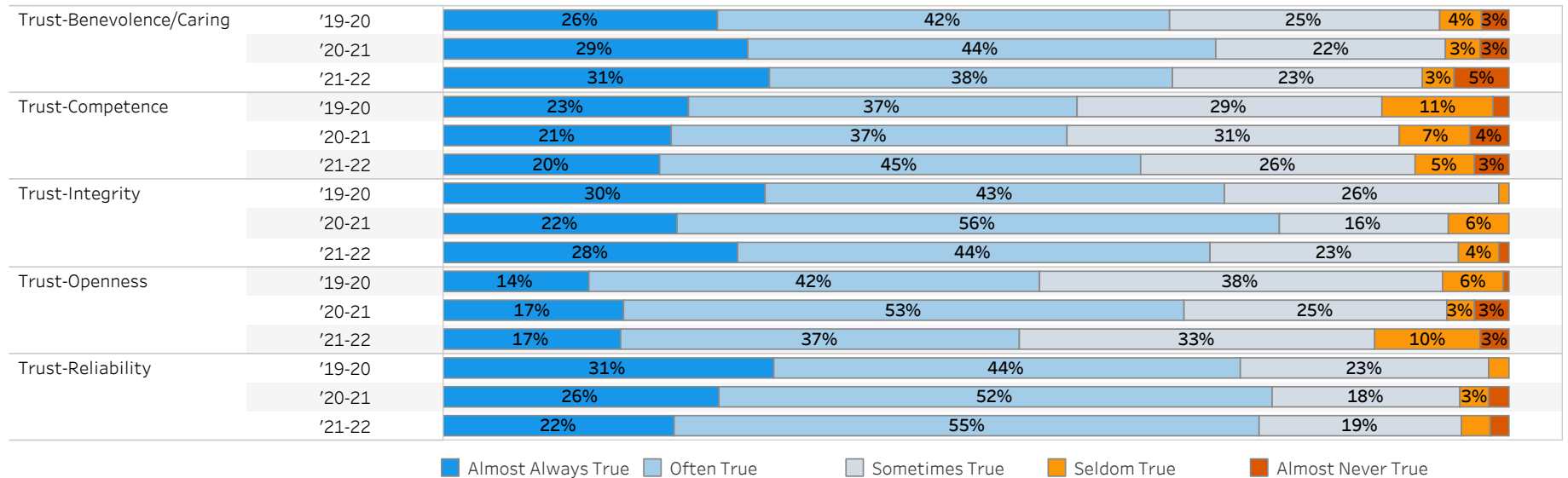


# Organizational Trust

South Whidbey Middle School



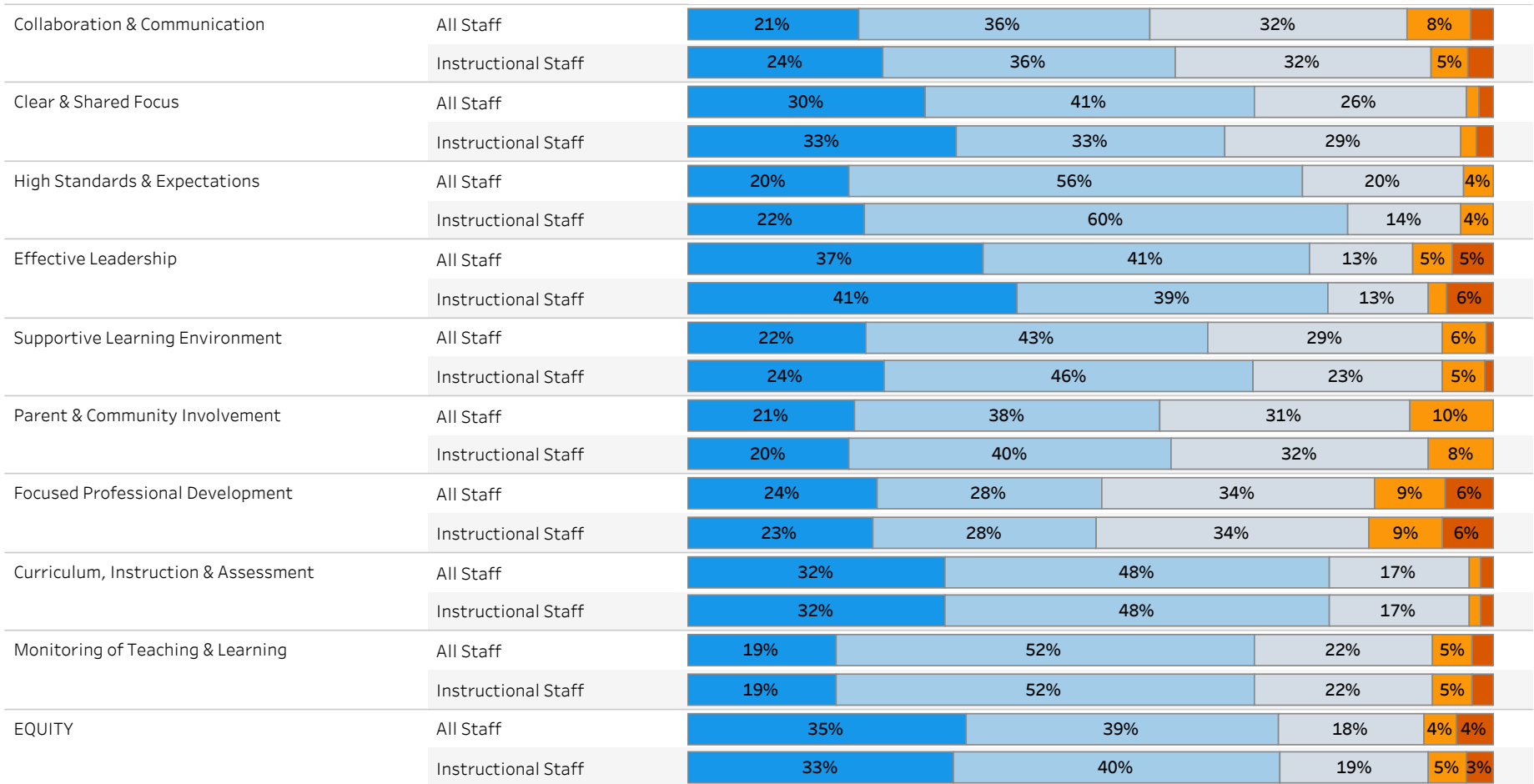
## Organizational Trust—LONGITUDINAL



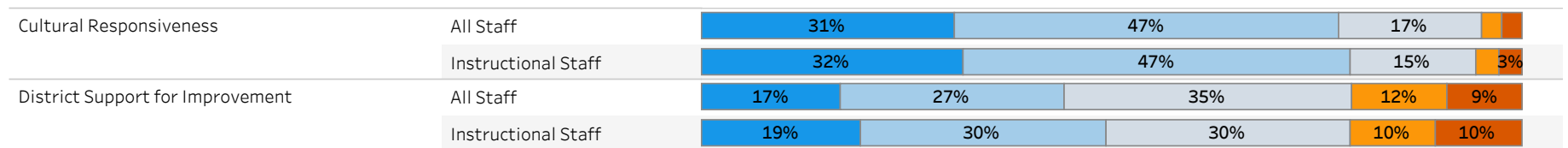
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# 9 Characteristics of High-Performing Schools

South Whidbey Middle School



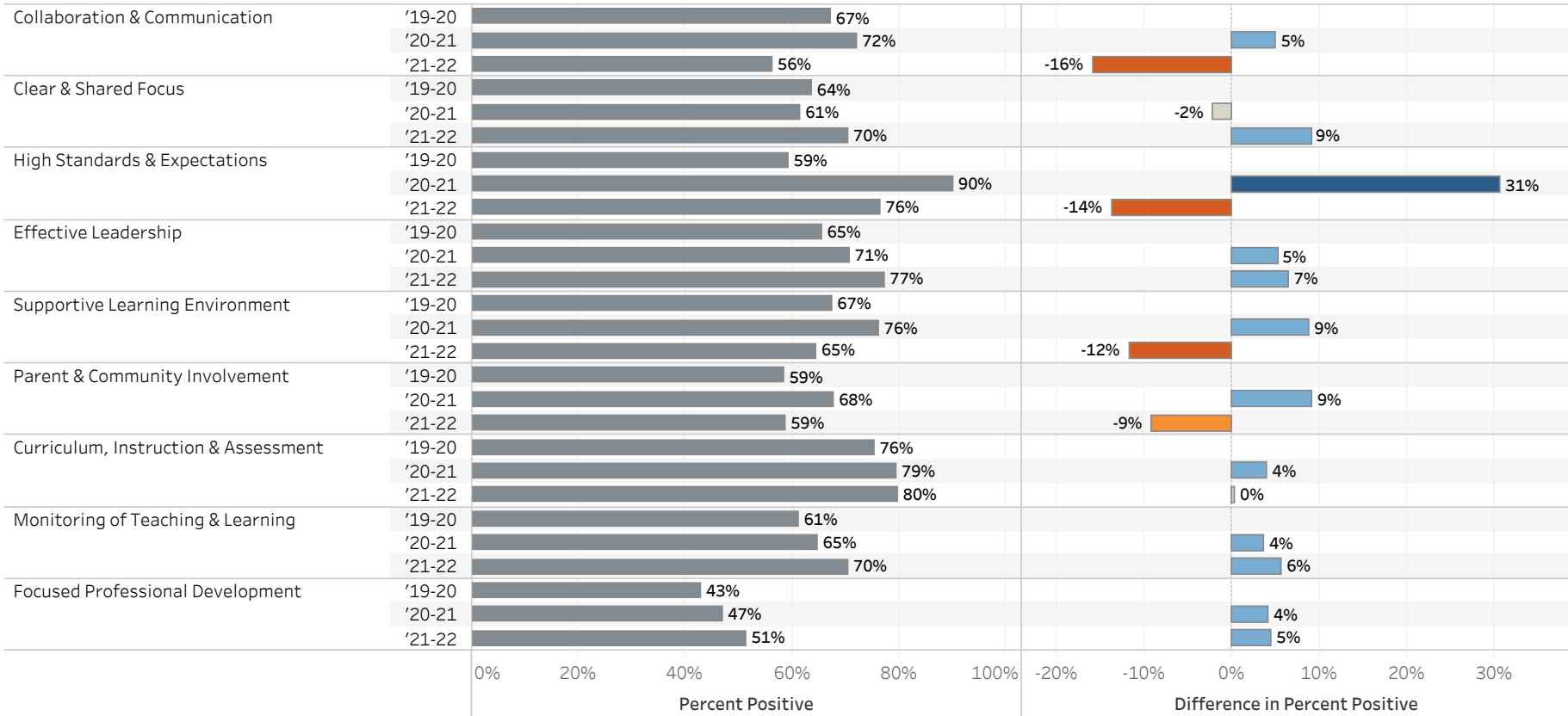
## Additional Characteristics



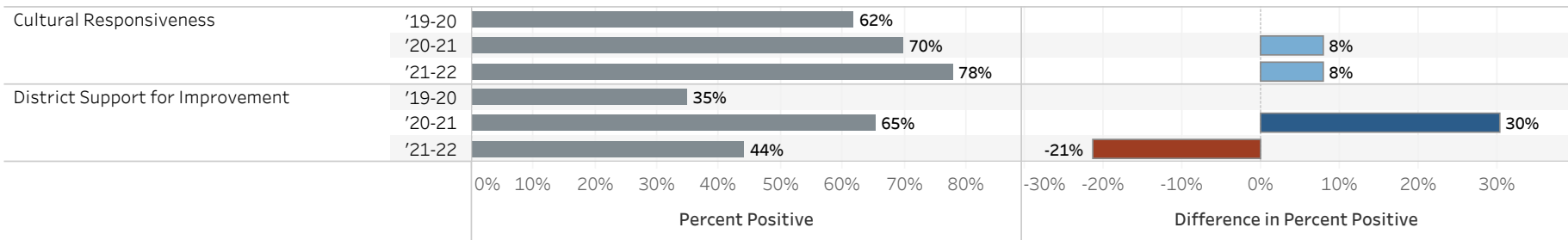
■ Almost Always True 
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# 9 Characteristics of High-Performing School – LONGITUDINAL

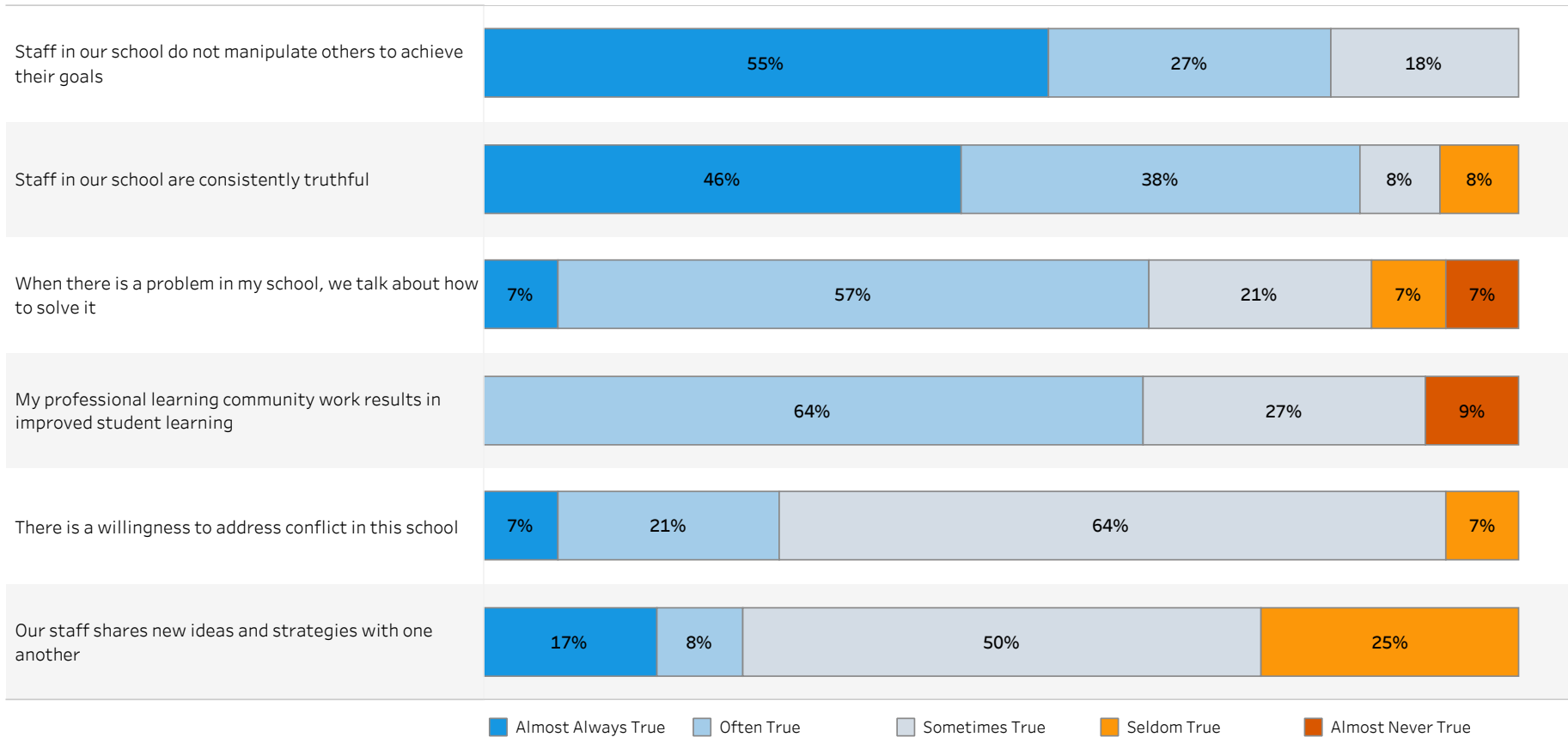
The percent difference on the right side represents the year to year change.



## Additional Characteristics

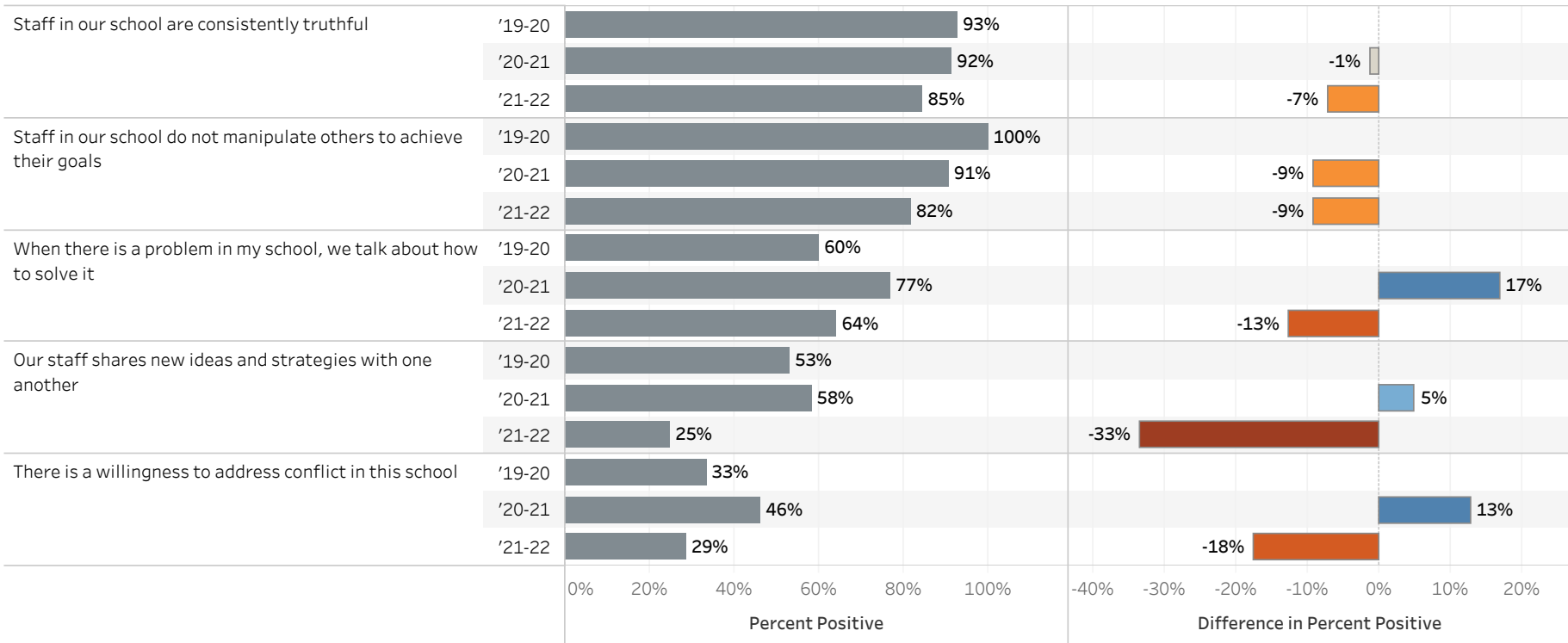


# High Levels of Collaboration and Communication

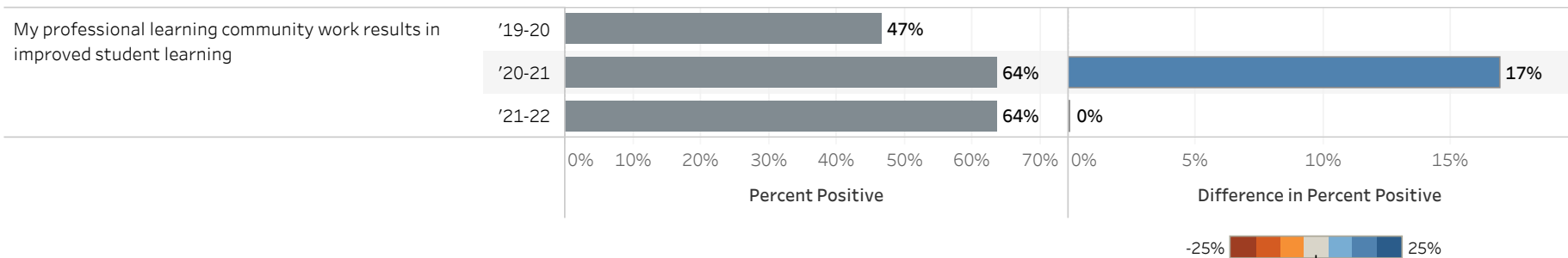


# High Levels of Collaboration and Communication— LONGITUDINAL

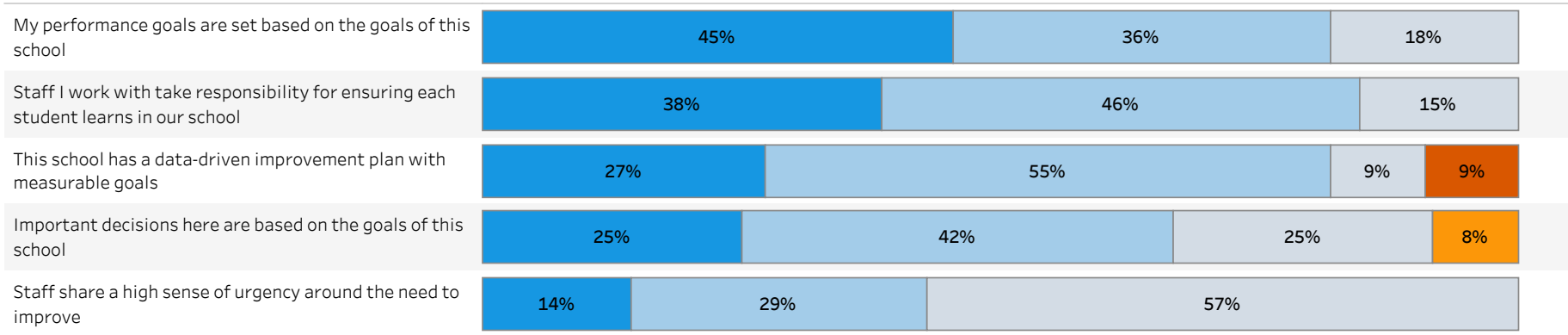
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## Questions answered only by Instructional Staff



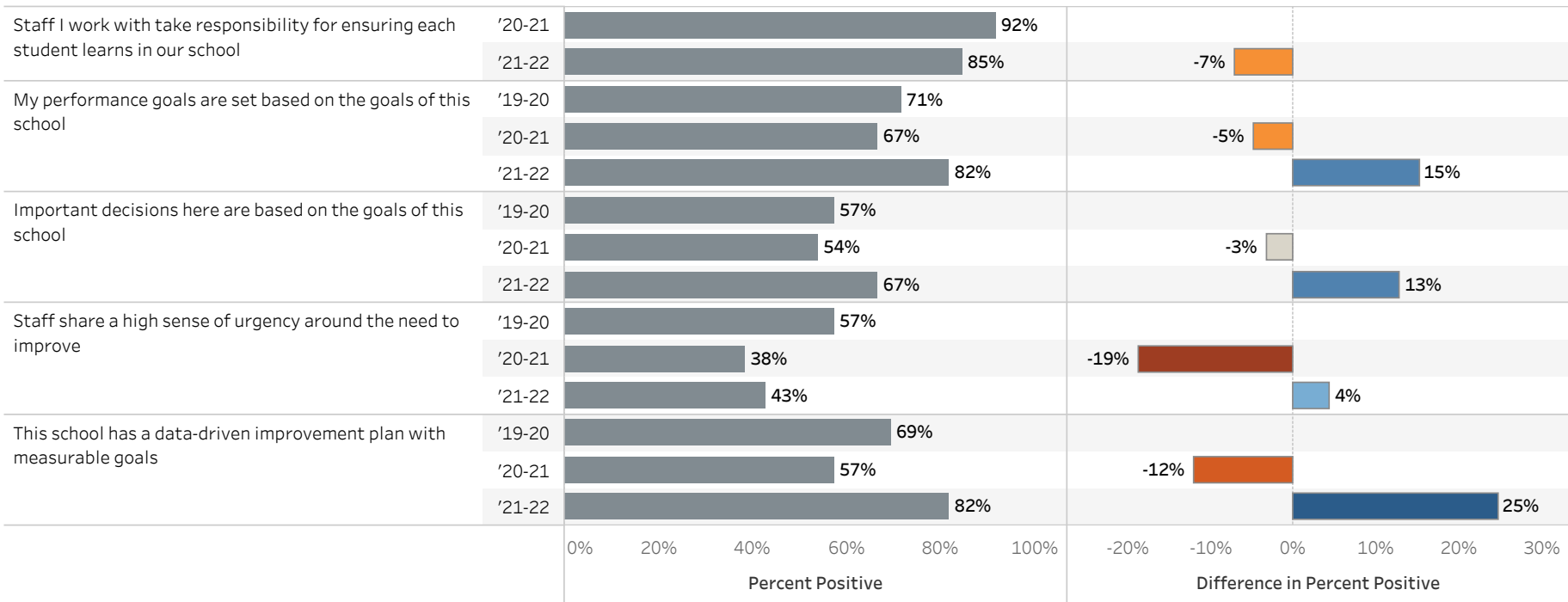
# Clear and Shared Focus



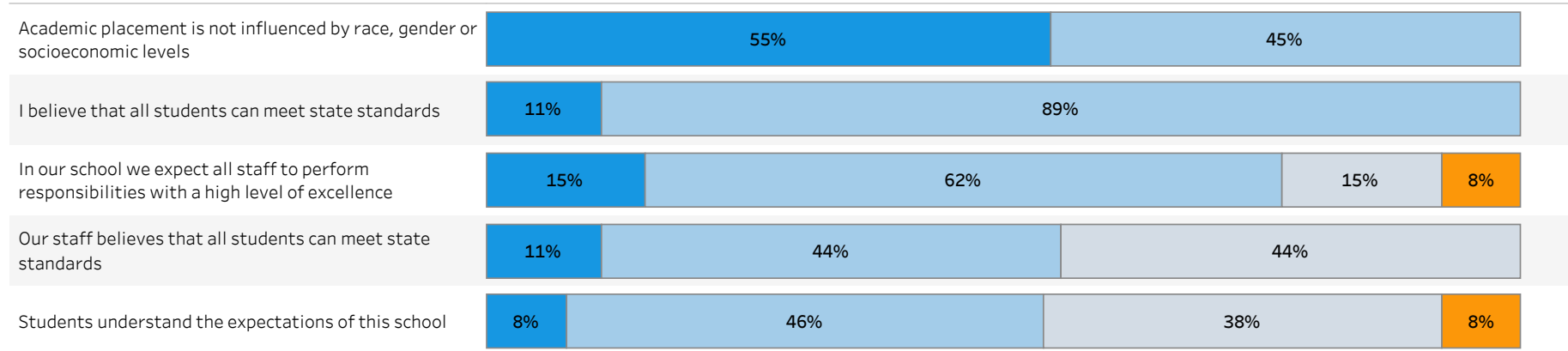
## LONGITUDINAL

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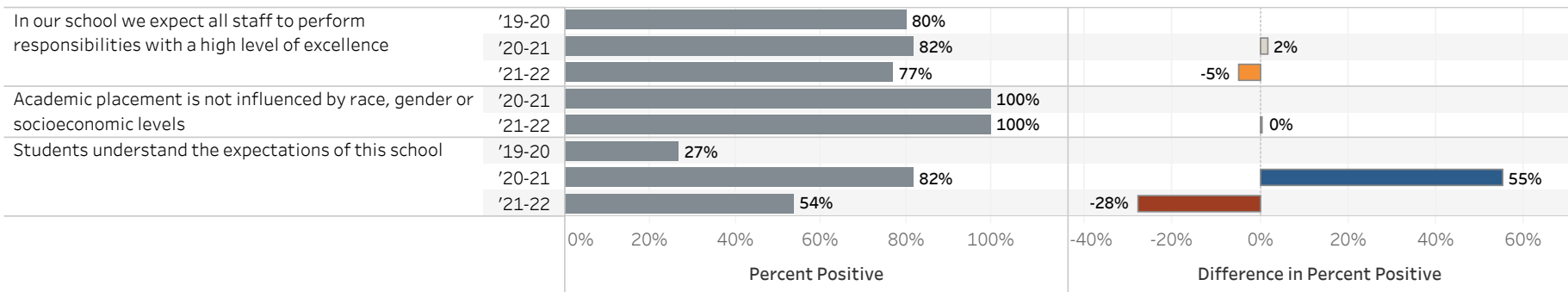
# High Standards and Expectations



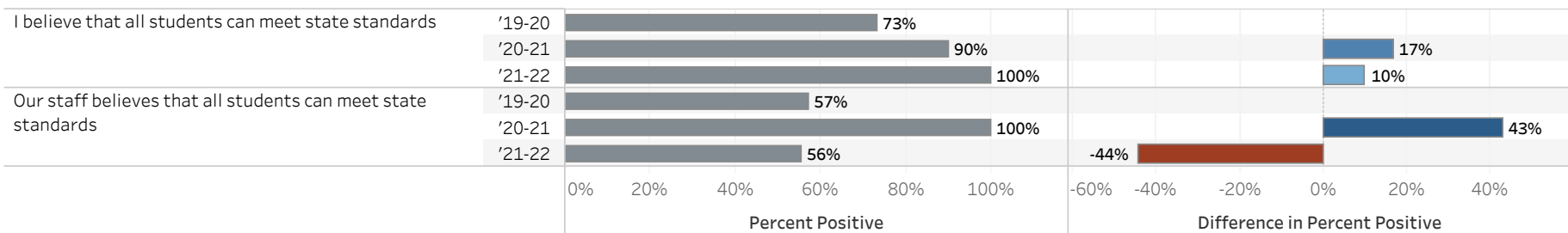
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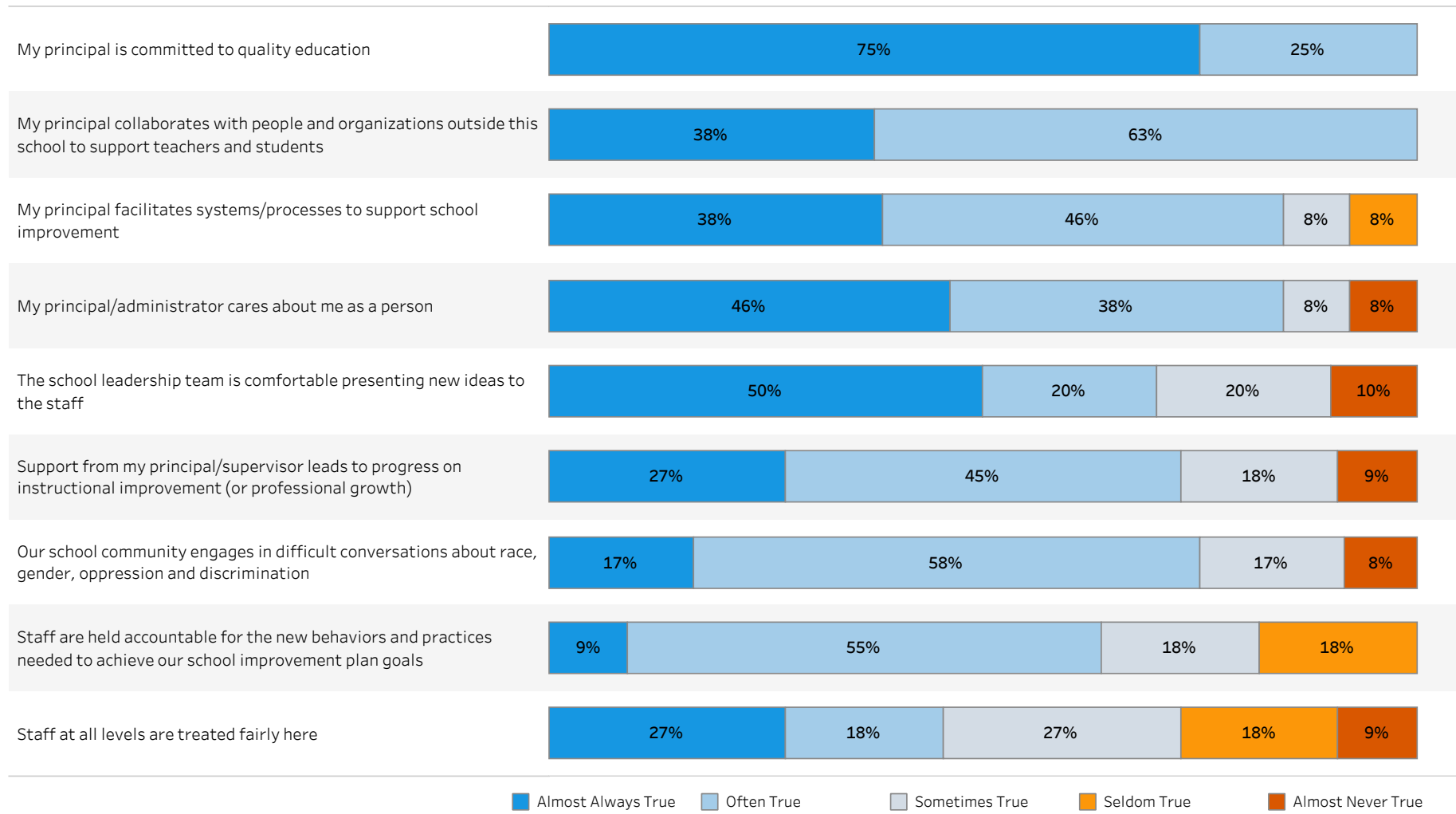


### Questions answered by only Instructional Staff



# Effective Leadership

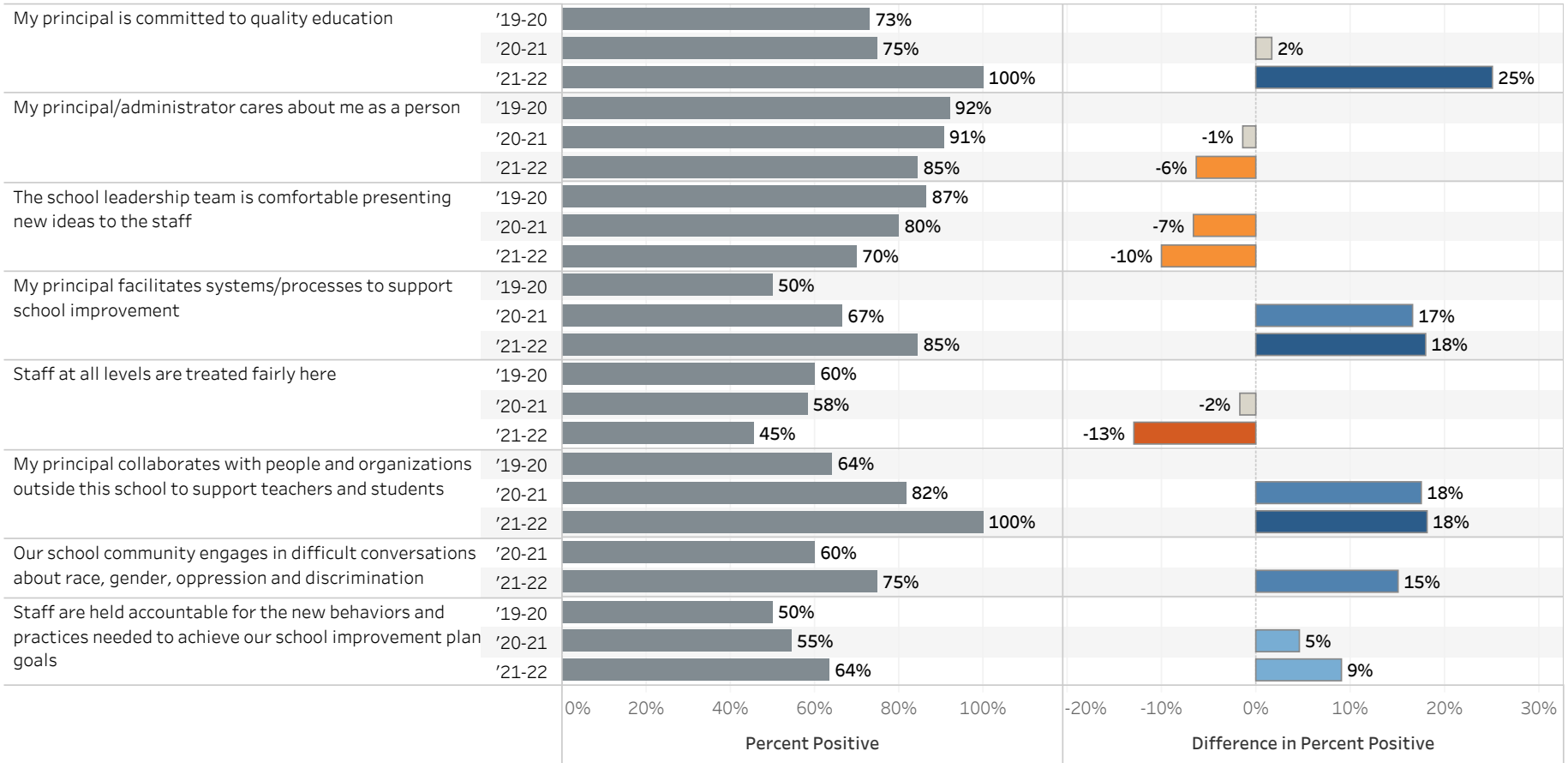
South Whidbey Middle School



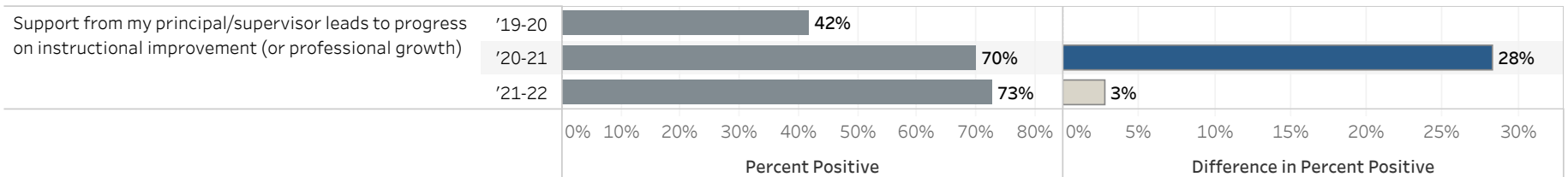


# Effective Leadership—LONGITUDINAL

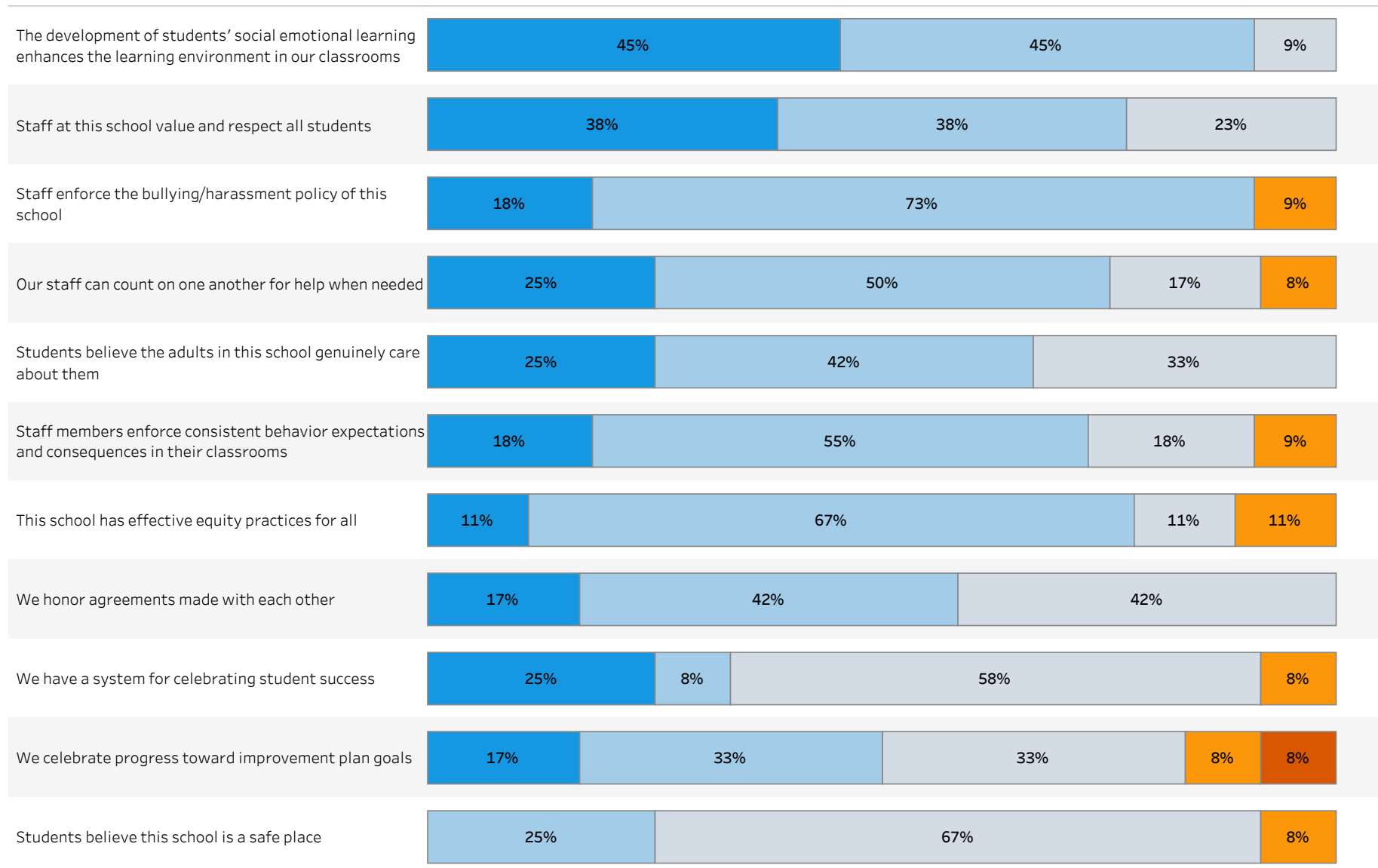
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## Questions answered by only Instructional Staff



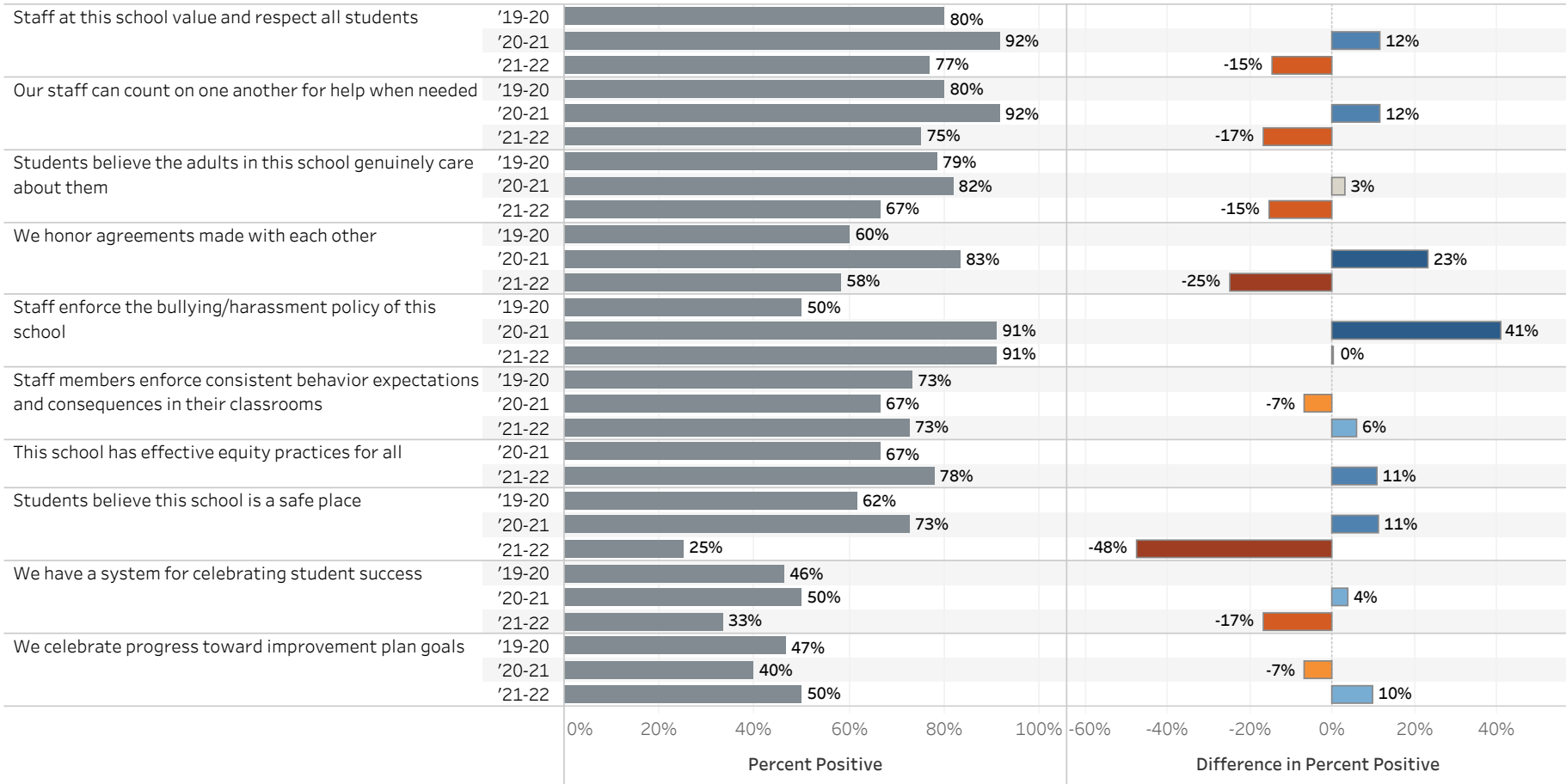
# Supportive Learning Environment



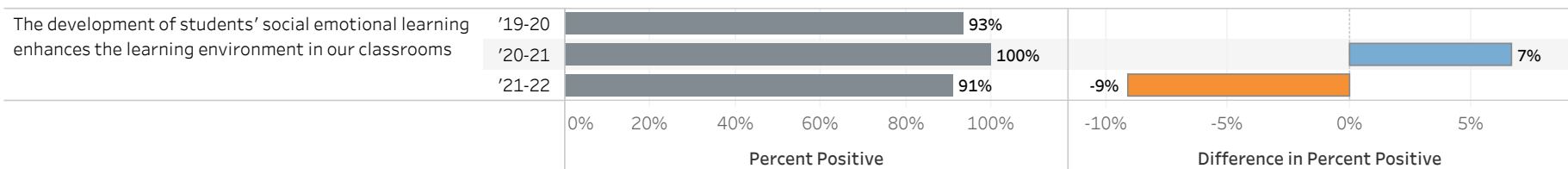
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# Supportive Learning Environment - LONGITUDINAL

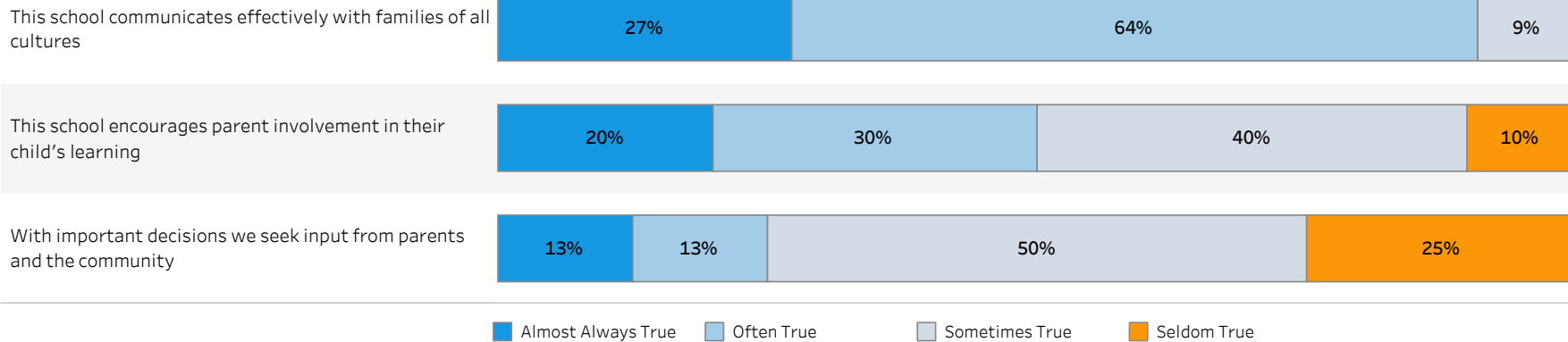
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## Questions answered by only Instructional Staff

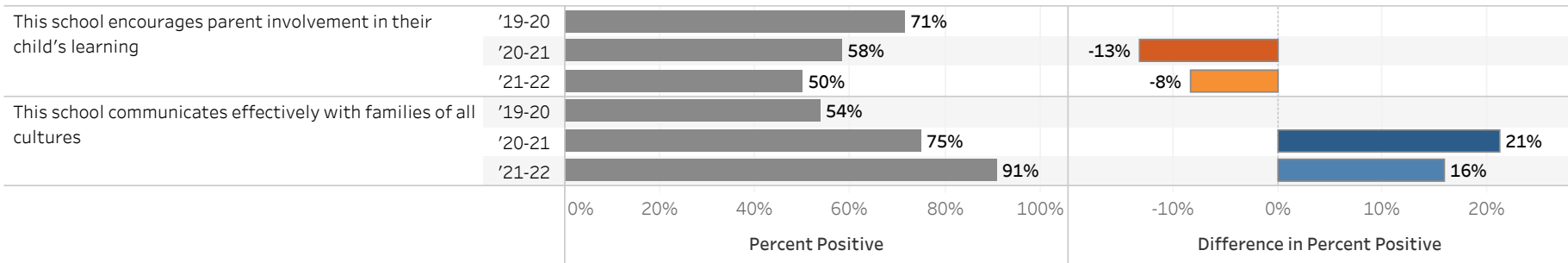


# Parent and Community Involvement

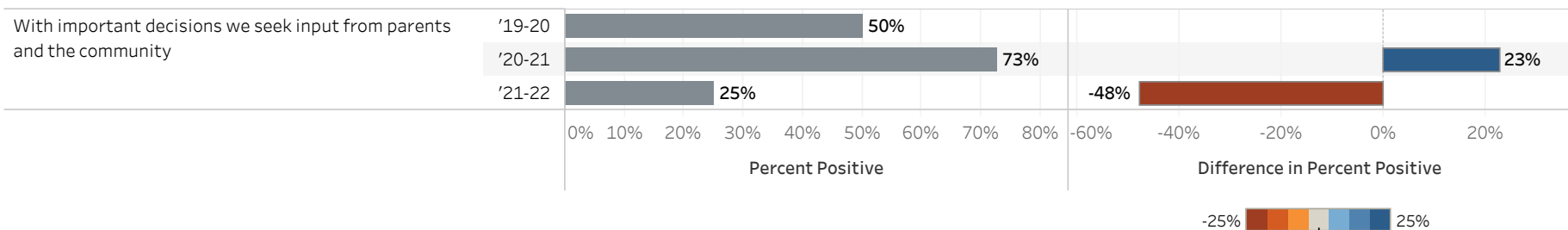


## LONGITUDINAL

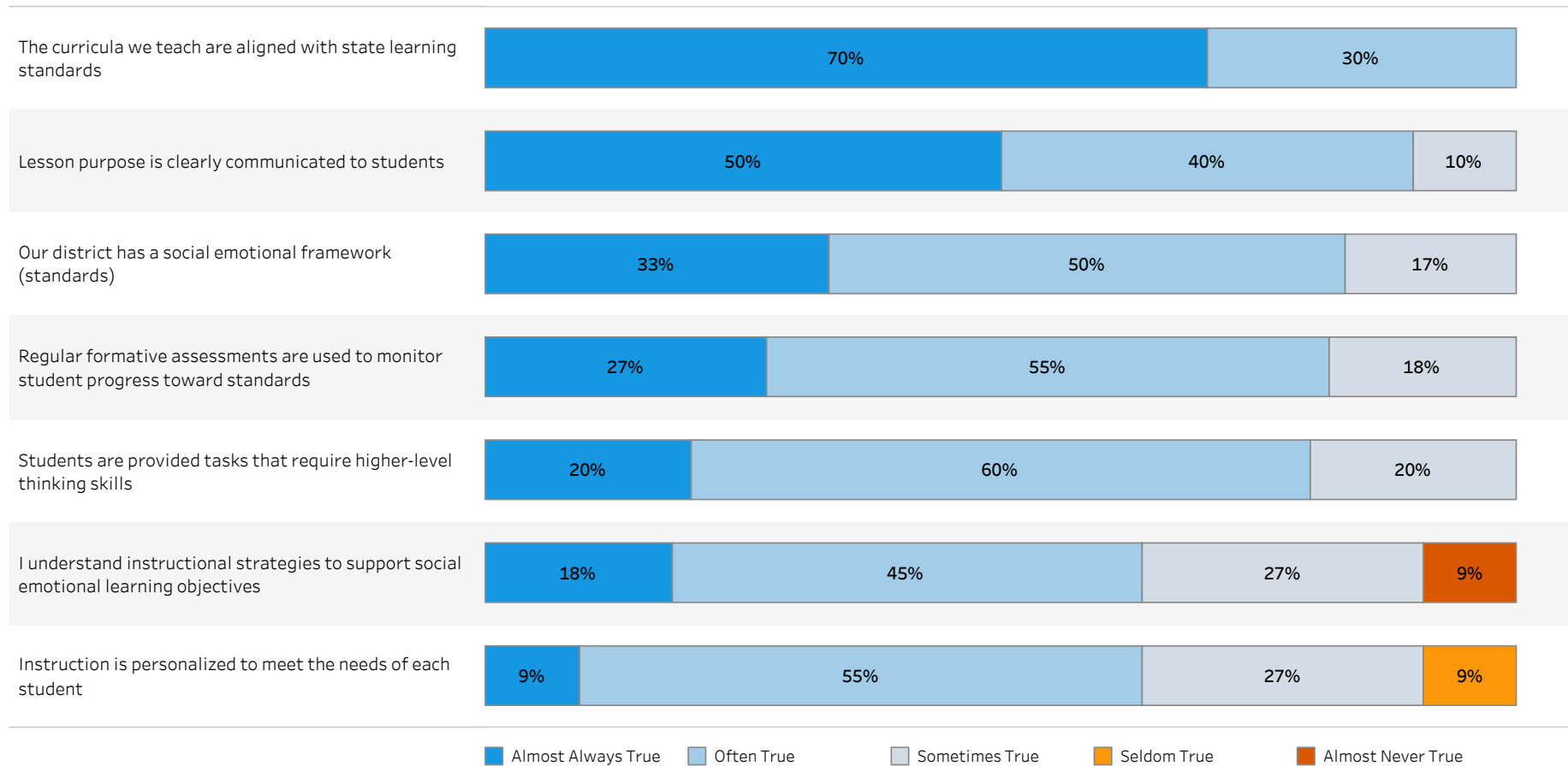
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### Questions answered by only Instructional Staff



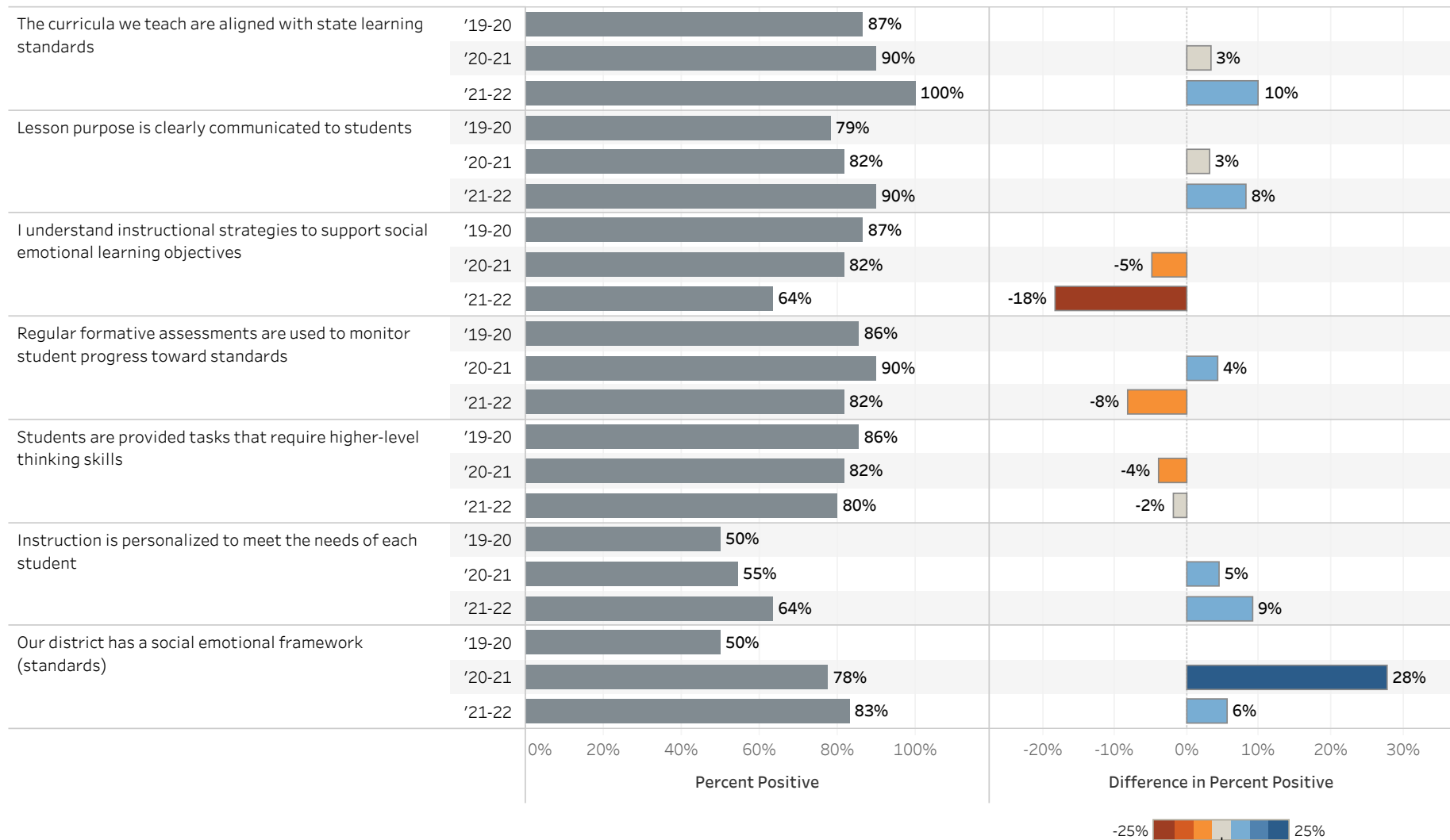
# High Quality Curriculum, Instruction, and Assessment



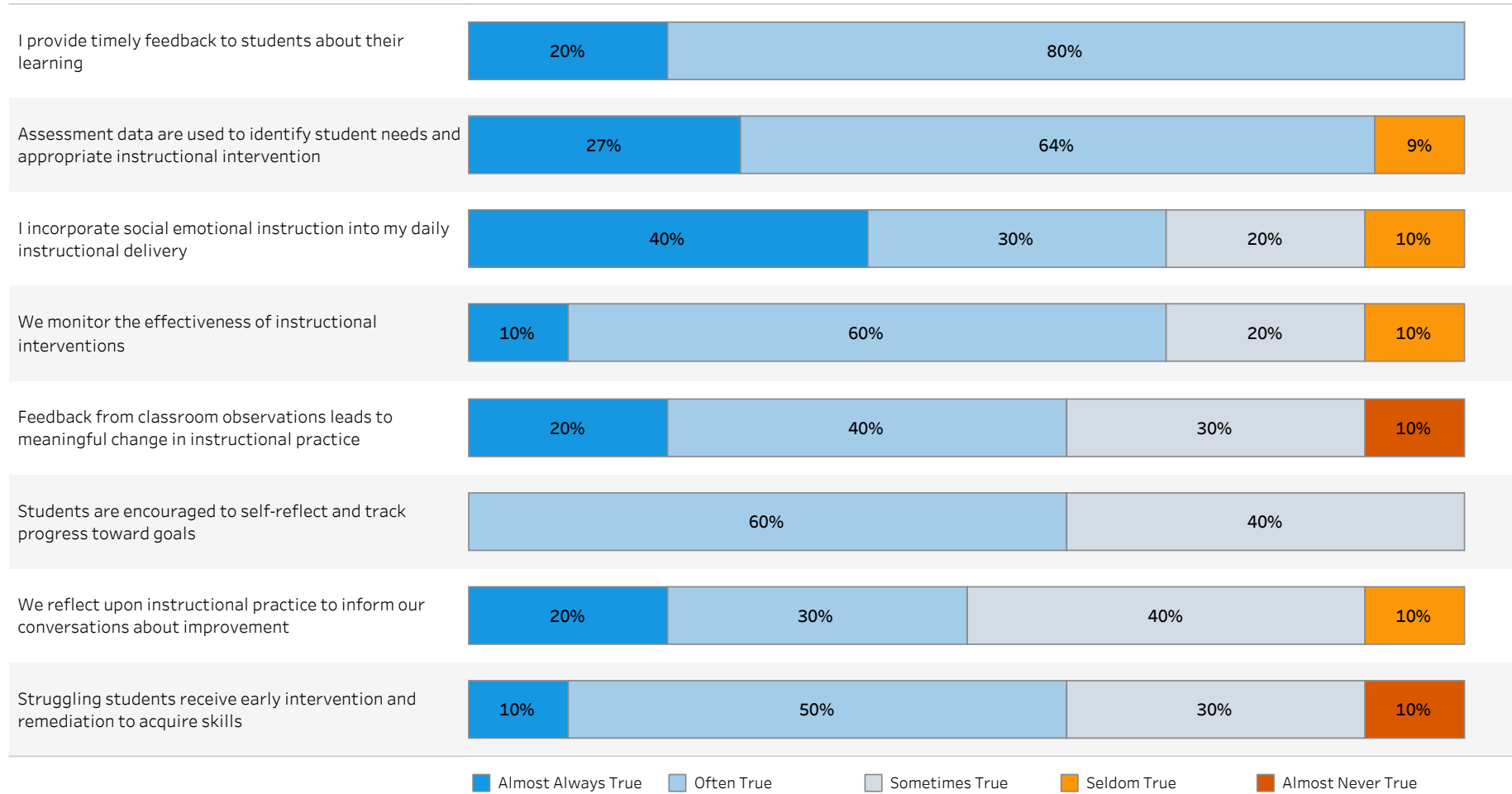
# High Quality Curriculum, Instruction, and Assessment - LONGITUDINAL

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

## Questions answered by only Instructional Staff



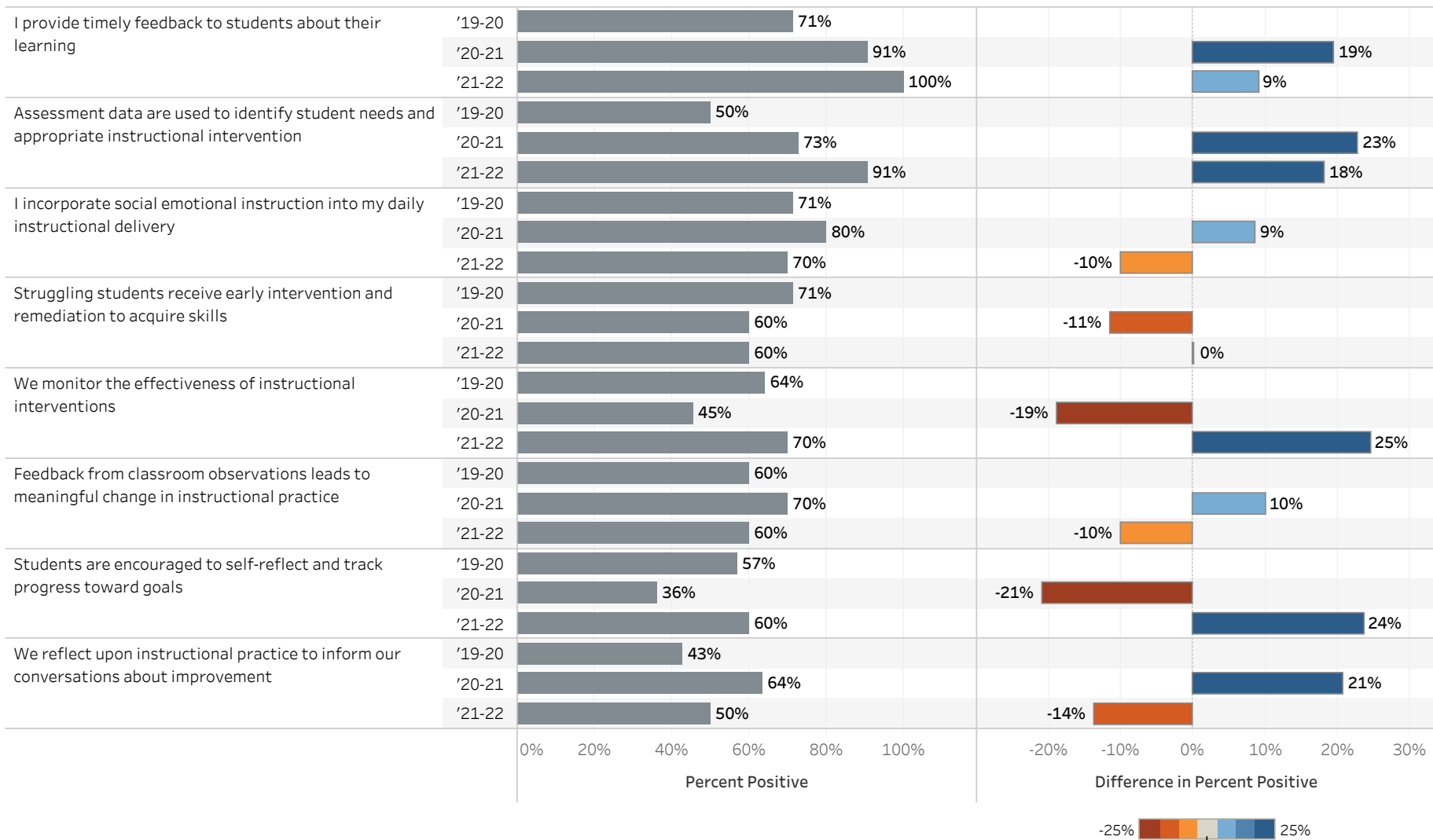
# Frequent Monitoring of Teaching and Learning



# Frequent Monitoring of Teaching and Learning - LONGITUDINAL

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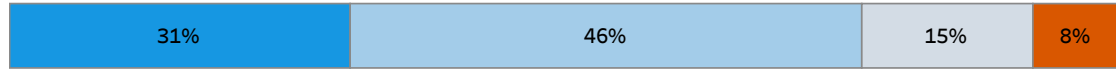
## Questions answered by only Instructional Staff



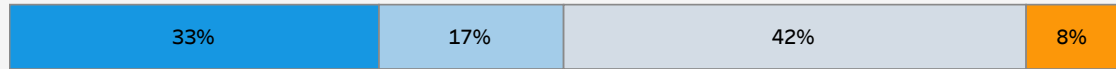


# Focused Professional Development

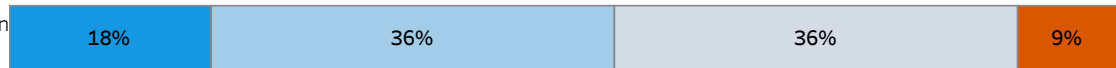
We are provided training to meet the needs of a diverse student population in our school



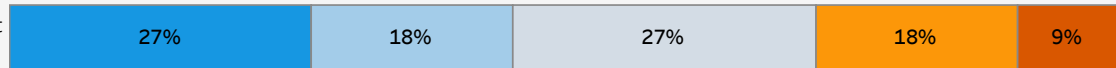
We talk about race and bigotry as a staff



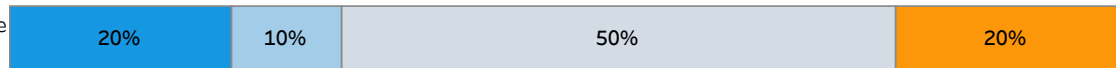
Our teachers engage in professional development activities to learn and apply new skills and strategies



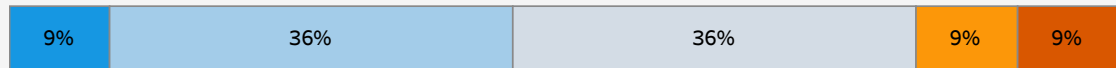
Our teachers engage in classroom-based professional development activities (e.g. peer coaching) that focus on improving instruction



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



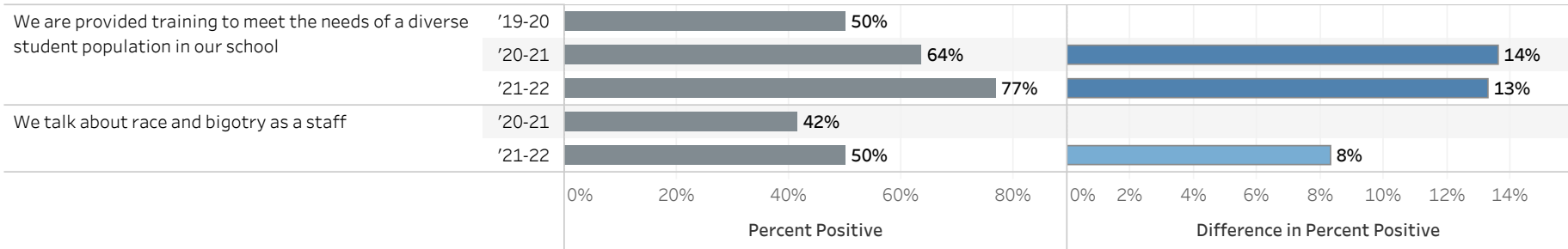
I receive training on instruction to support social emotional learning



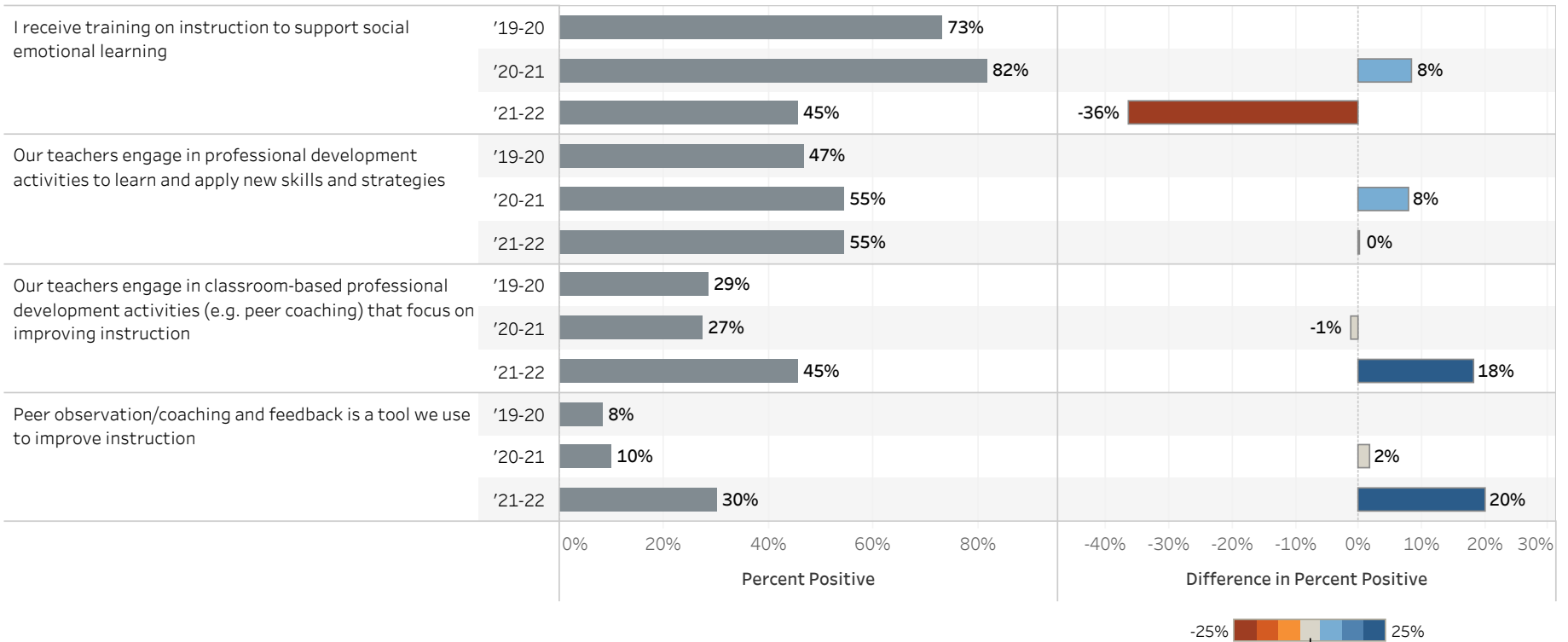
■ Almost Always True  
 ■ Often True  
 ■ Sometimes True  
 ■ Seldom True  
 ■ Almost Never True

# Focused Professional Development LONGITUDINAL

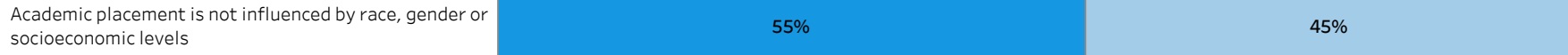
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## Questions answered by only Instructional Staff



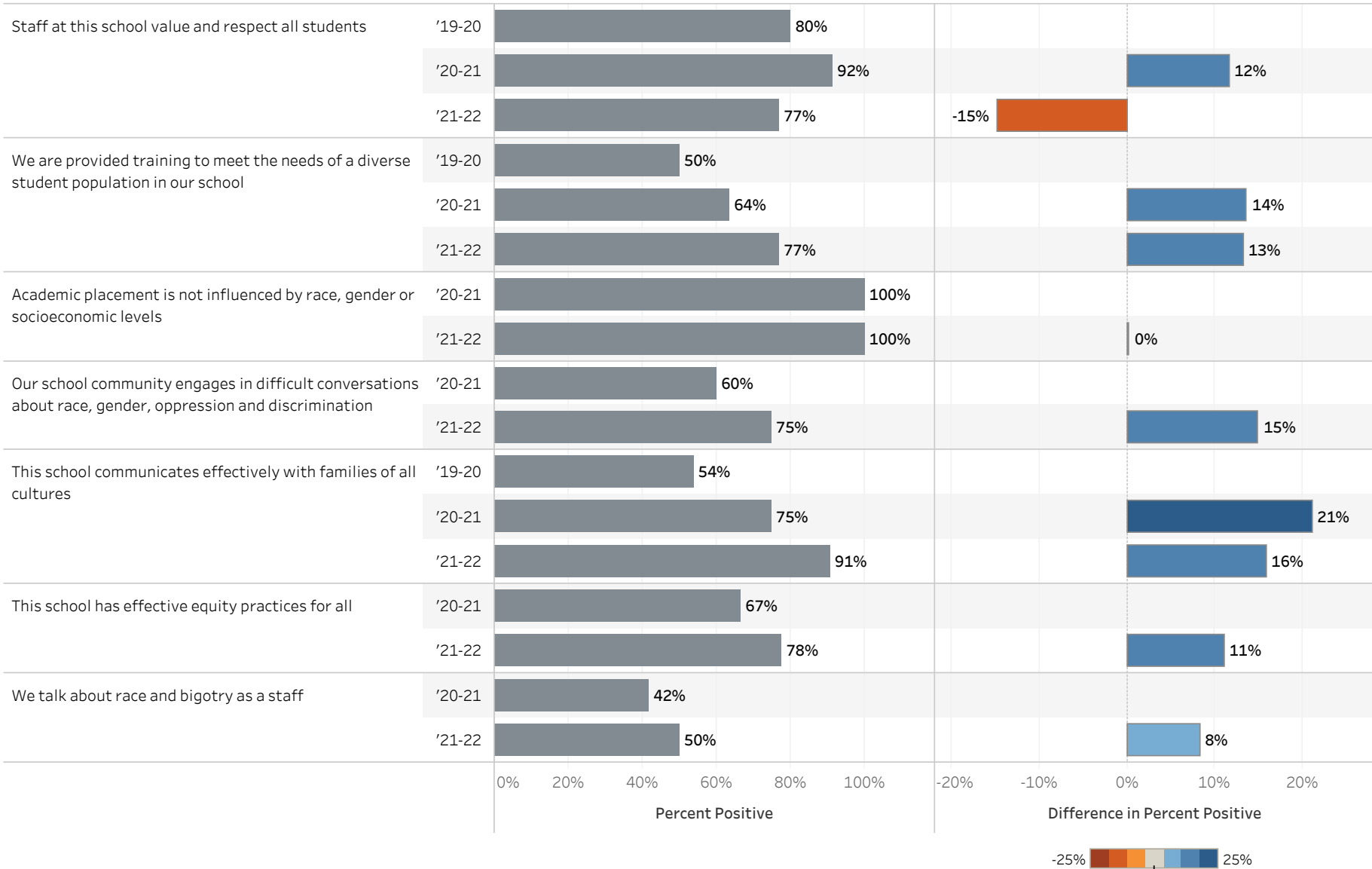
# Cultural Responsiveness



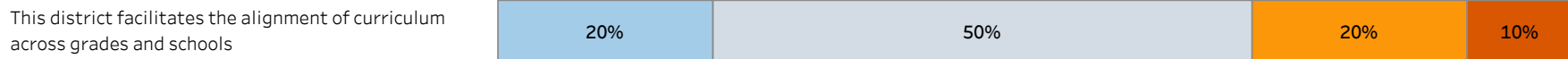
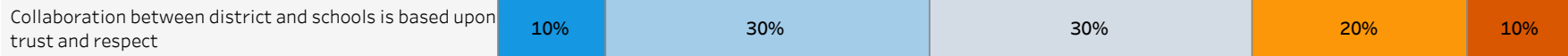
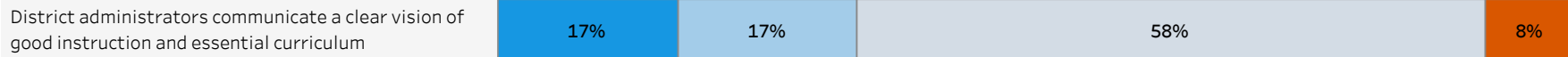
■ Almost Always True   
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# Cultural Responsiveness - LONGITUDINAL

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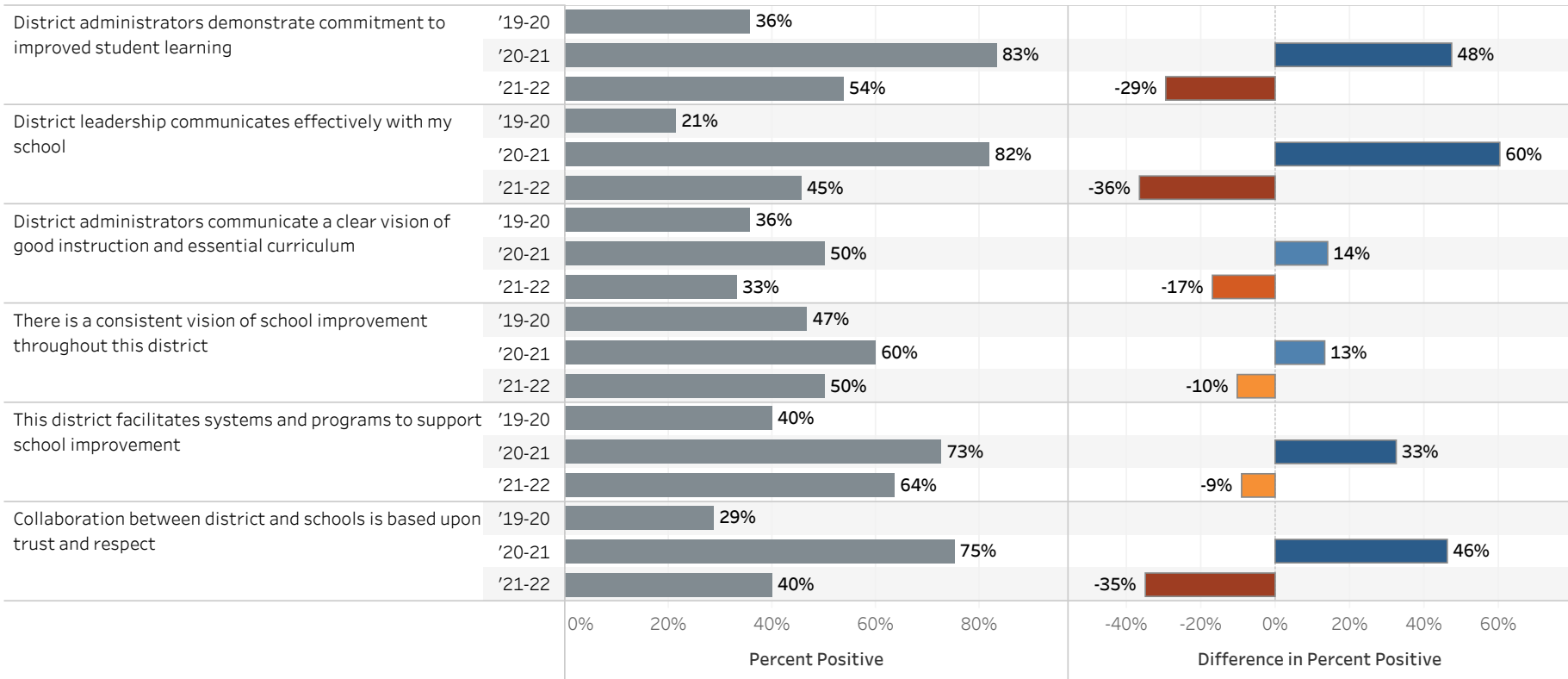
# District Support for Improvement



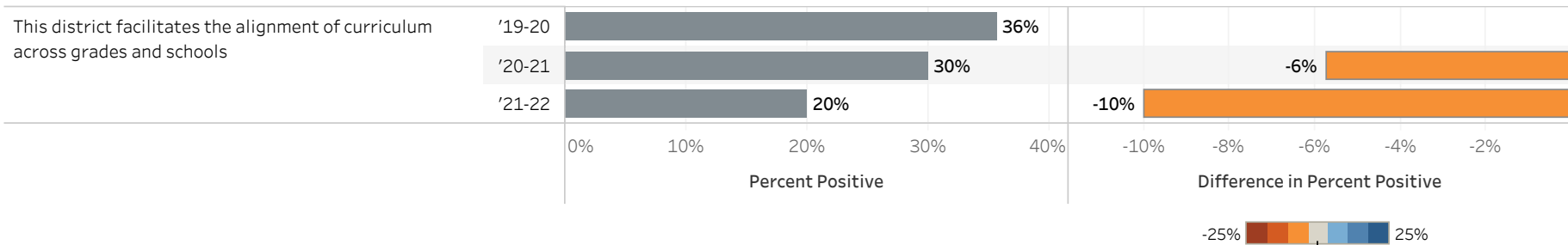
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# District Support for Improvement

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## Questions answered by only Instructional Staff

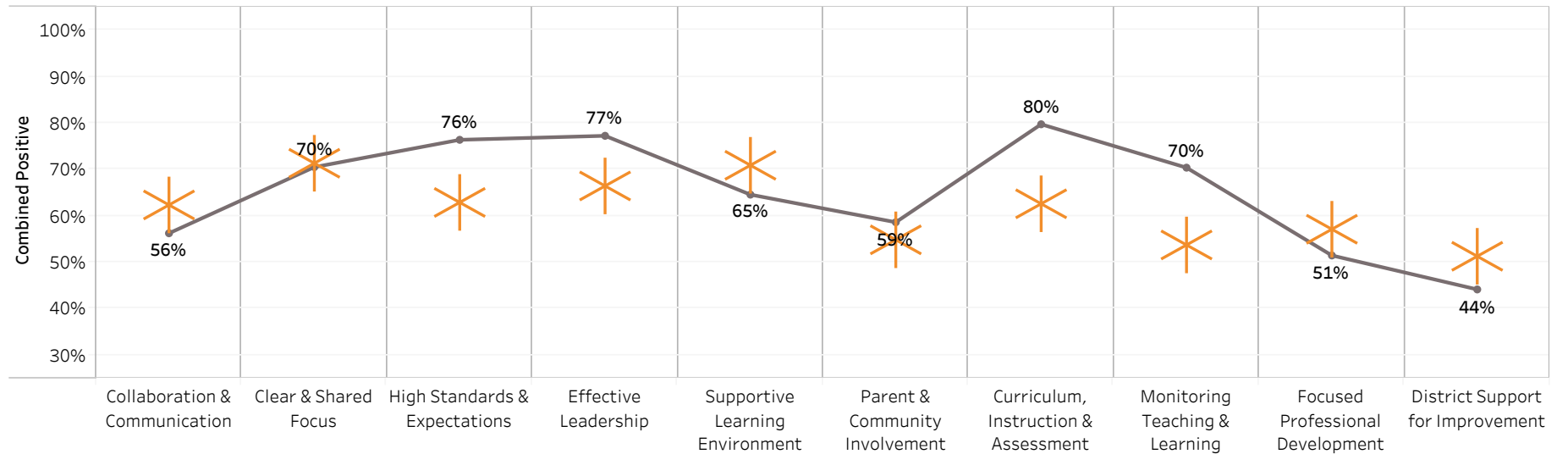


## Comparison - Mean Scores

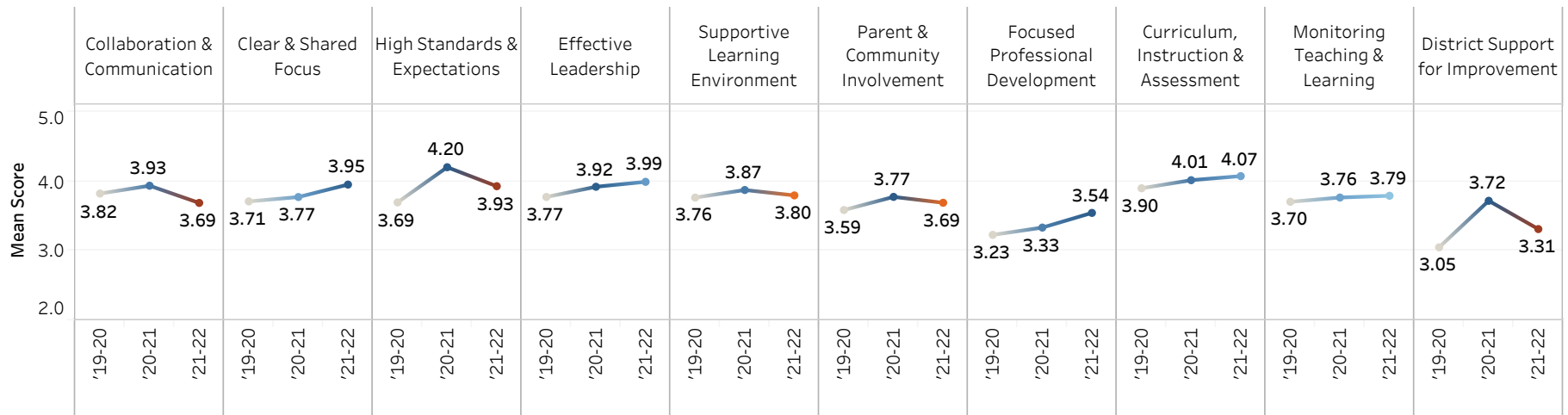


## Comparison - Percent Positive

How does your school compare to:   
■ Avg. Your School or District   
✱ Nationwide Schools



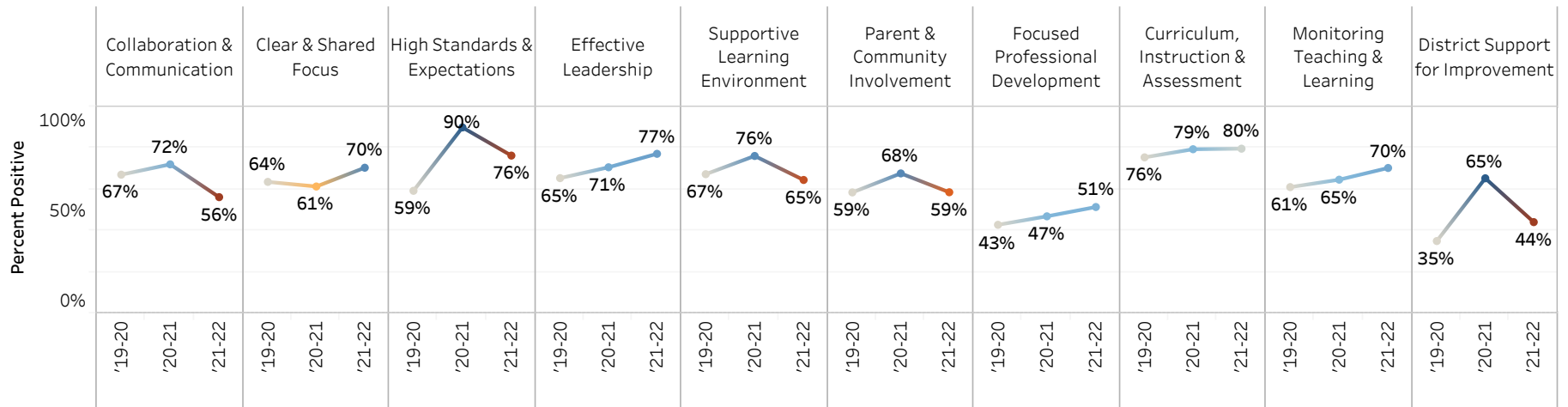
# Comparison - Mean Scores LONGITUDINAL



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%