
TOP

TEAM OPTIMIZING PROJECT

INSPIRED PURPOSE • LASTING IMPACT • TRANSFORMATIONAL RESULTS

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The Top Two Workforce Issues

- 1. Teacher turnover**
- 2. Workforce engagement**

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TOP (Team Optimizing Project)



- Surveys for Teachers and/or Staff
- Key Processes
 - Collaborate on questions
 - Survey administration
 - Share results with all
 - Consultation on results
- Principal Professional Development
- Presentations to Board, Administrators, Others

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Expected Benefits



- Improved communication
- Actionable feedback
- Workforce satisfaction
- Community connection
- Positive outcomes that improve teacher retention
- Improved student achievement (long-term)

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TOP Process



1. Employee surveys
2. Voluntary participation
3. Third-party confidential
4. Track employee satisfaction with their work, social, basic needs environments
5. Quick turnaround on survey results
6. Data reports to all employees
7. Administrator and employee engagement to address survey results

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Survey Details

Certificated

- **Measuring Scales**
 - Work Environment
 - Leadership
 - Community
 - Efficacy
 - Quality of Life
 - Strengthening the Workforce
- **Demographics**
- **Total 31 questions & 5 open**
- **Timing, 3 or 4 Surveys**

Classified

- **Measuring Scales**
 - Work Environment
 - Leadership
 - Community
 - Feeling Successful (Efficacy)
 - Strengthening the Workforce
- **Demographics**
- **Total 27 questions & 5 open**
- **Timing, 2 Surveys**



District Obligations



Administration	Teachers and/or Staff	Board
Encourage buy-in to project	Option to complete 2-4 surveys honestly, 15 mins each	Encourage buy-in to project
Consult on survey questions prior	Receive, review results regardless of participation	Receive and review results
Provide emails of participants	Engage in debriefs	Support change and debriefs
Consult on narrative and results		
Enact change and debriefs		

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Strengthen Your Workforce With...



- **Timely, accurate employee feedback**
- **New opportunities for engagement**
- **Increased communication**
- **Collaborative action**
- **Stronger workforce**

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Debrief

1. Sharing Ideas
2. Q&A
3. Connect with us



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