



Presentation of LCUSD District-wide 2012 Survey Results

LCUSD Governing Board Meeting
September 4, 2012
Wendy K. Sinnette,
Superintendent

Superintendent's Goal

- *“Create a Superintendent’s Committee, consisting of parents, teachers, administrators, two Governing Board members, and any other pertinent stakeholders, to research, design, and implement a districtwide survey that inventories detailed information, including feedback on teacher performance by teacher, by course, administrator performance, and instructional program/delivery effectiveness. Issue and collect survey responses before the end of the 2011-12 school year.*”



Superintendent's Survey Committee Members

- Anais Wenn
- Jackie Luzak
- Karen Hurley
- Susan Boyd
- Ellen Multari
- Eileen Greenbaum
- Doreen Aitelli
- Belinda Randolph
- Garth Franklin
- Sonja Bradly
- Renee LaBraun
- Mandy Redfern
- Amy Wawrychuk
- Lindsay Horne
- Leslie Baldwin
- Megan Washburn
- Jim Cartnal
- Patty Hager
- Wendy Sinnette



Process Highlights

- Applications for parent participation
- Board volunteers; Staff volunteers or requests
- Met beginning November 2011
- Norm setting; Best practices research; Development of a guiding document
- Two subcommittees: Student Survey Grades 4-6 and Elementary Parent Survey; Student Survey 7-12 and LCHS Parent Survey



Process Highlights

- Third Subcommittee: Teacher Survey
- Superintendent crafted Classified Survey with draft input from District level classified staff
- Student Surveys issues third week of April
- Parent and Certificated surveys closed on-line May 25, 2012
- Classified and Management Surveys available on-line beginning the first week of June



Kudos to Panorama Education and Aaron Feuer

- Simple and low cost to administer
- Clear, actionable feedback for teachers
- Advanced data analysis
- Secure and confidential – highly secure server infrastructure; evaluation reports protected with 256-bit AES encryption
- A focus on collaboration
- Sponsored by Yale University
- Total Cost - \$7,000 (competitors did not do parent surveys and minimum quoted bid was \$22,000)



The Seven Cs

- **CARING** about students (Encouragement and Support). Example: The teacher in this class encourages me to do my best.
- **CAPTIVATING** students (Learning Seems Interesting and Relevant). Example: This class keeps my attention.
- **CONFERRING** with students (Students Sense their Ideas are Respected). Example: My teacher gives us time to explain our ideas.



The Seven Cs

- **CONTROLLING** behavior (Culture of Cooperation and Peer Support). Example: Our class stays busy and doesn't waste time.
- **CLARIFYING** lessons (Success Seems Feasible). Example: When I am confused, my teacher knows how to help me understand.
- **CHALLENGING** students (Press for Effort, Perseverance and Rigor). Example: My teacher wants us to use our thinking skills, not just memorize things.



The Seven Cs

- CONSOLIDATING knowledge (Ideas get Connected and Integrated). Example: My teacher takes the time to summarize what we learn each day.
- Taken from the Bill and Melinda Gates Foundation's Measures of Effective Teaching (MET) project launched in 2009 to rigorously develop and test multiple measures of teacher effectiveness.



Easy to Read Reports

■ Each Report Contains

- Highest and Lowest – 5 Questions Each
- Question by Question break-down of responses with graphs
- District Averages; School Averages
- Comparative Data for Teachers – department and schoolwide averages for each question
- School Reports – Report Highlights (samples)
- Ability to track comparison scores in future years

Reading this Report – *The Asterisk*

- “If an asterisk appears next to a question, it means that the question was originally worded negatively in the survey. For those questions, the optimal result would have been “Totally Disagree” or a 1. In order to keep a 5 as the consistently optimal score on your report, Panorama reversed the responses for all of these questions.”
- (Sample question: Bullying is a problem at my child’s school.)

Student Survey Grades 4-6

Districtwide Averages

■ Highest:

- My teacher is nice to me when I ask questions. (4.4)
- My teacher doesn't let people give up when the work gets hard. (4.3)
- My teacher wants us to use our thinking skills, not just memorize things. (4.2)
- I am encouraged to participate in class. (4.2)
- My teacher in this class makes me feel that s/he really cares about me. (4.2)

Student Survey Grades 4-6

Districtwide Averages

■ Lowest:

- Our class stays busy and does not waste time. (3.7)
- *I need to get extra help to better understand what I learned in class. (3.7)
- My teacher uses technology to keep us interested, organized and learning in new ways. (3.6)
- *My afterschool activities don't leave me enough time to finish my homework. (3.5)
- *I get too much homework in this class. (3.4)

Student Survey Grades 7-12 Core Classes: Districtwide Averages

■ Highest:

- My teacher has a fair grading policy and applies it consistently. (4.3)
- My teacher gives tests which only cover the material assigned or discussed. (4.3)
- Students know what they should be doing in this class. (4.2)
- My teacher is available to meet with students outside of class time. (4.2)
- Students in this class treat the teacher with respect. (4.2)

Student Survey Grades 7-12 Core Classes: Districtwide Averages

■ Lowest:

- *I need tutoring help to better understand the material I learn in this class. (4.0)
- My teacher explains difficult things clearly. (3.9)
- The comments that I get regarding my work in this class help me understand how to improve. (3.9)
- My teacher returns corrected homework and tests reasonably soon. (3.9)
- My teacher makes lessons interesting. (3.8)

Student Survey 7-12 Non-Core Classes: Districtwide Averages

■ Highest:

- My teacher wants us to demonstrate and practice our abilities in this course. (4.4)
- *I need tutoring help to better understand the material I learn in this class. (4.2)
- I understand how I will be graded in this class. (4.1)
- My teacher seems to believe in my ability. (4.1)
- Students know what they should be doing in this class. (4.1)

Student Survey 7-12 Non-Core Classes: Districtwide Averages

■ Lowest:

- My teacher inspires me to do my best work. (3.9)
- My teacher explains difficult things clearly. (3.9)
- My teacher returns corrected homework, tests or projects reasonably soon. (3.8)
- My teacher makes lessons interesting. (3.7)
- My teacher is available to meet with students outside of class time. (3.7)

Histogram Data Samples from the Student Survey

■ Sample Data: Overall Average
Teacher Grades 4-6
(in bins of .5)

■ 3.5 - 4 19

■ 4 - 4.5 11

■ Sample Data: Overall Average
Core Teachers
Grades 7-12

■ 3 - 3.5 11

■ 3.5 - 4 11

■ 4 - 4.5 30

■ 4.5 - 5 9

Student Survey - School Experience Grades 7-12

■ Highest:

- The counselors are helpful when I talk to them about class schedules. (4.4)
- I can get an appointment with my counselor when I need one. (4.3)
- The attendance clerk is friendly and helpful when I need to get a pass or to excuse an absence. (4.2)
- At my school, bullying is not acceptable. (4.1)
- Adults respond to bullying situations when brought to their attention. (4.0)

Student Survey – School Experience Grades 7-12

■ Lowest:

- School administration is visible and supportive. (3.8)
- I am kept well-informed about activities, events, and opportunities at school. (3.8)
- Discipline is handled fairly and applied equally. (3.6)
- My school is clean and well maintained. (3.5)

Parent Survey – Classroom Experience Grades K - 6

■ Highest:

- The teacher communicates grades and class performance to my child in a timely fashion. (4.5)
- In this classroom, my child is learning every day. (4.5)
- The teacher is enthusiastic, creative and encourages a desire to learn. (4.5)
- The teacher follows up in the classroom once a problem has been identified. (4.5)
- The teacher manages the classroom effectively. (4.5)

Parent Survey – Classroom Experience Grades K - 6

■ Lowest:

- The teacher has helped my child develop effective work habits. (4.2)
- The teacher has helped my child learn how to manage his or her time. (4.2)
- The teacher helps me understand how I can best support my child's learning at home. (4.2)
- The amount of homework my child receives is appropriate for his or her grade level. (4.1)
- The teacher give helpful comments on homework, class work and tests. (4.1)

Parent Survey – Classroom Experience Grades K - 6

- Overall Average Score
- ALL QUESTIONS
- By School
- LCE – 4.2
- PCR – 4.4
- PCY – 4.3
- Overall Average Score
- All Questions; By Grade
- K – 4.5
- 1 – 4.5
- 2 – 4.6
- 3 – 4.3
- 4 – 4.3
- 5 – 3.9
- 6 – 4.1



Parent Survey – Classroom Experience

Districtwide Average Grades 7-12

- Highest:
- I would recommend this school to other families. (4.2)
- The school is a safe place for my student. (4.2)
- *My student has been a victim of bullying at this school during this school year. (4.1)
- Office personnel are knowledgeable about the school's activities, programs and policies. (4.1)
- My student's school work and homework assignments are challenging. (4.1)



Parent Survey – Classroom Experience

Districtwide Averages Grades 7 - 12

- Lowest:
- Teachers follow up with my student once an academic concern has been identified. (3.5)
- The school facilities are clean and well-maintained. (3.5)
- The School Board keeps parents informed of its actions. (3.4)
- Teachers communicate with parents as frequently as needed. (3.3)
- The School Board communicates with parents before making important decisions. (3.2)

Parent Survey – Classroom Experience Grades 7-12

- Overall Average Score
- ALL QUESTIONS
- By School
- LCHS 7/8 (3.8)
- LCHS 9-12 (3.7)
- Overall Average Score
- All Questions; By Grade
- 7th (3.9)
- 8th (3.8)
- 9th (3.7)
- 10th (3.7)
- 11th (3.7)
- 12th (3.9)



Certificated Staff/Teacher Survey

Districtwide Averages

- Highest:
- I have given someone at work positive feedback this past week. (4.6)
- I believe students are getting a high-quality education at this school. (4.5)
- I enjoy my job. (4.2)
- Learning from other teachers has improved my performance in the classroom. (4.1)

Certificated Staff/Teacher Survey

Districtwide Averages

- Highest:
- Even on hard days, I know this is the best place for me. (4.1)
- I like working at this school. (4.1)
- Teachers in this school support each other's teaching activities. (4.0)
- I believe I am successfully dealing with students who are achieving below grade level. (4.0)

Certificated Staff/Teacher Survey

Districtwide Averages

- Areas for attention:
- I receive relevant and timely feedback on my performance and progress toward goals. (3.5)
- I have access to the technology that I need. (3.5)
- The anchor assessments are effective. (3.0)
- There is a clear academic vision for this school. (3.6)
- The atmosphere of the school encourages respect among students and adults. (3.5)



Certificated Staff/Teacher Survey

Districtwide Averages

- Areas for attention:
- The school's discipline program is effective. (3.2)
- The Governing Board's decisions reflect the best interests of students. (2.8)
- The Governing Board provides effective leadership to the district schools. (2.6)
- Staff morale is high at this school. (2.2)

Certificated Staff/Teacher Survey

Districtwide Averages

- Overall Average Score
- ALL QUESTIONS
- By School
- LCE – 3.6
- PCR – 3.9
- PCY – 3.7
- LCHS 7/8 – 3.8
- LCHS 9-12 – 3.3
- Overall Average Score
- All Questions; By Years in Profession
- 1-3 years: 3.8
- 4-10 years: 3.7
- 11-15 years: 3.5
- 16 or more: 3.4

Classified Staff Survey

Districtwide Averages

- Highest:
- I believe students are getting a quality education at my site. (4.5)
- I like working at this site. (4.4)
- I enjoy my job. (4.4)
- I have given someone positive feedback in the past week. (4.4)
- I receive my performance evaluation(s) according to the contractual timelines. (4.3)



Classified Staff Survey

Districtwide Averages

- Highest:
- Even on hard days I know this is the best place for me. (4.2)
- Someone has given me positive feedback in the past week. (4.1)

Classified Staff Survey

Districtwide Averages

- Areas for attention:
- Throughout the year, I receive relevant and timely feedback on my performance. (3.7)
- The atmosphere at the site encourages respect among adults. (3.7)
- Professional development opportunities are available to me. (3.7)
- The school's discipline program is effective. (3.5)
- I feel supported by the Governing Board. (3.0)
- Staff morale is high at this site. (3.0)

Classified Staff Survey

- Overall Average Score
 - ALL QUESTIONS
 - By Site
 - LCE – 4.6
 - PCR – 3.6
 - PCY – 4.1
 - LCHS 7/8 – 3.7
 - LCHS 9-12 – 3.1
 - District Office – 4.4
- Overall Average Score
 - All Questions; By Years at Site
 - 1 – 3 years – 3.9
 - 4 – 10 years – 3.7
 - 11 – 15 years – 3.7
 - 16 + years – 3.9

Leadership Team and 7-12 Counselors

- Areas of strength:
- I have given someone positive feedback in the past week. (4.8)
- I believe students are getting a quality education at my site. (4.5)
- I enjoy my job. (4.4)
- Learning from colleagues has improved my performance. (4.3)
- I have access to the technology I need. (4.3)
- Even on hard days, I know this is the place for me. (4.2)

Leadership Team and 7-12 Counselors

- Areas deserving attention:
- There is a clear academic vision for the district. (4.1)
- The school discipline program is effective. (4.1)
- The atmosphere at my site encourages respect among adults. (3.6)
- Certificated staff members at my site support each other's professional activities. (3.6)
- I feel supported by the Governing Board. (3.3)
- Staff morale at my site is high. (2.9)



An Expression of Gratitude to Certificated and Classified Staffs

- The Superintendent maintains professionalism and composure. (4.8)
- The Superintendent has a good rapport with the staff. (4.6)
- The Superintendent deals with daily tasks and problems in an effective and efficient manner. (4.5)
- And from their administrator colleagues – both Assistant Superintendents maintain their professionalism and composure. (4.8)



Superintendent's Areas for Growth District Averages

- The District exhibits strength in leadership and planning. (3.8)
- The District makes decisions consistent with students' best interests. (3.6)
- The District responds to problems in a timely and comprehensive manner. (3.5)
- I have confidence in the District's ability to manage the schools' financial viability. (3.8)



Next Steps

- Site Administrators have extensively reviewed the data and created action plans for their sites.
- Site data was reviewed in the opening meetings at each site.
- The District/Site Administrator directs two of the certificated staff member's goals on their G2 – these will be developed through collaborative dialogue based upon the data.
- Data has helped drive Leadership Team's creation of guiding principles at its retreat.
- District and site level reports will be made available to all stakeholders to promote transparency and accountability.



Next Steps

- The surveys will be issued annually each spring.
- The surveys will be refined where we have identified areas for improvement (question clarity; delivery protocols; omissions; etc.)
- The Survey Committee will meet again in February 2013.



Questions and Discussion