Presentation on Feedback Loops with Principals

Student Achievement Committee | Nov. 1, 2016

Stephen Schatz, Deputy Superintendent

Feedback Loops with Principals

1. CAS-to-Principal
2. School visits
3. Principals Meetings
4. Deputy's Principal Roundtable
5. Secondary Principals Forum
6. Complex Area Support Team Survey
7. Educational Leadership Institute Survey

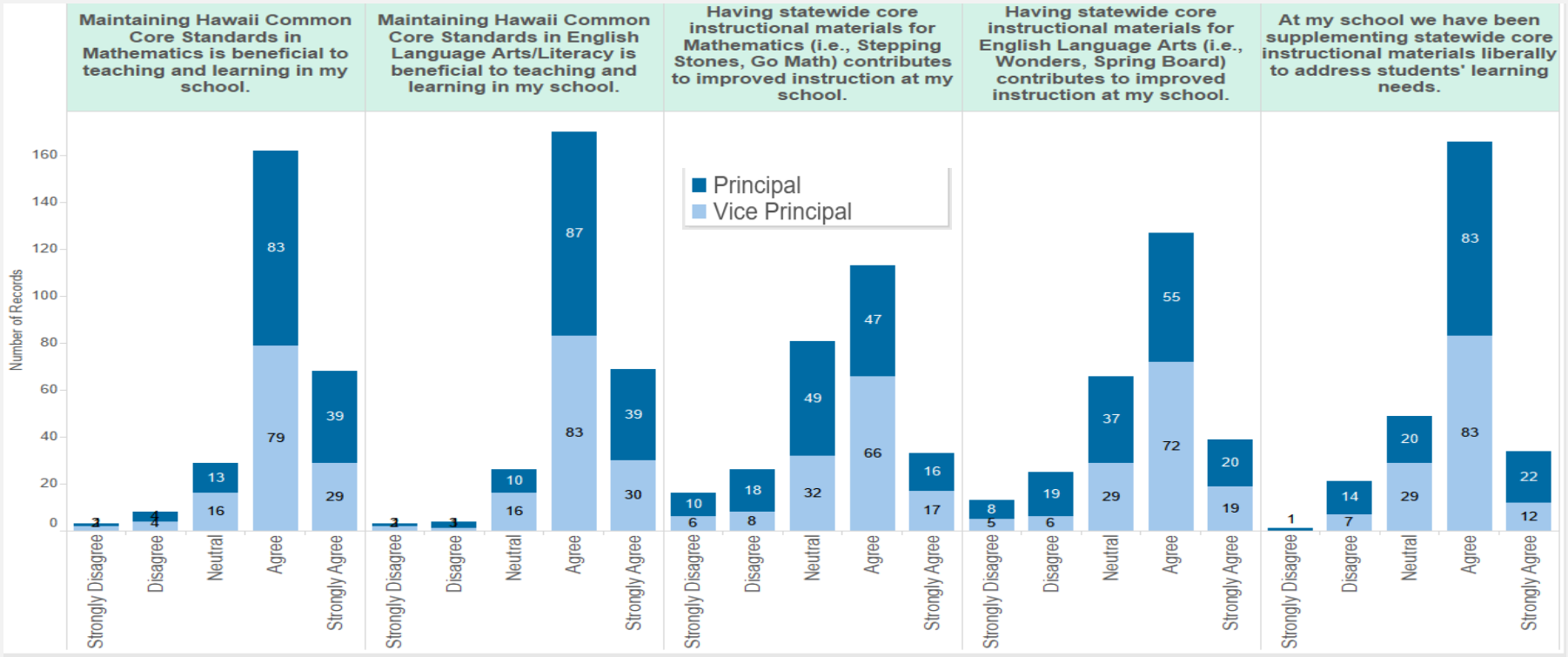
Educational Leadership Institute (ELI) Survey

Summer 2016

School-Level Only Questions

ELI 2016

CCSS AND CORE INSTRUCTIONAL MATERIALS



4% disagree
85% agree

2% disagree
88% agree

16% disagree
54% agree

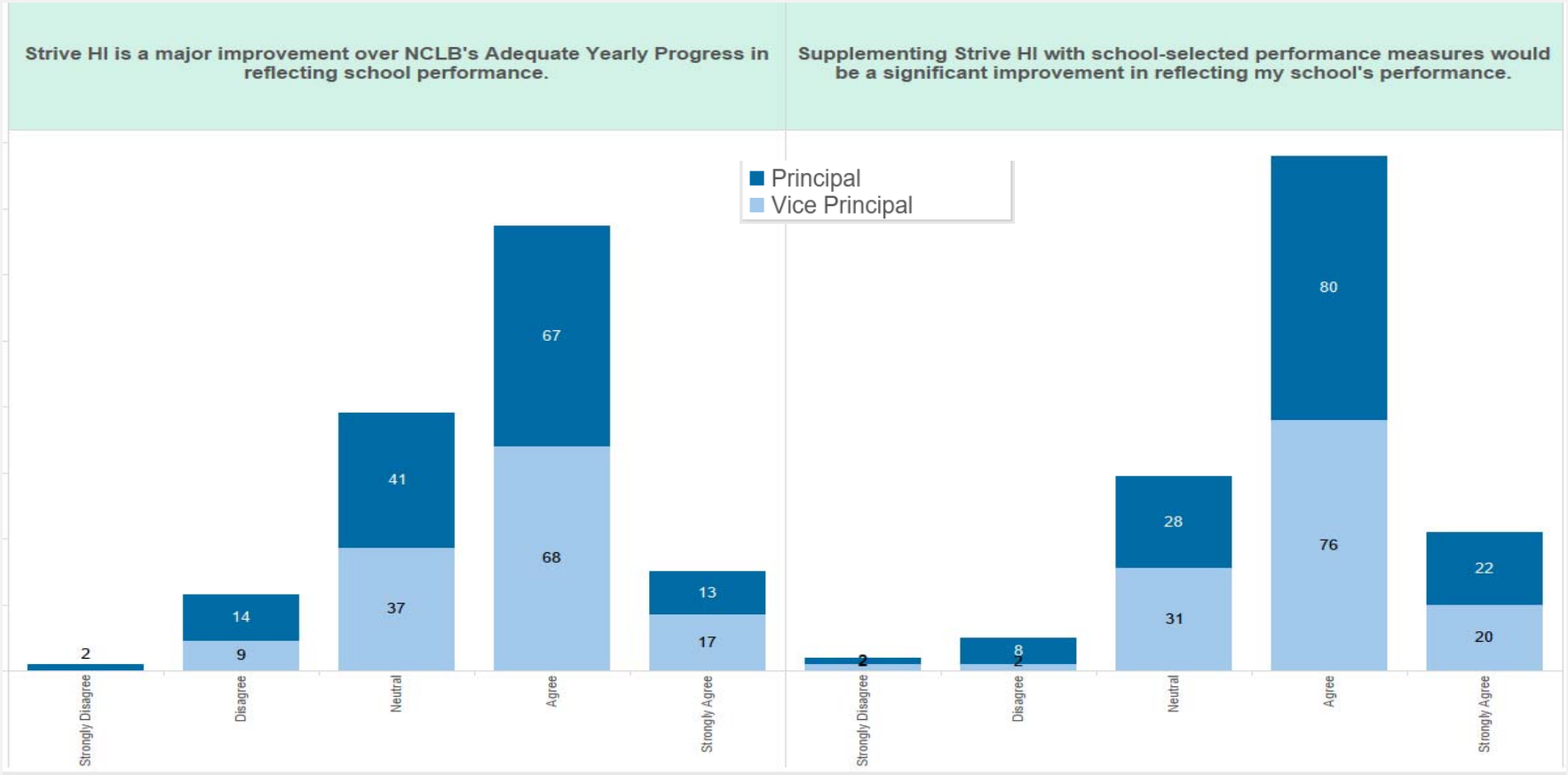
14% disagree
61% agree

8% disagree
74% agree

School-Level Only Questions

SCHOOL ACCOUNTABILITY

ELI 2016



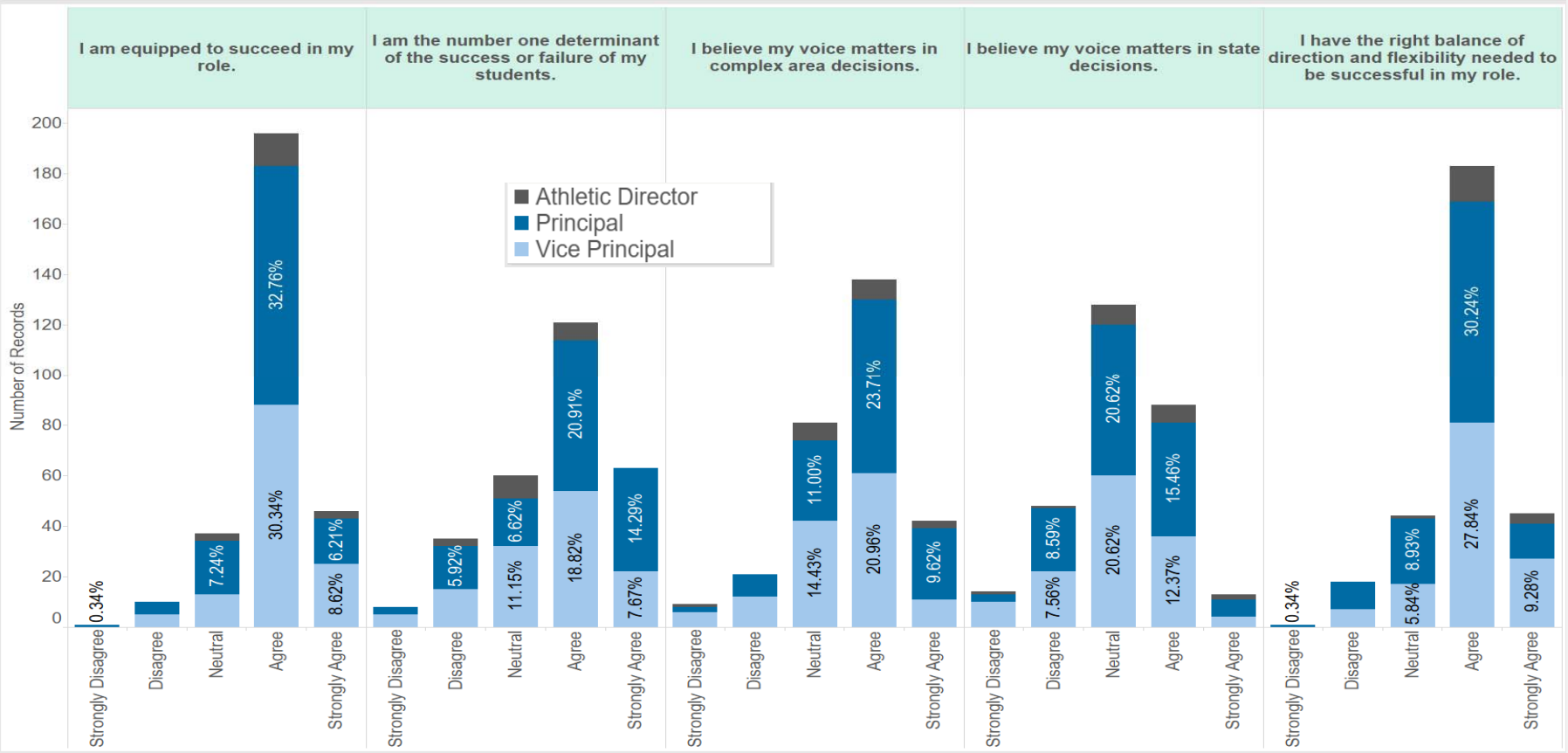
10% disagree, **61% agree**

5% disagree, **73% agree**

Empowerment

ELI 2016

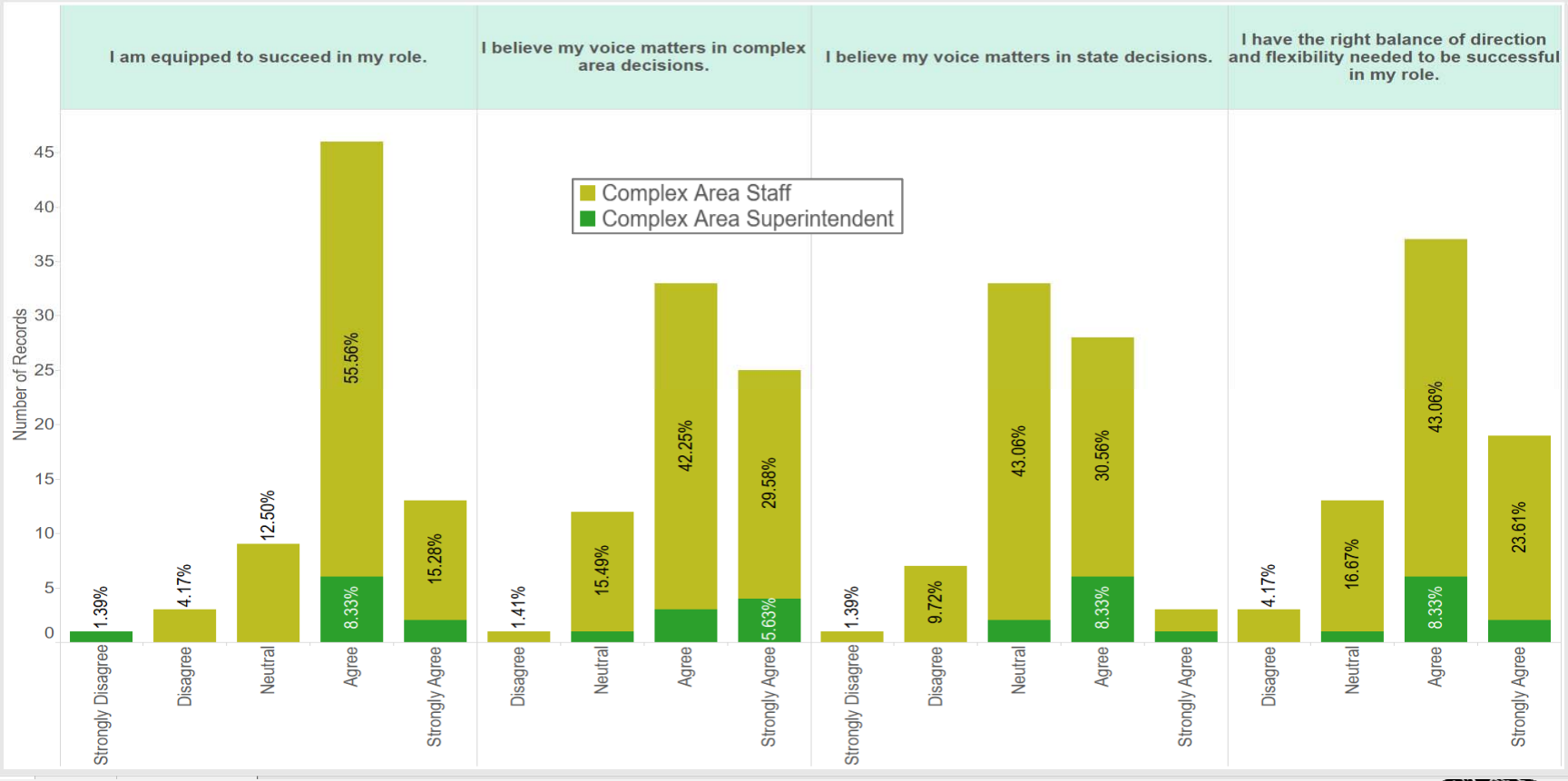
SCHOOL-LEVEL EMPLOYEES



Empowerment

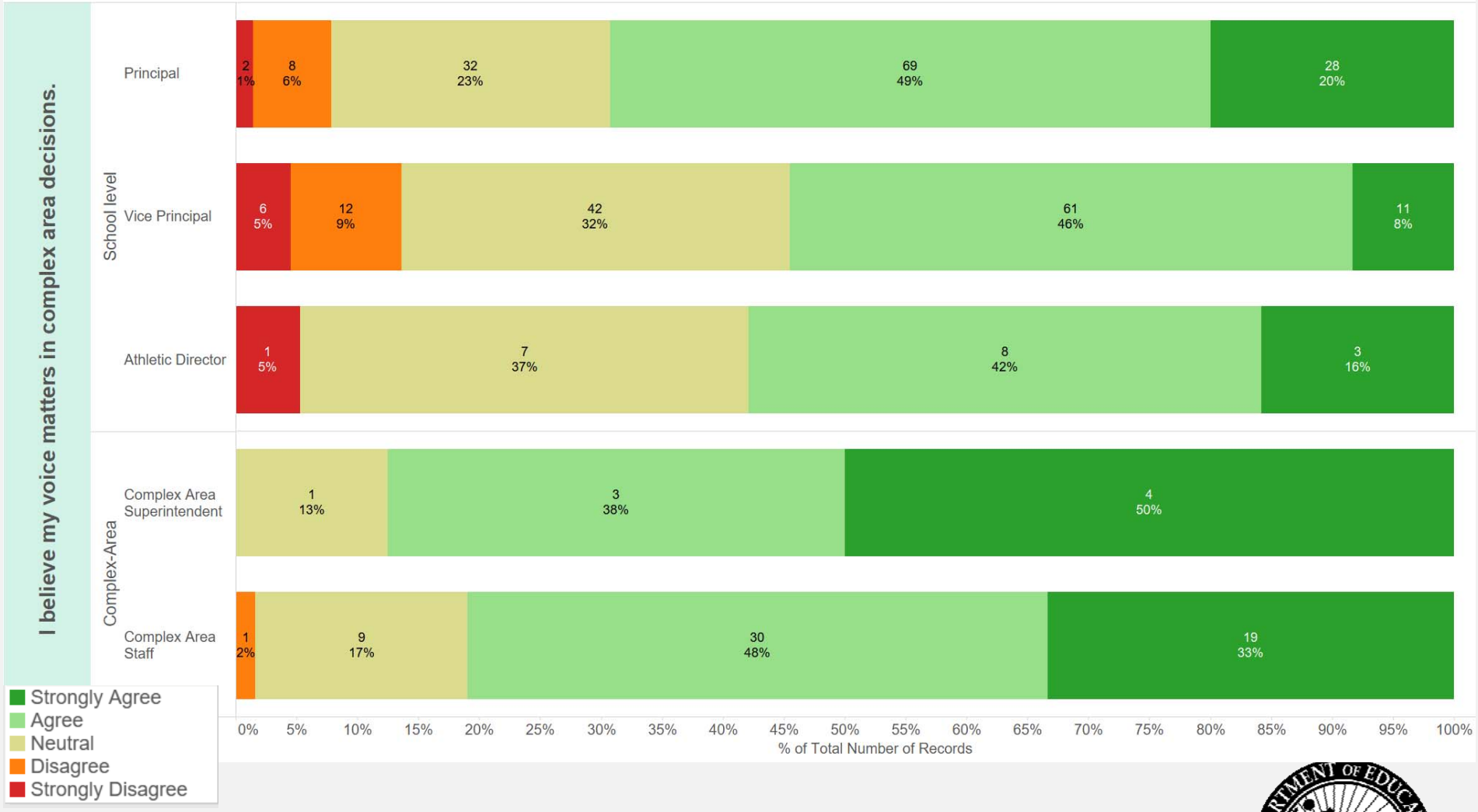
ELI 2016

COMPLEX-AREA EMPLOYEES



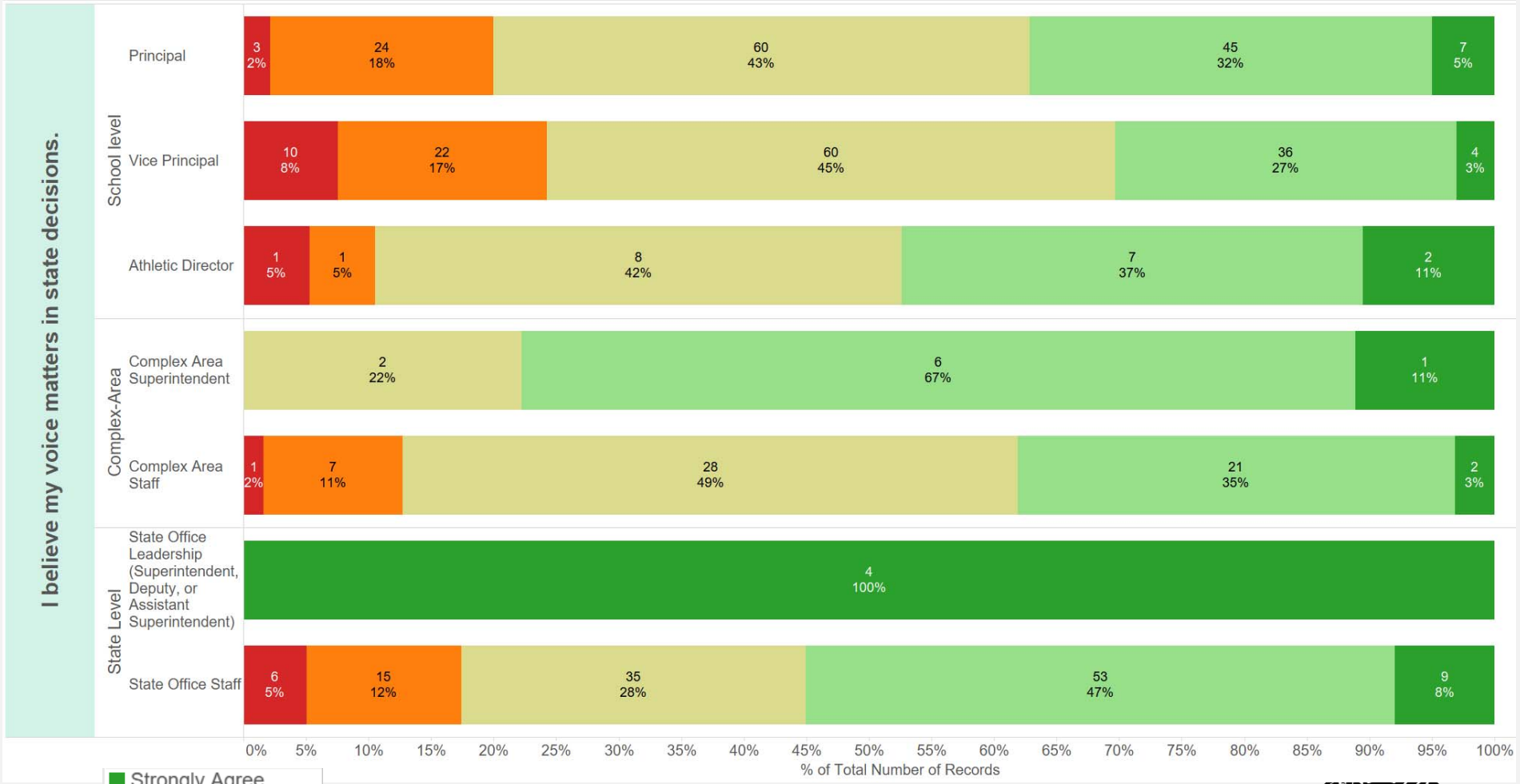
My voice matters in CA decisions

ELI 2016



My voice matters in state decisions

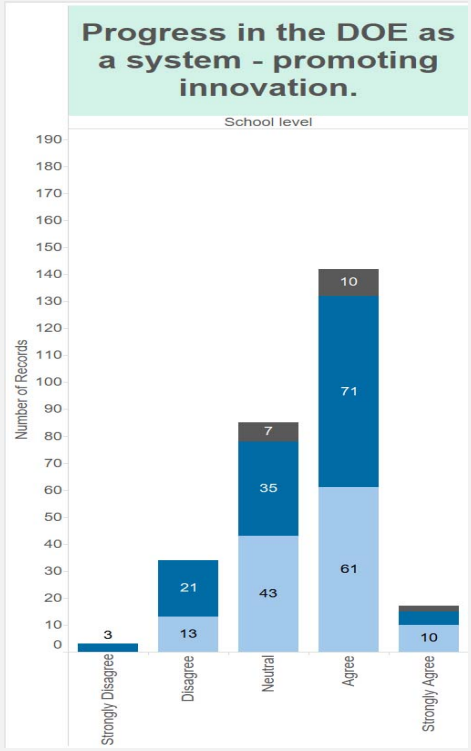
ELI 2016

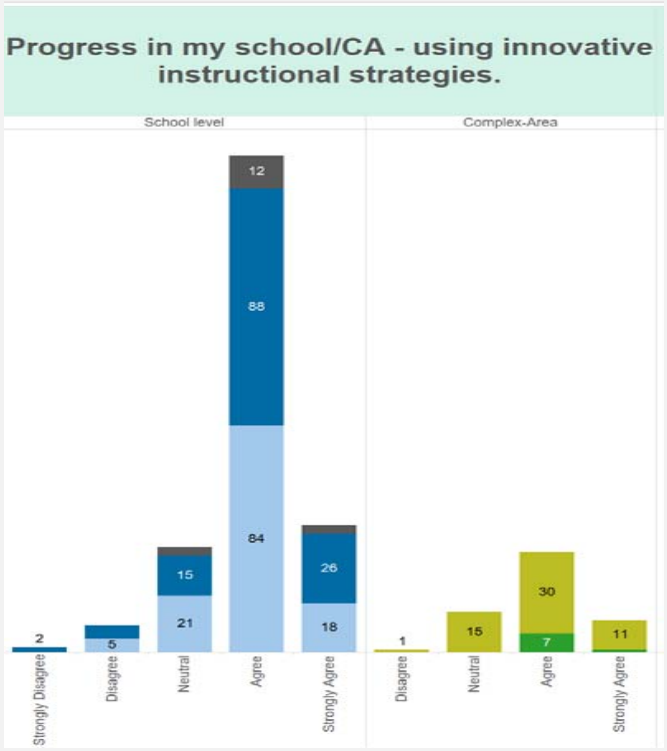


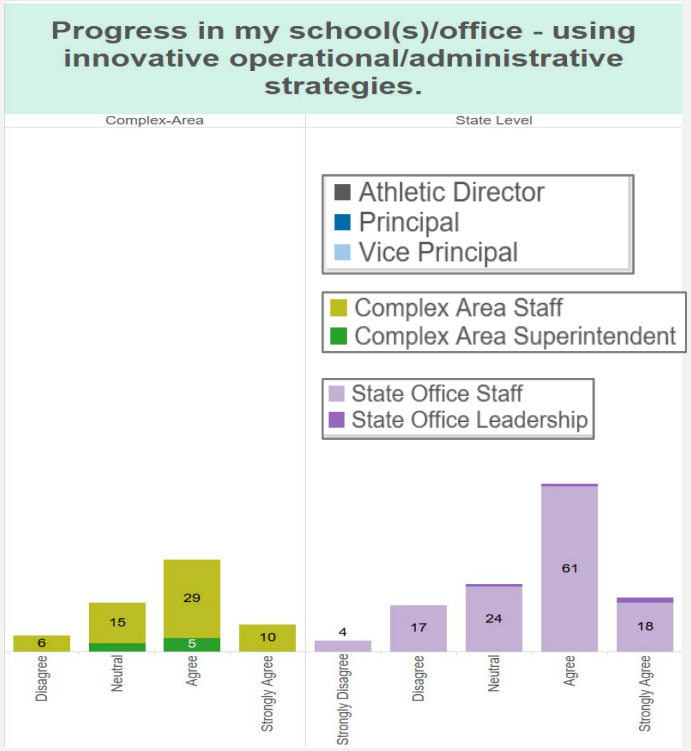
Progress during SY 2015-2016

ELI 2016

INNOVATION





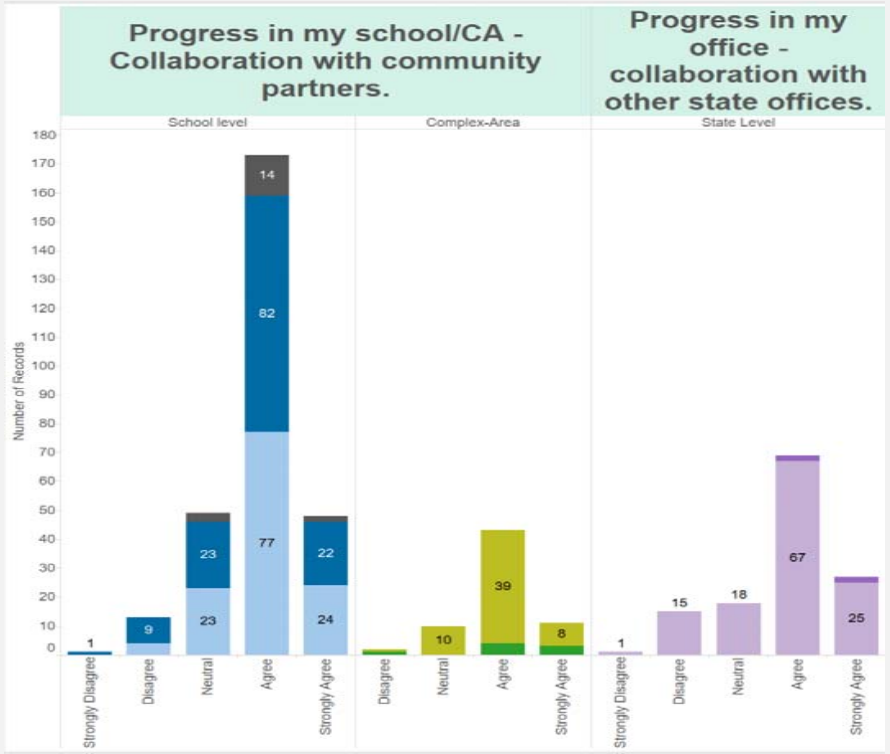


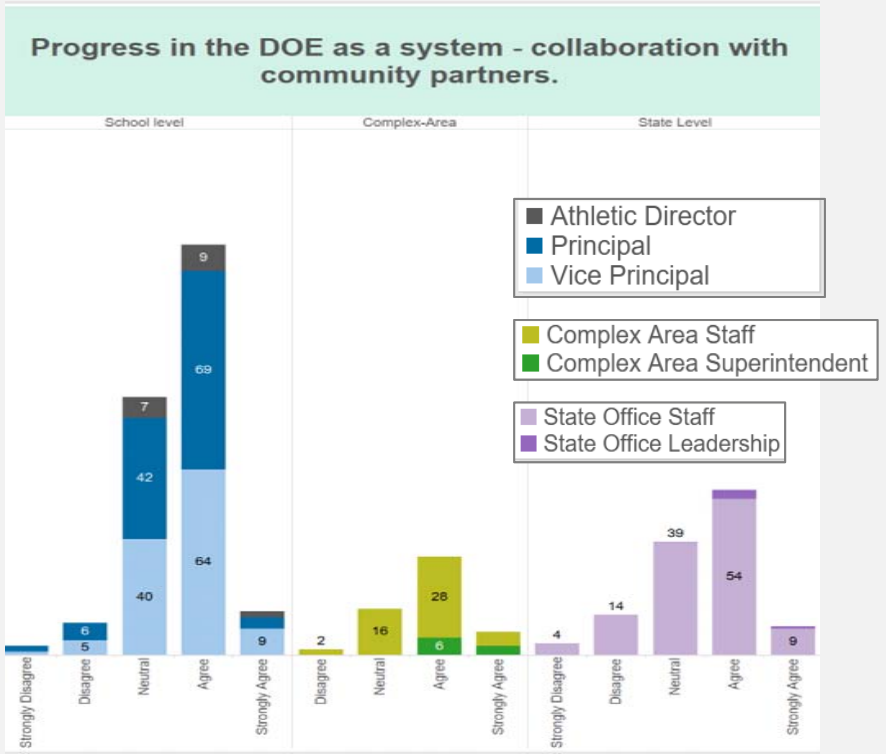
13% disagree	4% disagree	14% disagree	22% disagree	27% disagree
57% agree	**82% agree**	**56% agree**	**37% agree**	**41% agree**

Progress during SY 2015-2016

ELI 2016

COLLABORATION





5% disagree
78% agree

3% disagree
82% agree

12% disagree
74% agree

5% disagree
60% agree

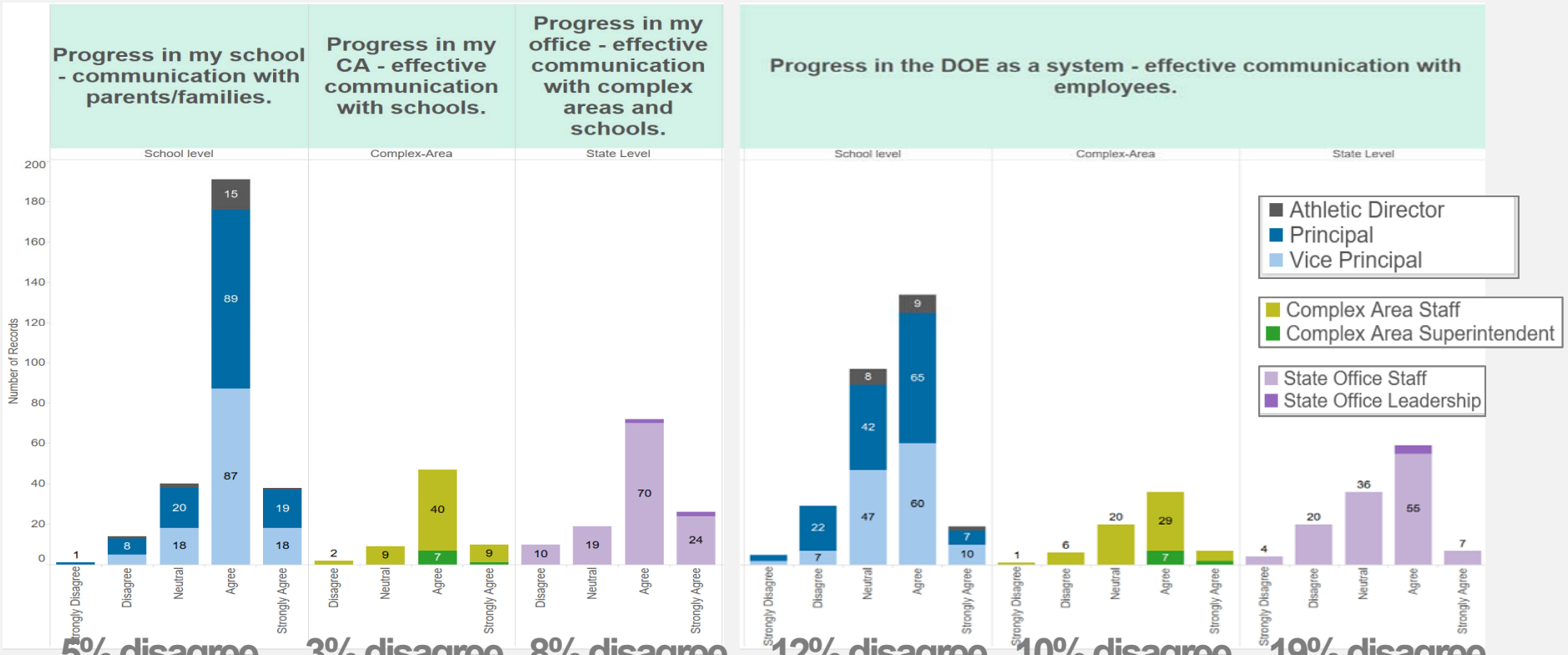
3% disagree
70% agree

15% disagree
54% agree

Progress during SY 2015-2016

ELI 2016

COMMUNICATION



5% disagree
81% agree

3% disagree
84% agree

8% disagree
77% agree

12% disagree
54% agree

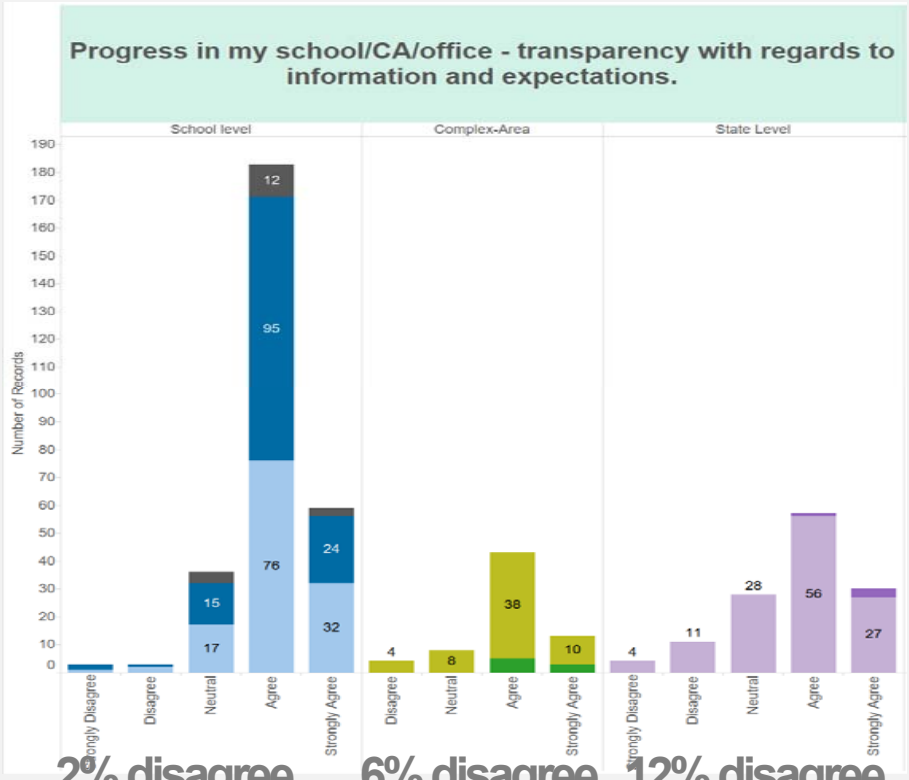
10% disagree
61% agree

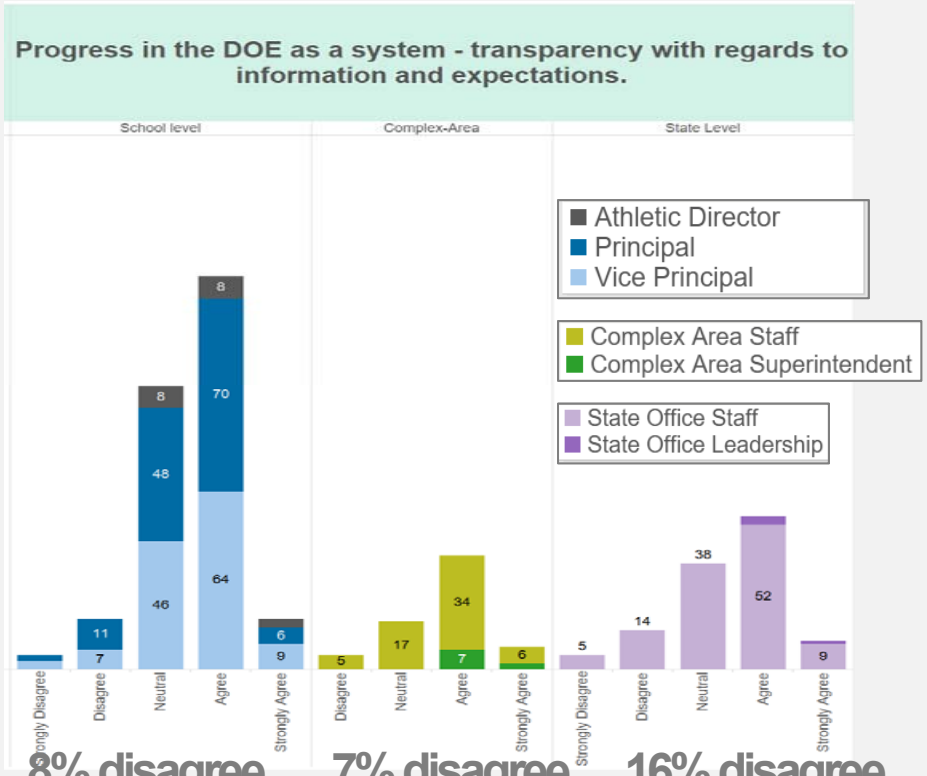
19% disagree
52% agree

Progress during SY 2015-2016

ELI 2016

TRANSPARENCY





2% disagree **85% agree**

6% disagree **82% agree**

12% disagree **67% agree**

8% disagree **56% agree**

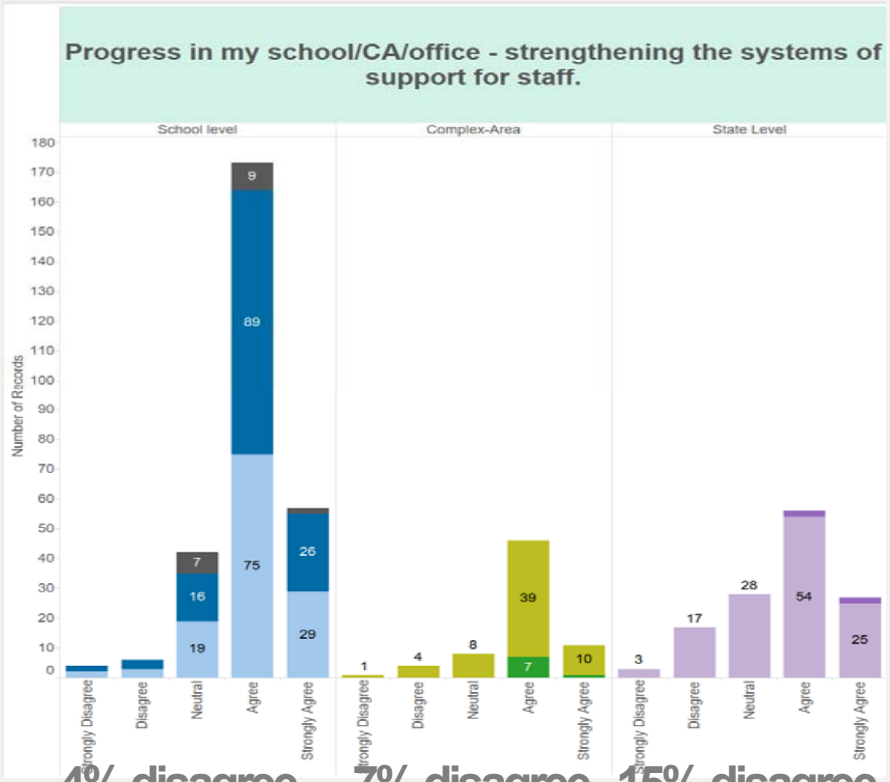
7% disagree **69% agree**

16% disagree **53% agree**

Progress during SY 2015-2016

ELI 2016

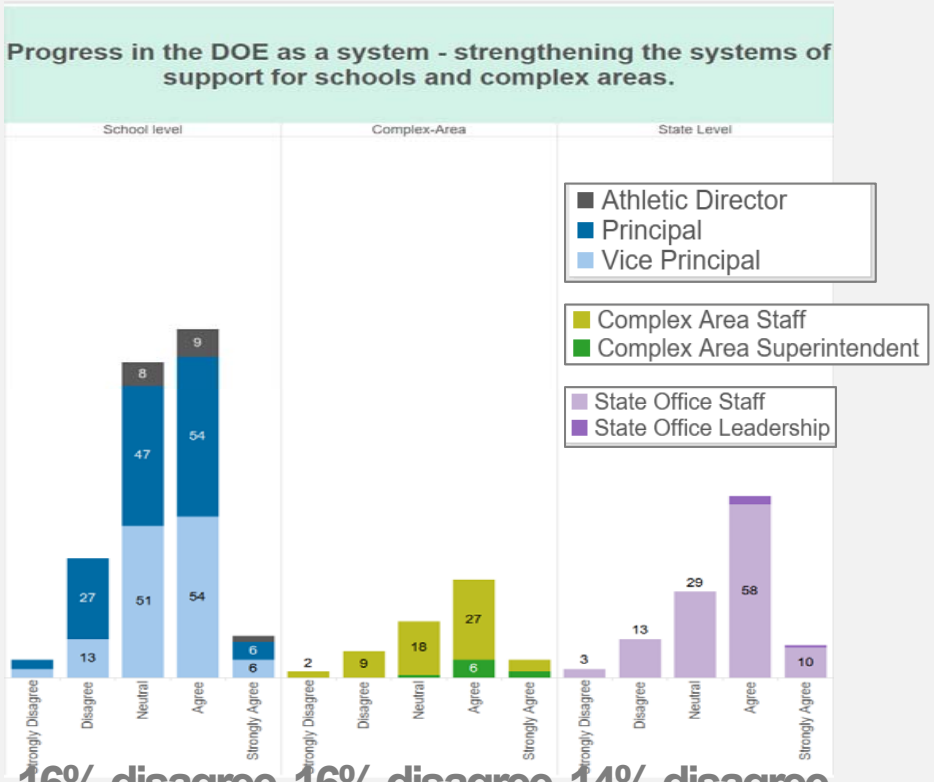
STRENGTHENING SYSTEMS OF SUPPORT



4% disagree
82% agree

7% disagree
81% agree

15% disagree
63% agree



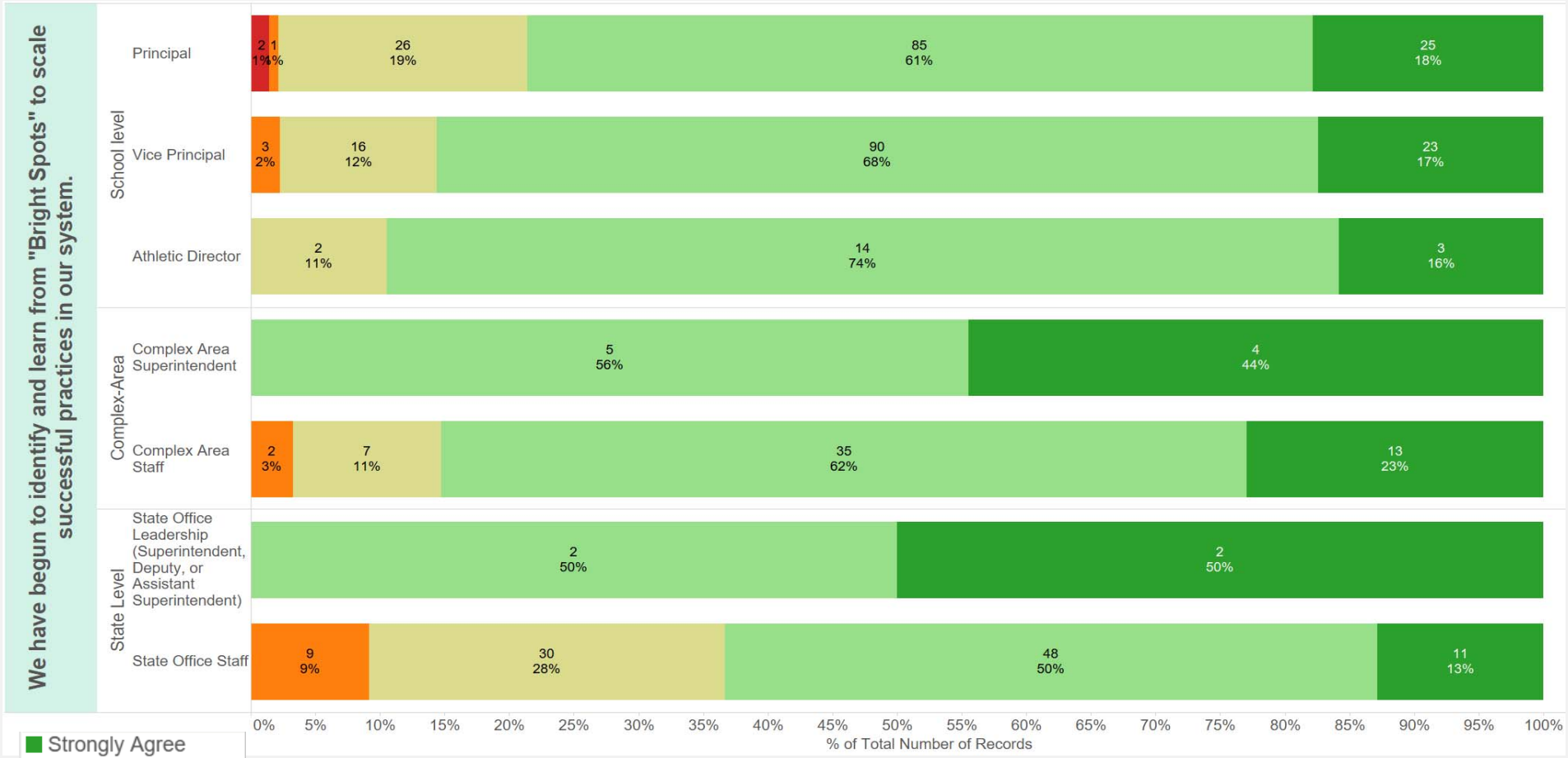
16% disagree
46% agree

16% disagree
57% agree

14% disagree
62% agree

Bright Spots

ELI 2016



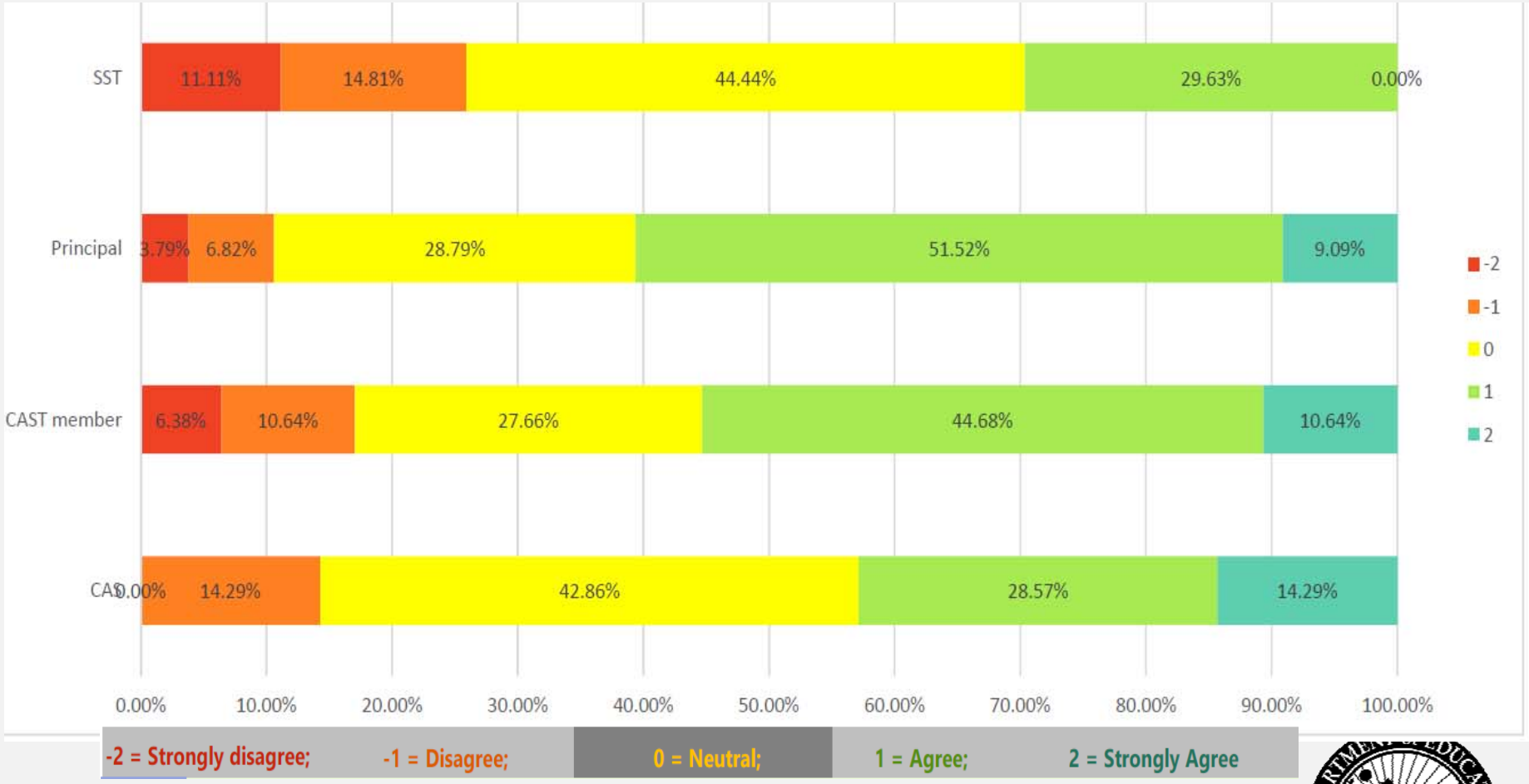
Midyear CAST Survey Spring 2016

Overall the system that implements and supports the Six Priority Strategies (i.e., the State with the CAS and CAST, and then with the Principals and Schools) works well.

-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

In general, resources (e.g., people and money) for implementing the Six Priority Strategies are directed to the complex-areas and schools in greatest need.

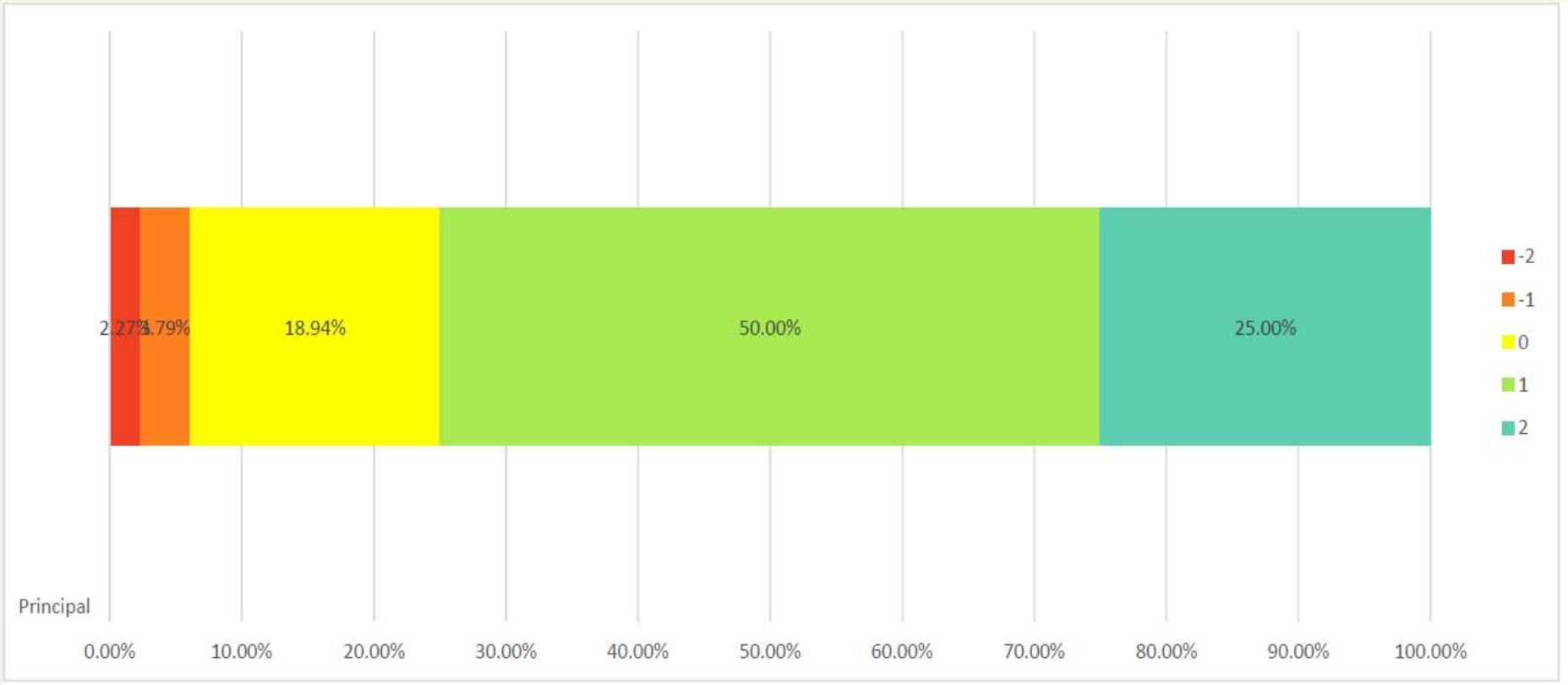


Midyear CAST Survey Spring 2016

The CAS provides my school with the right combination of resources (e.g., people and money) needed to implement the Six Priority Strategies.

Midyear CAST Survey Spring 2016

The CAS directs resources (e.g., people and money) to the Priority Strategies in greatest need.



-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

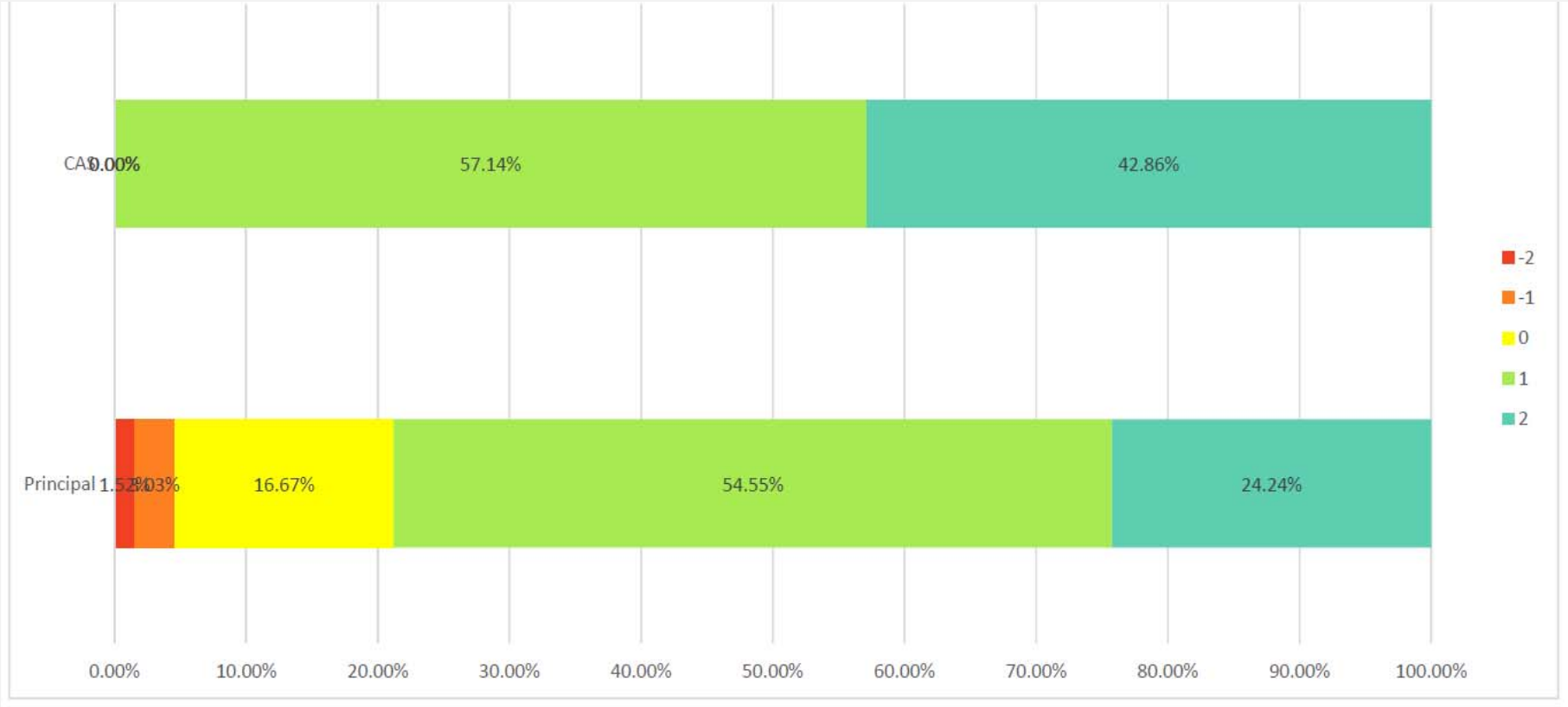
Midyear CAST Survey Spring 2016

The State provides my complex area with the right combination of resources (e.g., people and money) needed to implement the Six Priority Strategies.

-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

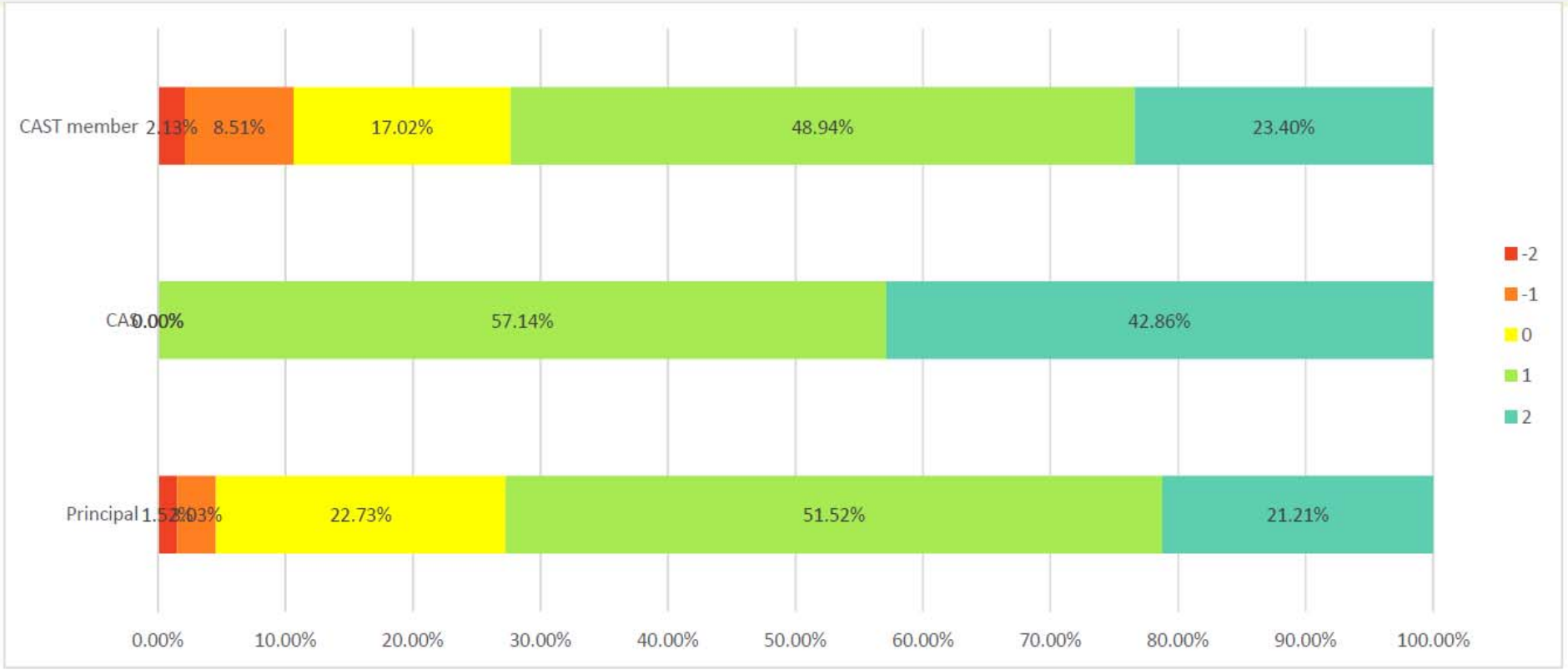
The CAS deploys CAST members to particular schools based on the needs of schools.



-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

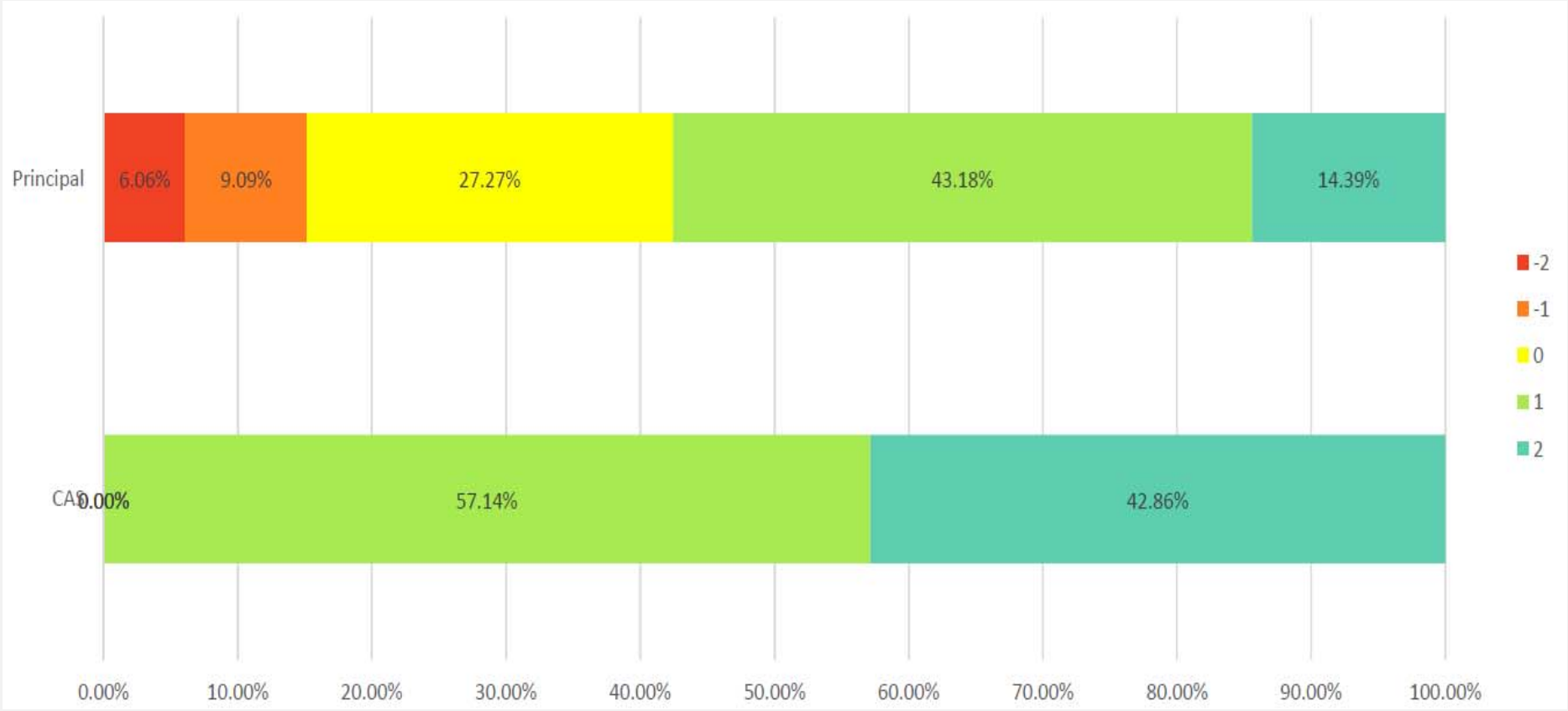
The CAS directs resources (e.g., people and money) to schools with the greatest needs regarding implementation of the Six Priority Strategies.



-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

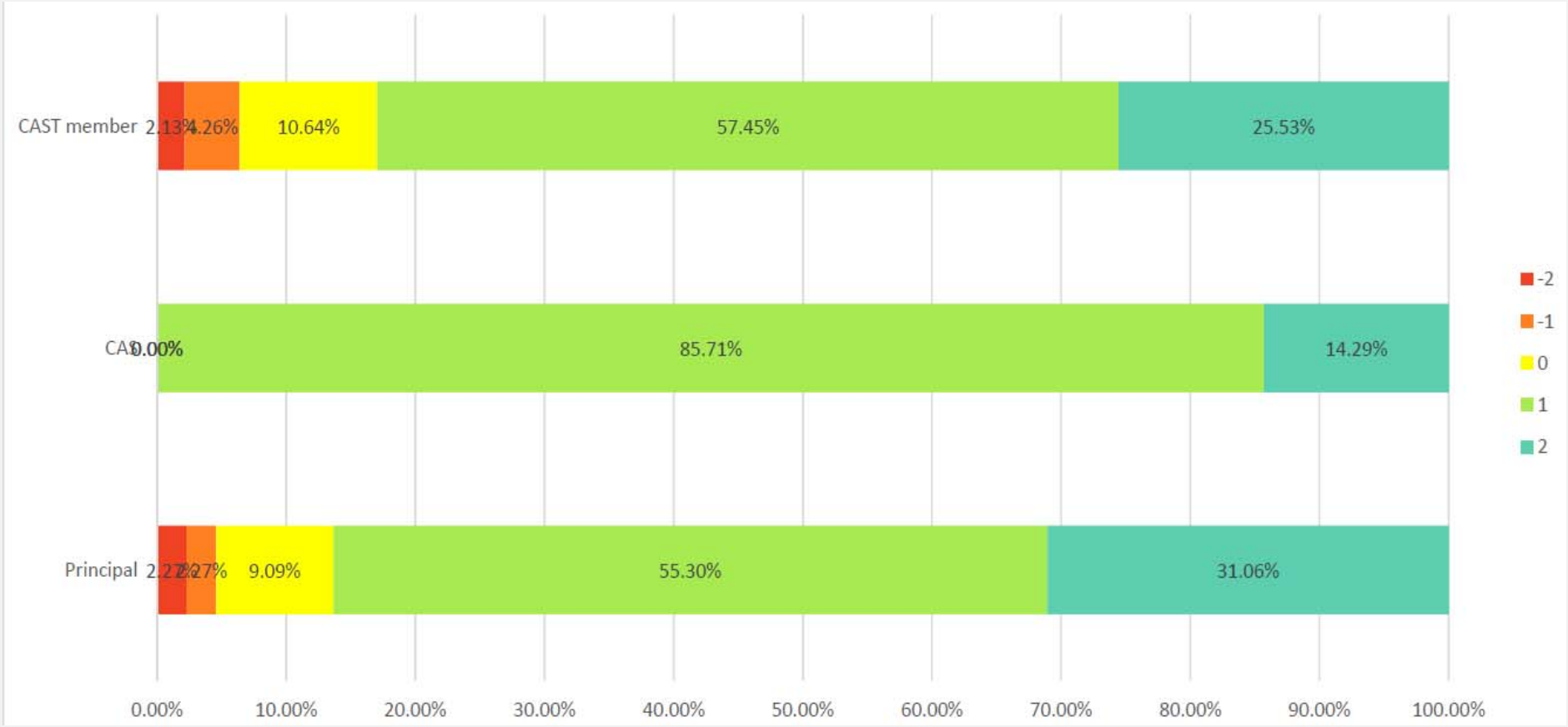
CAST members have the expertise and skills necessary to support my school(s).



-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

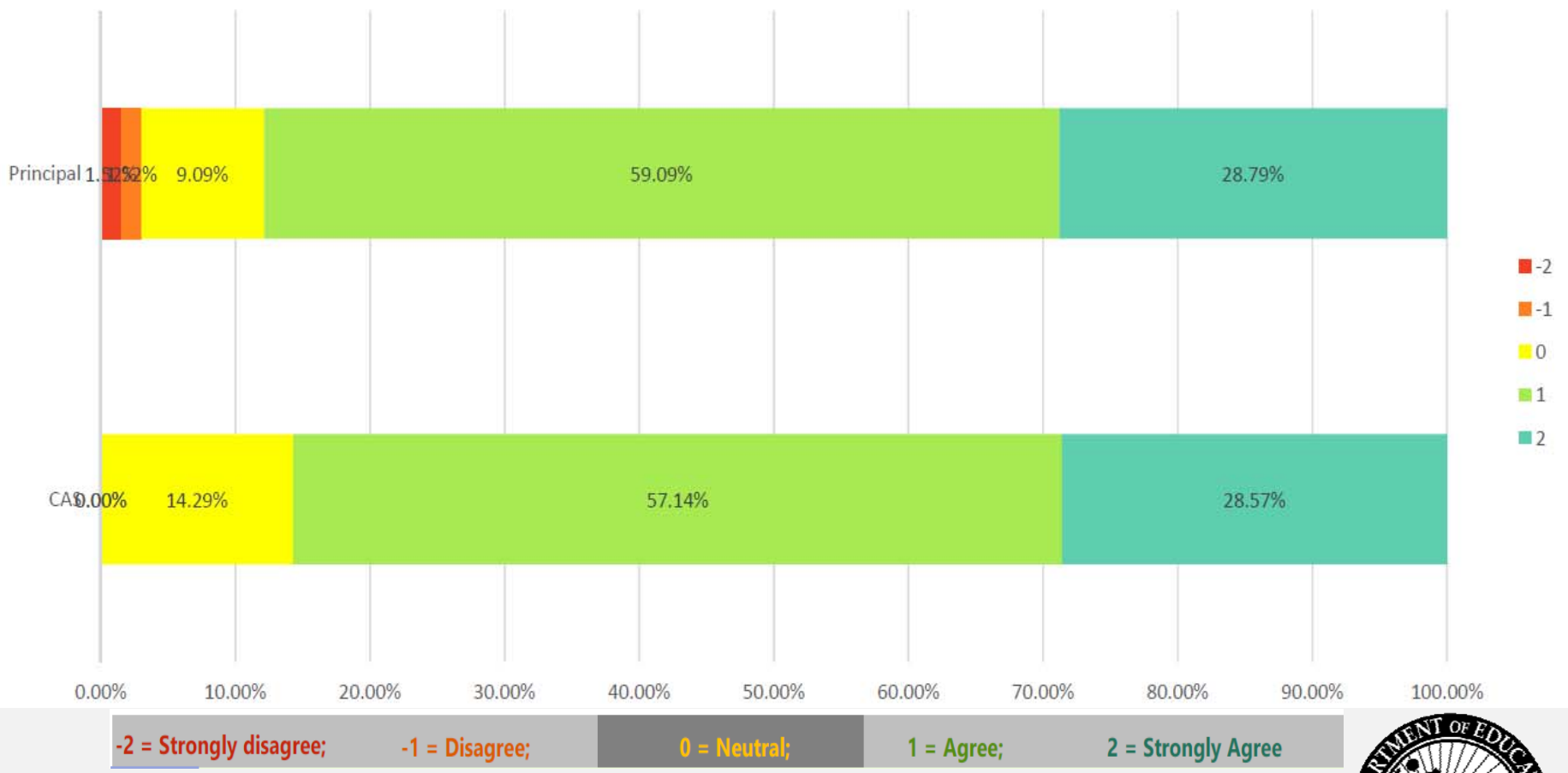
Principals support the implementation of the Six Priority Strategies.



-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

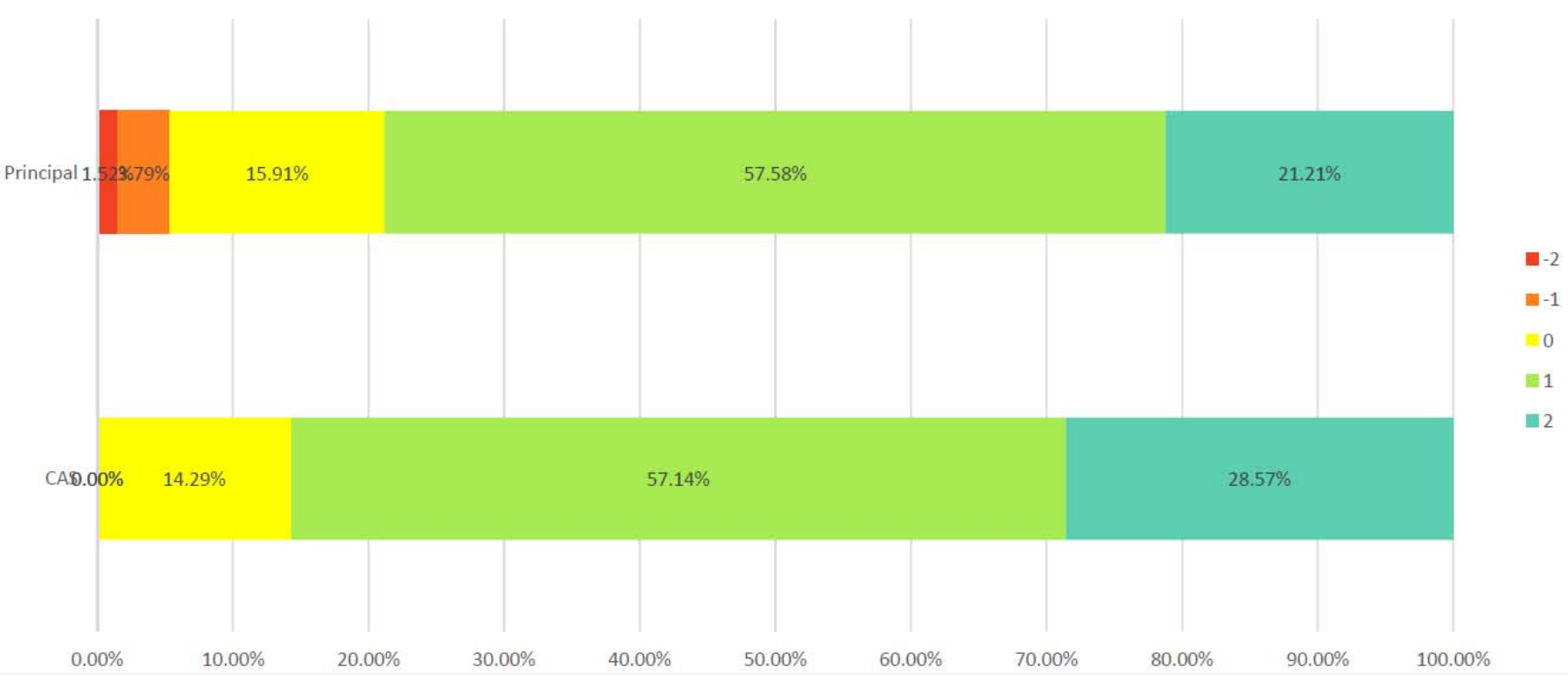
Midyear CAST Survey Spring 2016

Formative instruction and data teams are moving our school(s) in the right direction.



Midyear CAST Survey Spring 2016

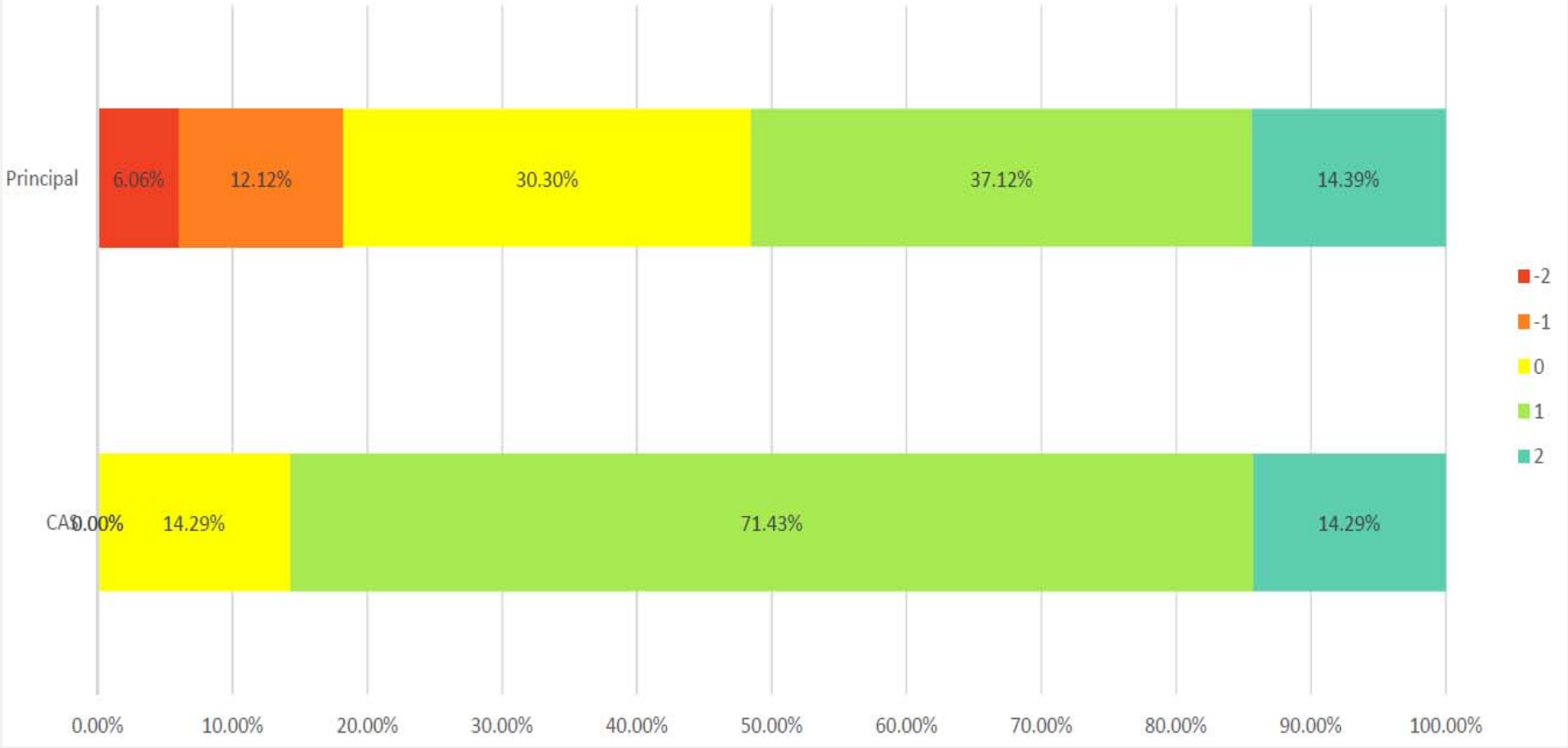
Teaching the Common Core State Standards is moving our school(s) in the right direction.



-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

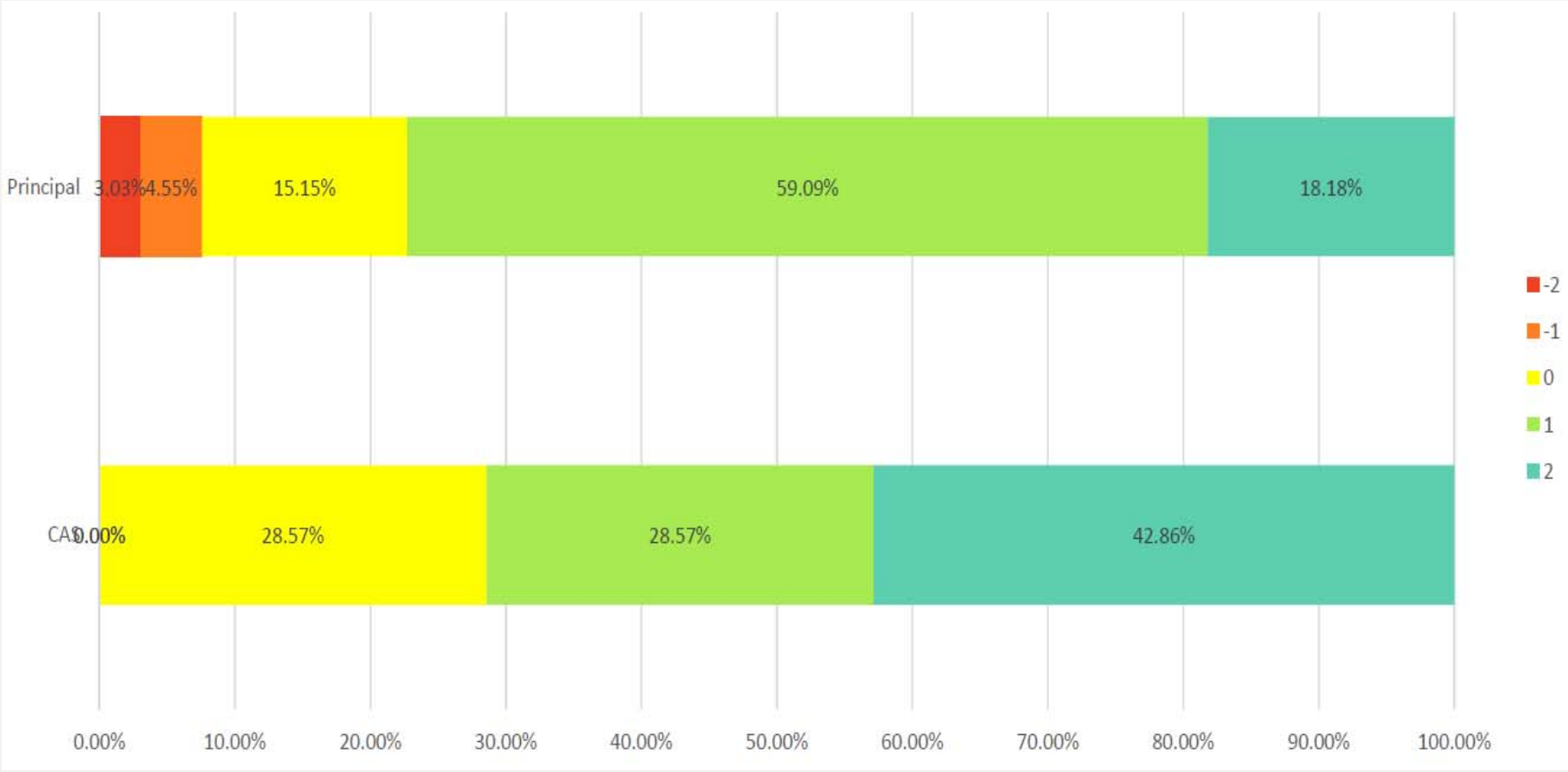
The Educator Effectiveness System is moving our school(s) in the right direction.



-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

The Induction & Mentoring program is moving our school(s) in the right direction.



-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

Communication has improved in the system (i.e. among schools, complex-areas, and state offices) over the past year.

-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

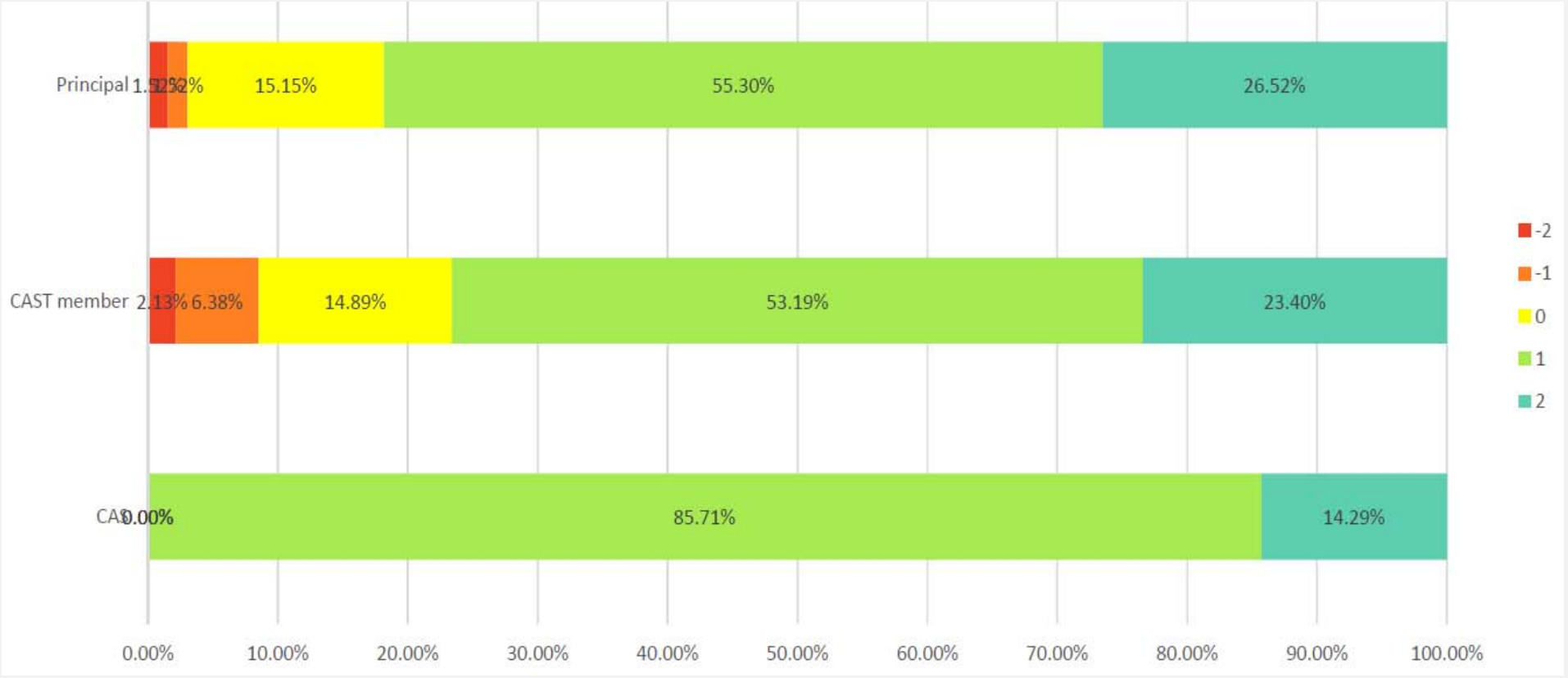
Midyear CAST Survey Spring 2016

Collaboration has improved in the system (i.e. among schools, complex-areas, and state offices) over the past year.

-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

My CAS communicates effectively with principals and CAST members regarding the implementation of the Six Priority Strategies.



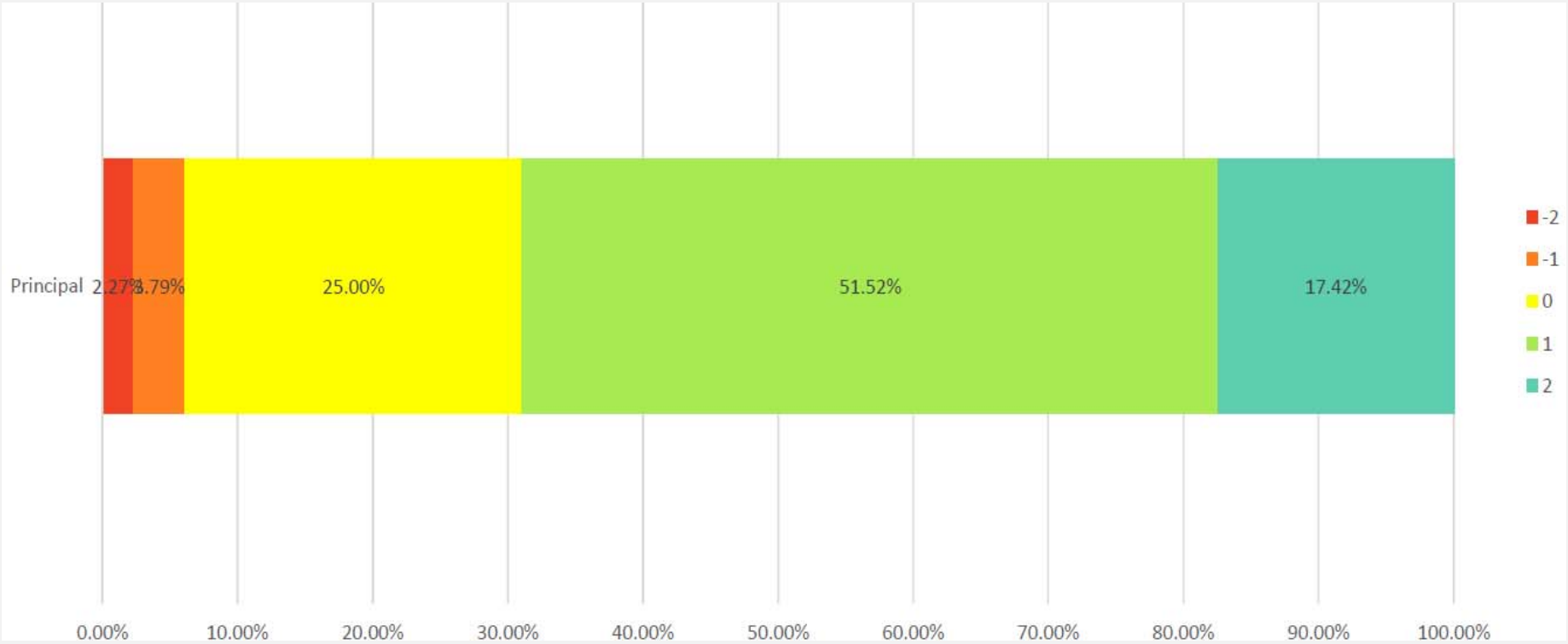
Midyear CAST Survey Spring 2016

CAST members communicate effectively with CASs regarding the implementation of the Six Priority Strategies.

-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

My voice is heard by my CAS, CAST members, and the State Support Team.



-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree

Midyear CAST Survey Spring 2016

I have the right balance of direction and flexibility needed to achieve the results of the Strategic Plan.

-2 = Strongly disagree; -1 = Disagree; 0 = Neutral; 1 = Agree; 2 = Strongly Agree