

Educational Effectiveness Survey™



Professional Learning Community Module

9 Characteristics of High Performing Schools

Staff Edition V11

Kamiak Elementary

Pullman Public Schools

2021

N=34

2023

N=34





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

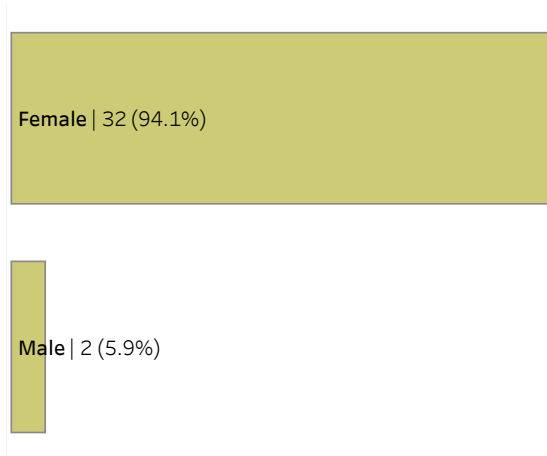
While there is no single solution for all schools, research on effective schools identified common characteristics of high-performing schools. Successful schools engaged in improvement activities focus on these characteristics to create and improve the system(s) that ultimately increase student learning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



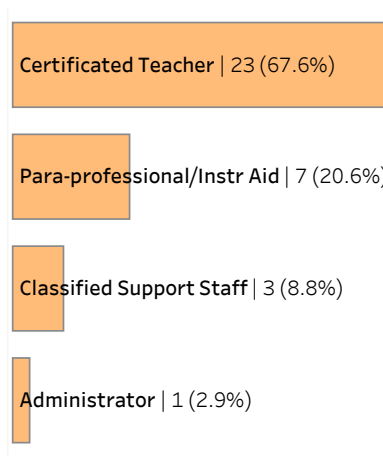
Demographics

Kamiak Elementary

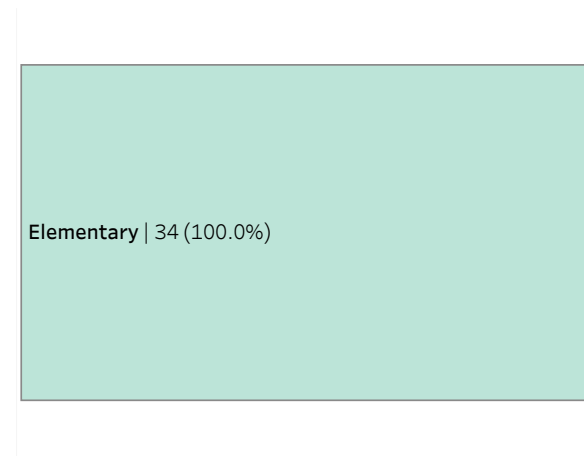
Gender



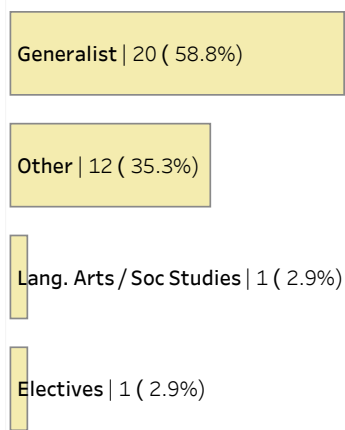
Position



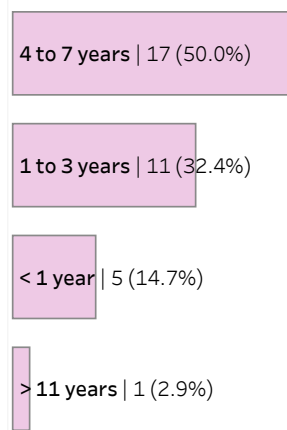
Level



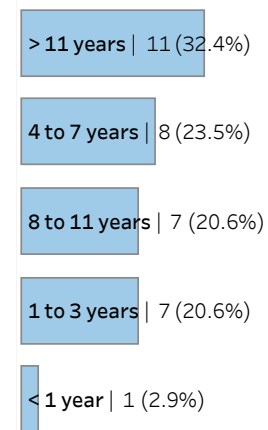
Department



School-Yrs of Service



Education-Yrs of Service



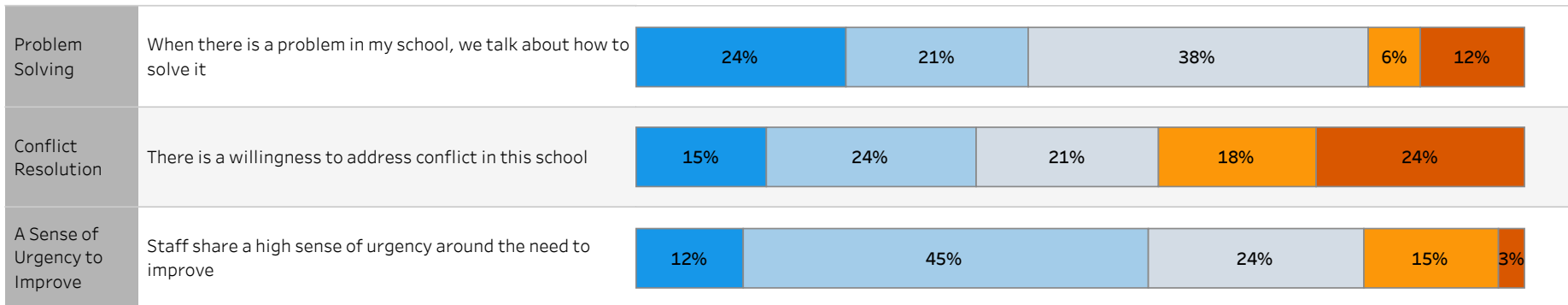
Readiness for Change

Kamiak Elementary

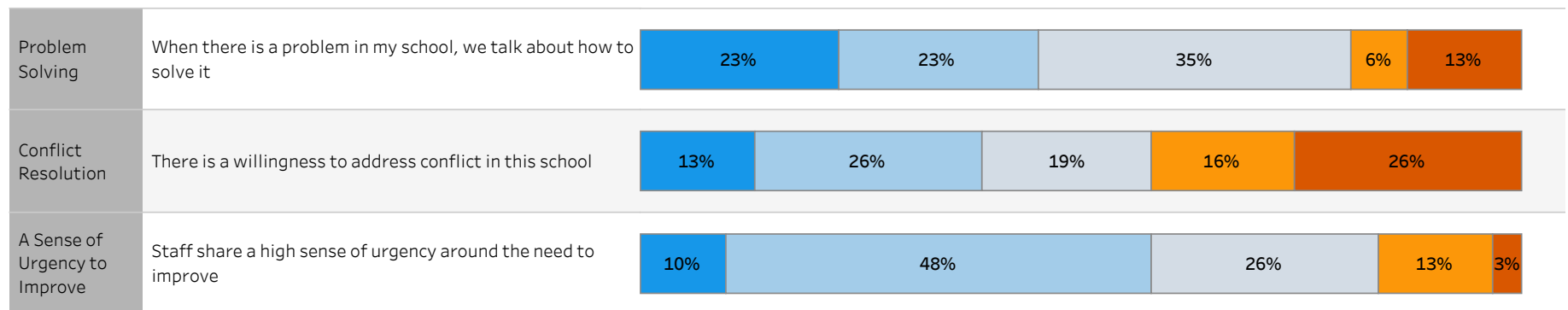
The charts below are data about your school staff, who must define, embrace, implement, and sustain change. If your staff believes there is a weakness in the problem-solving ability or in the ability to resolve conflict within this building, or does not see the urgency to improve, you must address those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

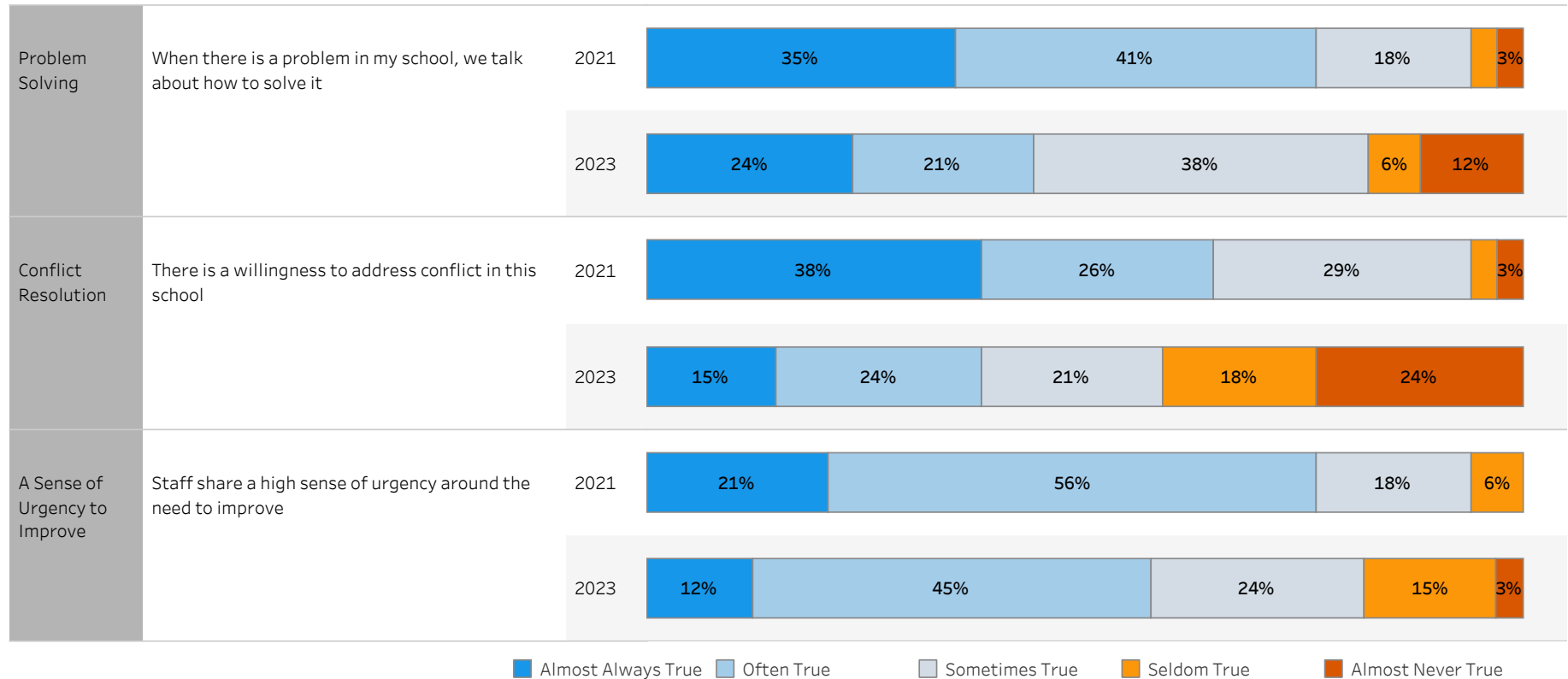


■ Almost Always True
 ■ Often True
 ■ Sometimes True
 ■ Seldom True
 ■ Almost Never True

Readiness for Change—LONGITUDINAL

Kamiak Elementary

All Staff



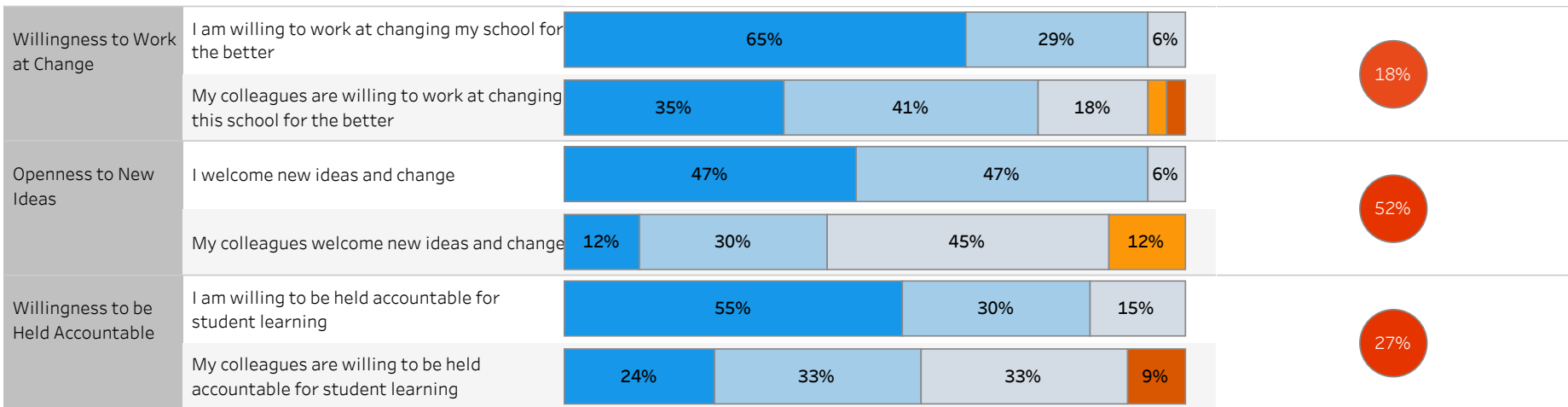
Readiness for Change—I vs. They Perspectives

Kamiak Elementary

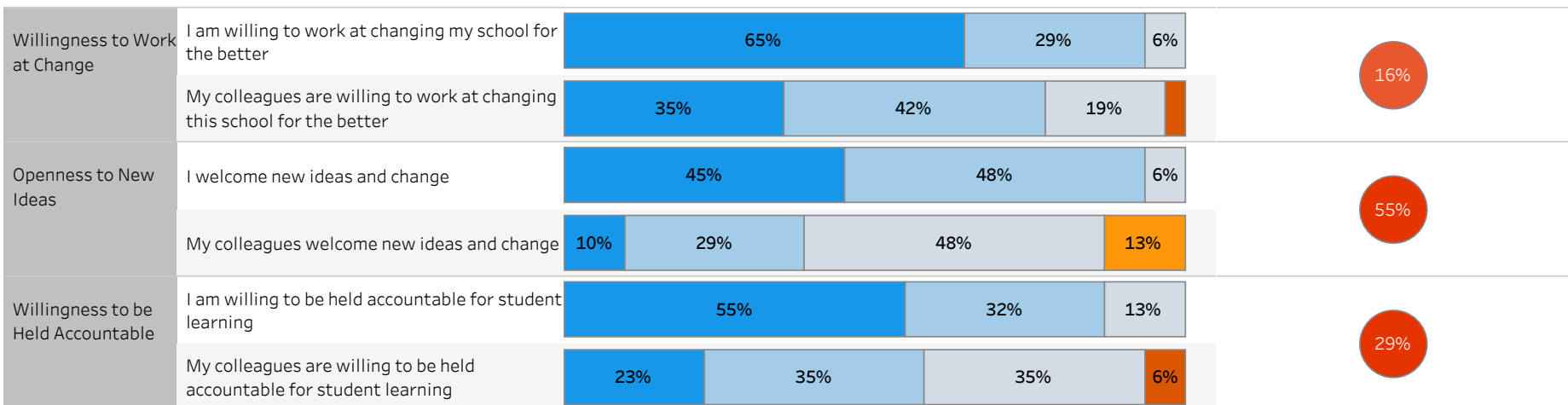
Gaps over 20% in elementary and over 25% in secondary should be investigated. Why do staff see different attitudes in their colleagues?

How large is the Gap between I vs. They?

All Staff



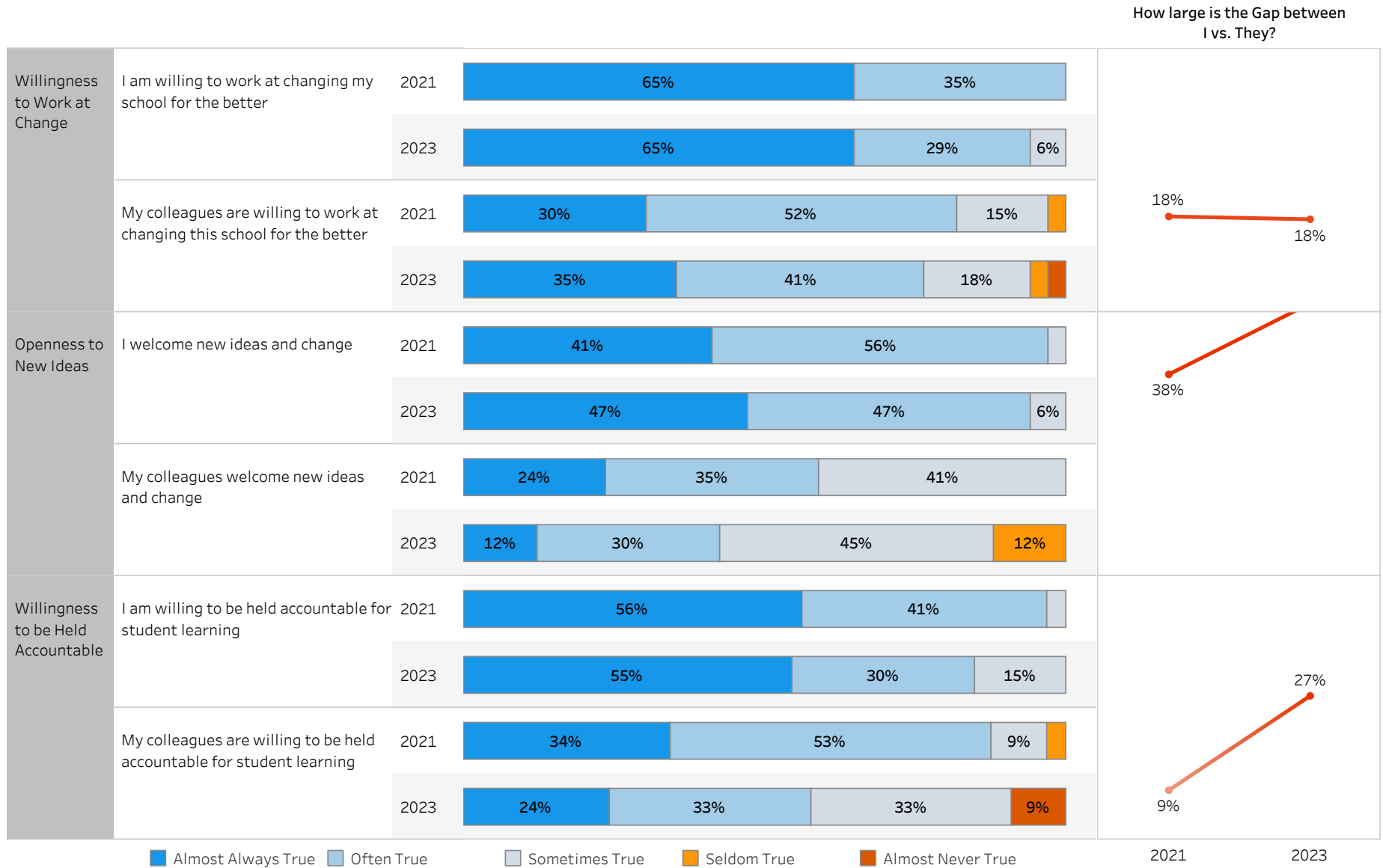
Instructional Staff



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Readiness for Change—I vs. They Perspectives— LONGITUDINAL

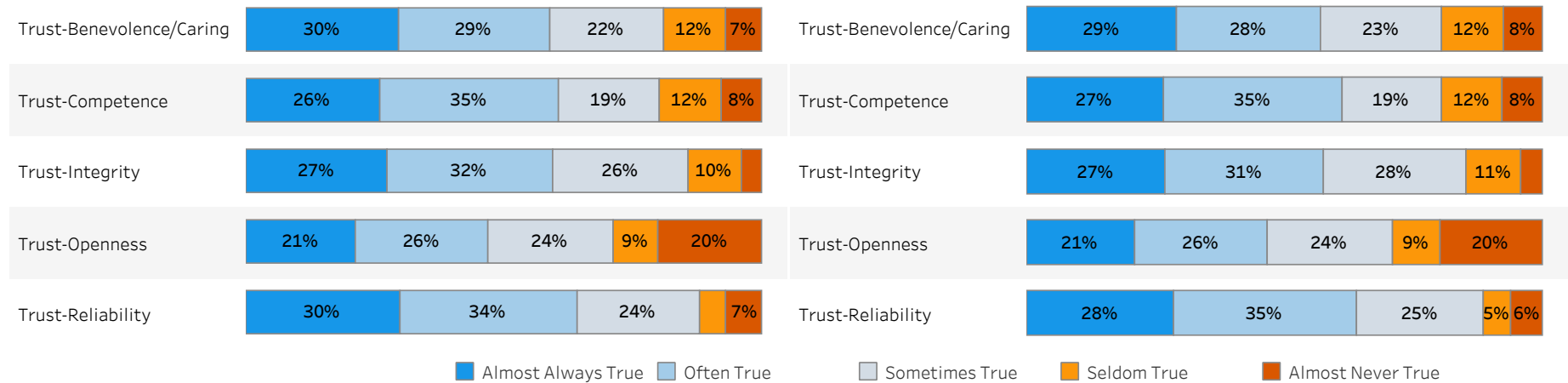
Kamiak Elementary



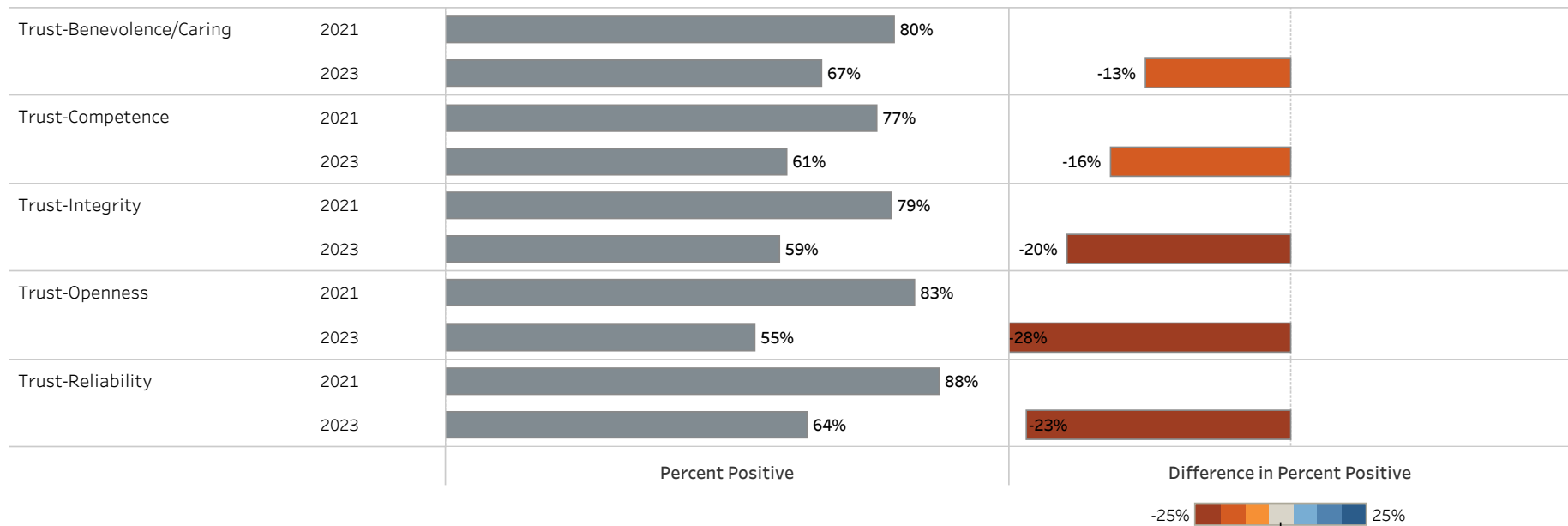
Organizational Trust

All Staff

Instructional Staff

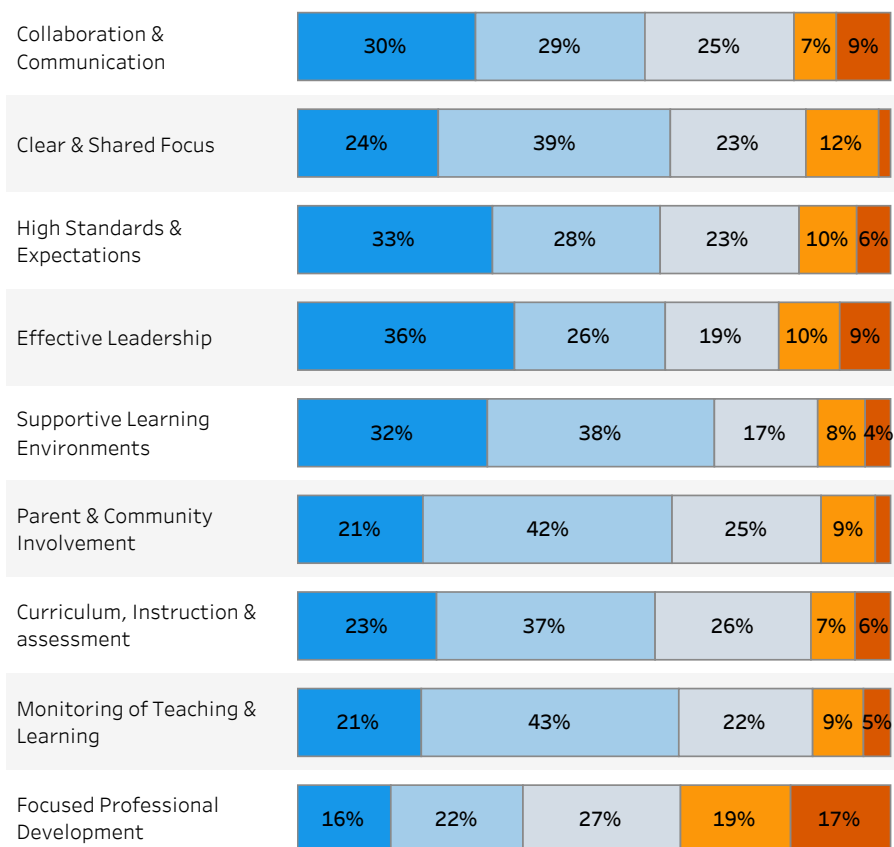


Organizational Trust—LONGITUDINAL

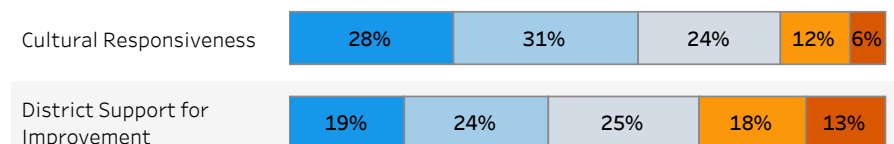


9 Characteristics of High-Performing Schools

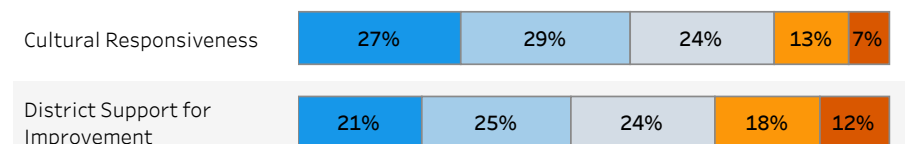
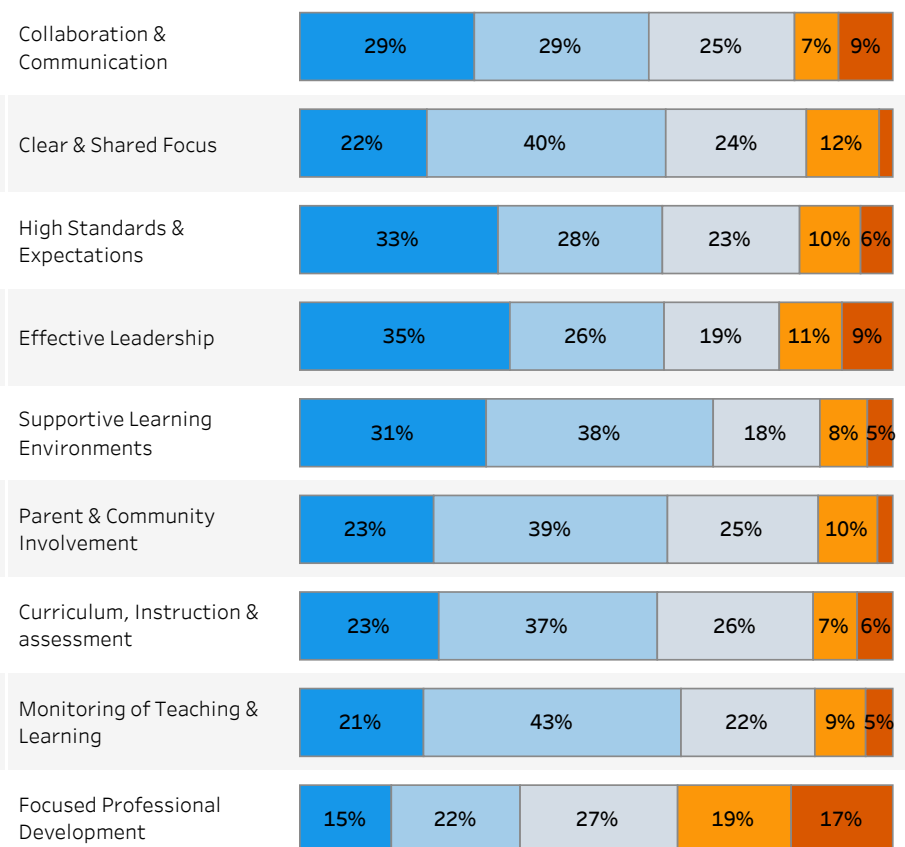
All Staff



Additional Characteristics



Instructional Staff



Almost Always True Often True

Sometimes True

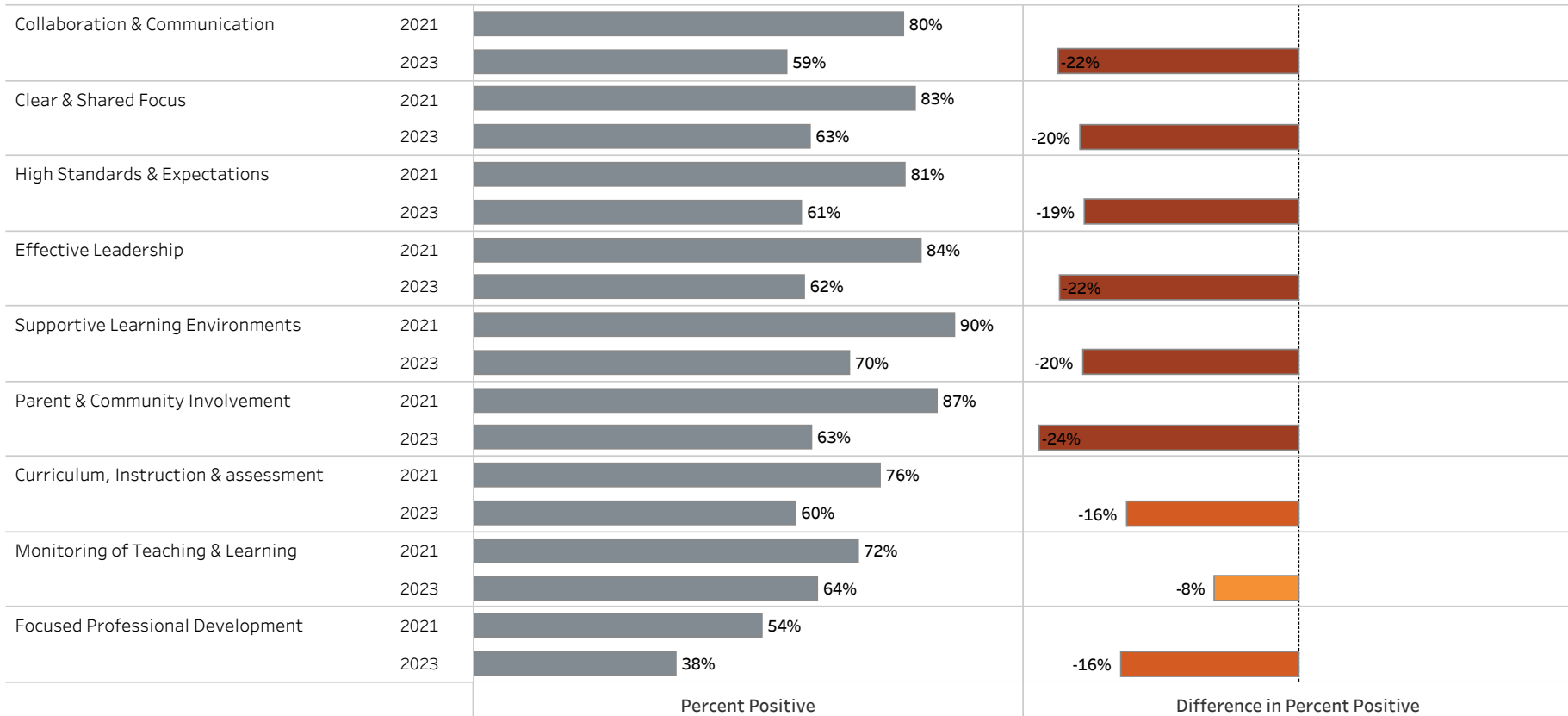
Seldom True

Almost Never True

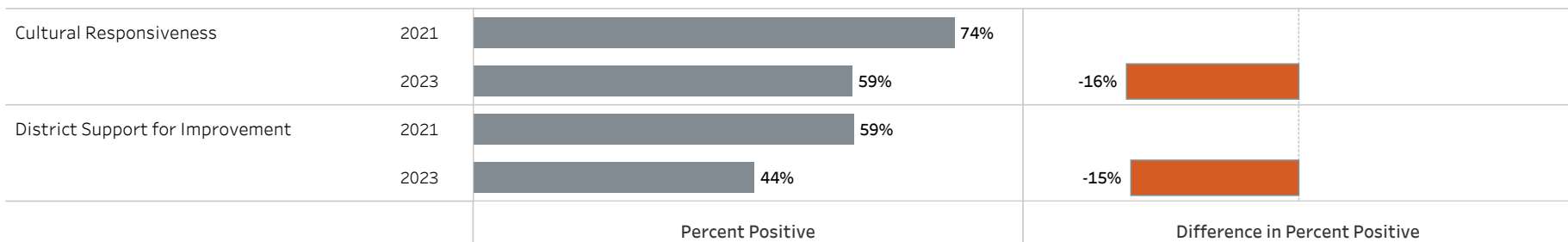
9 Characteristics of High-Performing School — LONGITUDINAL

Kamiak Elementary

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

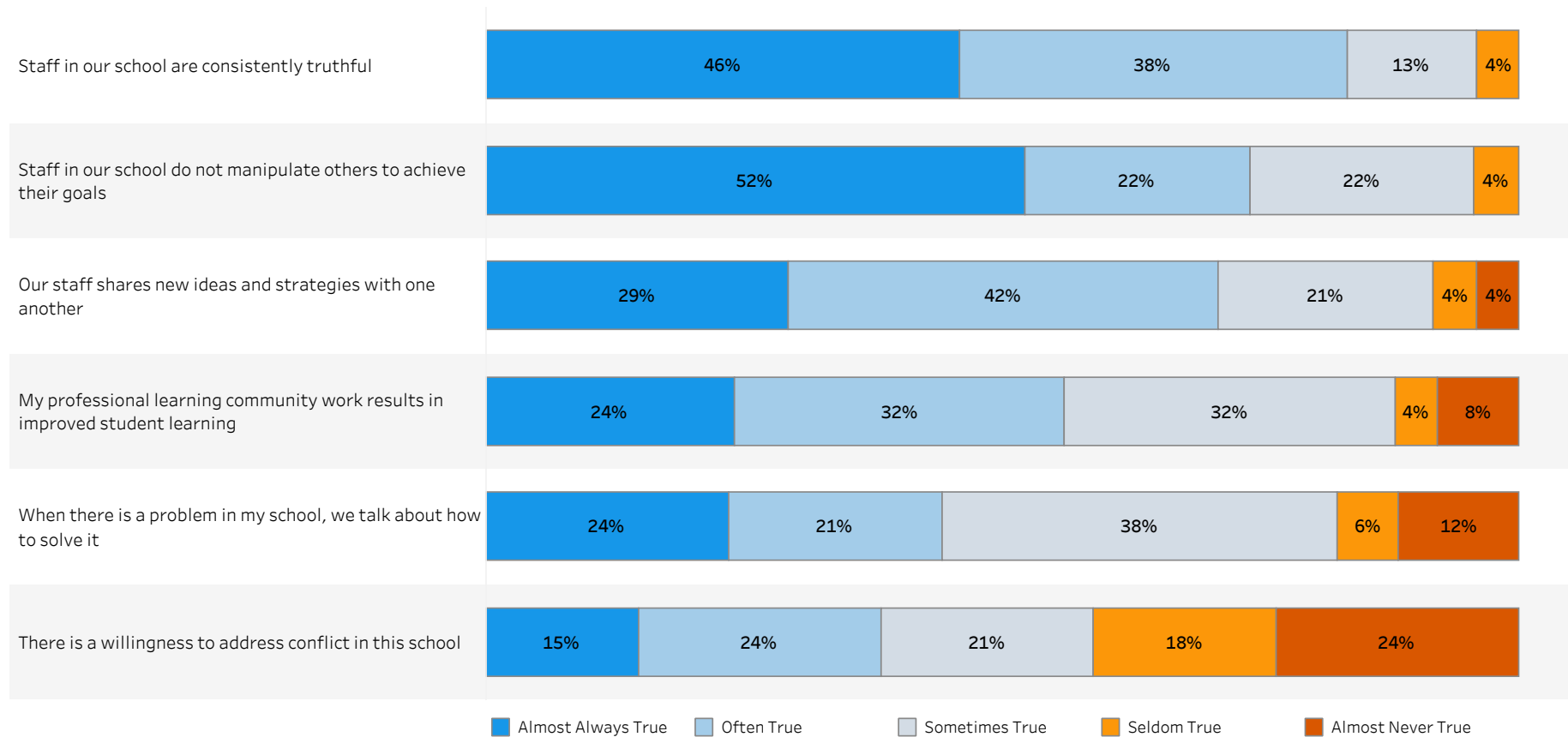


Additional Characteristics



High Levels of Collaboration and Communication

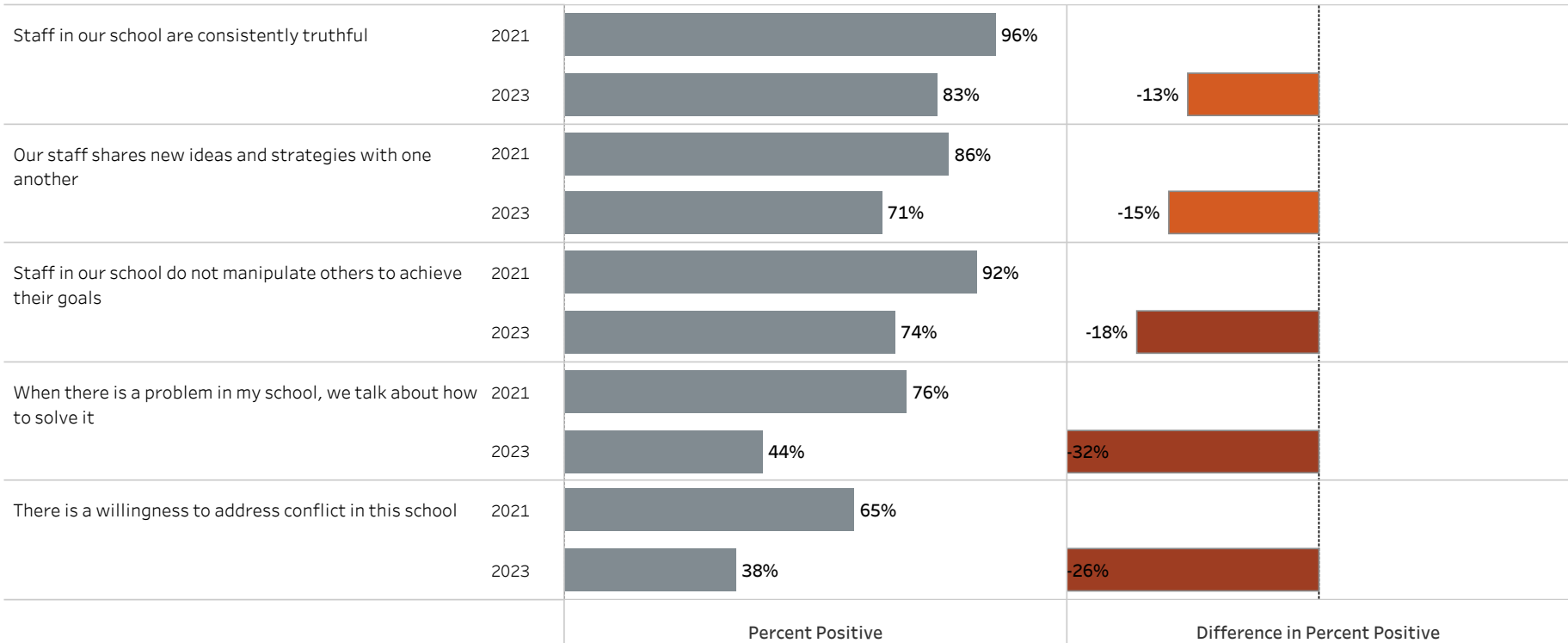
Kamiak Elementary



High Levels of Collaboration and Communication— LONGITUDINAL

Kamiak Elementary

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Questions answered only by Instructional Staff



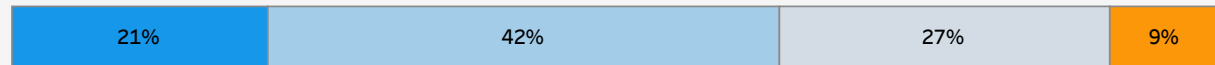
Clear and Shared Focus

Kamiak Elementary

Staff I work with take responsibility for ensuring each student learns in our school



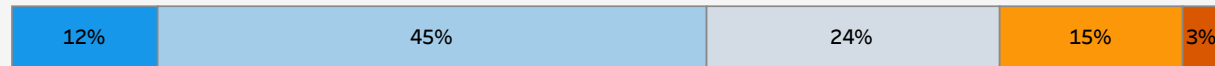
Important decisions here are based on the goals of this school



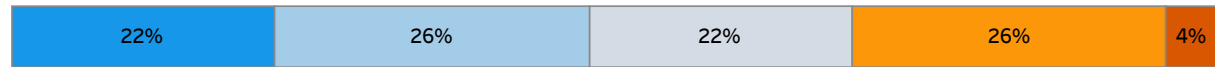
My performance goals are set based on the goals of this school



Staff share a high sense of urgency around the need to improve



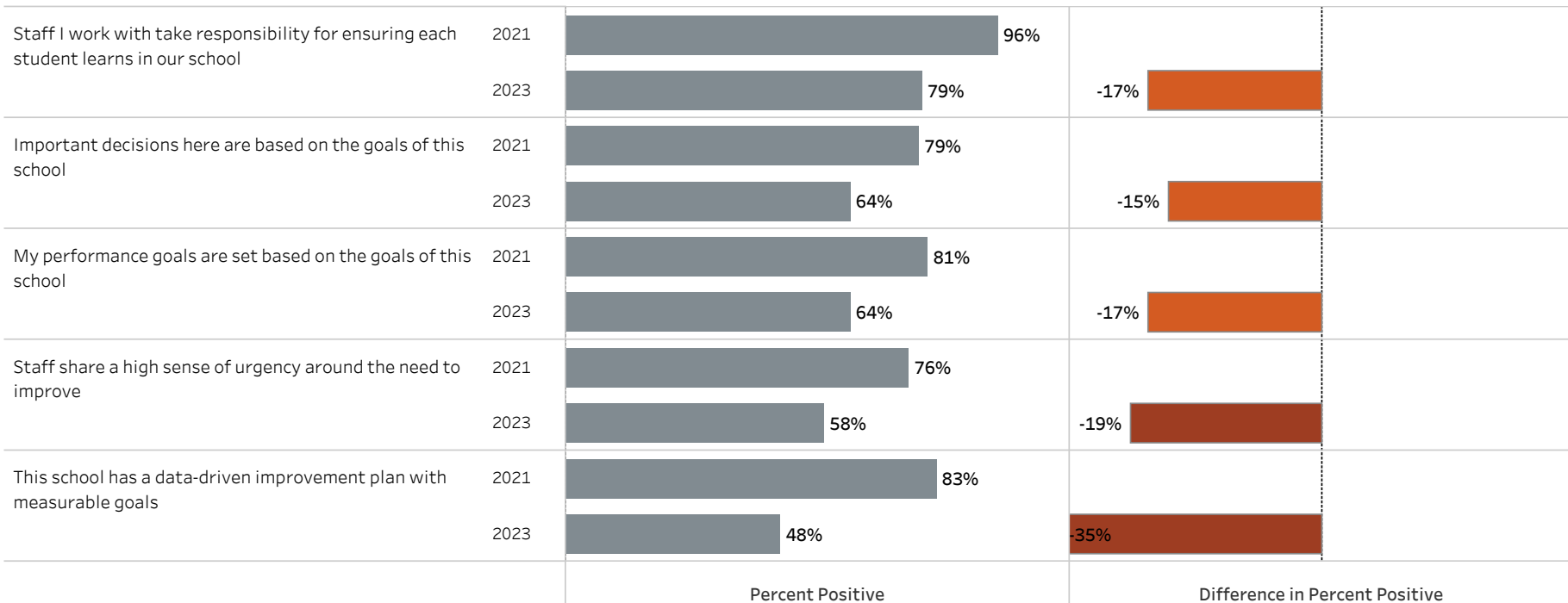
This school has a data-driven improvement plan with measurable goals



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LONGITUDINAL

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Percent Positive

Difference in Percent Positive



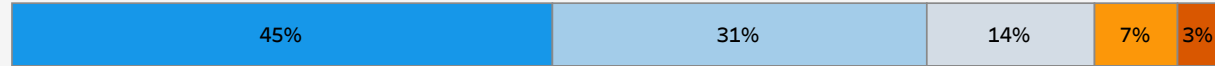
High Standards and Expectations

Kamiak Elementary

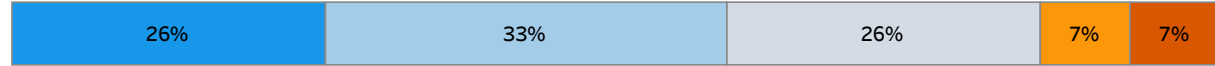
Academic placement is not influenced by race, gender or socioeconomic levels



In our school we expect all staff to perform responsibilities with a high level of excellence



I believe that all students can meet state standards



Students understand the expectations of this school



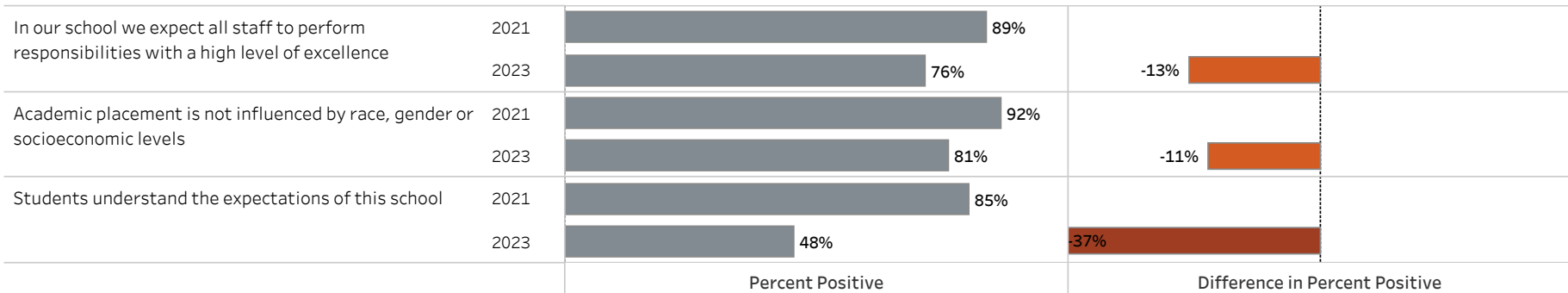
Our staff believes that all students can meet state standards



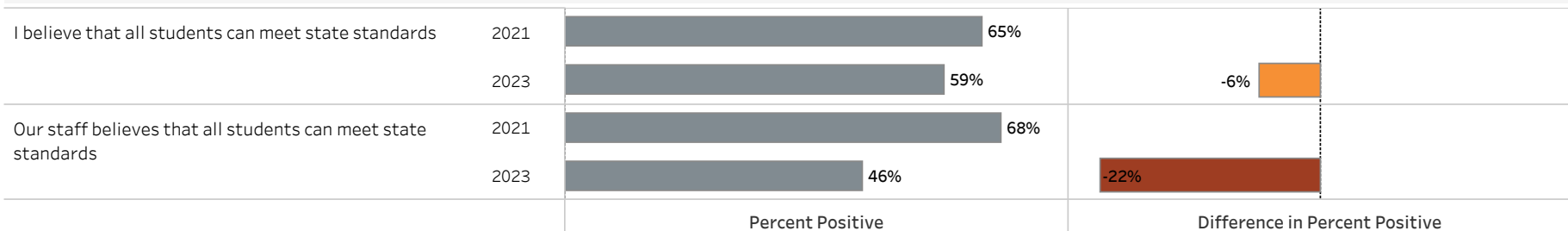
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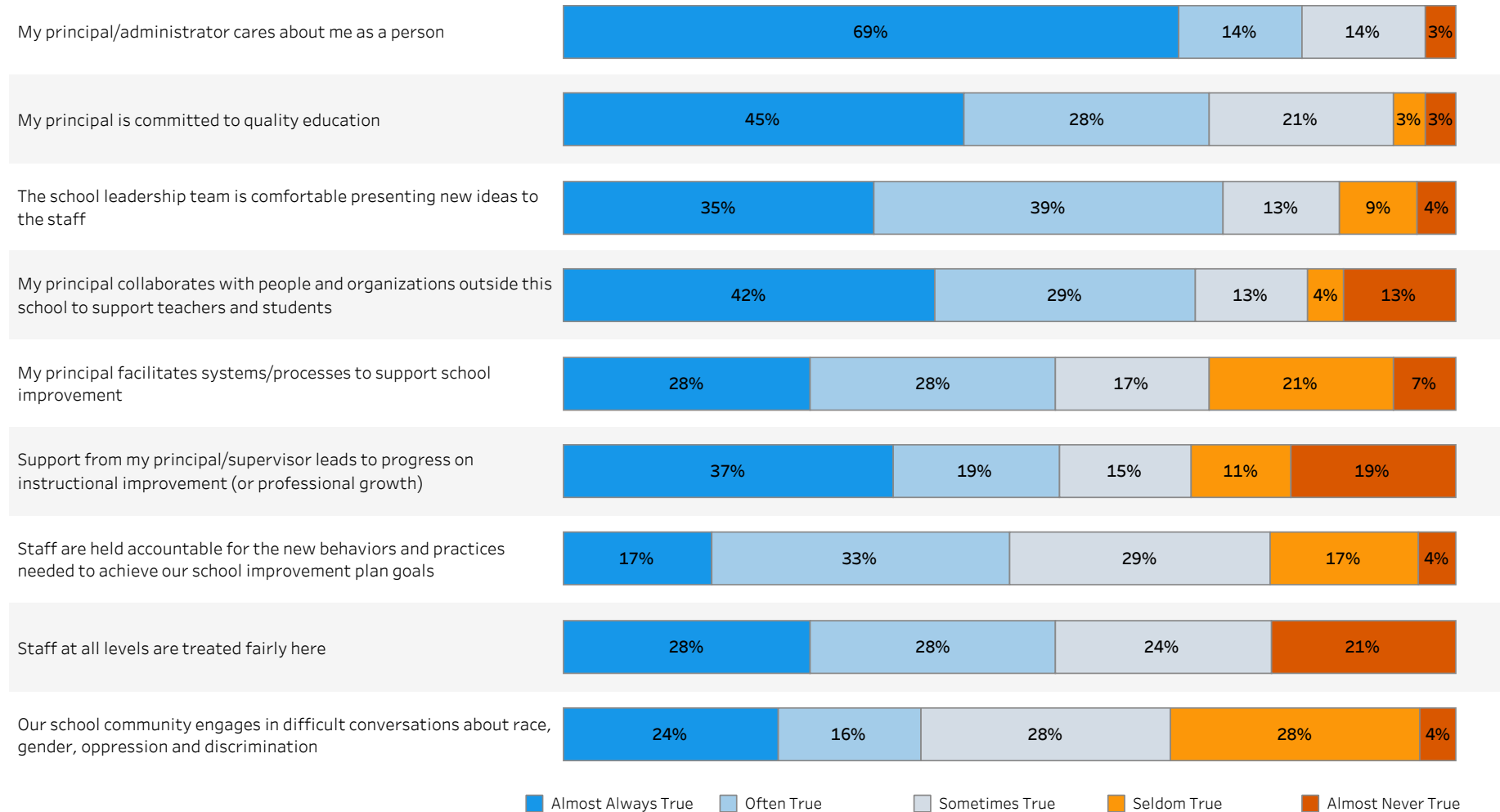


Questions answered by only Instructional Staff



Effective Leadership

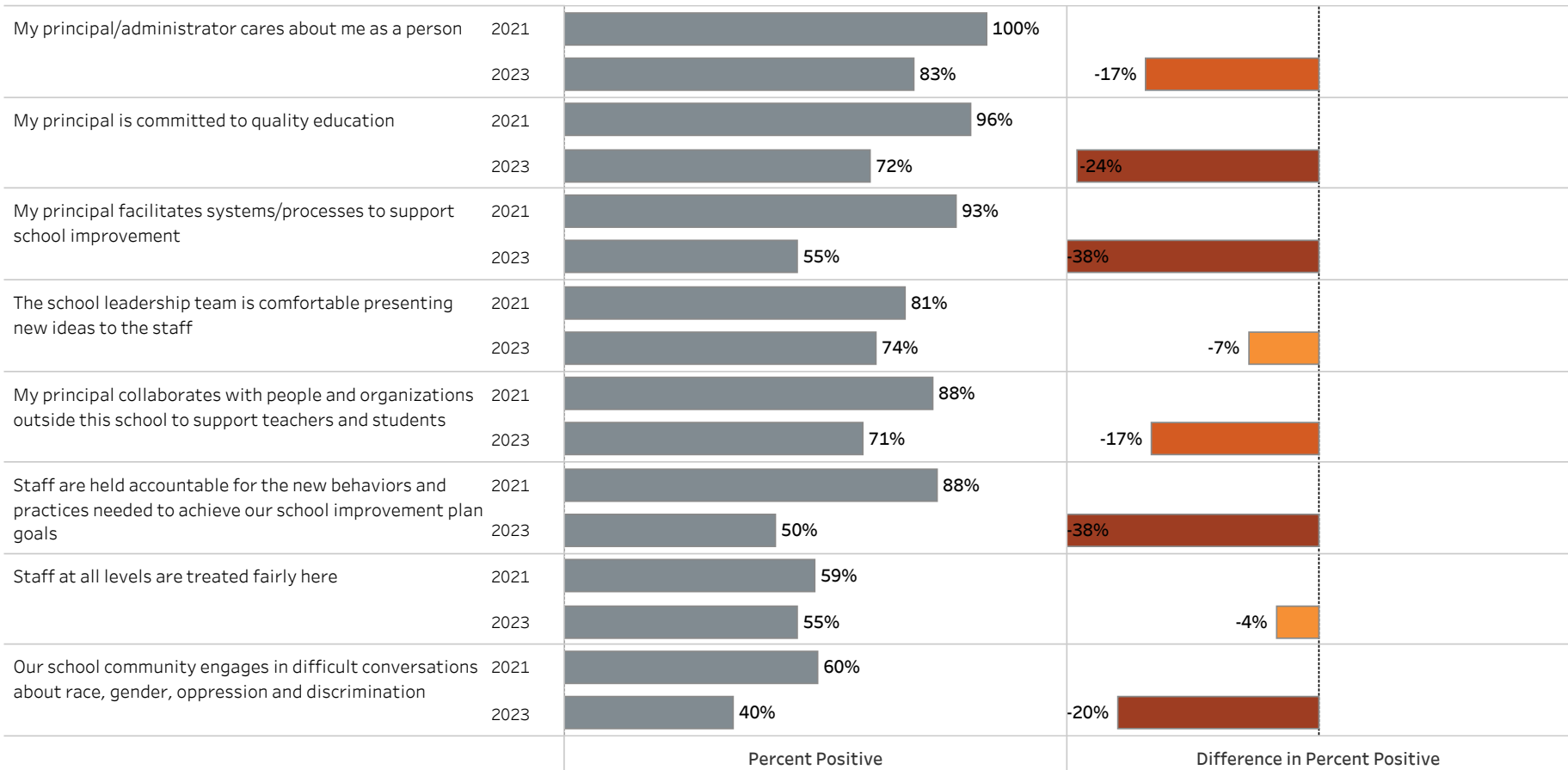
Kamiak Elementary



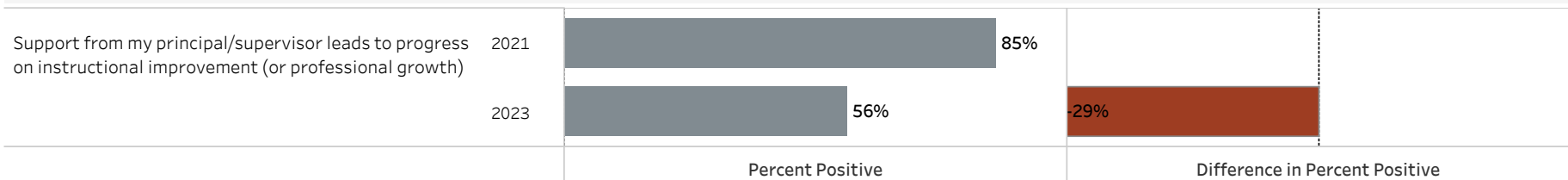
Effective Leadership—LONGITUDINAL

Kamiak Elementary

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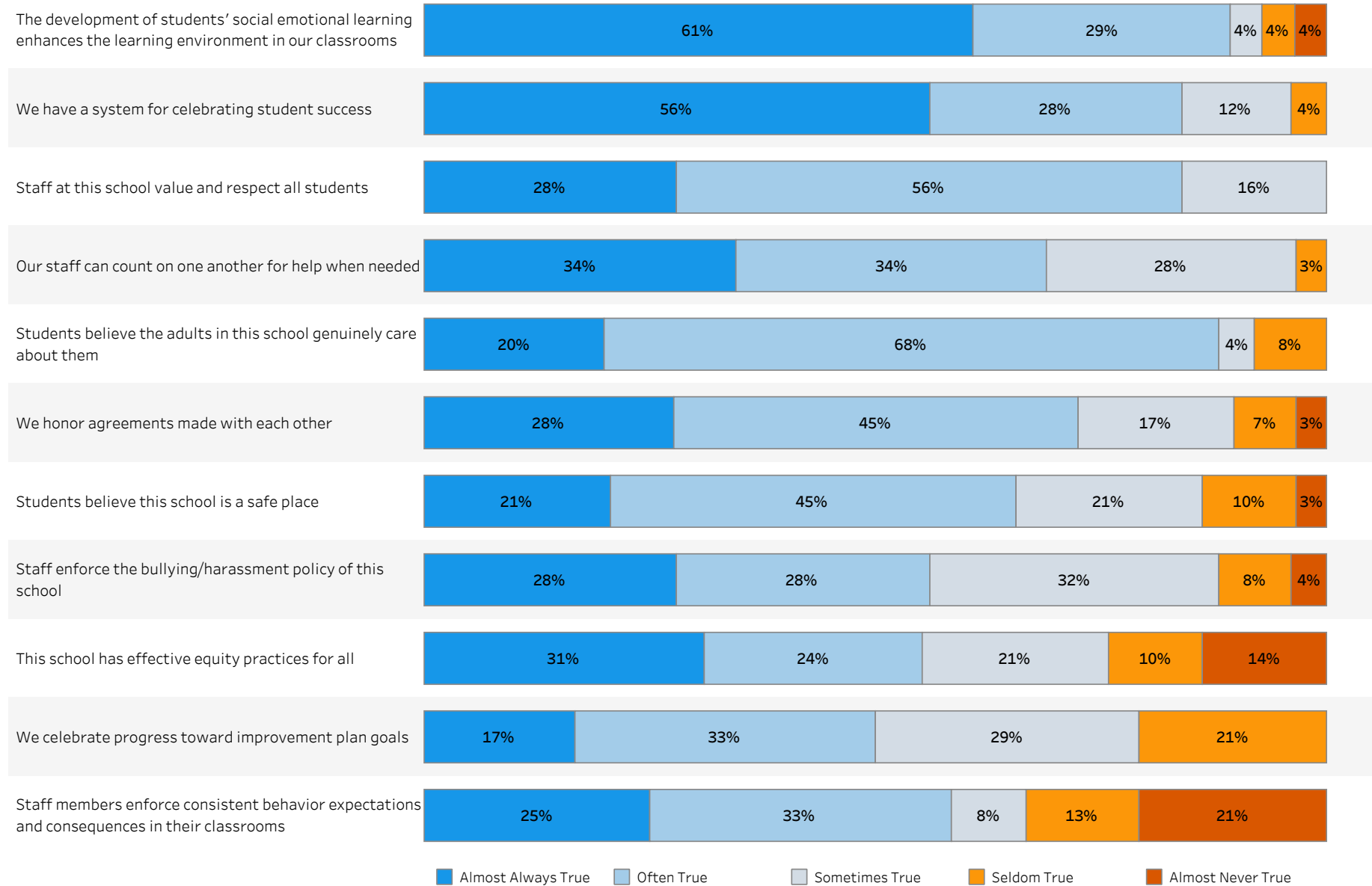


Questions answered by only Instructional Staff



Supportive Learning Environment

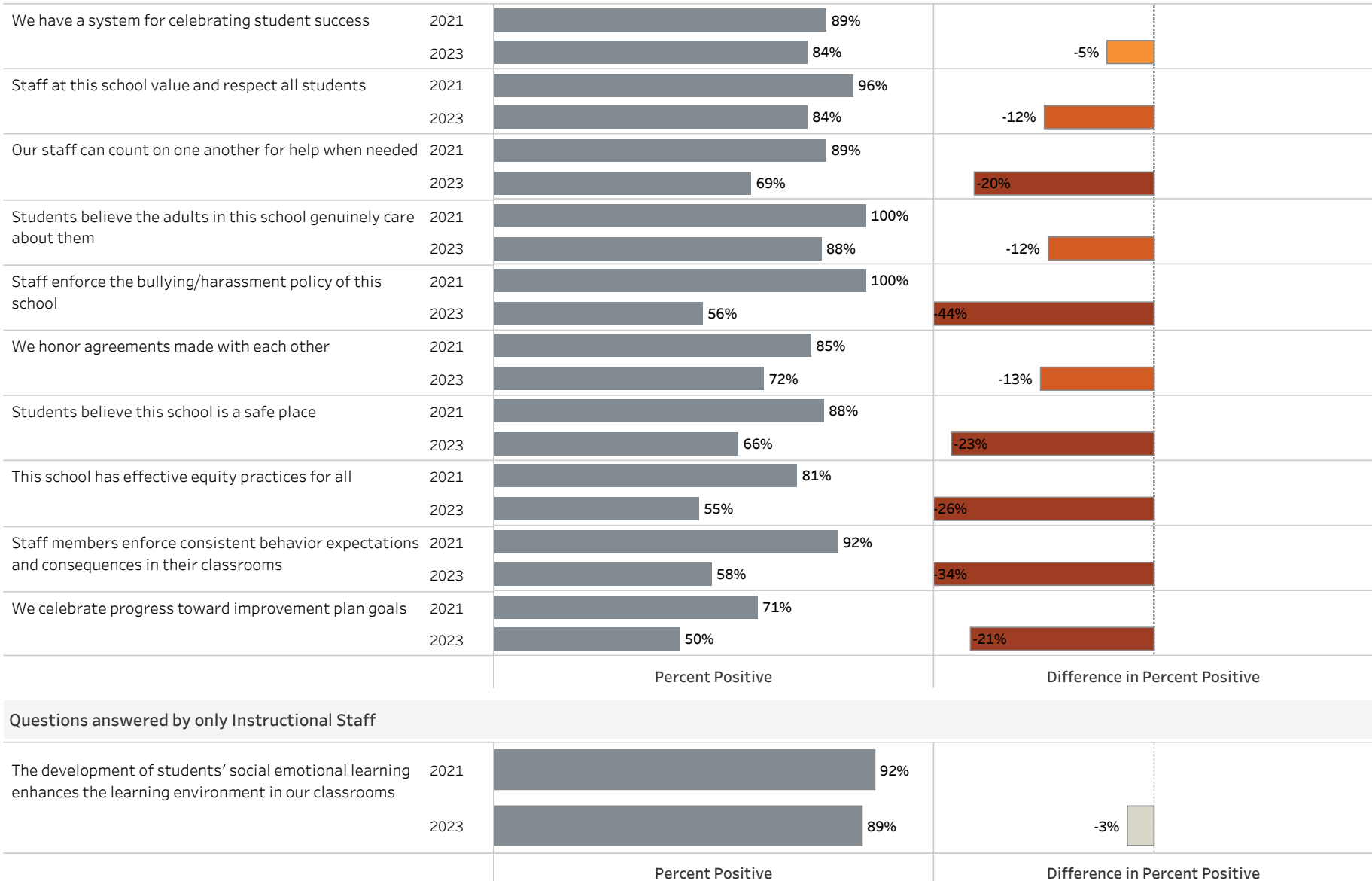
Kamiak Elementary



Supportive Learning Environment - LONGITUDINAL

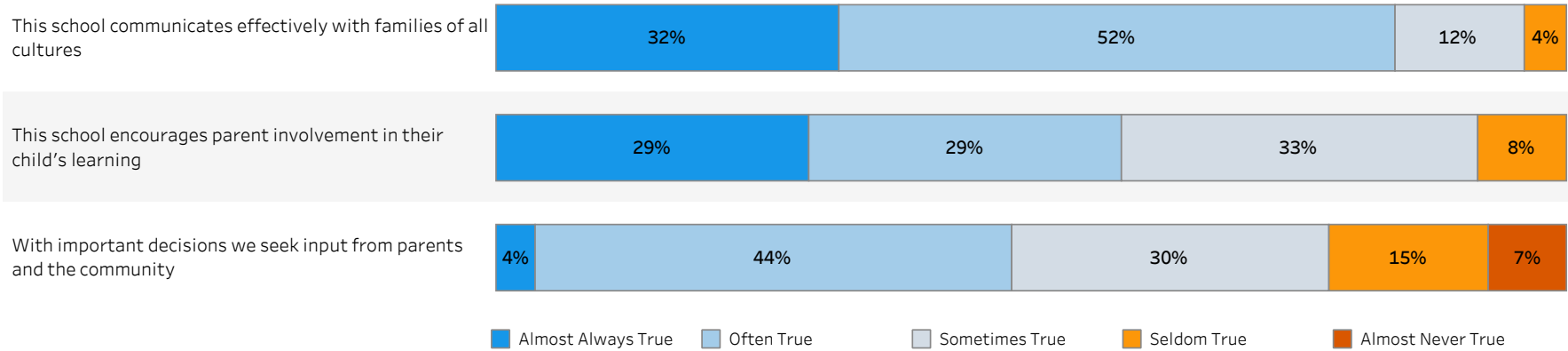
Kamiak Elementary

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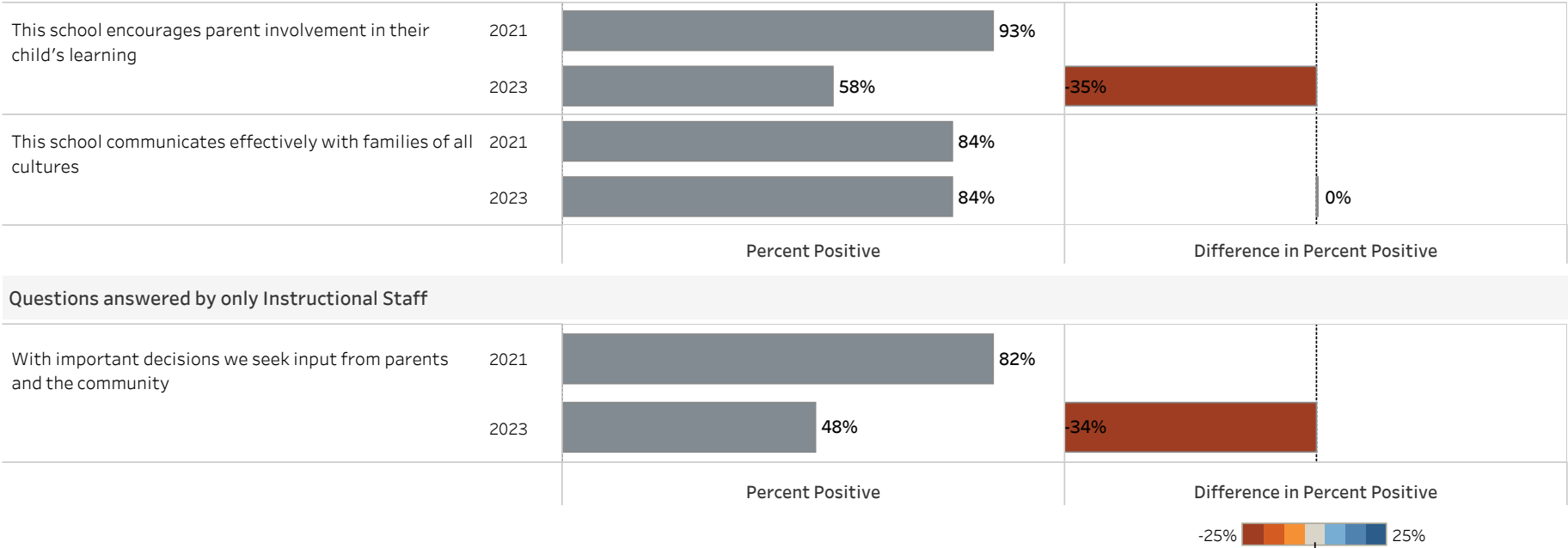
Parent and Community Involvement

Kamiak Elementary



LONGITUDINAL

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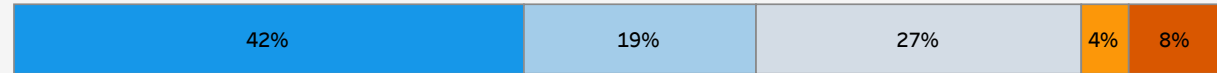
High Quality Curriculum, Instruction, and Assessment

Kamiak Elementary

Regular formative assessments are used to monitor student progress toward standards



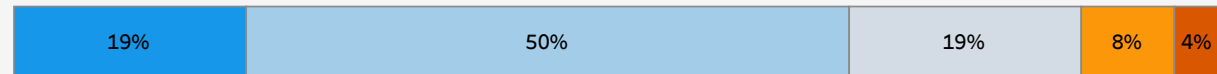
The curricula we teach are aligned with state learning standards



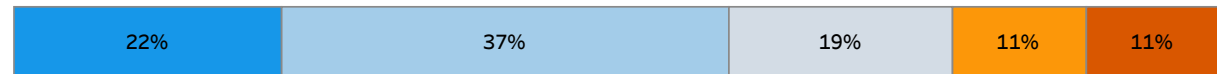
Students are provided tasks that require higher-level thinking skills



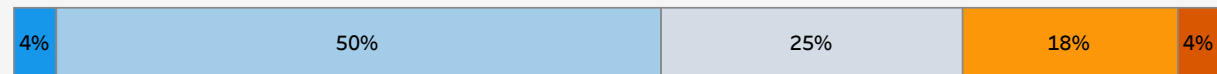
Lesson purpose is clearly communicated to students



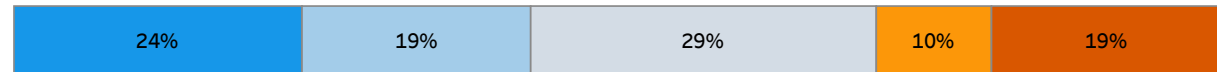
I understand instructional strategies to support social emotional learning objectives



Instruction is personalized to meet the needs of each student



Our district has a social emotional framework (standards)

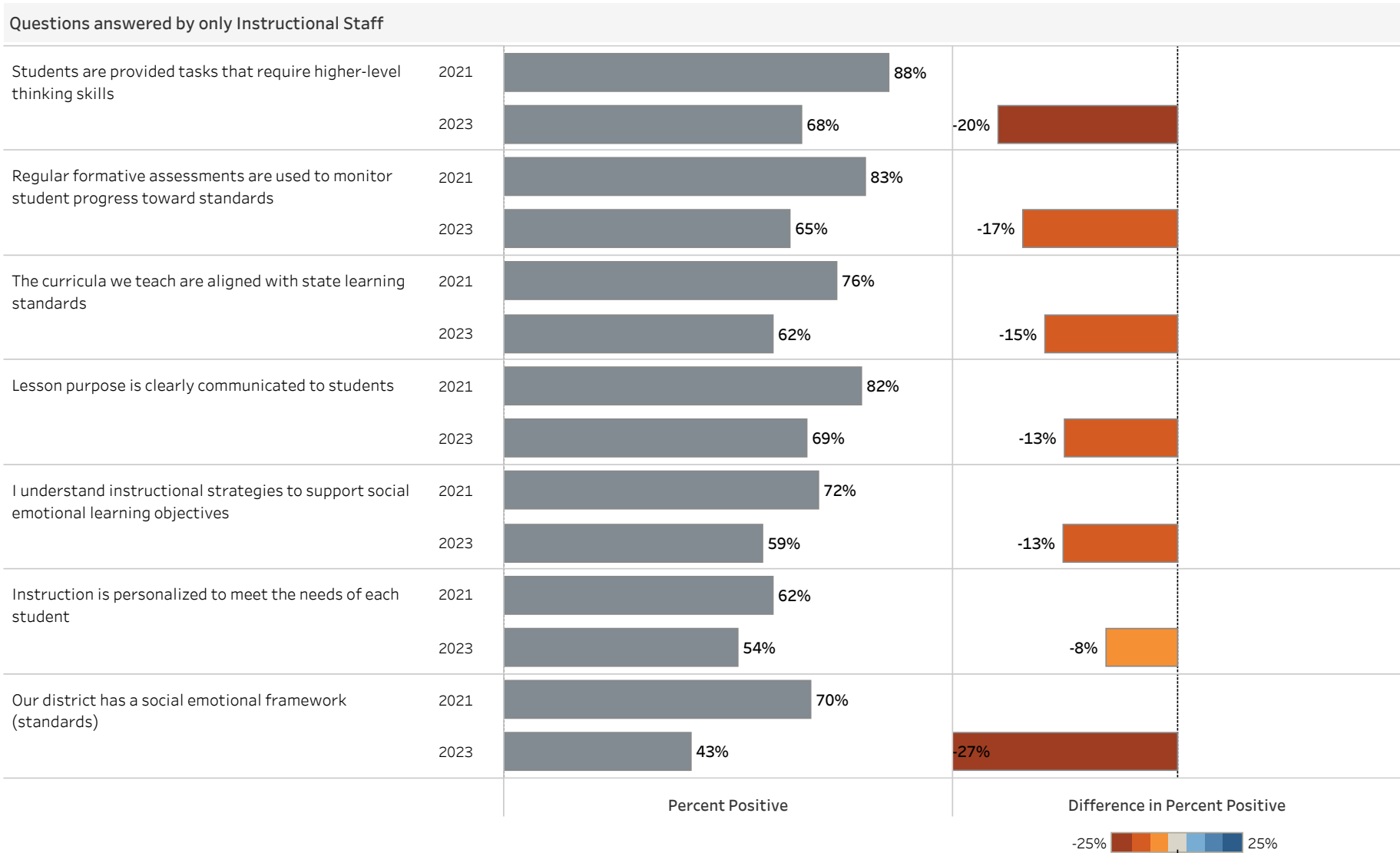


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High Quality Curriculum, Instruction, and Assessment - LONGITUDINAL

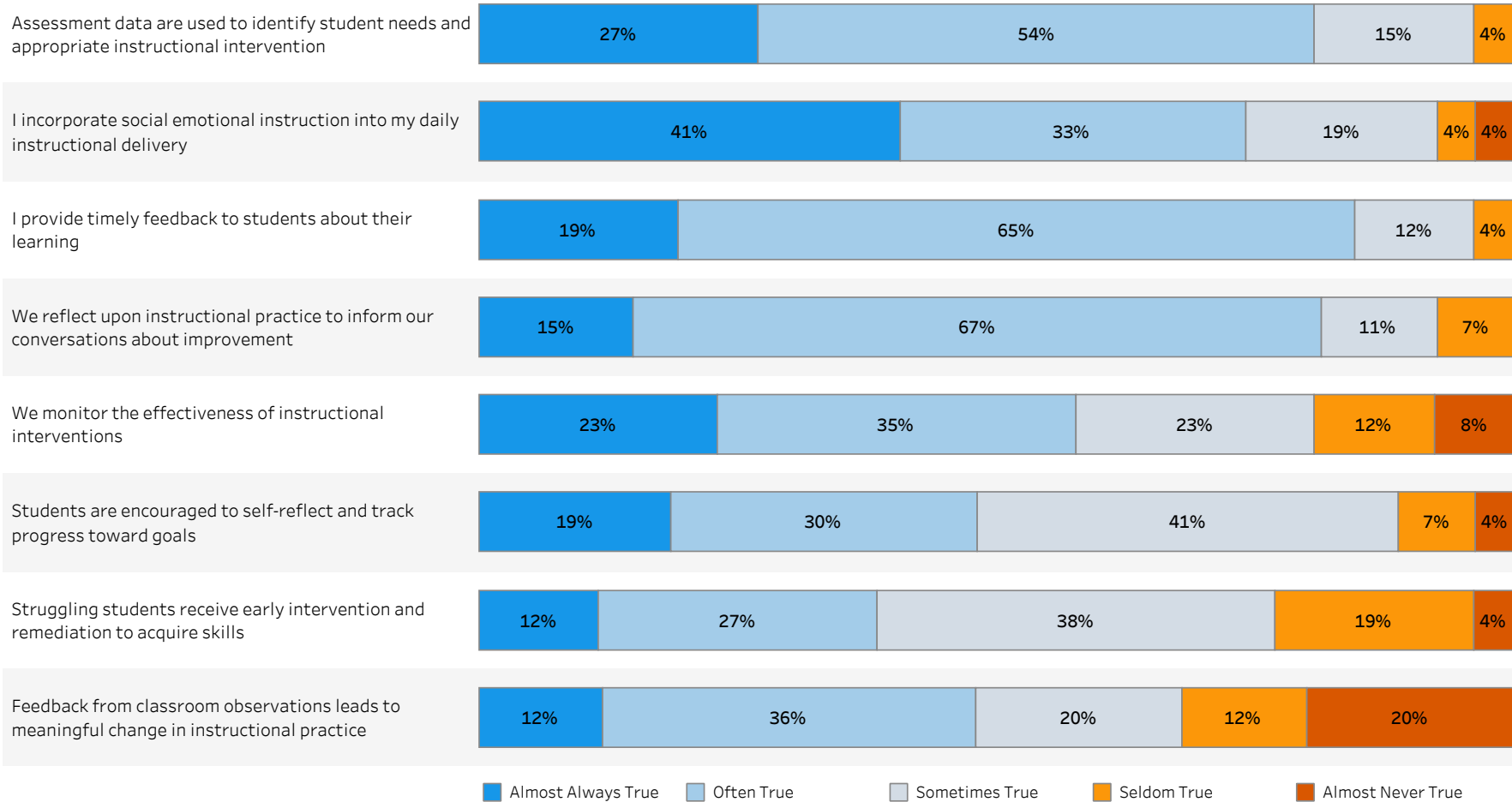
Kamiak Elementary

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Frequent Monitoring of Teaching and Learning

Kamiak Elementary

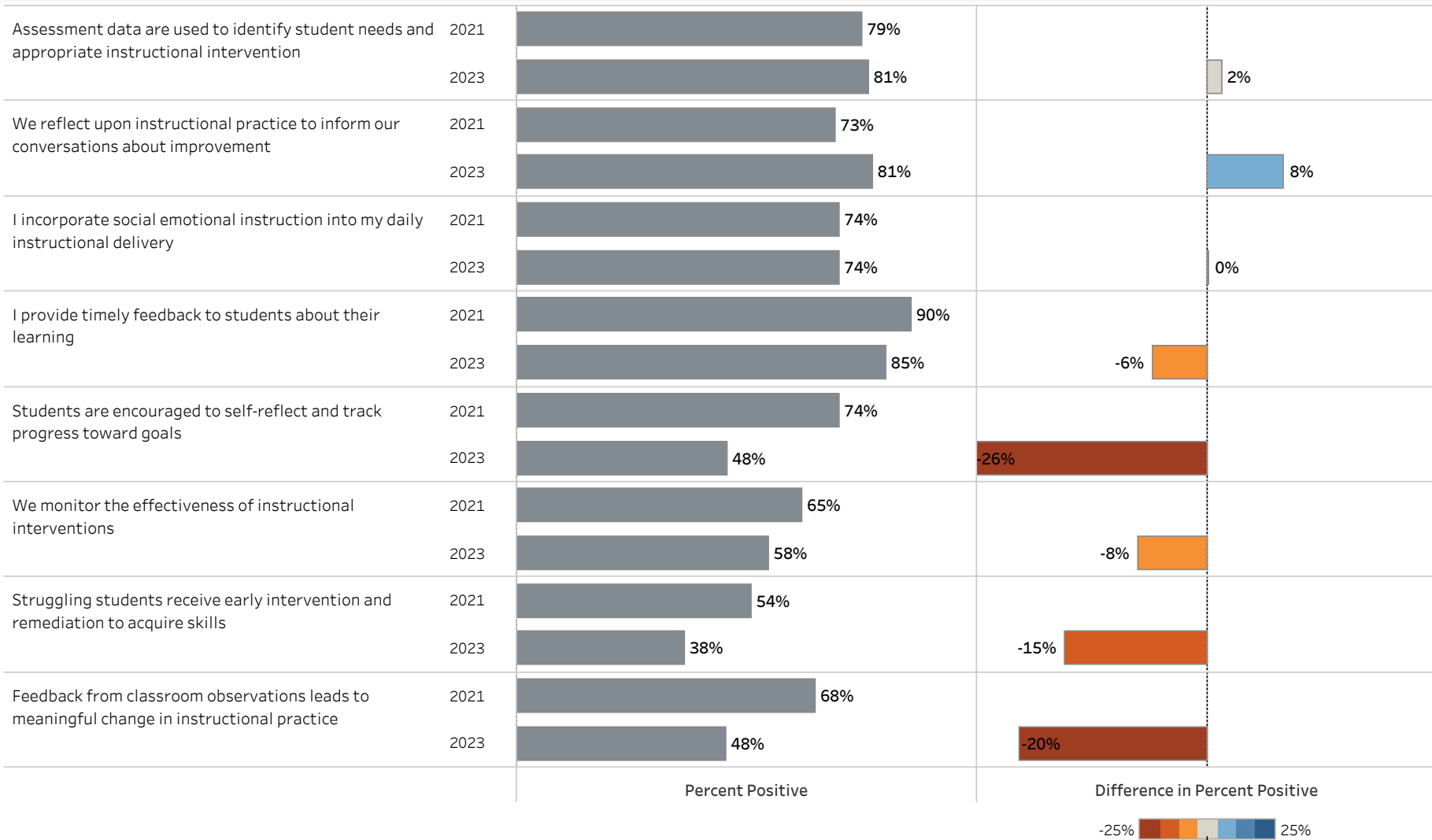


Frequent Monitoring of Teaching and Learning - LONGITUDINAL

Kamiak Elementary

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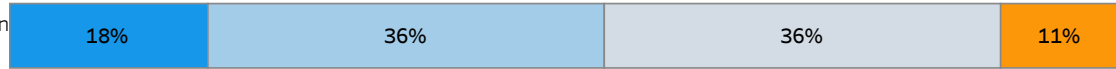
Questions answered by only Instructional Staff



Focused Professional Development

Kamiak Elementary

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



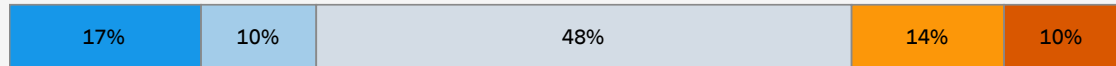
We are provided training to meet the needs of a diverse student population in our school



I receive training on instruction to support social emotional learning



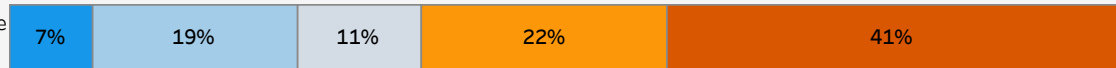
We talk about race and bigotry as a staff



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

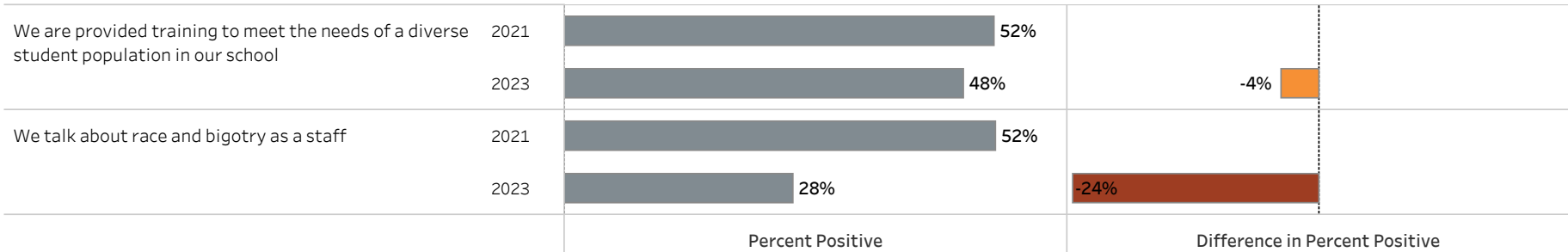


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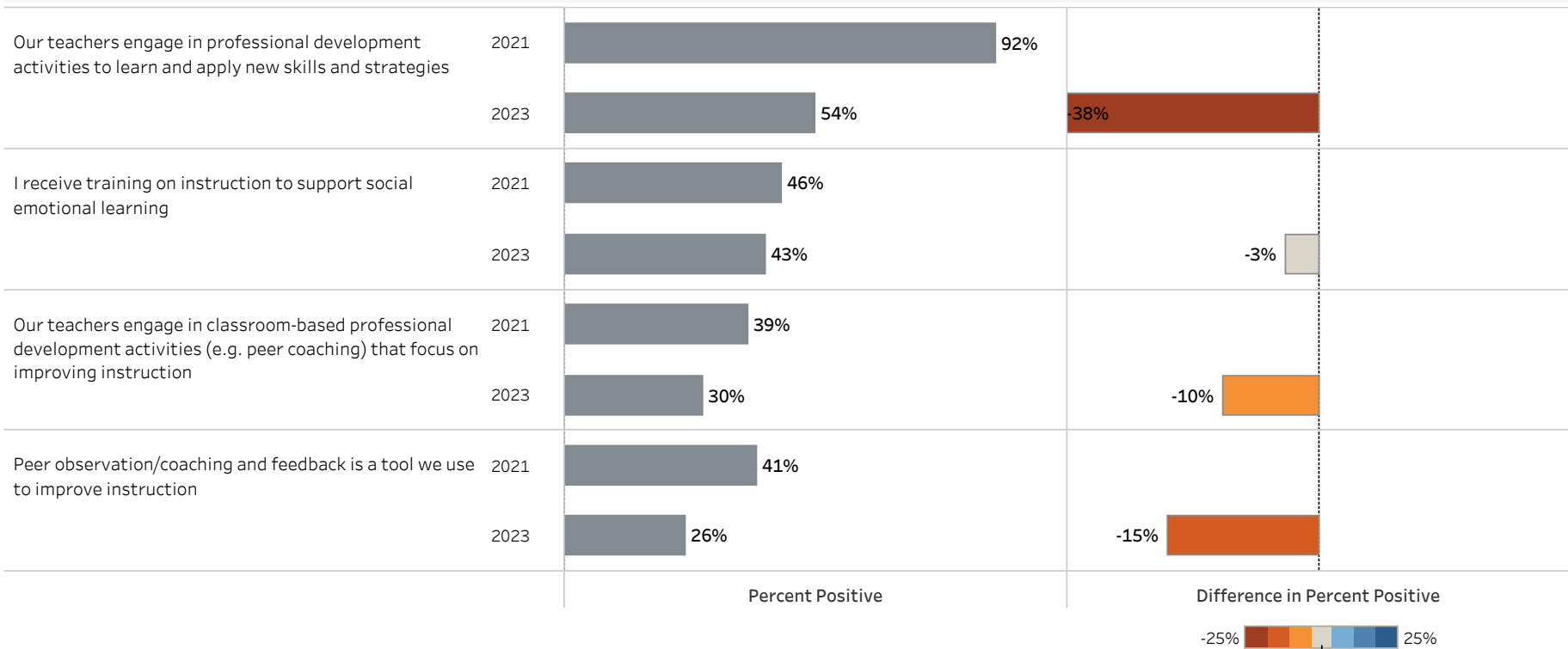
Focused Professional Development LONGITUDINAL

Kamiak Elementary

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Questions answered by only Instructional Staff



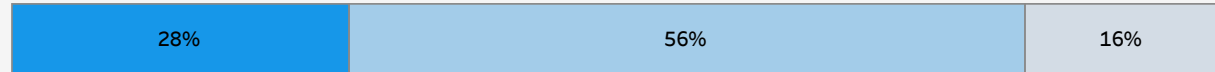
Cultural Responsiveness

Kamiak Elementary

Academic placement is not influenced by race, gender or socioeconomic levels



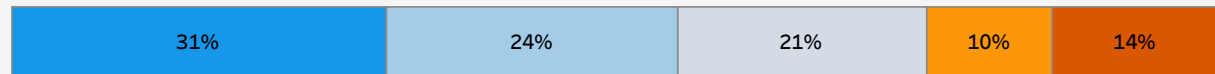
Staff at this school value and respect all students



This school communicates effectively with families of all cultures



This school has effective equity practices for all



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



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

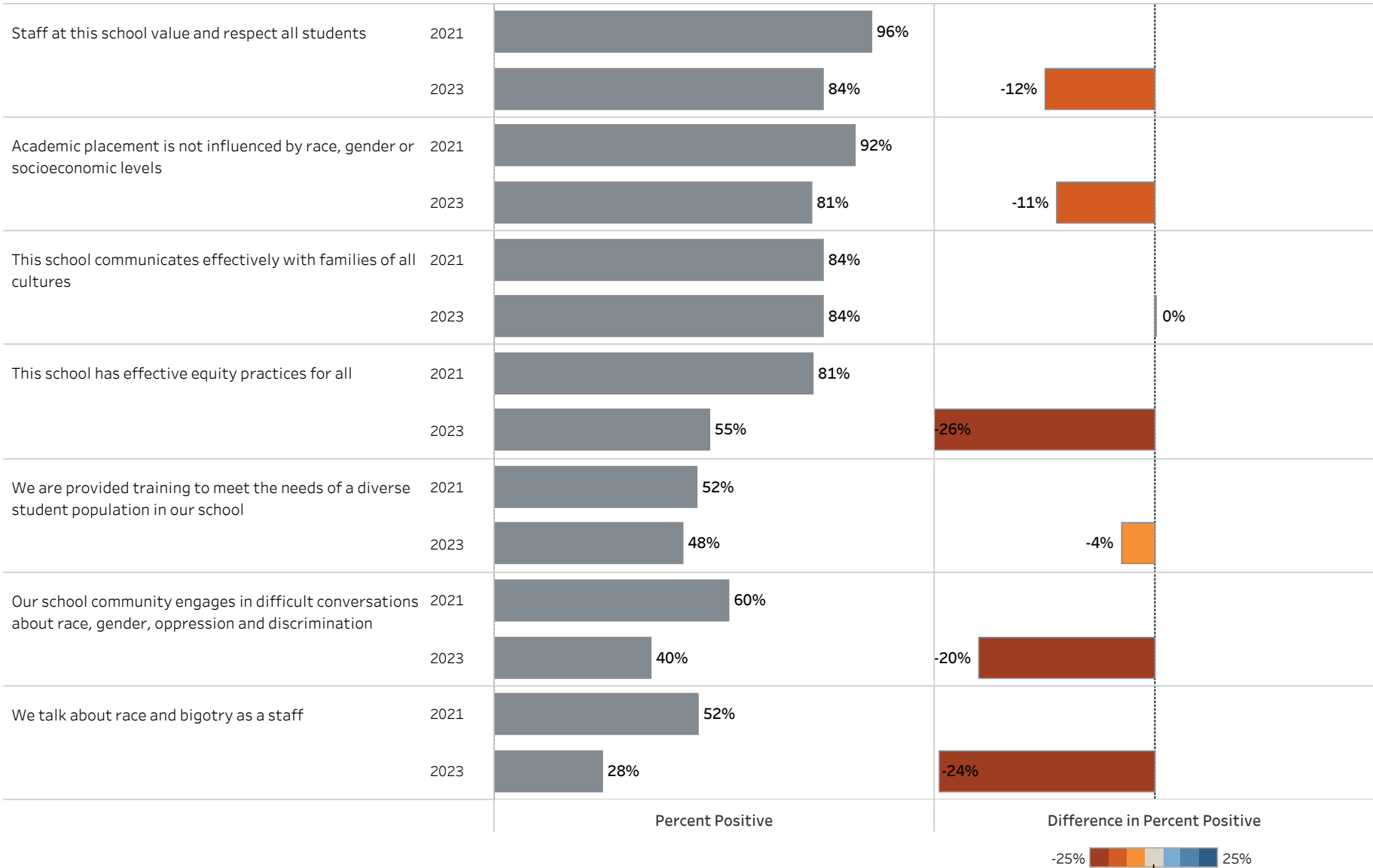


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Cultural Responsiveness - LONGITUDINAL

Kamiak Elementary

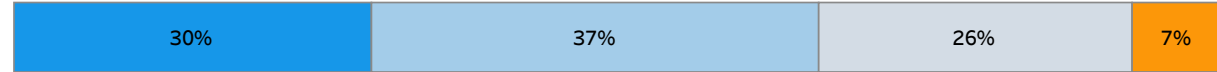
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District Support for Improvement

Kamiak Elementary

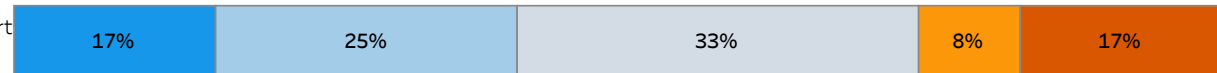
This district facilitates the alignment of curriculum across grades and schools



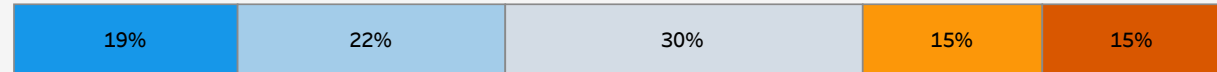
District administrators demonstrate commitment to improved student learning



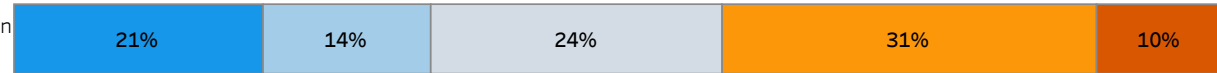
This district facilitates systems and programs to support school improvement



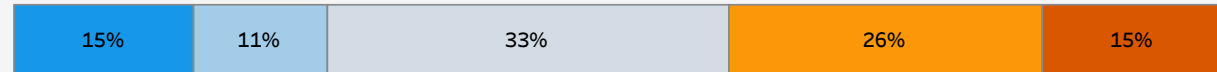
There is a consistent vision of school improvement throughout this district



Collaboration between district and schools is based upon trust and respect



District leadership communicates effectively with my school



District administrators communicate a clear vision of good instruction and essential curriculum

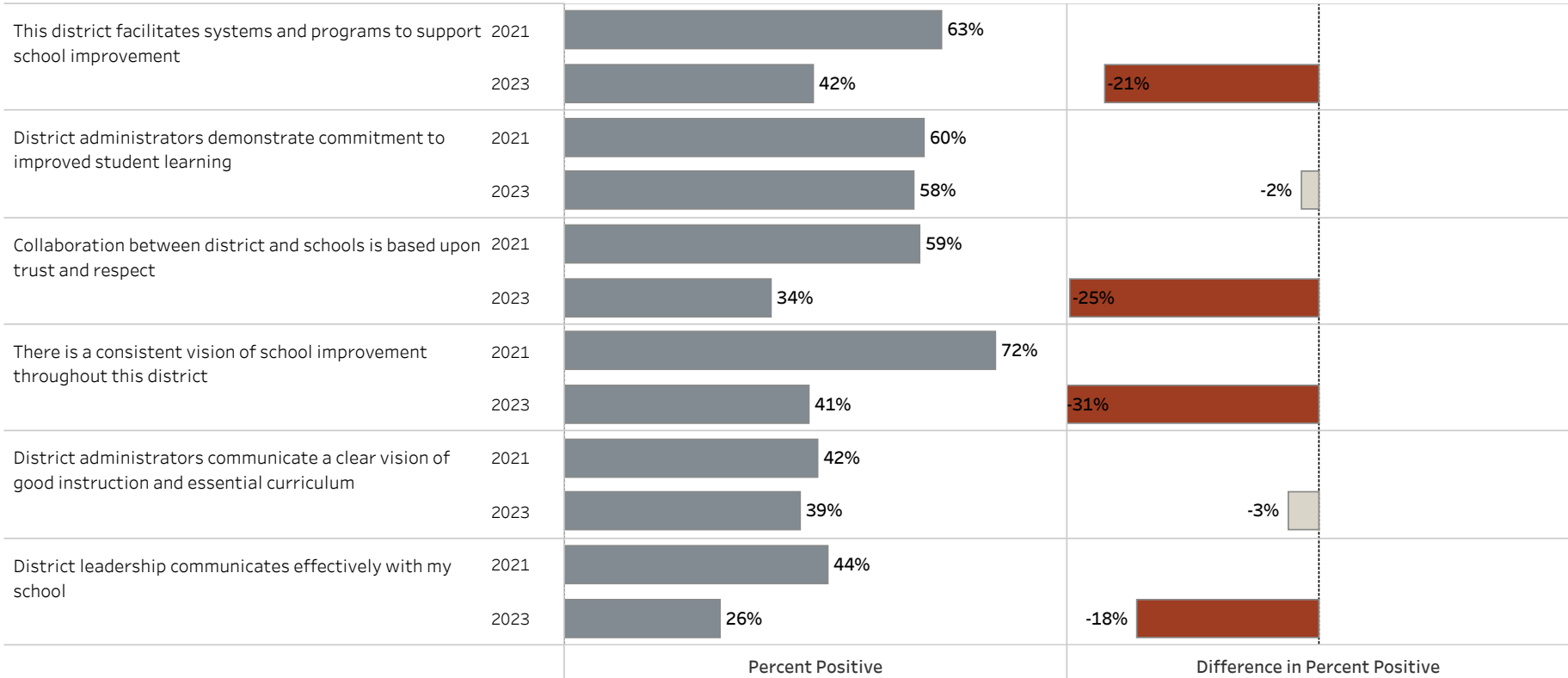


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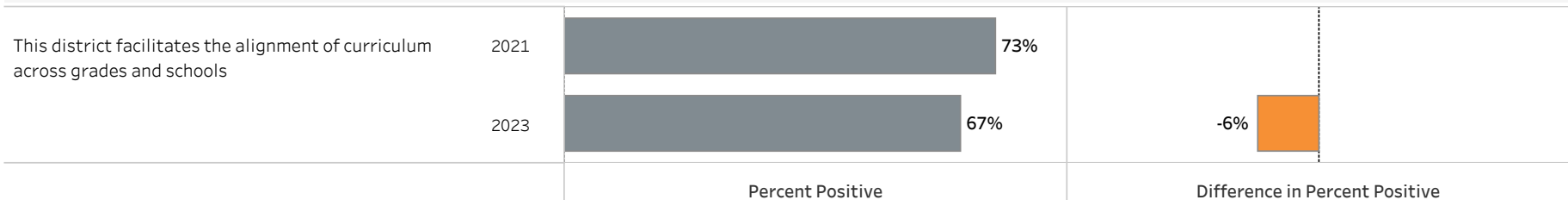
District Support for Improvement

Kamiak Elementary

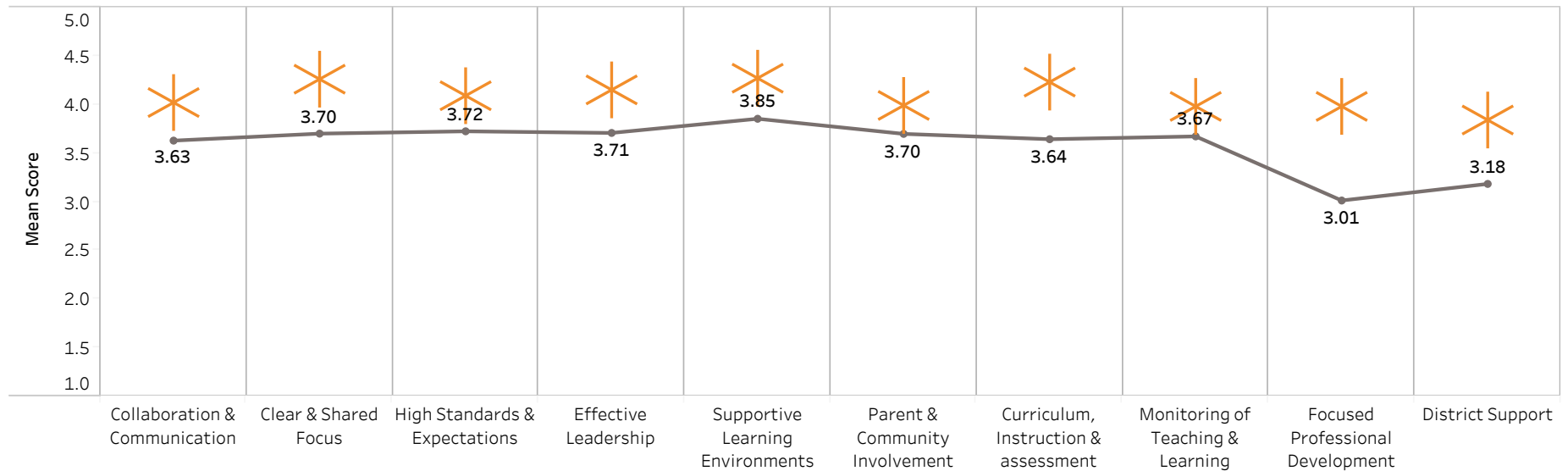
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Questions answered by only Instructional Staff



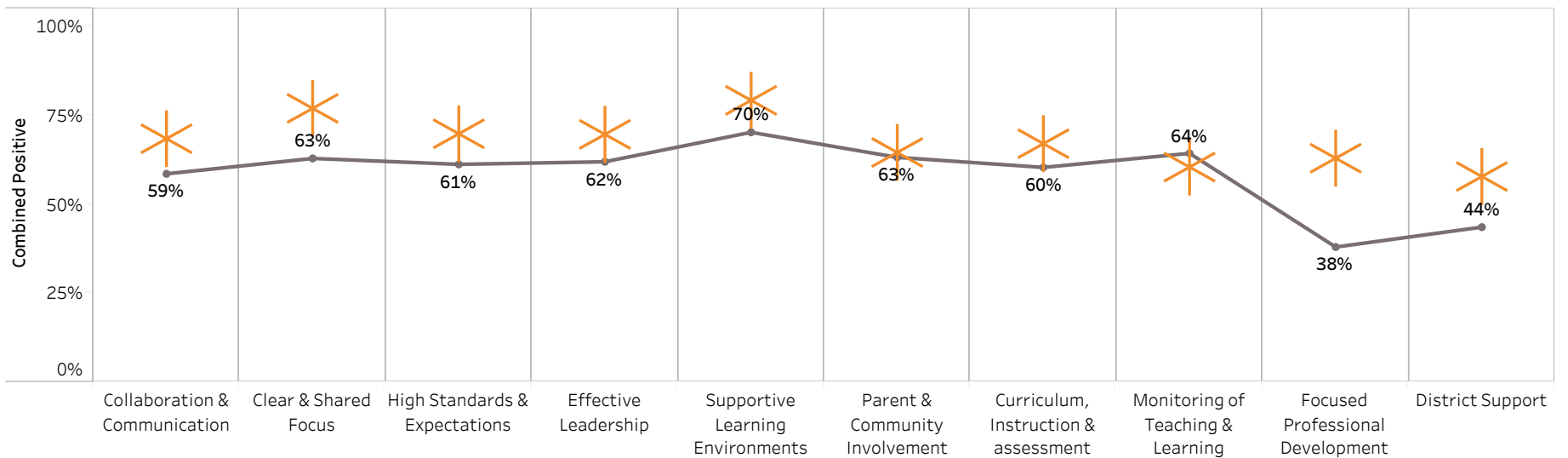
Comparison - Mean Scores



How does your school compare to:

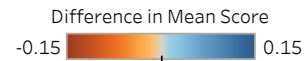
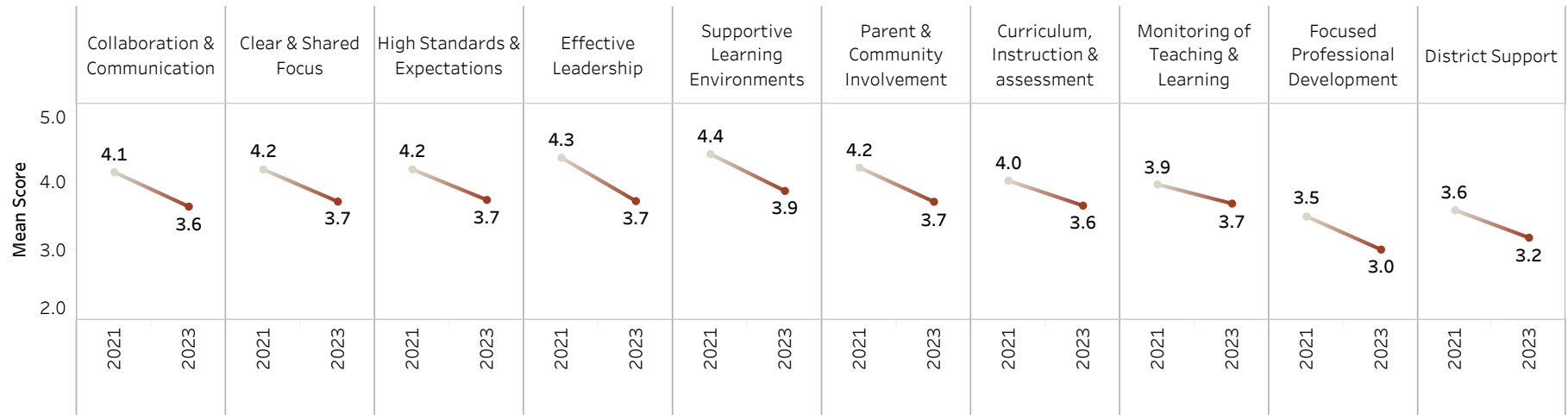
Nationwide Sample
 Your School or District

Comparison - Percent Positive



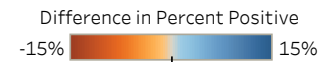
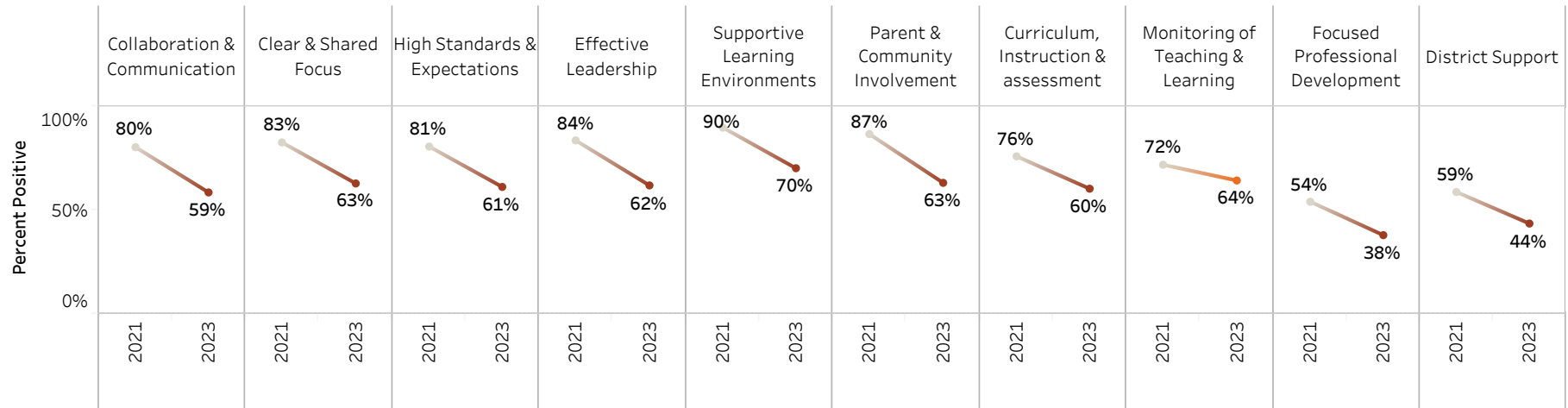
Comparison - Mean Scores LONGITUDINAL

Kamiak Elementary



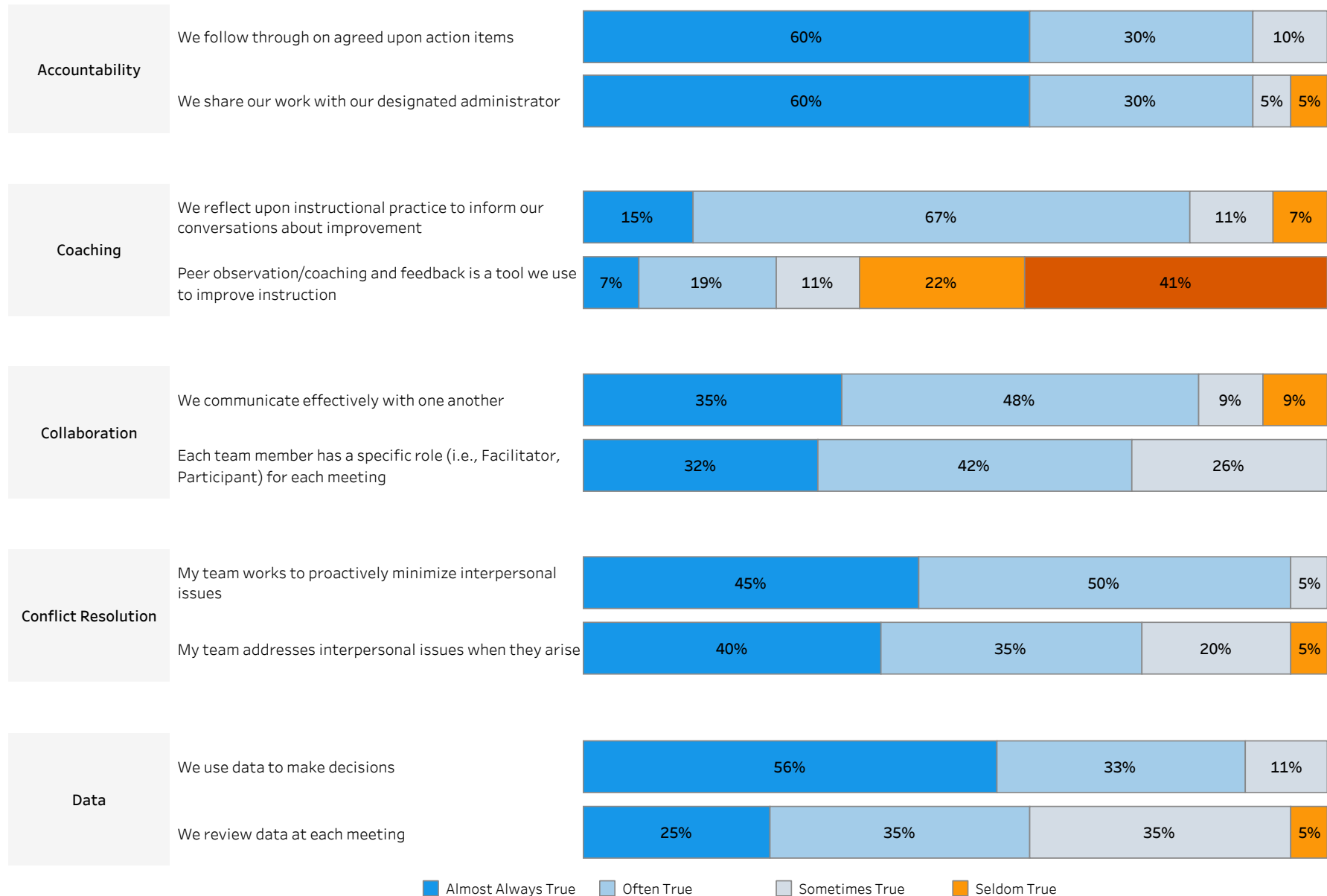
The color shading of the bar indicates the strength of improvement or the significance of the decline. Celebrate the blue, and investigate the darker orange and red.

Comparison - Percent Positive LONGITUDINAL



Professional Learning Community

Kamiak Elementary



Professional Learning Community

Kamiak Elementary

