

**Coalition for Education**



## RESS Presentation to AASB Fall Boardsmanship Academy

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Adams Analytic Solutions

September 16, 2018

# Coalition for Education Equity Background

- ▶ Who We Are
- ▶ Challenge of Teacher Retention in Alaska
- ▶ Our Work
  - ▶ Educator Quality and Quantity
  - ▶ Pilot study: Research-based Educator Systems Support

# RESS Pilot Study

## Research-based Educator Systems Support

Apply a third-party, research-based, systems model to understand and track educator satisfaction with their work, social, and basic needs environments throughout the school year and share that data with school districts to ensure a timely, well-informed, district response to address educator concerns and thereby reduce turnover.

# RESS Pilot Study - Expected Outcomes

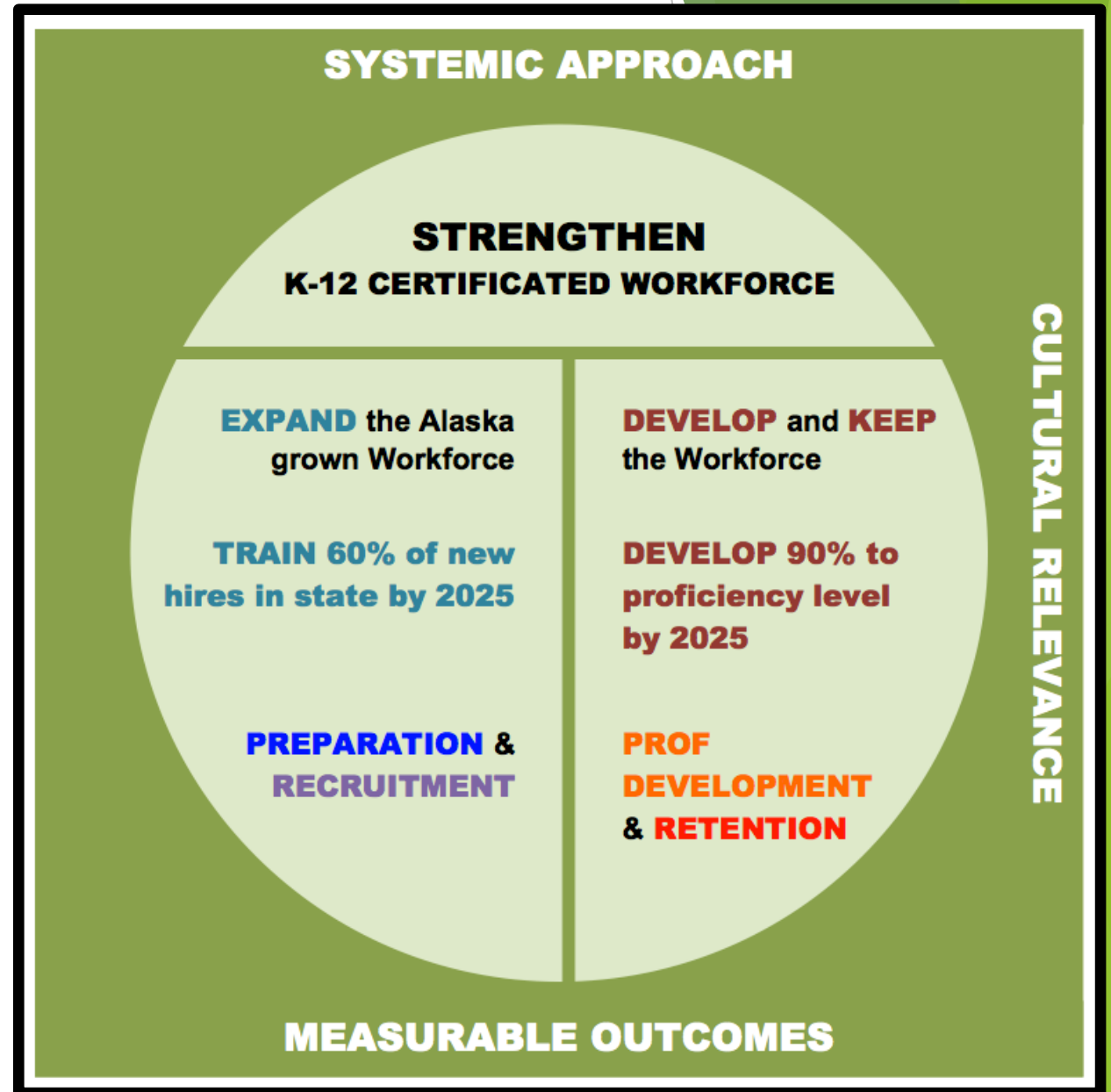
Expected benefits included

- ▶ improved communication
- ▶ actionable feedback
- ▶ workforce satisfaction
- ▶ community connection
- ▶ positive outcomes that improve teacher retention
- ▶ improved student achievement (long-term)

# RESS fulfills EQQ Model

Model from the Educator  
Quality and Quantity  
(EQQ) Report

February 27, 2015



# RESS Participating Districts Final

District	Teacher Counts (Avg)	Response Rate* (Avg)
Alaska Gateway	34	70%
Kashunamiut	26	72%
Nome Public Schools	58	72%
Northwest Arctic Borough	174	62%
Yupiit	36	65%

\*Response Rates ranged from 34% to 81% across districts and surveys.  
Goal of 70%, with 50% acceptable. Typically 40% is considered viable.

# RESS Survey Process

- ▶ Timing, open 10 days each
  - ▶ Survey 1, Sep. 11-19, 2017
  - ▶ Survey 2, Nov. 20-29, 2017
  - ▶ Survey 3, Feb. 23-4, 2018
  - ▶ Survey 4, May 1-10, 2018
- ▶ Data Analysis, within 1 week
- ▶ Consultations, follow reports

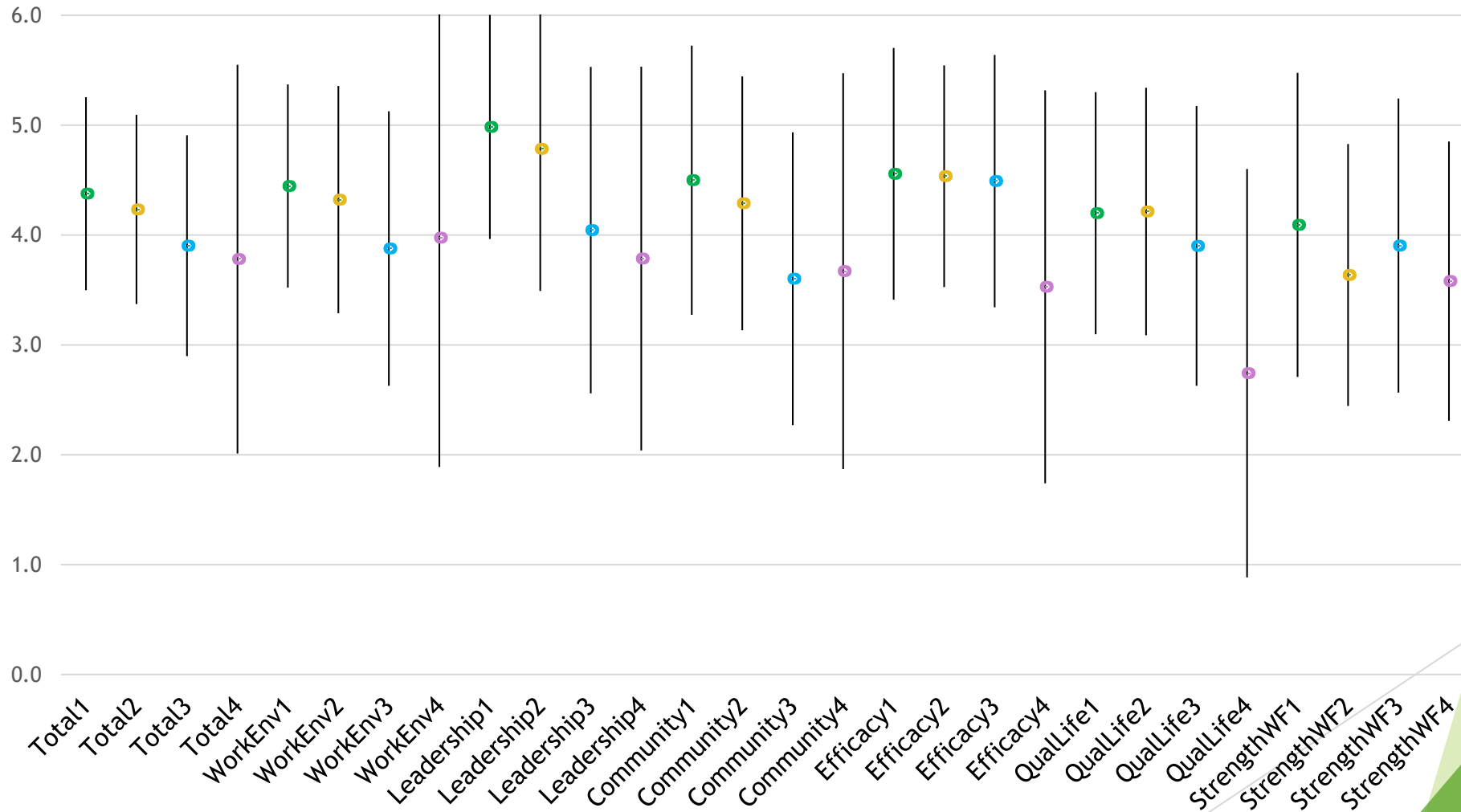
# RESS Survey Design

- ▶ Each survey had 36 questions - 31 multiple-choice questions divided into five groups
  - ▶ Work Environment/Leadership
  - ▶ Community
  - ▶ Efficacy
  - ▶ Quality of Life
  - ▶ Strengthening the Workforce
- ▶ Response Options
  - ▶ 6 - Absolutely
  - ▶ 5 - Mostly
  - ▶ 4 - More than not
  - ▶ 3 - Maybe
  - ▶ 2 - A little bit
  - ▶ 1 - Not at all
  - ▶ 0 - Not Applicable
- ▶ Also 5 narrative questions for open, written responses

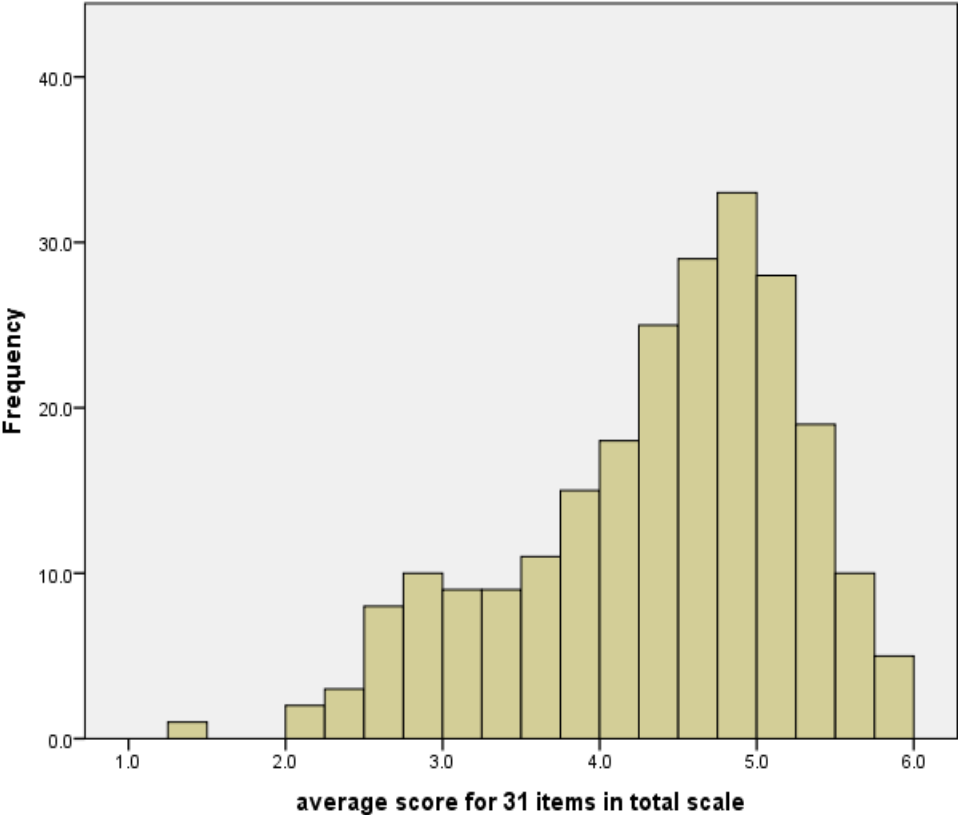


# RESS Results

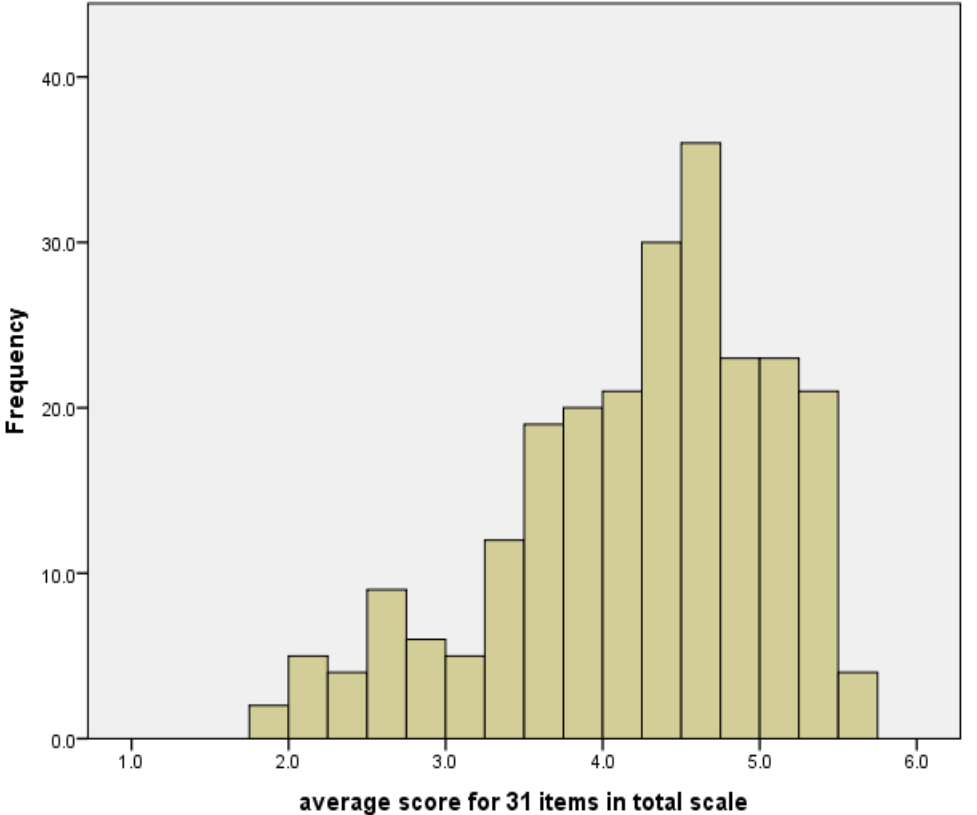
Results Averaged for All Districts



# RESS Results - Overall Distributions



Survey 1  
Mean: 4.38  
Stdev.: 0.88  
N=235

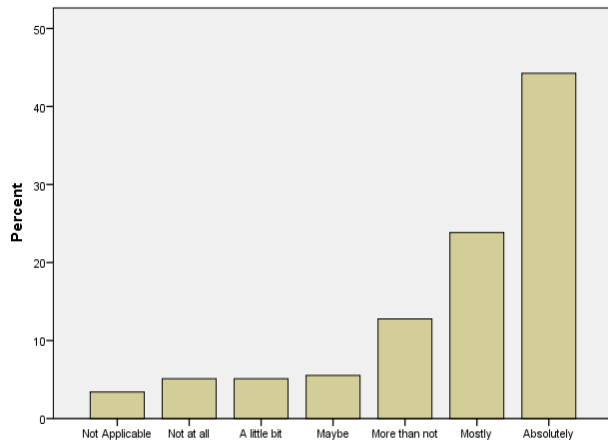


Survey 2  
Mean: 4.23  
Stdev.: 0.86  
N=240

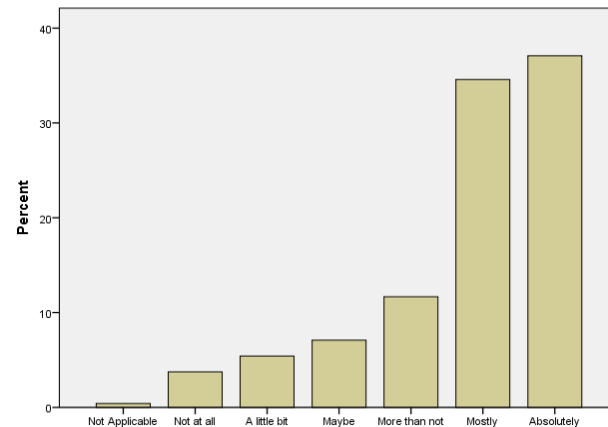


# RESS Results - Question Development

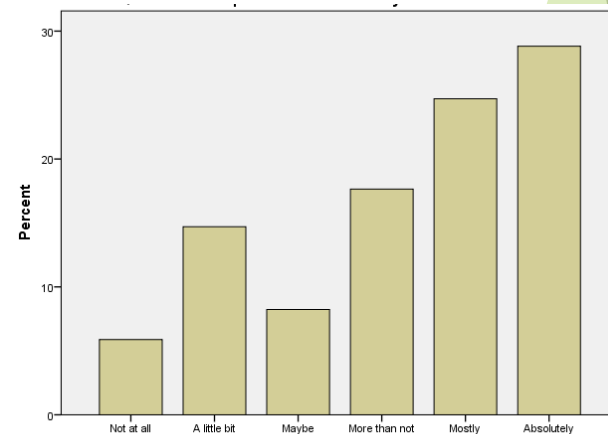
Q14: I appreciate the welcome I received this year from the community where I teach.



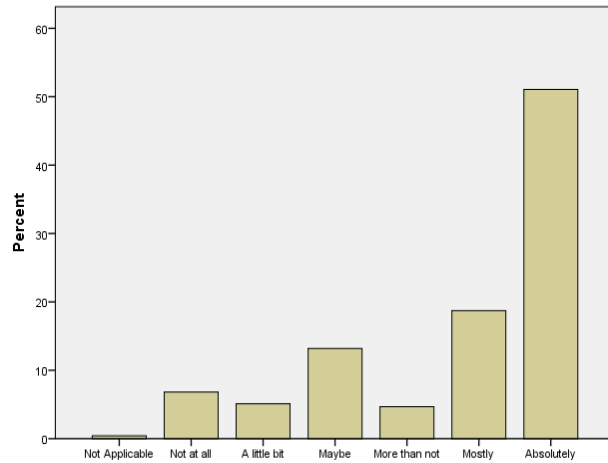
Q14: I feel comfortable being in the community where I teach.



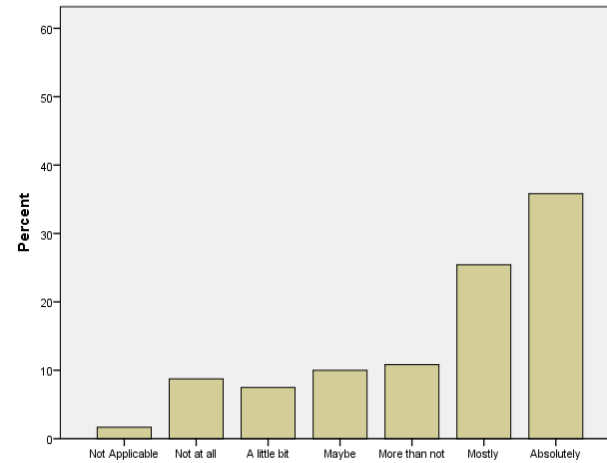
Q14: I feel accepted in the community where I teach.



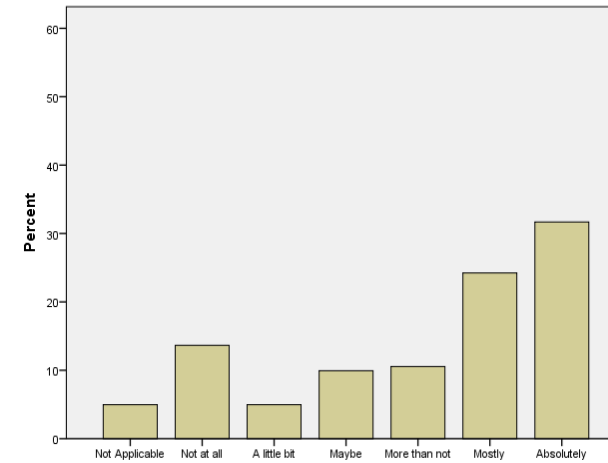
# RESS Results - Q36: At this time, I want to continue teaching in this school next year.



Survey 1



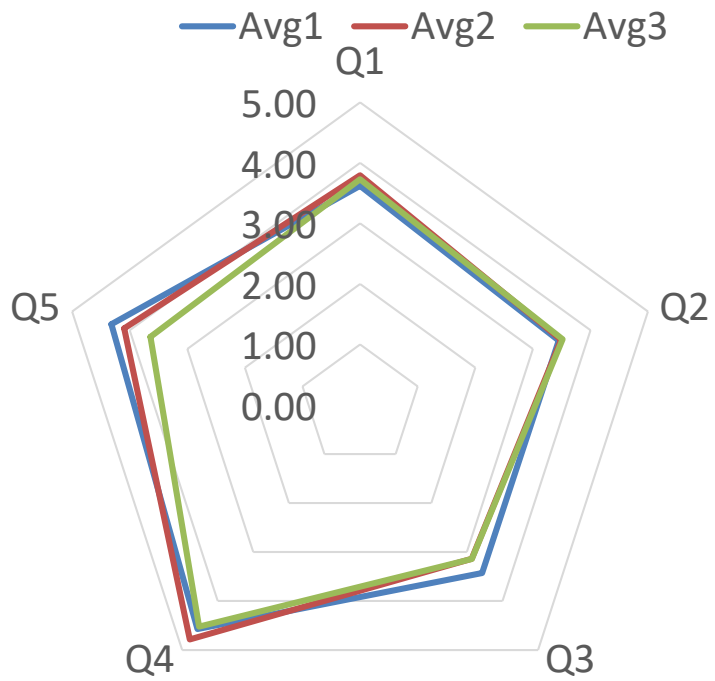
Survey 2



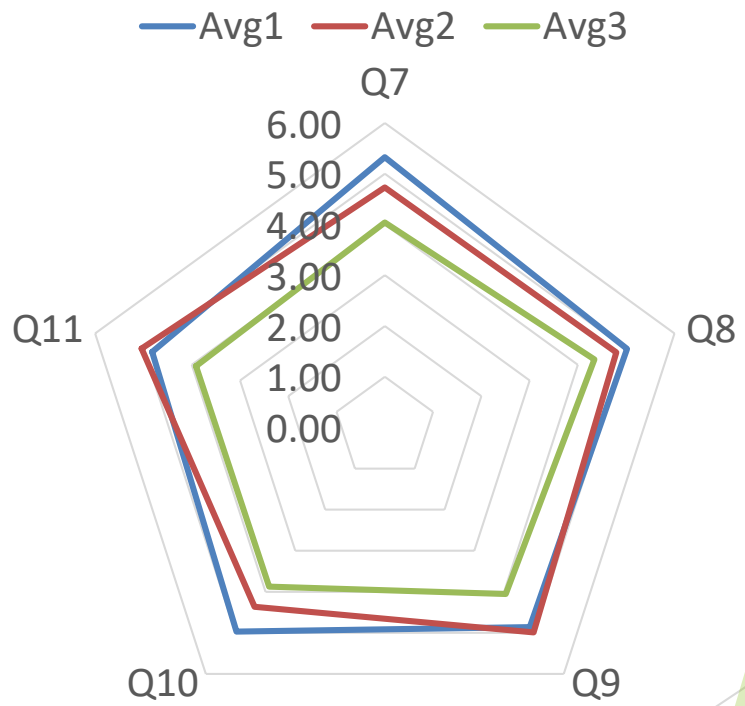
Survey 3  
*(partial)*

# Star Graphs by Scale

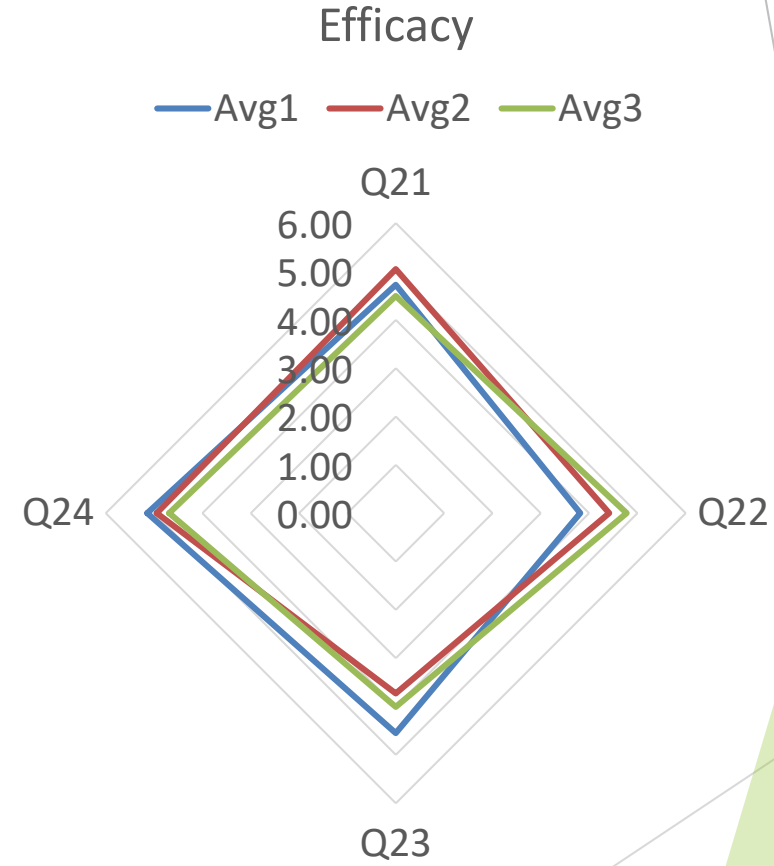
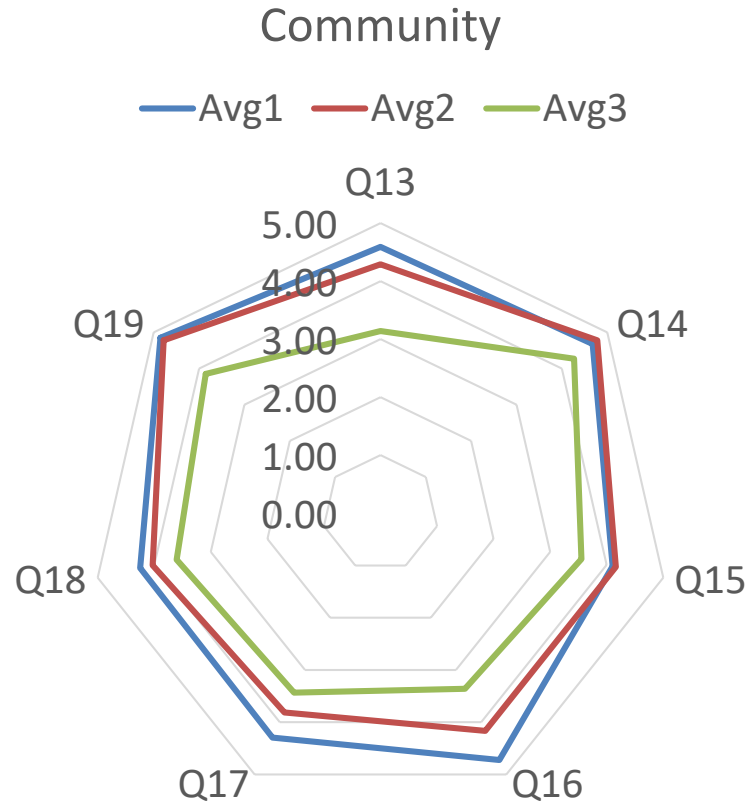
## Work Environment



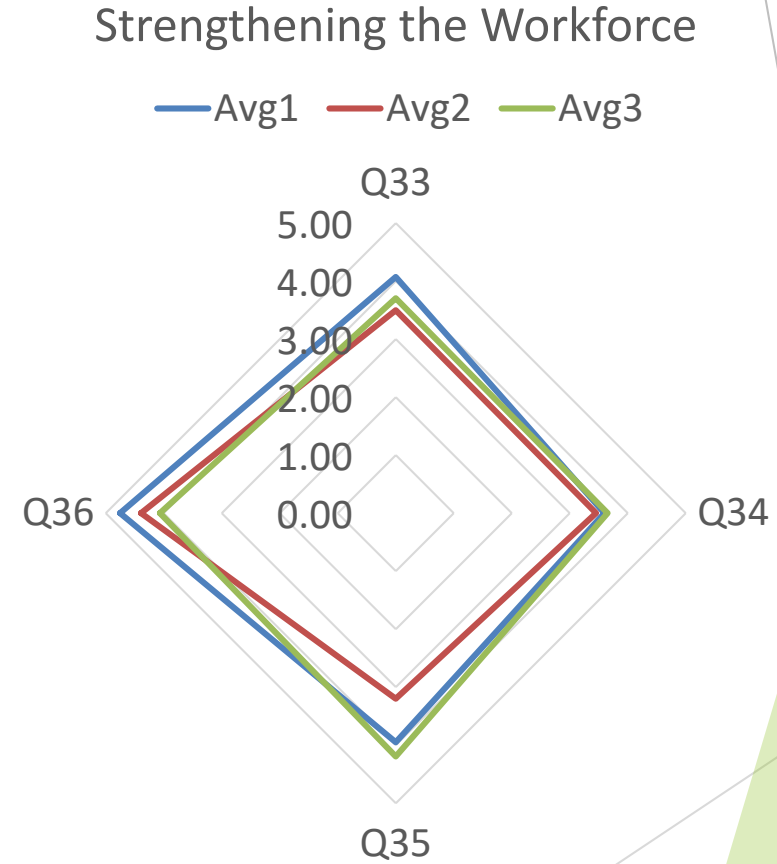
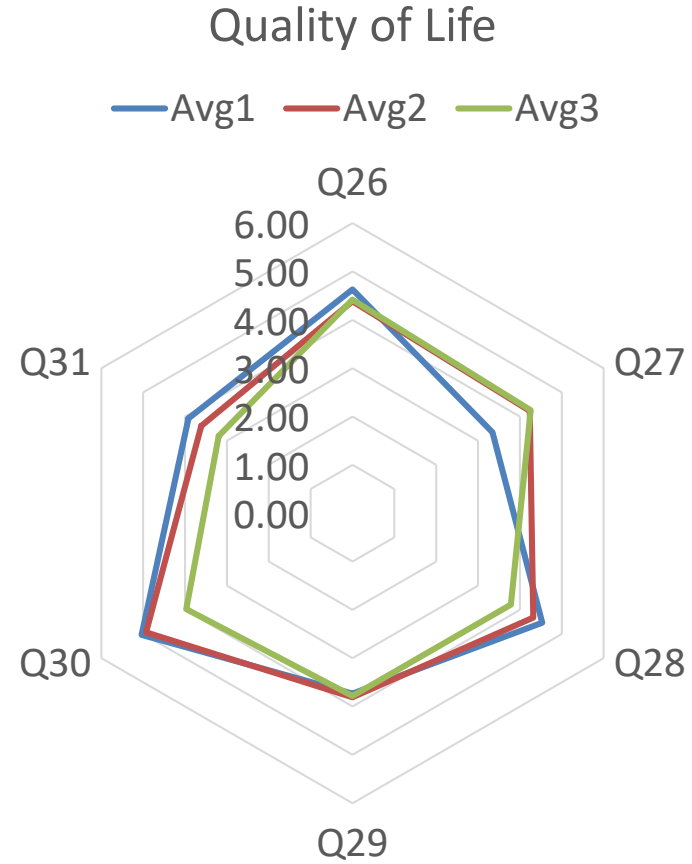
## Leadership Only



# Star Graphs (continued)



# Star Graphs (continued)





# RESS Data Dive

- ▶ What is exciting?
- ▶ What questions do you have?

# Superintendent and Board Member Insights

We did learn where we did not communicate well.”

- Rayna Hartz, Former Superintendent,  
Yupit School District

# Northwest Arctic Borough SD: Dr. Annmarie O'Brien, Superintendent

## Part of our District-wide Strategic Plan

- ▶ To become the employer of choice with customer service as a focus.
- ▶ District wide future planning and budgeting.
- ▶ Recruitment & retention of teachers in a challenging market.
- ▶ Increase communication of all stakeholders.
- ▶ Data driven decision making based on the surveys.

# Nome Public Schools

Shawn Arnold, Former Superintendent

- ▶ “We discovered that in a classroom full of students, teachers can still feel very much alone. The RESS results showed isolation may push teachers to leave the profession. We are now looking at ways to increase collaboration in formal, informal, and virtual settings ...”
- ▶ “The data gathered so far this year has validated strategies we implemented in our district and allowed us to pinpoint areas for improvement such as increasing teacher collaboration time.”

# RESS Study Takeaways & Recommendations

- ▶ School Board support is critical
  - ▶ Meaningful information gathering
  - ▶ Engaging in constructive dialogue with educators
- ▶ Importance of assisting principals
  - ▶ Constructive engagement and communication with teachers

# RESS Study Takeaways & Recommendations

- ▶ Work Environment & Leadership
  - Establishing quality relationship with teachers
  - Discipline policies and procedures
  - Supporting integration of local cultural knowledge and activities into teaching practice
- ▶ Community Engagement - consistency
- ▶ Teacher Efficacy
  - Evaluation, recognition, and praise

# RESS Study Takeaways & Recommendations

## ▶ Quality of Life

- Strong support and training regarding logistics and realities of living in rural districts
- Accessing health care

## ▶ Strengthening the Workforce

- Time for initial classroom set up, planning, and collaboration
- Fully employ teacher evaluation systems in place

# What are YOUR takeaways?

- ▶ What / How could you bring to your district? What could you incorporate?
- ▶ To Do lists





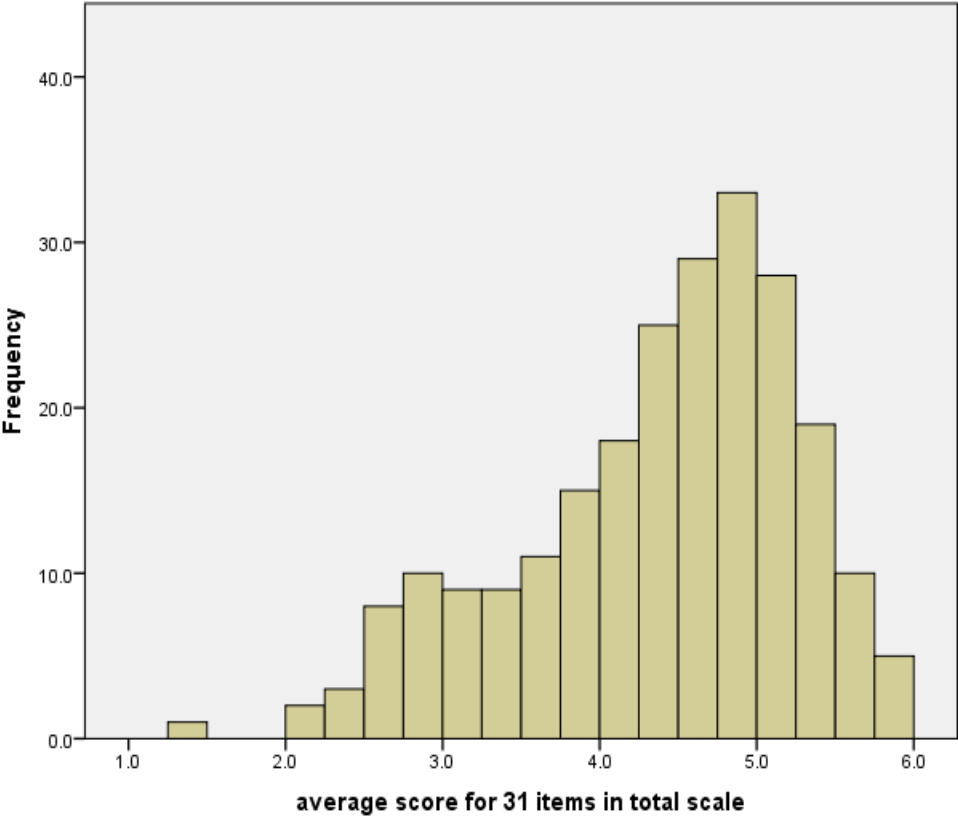
## Next Steps

- ▶ Rename RESS to TOP: Team Optimizing Project
- ▶ Recruit districts to TOP for 2018-2019 school year
  - ▶ Personalized surveys and timing
  - ▶ Principal professional development
  - ▶ Consultations on analysis and reports
  - ▶ On-site visit options

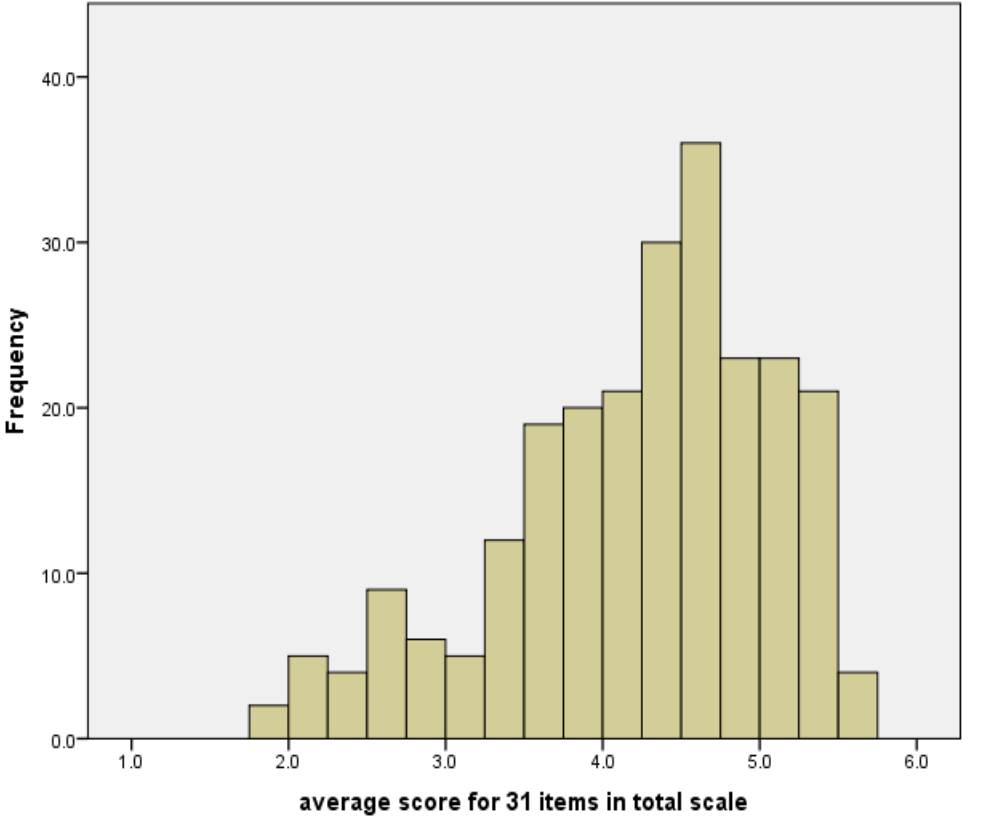
# Extra Slides

---just in case we need to show data or questions

# RESS Results - Overall Distributions

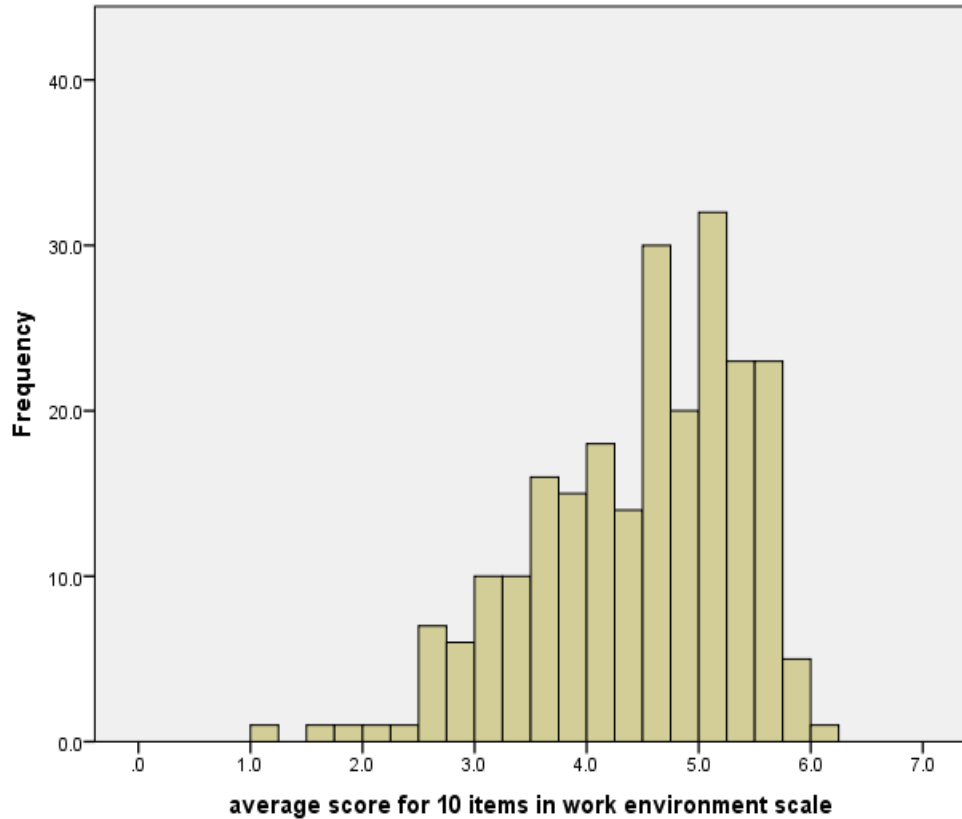


Survey 1  
Mean: 4.38  
Stdev.: 0.88  
N=235

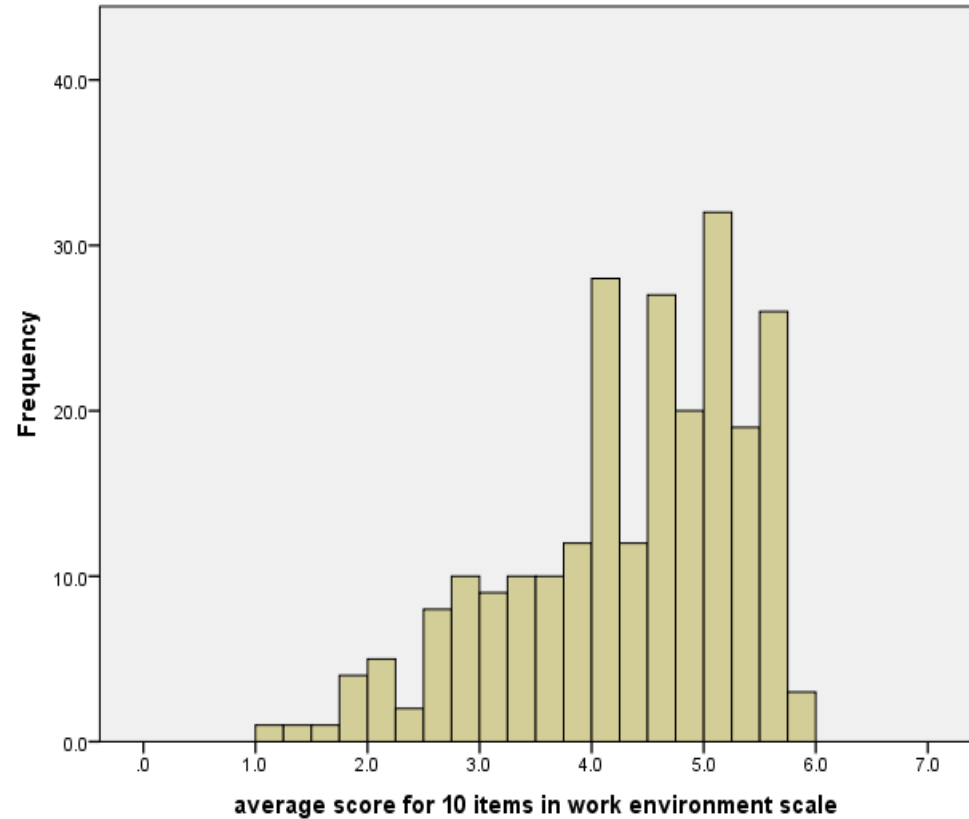


Survey 2  
Mean: 4.23  
Stdev.: 0.86  
N=240

# RESS Results - Work Environment

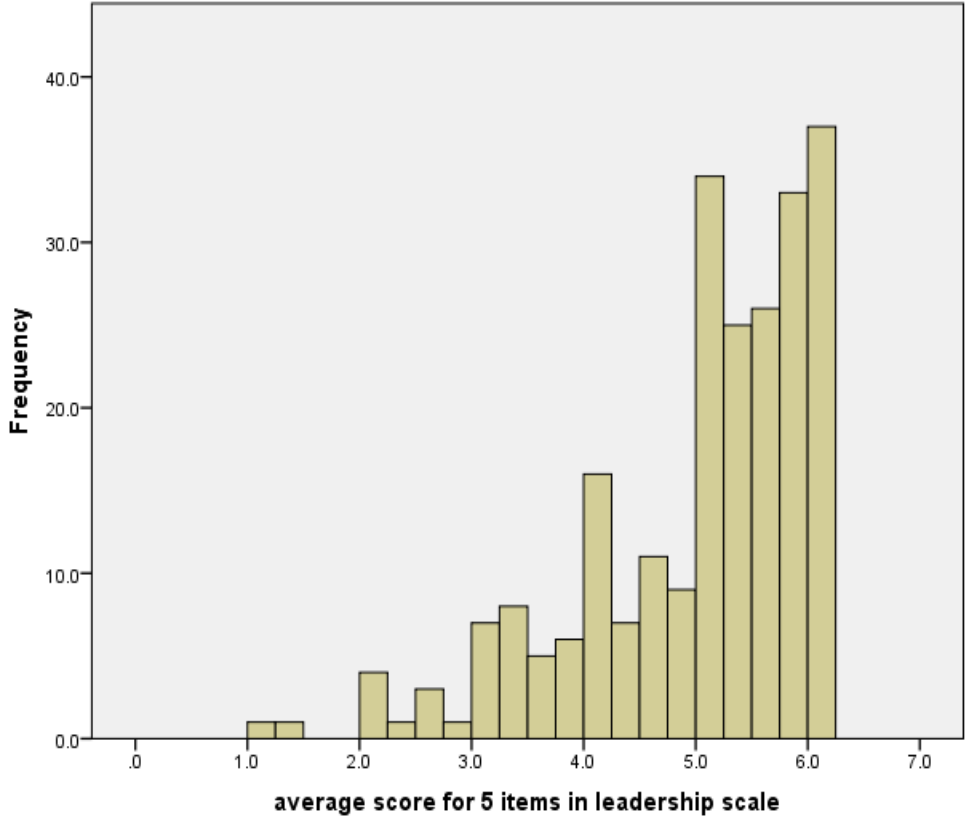


Survey 1  
Mean: 4.45  
Stdev.: 0.92  
N=235

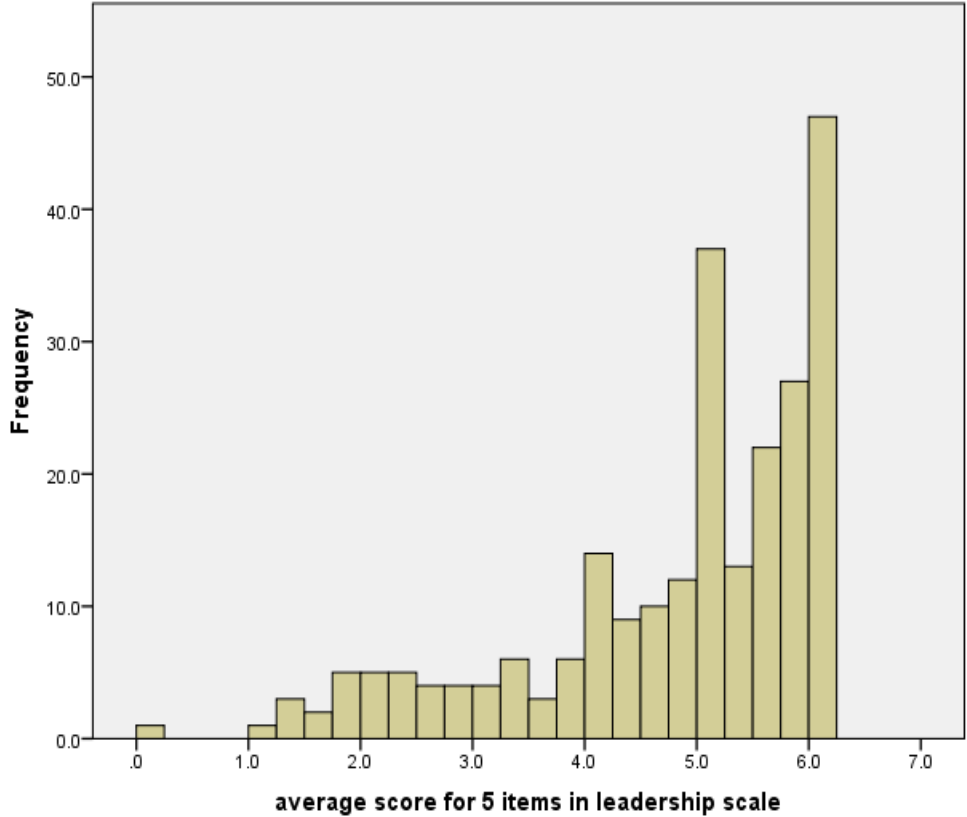


Survey 2  
Mean: 4.32  
Stdev.: 1.03  
N=240

# RESS Results - Leadership

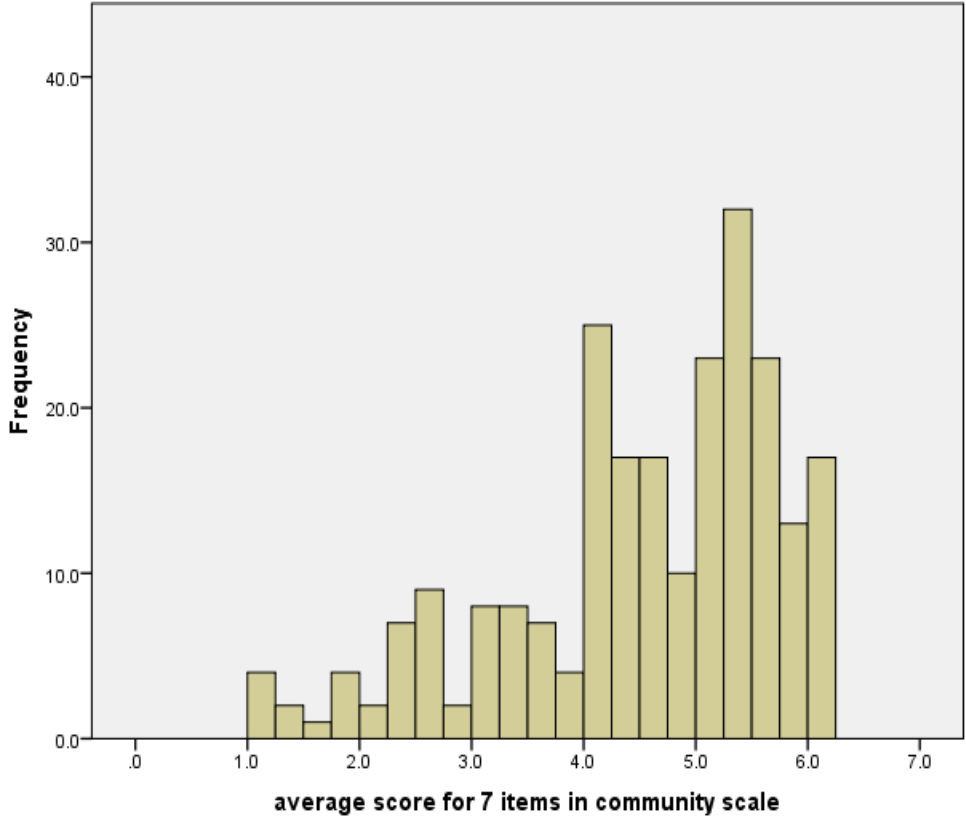


Survey 1  
Mean: 4.98  
Stdev.: 1.02  
N=235

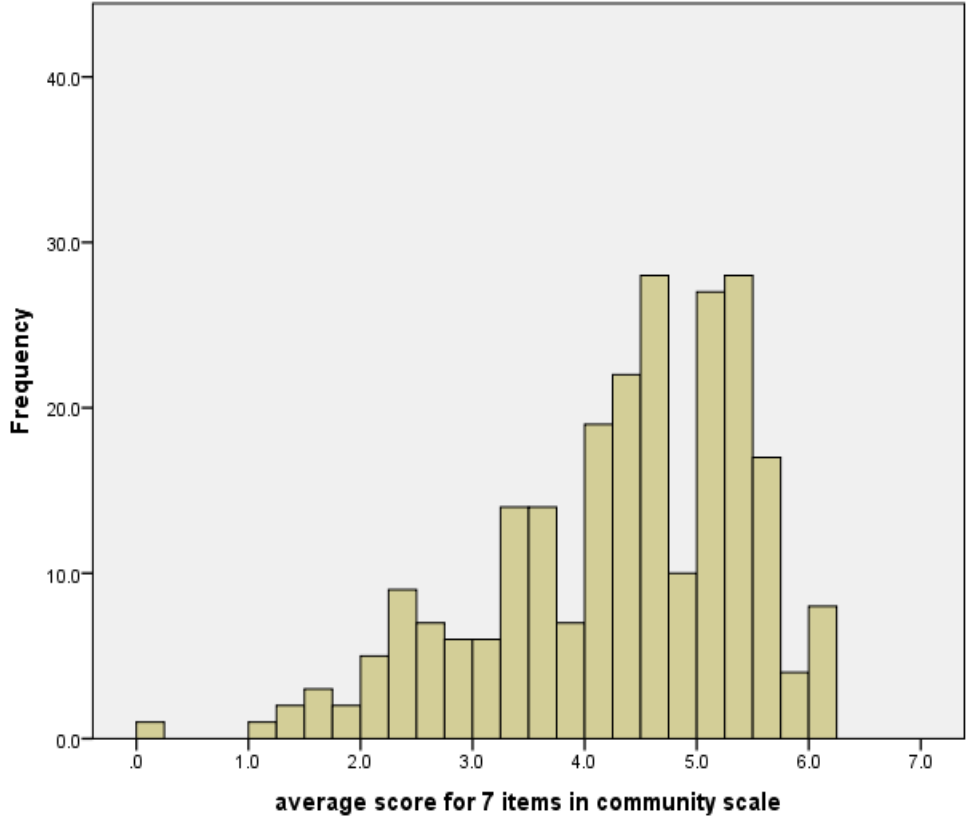


Survey 2  
Mean: 4.78  
Stdev.: 1.29  
N=240

# RESS Results - Community

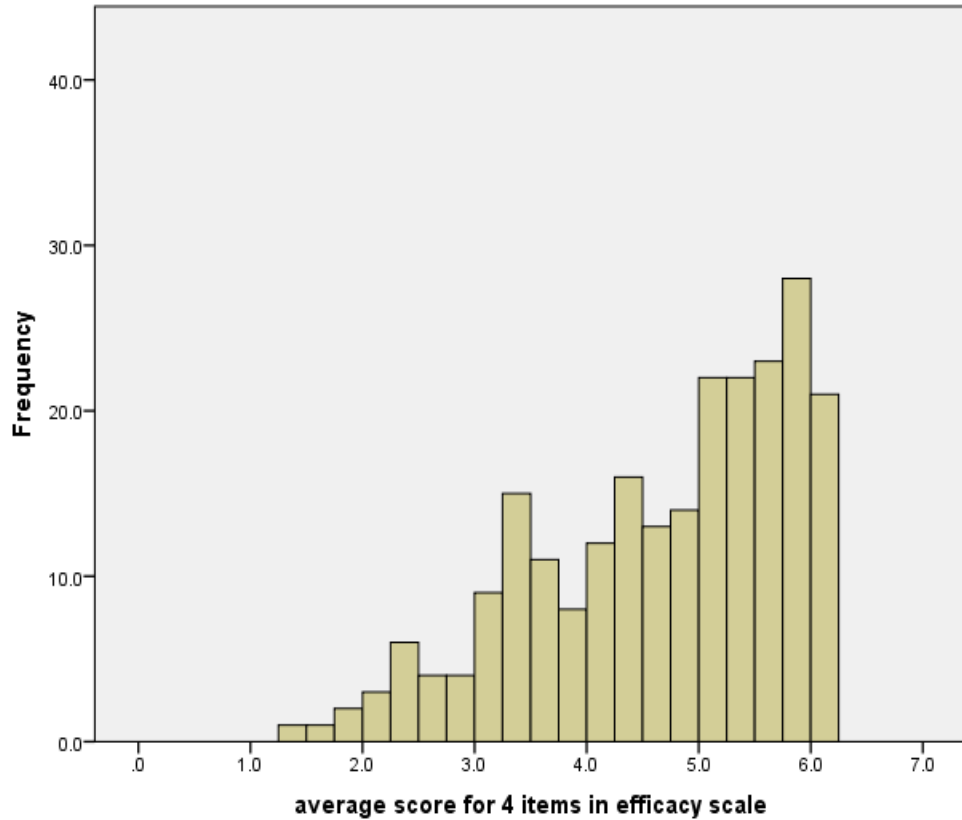


Survey 1  
Mean: 4.50  
Stdev.: 1.23  
N=235

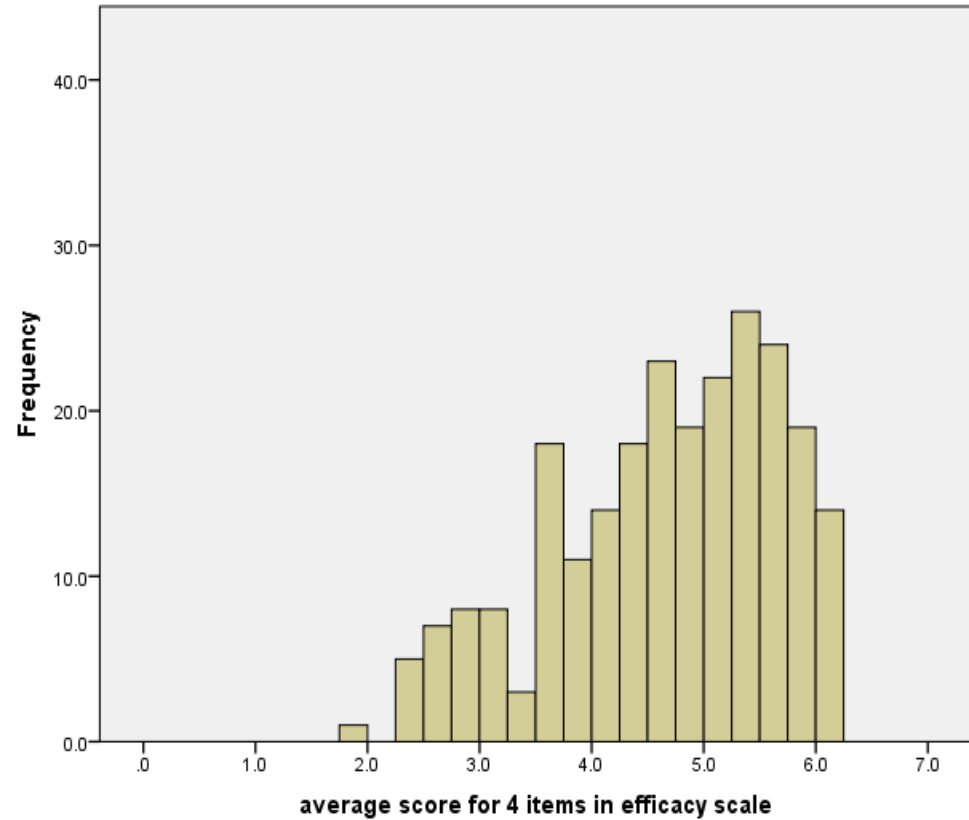


Survey 2  
Mean: 4.29  
Stdev.: 1.15  
N=240

# RESS Results - Efficacy

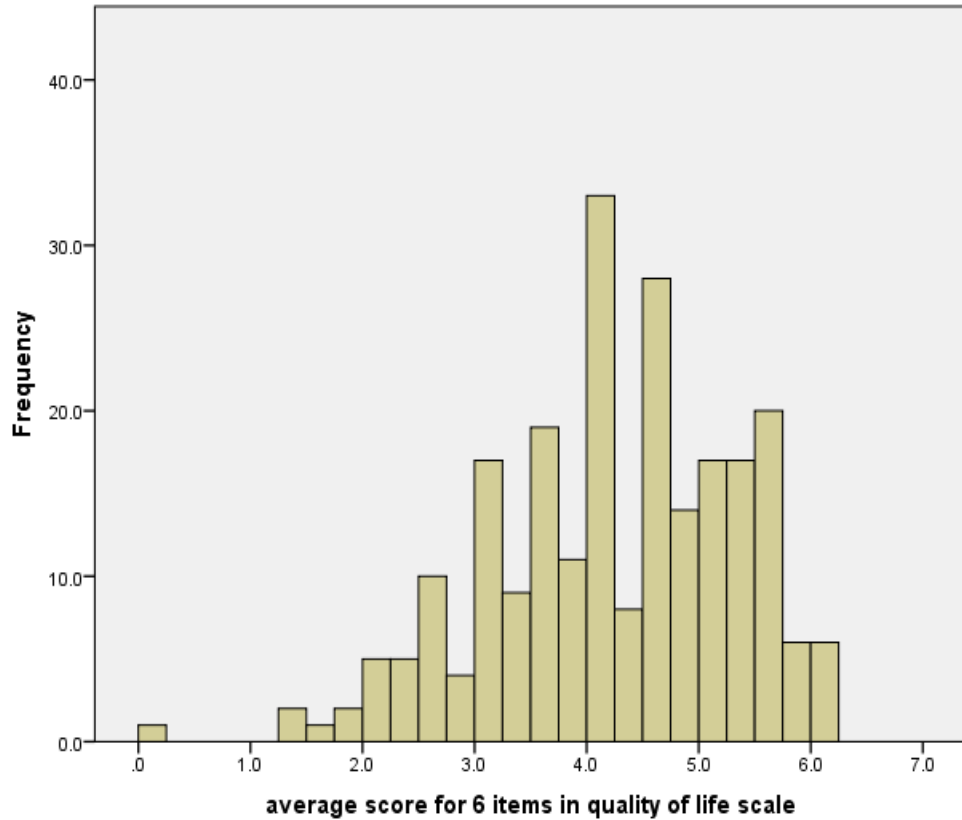


Survey 1  
Mean: 4.56  
Stdev.: 1.15  
N=235

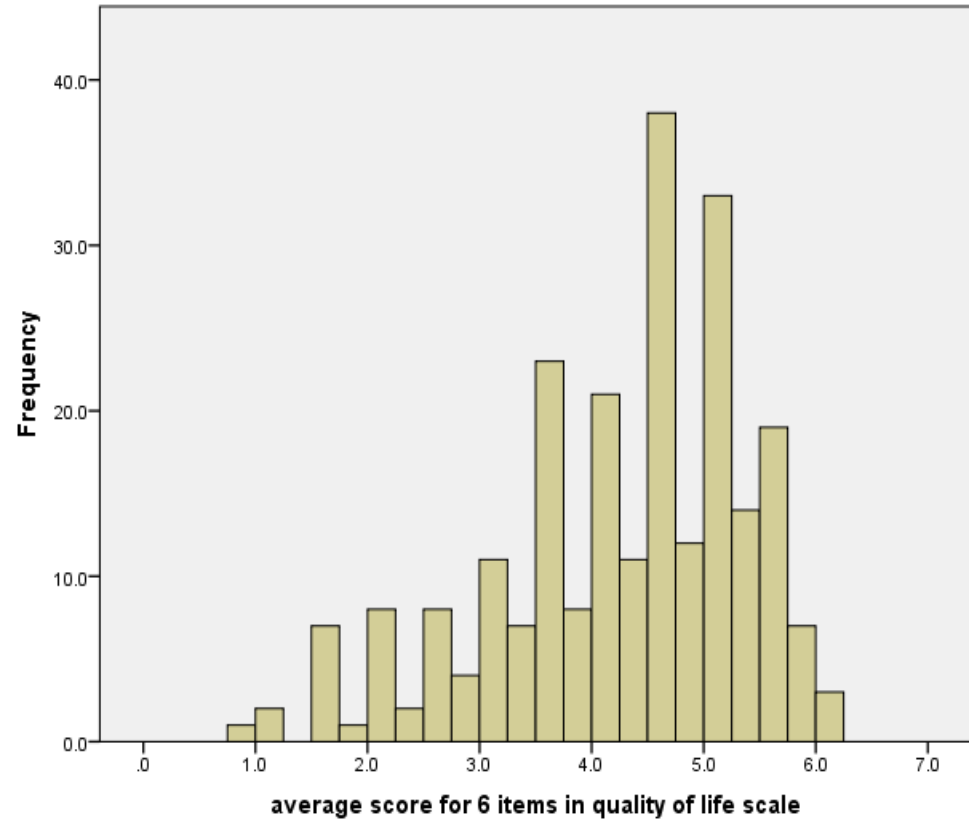


Survey 2  
Mean: 4.54  
Stdev.: 1.01  
N=240

# RESS Results - Quality of Life



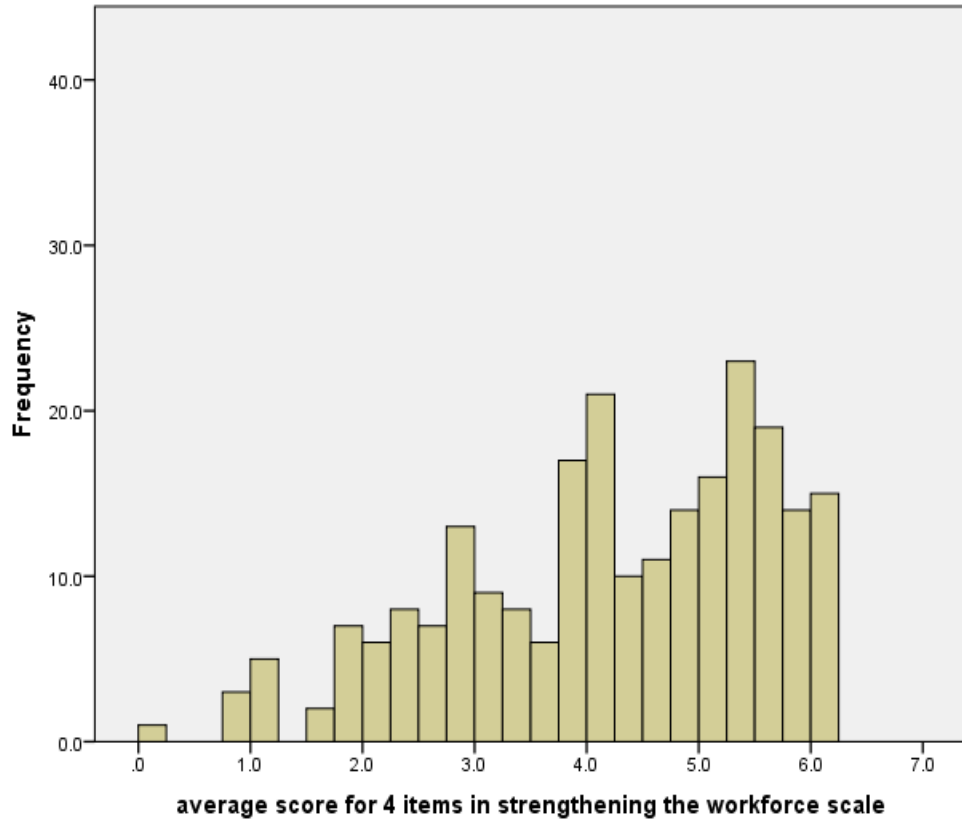
Survey 1  
Mean: 4.20  
Stdev.: 1.10  
N=235



Survey 2  
Mean: 4.22  
Stdev.: 1.13  
N=240



# RESS Results - Strengthening the Workforce

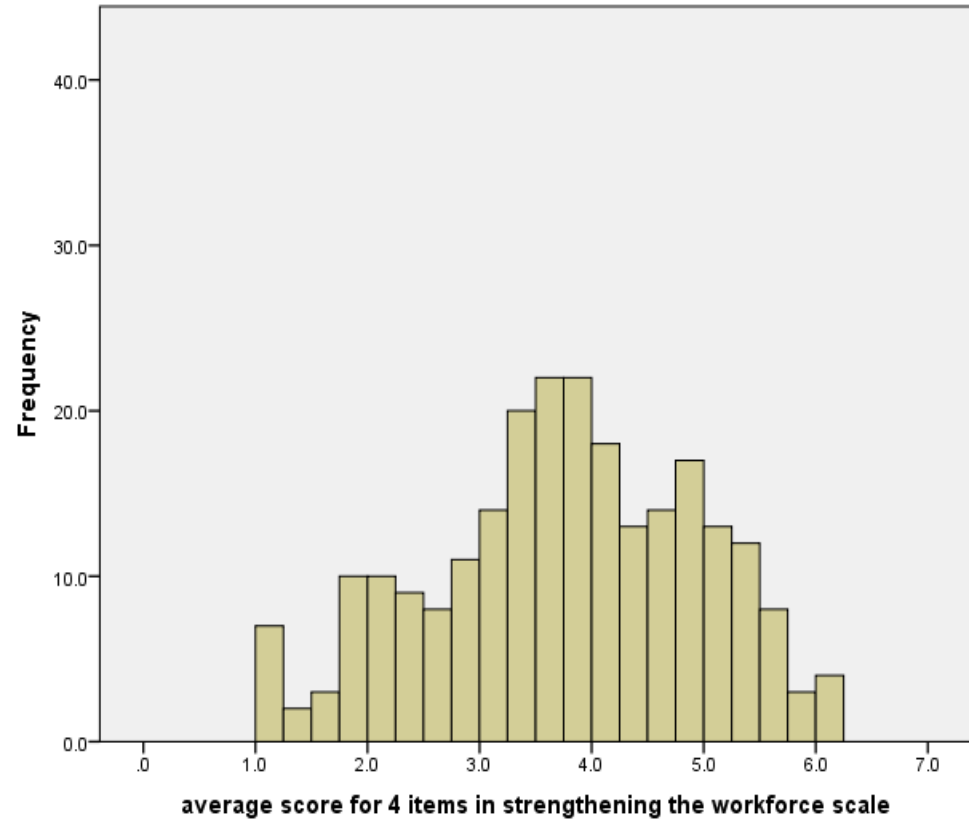


## Survey 1: HR Topics

Mean: 4.09

Stdev.: 1.38

N=235



## Survey 2: Support Systems Topics

Mean: 3.64

Stdev.: 1.19

N=240



# RESS Results - Summary of Scales, Survey 2

	Leadership Average (5 items)	Work Environment Average (10 items)	Community Average (7 items)	Efficacy Average (4 items)	Quality of Life Average (6 items)	Strengthening the Workforce Average (4 items)	Total Average (31 items)
N	240	240	240	240	240	240	240
Mean	4.78	4.32	4.29	4.54	4.22	3.64	4.23
Std. Dev.	1.292	1.035	1.155	1.009	1.126	1.192	0.861
Median	5.2	4.5	4.6	4.8	4.5	3.8	4.4
Minimum	0.0	1.2	0.0	1.8	0.8	1.0	1.8
Maximum	6.0	5.8	6.0	6.0	6.0	6.0	5.6



# RESS Survey Questions: Work Environment

Survey 1 (Approach)	Survey 2 (Deployment)	Survey 3 (Learning)
1. At the start of this year, I had all the resources necessary to prepare my classroom and plan instruction focused on academic growth for all students I teach.	I have adequate resources to respond to the needs of the students I teach.	The resources I have this year allow me to meet the academic and developmental needs of all students I teach.
2. The district (school) opening in-services supported a smooth start to the school year.	The professional development I'm receiving is synced with district priorities and the needs of my students.	The professional development I'm receiving is aligned with the support system the district has in place for teachers.
3. The district (school) opening in-services provided me with what I needed to support and understand students from various cultural contexts.	Based on the professional development I received, I am able to integrate local cultural knowledge and activities into my practice.	The professional development emphasis to integrate local cultural knowledge and activities into classrooms has supported the learning of the students I teach.
4. I appreciate the welcome I received from the district (school) where I teach.	I feel comfortable being in the school where I teach.	I feel accepted in the school where I teach.
5. I have a sense of clarity about the performance level of the students I teach this year.	I am supported in delivering instruction that is aligned with the performance level of the students I teach.	Based upon support I'm receiving, I am finding better ways to deliver instruction that is aligned with the performance level of the students I teach.
6. Open Question: As you began this year, what was especially helpful from the district (school) opening in-services and what additional support would have helped you get off to an even better start?	Open Question: How have you been able to integrate learnings from the district professional development into your classroom?	Open Question: How has the school environment supported your growth as a teacher this year?

# RESS Survey Questions: Leadership

Survey 1 (Approach)	Survey 2 (Deployment)	Survey 3 (Learning)
7. My principal communicates with me regularly and helps me improve.	My principal creates a work environment that values two-way communication between teachers and administrators.	In my school, there is evidence that two-way communication between teachers and administrators supports teachers and improves student outcomes.
8. I understand my role in the school (district) in creating an environment of success for all students I teach.	My principal's actions to support me in my classroom are aligned with ideas that guide our school and district.	In my school my principal aligned staff with the goals that guide our school and district.
9. My initial engagement with my principal this year set me up for successful classroom practice.	I have a positive working relationship with my principal that supports my professional growth.	My principal played a significant role in supporting my professional growth as a teacher.
10. My principal fosters teamwork and inclusiveness amongst staff.	My principal creates opportunities for me to work together with colleagues on specific teaching and learning issues.	One of the great advantages of teaching in this school is the sense of collegiality we have as teachers and administrators.
11. I understand how my school functions in terms of safety, behavior management, rules and procedures, and attendance policies.	My principal consistently supports district policies and procedures to create a safe school environment.	Actions by leadership created a safe school environment that supports my work as a teacher.
12. Open Question: What are your feelings about your job in terms of your classroom, your colleagues, and your school at this time?	Open Question: How is the professional support you are receiving aligned with your needs and expectations?	Open Question: How have school and district leadership influenced your success as a teacher this year.

# RESS Survey Questions: Community

Survey 1 (Approach)	Survey 2 (Deployment)	Survey 3 (Learning)
13. My initial and/or ongoing exposure to the community helped me get off to a good start this year.	Since the start of the school year, I have had opportunities to engage with community members.	Engaging with community members about education has strengthened my success as a teacher this year.
14. I appreciate the welcome I received from the community where I teach.	I feel comfortable being in the community where I teach.	I feel accepted in the community where I teach.
15. I am informed about parental engagement that will support my communication strategies with the parents and community.	Communications between me and the parents of the students I teach support my efforts to provide a high quality learning environment.	There is a positive relationship between the parents and the school that supports the educational growth of the students I teach.
16. I have actively engaged with community members to learn of the values of the community in which I teach.	I feel comfortable engaging with community members about how the values of the community impact my work.	The community values have positively impacted my work with the students I teach.
17. I am informed about community events and dynamics that will support my interactions within the community.	Interactions between the school and community organizations support my efforts to provide a high quality learning environment for the students I teach.	The relationship between the school and community supports a positive learning environment for the students in our school.
18. I had a positive introduction this year to the culture of the community in which I teach.	The culture of the community is reflected in school activities.	Including the culture of the community in my school produced positive outcomes connected to the intended purpose.
19. Based upon my interactions this year, I feel safe in the community where my school is located.	I feel safe in the community where my school is located.	I would recommend teaching in this community to other educators.
20. Open Question: What was the most welcoming event you experienced at the start of this year?	Open Question: What are some positive and challenging aspects of communicating with the parents of the students you teach?	Open Question: What are some positive and challenging aspects of your relationship with the community?

# RESS Survey Questions: Teacher Efficacy

Survey 1 (Approach)	Survey 2 (Deployment)	Survey 3 (Learning)
21. People I work with care about me and my success.	I have established positive and supportive relationships with people I work with.	People I work with care about me and my success.
22. Someone at work has talked to me about my development as a professional educator.	Someone at work has encouraged my development as a professional educator.	Someone at work has evaluated my development as a professional educator.
23. Someone has recognized and valued me for what I can contribute to the school.	I am routinely recognized and praised for doing good work.	Recognition and support by colleagues has contributed to my professional growth.
24. I am confident I will be successful in my teaching assignment this year.	I am confident I will be successful in my teaching assignment this year.	I believe I am successful in my teaching assignment this year.
25. Open Question: In what ways do you feel you can contribute to the success of your school at this time?	Open Question: How have you felt valued and supported so far this year?	Open Question: What is one piece of advice you would give to your administrators to better support your classroom practice?



# RESS Survey Questions: Quality of Life

Survey 1 (Approach)	Survey 2 (Deployment)	Survey 3 (Learning)
26. The housing is convenient, safe, secure, well maintained, and includes basic amenities (heat, water, septic) for my needs.	My housing situation has allowed me to focus on my teaching practice.	I am satisfied with my housing situation this year.
27. My family has opportunities to pursue activities that support their quality of life.	The quality of life I expected this year was realized.	I (and my family) appreciate the quality of life we have here.
28. I have access to technology that meets my needs.	I have access to technology that meets my needs.	I have access to technology at home that meets my personal needs.
29. I have a balance between my work and my personal life.	At this time, I have been able to create a balance between my work and my personal life.	I was able to create and maintain a balance between my work and my personal life.
30. I am prepared for the logistics of living where I live (food, clothing, shopping, entertainment, etc.).	I am adjusting to the logistics of living where I live (food, clothing, shopping, entertainment, etc.).	I am comfortable with the logistics of living (food, clothing, shopping, entertainment) where I live.
31. My health needs are satisfactorily met in the community.	My health needs are satisfactorily met in the community.	My health needs are satisfactorily met in the community.
32. Open Question: How do you feel about your quality of life at this time?	Open Question: What would improve your quality of life at this time?	Open Question: How are quality of life decisions impacting you in your current job?

# RESS Survey Questions: Strengthening the Workforce

Survey 1 (Approach)	Survey 2 (Deployment)	Survey 3 (Learning)
33. My initial engagement with HR this year has been positive and helpful.	My district has systems in place to manage student conduct and eliminate barriers to maximize instructional time.	The teacher evaluation tools and process positively affected my practice as a teacher.
34. What I was told about my school and community during recruitment was accurate.	My district maximizes time for me to plan and deliver high quality instruction.	The time and work required for the teacher evaluation process this year was worth the effort.
35. My teacher preparation program/professional development prepared me for my teaching assignment this year.	My district provides me ongoing opportunities to engage with other professionals to improve my craft.	I am satisfied with the way my teacher evaluation was conducted this year.
36. At this time I want to continue teaching in this school next year.	At this time I want to continue teaching in this school next year.	At this time I want to continue teaching in this school next year.
42. Open Question: Do you have any suggestions for changes to this survey?	41. Open Question: What can the district do to help resolve work challenges you are currently facing? 42. Open Question: Optional: Do you have anything else you'd like to share about your professional situation?	42. Open Question: In your view, what factors are driving teacher turnover in your district?