



Mountain View
Whisman
School District

Surveys

October 4, 2018



Greenhouse Schools

The New Teacher Project is focused on developing schools that do two things:

- Improving student outcomes
- Developing schools that retain our best and brightest teachers

What are Greenhouse Schools?

According to the New Teacher Project, Greenhouse Schools are:

- Schools that prioritize learning and teaching over everything else.
- Retain staff at higher levels than the industry average (38 % vs 18%)
- Have higher achievement results for students

SP2021 & Greenhouse Schools alignment

1. High bar for hiring
2. A focus on student learning
3. Real instructional leadership
4. Better professional development
5. The right response to good (and bad) behavior



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Measuring progress

Measuring School Effectiveness

Schools are measured on multiple variables, which include but are not limited to:

- Student performance
- Student growth
- Discipline
- Survey results
- Observations
- Teacher attrition

Why surveys matter...

Survey data is helpful for District work and improvement

- Used to assess program efficacy
- Measure climate and culture
- Measure alignment with strategic plan
- Provide baseline data for new initiatives

Tracking survey usage since 2015-16

- The number and frequency of large surveys has decreased
 - 2015-16 = 50 surveys
 - 2016-17 = 21 surveys
 - 2017-18 = 23 surveys
 - 2018-19 = 12 surveys
- Approach surveys with intentionality so as not to over-survey



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Survey inventory

Major surveys: 2018-19

| | | |
|---|---|-------------------|
| Staff climate survey | / | all staff |
| Student climate survey & 7 | / | students grades 5 |
| Parent climate survey | / | all parents |
| Social-emotional learning survey grades 6 & 8 | / | students in |

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- Conducted by Panorama Education with nationally-normed questions and benchmarks

Major surveys: 2018-19

Alignment with Strategic Plan / all staff

- Conducted by Orgametrics/Infinity Systems

BrightBytes (technology) / all
teachers &

students in grades 3-8

- Conducted by MVWSD technology using BrightBytes

Major surveys: 2018-19

LCAP Parents
parents

/ all

LCAP Students
students

/ all

LCAP Staff
staff

/ all

- Conducted by Hanover Research



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How we use surveys

What we measure

Climate survey: In addition to completing LCAP requirements, the climate survey data will help inform work on the District's strategic plan goals and provide longitudinal data for year-to-year comparisons in the areas of engagement, instruction, school safety, and school environment. Results are used in administrator evaluations and site plan development.

Social-Emotional Learning: The social-emotional learning survey is new this year for grades 6 and 8, and will provide baseline data for SEL topics that could inform the Health and Wellness Committee as well as other District work.

What we measure

Alignment: Measures how closely our actions align with our Strategic Plan goals

Technology: Measures the rate of use and efficacy of instructional technology

LCAP: Required by law for the Local Control Accountability Plan, the input collected guides the annual update of our District plan.



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Using multiple data points

Surveys are just one data point

No one survey serves as a definite decision point for a school.

LCAP, Climate, Alignment and MVEA survey data are used to hone in on how well a school is developing and empowering staff.

We have reduced the number of surveys that are given to avoid survey fatigue.