Educational Effectiveness Survey™

The Center for Educational Effectiveness

9 Characteristics of High Performing Schools

Staff Edition V11

South Whidbey School District

2023	2024	2025
N=59	N=109	N=92

Better Data. Better Decisions. Better Schools.

EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

The Center for Educational Effectiveness

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.

NOTICE

The Center for Educational Effectiveness, Inc. (CEE) makes substantial effort to ensure the accurate scoring, analysis, and reporting of the results of the Educational Effectiveness Survey. However, CEE makes no warranty of any kind with regard to this material, including, but not limited to, the implied warranties of merchantability and fitness for a particular purpose. CEE shall not be liable for errors contained herein or for incidental or consequential damages in connection with the furnishing, performance, or use of this material.

No part of these materials may be copied, reproduced, republished, posted, modified, edited, transmitted, distributed, or used to create derivative works in any form or by any means without the prior written consent of Center for Educational Effectiveness, Inc. These materials are copyright protected under U.S. and international copyright laws and treaties. Violation of these laws will lead to prosecution.

Trademark notice: Center for Educational Effectiveness™ and affiliated logo, Better Data. Better Decisions. Better Schools.™ and affiliated logo, Educational Effectiveness Survey™, EES-Leadership 360™ are all trademarks of Center for Educational Effectiveness, Inc. All other trademarks cited here are the property of their respective owners.

Published by:
Center for Educational Effectiveness, Inc.
© 2003-2022 Center for Educational Effectiveness, Inc. All Rights Reserved.
Printed in the U.S.A.

Contact Information:

Phone: 425-283-0384
info@effectiveness.org
www.effectiveness.org

Better Data. Better Decisions. Better Schools.

EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

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.

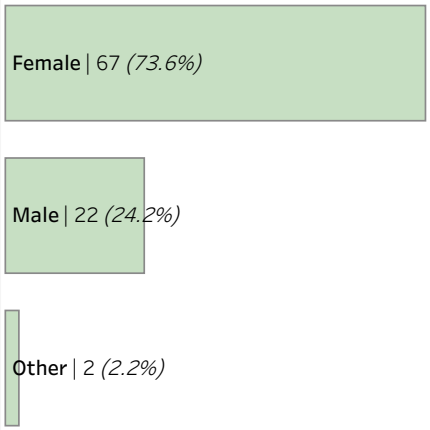
Readiness for Change
This is the starting point for interpreting your EES Staff data. CEE's research into staff survey responses has shown these items or attributes to be foundational to organizational change. This section, with your unique charted data, is the first section in the report.

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.

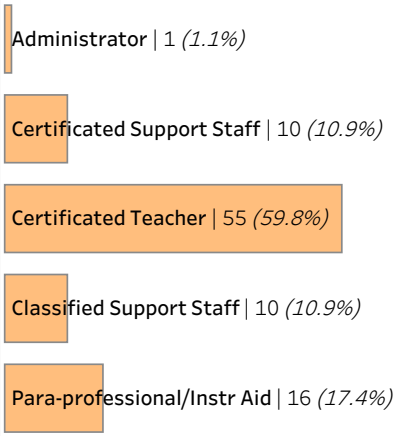
EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Demographics

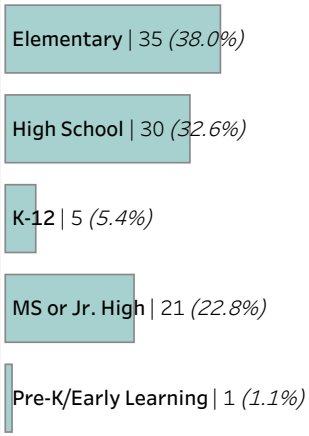
Gender



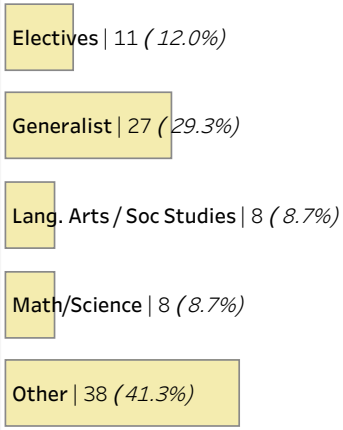
Position



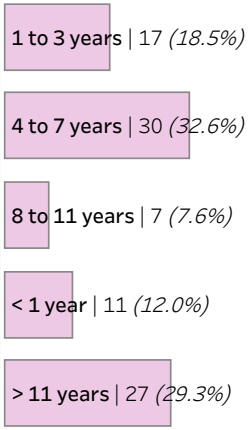
Level



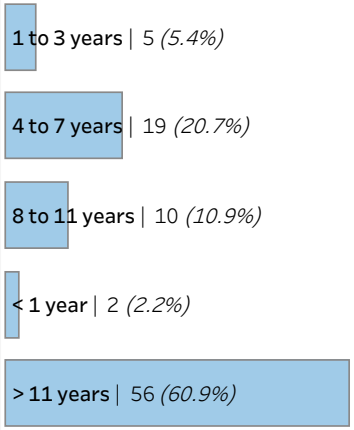
Department



School-Yrs of Service



Education-Yrs of Service



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

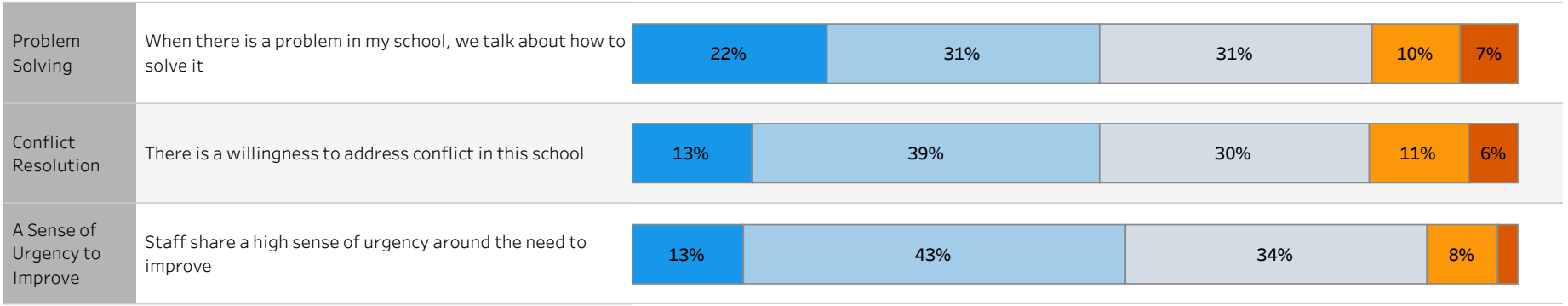
Readiness for Change

South Whidbey School District

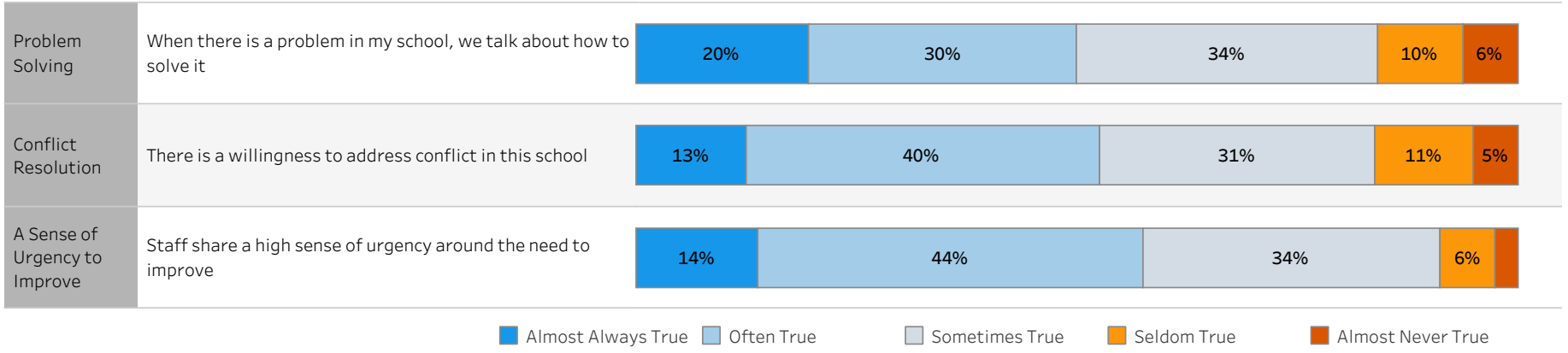
The charts below are data about your school staff, who must define, embrace, implement, and sustain change. If your staff believes there is a weakness in the problem-solving ability or in the ability to resolve conflict within this building, or does not see the urgency to improve, you must address those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



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Readiness for Change—LONGITUDINAL

South Whidbey School District

All Staff

Problem Solving	When there is a problem in my school, we talk about how to solve it	2023	12% 33% 30% 14% 11%
		2024	19% 50% 22% 6% 4%
		2025	22% 31% 31% 10% 7%
Conflict Resolution	There is a willingness to address conflict in this school	2023	16% 26% 33% 18% 7%
		2024	21% 42% 30% 4%
		2025	13% 39% 30% 11% 6%
A Sense of Urgency to Improve	Staff share a high sense of urgency around the need to improve	2023	13% 35% 44% 4% 4%
		2024	19% 44% 31% 5%
		2025	13% 43% 34% 8%

Almost Always True | Often True | Sometimes True | Seldom True | Almost Never True

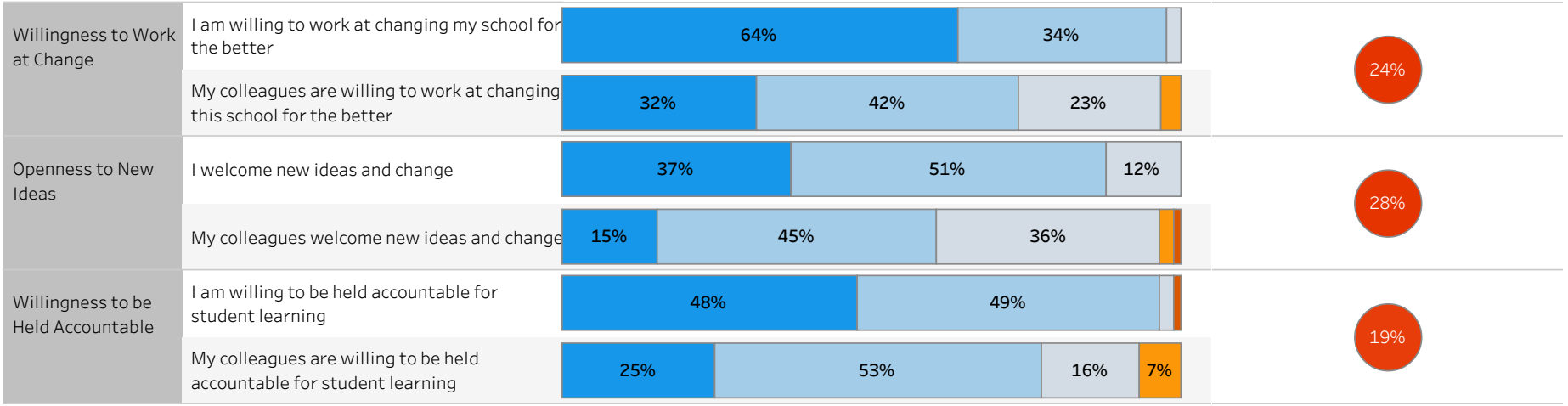
EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Readiness for Change—I vs. They Perspectives

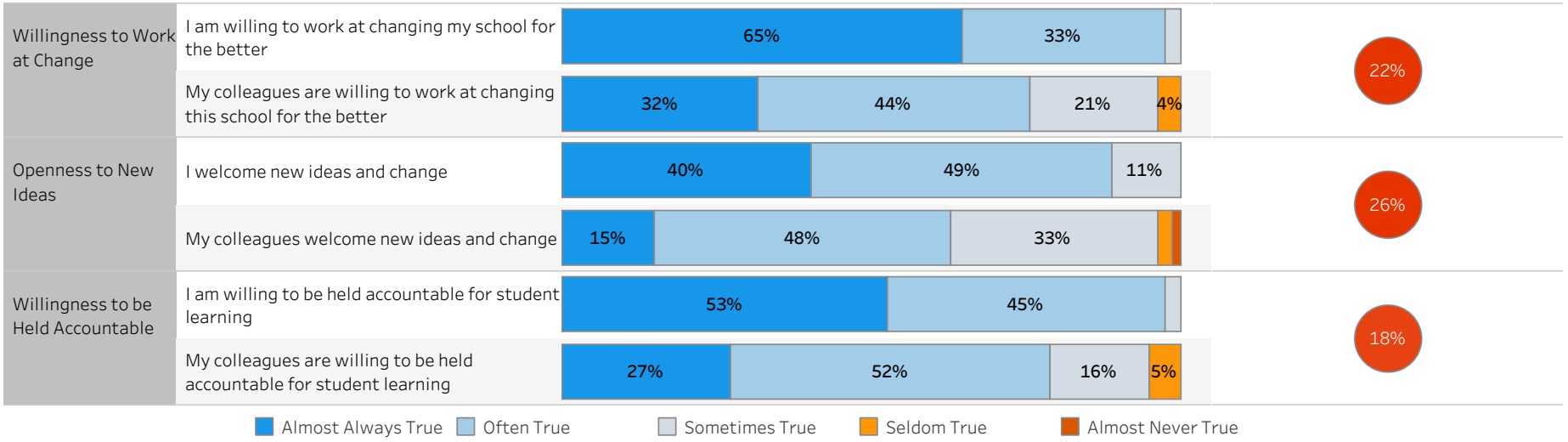
South Whidbey School District

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

All Staff



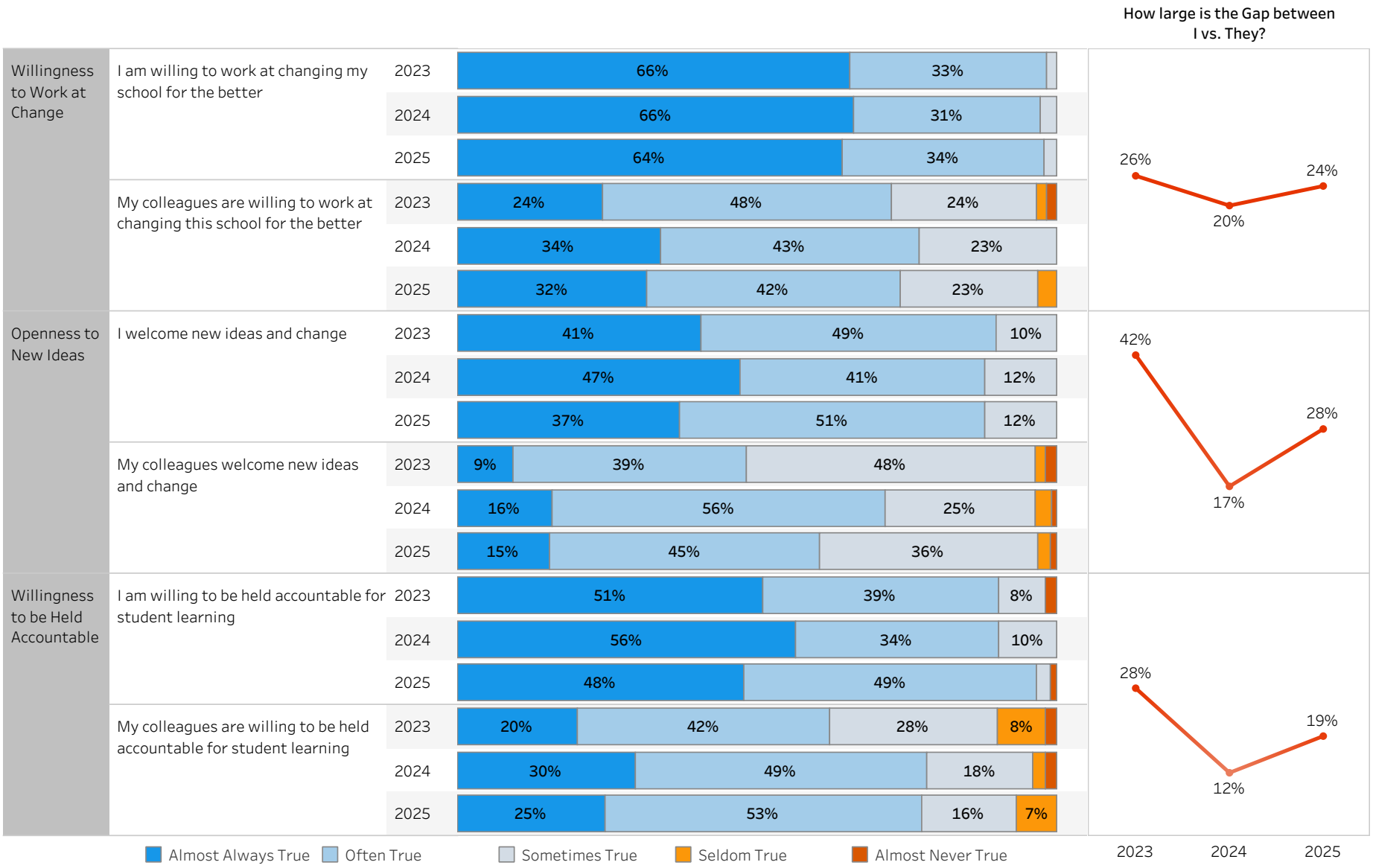
Instructional Staff



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Readiness for Change—I vs. They Perspectives—LONGITUDINAL

South Whidbey School District

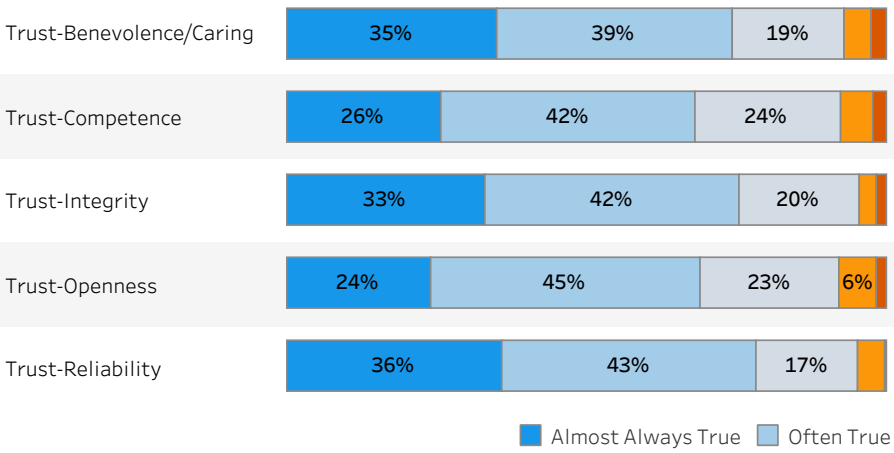


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

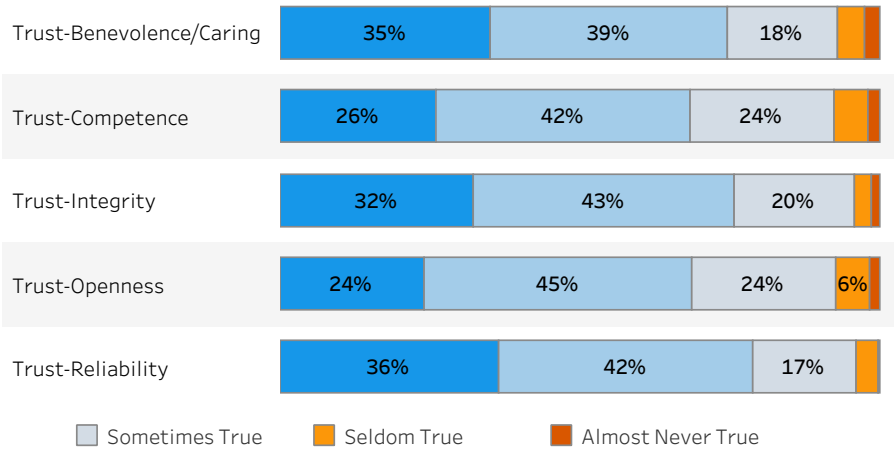
Organizational Trust

South Whidbey School District

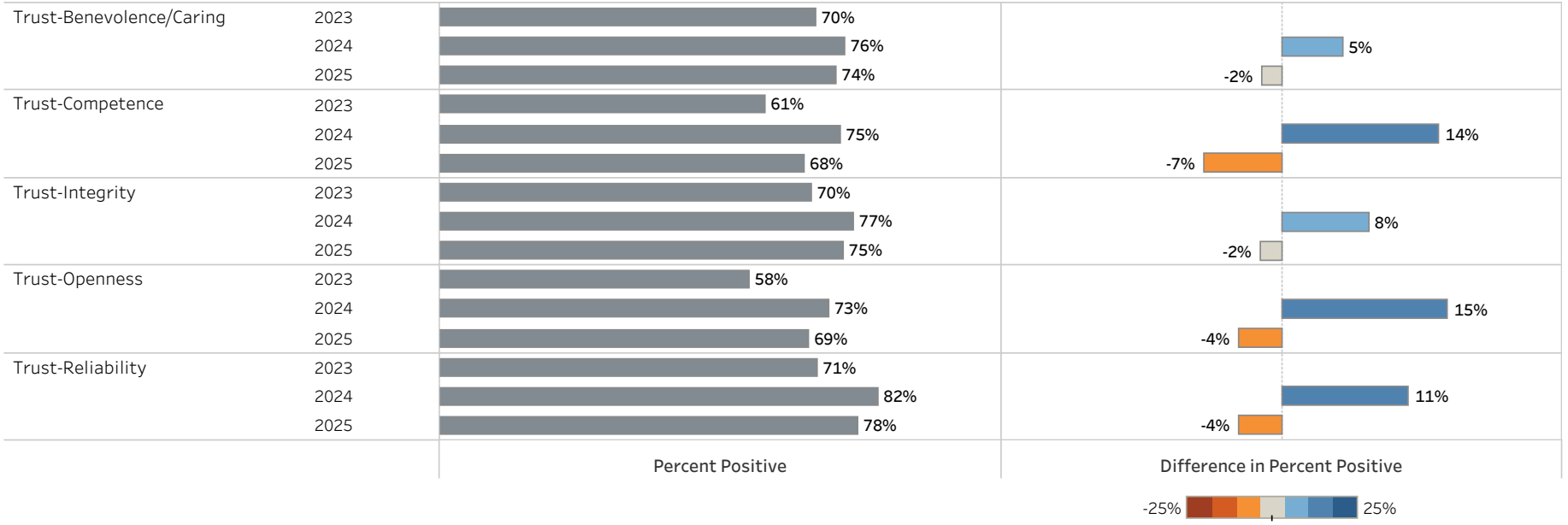
All Staff



Instructional Staff



Organizational Trust—LONGITUDINAL

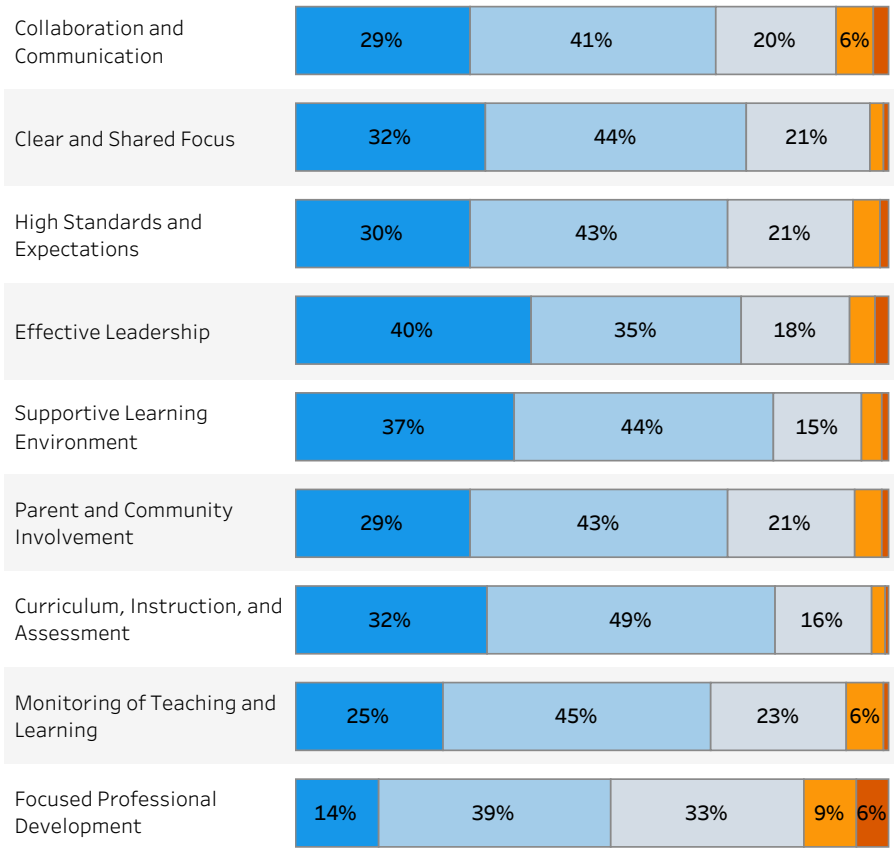


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

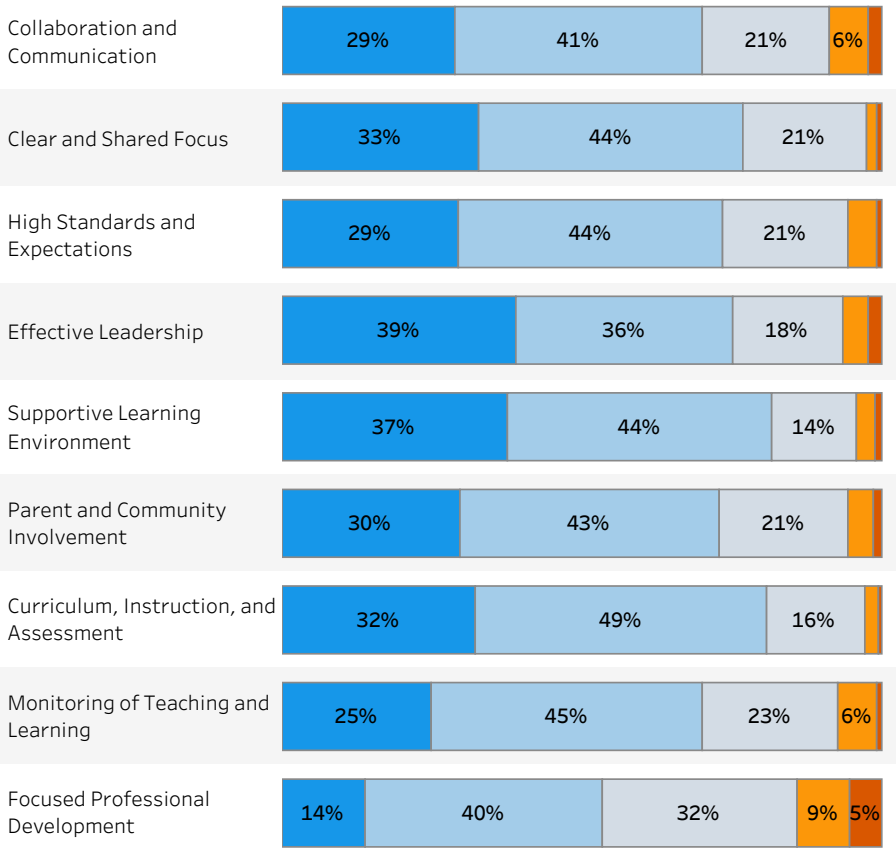
9 Characteristics of High-Performing Schools

South Whidbey School District

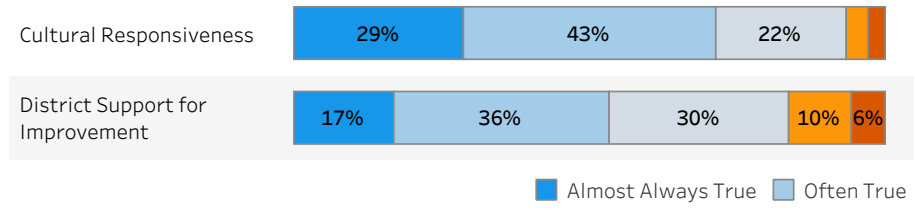
All Staff

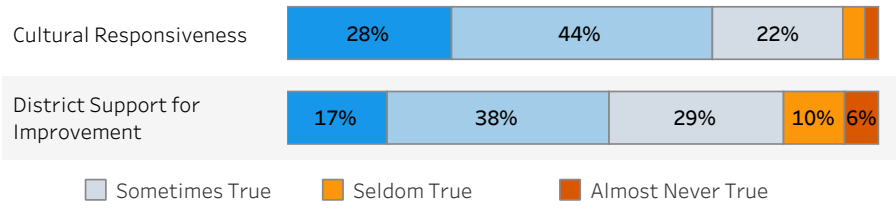


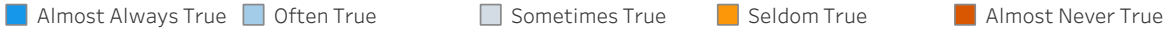
Instructional Staff



Additional Characteristics





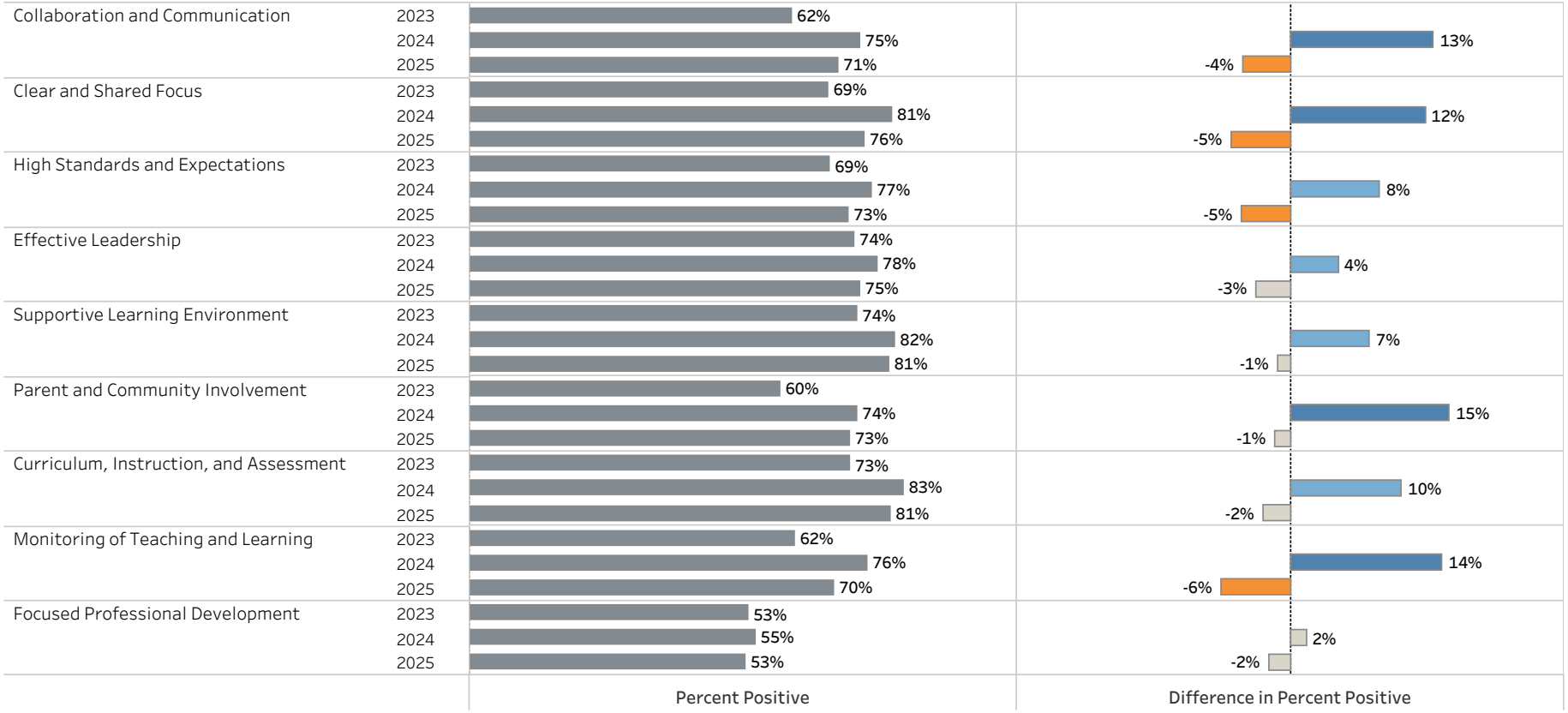


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

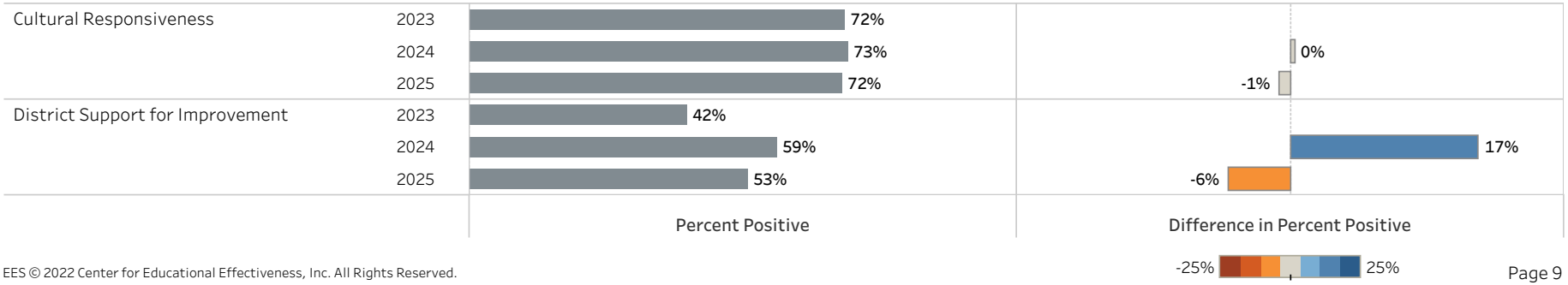
9 Characteristics of High-Performing School — LONGITUDINAL

South Whidbey School District

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



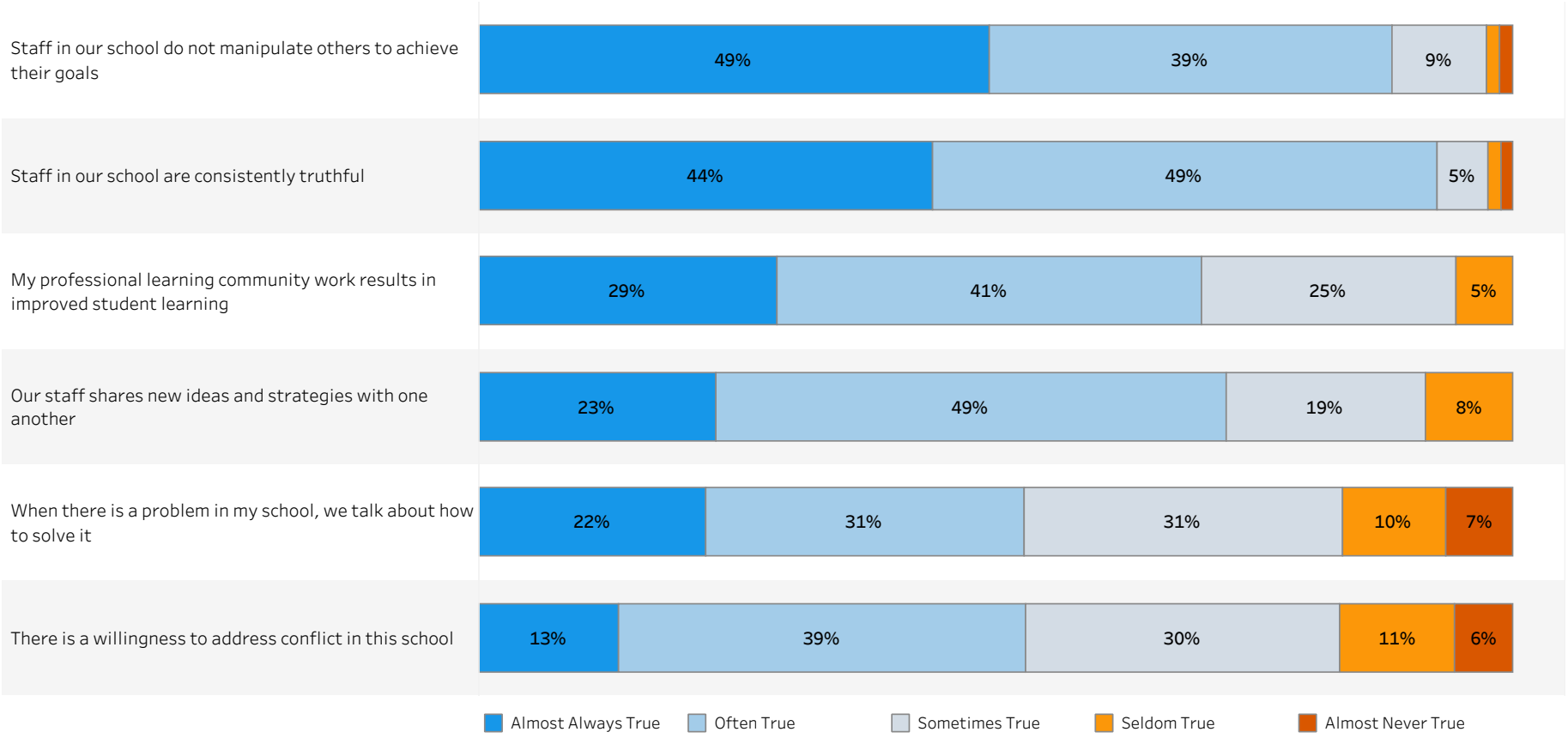
Additional Characteristics



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

High Levels of Collaboration and Communication

South Whidbey School District

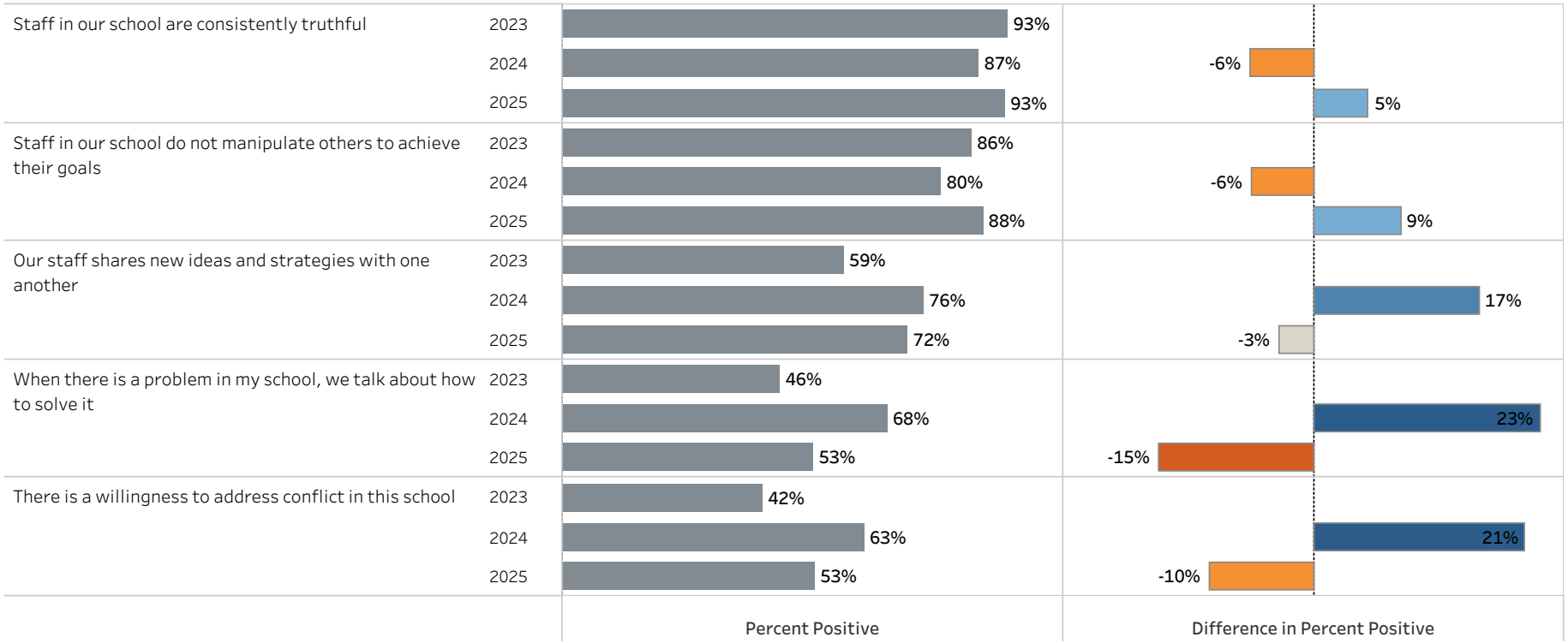


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

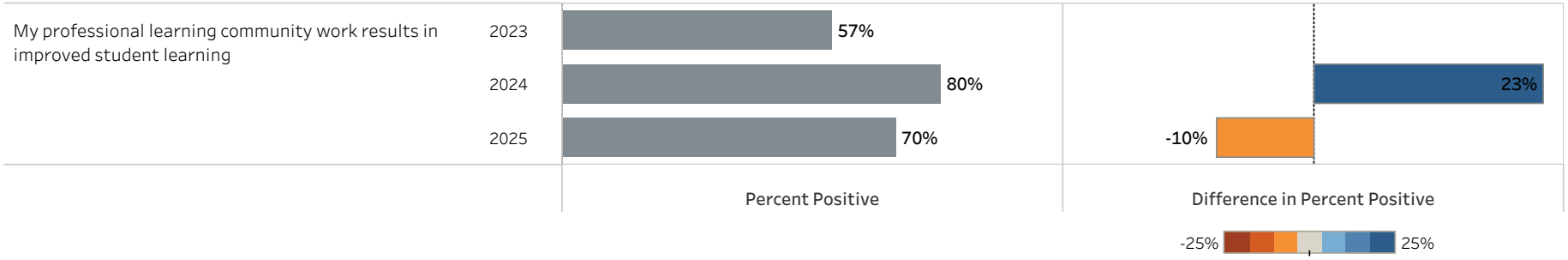
High Levels of Collaboration and Communication—LONGITUDINAL

South Whidbey School District

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



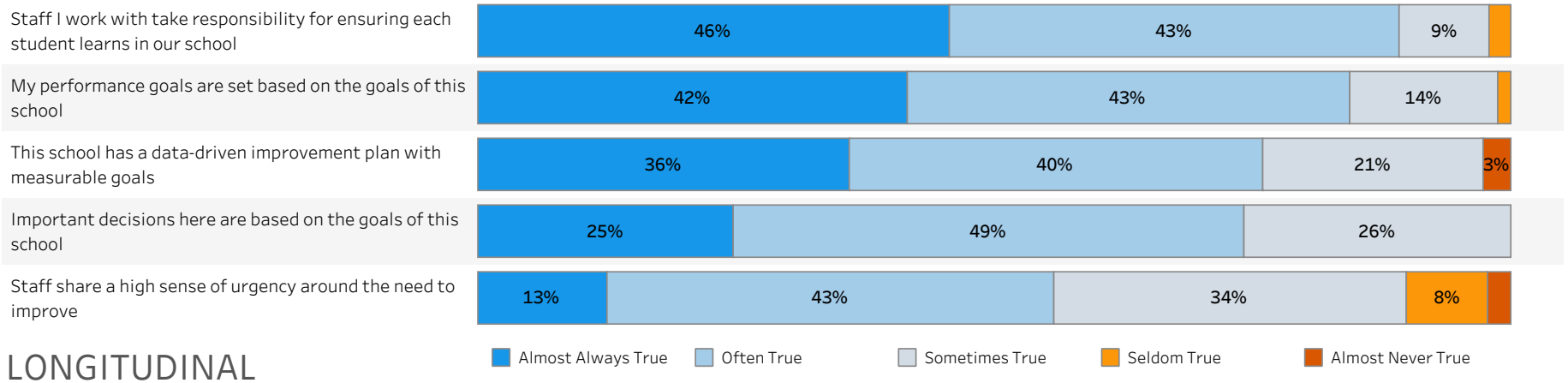
Questions answered only by Instructional Staff



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

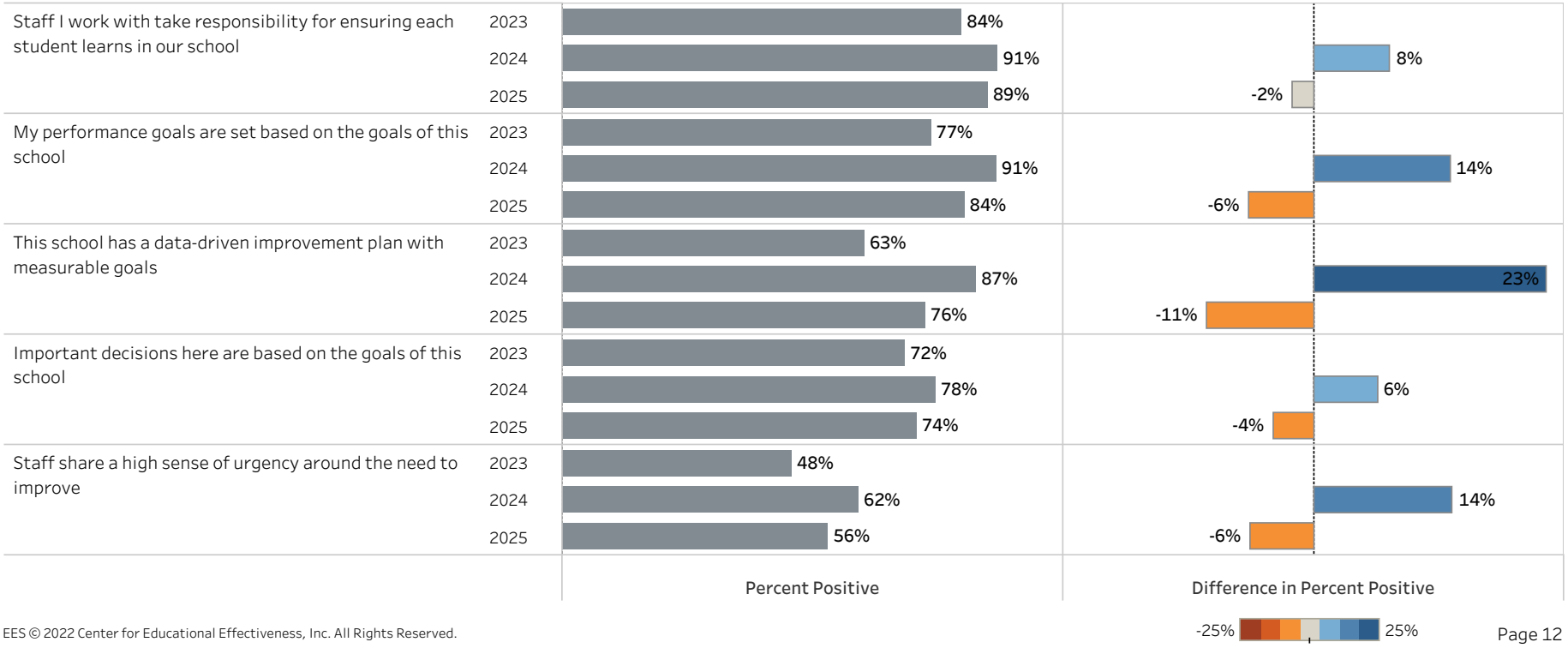
Clear and Shared Focus

South Whidbey School District



LONGITUDINAL

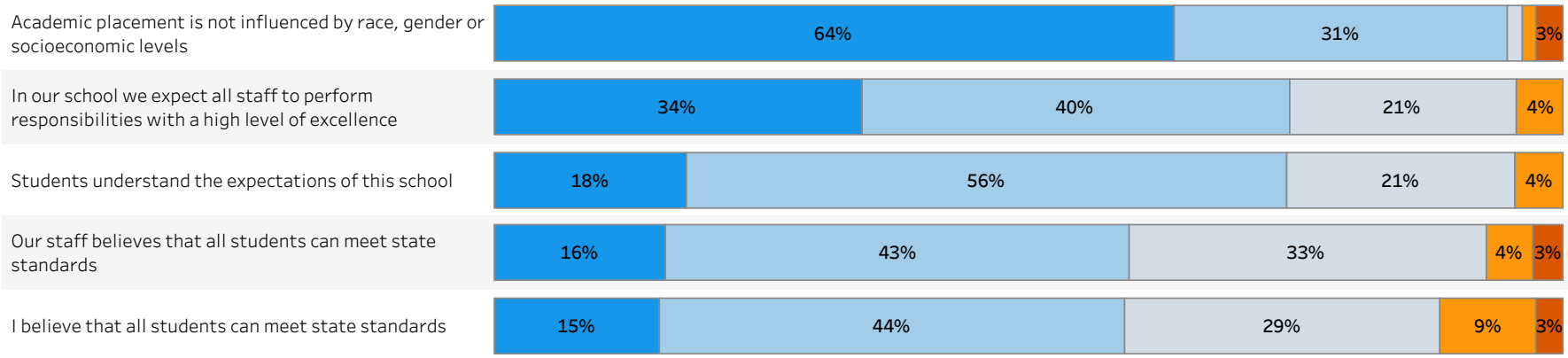
The percent difference on the right side represents the year to year change.



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

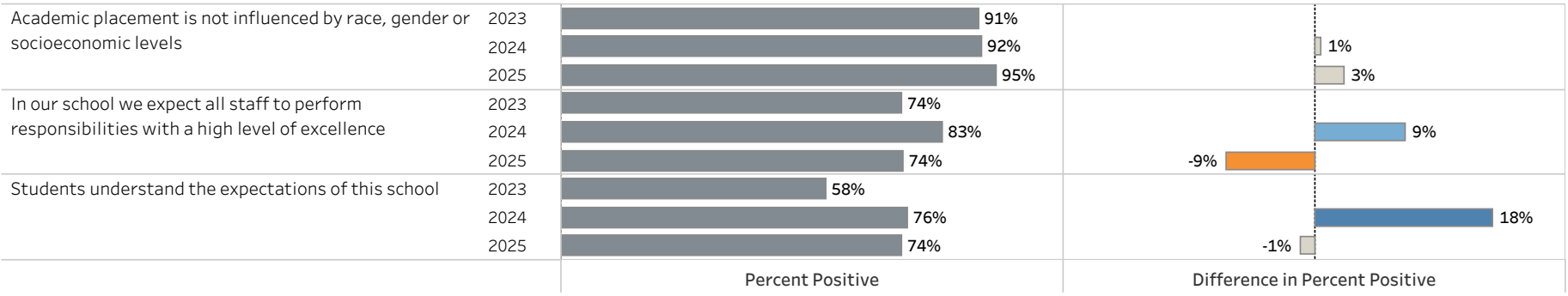
High Standards and Expectations

South Whidbey School District

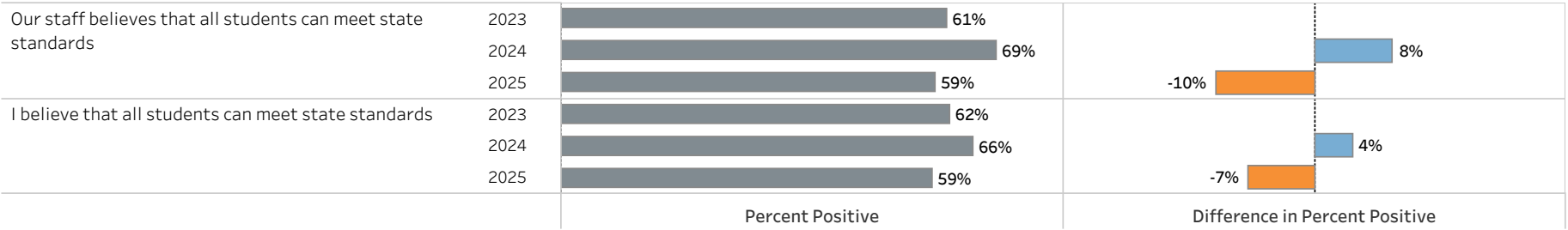


LONGITUDINAL

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



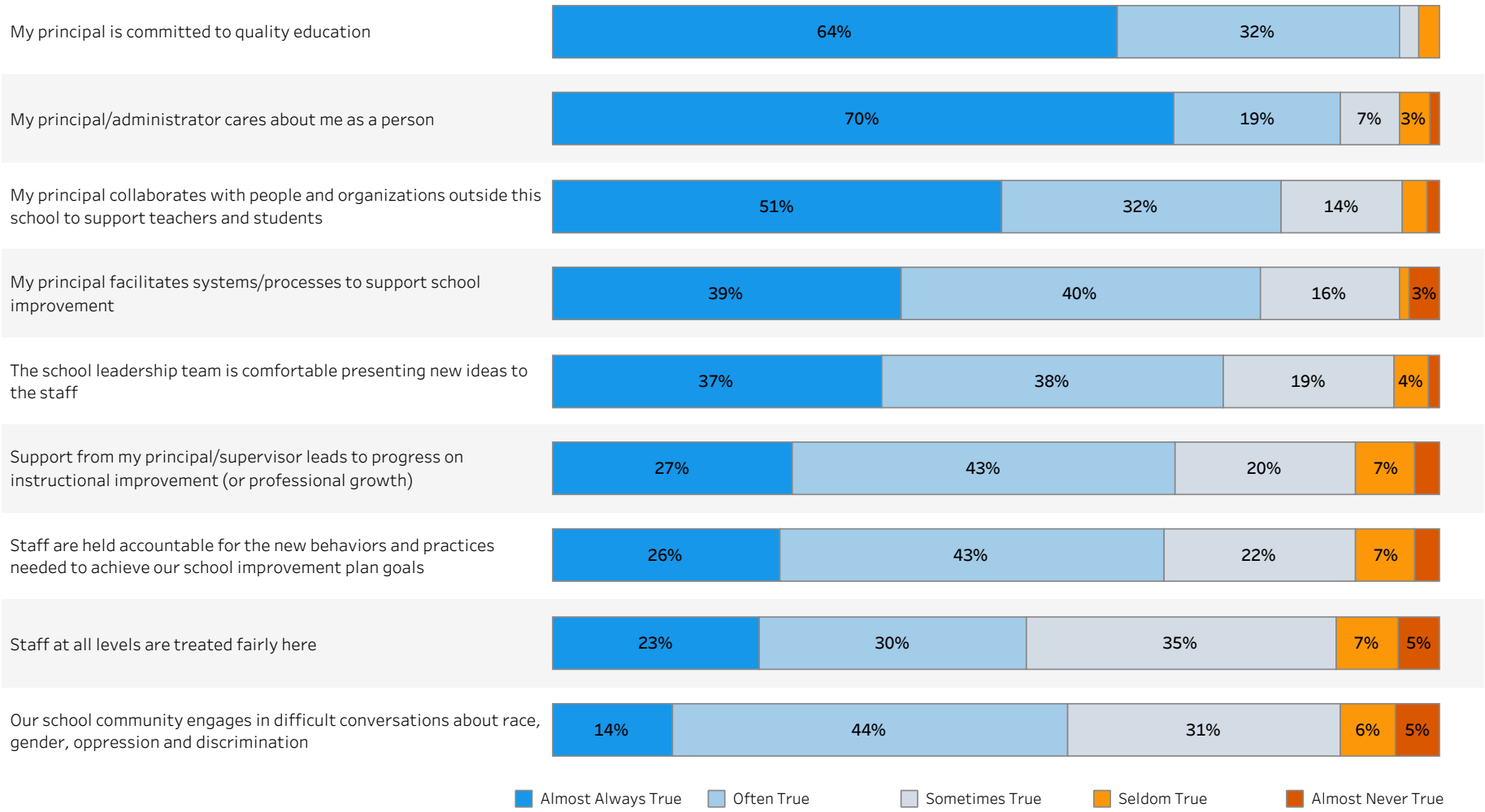
Questions answered by only Instructional Staff



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Effective Leadership

South Whidbey School District

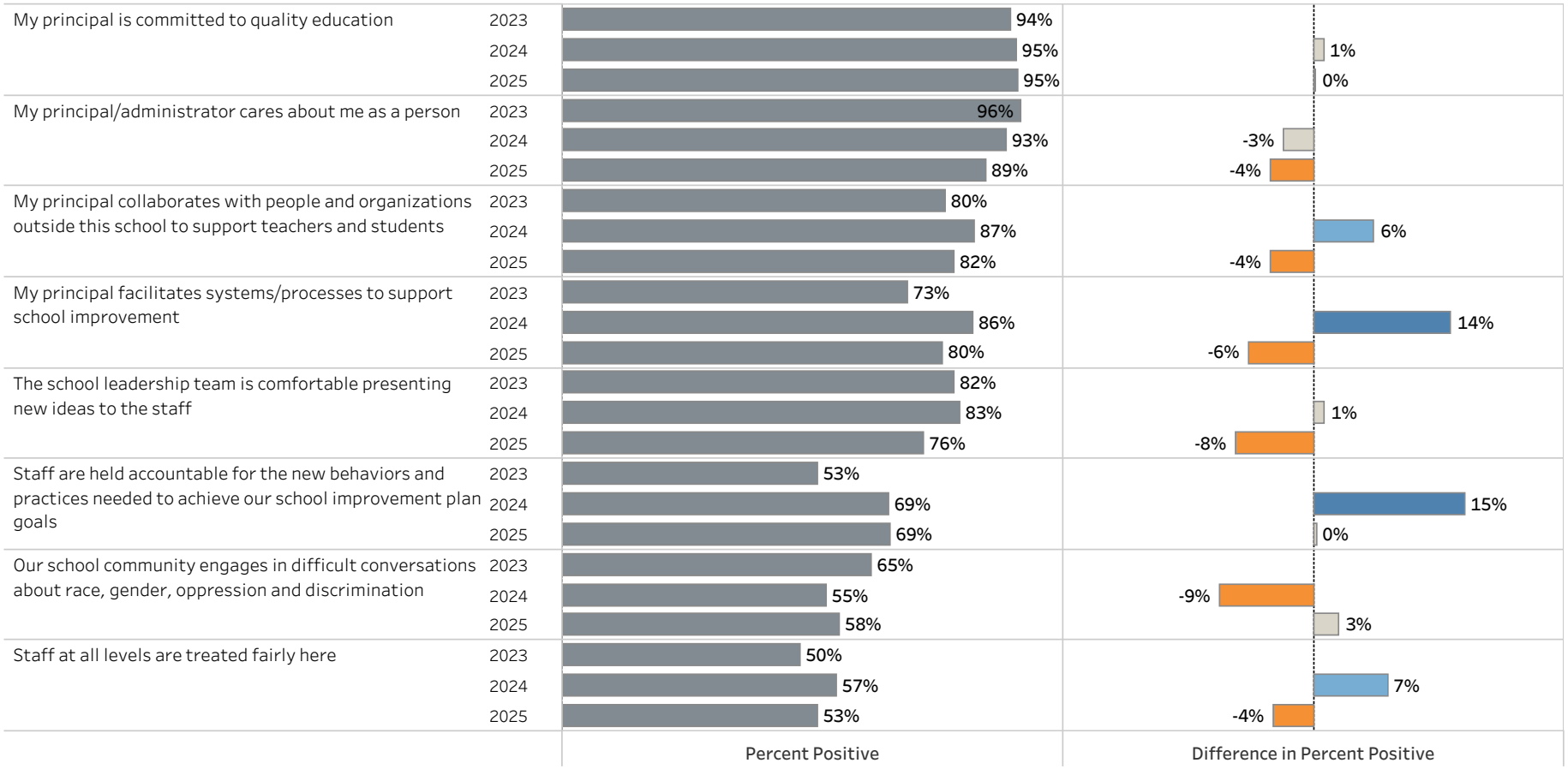


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

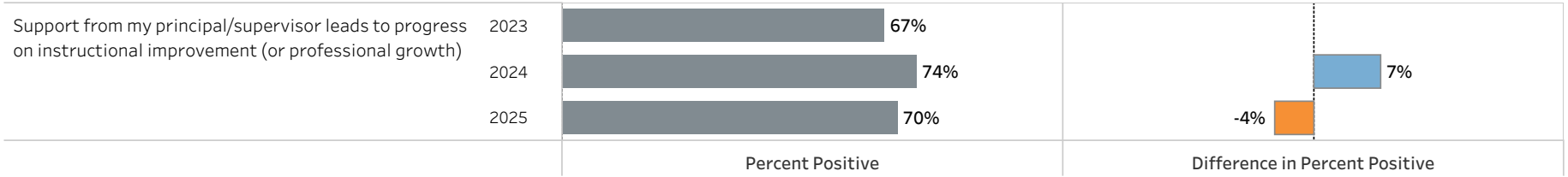
Effective Leadership—LONGITUDINAL

South Whidbey School District

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



Questions answered by only Instructional Staff

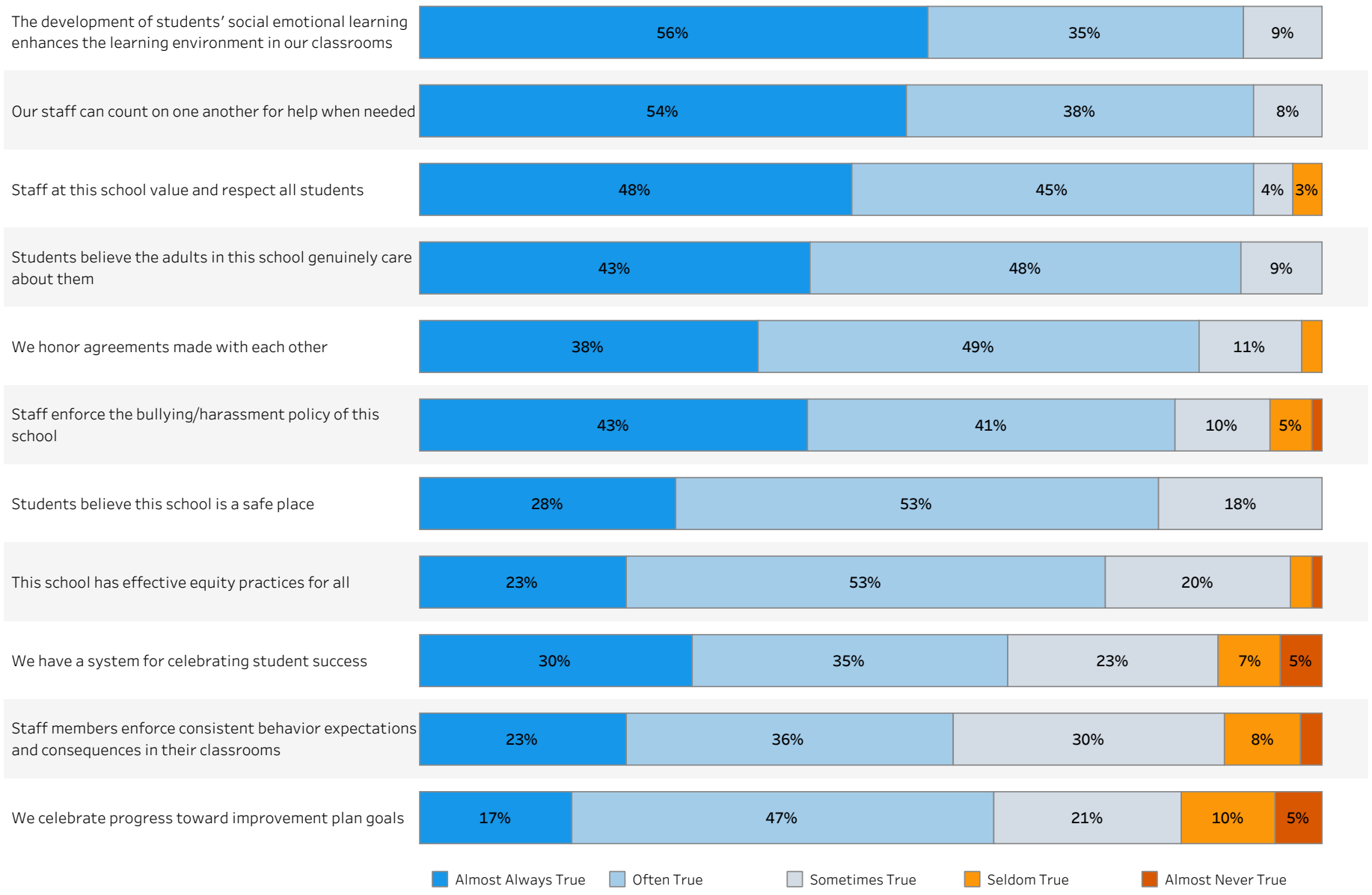


-25% 25%

EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Supportive Learning Environment

South Whidbey School District

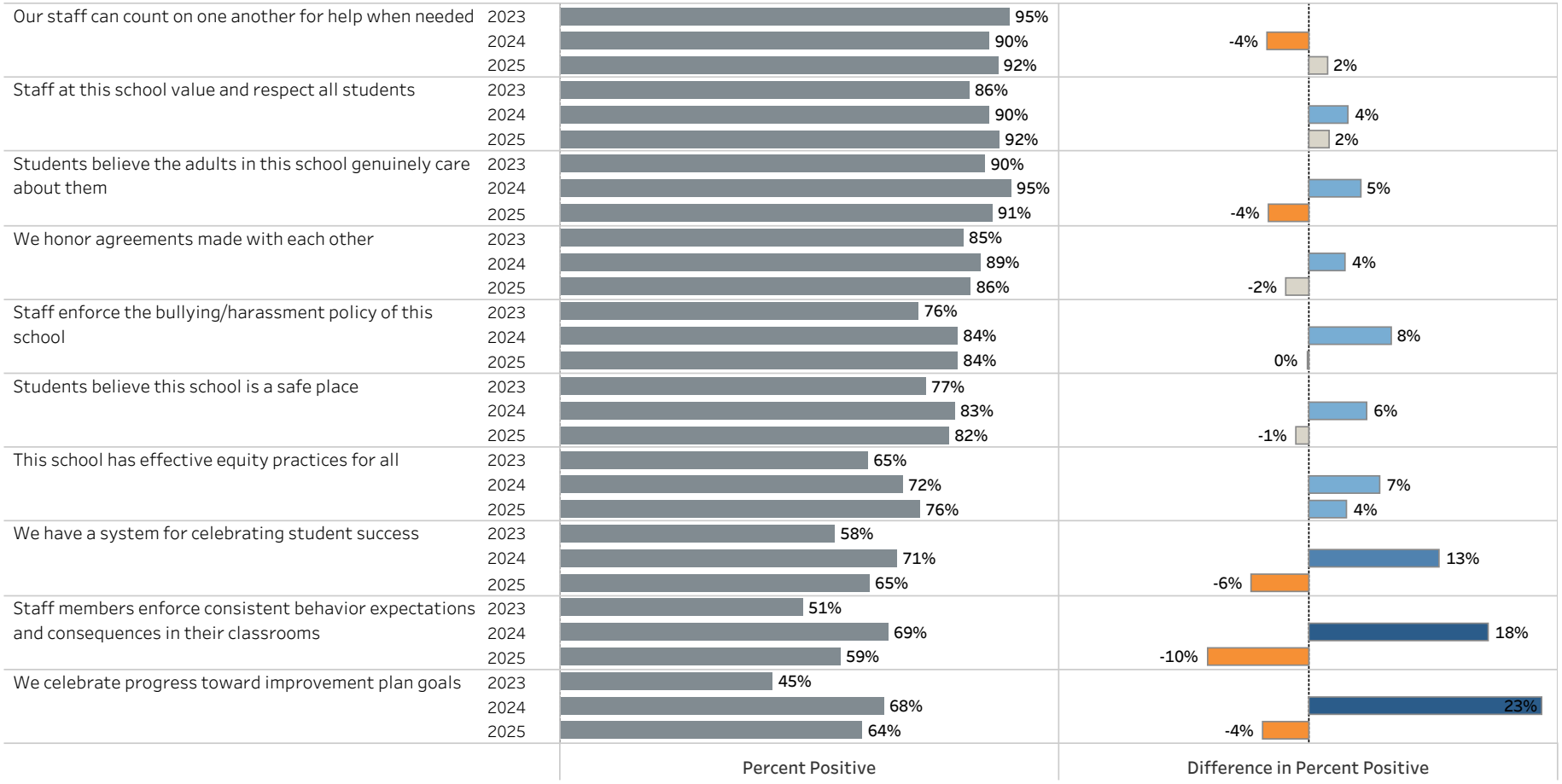


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

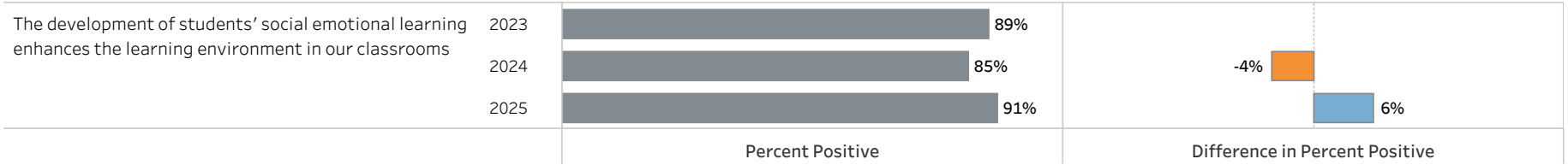
Supportive Learning Environment - LONGITUDINAL

South Whidbey School District

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



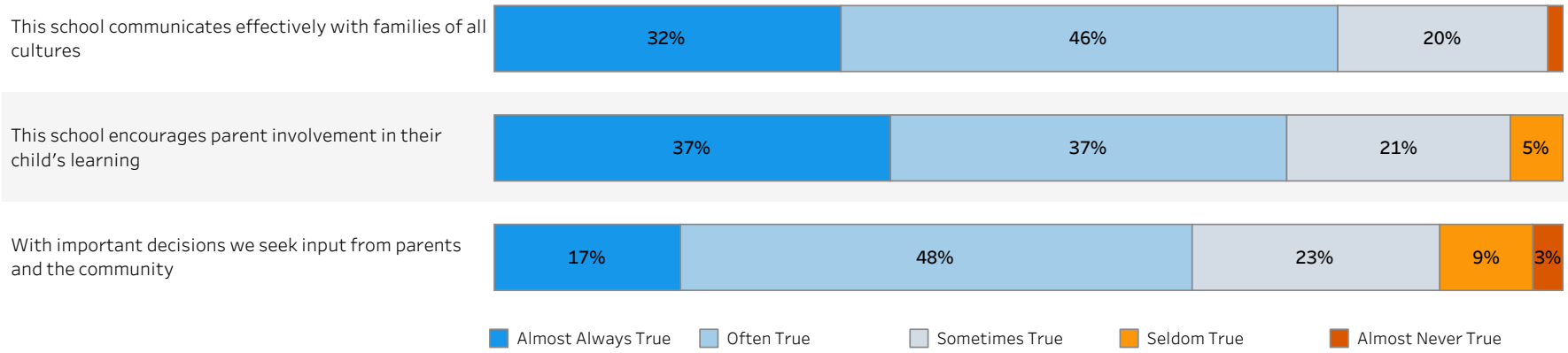
Questions answered by only Instructional Staff



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

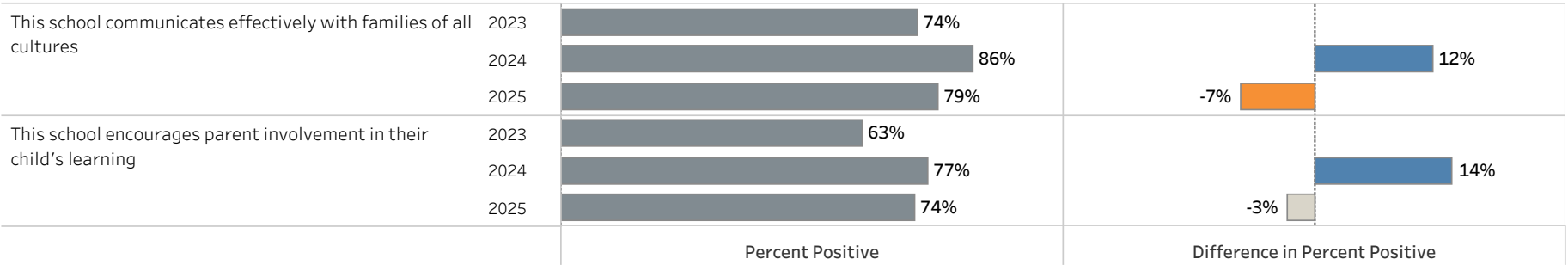
Parent and Community Involvement

South Whidbey School District

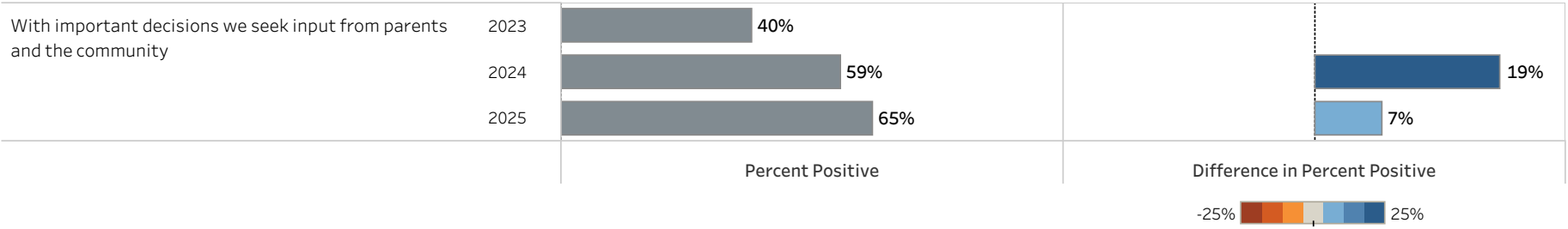


LONGITUDINAL

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



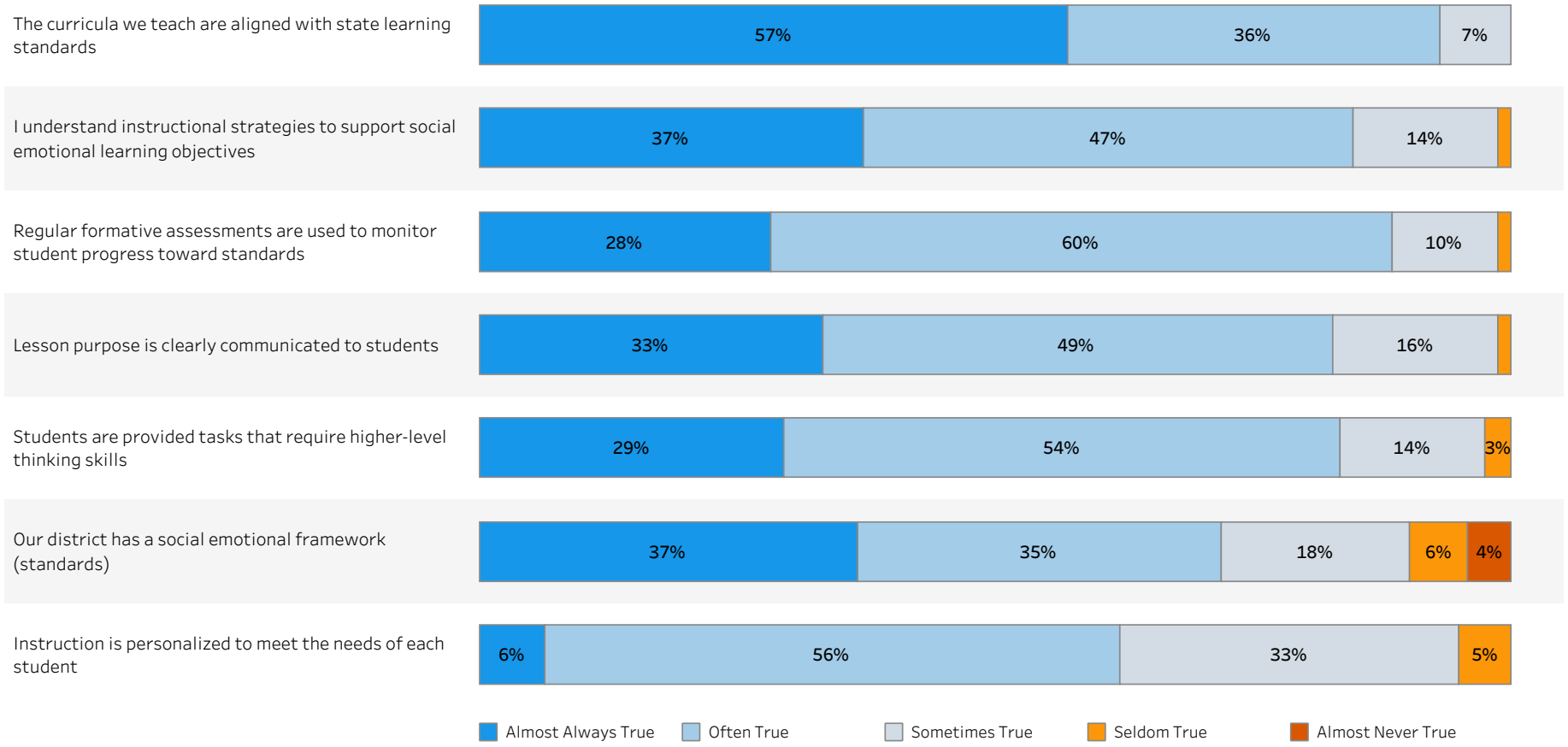
Questions answered by only Instructional Staff



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

High Quality Curriculum, Instruction, and Assessment

South Whidbey School District



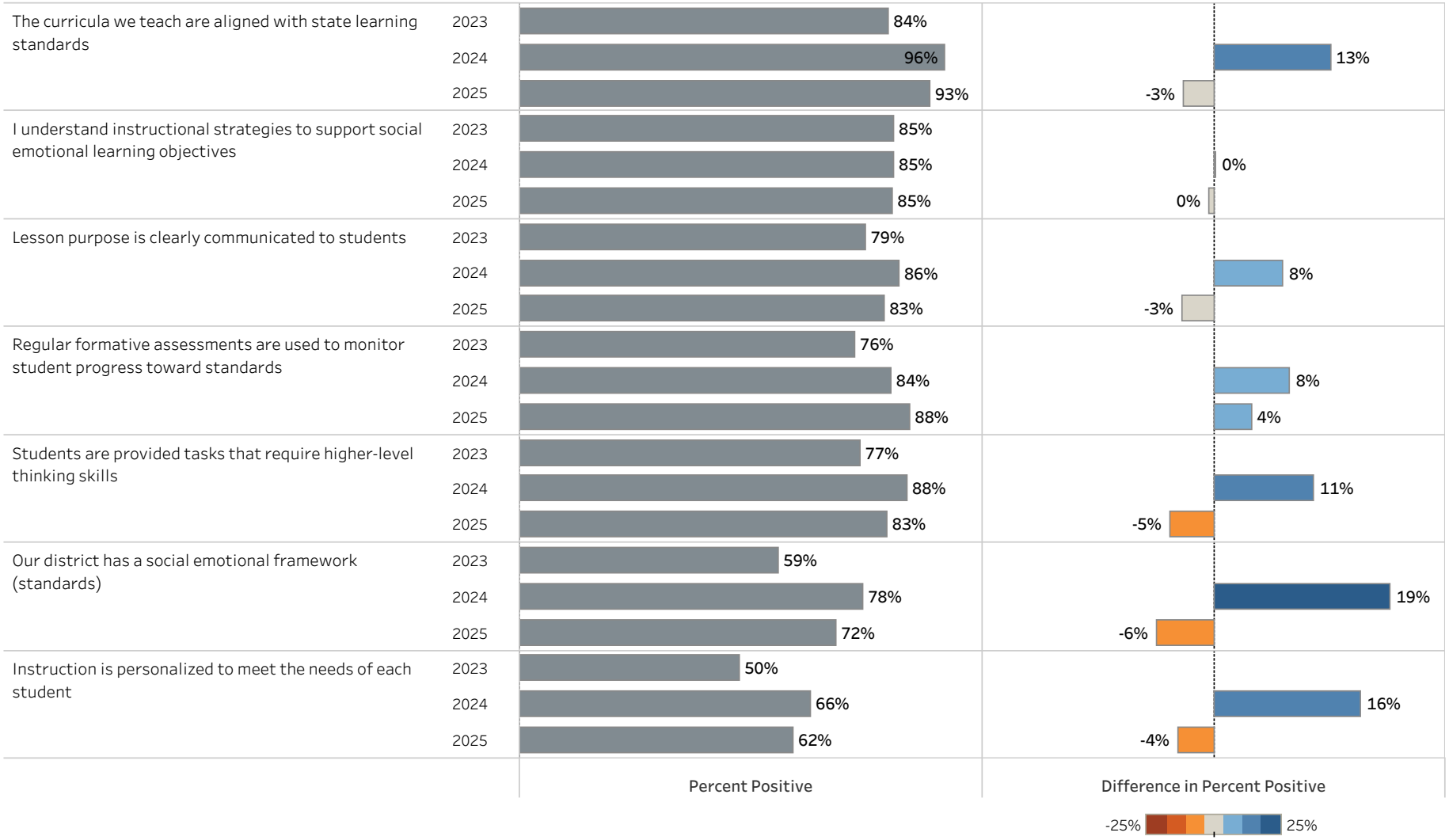
EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

High Quality Curriculum, Instruction, and Assessment - LONGITUDINAL

South Whidbey School District

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

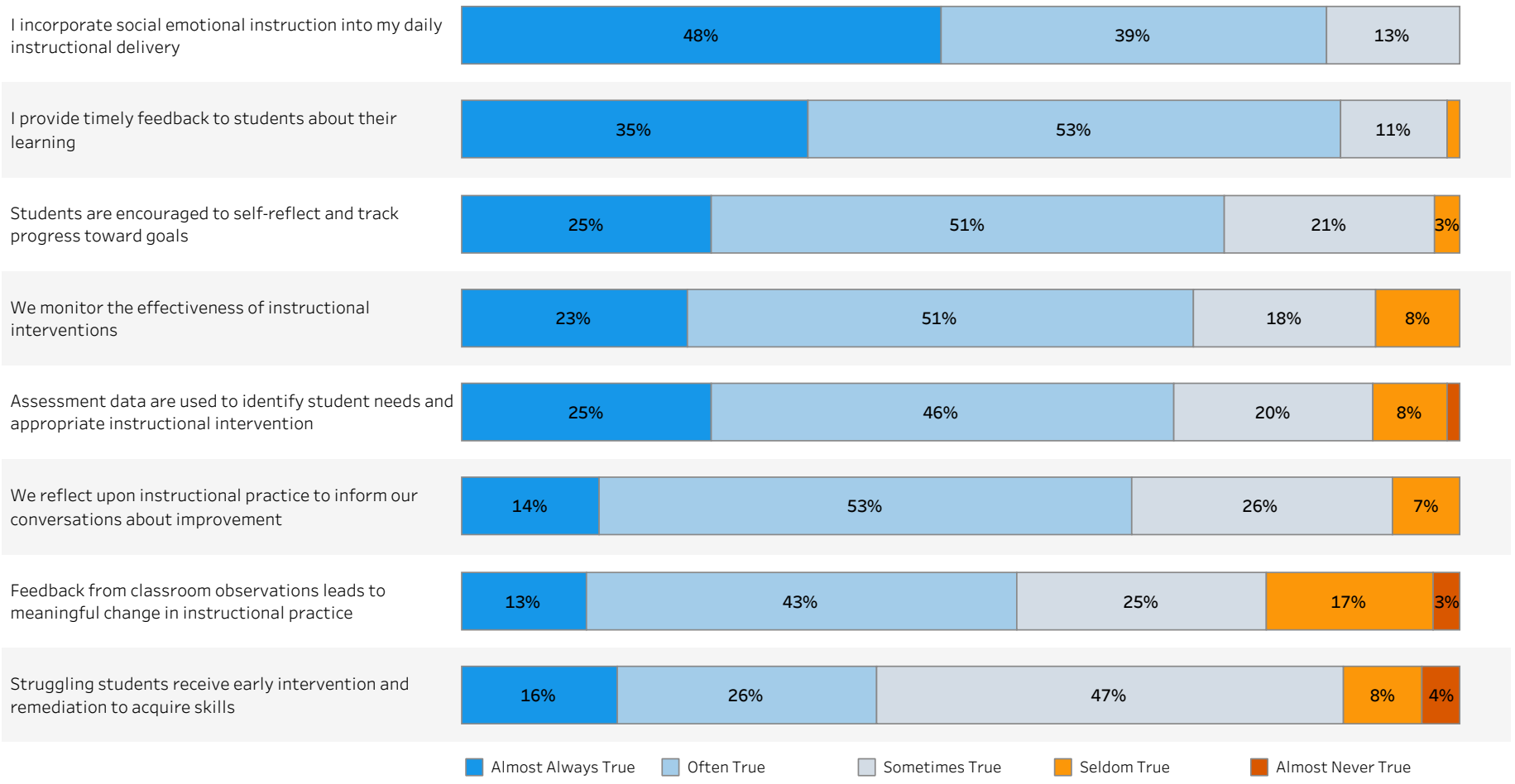
Questions answered by only Instructional Staff



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Frequent Monitoring of Teaching and Learning

South Whidbey School District

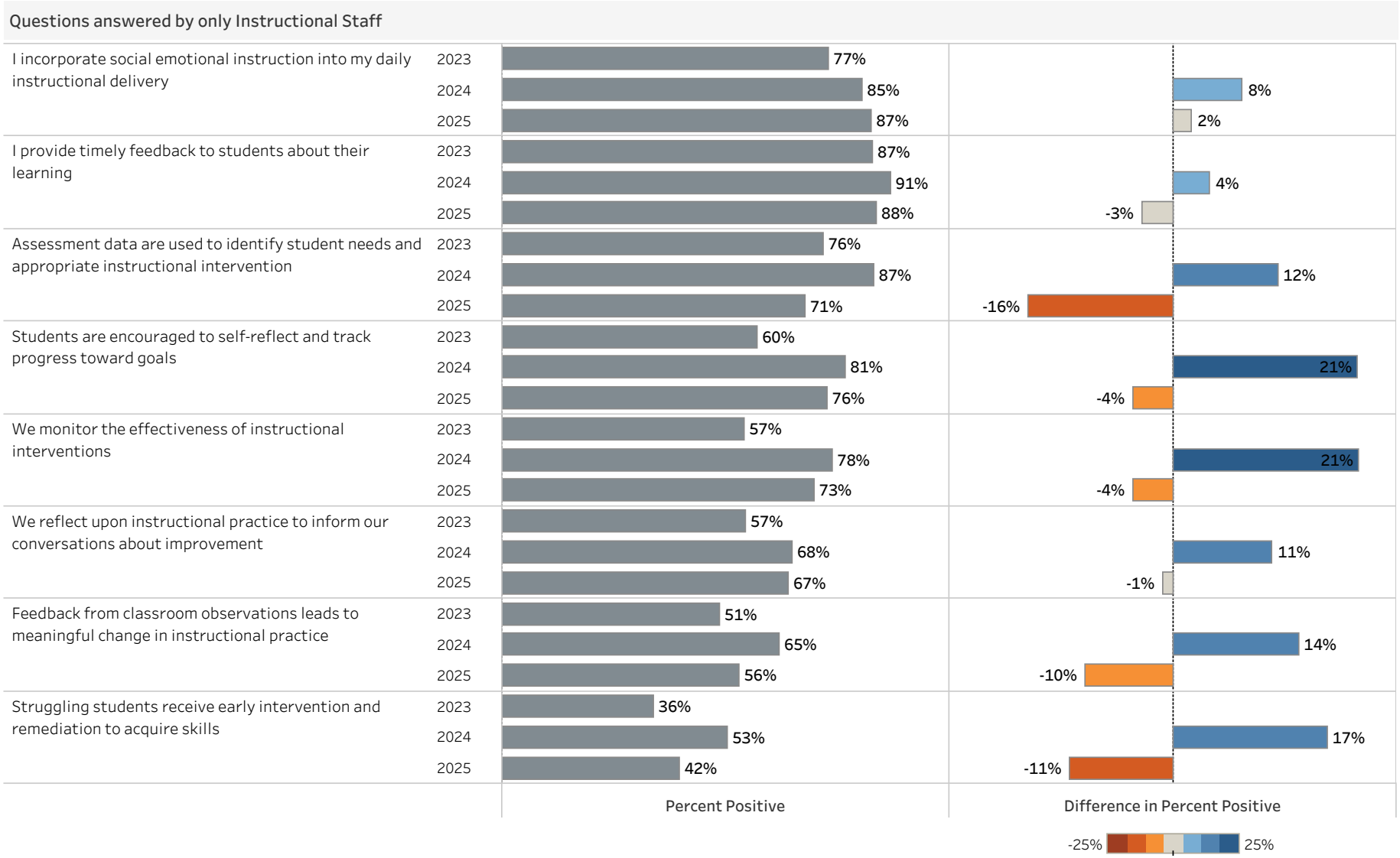


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Frequent Monitoring of Teaching and Learning - LONGITUDINAL

South Whidbey School District

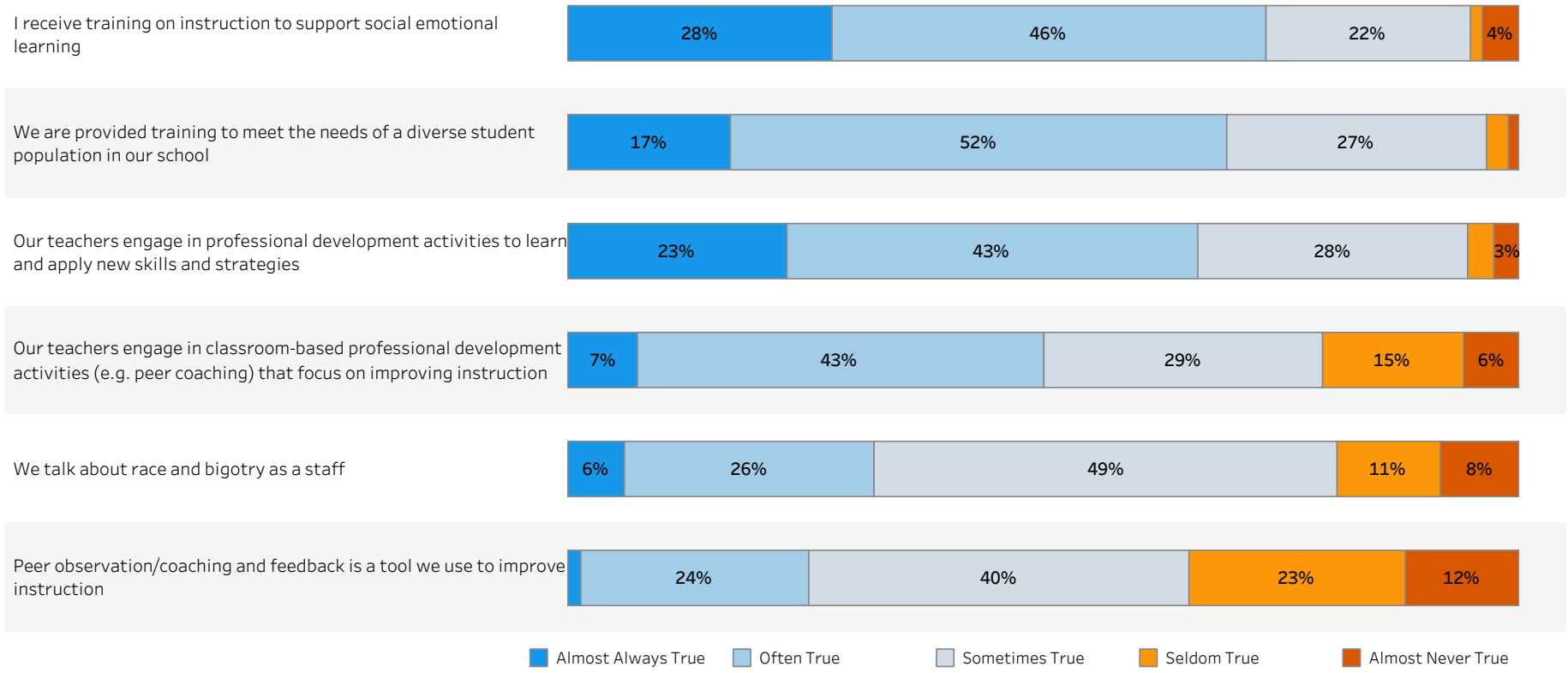
The percent difference on the right side represents the year to year change.



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Focused Professional Development

South Whidbey School District

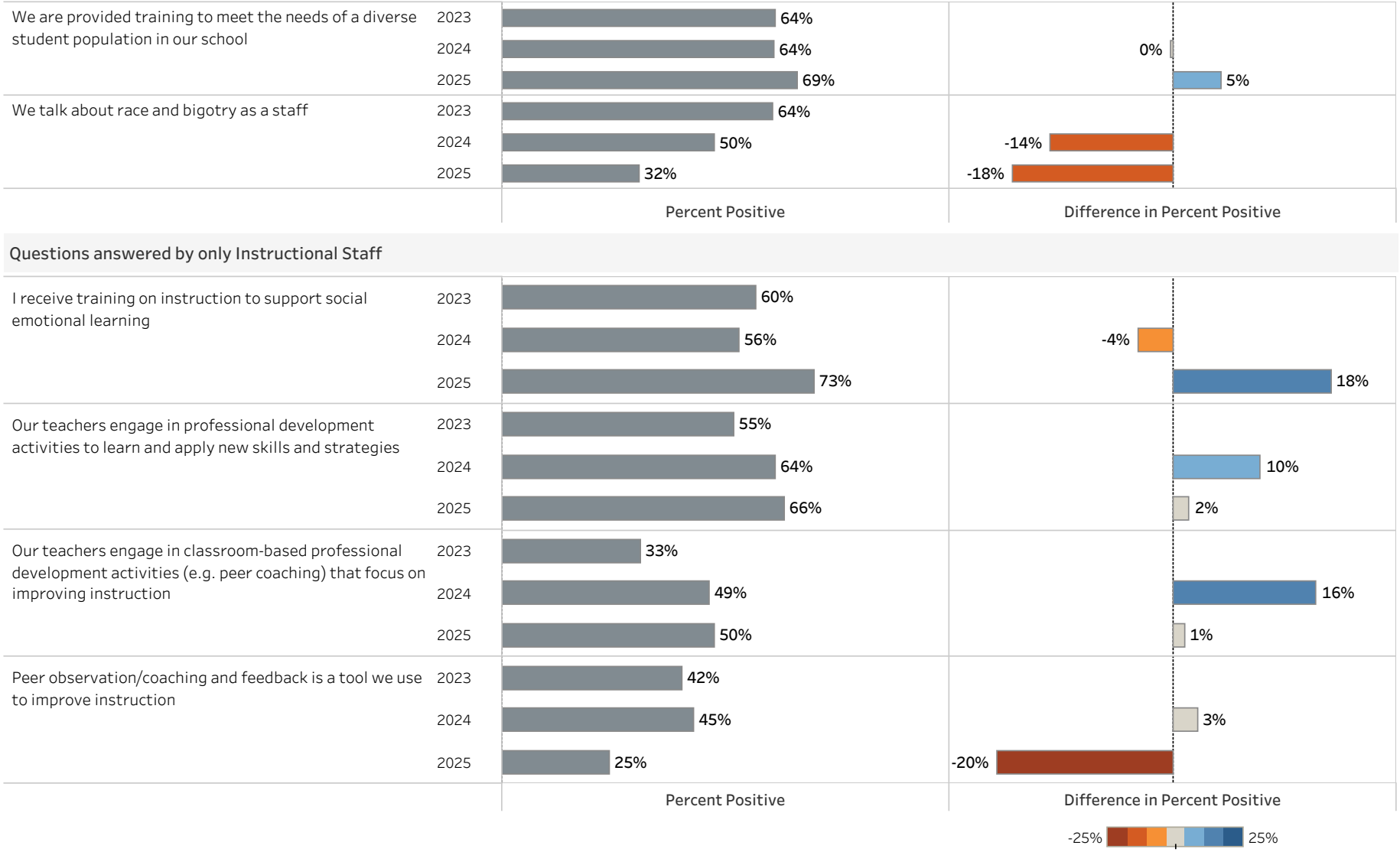


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Focused Professional Development LONGITUDINAL

South Whidbey School District

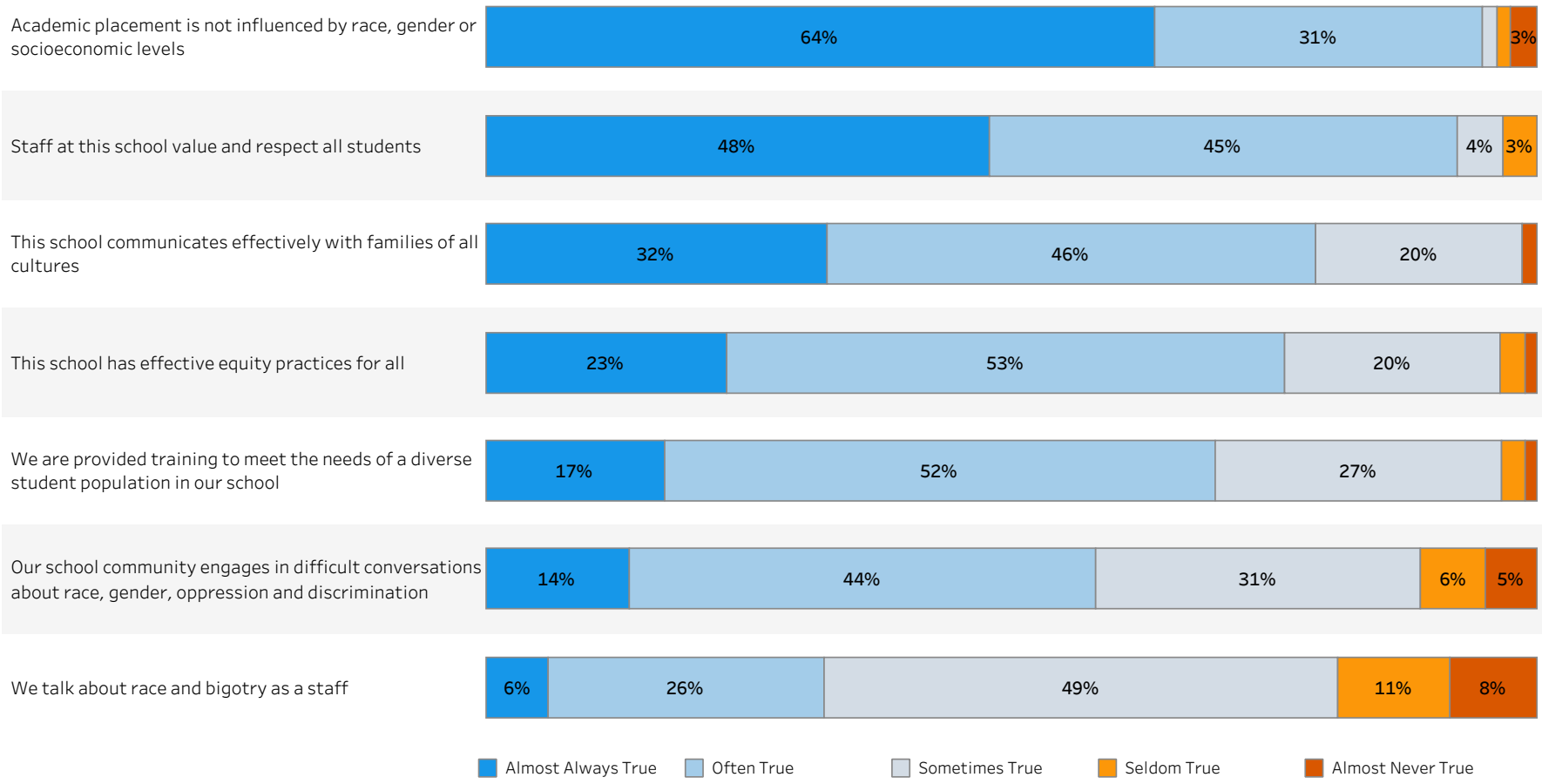
The percent difference on the right side represents the year to year change.



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Cultural Responsiveness

South Whidbey School District

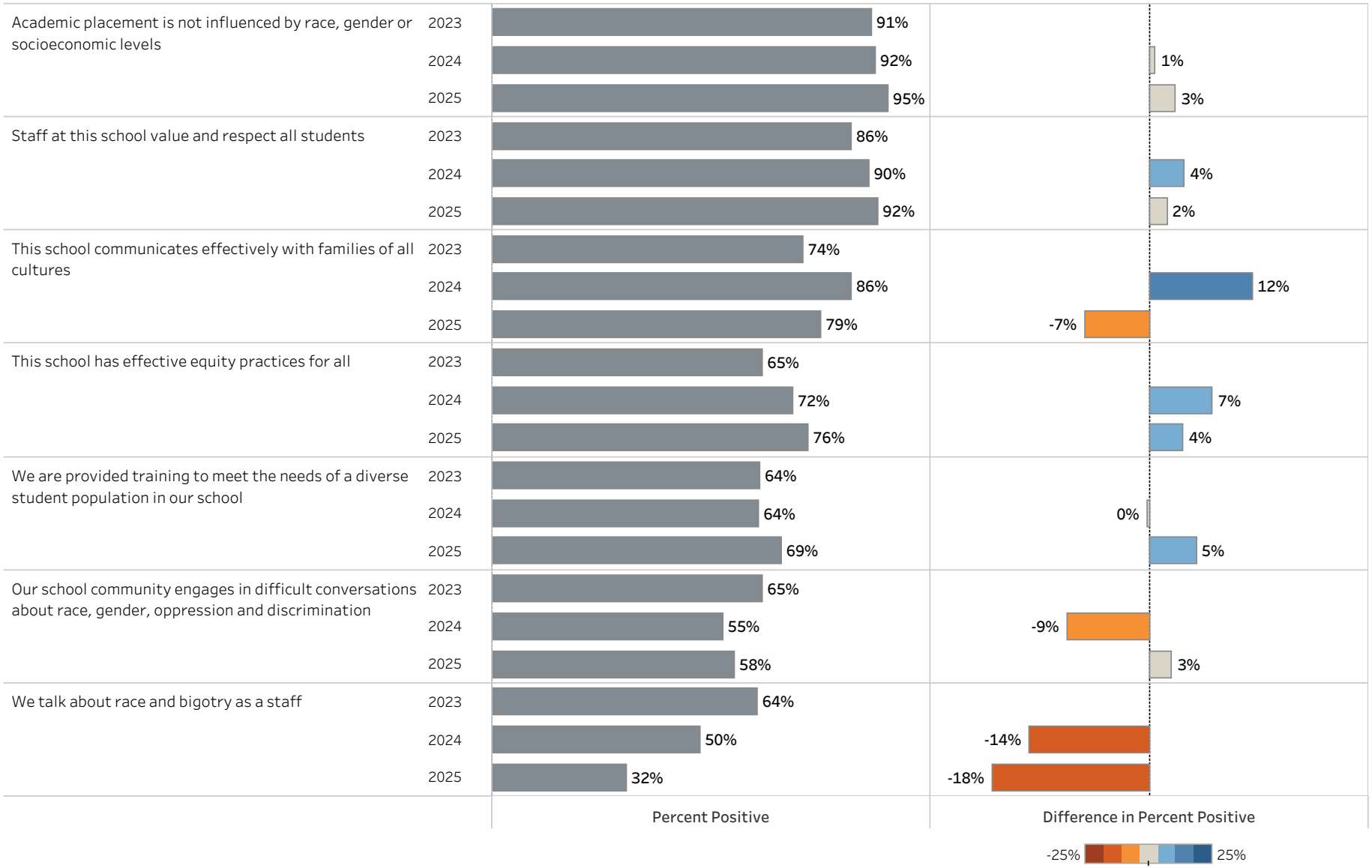


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Cultural Responsiveness - LONGITUDINAL

South Whidbey School District

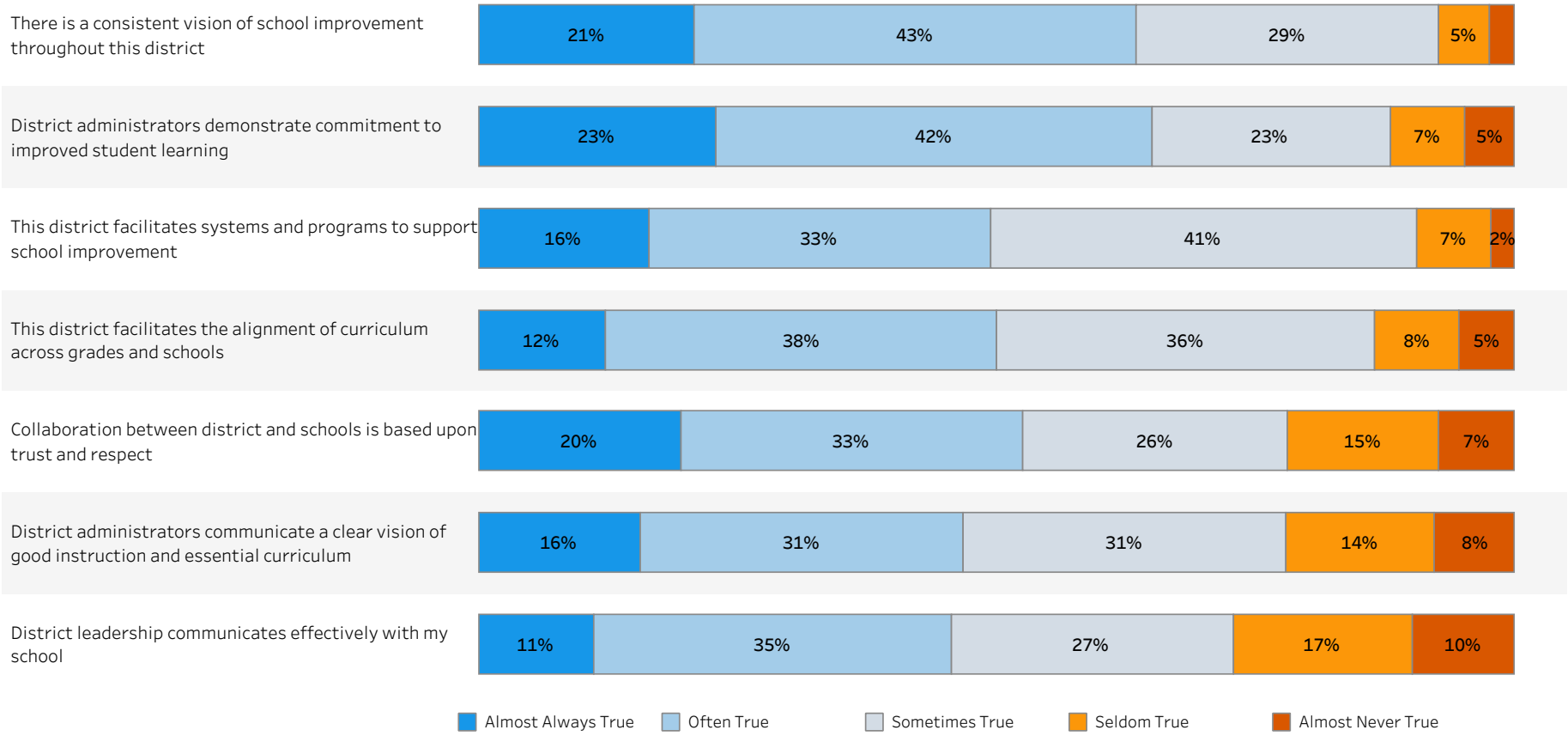
The percent difference on the right side represents the year to year change.



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

District Support for Improvement

South Whidbey School District

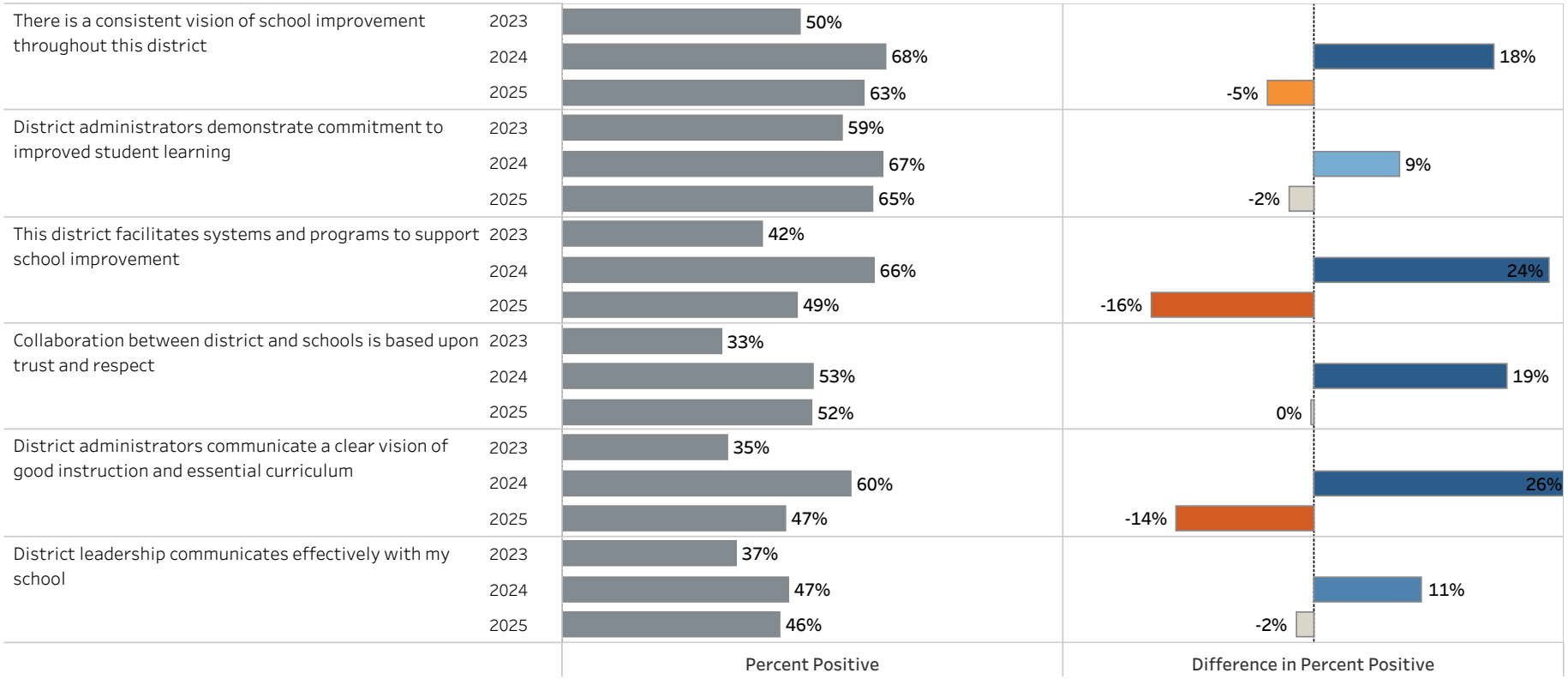


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

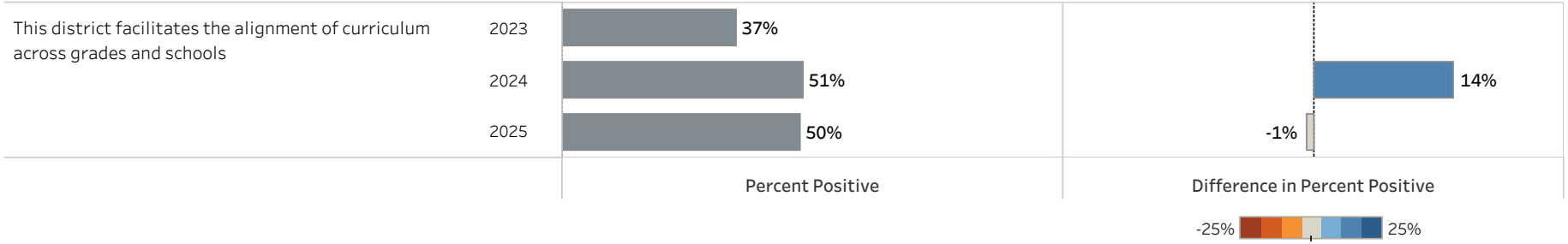
District Support for Improvement

South Whidbey School District

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

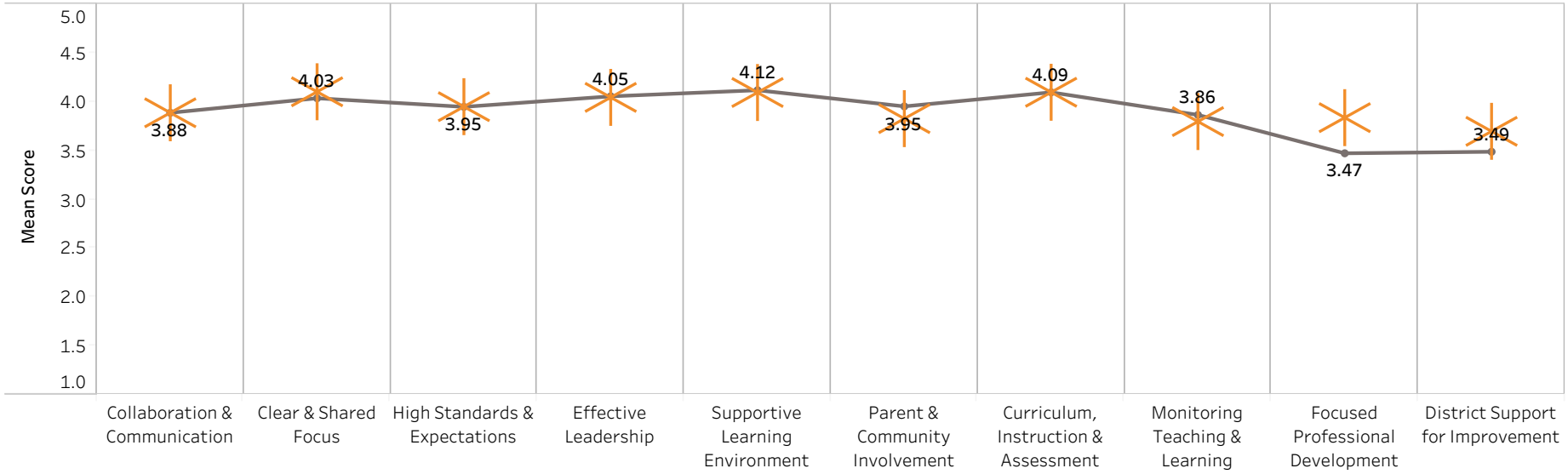


Questions answered by only Instructional Staff



EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

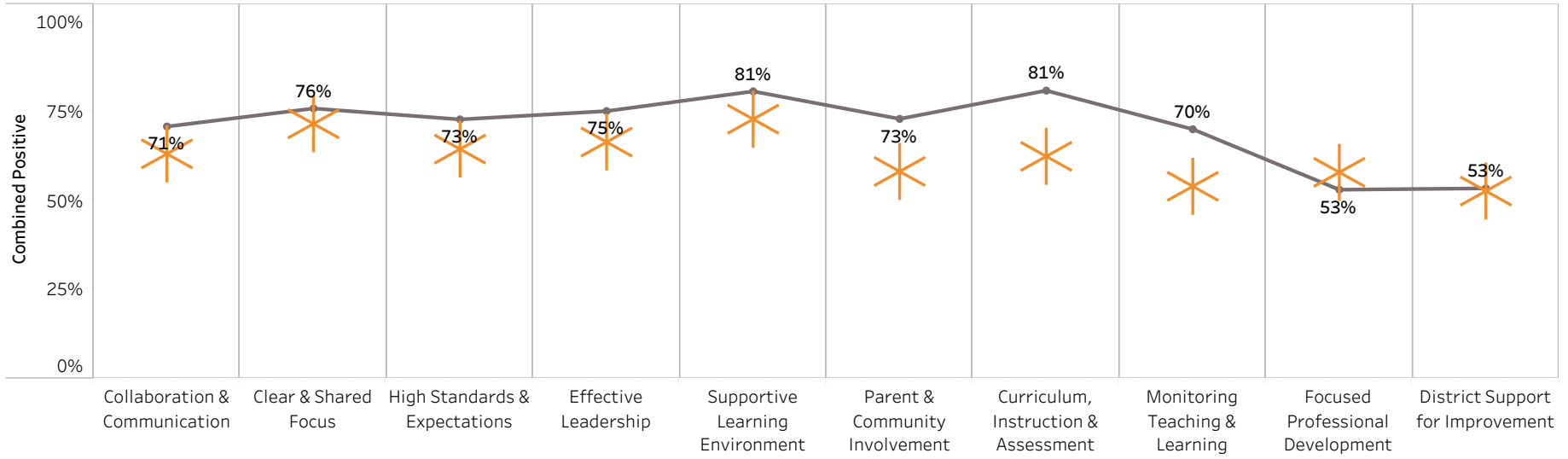
Comparison - **Mean Scores**



Comparison - **Percent Positive**

How does your school compare to:

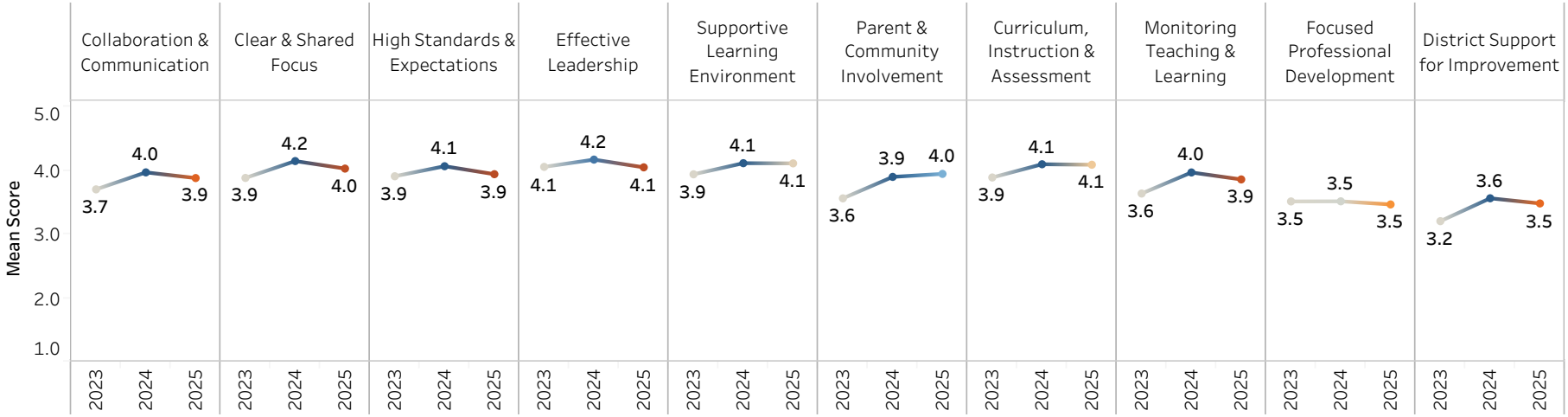
- Avg. Nationwide Sample
- Avg. Your School or District

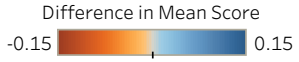


EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.

Comparison - **Mean Scores** LONGITUDINAL

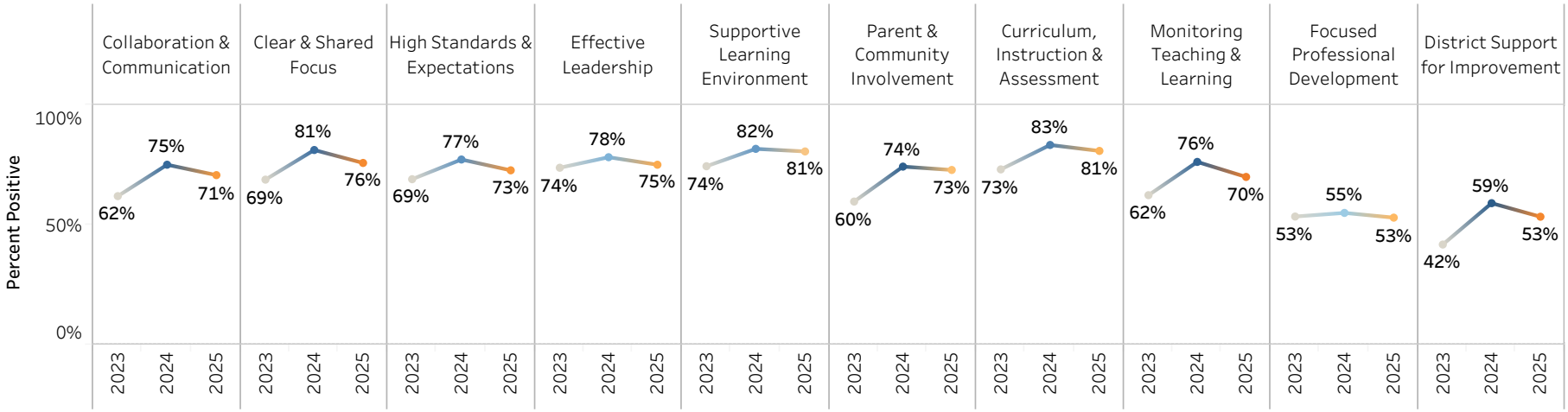
South Whidbey School District

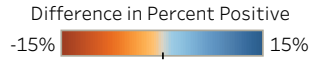




The color shading of the bar indicates the strength of improvement or the significance of the decline. Celebrate the blue, and investigate the darker orange and red.

Comparison - **Percent Positive** LONGITUDINAL





EES © 2022 Center for Educational Effectiveness, Inc. All Rights Reserved.