

IWCS Staff Survey Results

May 9, 2019



DEEPER LEARNING

Project Based Learning provides opportunities for authentic learning and student engagement.

(294 responses)

Strongly Agree/Agree – 66.3%

Neutral – 21.4%

Disagree/Strongly Disagree – 10.8%



I have the materials and support to effectively implement PBL.

(292 responses)

Strongly Agree/Agree – 41.1%

Neutral – 22.6%

Disagree/Strongly Disagree – 26%



The results seen with PBL are worth the time
necessary for effective implementation.

(293 responses)

Strongly Agree/Agree – 46.7%

Neutral – 25.9%

Disagree/Strongly Disagree – 22.8%

The expos at our school are a positive way for our students to showcase their learning.

(294 responses)

Strongly Agree/Agree – 77.9%

Neutral – 16.3%

Disagree/Strongly Disagree – 4.8%



I am able to effectively implement the 5 C's into my classroom instruction and routine.

(293 responses)

Strongly Agree/Agree – 69.6%

Neutral – 16.7%

Disagree/Strongly Disagree – 3.1%



The Instructional Framework supports a balance between learning outcomes, direct instruction, student work period, and debrief.

(295 responses)

Strongly Agree/Agree – 65.4%

Neutral – 18.6%

Disagree/Strongly Disagree – 11.2%



Many of our staff members appreciate and support the purpose behind Deeper Learning.

- “I really feel like the children benefit from Deeper Learning. We are truly preparing our students for the future. They will be able to think, speak and show GREAT citizenship which will make them marketable in the future job market”
- “Deeper learning is necessary in order to teach students the skills they need to be successful in life.”
- “Deeper learning is effective and imperative in our classrooms. These types of activities should be occurring daily and can range in complexity. Students benefit from digging deeper in content, effectively communicating processes, justifying answers, designing, testing theories and solving problems in a variety of way. In IWCS, it is feasible and necessary to use deeper learning strategies.”
- “Deeper learning is a way to engage all students in authentic learning and more relevant to developing job related skills than to sit and rewrite what was presented by a teacher.”

DEEPER LEARNING CONCLUSIONS

Many staff members recognize that PBL can be an important avenue towards the goal of Deeper Learning but feel that there are some factors which make it difficult to implement.

A sampling of comments include:

- Need more time and materials
- Too many restrictions and regulations with PBL
- Lots of paperwork with PBL
- Inconsistencies with tunings and required paperwork
- Behavior can become a problem during the unstructured time in PBL

“Deeper Learning does not come from a PBL. It comes from the teacher and how they can make learning fun again.”

DEEPER LEARNING CONCLUSIONS

Administrative Team Feedback

- We will work with Instructional Coaches and teachers to review the current PBL planning documents to determine what revisions may need to be made.
- We will review PBL tunings and requirements with Instructional Coaches in an effort to create more consistency.
- Money is allocated to the buildings for PBL materials. We will ensure teachers are informed about money allocated to each school for PBL materials and the procedures in place for requesting those funds.

POSITIVE SCHOOL CULTURE

The focus on GRIT and GREAT has made a positive impact with students and promotes a positive school culture.

(298 responses)

Strongly Agree/Agree – 57.4%

Neutral – 27.5%

Disagree/Strongly Disagree – 14.1%

When dealing with challenging behaviors, I have the resources and support needed to effectively handle situations that arise.

(298 responses)

Strongly Agree/Agree – 44.4%

Neutral – 22.2%

Disagree/Strongly Disagree – 29.6%

Many staff members feel that GRIT and GREAT are having a positive impact on their students and feel that their school has a positive culture.

- "I love the focus on GRIT and GREAT."
- "I love the atmosphere of providing a balanced way to approach issues present in the classroom setting. GRIT and GREAT lend themselves to positive reinforcement of GREAT and GRITty citizenship, while also giving the framework for accountable talk."
- "Amazing school with a positive school culture."
- "My school has a positive school culture due to our great leadership."

POSITIVE SCHOOL CULTURE CONCLUSIONS

Teachers, however, want to have immediate consequences available for misbehaviors which arise in their classes. It seems to vary as to how much teachers feel supported by their admin in dealing with problematic behaviors.

A sampling of comments include:

- A supportive admin team can help improve school culture
- Teachers need concrete behavior management plans
- Power has been taken away from teachers in the classroom
- Students have too many chances before there is a consequence

“Children need consequences for their actions. We fail these children by setting them up to believe that any minute accomplishment results in some type of tangible reward. This isn’t what transpires in the REAL WORLD.”

POSITIVE SCHOOL CULTURE CONCLUSIONS

Administrative Team Feedback

- Administrators need to support teachers and students to ensure an environment where learning takes place.
- Principals are currently seeking feedback from teachers regarding what they need in order to effectively manage their classrooms.
- We are looking at more training for individuals (such as elementary guidance counselors) in the area of behavior management strategies and plans.

AMERICAN READING COMPANY

The ARC Reader's Workshop framework (IRLA, independent reading and conferencing) meets the needs of individual students in my classroom.

(131 responses)

Strongly Agree/Agree – 62.6%

Neutral – 16%

Disagree/Strongly Disagree – 19.1%

The ARC Research Lab framework (reading, writing and research) meets the needs of individual students in my classroom.

(130 responses)

Strongly Agree/Agree – 24.6%

Neutral – 23.1%

Disagree/Strongly Disagree – 40.8%

The Research Labs meet the needs of individual students in my classroom.

(131 responses)

Strongly Agree/Agree – 17.5%

Neutral – 22.9%

Disagree/Strongly Disagree – 42%

ARC professional development has helped me
grow in my expertise as a reading teacher.

(131 responses)

Strongly Agree/Agree – 47.3%

Neutral – 18.3%

Disagree/Strongly Disagree – 25.2%

The ARC framework incorporates all the elements of quality reading instruction.

(131 responses)

Strongly Agree/Agree – 33.5%

Neutral – 25.2%

Disagree/Strongly Disagree – 37.4%

I have the materials and support to effectively
teach reading to my students.

(131 responses)

Strongly Agree/Agree – 48%

Neutral – 17.6%

Disagree/Strongly Disagree – 29.8%

The majority of our teachers like the Reader's Workshop framework, especially at the K-2 level.

- "I love the ARC leveling system and the individual conferences I can have with my students."
- "ARC is a framework and it gets teachers to think about what their students need rather than a canned program where no thinking takes place...I have seen huge gains in my school where we are meeting students where they are and bringing them forward."
- "The benefit of ARC as a program is the increase in engaged independent reading."
- "I strongly agree that ARC and IRLA with conferencing allows me to meet the needs of my students on an independent basis."
- "I love IRLA and the changes that it has made in how I teach and how my students learn to read."

Many teachers, however, feel that the Research Labs are difficult to implement, limiting and not effective. Also, teachers feel that spelling and phonics instruction are not included within the ARC framework.

A sampling of comments include:

- ARC does not allow for balanced literacy instruction (guided and shared reading)
- ARC does not allow students to delve into a variety of literature (novels, short books, poems, magazines, newspapers, etc.)
- Need more of a focus on comprehension
- Research Lab questions are not relevant

“The IRLA component of ARC is a powerful tool, but the research labs can be dry and ARC seems to stunt the creativity of what great teachers do. I feel that we need to create our own hybrid ARC at IWCS.”

Administrative Team Feedback

- We recognize there are several misconceptions. Next year we will work to dispel these through additional training.
- ARC is a balanced literacy framework, which is why the committee selected it three years ago. This appears to be one of the misconceptions.
- We've heard the feedback about research labs and we have taken action. Reading Coaches and teachers are currently revising the research labs to include:
 - An increased variety of literature.
 - Comprehension strategies throughout the labs and beyond.
 - Research questions aligned to State standards.

BUILDING SUPPORT STAFF

My school has adequate support staff to aid teachers and administrators.

(297 responses)

Strongly Agree/Agree – 36%

Neutral – 16.8%

Disagree/Strongly Disagree – 44.7%

Staff feels like they could always use more hands in the schools.

A sampling of comments include:

- More school counselors
- More IAs in regular education and SPED
- More office staff

“Adequate is the key word here. I think it could be better and teachers/principals are very resourceful in making things work with what they have.”

Administrative Team Feedback

- Three additional school counselors are being hired that will be shared between:
 - Carrollton Elementary and Hardy Elementary
 - Windsor Elementary and Georgie Tyler Middle
 - Windsor High and Smithfield High
- IWCS will be hiring additional Special Education staff for next year due to increasing student numbers.

PROFESSIONAL DEVELOPMENT

County-based PD, such as the Deeper Learning Conference held following Convocation, is beneficial and supports my individual needs as a professional educator.

(297 responses)

Strongly Agree/Agree – 42.1%

Neutral – 32%

Disagree/Strongly Disagree – 20.9%

I participate in a Professional Learning Community in my school and feel it is time well spent.

(296 responses)

Strongly Agree/Agree – 38.2%

Neutral – 29.1%

Disagree/Strongly Disagree – 22.3%

HIGH TECH HIGH

(41 responses)

The visit to High Tech High was beneficial to my role as a professional educator.

Strongly Agree/Agree – 73.2%

Neutral – 19.5%

Disagree/Strongly Disagree – 7.3%

High Tech High's methodology supports the IWCS Strategic Plan.

Strongly Agree/Agree – 75.6%

Neutral – 19.5%

Disagree/Strongly Disagree – 4.9%

RON CLARK ACADEMY

(16 responses)

The visit to the RCA was beneficial to my role as a professional educator.

Strongly Agree/Agree - 100%

Ron Clark's methodology supports the IWCS Strategic Plan.

Strongly Agree/Agree – 87.6%

Neutral – 12.5%

Disagree/Strongly Disagree – 0%

ED LEADER 21 CONFERENCE

(16 responses)

The EdLeader21 Conference was beneficial in my role as a professional educator.

Strongly Agree/Agree
100%

EdLeader21's methodology supports the IWCS Strategic Plan.

Strongly Agree/Agree
100%

ADMINISTRATIVE RETREAT

(25 responses)

The Administrative Retreat met specific goals to support my school's strategic plan.

Strongly Agree/Agree – 84%

Neutral – 12%

Disagree/Strongly Disagree – 4%

I enjoy having unstructured time on the schedule to spend with colleagues.

Strongly Agree/Agree – 76%

Neutral – 20%

Disagree/Strongly Disagree 4%

During the summer months, there is a good balance between Central Office meetings and time allowed in buildings to plan effectively for the upcoming school year.

(9 responses)

Strongly Agree/Agree – 66.6%

Neutral – 22.2%

Disagree/Strongly Disagree – 11.1%

Many staff members appreciate the division's commitment to Professional Development and want more of it.

- “The division provides great opportunities for professional growth so our students and staff are better prepared to move forward in education and true life experiences.”
- “I love how IWCS supports their staff to grow as professionals.”
- “I have not seen another superintendent who has demonstrated this much effort in providing teachers with professional development. It has been greatly appreciated.”
- “I think offering teachers voice and choice, similar to what we did after convocation this year, allows for greater buy in and allows teachers to share what they learned with other teachers.”
- “I have really enjoyed the learning menus and having voice and choice on PD days! I feel like my administrators value my time in that way and I get to pick what I need.”
- “Professional development opportunities are excellent in IOW. I appreciate the opportunities for growth.”
- “It is apparent to me that true and honest attempts and thoughts are being made in this area. It is appreciated.”
- “The district has made a marked improvement on making PD more relevant.”

PROFESSIONAL DEVELOPMENT CONCLUSIONS

There were many ideas and suggestions concerning future PD and it was apparent that there are mixed feelings about Professional Learning Communities.

A sampling of comments include:

- More PD focused on grade level and content area
- PD needs to have instant takeaways that can be used in the classroom
- Staff members want more opportunities to pursue personal professional development
- Need more PD for Support Staff
- Suggestion to cross train and send teachers to other schools in our county to observe
- PLCs need to be developed using teacher input as it is vital that participating teachers find them helpful and meaningful

“Professional Development needs follow up, time to plan, and support to implement.”

PROFESSIONAL DEVELOPMENT CONCLUSIONS

Administrative Team Feedback

- Buildings are allocated funds for professional development. The principals have to make decisions about PD based on what aligns with their schools' strategic plans.
- Our new Director of Curriculum and Professional Development will help with determining PD that is needed across the division.
- Teachers have visited other buildings. We strongly encourage principals to engage in more of this practice.
- PLC meetings are a valuable and necessary part of the teaching process. Teachers need time to collaborate as a group and look at student data.
 - We will review the PLC purpose and format with administrators.
 - PLCs should include teacher voice and choice.

“It is appropriate to evaluate current practice. It is also important to tweak current practice based upon what is revealed.”