2023 Insight Data for

All

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
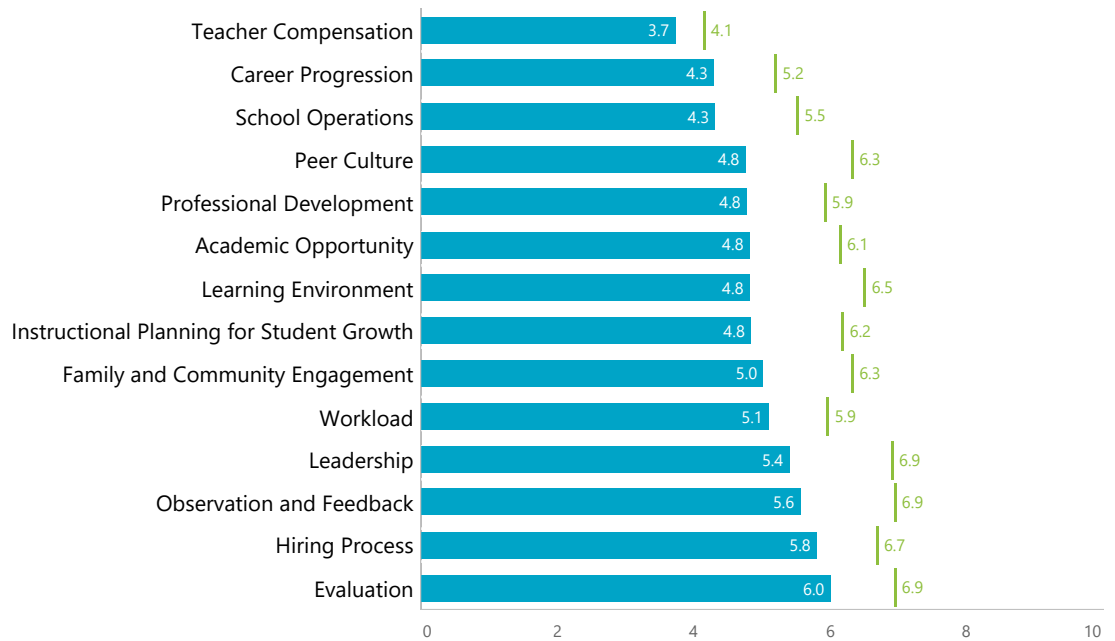
School Index Score	Index Percentile Rank
7.1	**50%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	3.9	3.7	3.7	4.1
Career Progression	4.8	4.3	4.3	5.2
School Operations	5.3	4.3	4.3	5.5
Peer Culture	5.3	4.8	4.8	6.3
Professional Development	5.0	4.8	4.8	5.9
Academic Opportunity	5.1	4.8	4.8	6.1
Learning Environment	5.6	4.8	4.9	6.5
Instructional Planning for Student Growth	4.5	4.8	4.8	6.2
Family and Community Engagement	5.6	5.0	5.1	6.3
Workload	5.6	5.1	5.1	5.9
Leadership	6.1	5.4	5.4	6.9
Observation and Feedback	5.7	5.6	5.6	6.9
Hiring Process	5.7	5.8	5.8	6.7
Evaluation	6.5	6.0	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	55%	52%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	65%	61%	61%	76%
	My school implements a rigorous academic curriculum.	67%	68%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	64%	61%	61%	72%
	Students at my school support their answers and explain their thinking.	51%	45%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	69%	62%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	69%	63%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	91%	90%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	71%	66%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	67%	62%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	34%	37%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	70%	64%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	48%	50%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	71%	77%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	62%	61%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	56%	54%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		55%	55%	69%
	Leaders at my school value my feedback.	67%	62%	62%	82%
	Leaders at my school work hard to retain effective teachers.	72%	62%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	74%	69%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	77%	70%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	77%	73%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	70%	64%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	52%	42%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	63%	55%	56%	79%
	My school is a good place to teach and learn.	78%	70%	71%	87%
	My school is fun and joyful.		59%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	79%	68%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	65%	57%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	59%	50%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	66%	63%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	59%	59%	59%	78%
	The time I spend collaborating with my colleagues is productive.	69%	69%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	51%	50%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	53%	48%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	45%	46%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	58%	58%	57%	64%
	My school is committed to improving my instructional practice.	75%	71%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		59%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	72%	70%	70%	83%
	I get enough feedback on my instructional practice.	77%	77%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	56%	52%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	74%	73%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	74%	73%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	60%	58%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	62%	57%	56%	65%
	Someone at my school is thinking about my career progression.	36%	31%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	49%	49%	49%	60%
	There are opportunities for me to advance at my school.	39%	36%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	77%	72%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	67%	62%	62%	80%
	My school encourages and helps families to support student learning at home.	76%	67%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		71%	71%	82%
	My school regularly seeks input from students' families.	65%	57%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	70%	75%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	96%	92%	92%	90%
	The hiring process was efficient.	78%	79%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	63%	65%	66%	79%
	Throughout the hiring process I had clear information about next steps.	73%	76%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	74%	64%	64%	81%
	My school building is clean and well maintained.	54%	45%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	78%	74%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	61%	49%	49%	58%
	Procedures at my school maximize the time students spend learning.	71%	62%	62%	83%
	When I need something at my school, I know who to ask.	83%	78%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	14%	16%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	44%	43%	43%	49%
	I understand the criteria that are used to determine my compensation.	49%	50%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	20%	18%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	35%	34%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	50%	47%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	36%	34%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	47%	38%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	58%	48%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	25%	20%	20%	26%
Put me in charge of something important	34%	27%	28%	34%
Provided me with access to additional resources for my classroom	46%	41%	42%	54%
Encouraged me to continue teaching at my school next year	48%	41%	42%	48%
Recognized my accomplishments publicly	34%	31%	32%	36%
Provided me with regular, positive feedback	60%	57%	57%	73%
None of the above	10%	14%	14%	7%

Retention

Teacher Plans for 2023

21% Plan to leave this year or next	79% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

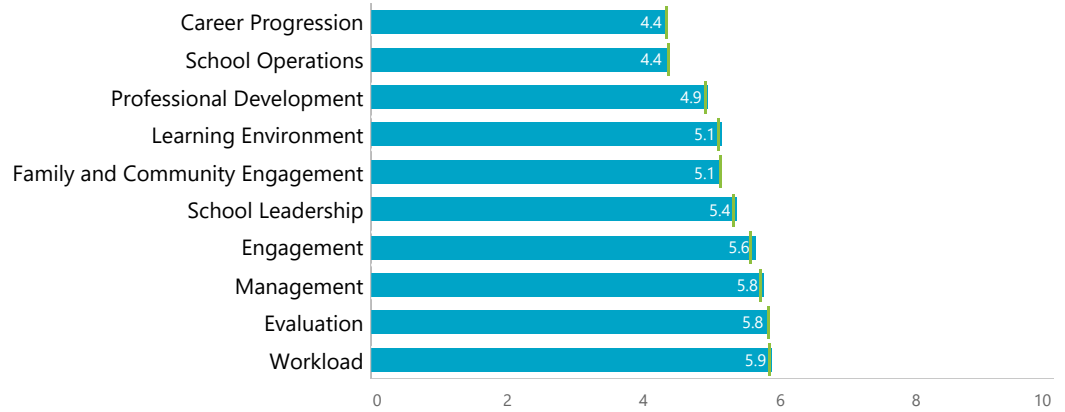|	
Personal reasons (not school related)	56 teachers
Dissatisfaction with student conduct at my school	30 teachers
Dissatisfaction with my school leadership/immediate supervisor	23 teachers
Dissatisfaction with financial compensation (salary and benefits)	19 teachers
Dissatisfaction with culture and learning environment at my school	13 teachers
Professional reason (not school related)	12 teachers
Lack of recognition/respect	11 teachers
Not enough discretion in classroom/curriculum decisions	9 teachers
I am being laid off, non-renewed, or bumped from my position	6 teachers
My commute is too long	5 teachers
Dissatisfaction with staff collegiality and collaboration at my school	4 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

|	
Ability to have a positive impact on student outcomes	128 teachers
Positive school culture and learning environment	114 teachers
Autonomy to make decisions about my classroom and curriculum	72 teachers
Staff collegiality and collaboration/relationships with staff	69 teachers
Relationships with students and families	58 teachers
I feel safe and supported bringing my authentic self to work	40 teachers
Inspiring school leadership	34 teachers
My school is in a convenient location; I have an easy commute	33 teachers
Financial compensation	24 teachers
Job security	24 teachers
I like the work schedule at my school	23 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Career Progression	4.4
School Operations	4.4
Professional Development	4.9
Learning Environment	5.1
Family and Community Engagement	5.1
School Leadership	5.4
Engagement	5.6
Management	5.8
Evaluation	5.8
Workload	5.9

	2023	Alachua Average	National Average
Career Progression	4.4	4.3	5.0
School Operations	4.4	4.3	5.0
Professional Development	4.9	4.9	5.0
Learning Environment	5.1	5.1	5.0
Family and Community Engagement	5.1	5.1	5.0
School Leadership	5.4	5.3	5.0
Engagement	5.6	5.5	5.0
Management	5.8	5.7	5.0
Evaluation	5.8	5.8	5.0
Workload	5.9	5.8	5.0

Support Staff Plans for 2023
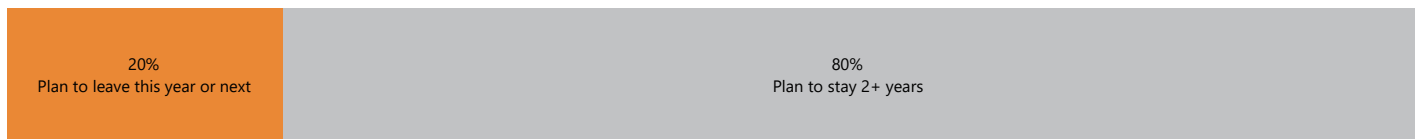
20% Plan to leave this year or next	80% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Personal reasons (not school related)	36 Support Staff
Professional reason (not school related)	17 Support Staff
Dissatisfaction with my school leadership	13 Support Staff
Dissatisfaction with financial compensation (salary and benefits)	11 Support Staff
Dissatisfaction with student conduct at my school	9 Support Staff
My workload is too great	6 Support Staff
Insufficient opportunities to earn a promotion	4 Support Staff
Dissatisfaction with staff collegiality and collaboration at my school	3 Support Staff
Taking a promotion or a role with more responsibilities within the district	3 Support Staff
Lack of recognition/respect	3 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	102 Support Staff
I like the work schedule at my school	37 Support Staff
Positive school culture and learning environment	36 Support Staff
Relationships with students and families	32 Support Staff
Staff collegiality and collaboration/relationships with staff	32 Support Staff
Retirement benefits	27 Support Staff
Inspiring school leadership	26 Support Staff
Job security	24 Support Staff
My school is in a convenient location; I have an easy commute	19 Support Staff
Opportunities for advancement or career	14 Support Staff

Survey Items from the Support Staff Survey

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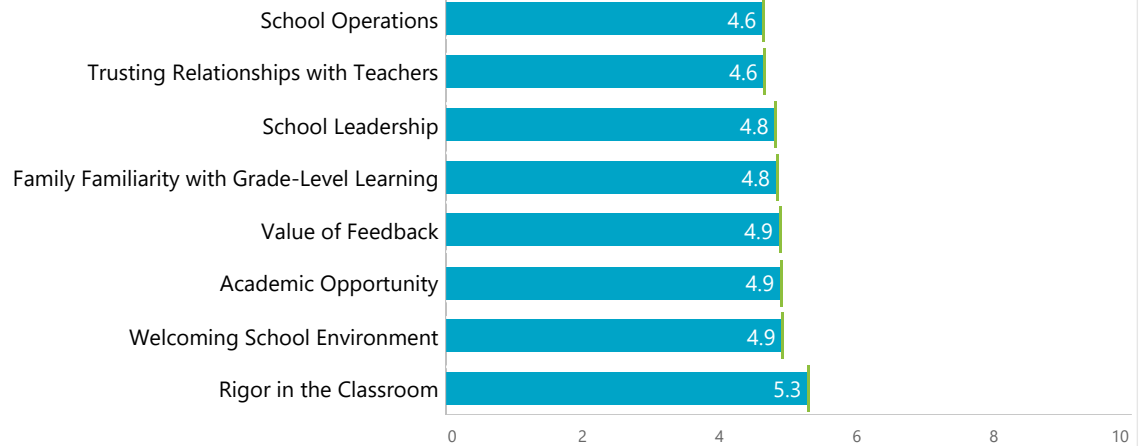
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	56%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	60%	59%	68%
	My school is a good place to teach and learn.	74%	73%	79%
	My school is fun and joyful.	68%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	74%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	63%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	78%	78%	81%
Management	My manager actively supports my growth and development.*	73%	73%	
	My manager provides me with regular, actionable feedback.	71%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	73%	72%	
	The expectations for my role are clearly defined.	77%	76%	72%
	When I get feedback, I receive support to implement those changes.	73%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	59%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	53%	53%	61%
	There are opportunities for professional growth in my role.	58%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	59%	59%	60%
	Leaders at my school value my feedback.	67%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	67%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	74%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	72%	71%	72%

Survey Items from the Support Staff Survey

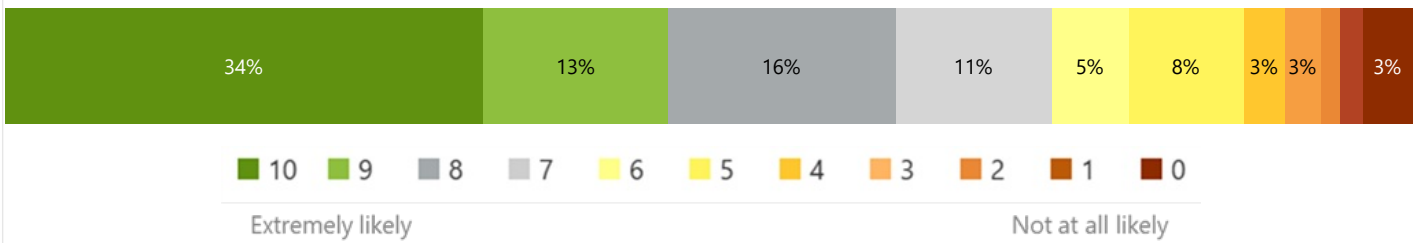|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	55%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	41%	41%	43%
	There are opportunities for me to advance at my school or within the district.	51%	51%	51%
Engagement	I am compensated fairly for the work that I do.	34%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	86%	85%	83%
	My day-to-day work makes good use of my strengths.	82%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	71%	70%	66%
	I know the criteria that will be used to evaluate my performance.	77%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	61%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	66%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	78%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	66%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	73%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	72%	72%	72%
	My school encourages and helps families to support student learning at home.	75%	74%	77%
	My school has established systems that ensure families are well informed about the school.	75%	75%	79%
	My school regularly seeks input from students' families.	64%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	64%	64%	72%
	My school building is clean and well maintained.	52%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	78%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	54%	55%	77%
	Procedures at my school maximize the time students spend learning.	67%	67%	76%
	When I need something at my school, I know who to ask.	83%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	70%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	72%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	74%	74%	65%
	Over the long term, my workload is sustainable.	71%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
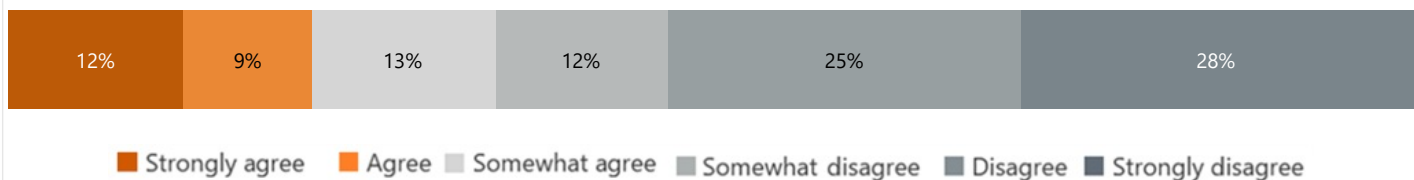
Domain	Score
School Operations	4.6
Trusting Relationships with Teachers	4.6
School Leadership	4.8
Family Familiarity with Grade-Level Learning	4.8
Value of Feedback	4.9
Academic Opportunity	4.9
Welcoming School Environment	4.9
Rigor in the Classroom	5.3

	2023	Alachua Average	National Average
School Operations	4.6	4.6	5.0
Trusting Relationships with Teachers	4.6	4.6	5.0
School Leadership	4.8	4.8	5.0
Family Familiarity with Grade-Level Learning	4.8	4.8	5.0
Value of Feedback	4.9	4.9	5.0
Academic Opportunity	4.9	4.9	5.0
Welcoming School Environment	4.9	4.9	5.0
Rigor in the Classroom	5.3	5.3	5.0

How likely are you to recommend this school to other families?

34%	13%	16%	11%	5%	8%	3%	3%	3%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

12%	9%	13%	12%	25%	28%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	63%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	61%	61%	68%
	My child's teachers challenge my child to do their best work.	71%	71%	75%
	The work my child completes for school is challenging enough for my child.	70%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	59%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	56%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	66%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	69%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	79%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	79%	79%	79%
	My child's assignments usually include reading.	80%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	59%	59%	69%
	My child's school is focused on the right priorities.	62%	62%	68%
	School leaders care about my child's success.	67%	67%	72%
	School leaders follow through on programs and initiatives.	68%	68%	71%
School Operations	I receive timely communications from my child's school.	72%	72%	77%
	My child's school is clean and well maintained.	63%	63%	87%
	My child's school keeps me informed of school initiatives.	71%	71%	81%
	My child's school schedules events at times that are convenient.	70%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	51%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	55%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	53%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	59%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	57%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	50%	50%	61%
	Leaders at my child's school value my feedback.	58%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	65%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	73%	73%	74%
	My child enjoys going to school.	68%	68%	72%
	My child's school is a safe place.	62%	62%	77%
	My child's school is fun and joyful.*	59%	59%	

Appendix
Explains the methodology used throughout this Insight Dashboard

Index Scores
Index scores summarize teachers' agreement to three questions that, taken together, summarize a school's overall instructional culture—which matters for improving student outcomes and retaining effective teachers. Index scores are calculated based on the percentage of teachers who agree or strongly agree with the following statements and reported on a scale of 1-10:

-The expectations for effective teaching are clearly defined at my school.
-Teachers at my school share a common vision of what effective teaching looks like in practice.
-My school is committed to improving my instructional practice.

The Index Percentile Rank is based on a ranked order of school Index scores within Alachua County Schools, where 0% indicates the school with the lowest Index score and 100% indicates the school with the highest Index score.

School Quartiles
Throughout this dashboard, you'll see comparisons to "Top Quartile Schools." These are schools with Index Scores in the top 25% of Alachua County Schools in the year selected. These schools' Index Scores suggest that they may be using best practices in instructional leadership. Mouse over the Instructional Culture Index chart on the Retention and Index tab to see your school's Index percentile.

National Benchmarks
Throughout this dashboard, you'll see comparisons to National Average and National Top Quartile schools, which are calculated from our national dataset of over 2000 schools. The National Top Quartile is based on schools with Index Scores in the top 25% of our national database; these schools' Index Scores suggest that they may be using best practices in instructional leadership. National benchmarks may not be available for new survey questions.

Domain Scores
Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback on these topics and are based on the average ratings of Likert items in that domain. When we report on individual questions, we usually share the percentage of respondents who agree or strongly agree. Because domain scores consider the full answer scale, they also capture the strength of agreement or disagreement with statements in that domain. We summarize the average ratings and then place the calculation on a 0–10 scale. For each domain, a score of 5 represents the national average for the domain. A score of 7 is one standard deviation above average; a score of 3 is one standard deviation below average.

Survey Notes
· *Survey items with an asterisk are not included in the domain score for that domain
· **Survey items with a double asterisk are reverse-coded because for these items lower agreement is a better result

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2023 Insight Data for

A. Quinn Jones Center

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
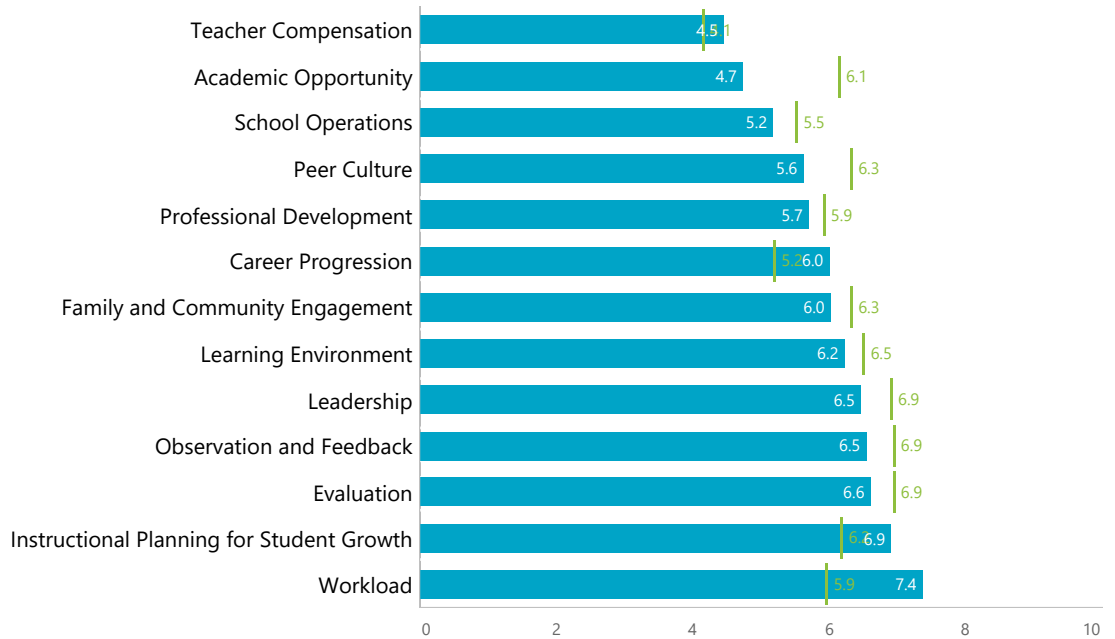
School Index Score

8.0

Index Percentile Rank

74%

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	3.9	4.5	3.7	4.1
Academic Opportunity	4.1	4.7	4.8	6.1
School Operations	6.5	5.2	4.3	5.5
Peer Culture	6.6	5.6	4.8	6.3
Professional Development	7.3	5.7	4.8	5.9
Career Progression	7.2	6.0	4.3	5.2
Family and Community Engagement	6.5	6.0	5.1	6.3
Learning Environment	7.2	6.2	4.9	6.5
Leadership	5.7	6.5	5.4	6.9
Observation and Feedback	6.9	6.5	5.6	6.9
Evaluation	6.6	6.6	6.0	6.9
Instructional Planning for Student Growth	6.0	6.9	4.8	6.2
Workload	8.8	7.4	5.1	5.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	13%	67%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	63%	67%	61%	76%
	My school implements a rigorous academic curriculum.	50%	67%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	88%	50%	61%	72%
	Students at my school support their answers and explain their thinking.	13%	33%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	63%	67%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	75%	73%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	87%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	75%	93%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	75%	80%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	25%	60%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	100%	93%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	75%	60%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	88%	80%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	100%	79%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	88%	87%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		73%	55%	69%
	Leaders at my school value my feedback.	67%	80%	62%	82%
	Leaders at my school work hard to retain effective teachers.	78%	73%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	78%	80%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	56%	93%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	100%	80%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	56%	73%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	100%	80%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	50%	50%	56%	79%
	My school is a good place to teach and learn.	88%	67%	71%	87%
	My school is fun and joyful.		60%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	100%	80%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	100%	87%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	88%	73%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	75%	73%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	100%	67%	59%	78%
	The time I spend collaborating with my colleagues is productive.	100%	80%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	25%	67%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	80%	53%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	60%	53%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	80%	80%	57%	64%
	My school is committed to improving my instructional practice.	90%	87%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		80%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	88%	79%	70%	83%
	I get enough feedback on my instructional practice.	88%	87%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	75%	67%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	100%	93%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	88%	80%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	75%	73%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	88%	73%	56%	65%
	Someone at my school is thinking about my career progression.	50%	53%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	75%	53%	49%	60%
	There are opportunities for me to advance at my school.	50%	67%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	88%	80%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	100%	93%	62%	80%
	My school encourages and helps families to support student learning at home.	88%	80%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		80%	71%	82%
	My school regularly seeks input from students' families.	88%	80%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.				
	I applied for a position at this school rather than being 'placed' here.				
	The hiring process was efficient.				
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.				
	Throughout the hiring process I had clear information about next steps.				
School Operations	Day-to-day operations for my school run smoothly.	75%	60%	64%	81%
	My school building is clean and well maintained.	88%	80%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	88%	73%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	63%	67%	49%	58%
	Procedures at my school maximize the time students spend learning.	63%	60%	62%	83%
	When I need something at my school, I know who to ask.	100%	73%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	13%	27%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	38%	33%	43%	49%
	I understand the criteria that are used to determine my compensation.	25%	60%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	25%	20%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	88%	67%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	100%	80%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	100%	60%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	75%	60%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	100%	73%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention		2021	2023	Alachua Average	Alachua Top Quartile
	Identified opportunities for me to pursue teacher leadership roles	38%	40%	20%	26%
	Put me in charge of something important	25%	53%	28%	34%
	Provided me with access to additional resources for my classroom	50%	47%	42%	54%
	Encouraged me to continue teaching at my school next year	38%	47%	42%	48%
	Recognized my accomplishments publicly	63%	67%	32%	36%
	Provided me with regular, positive feedback	38%	73%	57%	73%
	None of the above	0%	7%	14%	7%

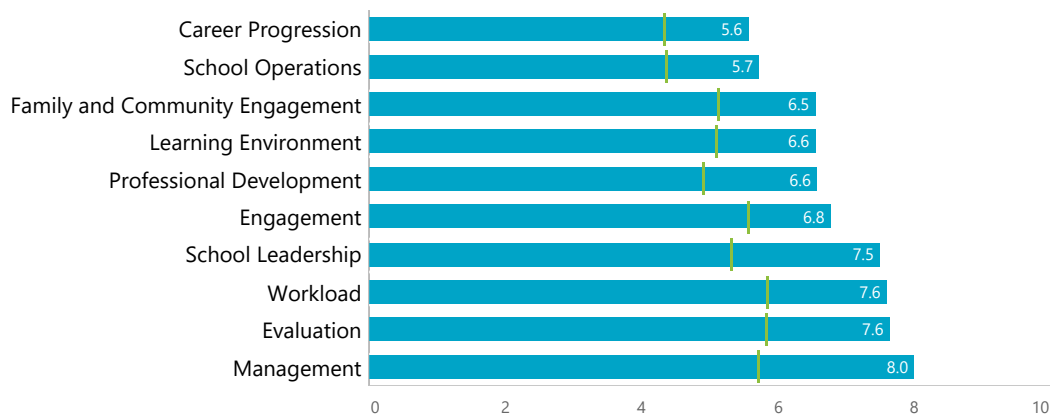## Teacher Plans for 2023
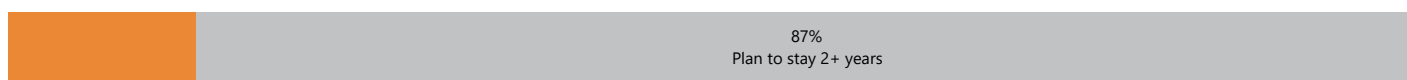
87%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

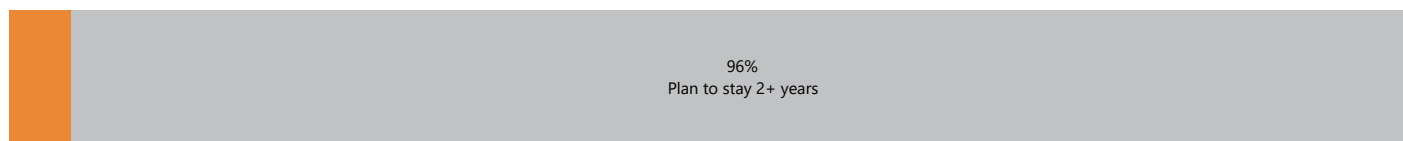|	
Ability to have a positive impact on student outcomes	4 teachers
Positive school culture and learning environment	2 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
I like the work schedule at my school	1 teachers
Job security	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Career Progression	5.6
School Operations	5.7
Family and Community Engagement	6.5
Learning Environment	6.6
Professional Development	6.6
Engagement	6.8
School Leadership	7.5
Workload	7.6
Evaluation	7.6
Management	8.0

	2023	Alachua Average	National Average
Career Progression	5.6	4.3	5.0
School Operations	5.7	4.3	5.0
Family and Community Engagement	6.5	5.1	5.0
Learning Environment	6.6	5.1	5.0
Professional Development	6.6	4.9	5.0
Engagement	6.8	5.5	5.0
School Leadership	7.5	5.3	5.0
Workload	7.6	5.8	5.0
Evaluation	7.6	5.8	5.0
Management	8.0	5.7	5.0

Support Staff Plans for 2023

96%
Plan to stay 2+ years

Top Reasons for Planning to Leave

for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay

for Support Staff planning to stay for three or more years

Reason	Count
Ability to have a positive impact on student outcomes	7 Support Staff
Positive school culture and learning environment	3 Support Staff
Inspiring school leadership	2 Support Staff
Staff collegiality and collaboration/relationships with staff	2 Support Staff
Financial compensation	1 Support Staff
I feel safe and supported bringing my authentic self to work	1 Support Staff
My school is in a convenient location; I have an easy commute	1 Support Staff
Opportunities for advancement or career progression	1 Support Staff
Relationships with students and families	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	82%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	68%	59%	68%
	My school is a good place to teach and learn.	82%	73%	79%
	My school is fun and joyful.	86%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	91%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	82%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	95%	78%	81%
Management	My manager actively supports my growth and development.*	86%	73%	
	My manager provides me with regular, actionable feedback.	91%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	86%	72%	
	The expectations for my role are clearly defined.	95%	76%	72%
	When I get feedback, I receive support to implement those changes.	95%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	73%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	74%	53%	61%
	There are opportunities for professional growth in my role.	78%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	81%	59%	60%
	Leaders at my school value my feedback.	86%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	87%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	90%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	91%	71%	72%

Survey Items from the Support Staff Survey

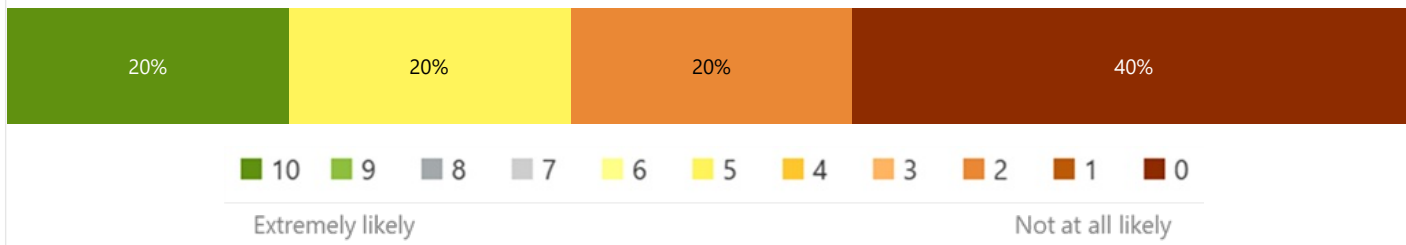|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	77%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	62%	41%	43%
	There are opportunities for me to advance at my school or within the district.	71%	51%	51%
Engagement	I am compensated fairly for the work that I do.	55%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	91%	85%	83%
	My day-to-day work makes good use of my strengths.	86%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	95%	70%	66%
	I know the criteria that will be used to evaluate my performance.	95%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	82%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	86%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	100%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	82%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	95%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	91%	72%	72%
	My school encourages and helps families to support student learning at home.	86%	74%	77%
	My school has established systems that ensure families are well informed about the school.	87%	75%	79%
	My school regularly seeks input from students' families.	73%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	59%	64%	72%
	My school building is clean and well maintained.	81%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	90%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	62%	55%	77%
	Procedures at my school maximize the time students spend learning.	86%	67%	76%
	When I need something at my school, I know who to ask.	89%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	91%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	86%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	95%	74%	65%
	Over the long term, my workload is sustainable.	96%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
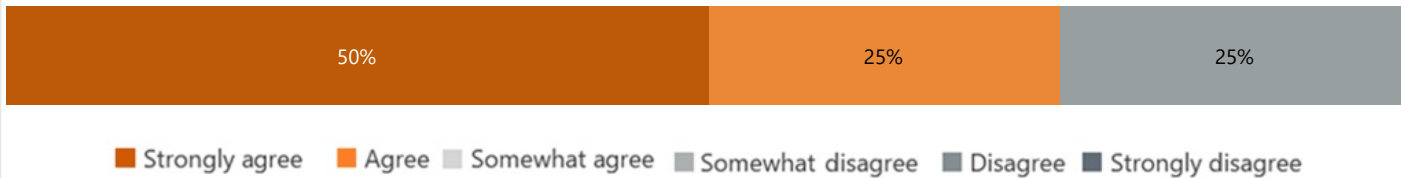
Domain	Score
Trusting Relationships with Teachers	2.2
Welcoming School Environment	2.6
School Operations	3.1
Value of Feedback	3.3
Academic Opportunity	3.3
School Leadership	3.6

	2023	Alachua Average	National Average
Trusting Relationships with Teachers	2.2	4.6	5.0
Welcoming School Environment	2.6	4.9	5.0
		4.8	5.0
School Operations	3.1	4.6	5.0
Value of Feedback	3.3	4.9	5.0
		4.9	5.0
Academic Opportunity	3.3	5.3	5.0
School Leadership	3.6	4.8	5.0

How likely are you to recommend this school to other families?

20%	20%	20%	40%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

50%	25%	25%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey
Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	80%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	40%	61%	68%
	My child's teachers challenge my child to do their best work.	60%	71%	75%
	The work my child completes for school is challenging enough for my child.	40%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.		59%	68%
	My child's school has let me know what my child should be working on to continue to progress..		56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..		66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).		69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.		79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..		79%	79%
	My child's assignments usually include reading.		80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	50%	59%	69%
	My child's school is focused on the right priorities.		62%	68%
	School leaders care about my child's success.	50%	67%	72%
	School leaders follow through on programs and initiatives.		68%	71%
School Operations	I receive timely communications from my child's school.	50%	72%	77%
	My child's school is clean and well maintained.	100%	63%	87%
	My child's school keeps me informed of school initiatives.		71%	81%
	My child's school schedules events at times that are convenient.	75%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	50%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	25%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	25%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	50%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	50%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	50%	50%	61%
	Leaders at my child's school value my feedback.	50%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	50%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	60%	73%	74%
	My child enjoys going to school.	20%	68%	72%
	My child's school is a safe place.	60%	62%	77%
	My child's school is fun and joyful.*	40%	59%	

2023 Insight Data for

Alachua Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
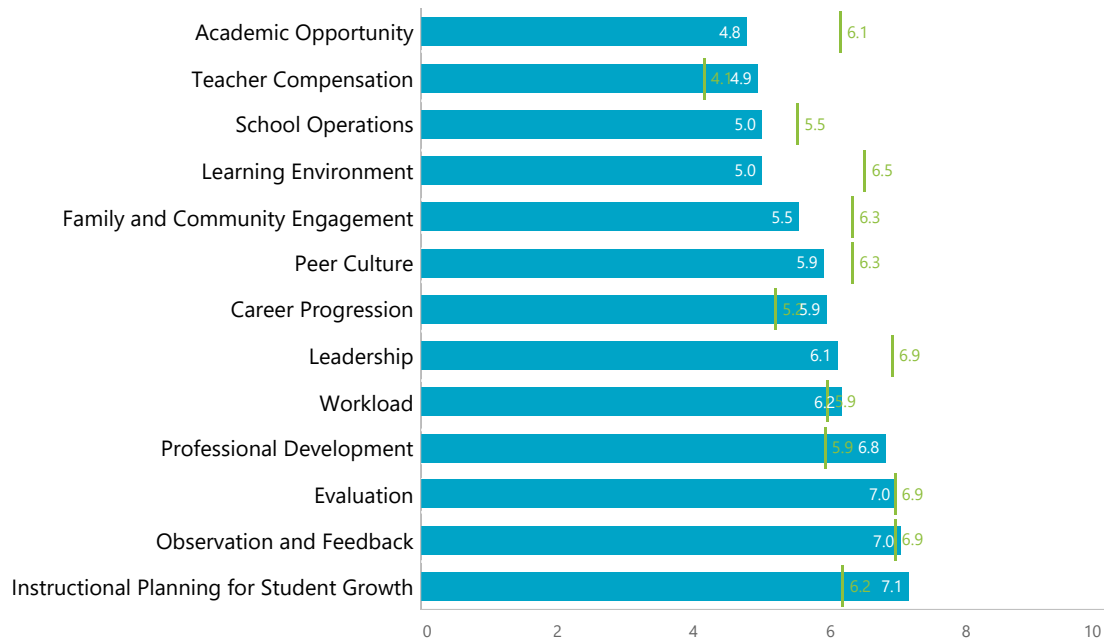
School Index Score	Index Percentile Rank
8.4	**86%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Hiring Process	5.9		4.8	6.1
Academic Opportunity	3.8	4.8	3.7	4.1
Teacher Compensation	3.7	4.9	4.3	5.5
School Operations	4.3	5.0	4.9	6.5
Learning Environment	1.7	5.0	5.1	6.3
Family and Community Engagement	4.5	5.5	4.8	6.3
Peer Culture	5.6	5.9	4.3	5.2
Career Progression	3.3	5.9	5.4	6.9
Leadership	4.1	6.1	5.1	5.9
Workload	4.4	6.2	4.8	5.9
Professional Development	3.8	6.8	6.0	6.9
Evaluation	5.2	7.0	5.6	6.9
Observation and Feedback	4.4	7.0	4.8	6.2
Instructional Planning for Student Growth	3.3	7.1		

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	33%	67%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	45%	56%	61%	76%
	My school implements a rigorous academic curriculum.	92%	78%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	58%	67%	61%	72%
	Students at my school support their answers and explain their thinking.	33%	22%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	50%	56%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	64%	78%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	93%	89%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	57%	89%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	64%	89%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	21%	70%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	50%	80%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	50%	100%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	71%	90%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	36%	100%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	64%	80%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		60%	55%	69%
	Leaders at my school value my feedback.	50%	70%	62%	82%
	Leaders at my school work hard to retain effective teachers.	54%	80%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	62%	80%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	62%	80%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	64%	90%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	33%	70%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	15%	44%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	15%	60%	56%	79%
	My school is a good place to teach and learn.	38%	70%	71%	87%
	My school is fun and joyful.		60%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	31%	89%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	15%	60%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	8%	50%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	77%	78%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	46%	67%	59%	78%
	The time I spend collaborating with my colleagues is productive.	92%	89%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	54%	75%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	38%	80%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	31%	70%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	46%	80%	57%	64%
	My school is committed to improving my instructional practice.	62%	90%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		80%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	54%	89%	70%	83%
	I get enough feedback on my instructional practice.	54%	89%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	54%	78%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	54%	88%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	54%	89%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	31%	67%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	54%	67%	56%	65%
	Someone at my school is thinking about my career progression.	33%	63%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	33%	75%	49%	60%
	There are opportunities for me to advance at my school.	23%	63%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	77%	100%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	54%	67%	62%	80%
	My school encourages and helps families to support student learning at home.	46%	67%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		78%	71%	82%
	My school regularly seeks input from students' families.	62%	67%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	60%			
	I applied for a position at this school rather than being 'placed' here.	80%			
	The hiring process was efficient.	80%			
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	60%			
	Throughout the hiring process I had clear information about next steps.	80%			
School Operations	Day-to-day operations for my school run smoothly.	62%	44%	64%	81%
	My school building is clean and well maintained.	69%	56%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	77%	89%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	46%	78%	49%	58%
	Procedures at my school maximize the time students spend learning.	77%	78%	62%	83%
	When I need something at my school, I know who to ask.	69%	100%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	31%	33%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	46%	44%	43%	49%
	I understand the criteria that are used to determine my compensation.	54%	67%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	25%	22%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	38%	56%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	54%	67%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	46%	56%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	25%	56%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	27%	56%	48%	63%

Retention Strategies from the Teacher Survey

Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention		2021	2023	Alachua Average	Alachua Top Quartile
	Identified opportunities for me to pursue teacher leadership roles	17%	33%	20%	26%
	Put me in charge of something important	42%	56%	28%	34%
	Provided me with access to additional resources for my classroom	50%	67%	42%	54%
	Encouraged me to continue teaching at my school next year	50%	56%	42%	48%
	Recognized my accomplishments publicly	58%	33%	32%	36%
	Provided me with regular, positive feedback	50%	78%	57%	73%
	None of the above	17%	0%	14%	7%

Teacher Plans for 2023

33% Plan to leave this year or next	67% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
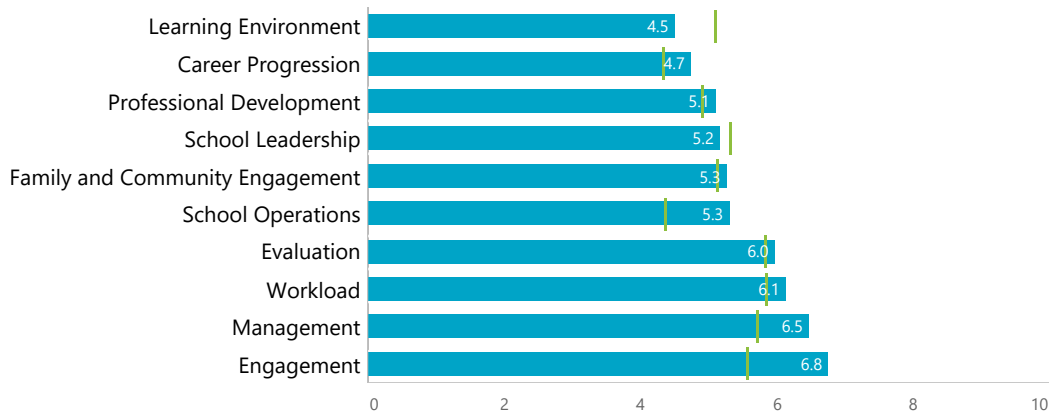for teachers planning to stay for three or more years

Inspiring school leadership	2 teachers
Ability to have a positive impact on student outcomes	1 teachers
Instructional support/opportunity to improve my teaching practice	1 teachers
Opportunities for advancement or career progression	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

	2023	Alachua Average	National Average
Learning Environment	4.5	5.1	5.0
Career Progression	4.7	4.3	5.0
Professional Development	5.1	4.9	5.0
School Leadership	5.2	5.3	5.0
Family and Community Engagement	5.3	5.1	5.0
School Operations	5.3	4.3	5.0
Evaluation	6.0	5.8	5.0
Workload	6.1	5.8	5.0
Management	6.5	5.7	5.0
Engagement	6.8	5.5	5.0

Support Staff Plans for 2023

43% Plan to leave this year or next	57% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Personal reasons (not school related)	3 Support Staff
Professional reason (not school related)	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	3 Support Staff
My school is in a convenient location; I have an easy commute	1 Support Staff
Opportunities for advancement or career progression	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
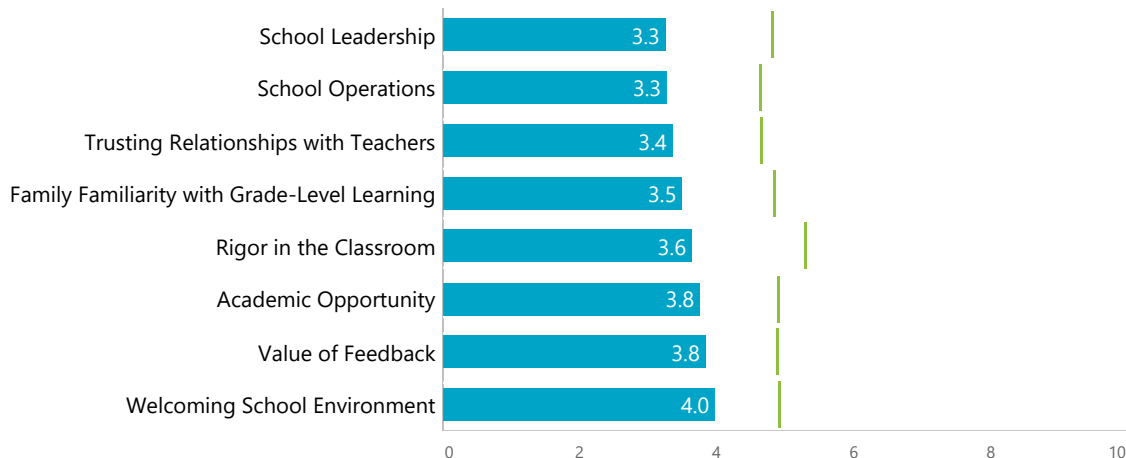
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	38%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	46%	59%	68%
	My school is a good place to teach and learn.	69%	73%	79%
	My school is fun and joyful.	71%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	62%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	36%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	77%	78%	81%
Management	My manager actively supports my growth and development.*	71%	73%	
	My manager provides me with regular, actionable feedback.	71%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	64%	72%	
	The expectations for my role are clearly defined.	92%	76%	72%
	When I get feedback, I receive support to implement those changes.	54%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	54%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	54%	53%	61%
	There are opportunities for professional growth in my role.	54%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	62%	59%	60%
	Leaders at my school value my feedback.	62%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	69%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	69%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	69%	71%	72%

Survey Items from the Support Staff Survey

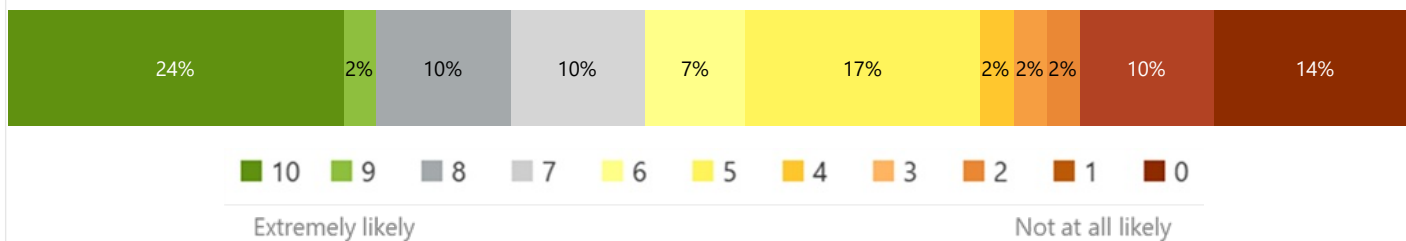|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	71%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	50%	41%	43%
	There are opportunities for me to advance at my school or within the district.	43%	51%	51%
Engagement	I am compensated fairly for the work that I do.	57%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	79%	85%	83%
	My day-to-day work makes good use of my strengths.	85%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	67%	70%	66%
	I know the criteria that will be used to evaluate my performance.	75%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	58%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	58%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	67%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	67%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	75%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	67%	72%	72%
	My school encourages and helps families to support student learning at home.	67%	74%	77%
	My school has established systems that ensure families are well informed about the school.	67%	75%	79%
	My school regularly seeks input from students' families.	50%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	50%	64%	72%
	My school building is clean and well maintained.	71%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	77%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	69%	55%	77%
	Procedures at my school maximize the time students spend learning.	62%	67%	76%
	When I need something at my school, I know who to ask.	100%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	71%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	77%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	69%	74%	65%
	Over the long term, my workload is sustainable.	57%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
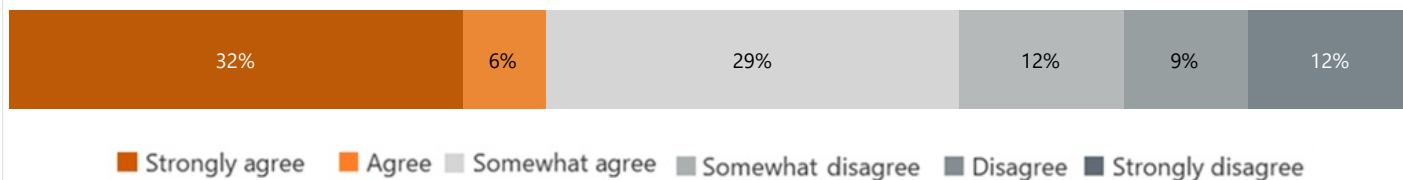
Domain	Score
School Leadership	3.3
School Operations	3.3
Trusting Relationships with Teachers	3.4
Family Familiarity with Grade-Level Learning	3.5
Rigor in the Classroom	3.6
Academic Opportunity	3.8
Value of Feedback	3.8
Welcoming School Environment	4.0

	2023	Alachua Average	National Average
School Leadership	3.3	4.8	5.0
School Operations	3.3	4.6	5.0
Trusting Relationships with Teachers	3.4	4.6	5.0
Family Familiarity with Grade-Level Learning	3.5	4.8	5.0
Rigor in the Classroom	3.6	5.3	5.0
Academic Opportunity	3.8	4.9	5.0
Value of Feedback	3.8	4.9	5.0
Welcoming School Environment	4.0	4.9	5.0

How likely are you to recommend this school to other families?

24%	2%	10%	10%	7%	17%	2%	2%	2%	10%	14%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

32%	6%	29%	12%	9%	12%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	38%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	38%	61%	68%
	My child's teachers challenge my child to do their best work.	62%	71%	75%
	The work my child completes for school is challenging enough for my child.	63%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	36%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	40%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	49%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	40%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	66%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	69%	79%	79%
	My child's assignments usually include reading.	64%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	33%	59%	69%
	My child's school is focused on the right priorities.	35%	62%	68%
	School leaders care about my child's success.	42%	67%	72%
	School leaders follow through on programs and initiatives.	46%	68%	71%
School Operations	I receive timely communications from my child's school.	48%	72%	77%
	My child's school is clean and well maintained.	43%	63%	87%
	My child's school keeps me informed of school initiatives.	47%	71%	81%
	My child's school schedules events at times that are convenient.	55%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	44%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	25%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	36%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	39%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	45%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	36%	50%	61%
	Leaders at my child's school value my feedback.	49%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	53%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	56%	73%	74%
	My child enjoys going to school.	45%	68%	72%
	My child's school is a safe place.	67%	62%	77%
	My child's school is fun and joyful.*	59%	59%	

2023 Insight Data for

Archer Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
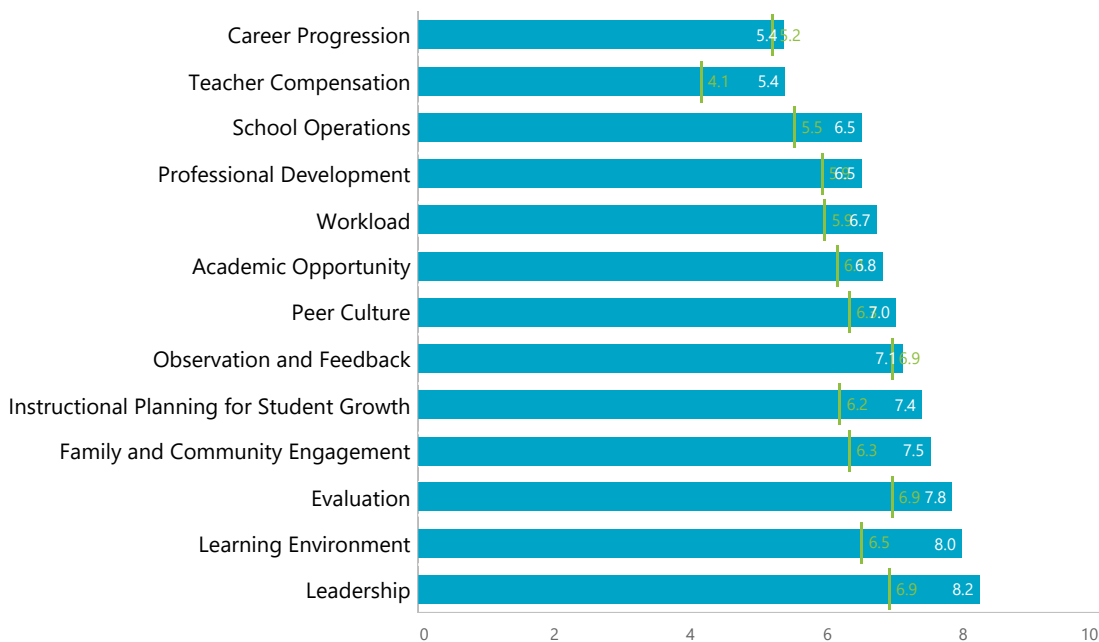
School Index Score	Index Percentile Rank
8.9	**94%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	5.8	5.4	4.3	5.2
Teacher Compensation	3.1	5.4	3.7	4.1
School Operations	6.2	6.5	4.3	5.5
Professional Development	5.3	6.5	4.8	5.9
Workload	5.0	6.7	5.1	5.9
Academic Opportunity	5.6	6.8	4.8	6.1
Peer Culture	6.2	7.0	4.8	6.3
Observation and Feedback	6.3	7.1	5.6	6.9
Instructional Planning for Student Growth	4.9	7.4	4.8	6.2
Family and Community Engagement	6.5	7.5	5.1	6.3
Evaluation	7.5	7.8	6.0	6.9
Learning Environment	7.1	8.0	4.9	6.5
Leadership	7.2	8.2	5.4	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	55%	70%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	65%	90%	61%	76%
	My school implements a rigorous academic curriculum.	65%	80%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	71%	80%	61%	72%
	Students at my school support their answers and explain their thinking.	62%	75%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	89%	78%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	85%	83%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	100%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	90%	94%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	75%	78%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	27%	72%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	76%	95%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	57%	74%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	67%	95%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	71%	84%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	57%	89%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		81%	55%	69%
	Leaders at my school value my feedback.	89%	95%	62%	82%
	Leaders at my school work hard to retain effective teachers.	95%	95%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	84%	95%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	90%	95%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	89%	95%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	84%	90%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	70%	75%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	86%	95%	56%	79%
	My school is a good place to teach and learn.	90%	95%	71%	87%
	My school is fun and joyful.		95%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	90%	95%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	90%	85%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	76%	85%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	71%	85%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	71%	80%	59%	78%
	The time I spend collaborating with my colleagues is productive.	81%	80%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	71%	75%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	70%	74%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	45%	47%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	45%	74%	57%	64%
	My school is committed to improving my instructional practice.	86%	89%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		84%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	85%	80%	70%	83%
	I get enough feedback on my instructional practice.	80%	95%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	60%	60%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	75%	90%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	89%	90%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	84%	75%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	74%	72%	56%	65%
	Someone at my school is thinking about my career progression.	39%	22%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	47%	72%	49%	60%
	There are opportunities for me to advance at my school.	56%	44%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	80%	83%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	84%	89%	62%	80%
	My school encourages and helps families to support student learning at home.	85%	94%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		94%	71%	82%
	My school regularly seeks input from students' families.	79%	83%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.				
	I applied for a position at this school rather than being 'placed' here.				
	The hiring process was efficient.				
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.				
	Throughout the hiring process I had clear information about next steps.				
School Operations	Day-to-day operations for my school run smoothly.	84%	94%	64%	81%
	My school building is clean and well maintained.	70%	44%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	85%	100%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	55%	61%	49%	58%
	Procedures at my school maximize the time students spend learning.	80%	94%	62%	83%
	When I need something at my school, I know who to ask.	84%	83%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	5%	33%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	30%	44%	43%	49%
	I understand the criteria that are used to determine my compensation.	50%	67%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	11%	22%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	30%	44%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	45%	61%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	40%	33%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	42%	35%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	53%	59%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	35%	33%	20%	26%
Put me in charge of something important	55%	44%	28%	34%
Provided me with access to additional resources for my classroom	50%	61%	42%	54%
Encouraged me to continue teaching at my school next year	65%	61%	42%	48%
Recognized my accomplishments publicly	45%	39%	32%	36%
Provided me with regular, positive feedback	60%	89%	57%	73%
None of the above	5%	6%	14%	7%

Retention

Teacher Plans for 2023

26% Plan to leave this year or next	74% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year
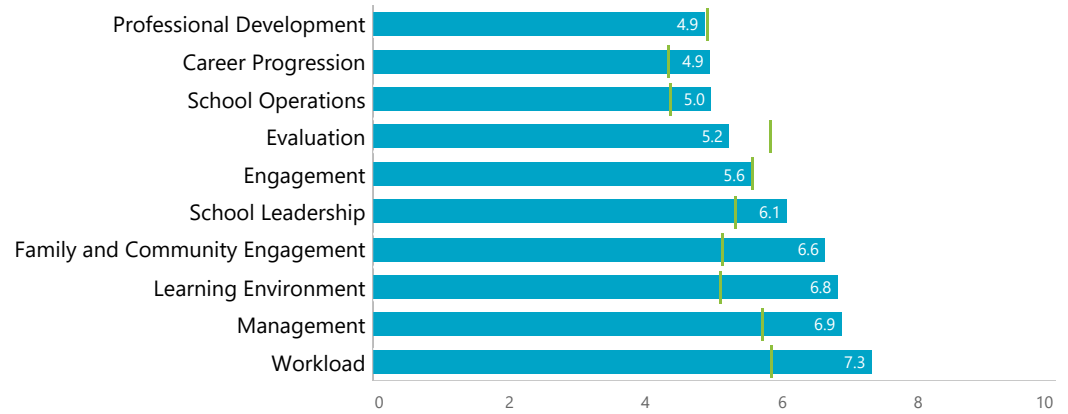
Personal reasons (not school related)	4 teachers
Dissatisfaction with culture and learning environment at my school	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

|	
Positive school culture and learning environment	4 teachers
I feel safe and supported bringing my authentic self to work	3 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
Inspiring school leadership	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Professional Development	4.9
Career Progression	4.9
School Operations	5.0
Evaluation	5.2
Engagement	5.6
School Leadership	6.1
Family and Community Engagement	6.6
Learning Environment	6.8
Management	6.9
Workload	7.3

	2023	Alachua Average	National Average
Professional Development	4.9	4.9	5.0
Career Progression	4.9	4.3	5.0
School Operations	5.0	4.3	5.0
Evaluation	5.2	5.8	5.0
Engagement	5.6	5.5	5.0
School Leadership	6.1	5.3	5.0
Family and Community Engagement	6.6	5.1	5.0
Learning Environment	6.8	5.1	5.0
Management	6.9	5.7	5.0
Workload	7.3	5.8	5.0

Support Staff Plans for 2023
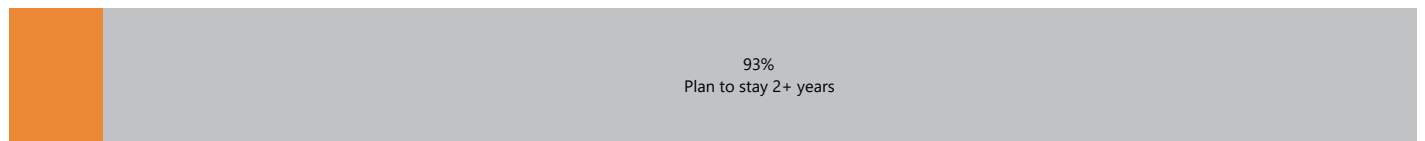
93%
Plan to stay 2+ years

Top Reasons for Planning to Leave

for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay

for Support Staff planning to stay for three or more years

I like the work schedule at my school	3 Support Staff
Retirement benefits	3 Support Staff
Positive school culture and learning environment	2 Support Staff
Ability to have a positive impact on student outcomes	1 Support Staff
Inspiring immediate supervisor	1 Support Staff
Inspiring school leadership	1 Support Staff
Job security	1 Support Staff
Relationships with students and families	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
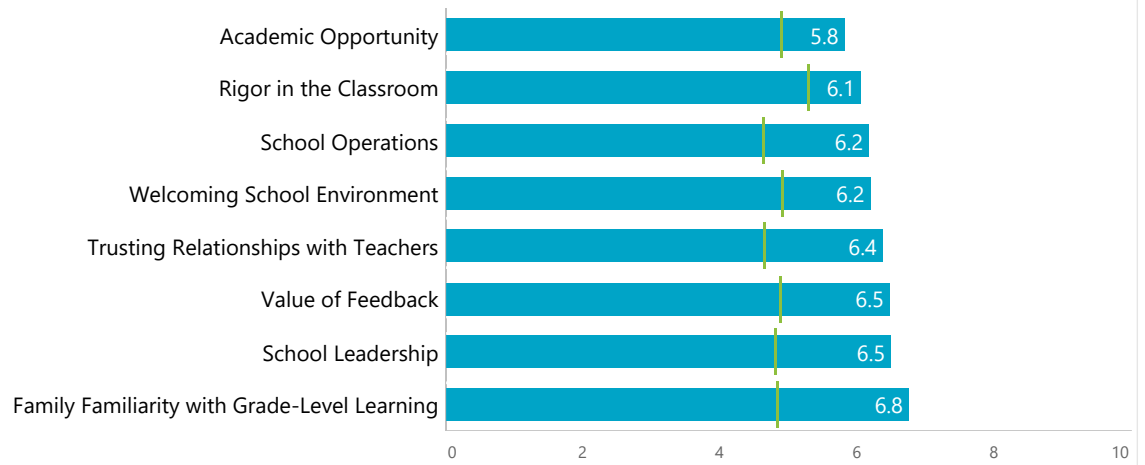
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	93%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	87%	59%	68%
	My school is a good place to teach and learn.	93%	73%	79%
	My school is fun and joyful.	93%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	87%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	80%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	80%	78%	81%
Management	My manager actively supports my growth and development.*	100%	73%	
	My manager provides me with regular, actionable feedback.	100%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	93%	72%	
	The expectations for my role are clearly defined.	87%	76%	72%
	When I get feedback, I receive support to implement those changes.	93%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	47%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	60%	53%	61%
	There are opportunities for professional growth in my role.	80%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	60%	59%	60%
	Leaders at my school value my feedback.	87%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	87%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	93%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	86%	71%	72%

Survey Items from the Support Staff Survey

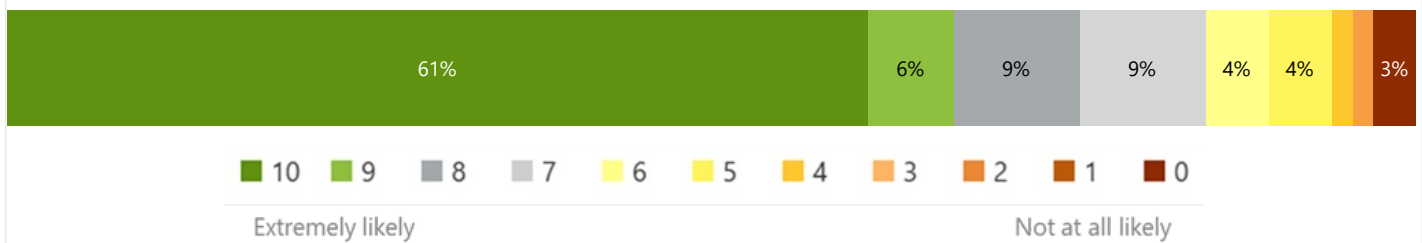|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	67%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	42%	41%	43%
	There are opportunities for me to advance at my school or within the district.	77%	51%	51%
Engagement	I am compensated fairly for the work that I do.	33%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	83%	85%	83%
	My day-to-day work makes good use of my strengths.	83%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	80%	70%	66%
	I know the criteria that will be used to evaluate my performance.	64%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	60%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	60%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	91%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	83%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	91%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	100%	72%	72%
	My school encourages and helps families to support student learning at home.	92%	74%	77%
	My school has established systems that ensure families are well informed about the school.	92%	75%	79%
	My school regularly seeks input from students' families.	92%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	85%	64%	72%
	My school building is clean and well maintained.	54%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	92%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	50%	55%	77%
	Procedures at my school maximize the time students spend learning.	85%	67%	76%
	When I need something at my school, I know who to ask.	100%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	92%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	92%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	92%	74%	65%
	Over the long term, my workload is sustainable.	92%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
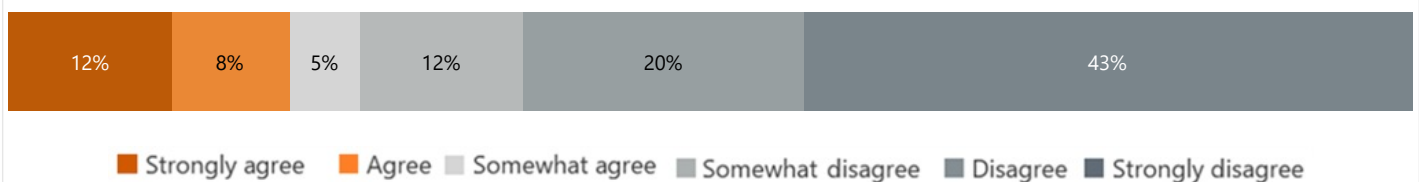
Domain	Score
Academic Opportunity	5.8
Rigor in the Classroom	6.1
School Operations	6.2
Welcoming School Environment	6.2
Trusting Relationships with Teachers	6.4
Value of Feedback	6.5
School Leadership	6.5
Family Familiarity with Grade-Level Learning	6.8

	2023	Alachua Average	National Average
Academic Opportunity	5.8	4.9	5.0
Rigor in the Classroom	6.1	5.3	5.0
School Operations	6.2	4.6	5.0
Welcoming School Environment	6.2	4.9	5.0
Trusting Relationships with Teachers	6.4	4.6	5.0
Value of Feedback	6.5	4.9	5.0
School Leadership	6.5	4.8	5.0
Family Familiarity with Grade-Level Learning	6.8	4.8	5.0

How likely are you to recommend this school to other families?

10	9	8	7	6	5	4	3	2	1	0
61%	6%	9%	9%	4%	4%					3%

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree
12%	8%	5%	12%	20%	43%

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	76%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	75%	61%	68%
	My child's teachers challenge my child to do their best work.	81%	71%	75%
	The work my child completes for school is challenging enough for my child.	70%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	84%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	75%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	79%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	65%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	84%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	83%	79%	79%
	My child's assignments usually include reading.	90%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	72%	59%	69%
	My child's school is focused on the right priorities.	79%	62%	68%
	School leaders care about my child's success.	82%	67%	72%
	School leaders follow through on programs and initiatives.	84%	68%	71%
School Operations	I receive timely communications from my child's school.	87%	72%	77%
	My child's school is clean and well maintained.	88%	63%	87%
	My child's school keeps me informed of school initiatives.	84%	71%	81%
	My child's school schedules events at times that are convenient.	73%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	66%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	70%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	83%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	78%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	77%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	64%	50%	61%
	Leaders at my child's school value my feedback.	78%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	83%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	80%	73%	74%
	My child enjoys going to school.	75%	68%	72%
	My child's school is a safe place.	81%	62%	77%
	My child's school is fun and joyful.*	80%	59%	

2023 Insight Data for

Howard W. Bishop Middle School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score	Index Percentile Rank
6.0	**20%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	5.1	2.3	4.9	6.5
School Operations	5.9	3.1	4.3	5.5
Career Progression	6.3	3.4	4.3	5.2
Professional Development	5.9	3.4	4.8	5.9
Peer Culture	4.5	3.5	4.8	6.3
Teacher Compensation	6.1	3.8	3.7	4.1
Academic Opportunity	5.2	3.9	4.8	6.1
Leadership	6.3	3.9	5.4	6.9
Instructional Planning for Student Growth	4.4	4.1	4.8	6.2
Observation and Feedback	5.4	4.5	5.6	6.9
Hiring Process	4.7	4.5	5.8	6.7
Family and Community Engagement	6.2	4.7	5.1	6.3
Workload	6.4	4.8	5.1	5.9
Evaluation	5.8	5.6	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	60%	48%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	56%	70%	61%	76%
	My school implements a rigorous academic curriculum.	64%	55%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	64%	61%	61%	72%
	Students at my school support their answers and explain their thinking.	32%	33%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	61%	58%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	61%	53%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	87%	90%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	61%	61%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	61%	58%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	35%	26%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	77%	52%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	35%	42%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	84%	65%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	77%	71%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	54%	52%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		42%	55%	69%
	Leaders at my school value my feedback.	65%	45%	62%	82%
	Leaders at my school work hard to retain effective teachers.	74%	42%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	65%	58%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	78%	52%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	74%	52%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	70%	29%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	35%	6%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	57%	19%	56%	79%
	My school is a good place to teach and learn.	74%	48%	71%	87%
	My school is fun and joyful.		35%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	78%	35%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	65%	23%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	43%	16%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	61%	61%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	57%	52%	59%	78%
	The time I spend collaborating with my colleagues is productive.	52%	58%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	30%	26%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	63%	26%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	58%	32%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	75%	45%	57%	64%
	My school is committed to improving my instructional practice.	71%	65%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		45%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	78%	56%	70%	83%
	I get enough feedback on my instructional practice.	74%	74%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	48%	44%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	74%	69%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	70%	63%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	57%	50%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	82%	45%	56%	65%
	Someone at my school is thinking about my career progression.	50%	16%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	59%	48%	49%	60%
	There are opportunities for me to advance at my school.	59%	26%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	82%	71%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	77%	45%	62%	80%
	My school encourages and helps families to support student learning at home.	86%	65%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		58%	71%	82%
	My school regularly seeks input from students' families.	68%	61%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	75%	71%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	71%	92%	90%
	The hiring process was efficient.	75%	71%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	50%	43%	66%	79%
	Throughout the hiring process I had clear information about next steps.	50%	71%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	64%	52%	64%	81%
	My school building is clean and well maintained.	82%	35%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	82%	61%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	68%	52%	49%	58%
	Procedures at my school maximize the time students spend learning.	68%	32%	62%	83%
	When I need something at my school, I know who to ask.	95%	68%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	27%	10%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	68%	39%	43%	49%
	I understand the criteria that are used to determine my compensation.	81%	55%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	36%	19%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	36%	32%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	59%	39%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	32%	35%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	50%	35%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	68%	35%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	27%	23%	20%	26%
Put me in charge of something important	55%	19%	28%	34%
Provided me with access to additional resources for my classroom	59%	29%	42%	54%
Encouraged me to continue teaching at my school next year	59%	39%	42%	48%
Recognized my accomplishments publicly	73%	45%	32%	36%
Provided me with regular, positive feedback	59%	52%	57%	73%
None of the above	9%	16%	14%	7%

Teacher Plans for 2023

23% Plan to leave this year or next	77% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

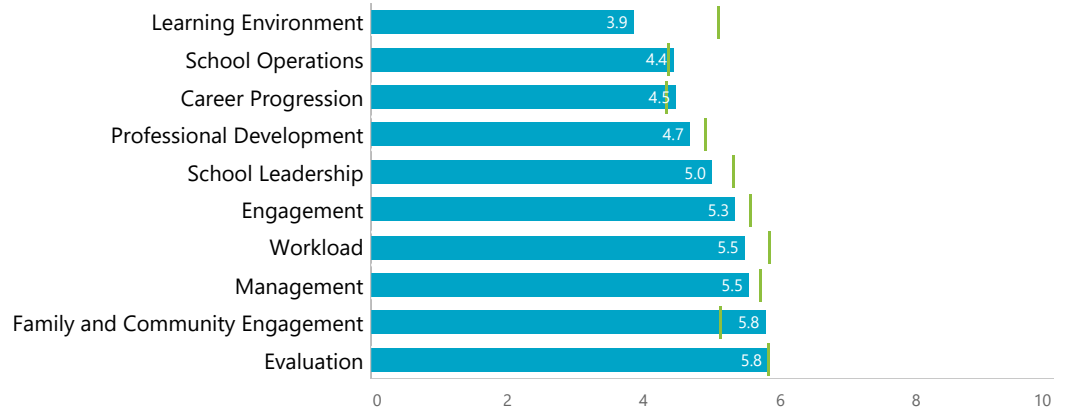|	
Dissatisfaction with student conduct at my school	3 teachers
Dissatisfaction with culture and learning environment at my school	1 teachers
Professional reason (not school related)	1 teachers
Inability to have an adequate positive impact on student outcomes	1 teachers
My commute is too long	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

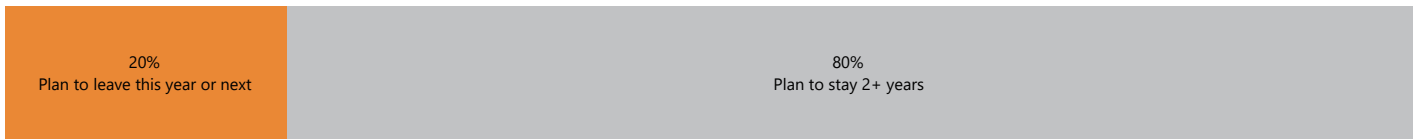|	
Relationships with students and families	4 teachers
Job security	3 teachers
Positive school culture and learning environment	3 teachers
Ability to have a positive impact on student outcomes	2 teachers
Autonomy to make decisions about my classroom and curriculum	2 teachers
I feel safe and supported bringing my authentic self to work	2 teachers
My school is in a convenient location; I have an easy commute	2 teachers
Financial compensation	1 teachers
I like the work schedule at my school	1 teachers
Inspiring school leadership	1 teachers
Staff collegiality and collaboration/relationships with staff	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Learning Environment	3.9
School Operations	4.4
Career Progression	4.5
Professional Development	4.7
School Leadership	5.0
Engagement	5.3
Workload	5.5
Management	5.5
Family and Community Engagement	5.8
Evaluation	5.8

	2023	Alachua Average	National Average
Learning Environment	3.9	5.1	5.0
School Operations	4.4	4.3	5.0
Career Progression	4.5	4.3	5.0
Professional Development	4.7	4.9	5.0
School Leadership	5.0	5.3	5.0
Engagement	5.3	5.5	5.0
Workload	5.5	5.8	5.0
Management	5.5	5.7	5.0
Family and Community Engagement	5.8	5.1	5.0
Evaluation	5.8	5.8	5.0

Support Staff Plans for 2023

20% Plan to leave this year or next	80% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Dissatisfaction with student conduct at my school	1 Support Staff
Personal reasons (not school related)	1 Support Staff
Professional reason (not school related)	1 Support Staff
Insufficient opportunities to earn a promotion	1 Support Staff
My workload is too great	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	5 Support Staff
Relationships with students and families	2 Support Staff
Retirement benefits	2 Support Staff
Staff collegiality and collaboration/relationships with staff	2 Support Staff
Financial compensation	1 Support Staff
I like the work schedule at my school	1 Support Staff
Job security	1 Support Staff
My school is in a convenient location; I have an easy commute	1 Support Staff
Opportunities for advancement or career progression	1 Support Staff
Recognition and respect	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
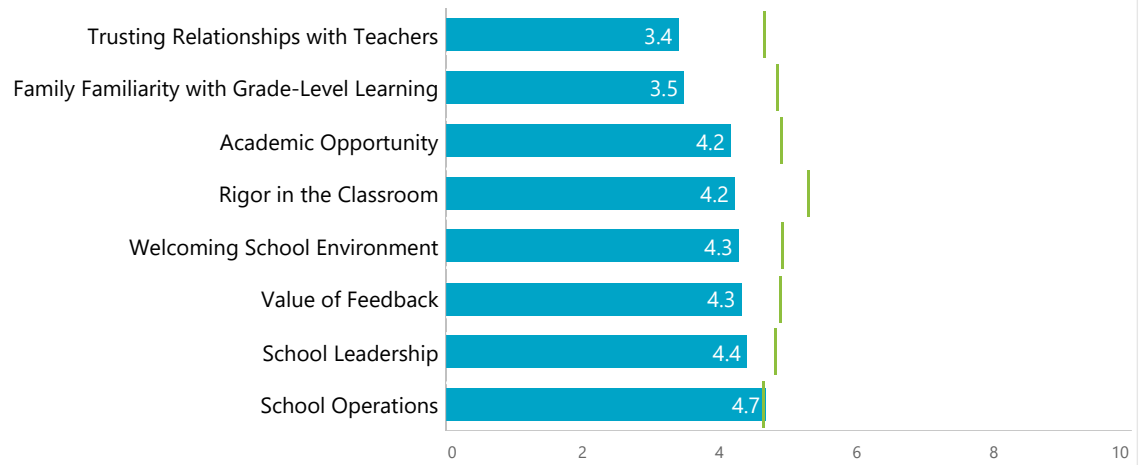
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	42%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	46%	59%	68%
	My school is a good place to teach and learn.	69%	73%	79%
	My school is fun and joyful.	65%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	73%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	54%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	69%	78%	81%
Management	My manager actively supports my growth and development.*	88%	73%	
	My manager provides me with regular, actionable feedback.	77%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	84%	72%	
	The expectations for my role are clearly defined.	62%	76%	72%
	When I get feedback, I receive support to implement those changes.	76%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	60%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	60%	53%	61%
	There are opportunities for professional growth in my role.	60%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	73%	59%	60%
	Leaders at my school value my feedback.	73%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	58%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	81%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	60%	71%	72%

Survey Items from the Support Staff Survey

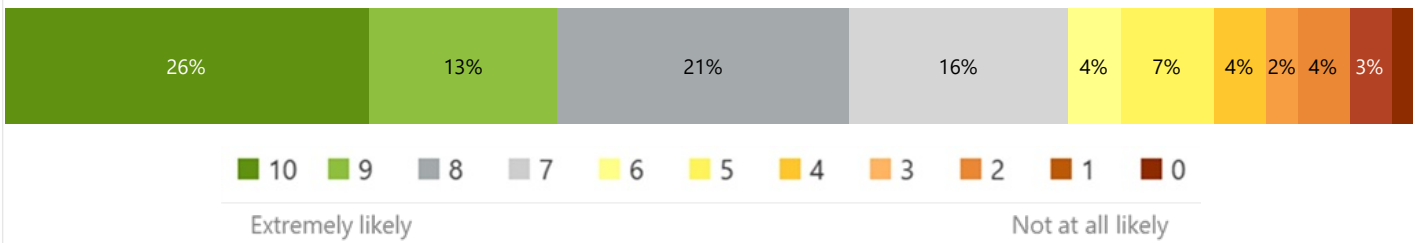|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	36%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	44%	41%	43%
	There are opportunities for me to advance at my school or within the district.	56%	51%	51%
Engagement	I am compensated fairly for the work that I do.	36%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	80%	85%	83%
	My day-to-day work makes good use of my strengths.	76%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	64%	70%	66%
	I know the criteria that will be used to evaluate my performance.	64%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	76%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	84%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	92%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	67%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	75%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	83%	72%	72%
	My school encourages and helps families to support student learning at home.	78%	74%	77%
	My school has established systems that ensure families are well informed about the school.	83%	75%	79%
	My school regularly seeks input from students' families.	74%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	60%	64%	72%
	My school building is clean and well maintained.	68%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	76%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	76%	55%	77%
	Procedures at my school maximize the time students spend learning.	48%	67%	76%
	When I need something at my school, I know who to ask.	92%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	68%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	68%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	72%	74%	65%
	Over the long term, my workload is sustainable.	68%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
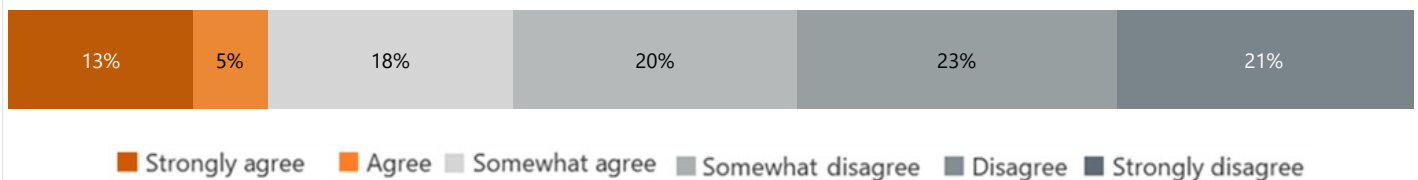
Domain	Score
Trusting Relationships with Teachers	3.4
Family Familiarity with Grade-Level Learning	3.5
Academic Opportunity	4.2
Rigor in the Classroom	4.2
Welcoming School Environment	4.3
Value of Feedback	4.3
School Leadership	4.4
School Operations	4.7

	2023	Alachua Average	National Average
Trusting Relationships with Teachers	3.4	4.6	5.0
Family Familiarity with Grade-Level Learning	3.5	4.8	5.0
Academic Opportunity	4.2	4.9	5.0
Rigor in the Classroom	4.2	5.3	5.0
Welcoming School Environment	4.3	4.9	5.0
Value of Feedback	4.3	4.9	5.0
School Leadership	4.4	4.8	5.0
School Operations	4.7	4.6	5.0

How likely are you to recommend this school to other families?

26%	13%	21%	16%	4%	7%	4%	2%	4%	3%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

13%	5%	18%	20%	23%	21%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	54%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	54%	61%	68%
	My child's teachers challenge my child to do their best work.	57%	71%	75%
	The work my child completes for school is challenging enough for my child.	66%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	41%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	37%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	54%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	61%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	74%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	74%	79%	79%
	My child's assignments usually include reading.	72%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	49%	59%	69%
	My child's school is focused on the right priorities.	58%	62%	68%
	School leaders care about my child's success.	58%	67%	72%
	School leaders follow through on programs and initiatives.	61%	68%	71%
School Operations	I receive timely communications from my child's school.	74%	72%	77%
	My child's school is clean and well maintained.	71%	63%	87%
	My child's school keeps me informed of school initiatives.	74%	71%	81%
	My child's school schedules events at times that are convenient.	68%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	46%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	34%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	34%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	44%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	41%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	43%	50%	61%
	Leaders at my child's school value my feedback.	48%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	62%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	62%	73%	74%
	My child enjoys going to school.	64%	68%	72%
	My child's school is a safe place.	49%	62%	77%
	My child's school is fun and joyful.*	49%	59%	

2023 Insight Data for

F. W. Buchholz High School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
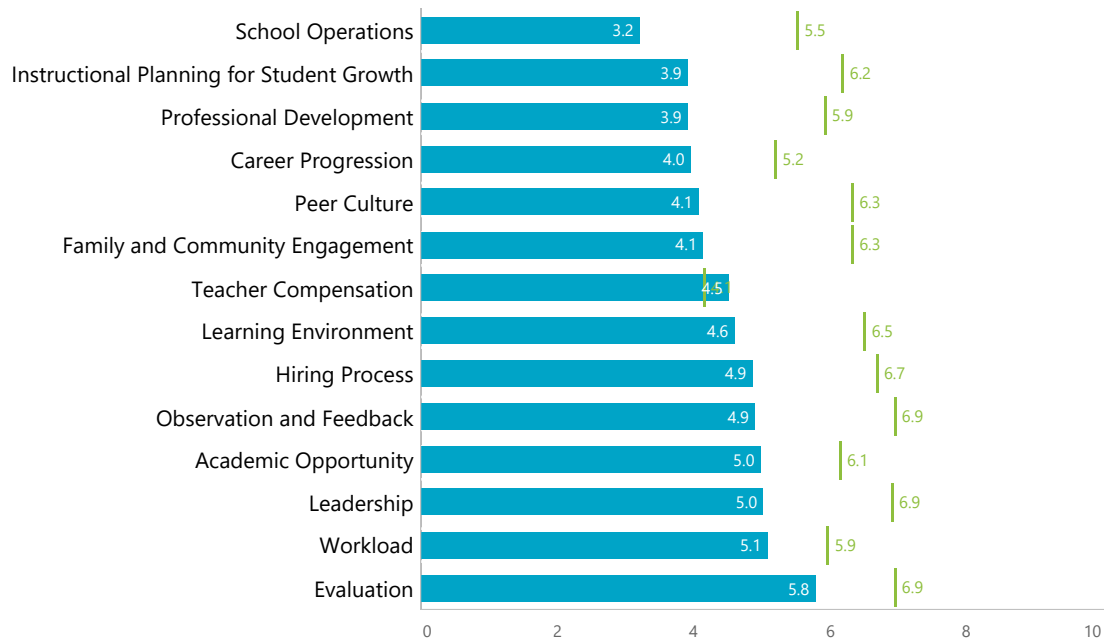
School Index Score	Index Percentile Rank
6.3	**29%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
School Operations	4.4	3.2	4.3	5.5
Instructional Planning for Student Growth	3.7	3.9	4.8	6.2
Professional Development	3.9	3.9	4.8	5.9
Career Progression	4.3	4.0	4.3	5.2
Peer Culture	4.1	4.1	4.8	6.3
Family and Community Engagement	4.8	4.1	5.1	6.3
Teacher Compensation	4.4	4.5	3.7	4.1
Learning Environment	4.8	4.6	4.9	6.5
Hiring Process	5.3	4.9	5.8	6.7
Observation and Feedback	4.6	4.9	5.6	6.9
Academic Opportunity	5.0	5.0	4.8	6.1
Leadership	4.8	5.0	5.4	6.9
Workload	5.4	5.1	5.1	5.9
Evaluation	5.3	5.8	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	51%	58%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	58%	56%	61%	76%
	My school implements a rigorous academic curriculum.	68%	71%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	69%	75%	61%	72%
	Students at my school support their answers and explain their thinking.	52%	46%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	54%	63%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	57%	59%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	76%	79%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	59%	57%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	54%	61%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	25%	28%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	60%	70%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	33%	35%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	59%	70%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	55%	49%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	42%	49%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		53%	55%	69%
	Leaders at my school value my feedback.	55%	56%	62%	82%
	Leaders at my school work hard to retain effective teachers.	50%	58%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	61%	59%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	58%	67%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	54%	63%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	54%	61%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	46%	34%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	59%	49%	56%	79%
	My school is a good place to teach and learn.	65%	72%	71%	87%
	My school is fun and joyful.		58%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	67%	68%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	58%	58%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	47%	46%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	45%	56%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	45%	51%	59%	78%
	The time I spend collaborating with my colleagues is productive.	49%	61%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	38%	45%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	47%	40%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	27%	38%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	48%	41%	57%	64%
	My school is committed to improving my instructional practice.	58%	64%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		50%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	54%	67%	70%	83%
	I get enough feedback on my instructional practice.	65%	72%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	46%	39%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	57%	58%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	59%	61%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	51%	54%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	67%	55%	56%	65%
	Someone at my school is thinking about my career progression.	22%	29%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	36%	39%	49%	60%
	There are opportunities for me to advance at my school.	40%	30%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	63%	64%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	52%	50%	62%	80%
	My school encourages and helps families to support student learning at home.	62%	55%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		64%	71%	82%
	My school regularly seeks input from students' families.	49%	46%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	60%	75%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	90%	88%	92%	90%
	The hiring process was efficient.	90%	75%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	56%	75%	66%	79%
	Throughout the hiring process I had clear information about next steps.	70%	75%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	71%	73%	64%	81%
	My school building is clean and well maintained.	37%	27%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	71%	64%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	39%	30%	49%	58%
	Procedures at my school maximize the time students spend learning.	63%	55%	62%	83%
	When I need something at my school, I know who to ask.	78%	73%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	21%	20%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	43%	47%	43%	49%
	I understand the criteria that are used to determine my compensation.	49%	53%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	19%	22%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	34%	36%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	48%	52%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	33%	39%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	39%	48%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	48%	50%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	28%	16%	20%	26%
	Put me in charge of something important	35%	23%	28%	34%
	Provided me with access to additional resources for my classroom	37%	25%	42%	54%
	Encouraged me to continue teaching at my school next year	33%	32%	42%	48%
	Recognized my accomplishments publicly	35%	18%	32%	36%
	Provided me with regular, positive feedback	47%	50%	57%	73%
	None of the above	16%	27%	14%	7%

Teacher Plans for 2023

18% Plan to leave this year or next	82% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year
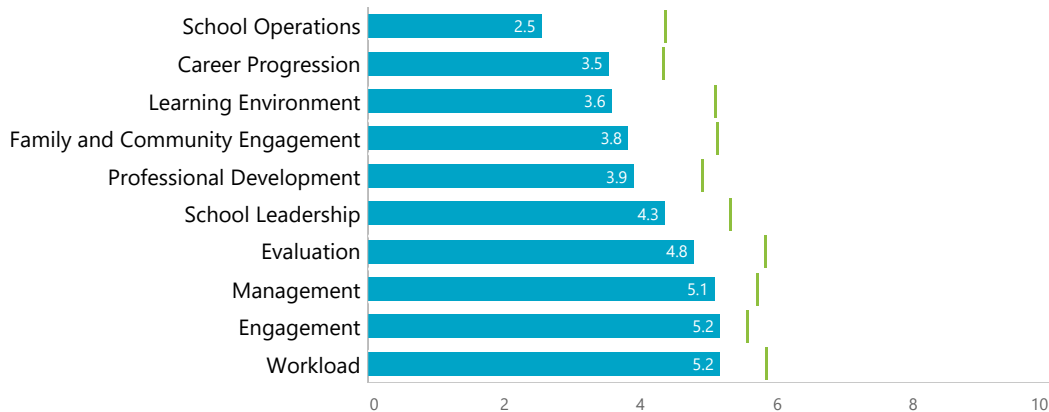
Personal reasons (not school related)	3 teachers
Dissatisfaction with culture and learning environment at my school	2 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
I am being laid off, non-renewed, or bumped from my position	1 teachers
Insufficient opportunities to earn a promotion	1 teachers
Lack of recognition/respect	1 teachers
My workload is too great	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

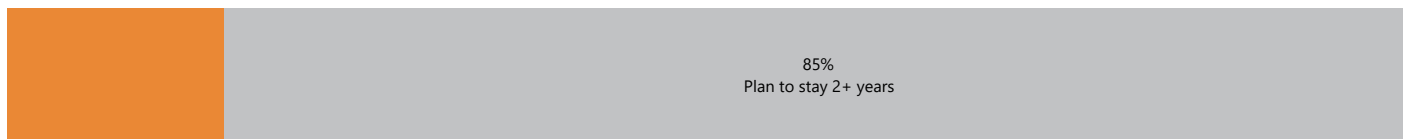|	
Ability to have a positive impact on student outcomes	12 teachers
Relationships with students and families	5 teachers
I would like to leave, but have not yet found a better opportunity elsewhere	4 teachers
Positive school culture and learning environment	4 teachers
Autonomy to make decisions about my classroom and curriculum	3 teachers
Staff collegiality and collaboration/relationships with staff	3 teachers
I like the work schedule at my school	2 teachers
Inspiring school leadership	2 teachers
Job security	2 teachers
Retirement benefits	2 teachers
Financial compensation	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	School's Score
School Operations	2.5
Career Progression	3.5
Learning Environment	3.6
Family and Community Engagement	3.8
Professional Development	3.9
School Leadership	4.3
Evaluation	4.8
Management	5.1
Engagement	5.2
Workload	5.2

	2023	Alachua Average	National Average
School Operations	2.5	4.3	5.0
Career Progression	3.5	4.3	5.0
Learning Environment	3.6	5.1	5.0
Family and Community Engagement	3.8	5.1	5.0
Professional Development	3.9	4.9	5.0
School Leadership	4.3	5.3	5.0
Evaluation	4.8	5.8	5.0
Management	5.1	5.7	5.0
Engagement	5.2	5.5	5.0
Workload	5.2	5.8	5.0

Support Staff Plans for 2023

85%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Reason	Count
Dissatisfaction with financial compensation (salary and benefits)	1 Support Staff
Personal reasons (not school related)	1 Support Staff
I don't feel safe and supported bringing my authentic self to work	1 Support Staff
Insufficient opportunities to earn a promotion	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Reason	Count
Ability to have a positive impact on student outcomes	5 Support Staff
Job security	3 Support Staff
Retirement benefits	3 Support Staff
Autonomy to make decisions in my work	1 Support Staff
Financial compensation	1 Support Staff
I like the work schedule at my school	1 Support Staff
Opportunities for advancement or career progression	1 Support Staff
Positive school culture and learning environment	1 Support Staff
Recognition and respect	1 Support Staff
Relationships with students and families	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
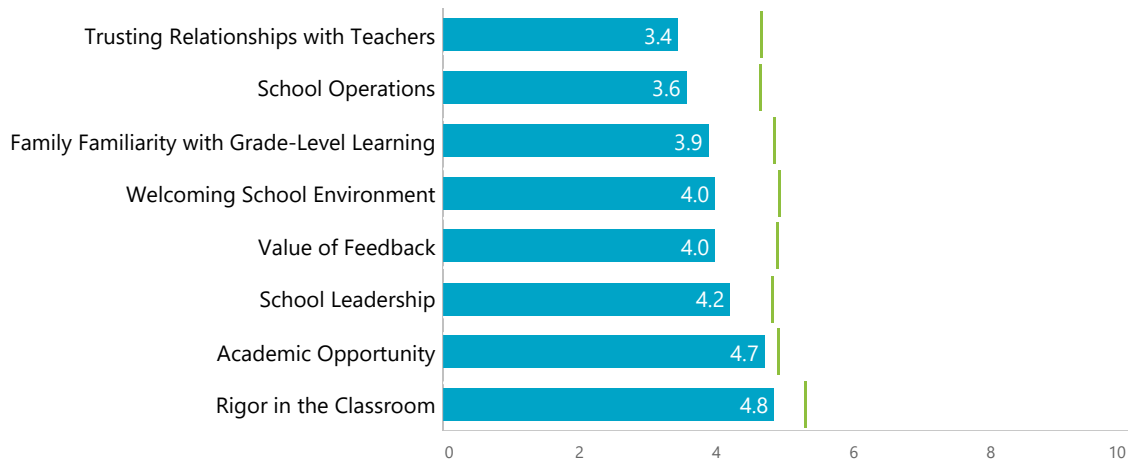
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	35%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	42%	59%	68%
	My school is a good place to teach and learn.	69%	73%	79%
	My school is fun and joyful.	50%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	62%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	35%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	73%	78%	81%
Management	My manager actively supports my growth and development.*	64%	73%	
	My manager provides me with regular, actionable feedback.	64%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	60%	72%	
	The expectations for my role are clearly defined.	65%	76%	72%
	When I get feedback, I receive support to implement those changes.	54%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	54%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	36%	53%	61%
	There are opportunities for professional growth in my role.	38%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	35%	59%	60%
	Leaders at my school value my feedback.	58%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	56%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	62%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	60%	71%	72%

Survey Items from the Support Staff Survey

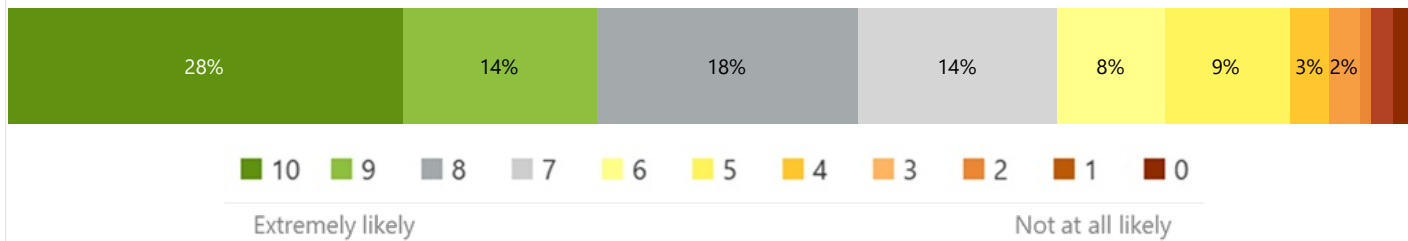|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	39%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	26%	41%	43%
	There are opportunities for me to advance at my school or within the district.	48%	51%	51%
Engagement	I am compensated fairly for the work that I do.	35%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	85%	85%	83%
	My day-to-day work makes good use of my strengths.	77%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	50%	70%	66%
	I know the criteria that will be used to evaluate my performance.	67%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	43%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	50%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	67%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	54%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	61%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	48%	72%	72%
	My school encourages and helps families to support student learning at home.	63%	74%	77%
	My school has established systems that ensure families are well informed about the school.	71%	75%	79%
	My school regularly seeks input from students' families.	50%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	68%	64%	72%
	My school building is clean and well maintained.	28%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	70%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	17%	55%	77%
	Procedures at my school maximize the time students spend learning.	57%	67%	76%
	When I need something at my school, I know who to ask.	71%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	61%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	52%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	74%	74%	65%
	Over the long term, my workload is sustainable.	64%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
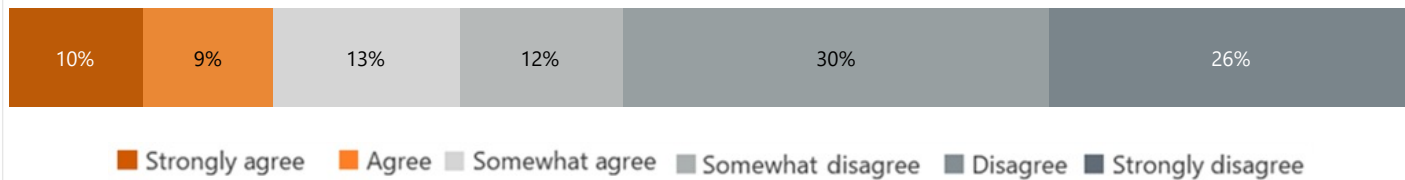
Domain	Score
Trusting Relationships with Teachers	3.4
School Operations	3.6
Family Familiarity with Grade-Level Learning	3.9
Welcoming School Environment	4.0
Value of Feedback	4.0
School Leadership	4.2
Academic Opportunity	4.7
Rigor in the Classroom	4.8

	2023	Alachua Average	National Average
Trusting Relationships with Teachers	3.4	4.6	5.0
School Operations	3.6	4.6	5.0
Family Familiarity with Grade-Level Learning	3.9	4.8	5.0
Welcoming School Environment	4.0	4.9	5.0
Value of Feedback	4.0	4.9	5.0
School Leadership	4.2	4.8	5.0
Academic Opportunity	4.7	4.9	5.0
Rigor in the Classroom	4.8	5.3	5.0

How likely are you to recommend this school to other families?

28%	14%	18%	14%	8%	9%	3%	2%	

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

10%	9%	13%	12%	30%	26%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	61%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	59%	61%	68%
	My child's teachers challenge my child to do their best work.	68%	71%	75%
	The work my child completes for school is challenging enough for my child.	75%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	48%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	43%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	58%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	72%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	78%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	82%	79%	79%
	My child's assignments usually include reading.	73%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	54%	59%	69%
	My child's school is focused on the right priorities.	54%	62%	68%
	School leaders care about my child's success.	56%	67%	72%
	School leaders follow through on programs and initiatives.	62%	68%	71%
School Operations	I receive timely communications from my child's school.	68%	72%	77%
	My child's school is clean and well maintained.	39%	63%	87%
	My child's school keeps me informed of school initiatives.	63%	71%	81%
	My child's school schedules events at times that are convenient.	62%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	32%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	44%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	37%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	40%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	40%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	39%	50%	61%
	Leaders at my child's school value my feedback.	47%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	51%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	66%	73%	74%
	My child enjoys going to school.	60%	68%	72%
	My child's school is a safe place.	44%	62%	77%
	My child's school is fun and joyful.*	44%	59%	

2023 Insight Data for

Lawton M. Chiles Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
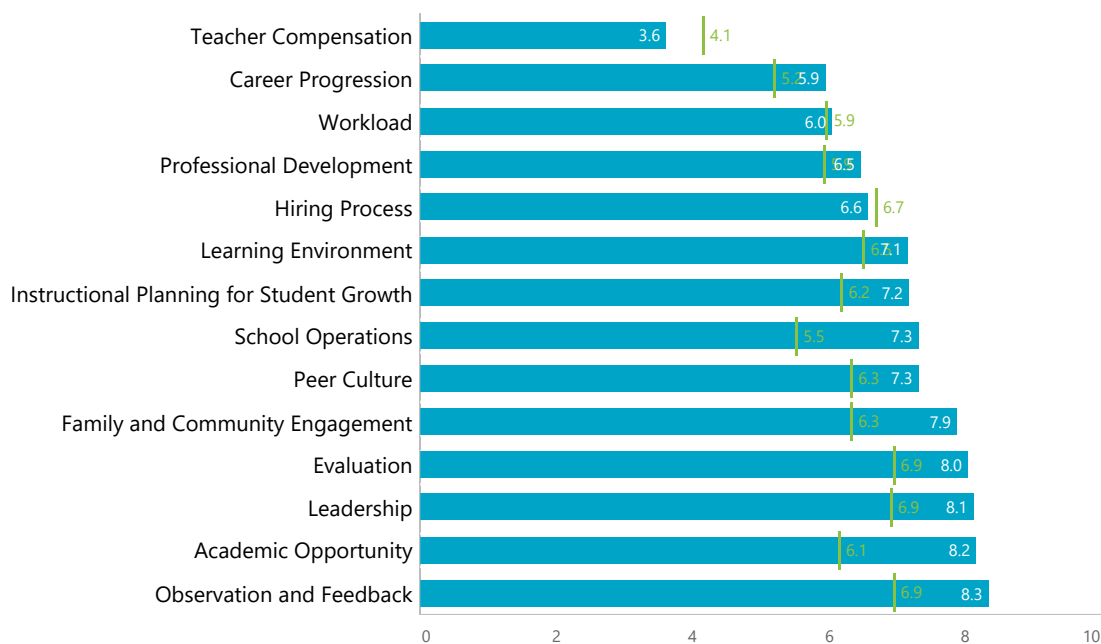
School Index Score	Index Percentile Rank
9.6	**100%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	3.9	3.6	3.7	4.1
Career Progression	5.6	5.9	4.3	5.2
Workload	5.6	6.0	5.1	5.9
Professional Development	5.8	6.5	4.8	5.9
Hiring Process		6.6	5.8	6.7
Learning Environment	7.1	7.1	4.9	6.5
Instructional Planning for Student Growth	6.5	7.2	4.8	6.2
School Operations	7.4	7.3	4.3	5.5
Peer Culture	8.1	7.3	4.8	6.3
Family and Community Engagement	7.4	7.9	5.1	6.3
Evaluation	8.7	8.0	6.0	6.9
Leadership	7.8	8.1	5.4	6.9
Academic Opportunity	7.4	8.2	4.8	6.1
Observation and Feedback	8.0	8.3	5.6	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	73%	86%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	88%	94%	61%	76%
	My school implements a rigorous academic curriculum.	92%	97%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	88%	89%	61%	72%
	Students at my school support their answers and explain their thinking.	77%	75%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	88%	81%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	88%	85%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	92%	100%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	92%	84%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	88%	84%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	42%	53%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	92%	84%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	81%	76%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	85%	92%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	76%	78%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	65%	70%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		86%	55%	69%
	Leaders at my school value my feedback.	88%	94%	62%	82%
	Leaders at my school work hard to retain effective teachers.	88%	94%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	88%	97%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	88%	97%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	92%	97%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	88%	94%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	68%	61%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	88%	94%	56%	79%
	My school is a good place to teach and learn.	96%	97%	71%	87%
	My school is fun and joyful.		94%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	96%	94%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	81%	78%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	69%	72%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	92%	86%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	92%	95%	59%	78%
	The time I spend collaborating with my colleagues is productive.	88%	89%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	80%	65%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	64%	66%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	48%	58%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	56%	63%	57%	64%
	My school is committed to improving my instructional practice.	88%	95%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		71%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	96%	97%	70%	83%
	I get enough feedback on my instructional practice.	100%	94%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	83%	83%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	96%	94%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	100%	94%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	96%	81%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	73%	73%	56%	65%
	Someone at my school is thinking about my career progression.	55%	56%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	77%	73%	49%	60%
	There are opportunities for me to advance at my school.	50%	52%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	95%	94%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	91%	97%	62%	80%
	My school encourages and helps families to support student learning at home.	95%	91%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		94%	71%	82%
	My school regularly seeks input from students' families.	91%	91%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.		83%	76%	86%
	I applied for a position at this school rather than being 'placed' here.		83%	92%	90%
	The hiring process was efficient.		83%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.		67%	66%	79%
	Throughout the hiring process I had clear information about next steps.		67%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	87%	88%	64%	81%
	My school building is clean and well maintained.	74%	72%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	91%	94%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	91%	75%	49%	58%
	Procedures at my school maximize the time students spend learning.	91%	100%	62%	83%
	When I need something at my school, I know who to ask.	96%	84%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	18%	9%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	45%	41%	43%	49%
	I understand the criteria that are used to determine my compensation.	59%	50%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	23%	12%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	33%	41%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	55%	59%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	45%	44%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	55%	52%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	77%	62%	48%	63%

## Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	21%	23%	20%	26%
Put me in charge of something important	42%	37%	28%	34%
Provided me with access to additional resources for my classroom	46%	63%	42%	54%
Encouraged me to continue teaching at my school next year	50%	54%	42%	48%
Recognized my accomplishments publicly	42%	46%	32%	36%
Provided me with regular, positive feedback	92%	80%	57%	73%
None of the above	4%	3%	14%	7%
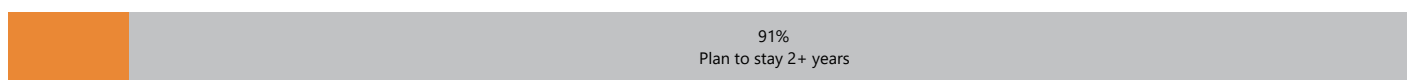
Retention

Teacher Plans for 2023

91%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

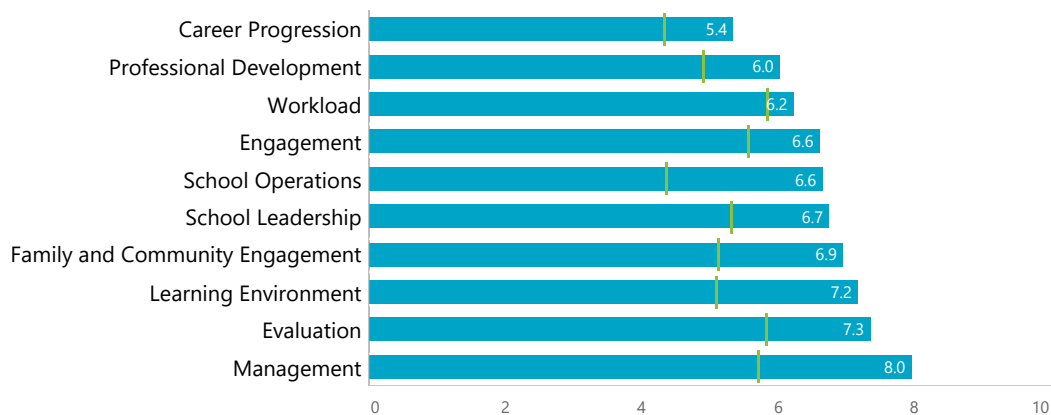|	
Positive school culture and learning environment	10 teachers
Inspiring school leadership	5 teachers
Autonomy to make decisions about my classroom and curriculum	4 teachers
My school is in a convenient location; I have an easy commute	4 teachers
Ability to have a positive impact on student outcomes	2 teachers
I feel safe and supported bringing my authentic self to work	2 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
Financial compensation	1 teachers
Job security	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

	2023	Alachua Average	National Average
Career Progression	5.4	4.3	5.0
Professional Development	6.0	4.9	5.0
Workload	6.2	5.8	5.0
Engagement	6.6	5.5	5.0
School Operations	6.6	4.3	5.0
School Leadership	6.7	5.3	5.0
Family and Community Engagement	6.9	5.1	5.0
Learning Environment	7.2	5.1	5.0
Evaluation	7.3	5.8	5.0
Management	8.0	5.7	5.0
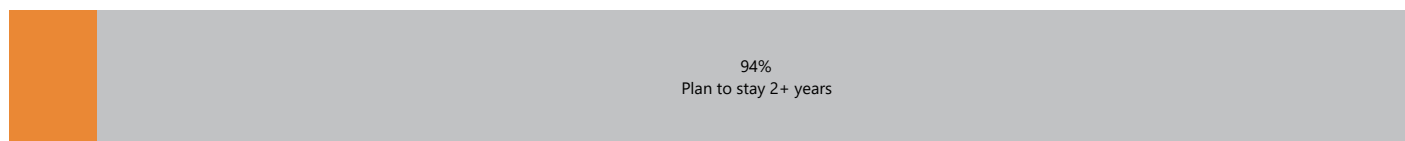
Support Staff Plans for 2023

94%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Inspiring school leadership	4 Support Staff
Positive school culture and learning environment	2 Support Staff
Relationships with students and families	2 Support Staff
Ability to have a positive impact on student outcomes	1 Support Staff
I like the work schedule at my school	1 Support Staff
Retirement benefits	1 Support Staff
Staff collegiality and collaboration/relationships with staff	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
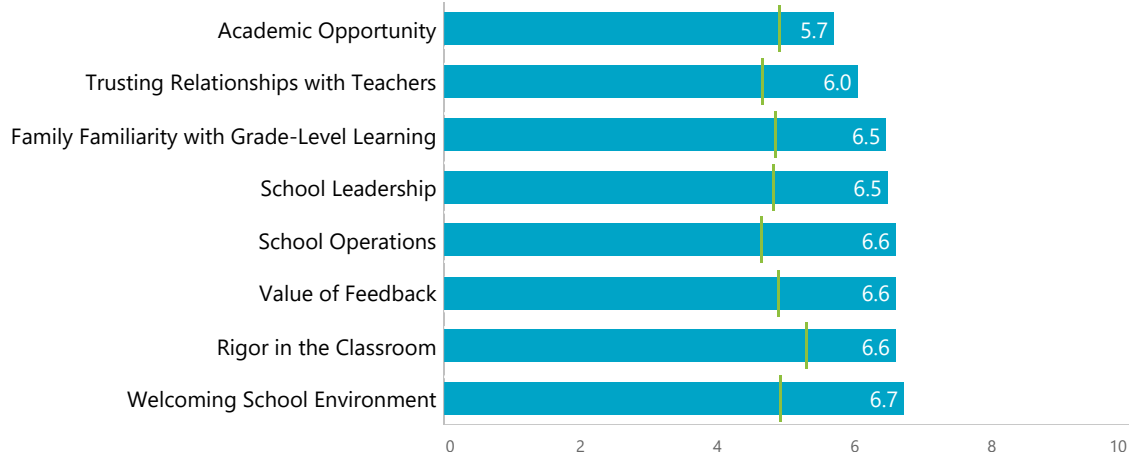
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	71%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	76%	59%	68%
	My school is a good place to teach and learn.	94%	73%	79%
	My school is fun and joyful.	88%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	100%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	88%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	100%	78%	81%
Management	My manager actively supports my growth and development.*	94%	73%	
	My manager provides me with regular, actionable feedback.	81%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	94%	72%	
	The expectations for my role are clearly defined.	94%	76%	72%
	When I get feedback, I receive support to implement those changes.	94%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	69%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	63%	53%	61%
	There are opportunities for professional growth in my role.	81%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	78%	59%	60%
	Leaders at my school value my feedback.	78%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	78%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	89%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	89%	71%	72%

Survey Items from the Support Staff Survey

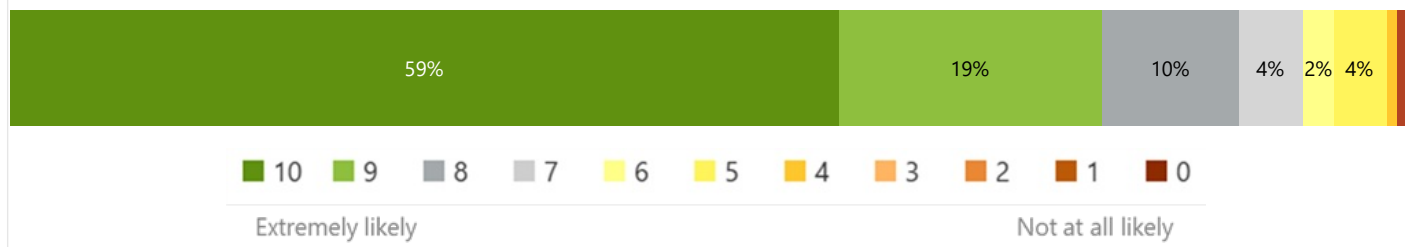|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	62%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	54%	41%	43%
	There are opportunities for me to advance at my school or within the district.	64%	51%	51%
Engagement	I am compensated fairly for the work that I do.	40%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	93%	85%	83%
	My day-to-day work makes good use of my strengths.	93%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	87%	70%	66%
	I know the criteria that will be used to evaluate my performance.	100%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	67%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	87%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	93%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	86%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	93%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	93%	72%	72%
	My school encourages and helps families to support student learning at home.	93%	74%	77%
	My school has established systems that ensure families are well informed about the school.	93%	75%	79%
	My school regularly seeks input from students' families.	93%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	93%	64%	72%
	My school building is clean and well maintained.	67%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	100%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	79%	55%	77%
	Procedures at my school maximize the time students spend learning.	86%	67%	76%
	When I need something at my school, I know who to ask.	100%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	57%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	86%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	79%	74%	65%
	Over the long term, my workload is sustainable.	71%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
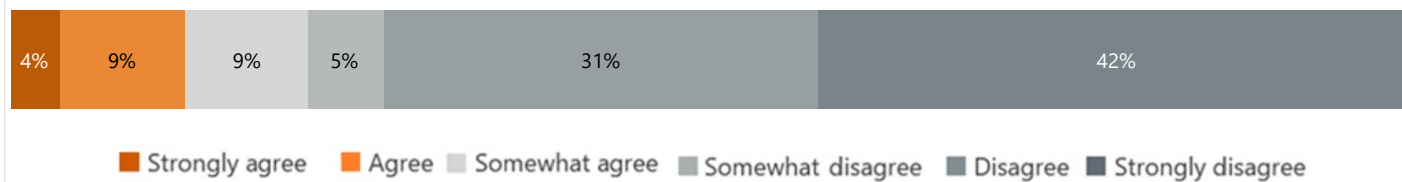
Domain	Score
Academic Opportunity	5.7
Trusting Relationships with Teachers	6.0
Family Familiarity with Grade-Level Learning	6.5
School Leadership	6.5
School Operations	6.6
Value of Feedback	6.6
Rigor in the Classroom	6.6
Welcoming School Environment	6.7

	2023	Alachua Average	National Average
Academic Opportunity	5.7	4.9	5.0
Trusting Relationships with Teachers	6.0	4.6	5.0
Family Familiarity with Grade-Level Learning	6.5	4.8	5.0
School Leadership	6.5	4.8	5.0
School Operations	6.6	4.6	5.0
Value of Feedback	6.6	4.9	5.0
Rigor in the Classroom	6.6	5.3	5.0
Welcoming School Environment	6.7	4.9	5.0

How likely are you to recommend this school to other families?

| 59% | 19% | 10% | 4% | 2% | 4% | | |

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

| 4% | 9% | 9% | 5% | 31% | 42% |

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	72%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	76%	61%	68%
	My child's teachers challenge my child to do their best work.	77%	71%	75%
	The work my child completes for school is challenging enough for my child.	71%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	82%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	74%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	87%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	76%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	87%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	85%	79%	79%
	My child's assignments usually include reading.	93%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	82%	59%	69%
	My child's school is focused on the right priorities.	82%	62%	68%
	School leaders care about my child's success.	85%	67%	72%
	School leaders follow through on programs and initiatives.	88%	68%	71%
School Operations	I receive timely communications from my child's school.	87%	72%	77%
	My child's school is clean and well maintained.	86%	63%	87%
	My child's school keeps me informed of school initiatives.	90%	71%	81%
	My child's school schedules events at times that are convenient.	82%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	82%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	67%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	69%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	75%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	76%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	73%	50%	61%
	Leaders at my child's school value my feedback.	80%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	84%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	92%	73%	74%
	My child enjoys going to school.	85%	68%	72%
	My child's school is a safe place.	88%	62%	77%
	My child's school is fun and joyful.*	87%	59%	

2023 Insight Data for

Eastside High School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
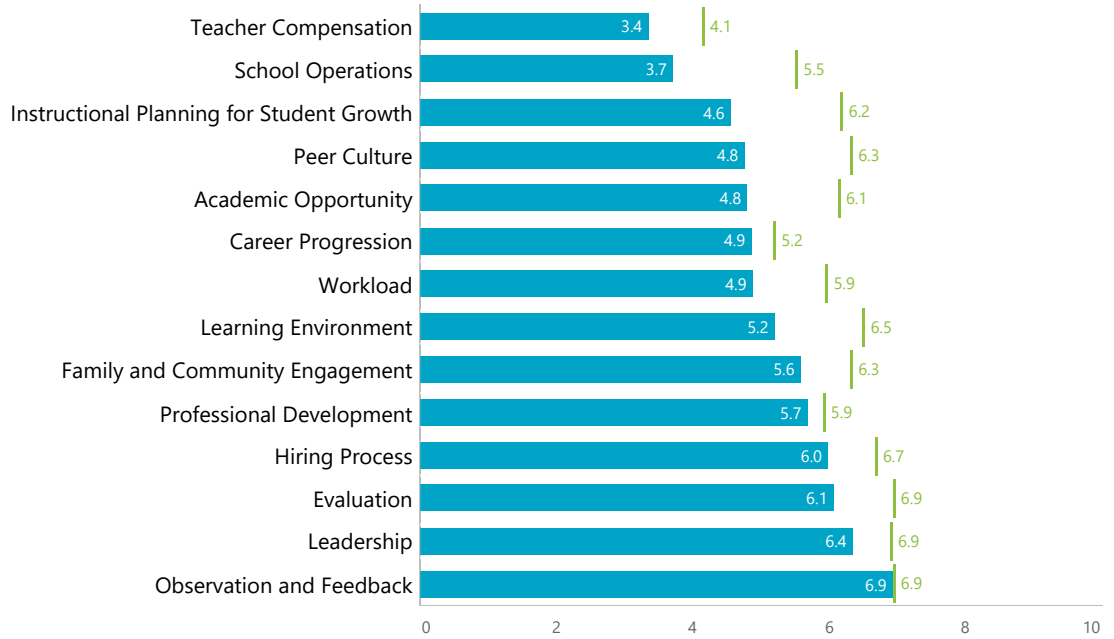
School Index Score	Index Percentile Rank
8.2	**83%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

Domain	School Score	Alachua Top Quartile
Teacher Compensation	3.4	4.1
School Operations	3.7	5.5
Instructional Planning for Student Growth	4.6	6.2
Peer Culture	4.8	6.3
Academic Opportunity	4.8	6.1
Career Progression	4.9	5.2
Workload	4.9	5.9
Learning Environment	5.2	6.5
Family and Community Engagement	5.6	6.3
Professional Development	5.7	5.9
Hiring Process	6.0	6.7
Evaluation	6.1	6.9
Leadership	6.4	6.9
Observation and Feedback	6.9	6.9

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	4.0	3.4	3.7	4.1
School Operations	4.5	3.7	4.3	5.5
Instructional Planning for Student Growth	3.9	4.6	4.8	6.2
Peer Culture	5.0	4.8	4.8	6.3
Academic Opportunity	4.6	4.8	4.8	6.1
Career Progression	4.2	4.9	4.3	5.2
Workload	5.4	4.9	5.1	5.9
Learning Environment	5.5	5.2	4.9	6.5
Family and Community Engagement	4.9	5.6	5.1	6.3
Professional Development	5.2	5.7	4.8	5.9
Hiring Process	4.3	6.0	5.8	6.7
Evaluation	6.3	6.1	6.0	6.9
Leadership	6.4	6.4	5.4	6.9
Observation and Feedback	5.8	6.9	5.6	6.9

Insight Items from the Teacher Survey
Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	50%	59%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	61%	53%	61%	76%
	My school implements a rigorous academic curriculum.	61%	59%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	55%	57%	61%	72%
	Students at my school support their answers and explain their thinking.	42%	33%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	74%	60%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	64%	58%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	97%	88%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	74%	76%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	72%	58%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	19%	31%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	71%	73%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	32%	48%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	76%	77%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	68%	69%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	37%	42%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		63%	55%	69%
	Leaders at my school value my feedback.	69%	83%	62%	82%
	Leaders at my school work hard to retain effective teachers.	79%	71%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	79%	83%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	85%	86%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	87%	88%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	77%	71%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	54%	44%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	43%	58%	56%	79%
	My school is a good place to teach and learn.	78%	77%	71%	87%
	My school is fun and joyful.		59%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	89%	81%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	73%	69%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	49%	48%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	66%	67%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	63%	63%	59%	78%
	The time I spend collaborating with my colleagues is productive.	71%	69%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	47%	38%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	49%	69%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	47%	52%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	57%	60%	57%	64%
	My school is committed to improving my instructional practice.	79%	88%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		71%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	75%	83%	70%	83%
	I get enough feedback on my instructional practice.	83%	89%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	56%	69%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	78%	80%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	67%	81%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	58%	78%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	46%	63%	56%	65%
	Someone at my school is thinking about my career progression.	32%	32%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	42%	54%	49%	60%
	There are opportunities for me to advance at my school.	29%	47%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	76%	83%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	58%	71%	62%	80%
	My school encourages and helps families to support student learning at home.	82%	69%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		78%	71%	82%
	My school regularly seeks input from students' families.	56%	67%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	14%	75%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	86%	100%	92%	90%
	The hiring process was efficient.	71%	88%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	57%	63%	66%	79%
	Throughout the hiring process I had clear information about next steps.	86%	88%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	82%	65%	64%	81%
	My school building is clean and well maintained.	35%	22%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	65%	76%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	50%	46%	49%	58%
	Procedures at my school maximize the time students spend learning.	68%	56%	62%	83%
	When I need something at my school, I know who to ask.	76%	84%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	11%	12%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	41%	39%	43%	49%
	I understand the criteria that are used to determine my compensation.	54%	49%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	17%	12%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	44%	24%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	50%	40%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	44%	36%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	29%	34%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	51%	60%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	20%	24%	20%	26%
Put me in charge of something important	31%	32%	28%	34%
Provided me with access to additional resources for my classroom	49%	44%	42%	54%
Encouraged me to continue teaching at my school next year	49%	44%	42%	48%
Recognized my accomplishments publicly	29%	44%	32%	36%
Provided me with regular, positive feedback	60%	72%	57%	73%
None of the above	6%	4%	14%	7%

(Row label: Retention)

Teacher Plans for 2023

15% Plan to leave this year or next	85% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

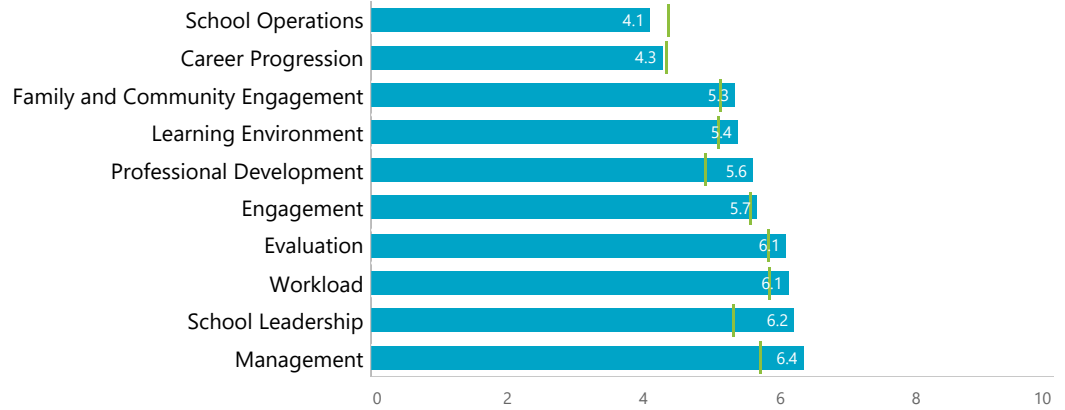|	
Personal reasons (not school related)	5 teachers
Dissatisfaction with financial compensation (salary and benefits)	1 teachers
Professional reason (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

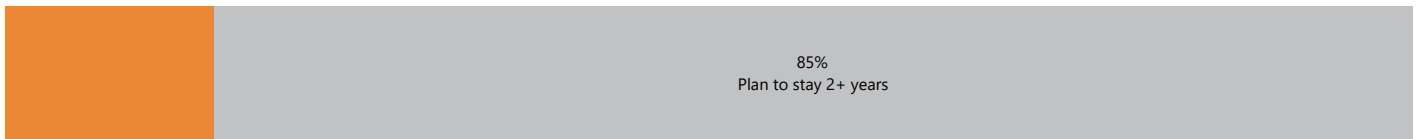|	
Ability to have a positive impact on student outcomes	10 teachers
Autonomy to make decisions about my classroom and curriculum	6 teachers
I feel safe and supported bringing my authentic self to work	4 teachers
Financial compensation	3 teachers
Job security	3 teachers
Positive school culture and learning environment	3 teachers
Staff collegiality and collaboration/relationships with staff	3 teachers
Relationships with students and families	2 teachers
Retirement benefits	2 teachers
I like the work schedule at my school	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	School's Score
School Operations	4.1
Career Progression	4.3
Family and Community Engagement	5.3
Learning Environment	5.4
Professional Development	5.6
Engagement	5.7
Evaluation	6.1
Workload	6.1
School Leadership	6.2
Management	6.4

	2023	Alachua Average	National Average
School Operations	4.1	4.3	5.0
Career Progression	4.3	4.3	5.0
Family and Community Engagement	5.3	5.1	5.0
Learning Environment	5.4	5.1	5.0
Professional Development	5.6	4.9	5.0
Engagement	5.7	5.5	5.0
Evaluation	6.1	5.8	5.0
Workload	6.1	5.8	5.0
School Leadership	6.2	5.3	5.0
Management	6.4	5.7	5.0

Support Staff Plans for 2023

85%
Plan to stay 2+ years

Top Reasons for Planning to Leave

for Support Staff planning to leave this year or next year

Personal reasons (not school related)	3 Support Staff
Dissatisfaction with financial compensation (salary and benefits)	1 Support Staff

Top Reasons for Planning to Stay

for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	5 Support Staff
I like the work schedule at my school	2 Support Staff
Inspiring school leadership	2 Support Staff
Positive school culture and learning environment	2 Support Staff
Retirement benefits	2 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
I feel safe and supported bringing my authentic self to work	1 Support Staff
I would like to leave, but have not yet found a better opportunity elsewhere	1 Support Staff
My school is in a convenient location; I have an easy commute	1 Support Staff
Opportunities for advancement or career	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
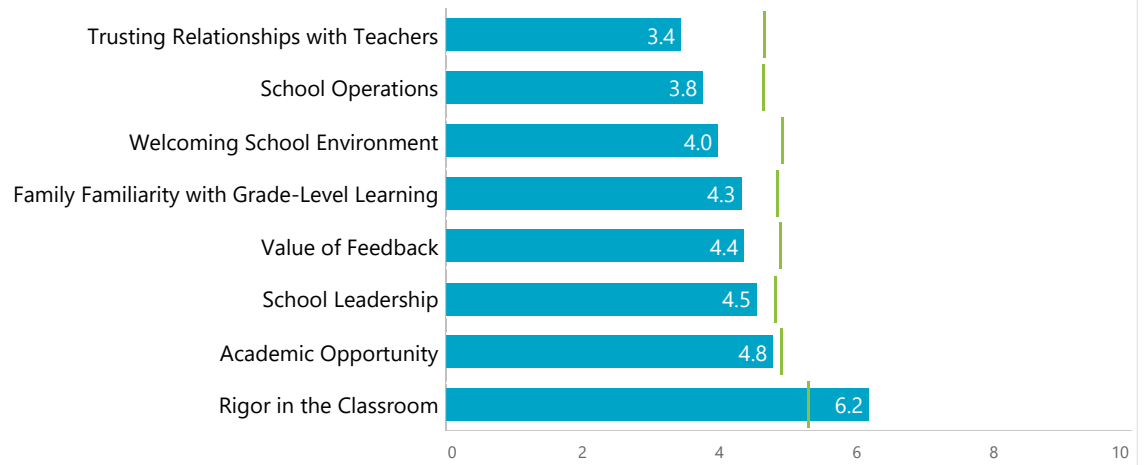
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	48%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	67%	59%	68%
	My school is a good place to teach and learn.	73%	73%	79%
	My school is fun and joyful.	80%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	81%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	65%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	88%	78%	81%
Management	My manager actively supports my growth and development.*	79%	73%	
	My manager provides me with regular, actionable feedback.	79%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	79%	72%	
	The expectations for my role are clearly defined.	75%	76%	72%
	When I get feedback, I receive support to implement those changes.	79%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	48%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	59%	53%	61%
	There are opportunities for professional growth in my role.	74%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	67%	59%	60%
	Leaders at my school value my feedback.	74%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	78%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	81%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	81%	71%	72%

Survey Items from the Support Staff Survey

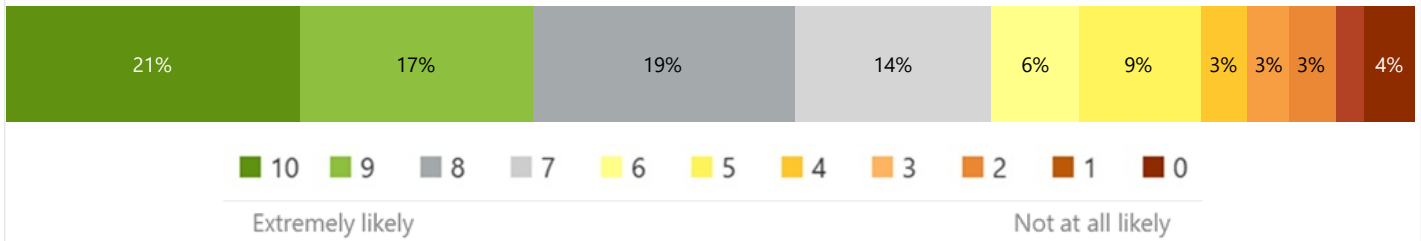|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	48%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	44%	41%	43%
	There are opportunities for me to advance at my school or within the district.	42%	51%	51%
Engagement	I am compensated fairly for the work that I do.	19%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	88%	85%	83%
	My day-to-day work makes good use of my strengths.	81%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	67%	70%	66%
	I know the criteria that will be used to evaluate my performance.	85%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	63%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	67%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	78%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	67%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	67%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	81%	72%	72%
	My school encourages and helps families to support student learning at home.	69%	74%	77%
	My school has established systems that ensure families are well informed about the school.	77%	75%	79%
	My school regularly seeks input from students' families.	58%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	69%	64%	72%
	My school building is clean and well maintained.	31%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	76%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	36%	55%	77%
	Procedures at my school maximize the time students spend learning.	75%	67%	76%
	When I need something at my school, I know who to ask.	77%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	74%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	74%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	85%	74%	65%
	Over the long term, my workload is sustainable.	68%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
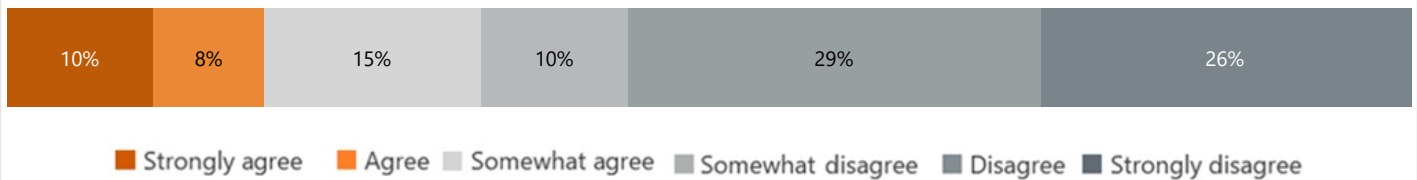
Domain	Score
Trusting Relationships with Teachers	3.4
School Operations	3.8
Welcoming School Environment	4.0
Family Familiarity with Grade-Level Learning	4.3
Value of Feedback	4.4
School Leadership	4.5
Academic Opportunity	4.8
Rigor in the Classroom	6.2

	2023	Alachua Average	National Average
Trusting Relationships with Teachers	3.4	4.6	5.0
School Operations	3.8	4.6	5.0
Welcoming School Environment	4.0	4.9	5.0
Family Familiarity with Grade-Level Learning	4.3	4.8	5.0
Value of Feedback	4.4	4.9	5.0
School Leadership	4.5	4.8	5.0
Academic Opportunity	4.8	4.9	5.0
Rigor in the Classroom	6.2	5.3	5.0

How likely are you to recommend this school to other families?

21%	17%	19%	14%	6%	9%	3%	3%	3%	4%

- 10
- 9
- 8
- 7
- 6
- 5
- 4
- 3
- 2
- 1
- 0

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

10%	8%	15%	10%	29%	26%

- Strongly agree
- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	57%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	62%	61%	68%
	My child's teachers challenge my child to do their best work.	68%	71%	75%
	The work my child completes for school is challenging enough for my child.	77%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	54%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	54%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	64%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	84%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	82%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	82%	79%	79%
	My child's assignments usually include reading.	85%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	59%	59%	69%
	My child's school is focused on the right priorities.	57%	62%	68%
	School leaders care about my child's success.	67%	67%	72%
	School leaders follow through on programs and initiatives.	64%	68%	71%
School Operations	I receive timely communications from my child's school.	64%	72%	77%
	My child's school is clean and well maintained.	43%	63%	87%
	My child's school keeps me informed of school initiatives.	66%	71%	81%
	My child's school schedules events at times that are convenient.	66%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	44%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	44%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	36%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	41%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	43%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	43%	50%	61%
	Leaders at my child's school value my feedback.	54%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	56%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	67%	73%	74%
	My child enjoys going to school.	60%	68%	72%
	My child's school is a safe place.	44%	62%	77%
	My child's school is fun and joyful.*	40%	59%	

2023 Insight Data for

Alachua eSchool

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
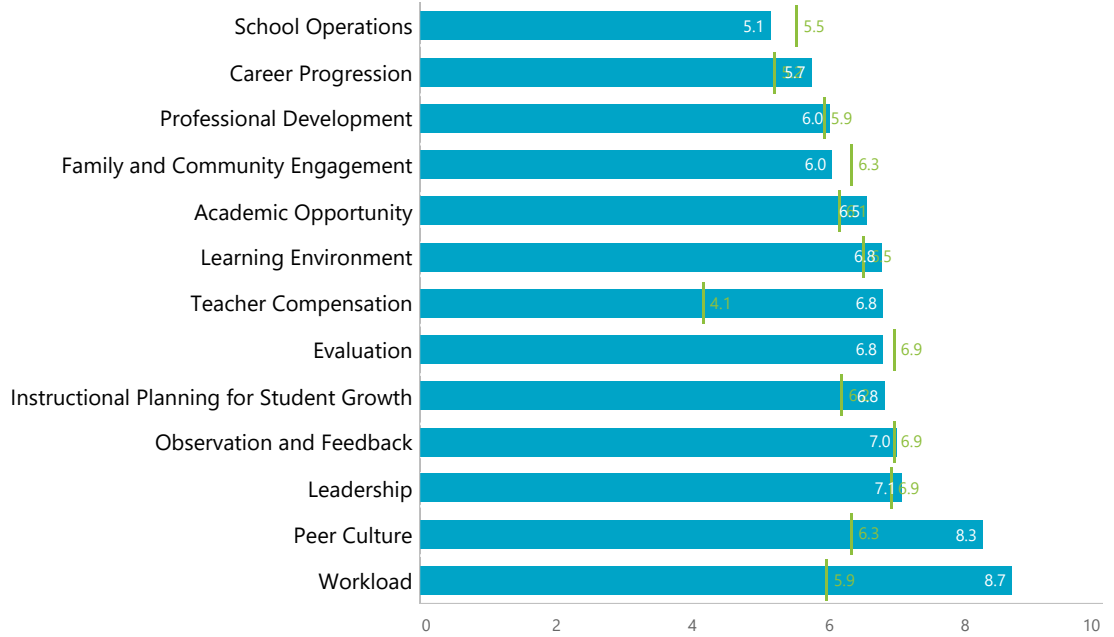
School Index Score	Index Percentile Rank
8.6	**91%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
School Operations	8.7	5.1	4.3	5.5
Career Progression	6.1	5.7	4.3	5.2
Professional Development	6.2	6.0	4.8	5.9
Family and Community Engagement	7.1	6.0	5.1	6.3
Academic Opportunity	6.9	6.5	4.8	6.1
Learning Environment	7.8	6.8	4.9	6.5
Teacher Compensation	7.5	6.8	3.7	4.1
Evaluation	8.2	6.8	6.0	6.9
Instructional Planning for Student Growth	7.0	6.8	4.8	6.2
Observation and Feedback	7.4	7.0	5.6	6.9
Leadership	8.2	7.1	5.4	6.9
Peer Culture	7.4	8.3	4.8	6.3
Workload	9.0	8.7	5.1	5.9

Insight Items from the Teacher Survey
Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	100%	71%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	71%	54%	61%	76%
	My school implements a rigorous academic curriculum.	71%	87%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	93%	87%	61%	72%
	Students at my school support their answers and explain their thinking.	67%	67%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	85%	71%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	77%	64%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	93%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	85%	73%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	69%	67%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	54%	38%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	86%	73%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	50%	60%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	100%	93%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	71%	57%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	79%	71%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		80%	55%	69%
	Leaders at my school value my feedback.	86%	80%	62%	82%
	Leaders at my school work hard to retain effective teachers.	93%	80%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	86%	80%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	100%	87%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	92%	87%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	100%	87%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	93%	73%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	93%	80%	56%	79%
	My school is a good place to teach and learn.	93%	87%	71%	87%
	My school is fun and joyful.		60%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	93%	80%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.		79%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.		77%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	73%	100%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	80%	93%	59%	78%
	The time I spend collaborating with my colleagues is productive.	93%	93%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	71%	79%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	85%	57%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	38%	46%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	62%	54%	57%	64%
	My school is committed to improving my instructional practice.	85%	73%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		60%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	83%	80%	70%	83%
	I get enough feedback on my instructional practice.	83%	79%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	83%	54%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	92%	80%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	75%	80%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	83%	77%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	64%	64%	56%	65%
	Someone at my school is thinking about my career progression.	73%	38%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	73%	71%	49%	60%
	There are opportunities for me to advance at my school.	36%	40%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	100%	87%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	82%	71%	62%	80%
	My school encourages and helps families to support student learning at home.	82%	80%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		71%	71%	82%
	My school regularly seeks input from students' families.	73%	71%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.				
	I applied for a position at this school rather than being 'placed' here.				
	The hiring process was efficient.				
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.				
	Throughout the hiring process I had clear information about next steps.				
School Operations	Day-to-day operations for my school run smoothly.	100%	67%	64%	81%
	My school building is clean and well maintained.		79%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	83%	53%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.		67%	49%	58%
	Procedures at my school maximize the time students spend learning.	100%	80%	62%	83%
	When I need something at my school, I know who to ask.	100%	79%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	64%	64%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	73%	69%	43%	49%
	I understand the criteria that are used to determine my compensation.	82%	71%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	73%	43%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	73%	71%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	100%	87%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	73%	67%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	91%	93%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	82%	69%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	25%	20%	20%	26%
Put me in charge of something important	33%	27%	28%	34%
Provided me with access to additional resources for my classroom	50%	40%	42%	54%
Encouraged me to continue teaching at my school next year	42%	40%	42%	48%
Recognized my accomplishments publicly	25%	47%	32%	36%
Provided me with regular, positive feedback	92%	73%	57%	73%
None of the above	0%	13%	14%	7%
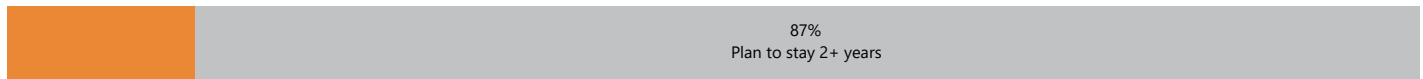
Teacher Plans for 2023
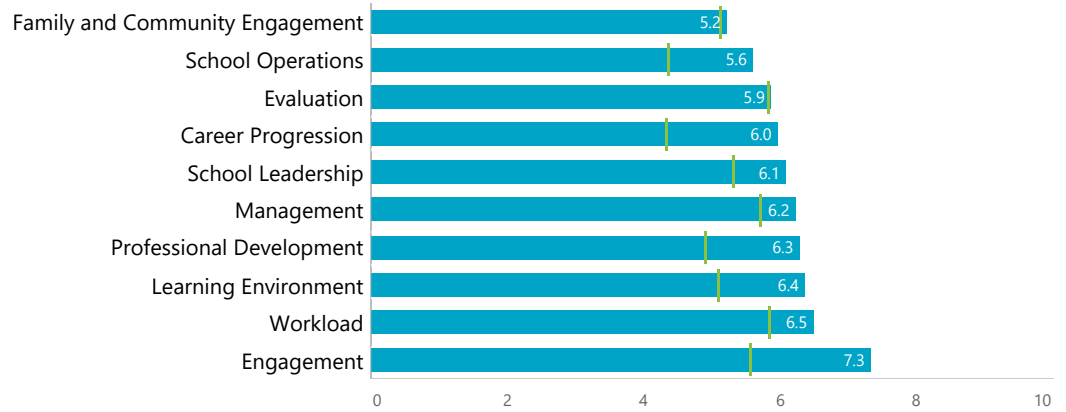
87%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

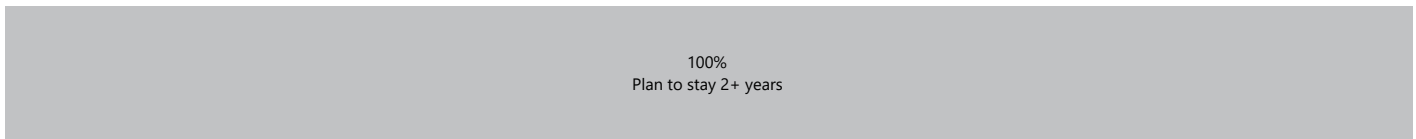|	
Ability to have a positive impact on student outcomes	4 teachers
I like the work schedule at my school	4 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
My school is in a convenient location; I have an easy commute	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Family and Community Engagement	5.2
School Operations	5.6
Evaluation	5.9
Career Progression	6.0
School Leadership	6.1
Management	6.2
Professional Development	6.3
Learning Environment	6.4
Workload	6.5
Engagement	7.3

	2023	Alachua Average	National Average
Family and Community Engagement	5.2	5.1	5.0
School Operations	5.6	4.3	5.0
Evaluation	5.9	5.8	5.0
Career Progression	6.0	4.3	5.0
School Leadership	6.1	5.3	5.0
Management	6.2	5.7	5.0
Professional Development	6.3	4.9	5.0
Learning Environment	6.4	5.1	5.0
Workload	6.5	5.8	5.0
Engagement	7.3	5.5	5.0

Support Staff Plans for 2023

100%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	1 Support Staff
Inspiring school leadership	1 Support Staff
Recognition and respect	1 Support Staff
Staff collegiality and collaboration/relationships with staff	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
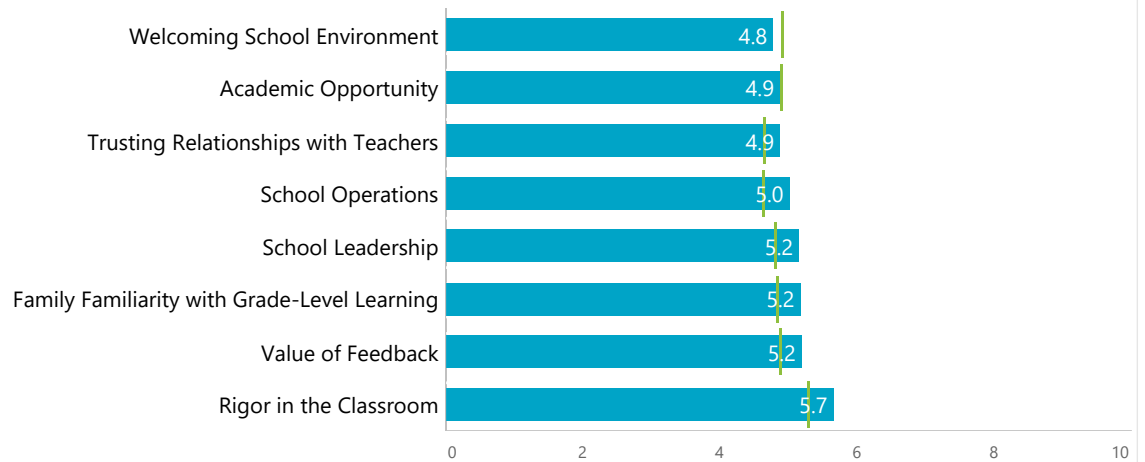
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	75%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	75%	59%	68%
	My school is a good place to teach and learn.	75%	73%	79%
	My school is fun and joyful.	75%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	75%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	75%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	75%	78%	81%
Management	My manager actively supports my growth and development.*	75%	73%	
	My manager provides me with regular, actionable feedback.	75%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	75%	72%	
	The expectations for my role are clearly defined.	75%	76%	72%
	When I get feedback, I receive support to implement those changes.	75%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	75%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	75%	53%	61%
	There are opportunities for professional growth in my role.	75%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	75%	59%	60%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	75%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	75%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	75%	71%	72%

Survey Items from the Support Staff Survey

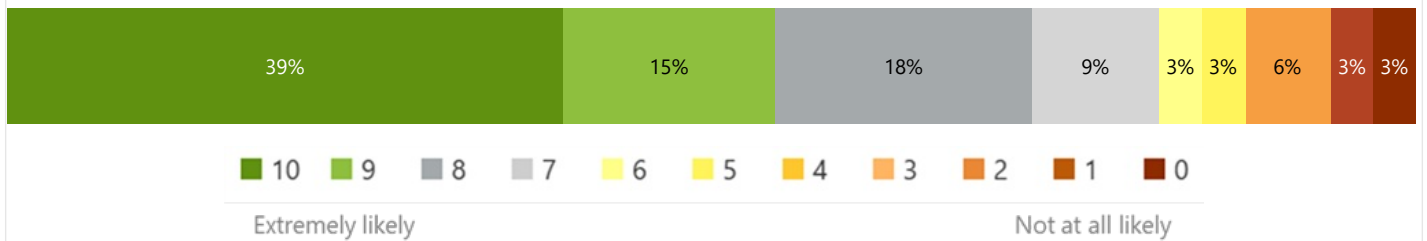|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	100%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	50%	41%	43%
	There are opportunities for me to advance at my school or within the district.	50%	51%	51%
Engagement	I am compensated fairly for the work that I do.	50%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	100%	85%	83%
	My day-to-day work makes good use of my strengths.	100%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	75%	70%	66%
	I know the criteria that will be used to evaluate my performance.	75%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	25%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	75%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	75%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	50%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	75%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	75%	72%	72%
	My school encourages and helps families to support student learning at home.	75%	74%	77%
	My school has established systems that ensure families are well informed about the school.	75%	75%	79%
	My school regularly seeks input from students' families.	50%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	75%	64%	72%
	My school building is clean and well maintained.	100%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	75%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	75%	55%	77%
	Procedures at my school maximize the time students spend learning.	75%	67%	76%
	When I need something at my school, I know who to ask.	75%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	100%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	75%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	75%	74%	65%
	Over the long term, my workload is sustainable.	100%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Welcoming School Environment	4.8
Academic Opportunity	4.9
Trusting Relationships with Teachers	4.9
School Operations	5.0
School Leadership	5.2
Family Familiarity with Grade-Level Learning	5.2
Value of Feedback	5.2
Rigor in the Classroom	5.7

	2023	Alachua Average	National Average
Welcoming School Environment	4.8	4.9	5.0
Academic Opportunity	4.9	4.9	5.0
Trusting Relationships with Teachers	4.9	4.6	5.0
School Operations	5.0	4.6	5.0
School Leadership	5.2	4.8	5.0
Family Familiarity with Grade-Level Learning	5.2	4.8	5.0
Value of Feedback	5.2	4.9	5.0
Rigor in the Classroom	5.7	5.3	5.0

How likely are you to recommend this school to other families?

39%	15%	18%	9%	3%	3%	6%	3%	3%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

14%	4%	7%	32%	29%	14%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	63%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	60%	61%	68%
	My child's teachers challenge my child to do their best work.	72%	71%	75%
	The work my child completes for school is challenging enough for my child.	70%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	68%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	69%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	73%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	88%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	89%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	78%	79%	79%
	My child's assignments usually include reading.	89%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	65%	59%	69%
	My child's school is focused on the right priorities.	70%	62%	68%
	School leaders care about my child's success.	74%	67%	72%
	School leaders follow through on programs and initiatives.	72%	68%	71%
School Operations	I receive timely communications from my child's school.	77%	72%	77%
	My child's school is clean and well maintained.	77%	63%	87%
	My child's school keeps me informed of school initiatives.	81%	71%	81%
	My child's school schedules events at times that are convenient.	74%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	71%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	59%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	71%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	68%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	53%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	62%	50%	61%
	Leaders at my child's school value my feedback.	58%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	61%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	78%	73%	74%
	My child enjoys going to school.	47%	68%	72%
	My child's school is a safe place.	88%	62%	77%
	My child's school is fun and joyful.*	61%	59%	

2023 Insight Data for

Fort Clarke Middle School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
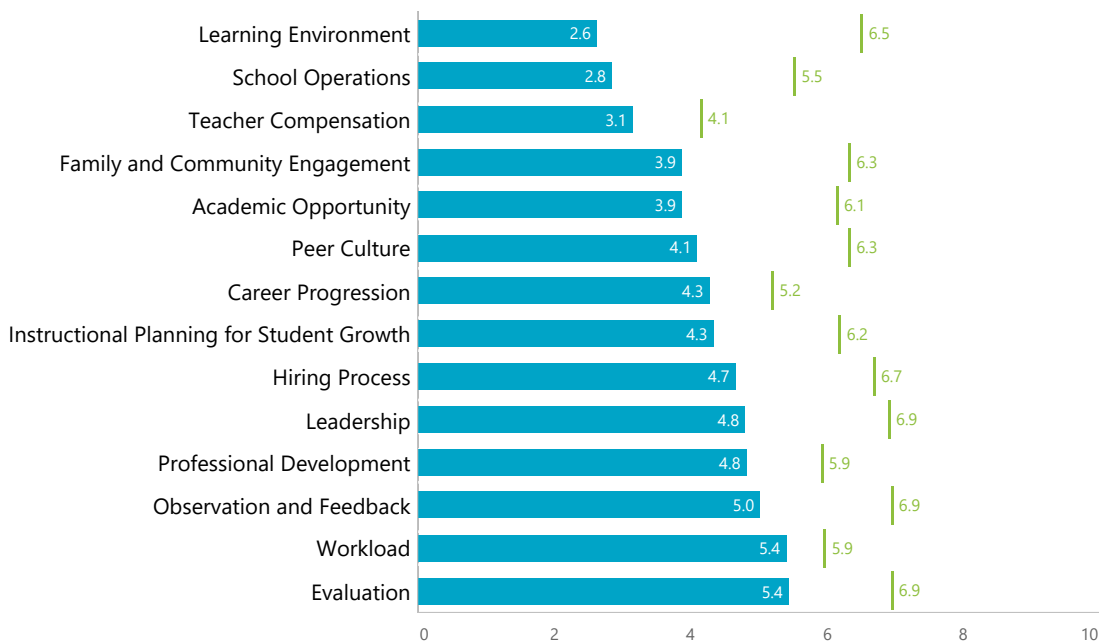
School Index Score	Index Percentile Rank
6.2	**26%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	4.3	2.6	4.9	6.5
School Operations	4.1	2.8	4.3	5.5
Teacher Compensation	3.8	3.1	3.7	4.1
Family and Community Engagement	4.1	3.9	5.1	6.3
Academic Opportunity	5.0	3.9	4.8	6.1
Peer Culture	3.8	4.1	4.8	6.3
Career Progression	3.8	4.3	4.3	5.2
Instructional Planning for Student Growth	3.2	4.3	4.8	6.2
Hiring Process	6.9	4.7	5.8	6.7
Leadership	4.9	4.8	5.4	6.9
Professional Development	3.5	4.8	4.8	5.9
Observation and Feedback	4.4	5.0	5.6	6.9
Workload	4.5	5.4	5.1	5.9
Evaluation	5.7	5.4	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	59%	50%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	67%	43%	61%	76%
	My school implements a rigorous academic curriculum.	67%	54%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	73%	64%	61%	72%
	Students at my school support their answers and explain their thinking.	56%	29%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	63%	67%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	69%	62%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	85%	93%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	72%	50%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	60%	53%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	28%	34%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	63%	62%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	32%	48%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	52%	82%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	56%	68%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	48%	41%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		45%	55%	69%
	Leaders at my school value my feedback.	64%	59%	62%	82%
	Leaders at my school work hard to retain effective teachers.	60%	62%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	60%	55%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	72%	66%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	60%	71%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	68%	48%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	42%	33%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	42%	27%	56%	79%
	My school is a good place to teach and learn.	68%	45%	71%	87%
	My school is fun and joyful.		23%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	69%	40%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	46%	40%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	50%	27%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	58%	59%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	48%	38%	59%	78%
	The time I spend collaborating with my colleagues is productive.	42%	59%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	42%	48%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	39%	54%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	29%	43%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	56%	71%	57%	64%
	My school is committed to improving my instructional practice.	61%	64%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		57%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	67%	68%	70%	83%
	I get enough feedback on my instructional practice.	67%	69%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	42%	46%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	63%	68%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	58%	79%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	46%	57%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	52%	40%	56%	65%
	Someone at my school is thinking about my career progression.	38%	38%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	25%	53%	49%	60%
	There are opportunities for me to advance at my school.	35%	40%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	59%	61%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	55%	42%	62%	80%
	My school encourages and helps families to support student learning at home.	64%	55%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		71%	71%	82%
	My school regularly seeks input from students' families.	36%	42%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	100%	71%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	80%	86%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	80%	71%	66%	79%
	Throughout the hiring process I had clear information about next steps.	60%	86%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	65%	34%	64%	81%
	My school building is clean and well maintained.	46%	30%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	67%	90%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	59%	30%	49%	58%
	Procedures at my school maximize the time students spend learning.	59%	27%	62%	83%
	When I need something at my school, I know who to ask.	74%	80%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	17%	7%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	59%	50%	43%	49%
	I understand the criteria that are used to determine my compensation.	48%	40%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	22%	13%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	33%	21%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	33%	53%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	38%	43%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	22%	28%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	50%	48%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	21%	27%	20%	26%
	Put me in charge of something important	42%	43%	28%	34%
	Provided me with access to additional resources for my classroom	33%	47%	42%	54%
	Encouraged me to continue teaching at my school next year	38%	40%	42%	48%
	Recognized my accomplishments publicly	21%	40%	32%	36%
	Provided me with regular, positive feedback	33%	60%	57%	73%
	None of the above	13%	13%	14%	7%

Teacher Plans for 2023

35% Plan to leave this year or next	65% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

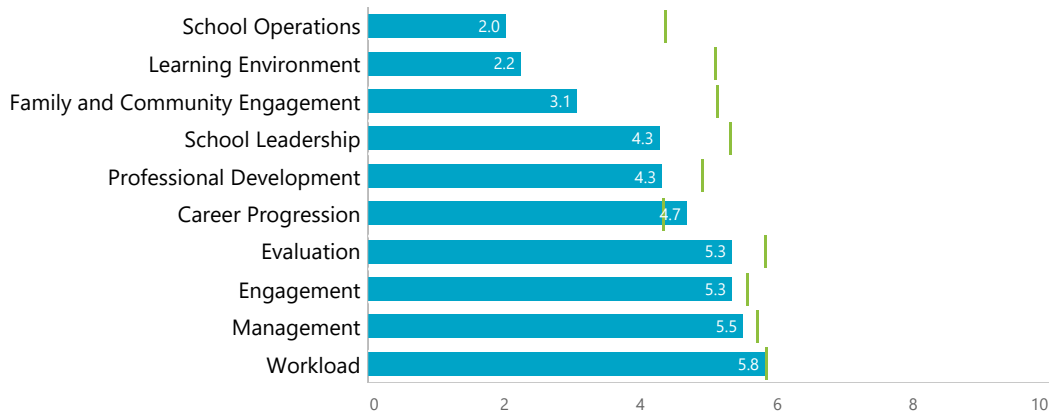|	
Dissatisfaction with student conduct at my school	5 teachers
Personal reasons (not school related)	3 teachers
Dissatisfaction with culture and learning environment at my school	1 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
Professional reason (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Autonomy to make decisions about my classroom and curriculum	3 teachers
My school is in a convenient location; I have an easy commute	3 teachers
Recognition and respect	2 teachers
Retirement benefits	2 teachers
Ability to have a positive impact on student outcomes	1 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
I like the work schedule at my school	1 teachers
Inspiring school leadership	1 teachers
Staff collegiality and collaboration/relationships with staff	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
School Operations	2.0
Learning Environment	2.2
Family and Community Engagement	3.1
School Leadership	4.3
Professional Development	4.3
Career Progression	4.7
Evaluation	5.3
Engagement	5.3
Management	5.5
Workload	5.8

	2023	Alachua Average	National Average
School Operations	2.0	4.3	5.0
Learning Environment	2.2	5.1	5.0
Family and Community Engagement	3.1	5.1	5.0
School Leadership	4.3	5.3	5.0
Professional Development	4.3	4.9	5.0
Career Progression	4.7	4.3	5.0
Evaluation	5.3	5.8	5.0
Engagement	5.3	5.5	5.0
Management	5.5	5.7	5.0
Workload	5.8	5.8	5.0

Support Staff Plans for 2023

50% Plan to leave this year or next	50% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Dissatisfaction with my school leadership	3 Support Staff
Dissatisfaction with staff collegiality and collaboration at my school	2 Support Staff
Personal reasons (not school related)	1 Support Staff
Professional reason (not school related)	1 Support Staff
My workload is too great	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	3 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
Financial compensation	1 Support Staff
My school is in a convenient location; I have an easy commute	1 Support Staff
Retirement benefits	1 Support Staff
Staff collegiality and collaboration/relationships with staff	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
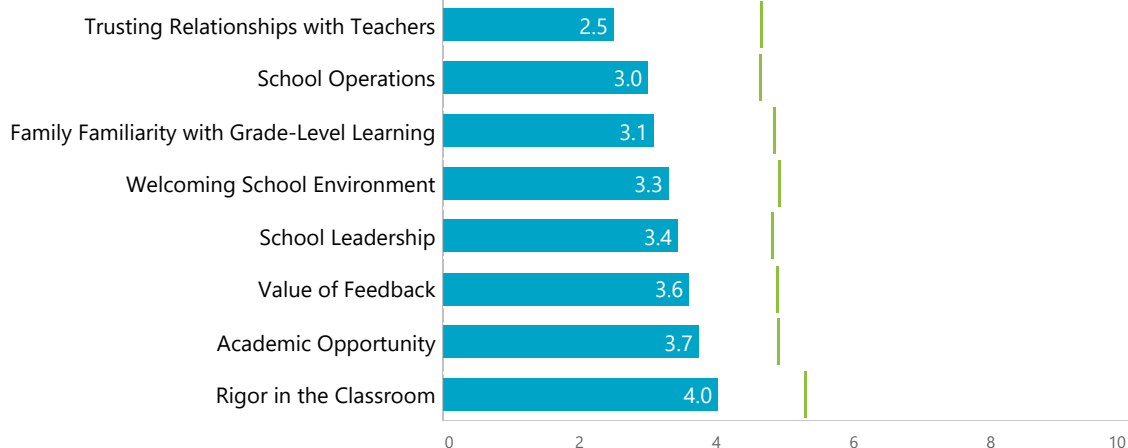
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	29%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	24%	59%	68%
	My school is a good place to teach and learn.	39%	73%	79%
	My school is fun and joyful.	24%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	47%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	41%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	53%	78%	81%
Management	My manager actively supports my growth and development.*	67%	73%	
	My manager provides me with regular, actionable feedback.	67%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	61%	72%	
	The expectations for my role are clearly defined.	83%	76%	72%
	When I get feedback, I receive support to implement those changes.	67%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	50%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	35%	53%	61%
	There are opportunities for professional growth in my role.	56%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	44%	59%	60%
	Leaders at my school value my feedback.	56%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	50%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	50%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	56%	71%	72%

Survey Items from the Support Staff Survey

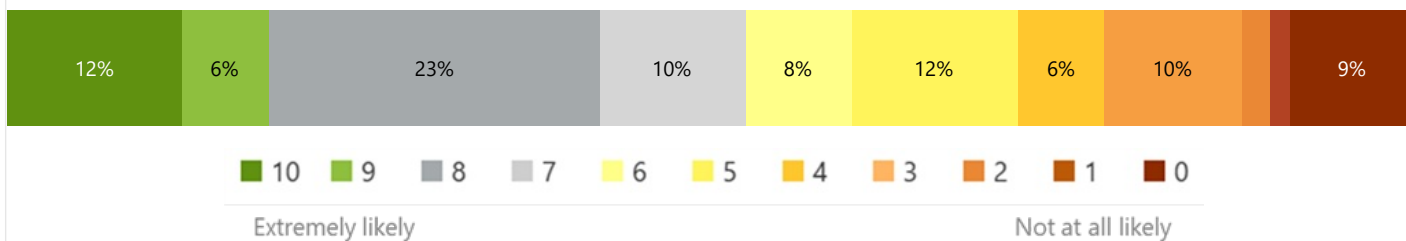|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	53%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	44%	41%	43%
	There are opportunities for me to advance at my school or within the district.	56%	51%	51%
Engagement	I am compensated fairly for the work that I do.	28%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	89%	85%	83%
	My day-to-day work makes good use of my strengths.	78%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	78%	70%	66%
	I know the criteria that will be used to evaluate my performance.	78%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	63%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	69%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	72%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	33%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	67%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	47%	72%	72%
	My school encourages and helps families to support student learning at home.	67%	74%	77%
	My school has established systems that ensure families are well informed about the school.	47%	75%	79%
	My school regularly seeks input from students' families.	53%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	33%	64%	72%
	My school building is clean and well maintained.	33%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	50%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	17%	55%	77%
	Procedures at my school maximize the time students spend learning.	39%	67%	76%
	When I need something at my school, I know who to ask.	61%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	61%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	72%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	83%	74%	65%
	Over the long term, my workload is sustainable.	67%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
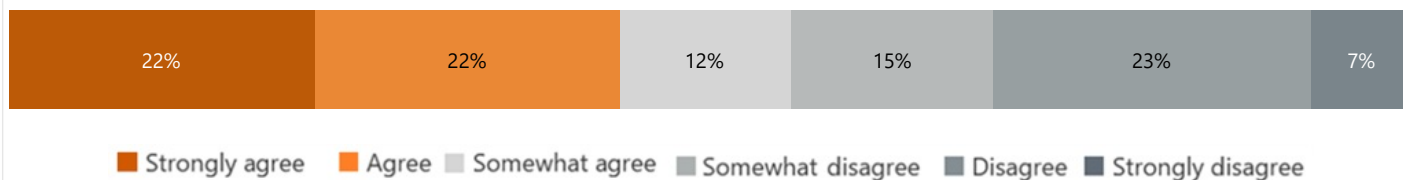
Domain	Score
Trusting Relationships with Teachers	2.5
School Operations	3.0
Family Familiarity with Grade-Level Learning	3.1
Welcoming School Environment	3.3
School Leadership	3.4
Value of Feedback	3.6
Academic Opportunity	3.7
Rigor in the Classroom	4.0

	2023	Alachua Average	National Average
Trusting Relationships with Teachers	2.5	4.6	5.0
School Operations	3.0	4.6	5.0
Family Familiarity with Grade-Level Learning	3.1	4.8	5.0
Welcoming School Environment	3.3	4.9	5.0
School Leadership	3.4	4.8	5.0
Value of Feedback	3.6	4.9	5.0
Academic Opportunity	3.7	4.9	5.0
Rigor in the Classroom	4.0	5.3	5.0

How likely are you to recommend this school to other families?

12%	6%	23%	10%	8%	12%	6%	10%	9%

■ 10　■ 9　■ 8　■ 7　■ 6　■ 5　■ 4　■ 3　■ 2　■ 1　■ 0

Extremely likely　　　　　　　　　　Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

22%	22%	12%	15%	23%	7%

■ Strongly agree　■ Agree　■ Somewhat agree　■ Somewhat disagree　■ Disagree　■ Strongly disagree

Insight Items from the Family Survey
Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	44%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	47%	61%	68%
	My child's teachers challenge my child to do their best work.	58%	71%	75%
	The work my child completes for school is challenging enough for my child.	58%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	40%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	34%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	46%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	64%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	72%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	66%	79%	79%
	My child's assignments usually include reading.	69%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	41%	59%	69%
	My child's school is focused on the right priorities.	44%	62%	68%
	School leaders care about my child's success.	56%	67%	72%
	School leaders follow through on programs and initiatives.	56%	68%	71%
School Operations	I receive timely communications from my child's school.	58%	72%	77%
	My child's school is clean and well maintained.	43%	63%	87%
	My child's school keeps me informed of school initiatives.	56%	71%	81%
	My child's school schedules events at times that are convenient.	62%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	22%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	26%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	25%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	35%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	32%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	37%	50%	61%
	Leaders at my child's school value my feedback.	38%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	46%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	62%	73%	74%
	My child enjoys going to school.	48%	68%	72%
	My child's school is a safe place.	38%	62%	77%
	My child's school is fun and joyful.*	35%	59%	

2023 Insight Data for

Stephen Foster Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
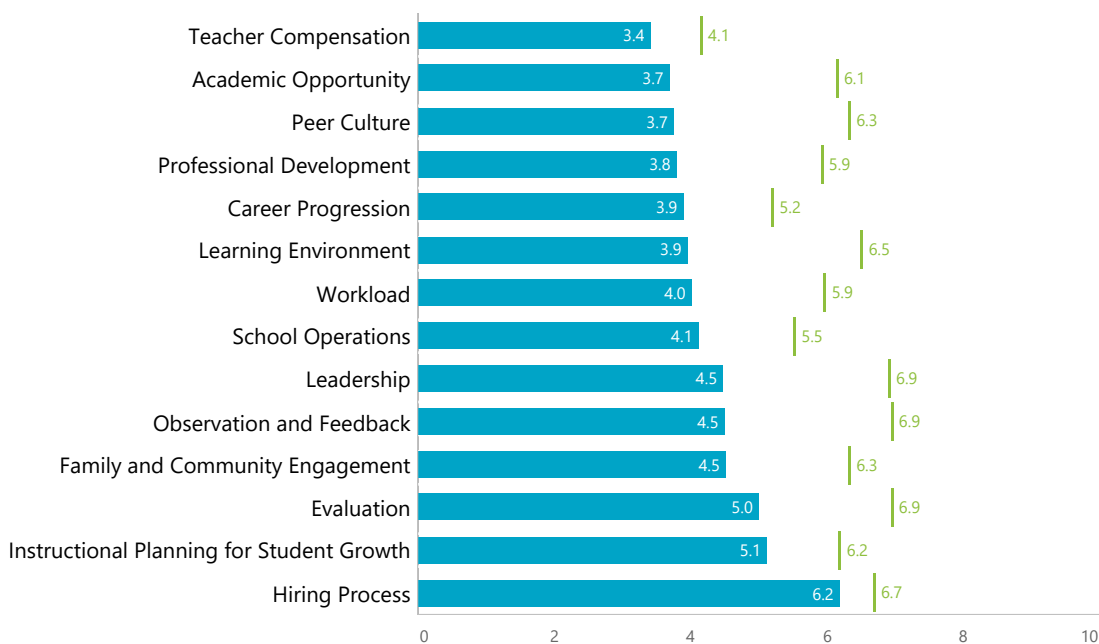
School Index Score

6.5

Index Percentile Rank

37%

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	4.8	3.4	3.7	4.1
Academic Opportunity	5.4	3.7	4.8	6.1
Peer Culture	5.5	3.7	4.8	6.3
Professional Development	4.9	3.8	4.8	5.9
Career Progression	5.6	3.9	4.3	5.2
Learning Environment	5.5	3.9	4.9	6.5
Workload	6.2	4.0	5.1	5.9
School Operations	6.3	4.1	4.3	5.5
Leadership	5.8	4.5	5.4	6.9
Observation and Feedback	6.1	4.5	5.6	6.9
Family and Community Engagement	5.8	4.5	5.1	6.3
Evaluation	7.1	5.0	6.0	6.9
Instructional Planning for Student Growth	4.6	5.1	4.8	6.2
Hiring Process	7.2	6.2	5.8	6.7

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	54%	20%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	75%	50%	61%	76%
	My school implements a rigorous academic curriculum.	79%	70%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	75%	50%	61%	72%
	Students at my school support their answers and explain their thinking.	46%	40%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	78%	50%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	74%	63%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	91%	93%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	65%	47%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	78%	57%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	22%	38%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	70%	60%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	39%	50%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	65%	80%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	65%	60%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	57%	60%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		37%	55%	69%
	Leaders at my school value my feedback.	58%	50%	62%	82%
	Leaders at my school work hard to retain effective teachers.	71%	57%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	71%	63%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	65%	60%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	74%	67%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	58%	67%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	46%	33%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	54%	47%	56%	79%
	My school is a good place to teach and learn.	75%	60%	71%	87%
	My school is fun and joyful.		47%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	75%	70%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	63%	47%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	67%	50%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	58%	47%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	58%	40%	59%	78%
	The time I spend collaborating with my colleagues is productive.	63%	63%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	58%	43%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	54%	37%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	54%	27%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	58%	50%	57%	64%
	My school is committed to improving my instructional practice.	80%	77%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		67%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	83%	67%	70%	83%
	I get enough feedback on my instructional practice.	78%	73%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	61%	43%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	83%	63%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	87%	73%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	65%	33%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	74%	52%	56%	65%
	Someone at my school is thinking about my career progression.	39%	27%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	57%	43%	49%	60%
	There are opportunities for me to advance at my school.	57%	40%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	78%	67%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	83%	47%	62%	80%
	My school encourages and helps families to support student learning at home.	83%	67%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		70%	71%	82%
	My school regularly seeks input from students' families.	61%	50%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	100%	80%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	70%	90%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	100%	80%	66%	79%
	Throughout the hiring process I had clear information about next steps.	90%	70%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	74%	63%	64%	81%
	My school building is clean and well maintained.	78%	33%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	87%	73%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	91%	67%	49%	58%
	Procedures at my school maximize the time students spend learning.	74%	63%	62%	83%
	When I need something at my school, I know who to ask.	78%	73%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	17%	17%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	65%	57%	43%	49%
	I understand the criteria that are used to determine my compensation.	43%	53%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	13%	20%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	39%	27%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	48%	50%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	43%	28%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	57%	23%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	61%	27%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	30%	21%	20%	26%
Put me in charge of something important	30%	31%	28%	34%
Provided me with access to additional resources for my classroom	35%	41%	42%	54%
Encouraged me to continue teaching at my school next year	43%	45%	42%	48%
Recognized my accomplishments publicly	35%	17%	32%	36%
Provided me with regular, positive feedback	57%	38%	57%	73%
None of the above	13%	24%	14%	7%

Retention (vertical label)

Teacher Plans for 2023

29% Plan to leave this year or next	71% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

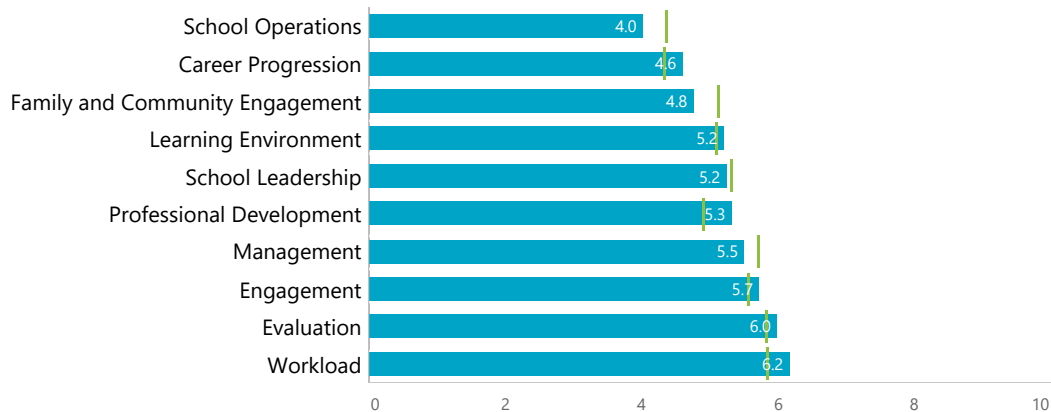|	
Dissatisfaction with my school leadership/immediate supervisor	4 teachers
Personal reasons (not school related)	2 teachers
Dissatisfaction with financial compensation (salary and benefits)	1 teachers
Dissatisfaction with student conduct at my school	1 teachers
I am being laid off, non-renewed, or bumped from my position	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

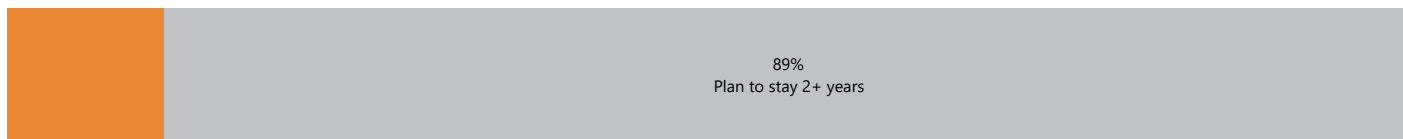|	
Ability to have a positive impact on student outcomes	4 teachers
Financial compensation	3 teachers
Positive school culture and learning environment	2 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
I like the work schedule at my school	1 teachers
Instructional support/opportunity to improve my teaching practice	1 teachers
Job security	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
School Operations	4.0
Career Progression	4.6
Family and Community Engagement	4.8
Learning Environment	5.2
School Leadership	5.2
Professional Development	5.3
Management	5.5
Engagement	5.7
Evaluation	6.0
Workload	6.2

	2023	Alachua Average	National Average
School Operations	4.0	4.3	5.0
Career Progression	4.6	4.3	5.0
Family and Community Engagement	4.8	5.1	5.0
Learning Environment	5.2	5.1	5.0
School Leadership	5.2	5.3	5.0
Professional Development	5.3	4.9	5.0
Management	5.5	5.7	5.0
Engagement	5.7	5.5	5.0
Evaluation	6.0	5.8	5.0
Workload	6.2	5.8	5.0

Support Staff Plans for 2023

89%
Plan to stay 2+ years

Top Reasons for Planning to Leave

for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay

for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	2 Support Staff
Inspiring school leadership	2 Support Staff
Staff collegiality and collaboration/relationships with staff	2 Support Staff
I like the work schedule at my school	1 Support Staff
Inspiring immediate supervisor	1 Support Staff
Job security	1 Support Staff
Retirement benefits	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
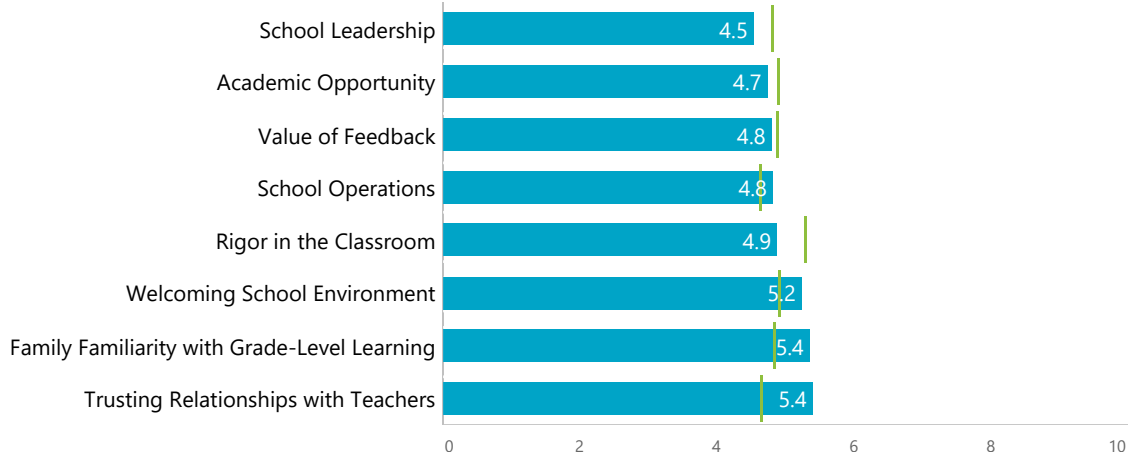
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	65%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	56%	59%	68%
	My school is a good place to teach and learn.	71%	73%	79%
	My school is fun and joyful.	59%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	78%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	76%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	76%	78%	81%
Management	My manager actively supports my growth and development.*	72%	73%	
	My manager provides me with regular, actionable feedback.	72%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	72%	72%	
	The expectations for my role are clearly defined.	67%	76%	72%
	When I get feedback, I receive support to implement those changes.	78%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	67%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	61%	53%	61%
	There are opportunities for professional growth in my role.	72%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	61%	59%	60%
	Leaders at my school value my feedback.	67%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	59%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	72%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	72%	71%	72%

Survey Items from the Support Staff Survey

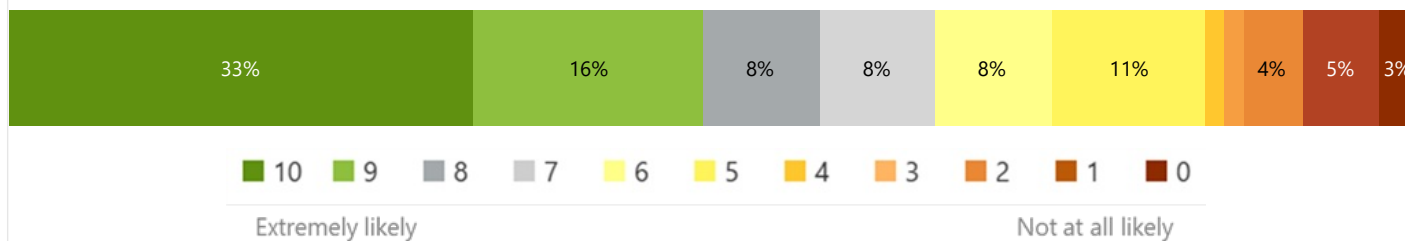|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	65%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	41%	41%	43%
	There are opportunities for me to advance at my school or within the district.	47%	51%	51%
Engagement	I am compensated fairly for the work that I do.	33%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	94%	85%	83%
	My day-to-day work makes good use of my strengths.	83%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	67%	70%	66%
	I know the criteria that will be used to evaluate my performance.	78%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	56%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	61%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	72%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	61%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	65%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	71%	72%	72%
	My school encourages and helps families to support student learning at home.	75%	74%	77%
	My school has established systems that ensure families are well informed about the school.	71%	75%	79%
	My school regularly seeks input from students' families.	65%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	56%	64%	72%
	My school building is clean and well maintained.	44%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	76%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	53%	55%	77%
	Procedures at my school maximize the time students spend learning.	65%	67%	76%
	When I need something at my school, I know who to ask.	89%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	78%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	83%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	83%	74%	65%
	Over the long term, my workload is sustainable.	72%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
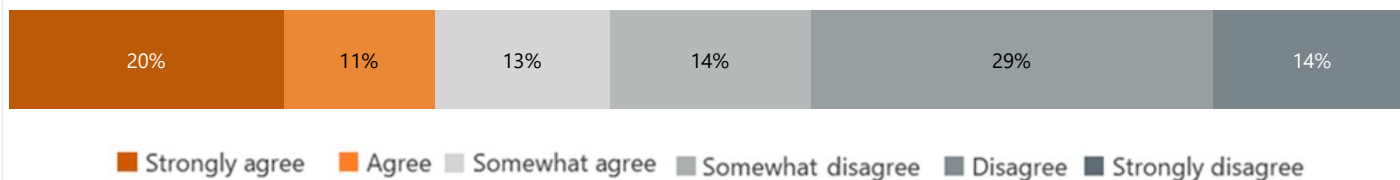
Domain	2023	Alachua Average	National Average
School Leadership	4.5	4.8	5.0
Academic Opportunity	4.7	4.9	5.0
Value of Feedback	4.8	4.9	5.0
School Operations	4.8	4.6	5.0
Rigor in the Classroom	4.9	5.3	5.0
Welcoming School Environment	5.2	4.9	5.0
Family Familiarity with Grade-Level Learning	5.4	4.8	5.0
Trusting Relationships with Teachers	5.4	4.6	5.0

How likely are you to recommend this school to other families?

10	9	8	7	6	5	4	3	2	1	0
33%	16%	8%	8%	8%	11%		4%		5%	3%

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree
20%	11%	13%	14%	29%	14%

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	64%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	61%	61%	68%
	My child's teachers challenge my child to do their best work.	76%	71%	75%
	The work my child completes for school is challenging enough for my child.	69%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	67%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	67%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	75%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	56%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	84%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	79%	79%	79%
	My child's assignments usually include reading.	80%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	59%	59%	69%
	My child's school is focused on the right priorities.	58%	62%	68%
	School leaders care about my child's success.	62%	67%	72%
	School leaders follow through on programs and initiatives.	63%	68%	71%
School Operations	I receive timely communications from my child's school.	73%	72%	77%
	My child's school is clean and well maintained.	66%	63%	87%
	My child's school keeps me informed of school initiatives.	75%	71%	81%
	My child's school schedules events at times that are convenient.	64%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	63%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	61%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	62%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	65%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	71%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	51%	50%	61%
	Leaders at my child's school value my feedback.	60%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	69%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	79%	73%	74%
	My child enjoys going to school.	67%	68%	72%
	My child's school is a safe place.	77%	62%	77%
	My child's school is fun and joyful.*	65%	59%	

2023 Insight Data for

Gainesville High School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score	Index Percentile Rank
4.9	**0%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.
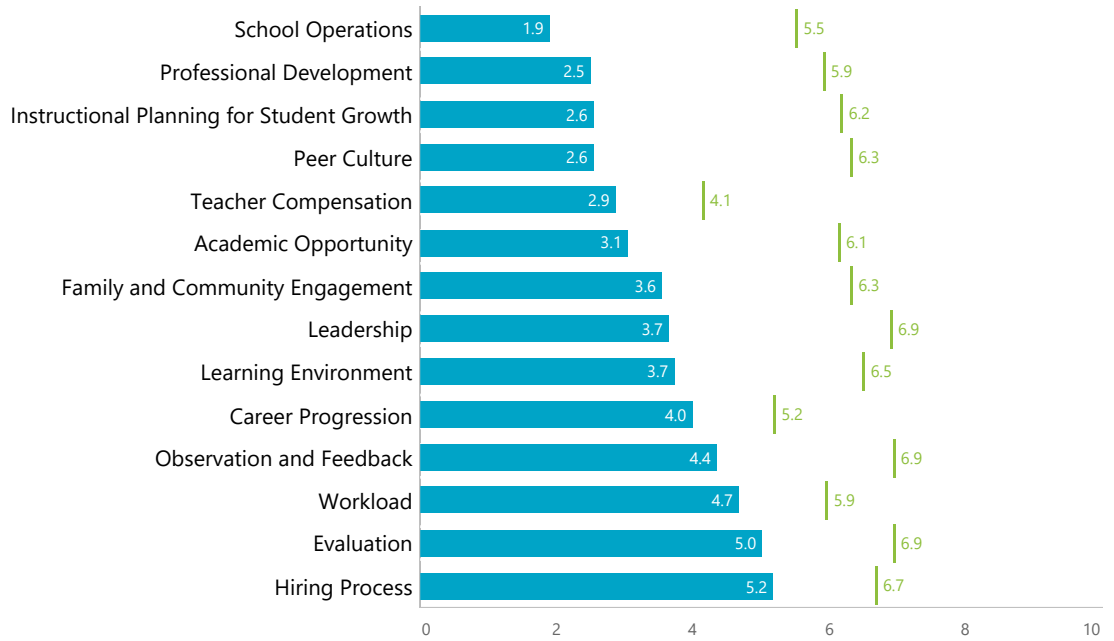
	2021	2023	Alachua Average	Alachua Top Quartile
School Operations	3.9	1.9	4.3	5.5
Professional Development	3.8	2.5	4.8	5.9
Instructional Planning for Student Growth	2.4	2.6	4.8	6.2
Peer Culture	3.7	2.6	4.8	6.3
Teacher Compensation	3.6	2.9	3.7	4.1
Academic Opportunity	5.3	3.1	4.8	6.1
Family and Community Engagement	5.5	3.6	5.1	6.3
Leadership	6.0	3.7	5.4	6.9
Learning Environment	5.6	3.7	4.9	6.5
Career Progression	4.8	4.0	4.3	5.2
Observation and Feedback	5.2	4.4	5.6	6.9
Workload	5.3	4.7	5.1	5.9
Evaluation	5.9	5.0	6.0	6.9
Hiring Process	4.0	5.2	5.8	6.7

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	59%	37%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	59%	37%	61%	76%
	My school implements a rigorous academic curriculum.	68%	49%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	70%	42%	61%	72%
	Students at my school support their answers and explain their thinking.	59%	30%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	68%	55%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	71%	53%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	87%	85%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	61%	60%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	55%	45%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	11%	16%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	60%	48%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	22%	28%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	49%	56%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	42%	44%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	42%	36%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		37%	55%	69%
	Leaders at my school value my feedback.	59%	44%	62%	82%
	Leaders at my school work hard to retain effective teachers.	66%	39%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	75%	39%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	82%	49%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	78%	46%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	73%	46%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	50%	24%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	59%	40%	56%	79%
	My school is a good place to teach and learn.	80%	48%	71%	87%
	My school is fun and joyful.		37%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	86%	52%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	70%	57%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	56%	36%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	48%	32%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	32%	35%	59%	78%
	The time I spend collaborating with my colleagues is productive.	48%	48%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	25%	31%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	31%	25%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	36%	27%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	44%	30%	57%	64%
	My school is committed to improving my instructional practice.	73%	50%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		34%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	65%	62%	70%	83%
	I get enough feedback on my instructional practice.	70%	63%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	40%	38%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	67%	60%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	67%	64%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	57%	43%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	51%	65%	56%	65%
	Someone at my school is thinking about my career progression.	24%	33%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	43%	41%	49%	60%
	There are opportunities for me to advance at my school.	40%	38%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	78%	50%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	63%	46%	62%	80%
	My school encourages and helps families to support student learning at home.	68%	38%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		50%	71%	82%
	My school regularly seeks input from students' families.	63%	39%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	33%	50%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	100%	67%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	40%	33%	66%	79%
	Throughout the hiring process I had clear information about next steps.	83%	83%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	83%	44%	64%	81%
	My school building is clean and well maintained.	27%	10%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	76%	53%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	33%	18%	49%	58%
	Procedures at my school maximize the time students spend learning.	73%	40%	62%	83%
	When I need something at my school, I know who to ask.	78%	70%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	2%	15%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	41%	36%	43%	49%
	I understand the criteria that are used to determine my compensation.	48%	54%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	14%	5%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	33%	36%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	44%	37%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	37%	41%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	60%	49%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	50%	41%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	7%	8%	20%	26%
	Put me in charge of something important	21%	20%	28%	34%
	Provided me with access to additional resources for my classroom	26%	38%	42%	54%
	Encouraged me to continue teaching at my school next year	38%	40%	42%	48%
	Recognized my accomplishments publicly	26%	20%	32%	36%
	Provided me with regular, positive feedback	45%	40%	57%	73%
	None of the above	14%	20%	14%	7%

Teacher Plans for 2023

20% Plan to leave this year or next	80% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year
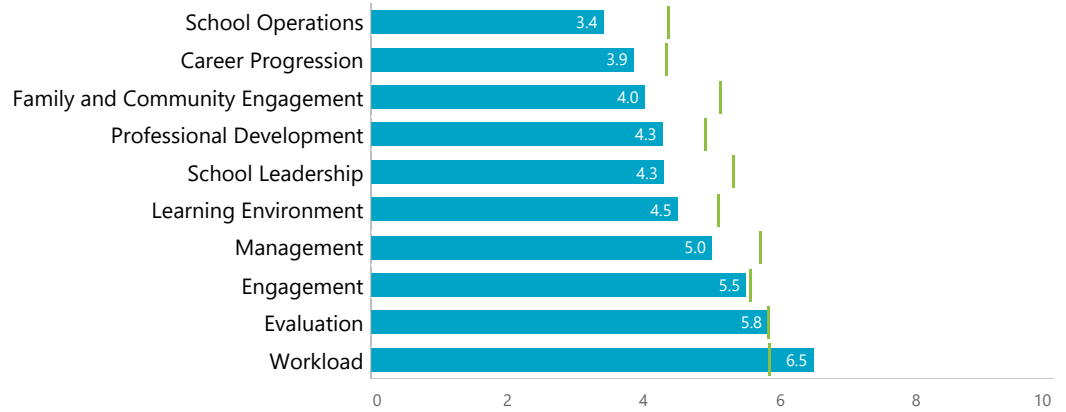
Dissatisfaction with culture and learning environment at my school	1 teachers
Dissatisfaction with financial compensation (salary and benefits)	1 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
Dissatisfaction with staff collegiality and collaboration at my school	1 teachers
Dissatisfaction with student conduct at my school	1 teachers
Personal reasons (not school related)	1 teachers
My workload is too great	1 teachers
Not enough discretion in classroom/curriculum decisions	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Ability to have a positive impact on student outcomes	7 teachers
Autonomy to make decisions about my classroom and curriculum	7 teachers
Positive school culture and learning environment	3 teachers
Retirement benefits	3 teachers
Financial compensation	2 teachers
Relationships with students and families	2 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
Job security	1 teachers
Opportunities for advancement or career progression	1 teachers
Recognition and respect	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
School Operations	3.4
Career Progression	3.9
Family and Community Engagement	4.0
Professional Development	4.3
School Leadership	4.3
Learning Environment	4.5
Management	5.0
Engagement	5.5
Evaluation	5.8
Workload	6.5

	2023	Alachua Average	National Average
School Operations	3.4	4.3	5.0
Career Progression	3.9	4.3	5.0
Family and Community Engagement	4.0	5.1	5.0
Professional Development	4.3	4.9	5.0
School Leadership	4.3	5.3	5.0
Learning Environment	4.5	5.1	5.0
Management	5.0	5.7	5.0
Engagement	5.5	5.5	5.0
Evaluation	5.8	5.8	5.0
Workload	6.5	5.8	5.0

Support Staff Plans for 2023

22% Plan to leave this year or next	78% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Personal reasons (not school related)	3 Support Staff
I am being laid off, non-renewed, or bumped from my position	1 Support Staff
Professional reason (not school related)	1 Support Staff
Insufficient opportunities to earn a promotion	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Staff collegiality and collaboration/relationships with staff	3 Support Staff
Ability to have a positive impact on student outcomes	2 Support Staff
Autonomy to make decisions in my work	2 Support Staff
My school is in a convenient location; I have an easy commute	2 Support Staff
Opportunities for advancement or career progression	2 Support Staff
Retirement benefits	2 Support Staff
I like the work schedule at my school	1 Support Staff
I would like to leave, but have not yet found a better opportunity elsewhere	1 Support Staff
Inspiring school leadership	1 Support Staff
Job security	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
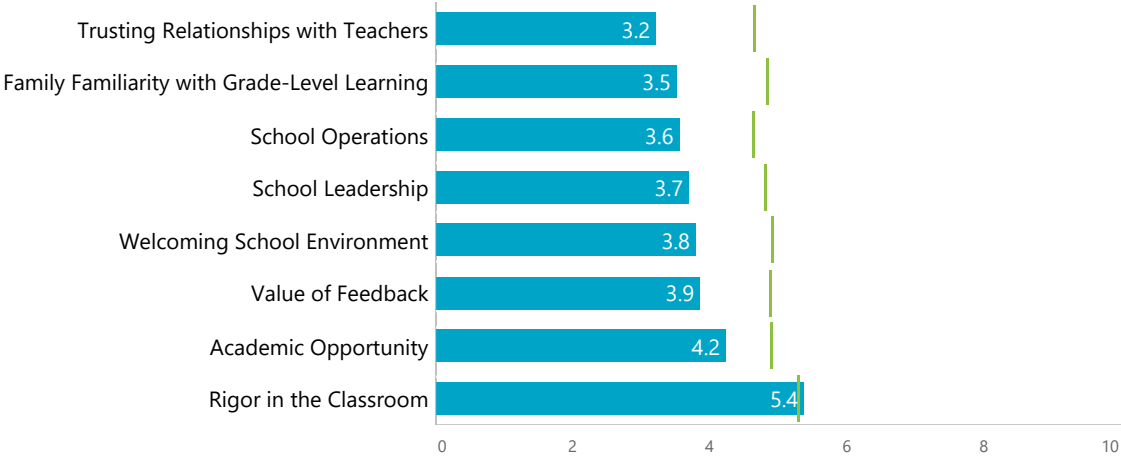
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	55%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	52%	59%	68%
	My school is a good place to teach and learn.	69%	73%	79%
	My school is fun and joyful.	73%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	73%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	63%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	64%	78%	81%
Management	My manager actively supports my growth and development.*	67%	73%	
	My manager provides me with regular, actionable feedback.	64%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	70%	72%	
	The expectations for my role are clearly defined.	79%	76%	72%
	When I get feedback, I receive support to implement those changes.	72%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	53%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	48%	53%	61%
	There are opportunities for professional growth in my role.	52%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	53%	59%	60%
	Leaders at my school value my feedback.	61%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	59%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	71%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	59%	71%	72%

Survey Items from the Support Staff Survey

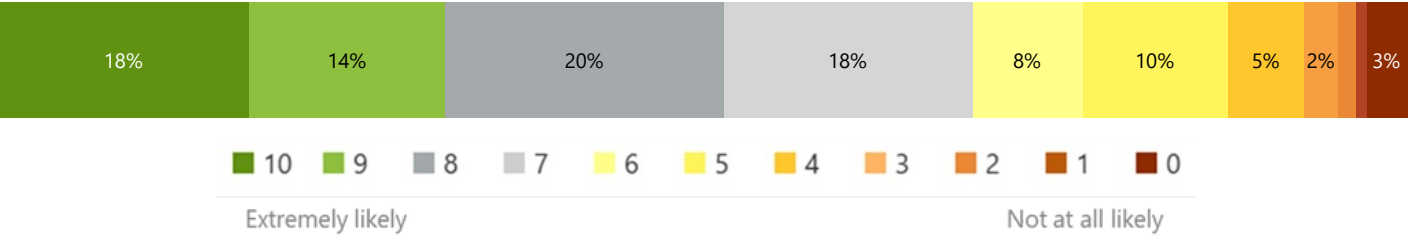|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	48%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	38%	41%	43%
	There are opportunities for me to advance at my school or within the district.	41%	51%	51%
Engagement	I am compensated fairly for the work that I do.	27%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	90%	85%	83%
	My day-to-day work makes good use of my strengths.	82%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	71%	70%	66%
	I know the criteria that will be used to evaluate my performance.	73%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	64%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	66%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	77%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	64%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	61%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	59%	72%	72%
	My school encourages and helps families to support student learning at home.	62%	74%	77%
	My school has established systems that ensure families are well informed about the school.	67%	75%	79%
	My school regularly seeks input from students' families.	54%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	53%	64%	72%
	My school building is clean and well maintained.	31%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	69%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	41%	55%	77%
	Procedures at my school maximize the time students spend learning.	66%	67%	76%
	When I need something at my school, I know who to ask.	86%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	69%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	85%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	79%	74%	65%
	Over the long term, my workload is sustainable.	79%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
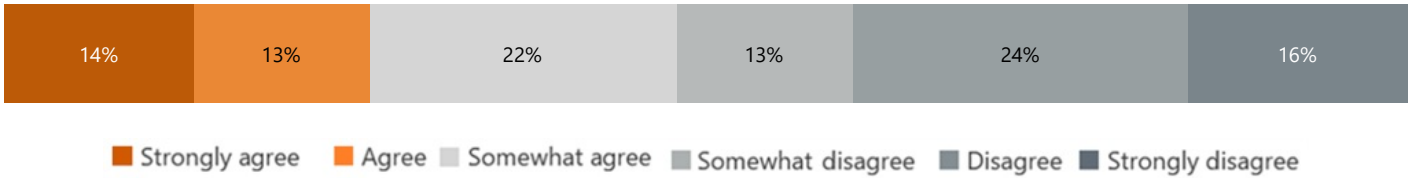
Domain	Score
Trusting Relationships with Teachers	3.2
Family Familiarity with Grade-Level Learning	3.5
School Operations	3.6
School Leadership	3.7
Welcoming School Environment	3.8
Value of Feedback	3.9
Academic Opportunity	4.2
Rigor in the Classroom	5.4

	2023	Alachua Average	National Average
Trusting Relationships with Teachers	3.2	4.6	5.0
Family Familiarity with Grade-Level Learning	3.5	4.8	5.0
School Operations	3.6	4.6	5.0
School Leadership	3.7	4.8	5.0
Welcoming School Environment	3.8	4.9	5.0
Value of Feedback	3.9	4.9	5.0
Academic Opportunity	4.2	4.9	5.0
Rigor in the Classroom	5.4	5.3	5.0

How likely are you to recommend this school to other families?

10	9	8	7	6	5	4	3		0
18%	14%	20%	18%	8%	10%	5%	2%		3%

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree
14%	13%	22%	13%	24%	16%

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	51%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	57%	61%	68%
	My child's teachers challenge my child to do their best work.	63%	71%	75%
	The work my child completes for school is challenging enough for my child.	70%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	42%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	41%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	51%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	75%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	81%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	81%	79%	79%
	My child's assignments usually include reading.	82%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	44%	59%	69%
	My child's school is focused on the right priorities.	48%	62%	68%
	School leaders care about my child's success.	54%	67%	72%
	School leaders follow through on programs and initiatives.	51%	68%	71%
School Operations	I receive timely communications from my child's school.	67%	72%	77%
	My child's school is clean and well maintained.	43%	63%	87%
	My child's school keeps me informed of school initiatives.	64%	71%	81%
	My child's school schedules events at times that are convenient.	67%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	39%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	44%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	33%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	40%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	37%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	38%	50%	61%
	Leaders at my child's school value my feedback.	39%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	55%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	62%	73%	74%
	My child enjoys going to school.	50%	68%	72%
	My child's school is a safe place.	56%	62%	77%
	My child's school is fun and joyful.*	35%	59%	

2023 Insight Data for

Glen Springs Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score	Index Percentile Rank
7.8	**69%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	3.2	4.6	3.7	4.1
Career Progression	3.9	4.7	4.3	5.2
Academic Opportunity	3.4	5.5	4.8	6.1
Workload	4.7	5.7	5.1	5.9
Peer Culture	3.7	5.9	4.8	6.3
Instructional Planning for Student Growth	2.9	6.1	4.8	6.2
Observation and Feedback	4.2	6.2	5.6	6.9
Professional Development	4.0	6.3	4.8	5.9
Evaluation	4.1	6.3	6.0	6.9
Hiring Process	4.1	6.4	5.8	6.7
School Operations	4.0	6.6	4.3	5.5
Family and Community Engagement	4.8	6.6	5.1	6.3
Learning Environment	4.1	6.8	4.9	6.5
Leadership	4.3	7.1	5.4	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	32%	45%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	48%	78%	61%	76%
	My school implements a rigorous academic curriculum.	36%	74%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	46%	77%	61%	72%
	Students at my school support their answers and explain their thinking.	46%	61%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	45%	62%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	30%	62%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	78%	100%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	48%	67%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	35%	67%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	32%	58%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	48%	83%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	36%	50%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	60%	88%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	36%	63%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	44%	88%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		79%	55%	69%
	Leaders at my school value my feedback.	50%	88%	62%	82%
	Leaders at my school work hard to retain effective teachers.	46%	83%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	50%	88%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	63%	83%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	61%	75%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	38%	88%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	28%	78%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	60%	87%	56%	79%
	My school is a good place to teach and learn.	71%	87%	71%	87%
	My school is fun and joyful.		87%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	71%	87%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	42%	74%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	38%	77%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	46%	61%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	42%	70%	59%	78%
	The time I spend collaborating with my colleagues is productive.	57%	87%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	35%	59%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	43%	54%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	35%	50%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	52%	58%	57%	64%
	My school is committed to improving my instructional practice.	65%	83%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		83%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	52%	73%	70%	83%
	I get enough feedback on my instructional practice.	64%	82%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	43%	55%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	52%	82%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	62%	77%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	38%	59%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	62%	67%	56%	65%
	Someone at my school is thinking about my career progression.	20%	38%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	48%	55%	49%	60%
	There are opportunities for me to advance at my school.	33%	35%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	65%	86%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	57%	86%	62%	80%
	My school encourages and helps families to support student learning at home.	74%	90%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		90%	71%	82%
	My school regularly seeks input from students' families.	61%	85%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	100%	83%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	60%	100%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	60%	83%	66%	79%
	Throughout the hiring process I had clear information about next steps.	60%	100%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	59%	86%	64%	81%
	My school building is clean and well maintained.	19%	71%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	64%	81%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	70%	86%	49%	58%
	Procedures at my school maximize the time students spend learning.	59%	90%	62%	83%
	When I need something at my school, I know who to ask.	55%	100%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	14%	14%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	43%	57%	43%	49%
	I understand the criteria that are used to determine my compensation.	36%	52%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	21%	24%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	32%	43%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	48%	48%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	23%	29%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	36%	45%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	48%	70%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	22%	29%	20%	26%
Put me in charge of something important	35%	43%	28%	34%
Provided me with access to additional resources for my classroom	48%	48%	42%	54%
Encouraged me to continue teaching at my school next year	43%	76%	42%	48%
Recognized my accomplishments publicly	30%	57%	32%	36%
Provided me with regular, positive feedback	61%	62%	57%	73%
None of the above	22%	0%	14%	7%

Teacher Plans for 2023
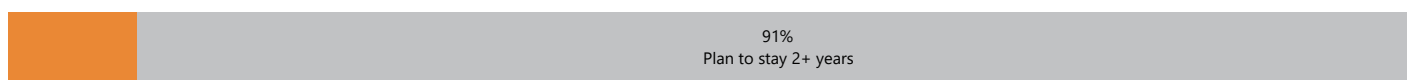
91%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

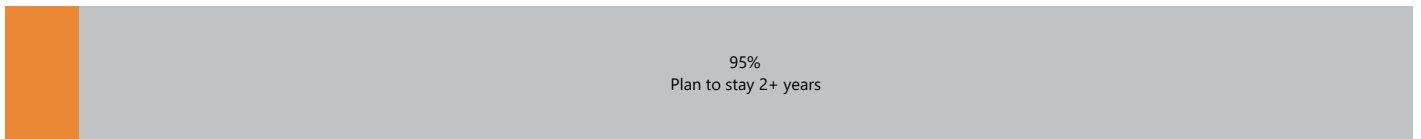|	
Positive school culture and learning environment	7 teachers
I feel safe and supported bringing my authentic self to work	3 teachers
Staff collegiality and collaboration/relationships with staff	3 teachers
Ability to have a positive impact on student outcomes	2 teachers
Autonomy to make decisions about my classroom and curriculum	2 teachers
Instructional support/opportunity to improve my teaching practice	2 teachers
Financial compensation	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.
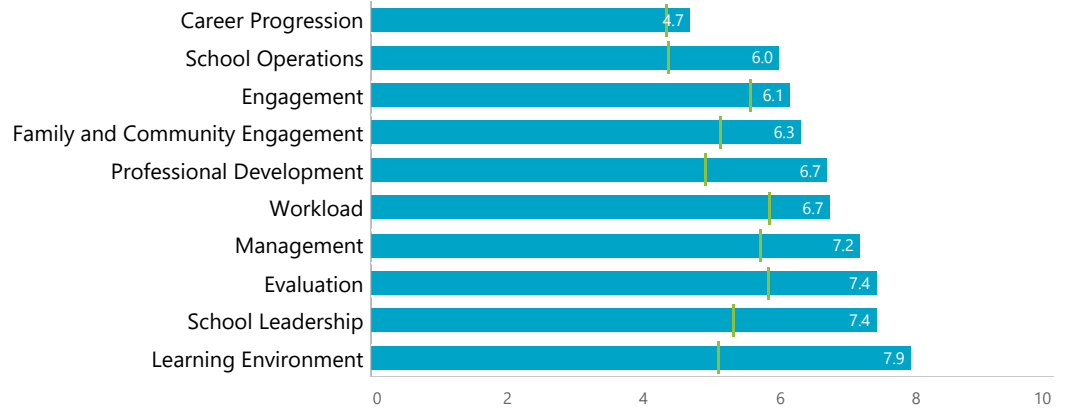
	2023	Alachua Average	National Average
Career Progression	4.7	4.3	5.0
School Operations	6.0	4.3	5.0
Engagement	6.1	5.5	5.0
Family and Community Engagement	6.3	5.1	5.0
Professional Development	6.7	4.9	5.0
Workload	6.7	5.8	5.0
Management	7.2	5.7	5.0
Evaluation	7.4	5.8	5.0
School Leadership	7.4	5.3	5.0
Learning Environment	7.9	5.1	5.0

Support Staff Plans for 2023

95%
Plan to stay 2+ years

Top Reasons for Planning to Leave

for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay

for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	5 Support Staff
Positive school culture and learning environment	3 Support Staff
Recognition and respect	2 Support Staff
Staff collegiality and collaboration/relationships with staff	2 Support Staff
I like the work schedule at my school	1 Support Staff
Inspiring immediate supervisor	1 Support Staff
Relationships with students and families	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
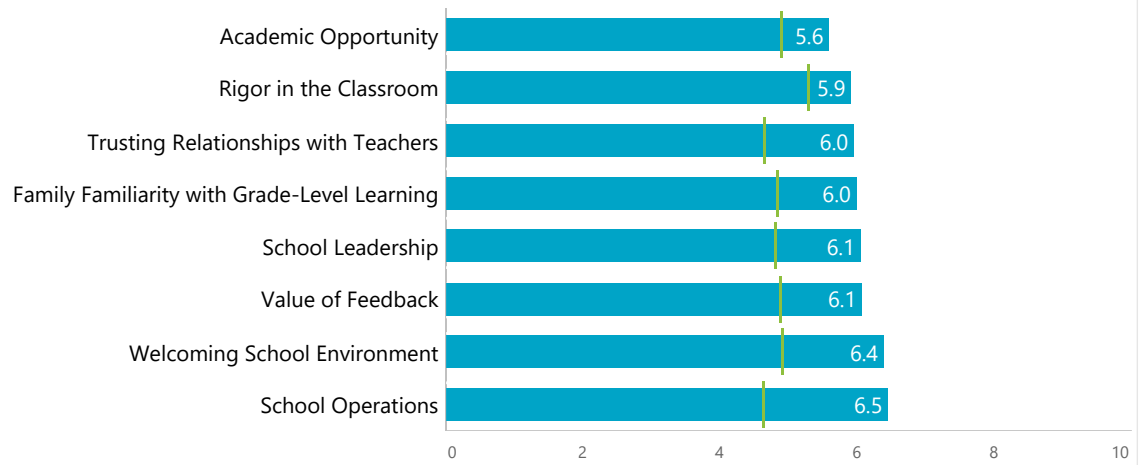
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	89%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	95%	59%	68%
	My school is a good place to teach and learn.	100%	73%	79%
	My school is fun and joyful.	100%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	95%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	95%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	100%	78%	81%
Management	My manager actively supports my growth and development.*	89%	73%	
	My manager provides me with regular, actionable feedback.	79%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	89%	72%	
	The expectations for my role are clearly defined.	95%	76%	72%
	When I get feedback, I receive support to implement those changes.	84%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	83%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	72%	53%	61%
	There are opportunities for professional growth in my role.	67%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	74%	59%	60%
	Leaders at my school value my feedback.	79%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	95%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	95%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	89%	71%	72%

Survey Items from the Support Staff Survey

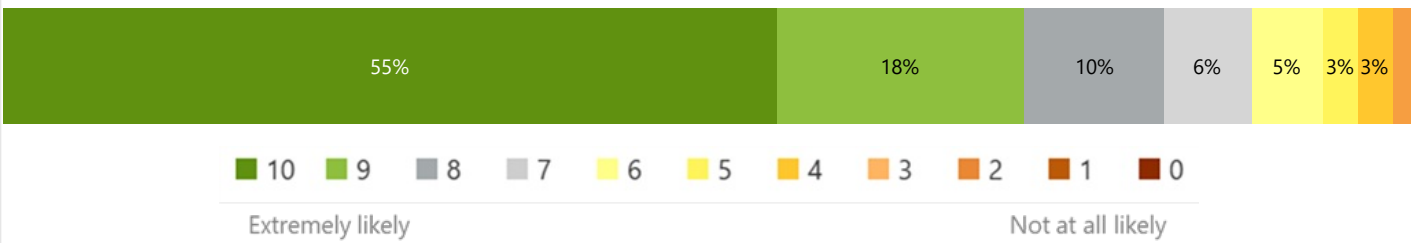|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	63%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	47%	41%	43%
	There are opportunities for me to advance at my school or within the district.	53%	51%	51%
Engagement	I am compensated fairly for the work that I do.	37%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	95%	85%	83%
	My day-to-day work makes good use of my strengths.	95%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	89%	70%	66%
	I know the criteria that will be used to evaluate my performance.	89%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	63%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	68%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	89%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	78%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	89%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	78%	72%	72%
	My school encourages and helps families to support student learning at home.	94%	74%	77%
	My school has established systems that ensure families are well informed about the school.	83%	75%	79%
	My school regularly seeks input from students' families.	72%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	83%	64%	72%
	My school building is clean and well maintained.	63%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	89%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	89%	55%	77%
	Procedures at my school maximize the time students spend learning.	83%	67%	76%
	When I need something at my school, I know who to ask.	95%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	74%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	84%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	79%	74%	65%
	Over the long term, my workload is sustainable.	79%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
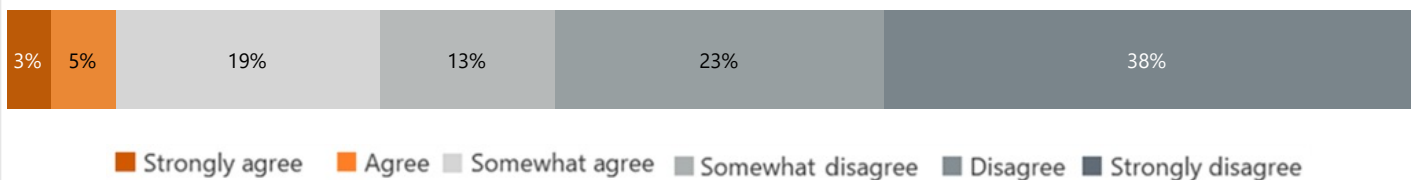
Domain	Score
Academic Opportunity	5.6
Rigor in the Classroom	5.9
Trusting Relationships with Teachers	6.0
Family Familiarity with Grade-Level Learning	6.0
School Leadership	6.1
Value of Feedback	6.1
Welcoming School Environment	6.4
School Operations	6.5

	2023	Alachua Average	National Average
Academic Opportunity	5.6	4.9	5.0
Rigor in the Classroom	5.9	5.3	5.0
Trusting Relationships with Teachers	6.0	4.6	5.0
Family Familiarity with Grade-Level Learning	6.0	4.8	5.0
School Leadership	6.1	4.8	5.0
Value of Feedback	6.1	4.9	5.0
Welcoming School Environment	6.4	4.9	5.0
School Operations	6.5	4.6	5.0

How likely are you to recommend this school to other families?

55%	18%	10%	6%	5%	3%	3%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

3%	5%	19%	13%	23%	38%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	81%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	68%	61%	68%
	My child's teachers challenge my child to do their best work.	80%	71%	75%
	The work my child completes for school is challenging enough for my child.	72%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	73%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	75%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	85%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	70%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	79%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	88%	79%	79%
	My child's assignments usually include reading.	85%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	73%	59%	69%
	My child's school is focused on the right priorities.	79%	62%	68%
	School leaders care about my child's success.	85%	67%	72%
	School leaders follow through on programs and initiatives.	83%	68%	71%
School Operations	I receive timely communications from my child's school.	78%	72%	77%
	My child's school is clean and well maintained.	90%	63%	87%
	My child's school keeps me informed of school initiatives.	82%	71%	81%
	My child's school schedules events at times that are convenient.	87%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	81%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	71%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	72%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	76%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	76%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	57%	50%	61%
	Leaders at my child's school value my feedback.	75%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	79%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	88%	73%	74%
	My child enjoys going to school.	80%	68%	72%
	My child's school is a safe place.	85%	62%	77%
	My child's school is fun and joyful.*	88%	59%	

2023 Insight Data for

Hawthorne Middle/High School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
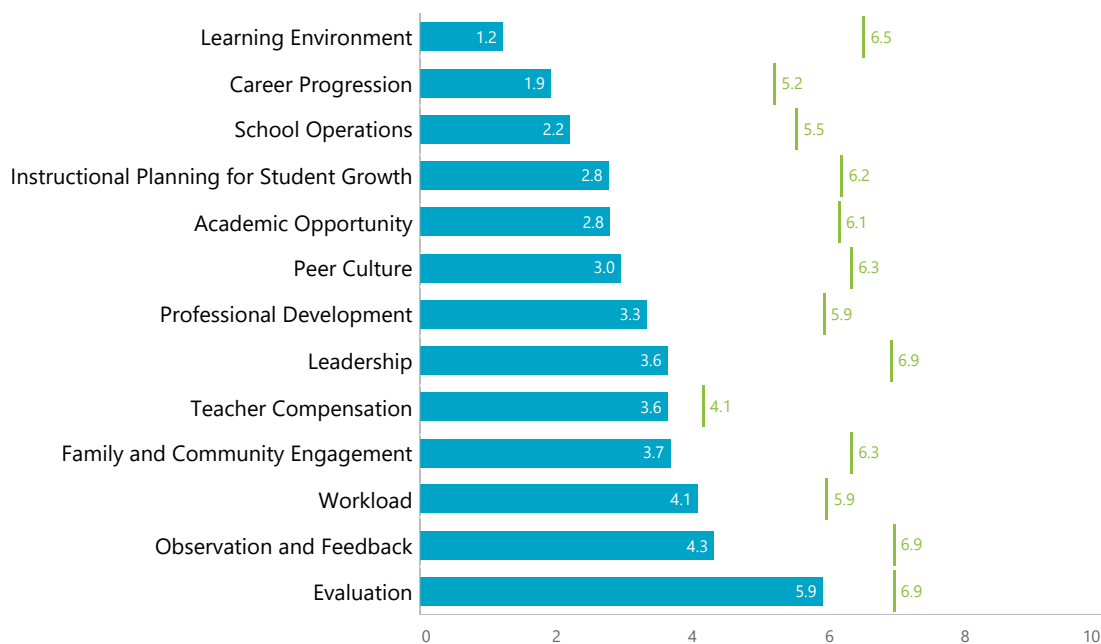
School Index Score	Index Percentile Rank
5.0	**3%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Hiring Process	6.1		4.9	6.5
Learning Environment	3.9	1.2	4.3	5.2
Career Progression	5.9	1.9	4.3	5.5
School Operations	3.8	2.2	4.8	6.2
Instructional Planning for Student Growth	4.4	2.8	4.8	6.1
Academic Opportunity	3.5	2.8	4.8	6.3
Peer Culture	4.5	3.0	4.8	5.9
Professional Development	5.8	3.3	5.4	6.9
Leadership	5.1	3.6	3.7	4.1
Teacher Compensation	5.6	3.6	5.1	6.3
Family and Community Engagement	4.0	3.7	5.1	5.9
Workload	6.4	4.1	5.6	6.9
Observation and Feedback	5.4	4.3	6.0	6.9
Evaluation	6.0	5.9		

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	44%	33%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	44%	27%	61%	76%
	My school implements a rigorous academic curriculum.	38%	47%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	50%	33%	61%	72%
	Students at my school support their answers and explain their thinking.	31%	20%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	56%	47%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	75%	73%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	88%	93%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	56%	67%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	56%	67%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	20%	7%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	53%	47%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	50%	13%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	60%	80%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	63%	47%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	56%	20%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		47%	55%	69%
	Leaders at my school value my feedback.	63%	27%	62%	82%
	Leaders at my school work hard to retain effective teachers.	56%	27%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	50%	27%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	63%	53%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	63%	40%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	56%	47%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	38%	7%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	38%	7%	56%	79%
	My school is a good place to teach and learn.	50%	7%	71%	87%
	My school is fun and joyful.		7%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	56%	29%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	56%	13%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	44%	7%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	50%	47%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	44%	53%	59%	78%
	The time I spend collaborating with my colleagues is productive.	69%	40%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	40%	33%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	56%	33%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	56%	40%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	81%	53%	57%	64%
	My school is committed to improving my instructional practice.	75%	40%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		27%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	67%	80%	70%	83%
	I get enough feedback on my instructional practice.	73%	73%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	67%	40%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	73%	87%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	53%	67%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	53%	47%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	88%	40%	56%	65%
	Someone at my school is thinking about my career progression.	50%	7%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	50%	27%	49%	60%
	There are opportunities for me to advance at my school.	56%	7%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	56%	47%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	50%	40%	62%	80%
	My school encourages and helps families to support student learning at home.	56%	47%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		60%	71%	82%
	My school regularly seeks input from students' families.	50%	33%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	80%			
	I applied for a position at this school rather than being 'placed' here.	100%			
	The hiring process was efficient.	100%			
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	40%			
	Throughout the hiring process I had clear information about next steps.	100%			
School Operations	Day-to-day operations for my school run smoothly.	56%	13%	64%	81%
	My school building is clean and well maintained.	25%	27%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	69%	73%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	64%	40%	49%	58%
	Procedures at my school maximize the time students spend learning.	44%	20%	62%	83%
	When I need something at my school, I know who to ask.	69%	80%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	44%	20%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	63%	33%	43%	49%
	I understand the criteria that are used to determine my compensation.	69%	53%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	47%	33%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	33%	27%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	60%	33%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	25%	27%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	69%	33%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	63%	27%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	44%	7%	20%	26%
	Put me in charge of something important	44%	27%	28%	34%
	Provided me with access to additional resources for my classroom	56%	53%	42%	54%
	Encouraged me to continue teaching at my school next year	44%	53%	42%	48%
	Recognized my accomplishments publicly	31%	60%	32%	36%
	Provided me with regular, positive feedback	75%	67%	57%	73%
	None of the above	6%	20%	14%	7%

Teacher Plans for 2023

53% Plan to leave this year or next	47% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Dissatisfaction with student conduct at my school	5 teachers
Dissatisfaction with financial compensation (salary and benefits)	1 teachers
Personal reasons (not school related)	1 teachers
Professional reason (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Recognition and respect	2 teachers
Financial compensation	1 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
I like the work schedule at my school	1 teachers
My school is in a convenient location; I have an easy commute	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.
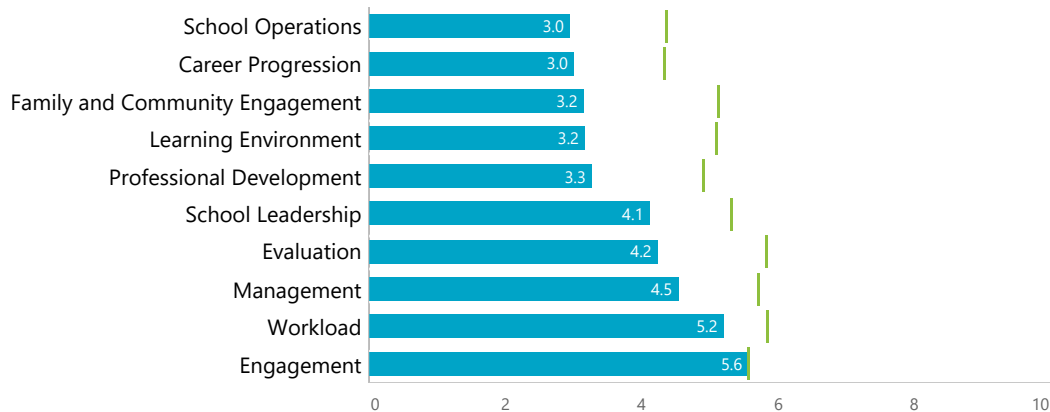
Domain	2023	Alachua Average	National Average
School Operations	3.0	4.3	5.0
Career Progression	3.0	4.3	5.0
Family and Community Engagement	3.2	5.1	5.0
Learning Environment	3.2	5.1	5.0
Professional Development	3.3	4.9	5.0
School Leadership	4.1	5.3	5.0
Evaluation	4.2	5.8	5.0
Management	4.5	5.7	5.0
Workload	5.2	5.8	5.0
Engagement	5.6	5.5	5.0

Support Staff Plans for 2023

36% Plan to leave this year or next	64% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Dissatisfaction with my school leadership	1 Support Staff
Dissatisfaction with student conduct at my school	1 Support Staff
Personal reasons (not school related)	1 Support Staff
Taking a promotion or a role with more responsibilities within the district	1 Support Staff
My commute is too long	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	2 Support Staff
I like the work schedule at my school	2 Support Staff
Positive school culture and learning environment	2 Support Staff
I would like to leave, but have not yet found a better opportunity elsewhere	1 Support Staff
Inspiring immediate supervisor	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
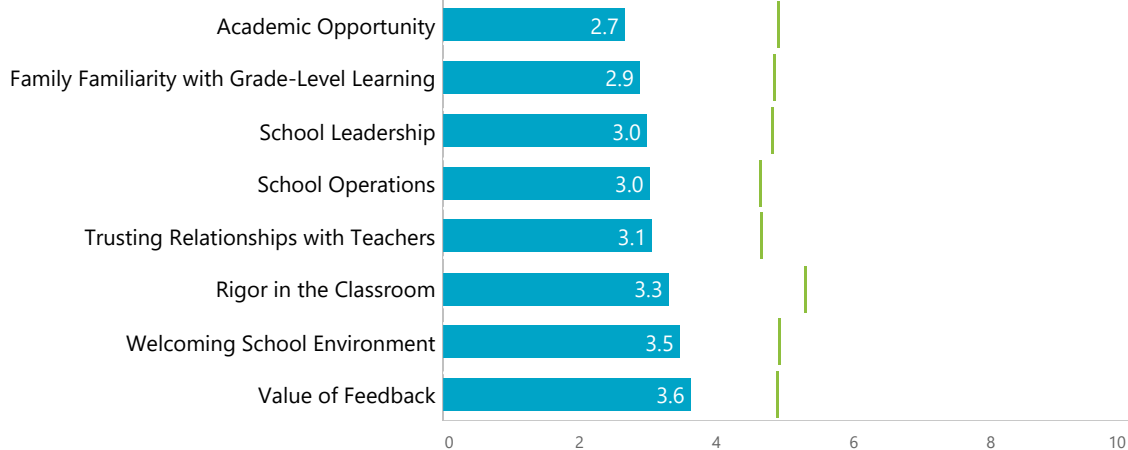
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	43%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	36%	59%	68%
	My school is a good place to teach and learn.	36%	73%	79%
	My school is fun and joyful.	50%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	50%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	50%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	64%	78%	81%
Management	My manager actively supports my growth and development.*	69%	73%	
	My manager provides me with regular, actionable feedback.	62%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	69%	72%	
	The expectations for my role are clearly defined.	77%	76%	72%
	When I get feedback, I receive support to implement those changes.	77%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	27%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	31%	53%	61%
	There are opportunities for professional growth in my role.	31%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	29%	59%	60%
	Leaders at my school value my feedback.	36%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	71%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	57%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	71%	71%	72%

Survey Items from the Support Staff Survey

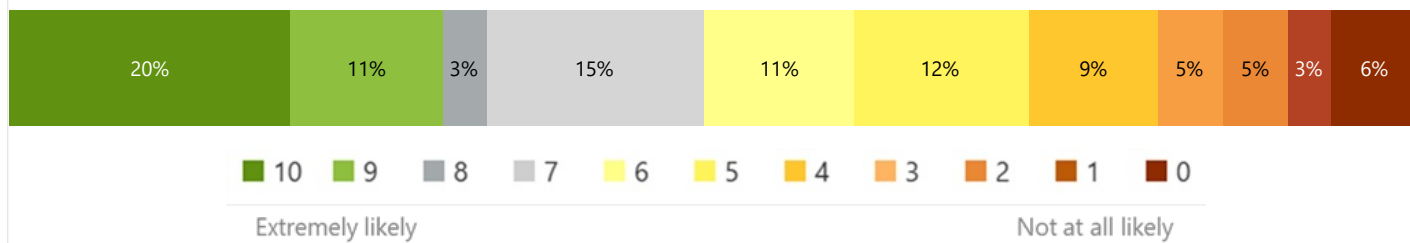|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	46%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	17%	41%	43%
	There are opportunities for me to advance at my school or within the district.	42%	51%	51%
Engagement	I am compensated fairly for the work that I do.	25%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	75%	85%	83%
	My day-to-day work makes good use of my strengths.	83%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	42%	70%	66%
	I know the criteria that will be used to evaluate my performance.	83%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	33%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	33%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	54%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	33%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	58%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	58%	72%	72%
	My school encourages and helps families to support student learning at home.	42%	74%	77%
	My school has established systems that ensure families are well informed about the school.	58%	75%	79%
	My school regularly seeks input from students' families.	25%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	55%	64%	72%
	My school building is clean and well maintained.	31%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	67%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	33%	55%	77%
	Procedures at my school maximize the time students spend learning.	42%	67%	76%
	When I need something at my school, I know who to ask.	83%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	58%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	58%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	58%	74%	65%
	Over the long term, my workload is sustainable.	58%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
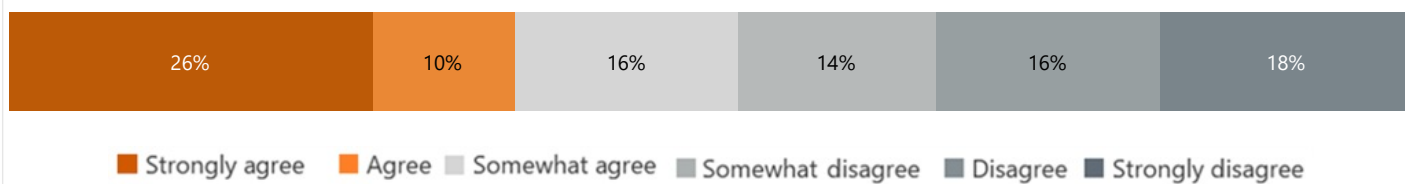
Domain	Score
Academic Opportunity	2.7
Family Familiarity with Grade-Level Learning	2.9
School Leadership	3.0
School Operations	3.0
Trusting Relationships with Teachers	3.1
Rigor in the Classroom	3.3
Welcoming School Environment	3.5
Value of Feedback	3.6

	2023	Alachua Average	National Average
Academic Opportunity	2.7	4.9	5.0
Family Familiarity with Grade-Level Learning	2.9	4.8	5.0
School Leadership	3.0	4.8	5.0
School Operations	3.0	4.6	5.0
Trusting Relationships with Teachers	3.1	4.6	5.0
Rigor in the Classroom	3.3	5.3	5.0
Welcoming School Environment	3.5	4.9	5.0
Value of Feedback	3.6	4.9	5.0

How likely are you to recommend this school to other families?

20%	11%	3%	15%	11%	12%	9%	5%	5%	3%	6%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

26%	10%	16%	14%	16%	18%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	31%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	34%	61%	68%
	My child's teachers challenge my child to do their best work.	44%	71%	75%
	The work my child completes for school is challenging enough for my child.	48%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	33%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	41%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	48%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	58%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	59%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	77%	79%	79%
	My child's assignments usually include reading.	68%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	27%	59%	69%
	My child's school is focused on the right priorities.	38%	62%	68%
	School leaders care about my child's success.	44%	67%	72%
	School leaders follow through on programs and initiatives.	33%	68%	71%
School Operations	I receive timely communications from my child's school.	42%	72%	77%
	My child's school is clean and well maintained.	37%	63%	87%
	My child's school keeps me informed of school initiatives.	55%	71%	81%
	My child's school schedules events at times that are convenient.	58%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	33%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	35%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	34%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	35%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	35%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	44%	50%	61%
	Leaders at my child's school value my feedback.	38%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	48%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	60%	73%	74%
	My child enjoys going to school.	48%	68%	72%
	My child's school is a safe place.	40%	62%	77%
	My child's school is fun and joyful.*	35%	59%	

2023 Insight Data for

Hidden Oak Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
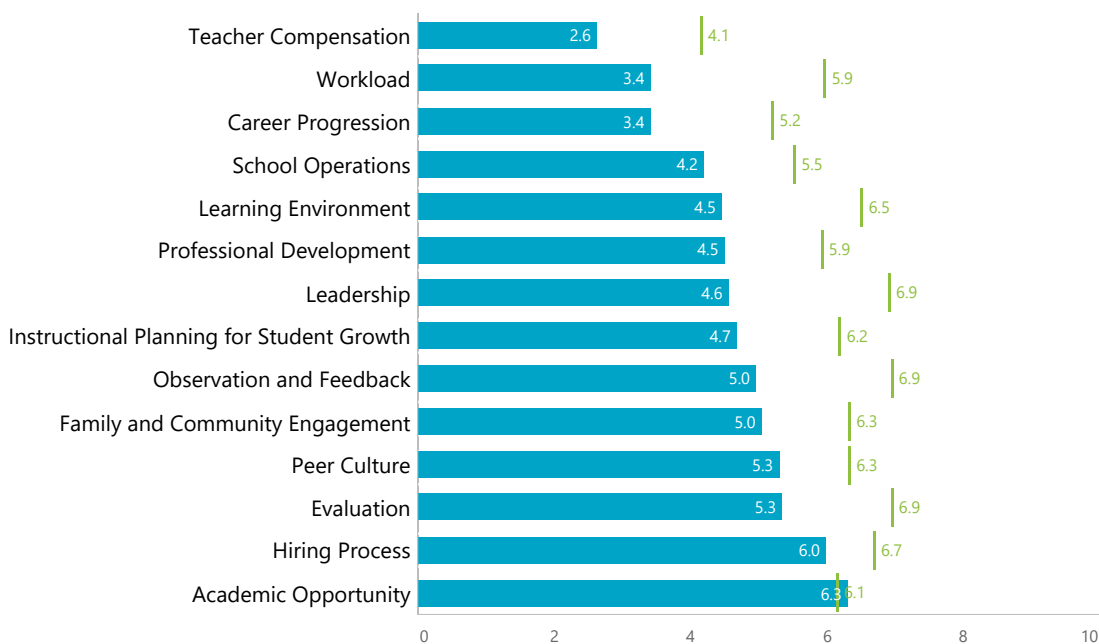
School Index Score	Index Percentile Rank
7.4	**60%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	3.0	2.6	3.7	4.1
Workload	4.9	3.4	5.1	5.9
Career Progression	4.5	3.4	4.3	5.2
School Operations	6.3	4.2	4.3	5.5
Learning Environment	7.6	4.5	4.9	6.5
Professional Development	5.3	4.5	4.8	5.9
Leadership	6.4	4.6	5.4	6.9
Instructional Planning for Student Growth	5.6	4.7	4.8	6.2
Observation and Feedback	5.7	5.0	5.6	6.9
Family and Community Engagement	6.4	5.0	5.1	6.3
Peer Culture	6.2	5.3	4.8	6.3
Evaluation	5.8	5.3	6.0	6.9
Hiring Process	4.4	6.0	5.8	6.7
Academic Opportunity	6.9	6.3	4.8	6.1

Insight Items from the Teacher Survey
Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	62%	50%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	79%	76%	61%	76%
	My school implements a rigorous academic curriculum.	87%	94%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	76%	82%	61%	72%
	Students at my school support their answers and explain their thinking.	83%	69%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	64%	61%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	46%	65%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	84%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	61%	48%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	54%	52%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	62%	27%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	68%	52%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	67%	61%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	68%	79%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	65%	52%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	68%	52%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		55%	55%	69%
	Leaders at my school value my feedback.	60%	42%	62%	82%
	Leaders at my school work hard to retain effective teachers.	70%	42%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	80%	58%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	70%	55%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	93%	70%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	77%	61%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	81%	33%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	94%	61%	56%	79%
	My school is a good place to teach and learn.	84%	76%	71%	87%
	My school is fun and joyful.		45%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	90%	67%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	86%	45%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	93%	39%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	79%	76%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	69%	73%	59%	78%
	The time I spend collaborating with my colleagues is productive.	72%	82%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	76%	36%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	61%	50%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	48%	34%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	52%	59%	57%	64%
	My school is committed to improving my instructional practice.	80%	72%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		53%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	83%	61%	70%	83%
	I get enough feedback on my instructional practice.	87%	79%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	47%	48%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	67%	70%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	90%	67%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	57%	52%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	48%	42%	56%	65%
	Someone at my school is thinking about my career progression.	24%	19%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	50%	35%	49%	60%
	There are opportunities for me to advance at my school.	29%	26%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	86%	74%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	72%	58%	62%	80%
	My school encourages and helps families to support student learning at home.	90%	61%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		74%	71%	82%
	My school regularly seeks input from students' families.	76%	61%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	40%	70%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	60%	80%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	40%	70%	66%	79%
	Throughout the hiring process I had clear information about next steps.	40%	80%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	93%	65%	64%	81%
	My school building is clean and well maintained.	54%	61%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	86%	71%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	69%	42%	49%	58%
	Procedures at my school maximize the time students spend learning.	86%	65%	62%	83%
	When I need something at my school, I know who to ask.	82%	74%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	7%	3%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	37%	32%	43%	49%
	I understand the criteria that are used to determine my compensation.	29%	35%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	12%	6%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	29%	23%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	43%	23%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	24%	16%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	43%	16%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	46%	29%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	14%	16%	20%	26%
Put me in charge of something important	31%	16%	28%	34%
Provided me with access to additional resources for my classroom	48%	29%	42%	54%
Encouraged me to continue teaching at my school next year	31%	45%	42%	48%
Recognized my accomplishments publicly	31%	23%	32%	36%
Provided me with regular, positive feedback	52%	55%	57%	73%
None of the above	14%	13%	14%	7%
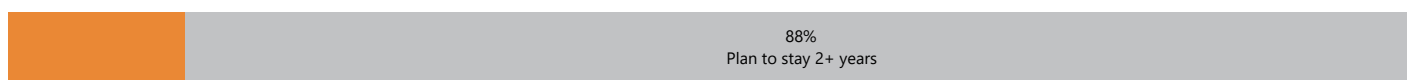
Retention (vertical label)

Teacher Plans for 2023

88%
Plan to stay 2+ years

Top Reasons for Planning to Leave	
for teachers planning to leave this year or next year	

Top Reasons for Planning to Stay	
for teachers planning to stay for three or more years	
Staff collegiality and collaboration/relationships with staff	7 teachers
Positive school culture and learning environment	6 teachers
Ability to have a positive impact on student outcomes	5 teachers
Financial compensation	1 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
I would like to leave, but have not yet found a better opportunity elsewhere	1 teachers
Job security	1 teachers
My school is in a convenient location; I have an easy commute	1 teachers
Opportunities for advancement or career progression	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.
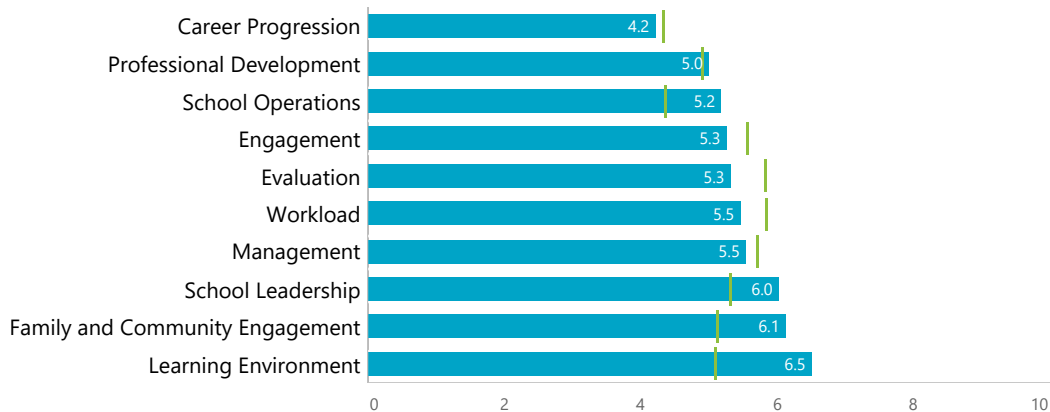
	2023	Alachua Average	National Average
Career Progression	4.2	4.3	5.0
Professional Development	5.0	4.9	5.0
School Operations	5.2	4.3	5.0
Engagement	5.3	5.5	5.0
Evaluation	5.3	5.8	5.0
Workload	5.5	5.8	5.0
Management	5.5	5.7	5.0
School Leadership	6.0	5.3	5.0
Family and Community Engagement	6.1	5.1	5.0
Learning Environment	6.5	5.1	5.0

Support Staff Plans for 2023

32% Plan to leave this year or next	68% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Personal reasons (not school related)	3 Support Staff
Dissatisfaction with financial compensation (salary and benefits)	2 Support Staff
Professional reason (not school related)	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	3 Support Staff
I like the work schedule at my school	2 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
Financial compensation	1 Support Staff
Inspiring school leadership	1 Support Staff
Job security	1 Support Staff
Opportunities for advancement or career progression	1 Support Staff
Relationships with students and families	1 Support Staff
Staff collegiality and collaboration/relationships with staff	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
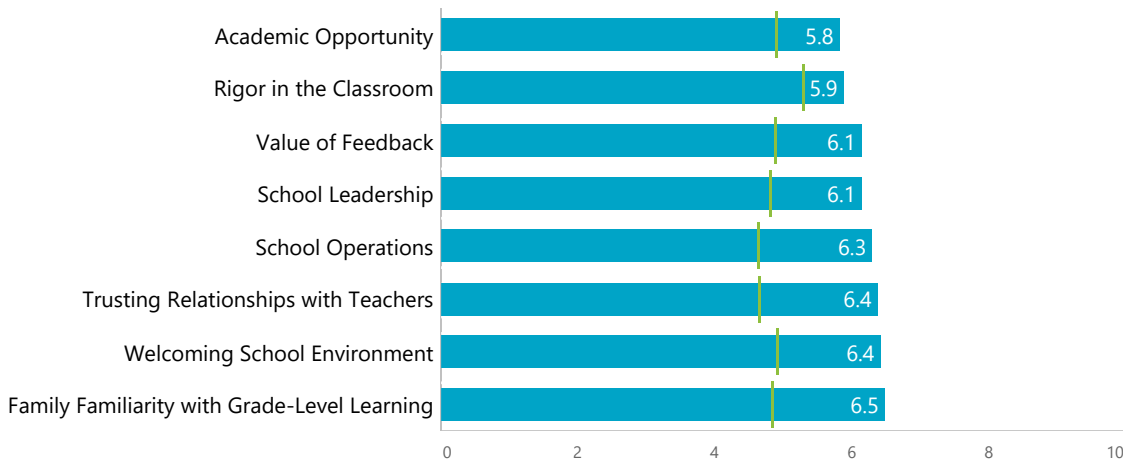
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	62%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	81%	59%	68%
	My school is a good place to teach and learn.	95%	73%	79%
	My school is fun and joyful.	82%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	95%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	76%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	100%	78%	81%
Management	My manager actively supports my growth and development.*	77%	73%	
	My manager provides me with regular, actionable feedback.	68%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	68%	72%	
	The expectations for my role are clearly defined.	77%	76%	72%
	When I get feedback, I receive support to implement those changes.	64%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	73%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	32%	53%	61%
	There are opportunities for professional growth in my role.	55%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	59%	59%	60%
	Leaders at my school value my feedback.	73%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	68%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	86%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	77%	71%	72%

Survey Items from the Support Staff Survey

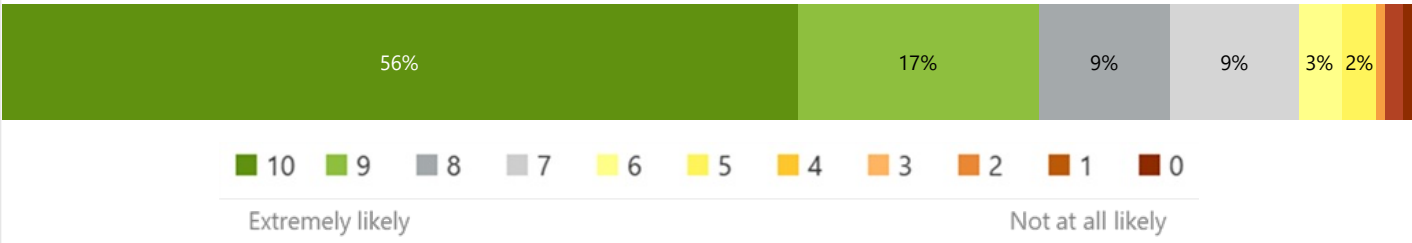|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	60%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	33%	41%	43%
	There are opportunities for me to advance at my school or within the district.	62%	51%	51%
Engagement	I am compensated fairly for the work that I do.	24%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	81%	85%	83%
	My day-to-day work makes good use of my strengths.	81%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	59%	70%	66%
	I know the criteria that will be used to evaluate my performance.	73%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	45%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	64%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	73%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	67%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	90%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	86%	72%	72%
	My school encourages and helps families to support student learning at home.	86%	74%	77%
	My school has established systems that ensure families are well informed about the school.	90%	75%	79%
	My school regularly seeks input from students' families.	76%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	68%	64%	72%
	My school building is clean and well maintained.	86%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	91%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	55%	55%	77%
	Procedures at my school maximize the time students spend learning.	86%	67%	76%
	When I need something at my school, I know who to ask.	91%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	55%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	77%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	71%	74%	65%
	Over the long term, my workload is sustainable.	68%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Academic Opportunity	5.8
Rigor in the Classroom	5.9
Value of Feedback	6.1
School Leadership	6.1
School Operations	6.3
Trusting Relationships with Teachers	6.4
Welcoming School Environment	6.4
Family Familiarity with Grade-Level Learning	6.5

	2023	Alachua Average	National Average
Academic Opportunity	5.8	4.9	5.0
Rigor in the Classroom	5.9	5.3	5.0
Value of Feedback	6.1	4.9	5.0
School Leadership	6.1	4.8	5.0
School Operations	6.3	4.6	5.0
Trusting Relationships with Teachers	6.4	4.6	5.0
Welcoming School Environment	6.4	4.9	5.0
Family Familiarity with Grade-Level Learning	6.5	4.8	5.0

How likely are you to recommend this school to other families?

56%	17%	9%	9%	3%	2%	

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

5%	3%	6%	11%	30%	44%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	75%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	76%	61%	68%
	My child's teachers challenge my child to do their best work.	82%	71%	75%
	The work my child completes for school is challenging enough for my child.	76%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	78%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	77%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	88%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	69%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	84%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	83%	79%	79%
	My child's assignments usually include reading.	90%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	77%	59%	69%
	My child's school is focused on the right priorities.	81%	62%	68%
	School leaders care about my child's success.	85%	67%	72%
	School leaders follow through on programs and initiatives.	88%	68%	71%
School Operations	I receive timely communications from my child's school.	89%	72%	77%
	My child's school is clean and well maintained.	87%	63%	87%
	My child's school keeps me informed of school initiatives.	89%	71%	81%
	My child's school schedules events at times that are convenient.	81%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	71%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	76%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	74%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	84%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	79%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	67%	50%	61%
	Leaders at my child's school value my feedback.	79%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	80%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	87%	73%	74%
	My child enjoys going to school.	82%	68%	72%
	My child's school is a safe place.	86%	62%	77%
	My child's school is fun and joyful.*	83%	59%	

2023 Insight Data for

High Springs Community School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
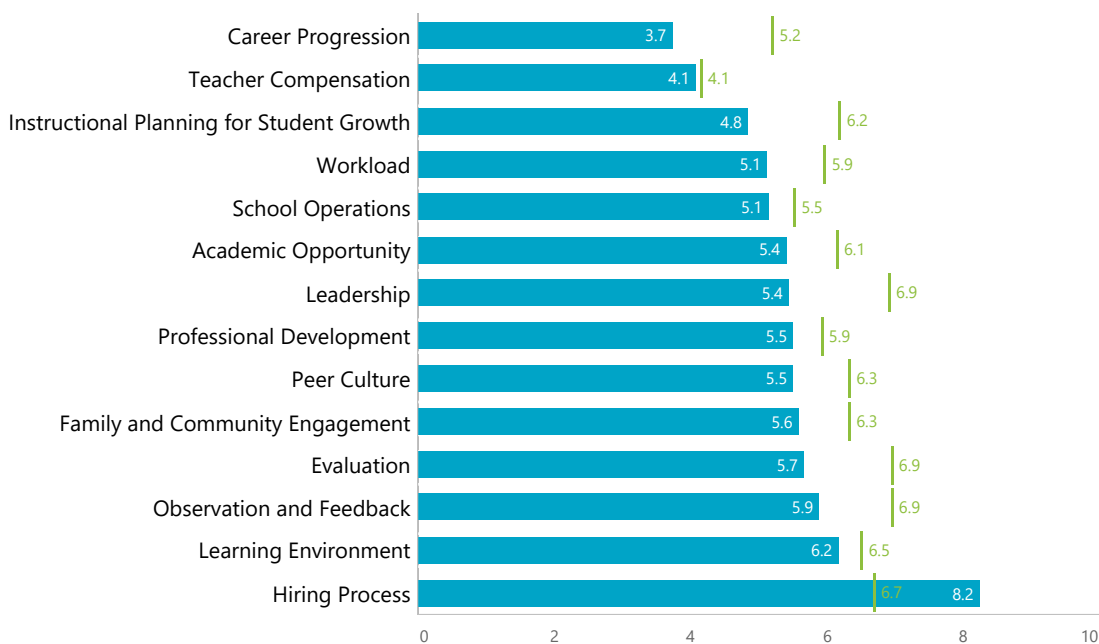
School Index Score	Index Percentile Rank
7.9	**71%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	4.8	3.7	4.3	5.2
Teacher Compensation	2.9	4.1	3.7	4.1
Instructional Planning for Student Growth	5.0	4.8	4.8	6.2
Workload	5.8	5.1	5.1	5.9
School Operations	6.1	5.1	4.3	5.5
Academic Opportunity	6.6	5.4	4.8	6.1
Leadership	7.1	5.4	5.4	6.9
Professional Development	5.5	5.5	4.8	5.9
Peer Culture	6.6	5.5	4.8	6.3
Family and Community Engagement	6.7	5.6	5.1	6.3
Evaluation	7.4	5.7	6.0	6.9
Observation and Feedback	6.2	5.9	5.6	6.9
Learning Environment	6.8	6.2	4.9	6.5
Hiring Process		8.2	5.8	6.7

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	76%	58%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	82%	79%	61%	76%
	My school implements a rigorous academic curriculum.	85%	74%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	76%	66%	61%	72%
	Students at my school support their answers and explain their thinking.	59%	55%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	86%	63%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	80%	53%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	97%	95%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	71%	62%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	80%	65%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	41%	45%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	83%	67%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	54%	58%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	74%	74%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	74%	64%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	68%	63%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		50%	55%	69%
	Leaders at my school value my feedback.	77%	53%	62%	82%
	Leaders at my school work hard to retain effective teachers.	74%	63%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	86%	78%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	89%	61%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	89%	82%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	77%	66%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	74%	59%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	89%	79%	56%	79%
	My school is a good place to teach and learn.	97%	92%	71%	87%
	My school is fun and joyful.		77%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	97%	79%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	78%	72%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	72%	62%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	80%	77%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	71%	78%	59%	78%
	The time I spend collaborating with my colleagues is productive.	86%	72%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	64%	63%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	69%	53%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	32%	57%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	57%	76%	57%	64%
	My school is committed to improving my instructional practice.	83%	71%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		63%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	69%	63%	70%	83%
	I get enough feedback on my instructional practice.	91%	84%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	54%	61%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	83%	84%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	74%	76%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	63%	63%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	66%	50%	56%	65%
	Someone at my school is thinking about my career progression.	28%	24%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	52%	45%	49%	60%
	There are opportunities for me to advance at my school.	36%	22%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	84%	89%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	81%	76%	62%	80%
	My school encourages and helps families to support student learning at home.	94%	79%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		81%	71%	82%
	My school regularly seeks input from students' families.	83%	69%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.		100%	76%	86%
	I applied for a position at this school rather than being 'placed' here.		100%	92%	90%
	The hiring process was efficient.		100%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.		100%	66%	79%
	Throughout the hiring process I had clear information about next steps.		100%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	94%	82%	64%	81%
	My school building is clean and well maintained.	40%	45%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	88%	81%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	76%	57%	49%	58%
	Procedures at my school maximize the time students spend learning.	85%	76%	62%	83%
	When I need something at my school, I know who to ask.	91%	89%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	9%	24%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	34%	46%	43%	49%
	I understand the criteria that are used to determine my compensation.	45%	45%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	7%	24%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	30%	45%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	61%	47%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	42%	37%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	58%	37%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	64%	47%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	15%	11%	20%	26%
Put me in charge of something important	39%	14%	28%	34%
Provided me with access to additional resources for my classroom	36%	38%	42%	54%
Encouraged me to continue teaching at my school next year	45%	24%	42%	48%
Recognized my accomplishments publicly	27%	11%	32%	36%
Provided me with regular, positive feedback	67%	49%	57%	73%
None of the above	12%	19%	14%	7%
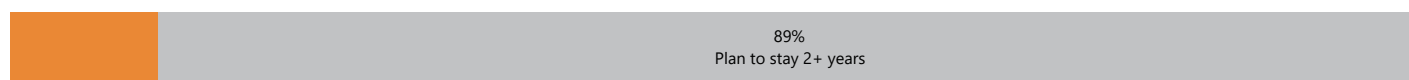
Retention (vertical label)

Teacher Plans for 2023

89%
Plan to stay 2+ years

Top Reasons for Planning to Leave
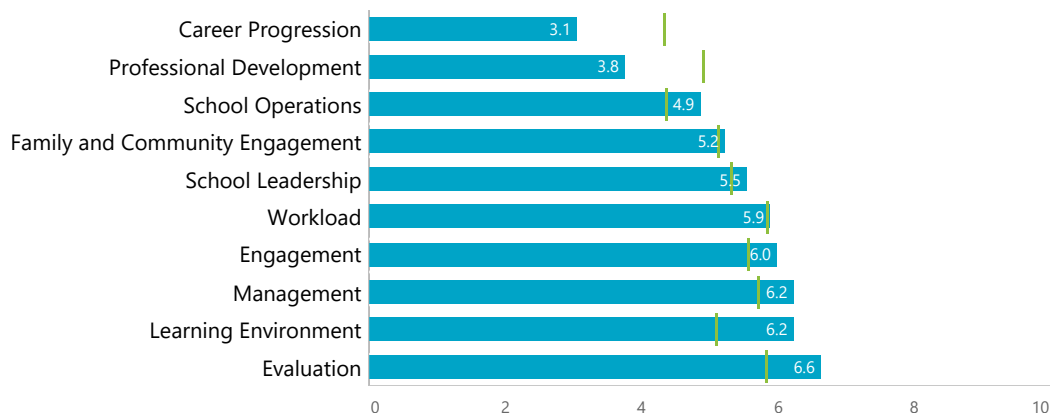for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

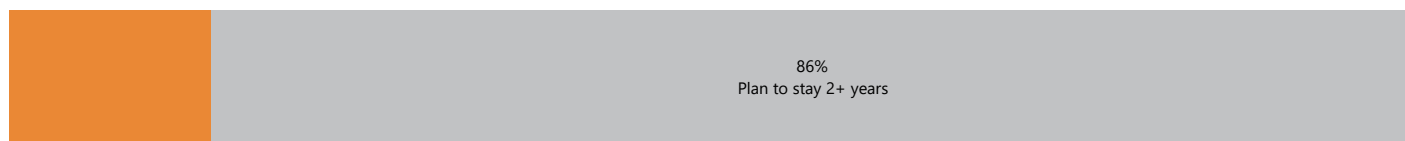|	
Positive school culture and learning environment	6 teachers
Staff collegiality and collaboration/relationships with staff	6 teachers
Ability to have a positive impact on student outcomes	5 teachers
My school is in a convenient location; I have an easy commute	3 teachers
Autonomy to make decisions about my classroom and curriculum	2 teachers
I like the work schedule at my school	2 teachers
Retirement benefits	2 teachers
Inspiring school leadership	1 teachers
Job security	1 teachers
Opportunities for advancement or career progression	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

	Career Progression	3.1
	Professional Development	3.8
	School Operations	4.9
	Family and Community Engagement	5.2
	School Leadership	5.5
	Workload	5.9
	Engagement	6.0
	Management	6.2
	Learning Environment	6.2
	Evaluation	6.6

	2023	Alachua Average	National Average
Career Progression	3.1	4.3	5.0
Professional Development	3.8	4.9	5.0
School Operations	4.9	4.3	5.0
Family and Community Engagement	5.2	5.1	5.0
School Leadership	5.5	5.3	5.0
Workload	5.9	5.8	5.0
Engagement	6.0	5.5	5.0
Management	6.2	5.7	5.0
Learning Environment	6.2	5.1	5.0
Evaluation	6.6	5.8	5.0

Support Staff Plans for 2023

86%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	4 Support Staff
I like the work schedule at my school	3 Support Staff
Positive school culture and learning environment	3 Support Staff
Relationships with students and families	3 Support Staff
Retirement benefits	2 Support Staff
Job security	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
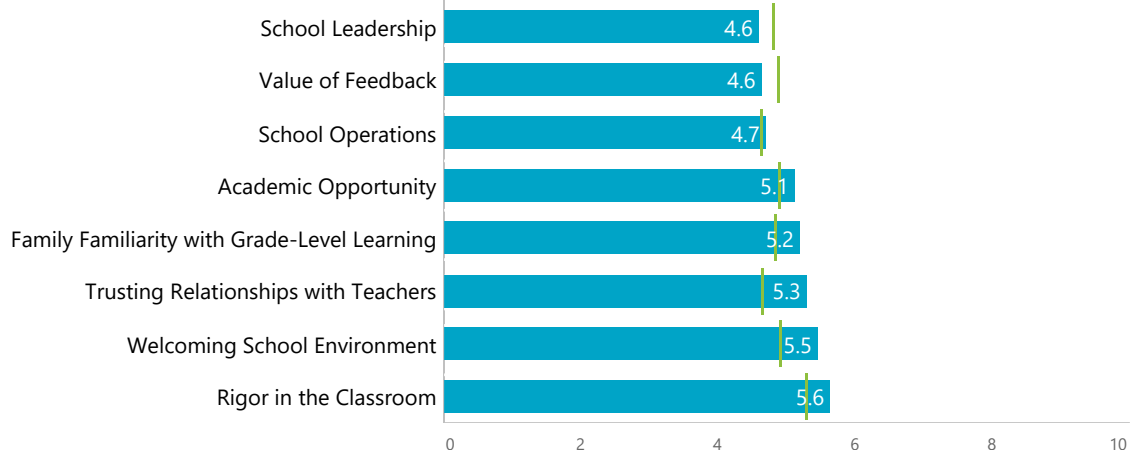
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	62%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	76%	59%	68%
	My school is a good place to teach and learn.	90%	73%	79%
	My school is fun and joyful.	80%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	90%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	80%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	71%	78%	81%
Management	My manager actively supports my growth and development.*	81%	73%	
	My manager provides me with regular, actionable feedback.	76%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	81%	72%	
	The expectations for my role are clearly defined.	86%	76%	72%
	When I get feedback, I receive support to implement those changes.	86%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	45%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	37%	53%	61%
	There are opportunities for professional growth in my role.	43%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	62%	59%	60%
	Leaders at my school value my feedback.	76%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	76%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	81%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	81%	71%	72%

Survey Items from the Support Staff Survey

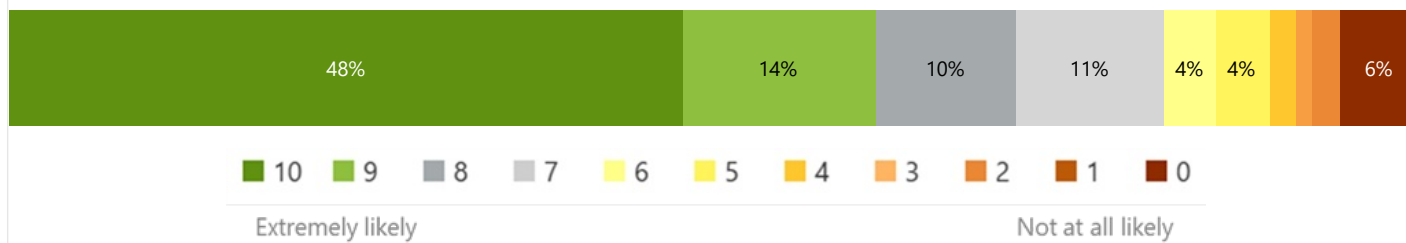|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	35%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	15%	41%	43%
	There are opportunities for me to advance at my school or within the district.	25%	51%	51%
Engagement	I am compensated fairly for the work that I do.	33%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	95%	85%	83%
	My day-to-day work makes good use of my strengths.	81%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	80%	70%	66%
	I know the criteria that will be used to evaluate my performance.	85%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	65%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	60%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	85%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	65%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	74%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	74%	72%	72%
	My school encourages and helps families to support student learning at home.	84%	74%	77%
	My school has established systems that ensure families are well informed about the school.	79%	75%	79%
	My school regularly seeks input from students' families.	68%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	80%	64%	72%
	My school building is clean and well maintained.	60%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	89%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	50%	55%	77%
	Procedures at my school maximize the time students spend learning.	80%	67%	76%
	When I need something at my school, I know who to ask.	90%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	80%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	75%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	80%	74%	65%
	Over the long term, my workload is sustainable.	65%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
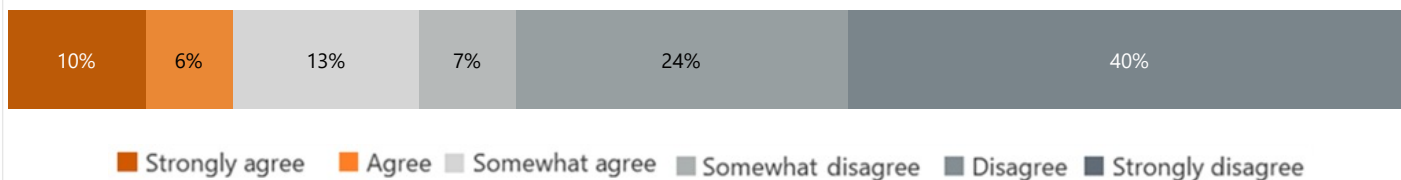
Domain	2023	Chart
School Leadership	4.6	
Value of Feedback	4.6	
School Operations	4.7	
Academic Opportunity	5.1	
Family Familiarity with Grade-Level Learning	5.2	
Trusting Relationships with Teachers	5.3	
Welcoming School Environment	5.5	
Rigor in the Classroom	5.6	

	2023	Alachua Average	National Average
School Leadership	4.6	4.8	5.0
Value of Feedback	4.6	4.9	5.0
School Operations	4.7	4.6	5.0
Academic Opportunity	5.1	4.9	5.0
Family Familiarity with Grade-Level Learning	5.2	4.8	5.0
Trusting Relationships with Teachers	5.3	4.6	5.0
Welcoming School Environment	5.5	4.9	5.0
Rigor in the Classroom	5.6	5.3	5.0

How likely are you to recommend this school to other families?

48%	14%	10%	11%	4%	4%			6%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

10%	6%	13%	7%	24%	40%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	69%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	62%	61%	68%
	My child's teachers challenge my child to do their best work.	77%	71%	75%
	The work my child completes for school is challenging enough for my child.	71%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	61%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	61%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	68%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	74%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	85%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	80%	79%	79%
	My child's assignments usually include reading.	85%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	56%	59%	69%
	My child's school is focused on the right priorities.	59%	62%	68%
	School leaders care about my child's success.	63%	67%	72%
	School leaders follow through on programs and initiatives.	62%	68%	71%
School Operations	I receive timely communications from my child's school.	71%	72%	77%
	My child's school is clean and well maintained.	68%	63%	87%
	My child's school keeps me informed of school initiatives.	68%	71%	81%
	My child's school schedules events at times that are convenient.	65%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	57%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	63%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	63%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	66%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	68%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	47%	50%	61%
	Leaders at my child's school value my feedback.	55%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	65%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	77%	73%	74%
	My child enjoys going to school.	69%	68%	72%
	My child's school is a safe place.	75%	62%	77%
	My child's school is fun and joyful.*	69%	59%	

To print this report:
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2023 Insight Data for

Idylwild Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
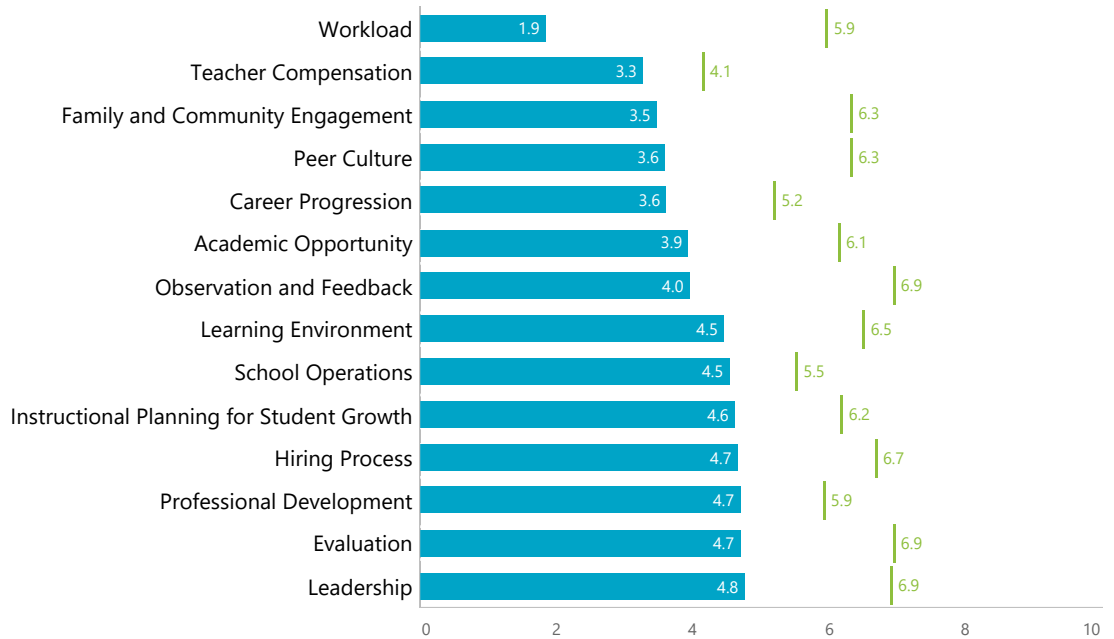
School Index Score	Index Percentile Rank
6.6	**43%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Workload	3.3	1.9	5.1	5.9
Teacher Compensation	3.3	3.3	3.7	4.1
Family and Community Engagement	1.9	3.5	5.1	6.3
Peer Culture	2.4	3.6	4.8	6.3
Career Progression	2.6	3.6	4.3	5.2
Academic Opportunity	2.3	3.9	4.8	6.1
Observation and Feedback	3.0	4.0	5.6	6.9
Learning Environment	1.8	4.5	4.9	6.5
School Operations	1.8	4.5	4.3	5.5
Instructional Planning for Student Growth	3.3	4.6	4.8	6.2
Hiring Process	4.8	4.7	5.8	6.7
Professional Development	3.1	4.7	4.8	5.9
Evaluation	4.3	4.7	6.0	6.9
Leadership	2.5	4.8	5.4	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	29%	45%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	40%	55%	61%	76%
	My school implements a rigorous academic curriculum.	42%	80%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	29%	35%	61%	72%
	Students at my school support their answers and explain their thinking.	20%	35%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	44%	39%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	56%	50%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	74%	83%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	42%	67%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	56%	33%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	20%	39%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	31%	37%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	54%	63%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	58%	63%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	40%	42%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	29%	26%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		45%	55%	69%
	Leaders at my school value my feedback.	36%	45%	62%	82%
	Leaders at my school work hard to retain effective teachers.	22%	50%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	42%	75%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	34%	55%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	47%	75%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	15%	50%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	6%	45%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	17%	53%	56%	79%
	My school is a good place to teach and learn.	22%	60%	71%	87%
	My school is fun and joyful.		50%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	31%	65%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	26%	50%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	32%	68%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	26%	60%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	32%	45%	59%	78%
	The time I spend collaborating with my colleagues is productive.	56%	45%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	21%	50%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	21%	40%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	39%	55%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	55%	55%	57%	64%
	My school is committed to improving my instructional practice.	39%	65%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		65%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	42%	48%	70%	83%
	I get enough feedback on my instructional practice.	50%	52%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	29%	35%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	41%	48%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	52%	52%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	31%	35%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	41%	47%	56%	65%
	Someone at my school is thinking about my career progression.	31%	28%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	28%	24%	49%	60%
	There are opportunities for me to advance at my school.	21%	29%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	43%	28%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	20%	39%	62%	80%
	My school encourages and helps families to support student learning at home.	33%	50%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		44%	71%	82%
	My school regularly seeks input from students' families.	20%	28%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	64%	60%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	91%	80%	92%	90%
	The hiring process was efficient.	73%	60%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	73%	60%	66%	79%
	Throughout the hiring process I had clear information about next steps.	73%	80%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	20%	56%	64%	81%
	My school building is clean and well maintained.	56%	89%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	50%	59%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	19%	78%	49%	58%
	Procedures at my school maximize the time students spend learning.	20%	56%	62%	83%
	When I need something at my school, I know who to ask.	53%	61%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	10%	11%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	45%	39%	43%	49%
	I understand the criteria that are used to determine my compensation.	35%	44%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	10%	17%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	13%	12%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	41%	12%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	31%	11%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	13%	12%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	27%	25%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	16%	22%	20%	26%
	Put me in charge of something important	23%	22%	28%	34%
	Provided me with access to additional resources for my classroom	35%	50%	42%	54%
	Encouraged me to continue teaching at my school next year	42%	11%	42%	48%
	Recognized my accomplishments publicly	32%	11%	32%	36%
	Provided me with regular, positive feedback	45%	67%	57%	73%
	None of the above	16%	11%	14%	7%

Teacher Plans for 2023

42% Plan to leave this year or next	58% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year
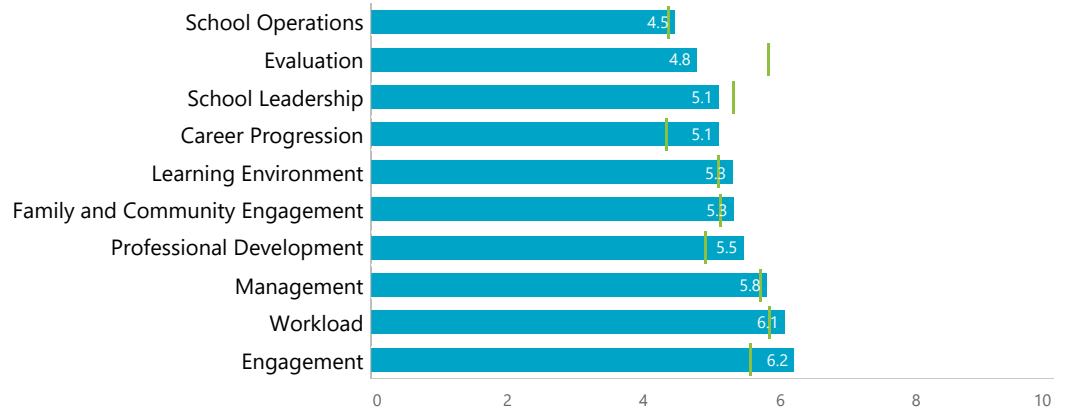
Personal reasons (not school related)	2 teachers
Not enough discretion in classroom/curriculum decisions	2 teachers
Dissatisfaction with financial compensation (salary and benefits)	1 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
Lack of recognition/respect	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

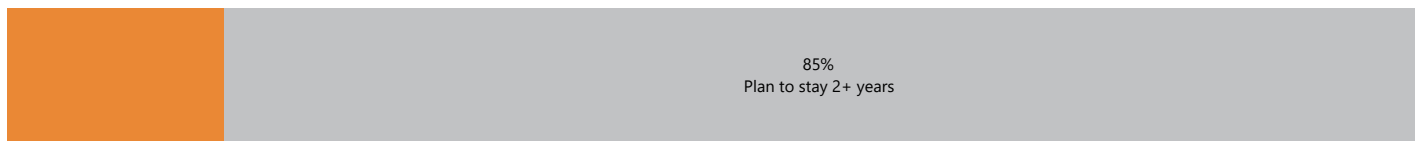|	
Ability to have a positive impact on student outcomes	1 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
Financial compensation	1 teachers
I would like to leave, but have not yet found a better opportunity elsewhere	1 teachers
Opportunities for advancement or career progression	1 teachers
Staff collegiality and collaboration/relationships with staff	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
School Operations	4.5
Evaluation	4.8
School Leadership	5.1
Career Progression	5.1
Learning Environment	5.3
Family and Community Engagement	5.3
Professional Development	5.5
Management	5.8
Workload	6.1
Engagement	6.2

	2023	Alachua Average	National Average
School Operations	4.5	4.3	5.0
Evaluation	4.8	5.8	5.0
School Leadership	5.1	5.3	5.0
Career Progression	5.1	4.3	5.0
Learning Environment	5.3	5.1	5.0
Family and Community Engagement	5.3	5.1	5.0
Professional Development	5.5	4.9	5.0
Management	5.8	5.7	5.0
Workload	6.1	5.8	5.0
Engagement	6.2	5.5	5.0

Support Staff Plans for 2023

85%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	2 Support Staff
I like the work schedule at my school	2 Support Staff
Relationships with students and families	2 Support Staff
Inspiring immediate supervisor	1 Support Staff
Inspiring school leadership	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
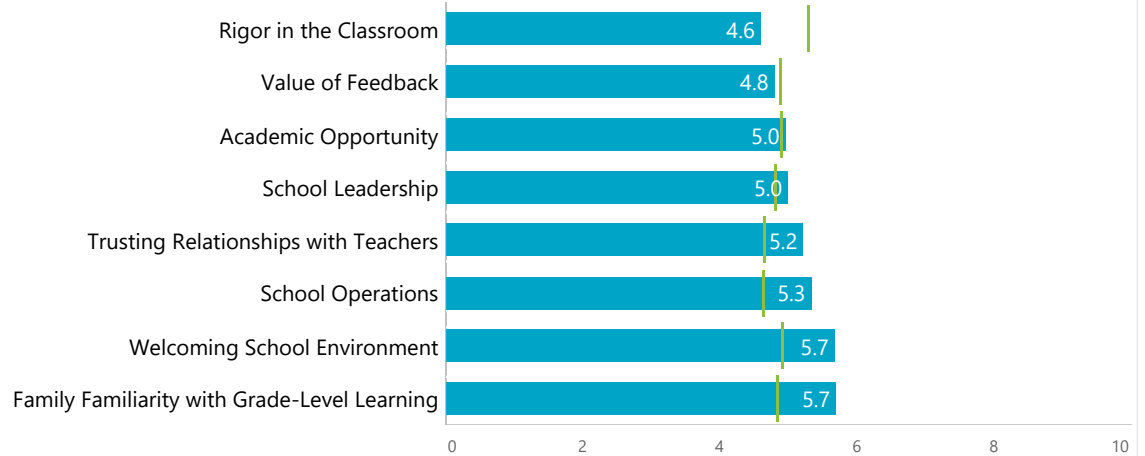
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	54%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	62%	59%	68%
	My school is a good place to teach and learn.	69%	73%	79%
	My school is fun and joyful.	62%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	85%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	46%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	77%	78%	81%
Management	My manager actively supports my growth and development.*	69%	73%	
	My manager provides me with regular, actionable feedback.	77%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	69%	72%	
	The expectations for my role are clearly defined.	92%	76%	72%
	When I get feedback, I receive support to implement those changes.	69%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	54%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	46%	53%	61%
	There are opportunities for professional growth in my role.	69%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	62%	59%	60%
	Leaders at my school value my feedback.	69%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	54%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	62%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	54%	71%	72%

Survey Items from the Support Staff Survey

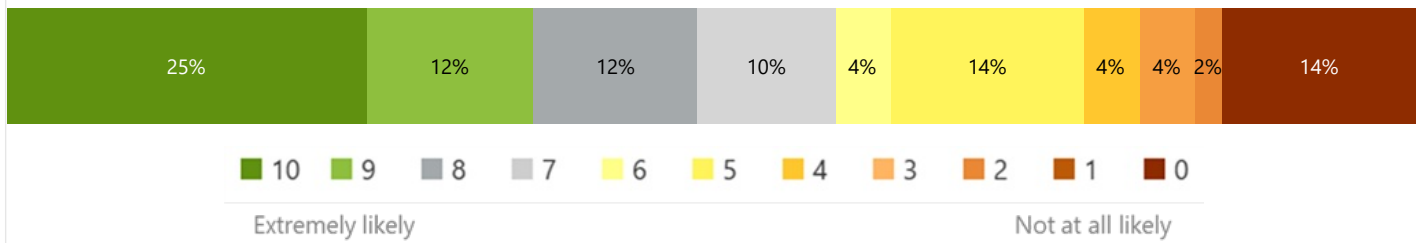|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	46%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	38%	41%	43%
	There are opportunities for me to advance at my school or within the district.	69%	51%	51%
Engagement	I am compensated fairly for the work that I do.	46%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	92%	85%	83%
	My day-to-day work makes good use of my strengths.	92%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	54%	70%	66%
	I know the criteria that will be used to evaluate my performance.	54%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	54%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	62%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	69%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	77%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	77%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	69%	72%	72%
	My school encourages and helps families to support student learning at home.	69%	74%	77%
	My school has established systems that ensure families are well informed about the school.	85%	75%	79%
	My school regularly seeks input from students' families.	62%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	46%	64%	72%
	My school building is clean and well maintained.	54%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	85%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	62%	55%	77%
	Procedures at my school maximize the time students spend learning.	54%	67%	76%
	When I need something at my school, I know who to ask.	92%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	77%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	85%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	85%	74%	65%
	Over the long term, my workload is sustainable.	69%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
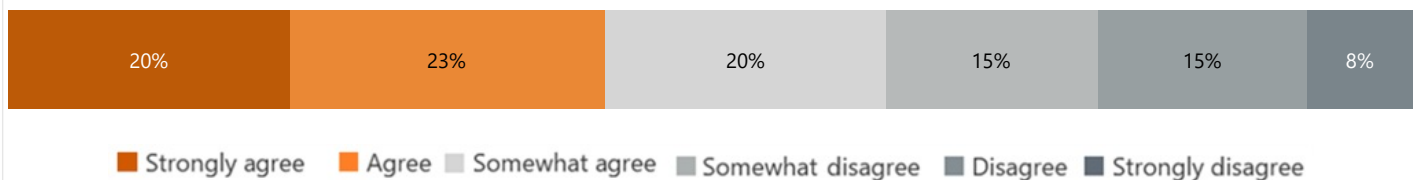
Domain	Score
Rigor in the Classroom	4.6
Value of Feedback	4.8
Academic Opportunity	5.0
School Leadership	5.0
Trusting Relationships with Teachers	5.2
School Operations	5.3
Welcoming School Environment	5.7
Family Familiarity with Grade-Level Learning	5.7

	2023	Alachua Average	National Average
Rigor in the Classroom	4.6	5.3	5.0
Value of Feedback	4.8	4.9	5.0
Academic Opportunity	5.0	4.9	5.0
School Leadership	5.0	4.8	5.0
Trusting Relationships with Teachers	5.2	4.6	5.0
School Operations	5.3	4.6	5.0
Welcoming School Environment	5.7	4.9	5.0
Family Familiarity with Grade-Level Learning	5.7	4.8	5.0

How likely are you to recommend this school to other families?

25%	12%	12%	10%	4%	14%	4%	4%	2%	14%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

20%	23%	20%	15%	15%	8%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey
Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	68%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	63%	61%	68%
	My child's teachers challenge my child to do their best work.	72%	71%	75%
	The work my child completes for school is challenging enough for my child.	74%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	68%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	73%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	78%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	59%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	73%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	74%	79%	79%
	My child's assignments usually include reading.	79%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	63%	59%	69%
	My child's school is focused on the right priorities.	63%	62%	68%
	School leaders care about my child's success.	60%	67%	72%
	School leaders follow through on programs and initiatives.	68%	68%	71%
School Operations	I receive timely communications from my child's school.	67%	72%	77%
	My child's school is clean and well maintained.	83%	63%	87%
	My child's school keeps me informed of school initiatives.	77%	71%	81%
	My child's school schedules events at times that are convenient.	74%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	56%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	64%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	70%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	66%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	65%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	54%	50%	61%
	Leaders at my child's school value my feedback.	50%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	67%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	77%	73%	74%
	My child enjoys going to school.	79%	68%	72%
	My child's school is a safe place.	89%	62%	77%
	My child's school is fun and joyful.*	74%	59%	

2023 Insight Data for

W. W. Irby Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
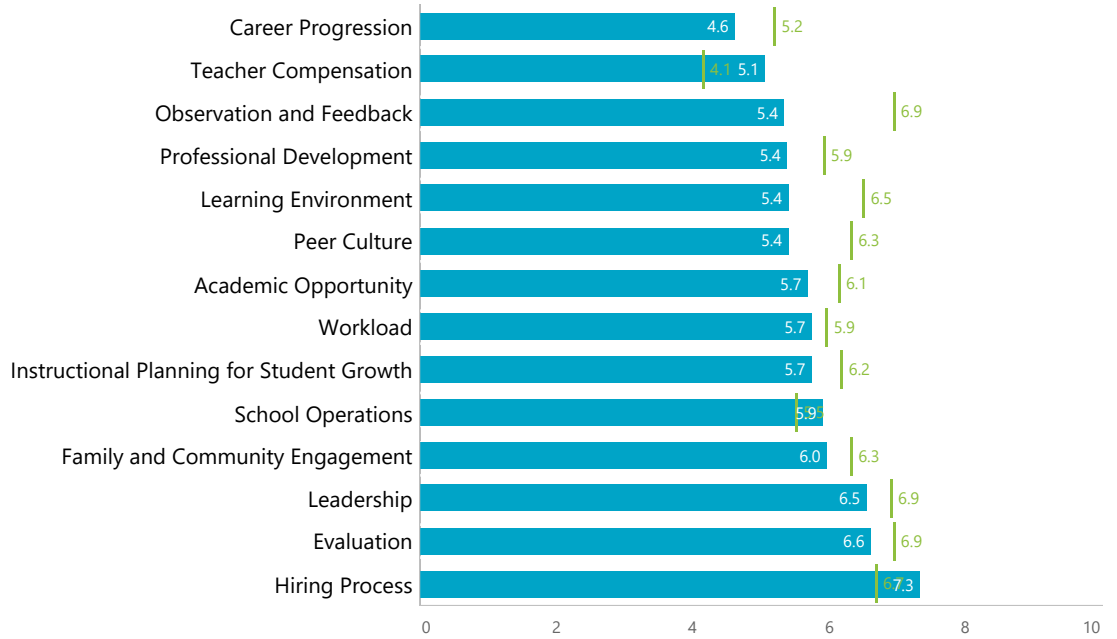
School Index Score	Index Percentile Rank
7.6	**63%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	3.8	4.6	4.3	5.2
Teacher Compensation	3.0	5.1	3.7	4.1
Observation and Feedback	5.5	5.4	5.6	6.9
Professional Development	6.0	5.4	4.8	5.9
Learning Environment	6.7	5.4	4.9	6.5
Peer Culture	6.4	5.4	4.8	6.3
Academic Opportunity	5.5	5.7	4.8	6.1
Workload	4.0	5.7	5.1	5.9
Instructional Planning for Student Growth	5.4	5.7	4.8	6.2
School Operations	7.3	5.9	4.3	5.5
Family and Community Engagement	6.9	6.0	5.1	6.3
Leadership	6.8	6.5	5.4	6.9
Evaluation	6.3	6.6	6.0	6.9
Hiring Process	7.4	7.3	5.8	6.7

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Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	59%	54%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	65%	67%	61%	76%
	My school implements a rigorous academic curriculum.	71%	83%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	59%	58%	61%	72%
	Students at my school support their answers and explain their thinking.	53%	46%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	56%	64%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	75%	76%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	94%	100%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	65%	80%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	56%	60%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	59%	50%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	76%	54%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	53%	63%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	82%	83%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	76%	58%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	47%	42%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		75%	55%	69%
	Leaders at my school value my feedback.	59%	67%	62%	82%
	Leaders at my school work hard to retain effective teachers.	76%	67%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	88%	79%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	94%	92%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	76%	75%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	76%	83%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	63%	38%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	81%	79%	56%	79%
	My school is a good place to teach and learn.	93%	88%	71%	87%
	My school is fun and joyful.		83%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	94%	71%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	79%	63%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	79%	50%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	82%	63%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	71%	67%	59%	78%
	The time I spend collaborating with my colleagues is productive.	81%	67%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	47%	46%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	59%	46%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	41%	58%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	71%	67%	57%	64%
	My school is committed to improving my instructional practice.	88%	79%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		42%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	75%	58%	70%	83%
	I get enough feedback on my instructional practice.	88%	79%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	63%	58%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	75%	63%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	69%	71%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	50%	54%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	56%	44%	56%	65%
	Someone at my school is thinking about my career progression.	13%	48%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	50%	56%	49%	60%
	There are opportunities for me to advance at my school.	31%	40%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	94%	72%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	88%	71%	62%	80%
	My school encourages and helps families to support student learning at home.	88%	76%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		72%	71%	82%
	My school regularly seeks input from students' families.	75%	76%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	75%	100%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	100%	86%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	100%	86%	66%	79%
	Throughout the hiring process I had clear information about next steps.	75%	86%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	94%	72%	64%	81%
	My school building is clean and well maintained.	71%	76%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	81%	76%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	86%	60%	49%	58%
	Procedures at my school maximize the time students spend learning.	88%	84%	62%	83%
	When I need something at my school, I know who to ask.	94%	88%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	25%	33%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	38%	58%	43%	49%
	I understand the criteria that are used to determine my compensation.	56%	42%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	13%	27%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	13%	28%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	50%	40%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	38%	32%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	13%	56%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	56%	60%	48%	63%

Retention Strategies from the Teacher Survey

Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention		2021	2023	Alachua Average	Alachua Top Quartile
	Identified opportunities for me to pursue teacher leadership roles	31%	36%	20%	26%
	Put me in charge of something important	44%	36%	28%	34%
	Provided me with access to additional resources for my classroom	44%	48%	42%	54%
	Encouraged me to continue teaching at my school next year	63%	60%	42%	48%
	Recognized my accomplishments publicly	63%	56%	32%	36%
	Provided me with regular, positive feedback	75%	64%	57%	73%
	None of the above	6%	8%	14%	7%

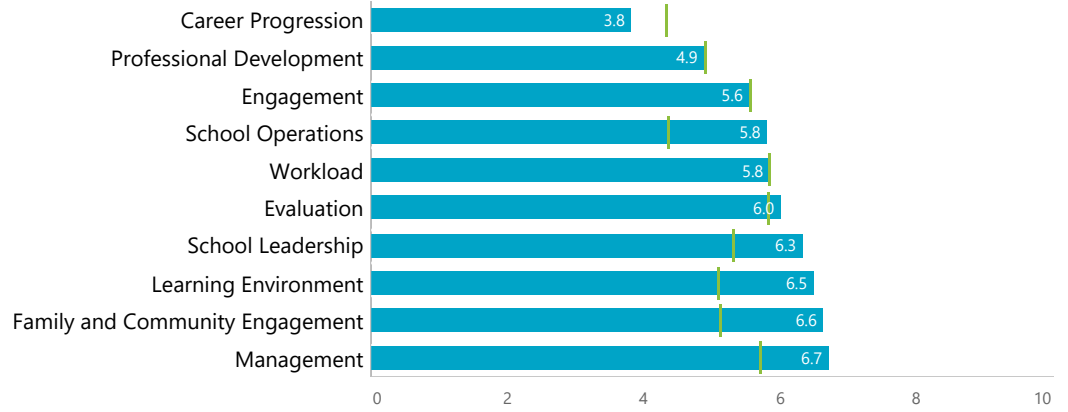## Teacher Plans for 2023
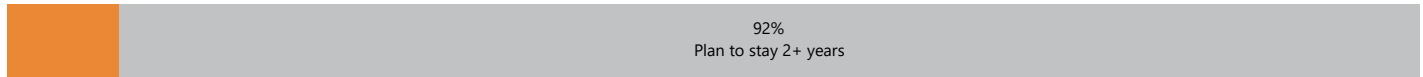
92%
Plan to stay 2+ years

Top Reasons for Planning to Leave

for teachers planning to leave this year or next year

Top Reasons for Planning to Stay

for teachers planning to stay for three or more years

|	
Staff collegiality and collaboration/relationships with staff	7 teachers
Positive school culture and learning environment	6 teachers
Relationships with students and families	3 teachers
My school is in a convenient location; I have an easy commute	2 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
I would like to leave, but have not yet found a better opportunity elsewhere	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Career Progression	3.8
Professional Development	4.9
Engagement	5.6
School Operations	5.8
Workload	5.8
Evaluation	6.0
School Leadership	6.3
Learning Environment	6.5
Family and Community Engagement	6.6
Management	6.7

	2023	Alachua Average	National Average
Career Progression	3.8	4.3	5.0
Professional Development	4.9	4.9	5.0
Engagement	5.6	5.5	5.0
School Operations	5.8	4.3	5.0
Workload	5.8	5.8	5.0
Evaluation	6.0	5.8	5.0
School Leadership	6.3	5.3	5.0
Learning Environment	6.5	5.1	5.0
Family and Community Engagement	6.6	5.1	5.0
Management	6.7	5.7	5.0

Support Staff Plans for 2023
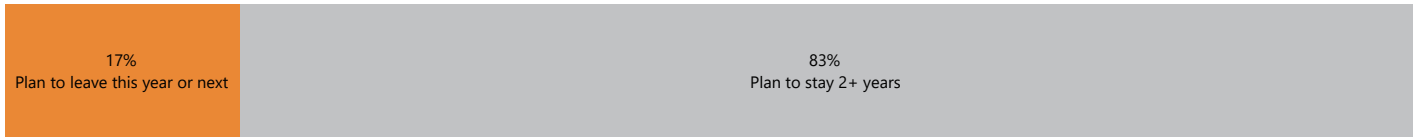
17% Plan to leave this year or next	83% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

My school is in a convenient location; I have an easy commute	3 Support Staff
Ability to have a positive impact on student outcomes	1 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
I like the work schedule at my school	1 Support Staff
Inspiring school leadership	1 Support Staff
Job security	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
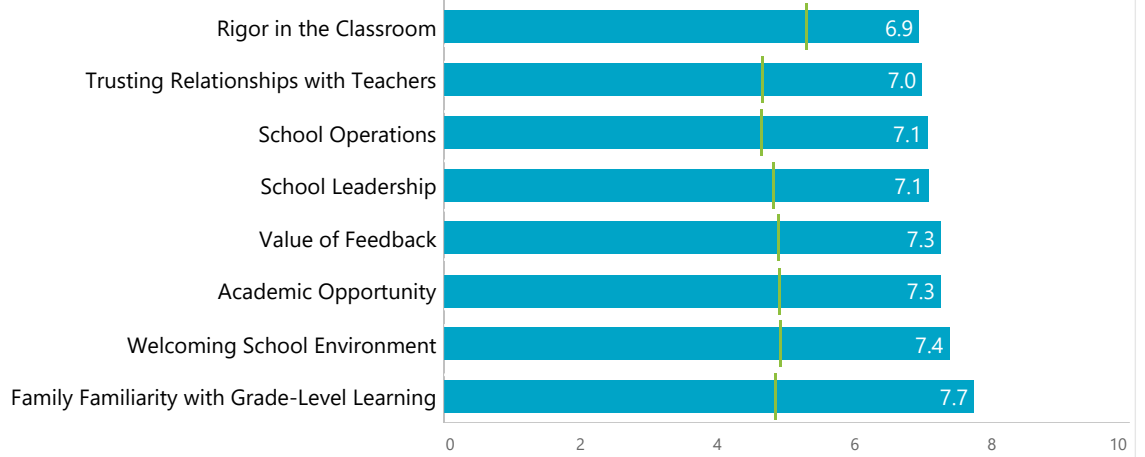
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	55%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	64%	59%	68%
	My school is a good place to teach and learn.	83%	73%	79%
	My school is fun and joyful.	75%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	83%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	82%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	92%	78%	81%
Management	My manager actively supports my growth and development.*	91%	73%	
	My manager provides me with regular, actionable feedback.	83%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	92%	72%	
	The expectations for my role are clearly defined.	83%	76%	72%
	When I get feedback, I receive support to implement those changes.	92%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	70%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	60%	53%	61%
	There are opportunities for professional growth in my role.	45%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	50%	59%	60%
	Leaders at my school value my feedback.	75%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	83%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	83%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	83%	71%	72%

Survey Items from the Support Staff Survey

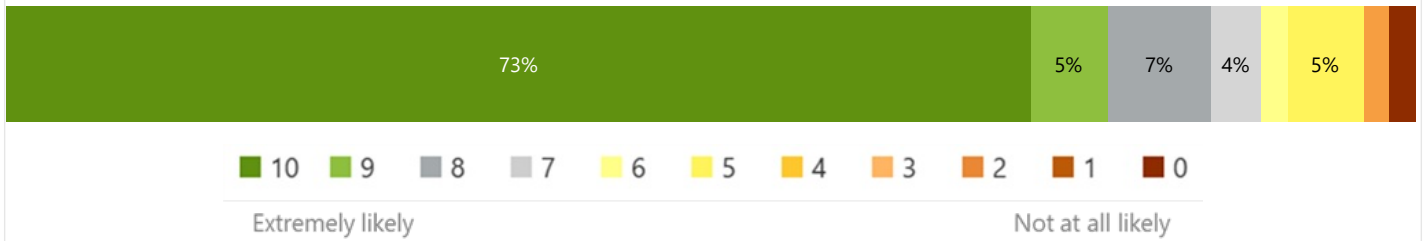|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	50%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	33%	41%	43%
	There are opportunities for me to advance at my school or within the district.	50%	51%	51%
Engagement	I am compensated fairly for the work that I do.	42%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	92%	85%	83%
	My day-to-day work makes good use of my strengths.	83%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	83%	70%	66%
	I know the criteria that will be used to evaluate my performance.	92%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	82%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	75%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	100%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	75%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	92%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	83%	72%	72%
	My school encourages and helps families to support student learning at home.	100%	74%	77%
	My school has established systems that ensure families are well informed about the school.	100%	75%	79%
	My school regularly seeks input from students' families.	83%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	67%	64%	72%
	My school building is clean and well maintained.	100%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	92%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	67%	55%	77%
	Procedures at my school maximize the time students spend learning.	92%	67%	76%
	When I need something at my school, I know who to ask.	83%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	75%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	83%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	83%	74%	65%
	Over the long term, my workload is sustainable.	67%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
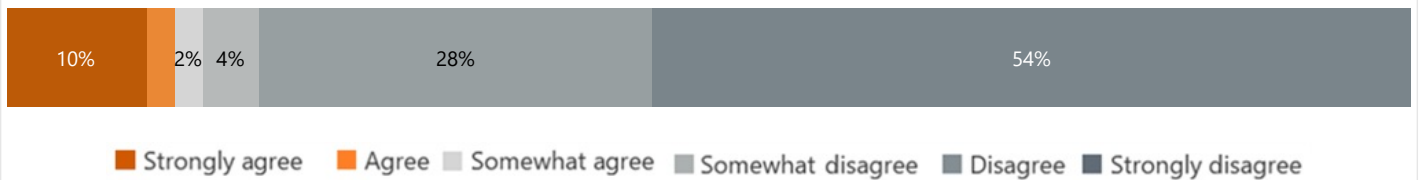
Domain	Score
Rigor in the Classroom	6.9
Trusting Relationships with Teachers	7.0
School Operations	7.1
School Leadership	7.1
Value of Feedback	7.3
Academic Opportunity	7.3
Welcoming School Environment	7.4
Family Familiarity with Grade-Level Learning	7.7

	2023	Alachua Average	National Average
Rigor in the Classroom	6.9	5.3	5.0
Trusting Relationships with Teachers	7.0	4.6	5.0
School Operations	7.1	4.6	5.0
School Leadership	7.1	4.8	5.0
Value of Feedback	7.3	4.9	5.0
Academic Opportunity	7.3	4.9	5.0
Welcoming School Environment	7.4	4.9	5.0
Family Familiarity with Grade-Level Learning	7.7	4.8	5.0

How likely are you to recommend this school to other families?

73% | 5% | 7% | 4% | 5%

10 9 8 7 6 5 4 3 2 1 0
Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

10% | 2% | 4% | 28% | 54%

Strongly agree | Agree | Somewhat agree | Somewhat disagree | Disagree | Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	83%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	88%	61%	68%
	My child's teachers challenge my child to do their best work.	92%	71%	75%
	The work my child completes for school is challenging enough for my child.	81%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	94%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	88%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	100%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	82%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	88%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	88%	79%	79%
	My child's assignments usually include reading.	96%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	88%	59%	69%
	My child's school is focused on the right priorities.	90%	62%	68%
	School leaders care about my child's success.	90%	67%	72%
	School leaders follow through on programs and initiatives.	90%	68%	71%
School Operations	I receive timely communications from my child's school.	90%	72%	77%
	My child's school is clean and well maintained.	98%	63%	87%
	My child's school keeps me informed of school initiatives.	87%	71%	81%
	My child's school schedules events at times that are convenient.	87%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	78%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	80%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	83%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	87%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	83%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	83%	50%	61%
	Leaders at my child's school value my feedback.	85%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	85%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	87%	73%	74%
	My child enjoys going to school.	94%	68%	72%
	My child's school is a safe place.	94%	62%	77%
	My child's school is fun and joyful.*	93%	59%	

2023 Insight Data for

Kanapaha Middle School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
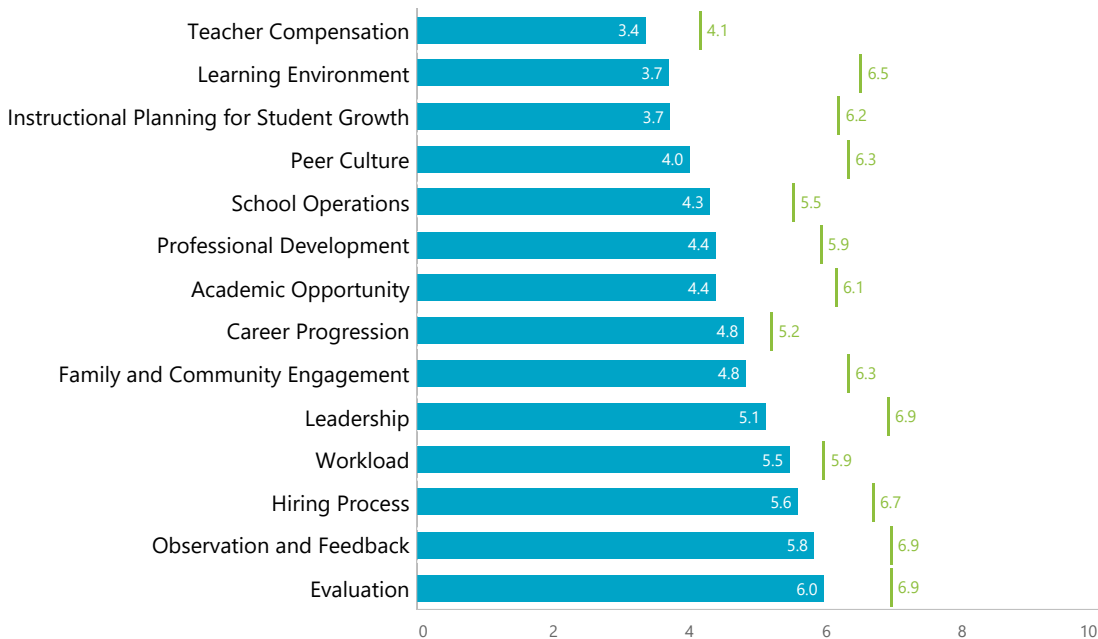
School Index Score	Index Percentile Rank
6.4	**31%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

Domain	Score	Top Quartile
Teacher Compensation	3.4	4.1
Learning Environment	3.7	6.5
Instructional Planning for Student Growth	3.7	6.2
Peer Culture	4.0	6.3
School Operations	4.3	5.5
Professional Development	4.4	5.9
Academic Opportunity	4.4	6.1
Career Progression	4.8	5.2
Family and Community Engagement	4.8	6.3
Leadership	5.1	6.9
Workload	5.5	5.9
Hiring Process	5.6	6.7
Observation and Feedback	5.8	6.9
Evaluation	6.0	6.9

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	3.5	3.4	3.7	4.1
Learning Environment	4.4	3.7	4.9	6.5
Instructional Planning for Student Growth	3.3	3.7	4.8	6.2
Peer Culture	5.2	4.0	4.8	6.3
School Operations	5.7	4.3	4.3	5.5
Professional Development	5.2	4.4	4.8	5.9
Academic Opportunity	4.0	4.4	4.8	6.1
Career Progression	4.5	4.8	4.3	5.2
Family and Community Engagement	5.2	4.8	5.1	6.3
Leadership	6.3	5.1	5.4	6.9
Workload	6.1	5.5	5.1	5.9
Hiring Process	7.0	5.6	5.8	6.7
Observation and Feedback	5.6	5.8	5.6	6.9
Evaluation	7.0	6.0	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	46%	47%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	38%	53%	61%	76%
	My school implements a rigorous academic curriculum.	46%	55%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	58%	63%	61%	72%
	Students at my school support their answers and explain their thinking.	23%	37%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	82%	58%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	68%	69%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	93%	92%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	75%	56%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	71%	61%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	20%	30%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	62%	57%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	27%	38%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	60%	65%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	50%	46%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	35%	42%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		43%	55%	69%
	Leaders at my school value my feedback.	58%	57%	62%	82%
	Leaders at my school work hard to retain effective teachers.	78%	54%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	74%	73%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	81%	59%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	86%	68%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	78%	57%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	29%	13%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	43%	37%	56%	79%
	My school is a good place to teach and learn.	93%	66%	71%	87%
	My school is fun and joyful.		53%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	82%	55%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	48%	39%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	41%	26%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	63%	56%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	52%	44%	59%	78%
	The time I spend collaborating with my colleagues is productive.	56%	67%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	48%	28%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	50%	46%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	42%	36%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	65%	44%	57%	64%
	My school is committed to improving my instructional practice.	73%	69%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		59%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	67%	73%	70%	83%
	I get enough feedback on my instructional practice.	68%	78%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	50%	62%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	70%	76%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	85%	76%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	68%	54%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	58%	56%	56%	65%
	Someone at my school is thinking about my career progression.	28%	44%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	54%	50%	49%	60%
	There are opportunities for me to advance at my school.	31%	47%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	77%	74%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	62%	58%	62%	80%
	My school encourages and helps families to support student learning at home.	73%	63%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		69%	71%	82%
	My school regularly seeks input from students' families.	58%	60%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	100%	69%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	92%	92%	90%
	The hiring process was efficient.	88%	77%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	88%	46%	66%	79%
	Throughout the hiring process I had clear information about next steps.	75%	62%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	81%	57%	64%	81%
	My school building is clean and well maintained.	64%	69%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	81%	66%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	64%	43%	49%	58%
	Procedures at my school maximize the time students spend learning.	81%	57%	62%	83%
	When I need something at my school, I know who to ask.	85%	69%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	8%	6%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	35%	25%	43%	49%
	I understand the criteria that are used to determine my compensation.	35%	36%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	15%	14%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	36%	49%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	56%	57%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	32%	35%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	54%	43%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	58%	43%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	19%	27%	20%	26%
	Put me in charge of something important	15%	24%	28%	34%
	Provided me with access to additional resources for my classroom	67%	46%	42%	54%
	Encouraged me to continue teaching at my school next year	59%	46%	42%	48%
	Recognized my accomplishments publicly	33%	43%	32%	36%
	Provided me with regular, positive feedback	70%	57%	57%	73%
	None of the above	11%	14%	14%	7%

Teacher Plans for 2023

19% Plan to leave this year or next	81% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year
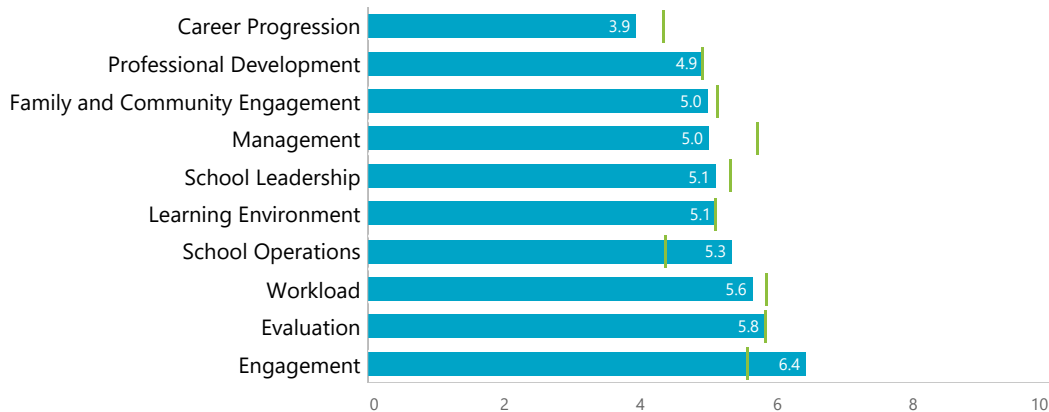
Personal reasons (not school related)	3 teachers
Dissatisfaction with student conduct at my school	2 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
Professional reason (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

|	
Positive school culture and learning environment	6 teachers
Ability to have a positive impact on student outcomes	5 teachers
Autonomy to make decisions about my classroom and curriculum	5 teachers
Job security	2 teachers
I like the work schedule at my school	1 teachers
Inspiring school leadership	1 teachers
My school is in a convenient location; I have an easy commute	1 teachers
Recognition and respect	1 teachers
Relationships with students and families	1 teachers
Retirement benefits	1 teachers
Staff collegiality and collaboration/relationships with staff	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Career Progression	3.9
Professional Development	4.9
Family and Community Engagement	5.0
Management	5.0
School Leadership	5.1
Learning Environment	5.1
School Operations	5.3
Workload	5.6
Evaluation	5.8
Engagement	6.4

	2023	Alachua Average	National Average
Career Progression	3.9	4.3	5.0
Professional Development	4.9	4.9	5.0
Family and Community Engagement	5.0	5.1	5.0
Management	5.0	5.7	5.0
School Leadership	5.1	5.3	5.0
Learning Environment	5.1	5.1	5.0
School Operations	5.3	4.3	5.0
Workload	5.6	5.8	5.0
Evaluation	5.8	5.8	5.0
Engagement	6.4	5.5	5.0

Support Staff Plans for 2023
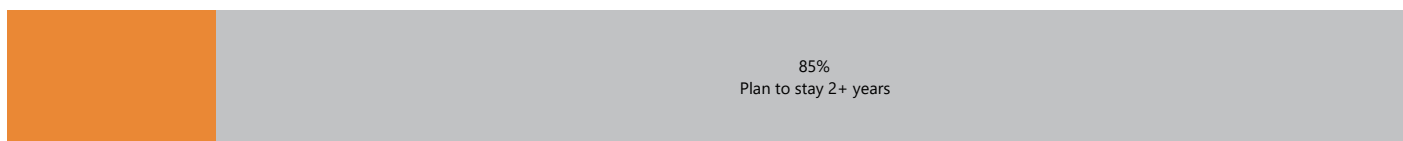
85%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

I am being laid off, non-renewed, or bumped from my position	1 Support Staff
Personal reasons (not school related)	1 Support Staff
Professional reason (not school related)	1 Support Staff
I don't feel safe and supported bringing my authentic self to work	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	5 Support Staff
Job security	3 Support Staff
I feel safe and supported bringing my authentic self to work	2 Support Staff
Opportunities for advancement or career progression	2 Support Staff
Retirement benefits	2 Support Staff
Autonomy to make decisions in my work	1 Support Staff
Inspiring school leadership	1 Support Staff
My school is in a convenient location; I have an easy commute	1 Support Staff
Positive school culture and learning environment	1 Support Staff
Recognition and respect	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
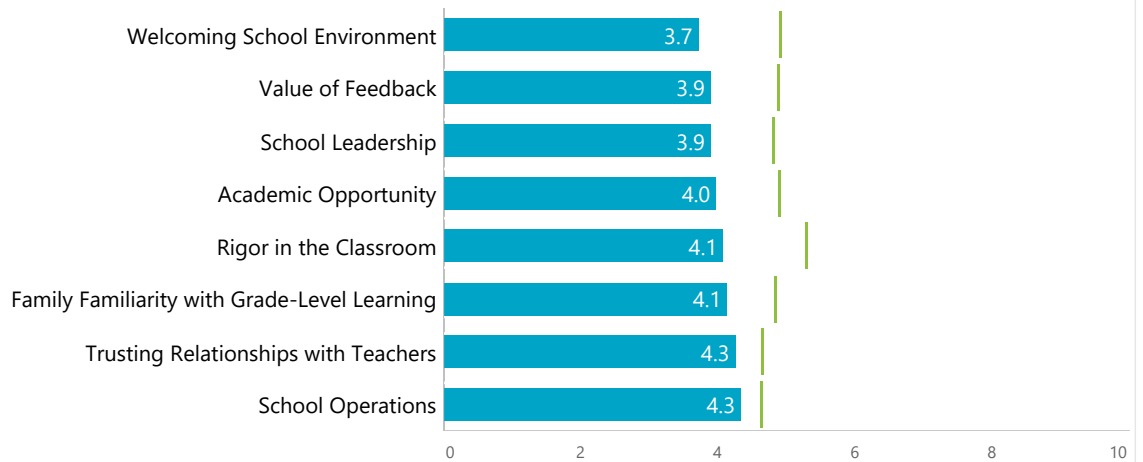
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	56%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	52%	59%	68%
	My school is a good place to teach and learn.	69%	73%	79%
	My school is fun and joyful.	65%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	73%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	60%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	81%	78%	81%
Management	My manager actively supports my growth and development.*	67%	73%	
	My manager provides me with regular, actionable feedback.	70%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	56%	72%	
	The expectations for my role are clearly defined.	78%	76%	72%
	When I get feedback, I receive support to implement those changes.	56%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	62%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	52%	53%	61%
	There are opportunities for professional growth in my role.	48%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	46%	59%	60%
	Leaders at my school value my feedback.	50%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	60%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	73%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	73%	71%	72%

Survey Items from the Support Staff Survey

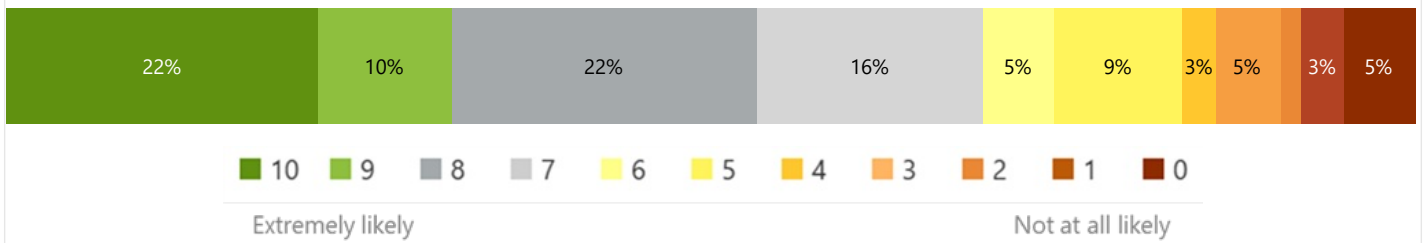|	2023	Alachua Average	National Average
Career Progression			
I have a specific development goal or project for the coming school year that excites me.	48%	55%	63%
Someone at my school or in the district is thinking about my career progression.	32%	41%	43%
There are opportunities for me to advance at my school or within the district.	50%	51%	51%
Engagement			
I am compensated fairly for the work that I do.	44%	34%	45%
My day-to-day work is clearly relevant to school or district goals.	93%	85%	83%
My day-to-day work makes good use of my strengths.	89%	81%	79%
Evaluation			
I agree with the criteria that will be used to evaluate my performance.	68%	70%	66%
I know the criteria that will be used to evaluate my performance.	76%	76%	70%
In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	61%	60%	
The performance evaluation process helps identify my strengths and weaknesses.*	75%	66%	
The person who evaluates my performance has a clear understanding of my role and responsibilities.	80%	78%	73%
Family and Community Engagement			
All staff at my school actively work to establish positive, trusting relationships with students' families.	68%	66%	77%
Families at my school regularly receive useful updates about their student's progress.	75%	73%	77%
Leaders at my school set clear expectations for family and community engagement.	71%	72%	72%
My school encourages and helps families to support student learning at home.	76%	74%	77%
My school has established systems that ensure families are well informed about the school.	76%	75%	79%
My school regularly seeks input from students' families.	65%	63%	68%
School Operations			
Day-to-day operations at my school run smoothly.	71%	64%	72%
My school building is clean and well maintained.	65%	53%	77%
My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	74%	77%	80%
Non-academic services for students (such as buses and school meals) are well managed.	71%	55%	77%
Procedures at my school maximize the time students spend learning.	67%	67%	76%
When I need something at my school, I know who to ask.	75%	82%	84%
Workload			
I can consistently accomplish essential work during my standard work hours.	69%	69%	62%
Most of my work time is spent on tasks that are best suited for my role (not someone else's).	73%	71%	64%
My responsibilities are structured in a way that helps me meet the core expectations of my role.	77%	74%	65%
Over the long term, my workload is sustainable.	58%	70%	64%

Kanapaha

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
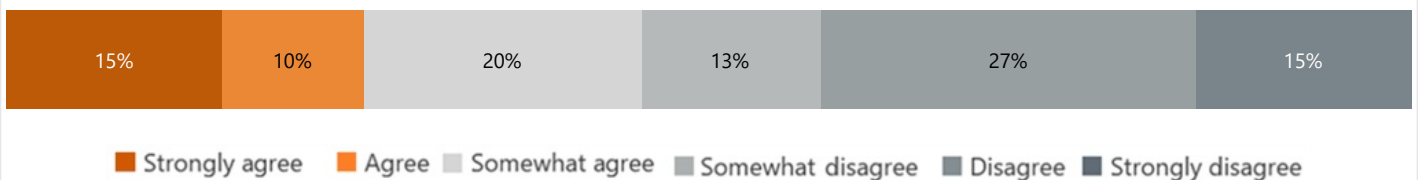
Domain	Score
Welcoming School Environment	3.7
Value of Feedback	3.9
School Leadership	3.9
Academic Opportunity	4.0
Rigor in the Classroom	4.1
Family Familiarity with Grade-Level Learning	4.1
Trusting Relationships with Teachers	4.3
School Operations	4.3

	2023	Alachua Average	National Average
Welcoming School Environment	3.7	4.9	5.0
Value of Feedback	3.9	4.9	5.0
School Leadership	3.9	4.8	5.0
Academic Opportunity	4.0	4.9	5.0
Rigor in the Classroom	4.1	5.3	5.0
Family Familiarity with Grade-Level Learning	4.1	4.8	5.0
Trusting Relationships with Teachers	4.3	4.6	5.0
School Operations	4.3	4.6	5.0

How likely are you to recommend this school to other families?

22%	10%	22%	16%	5%	9%	3%	5%	3%	5%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

15%	10%	20%	13%	27%	15%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	57%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	48%	61%	68%
	My child's teachers challenge my child to do their best work.	60%	71%	75%
	The work my child completes for school is challenging enough for my child.	65%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	47%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	51%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	64%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	65%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	65%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	76%	79%	79%
	My child's assignments usually include reading.	62%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	45%	59%	69%
	My child's school is focused on the right priorities.	49%	62%	68%
	School leaders care about my child's success.	59%	67%	72%
	School leaders follow through on programs and initiatives.	64%	68%	71%
School Operations	I receive timely communications from my child's school.	73%	72%	77%
	My child's school is clean and well maintained.	60%	63%	87%
	My child's school keeps me informed of school initiatives.	73%	71%	81%
	My child's school schedules events at times that are convenient.	69%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	45%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	56%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	51%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	54%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	49%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	34%	50%	61%
	Leaders at my child's school value my feedback.	46%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	52%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	63%	73%	74%
	My child enjoys going to school.	57%	68%	72%
	My child's school is a safe place.	40%	62%	77%
	My child's school is fun and joyful.*	41%	59%	

2023 Insight Data for

Lake Forest Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
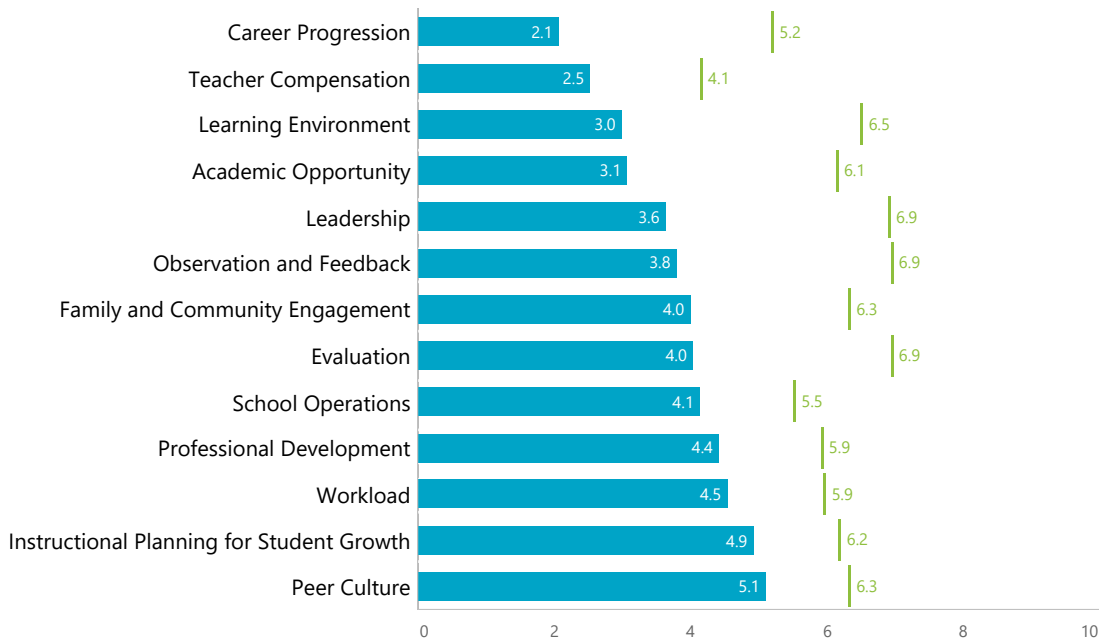
School Index Score	Index Percentile Rank
5.8	**11%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	5.4	2.1	4.3	5.2
Teacher Compensation	5.1	2.5	3.7	4.1
Learning Environment	5.1	3.0	4.9	6.5
Academic Opportunity	4.8	3.1	4.8	6.1
Leadership	5.2	3.6	5.4	6.9
Observation and Feedback	5.1	3.8	5.6	6.9
Family and Community Engagement	4.4	4.0	5.1	6.3
Evaluation	5.8	4.0	6.0	6.9
School Operations	3.9	4.1	4.3	5.5
Professional Development	6.9	4.4	4.8	5.9
Workload	5.2	4.5	5.1	5.9
Instructional Planning for Student Growth	6.7	4.9	4.8	6.2
Peer Culture	6.8	5.1	4.8	6.3

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	75%	25%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	75%	40%	61%	76%
	My school implements a rigorous academic curriculum.	63%	60%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	63%	56%	61%	72%
	Students at my school support their answers and explain their thinking.	63%	10%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	63%	44%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	63%	33%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	78%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	75%	56%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	63%	44%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	63%	27%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	88%	30%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	88%	73%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	100%	73%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	88%	45%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	88%	40%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		45%	55%	69%
	Leaders at my school value my feedback.	50%	45%	62%	82%
	Leaders at my school work hard to retain effective teachers.	57%	55%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	63%	40%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	50%	55%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	75%	36%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	75%	36%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	25%	27%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	50%	36%	56%	79%
	My school is a good place to teach and learn.	75%	40%	71%	87%
	My school is fun and joyful.		36%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	75%	45%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	63%	36%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	75%	36%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	89%	70%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	89%	56%	59%	78%
	The time I spend collaborating with my colleagues is productive.	100%	80%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	67%	78%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	78%	60%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	100%	30%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	89%	40%	57%	64%
	My school is committed to improving my instructional practice.	78%	67%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		70%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	63%	55%	70%	83%
	I get enough feedback on my instructional practice.	63%	55%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	63%	27%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	63%	50%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	63%	55%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	75%	27%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	57%	33%	56%	65%
	Someone at my school is thinking about my career progression.	57%	13%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	57%	25%	49%	60%
	There are opportunities for me to advance at my school.	29%	13%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	57%	70%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	71%	50%	62%	80%
	My school encourages and helps families to support student learning at home.	57%	60%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		40%	71%	82%
	My school regularly seeks input from students' families.	57%	40%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.				
	I applied for a position at this school rather than being 'placed' here.				
	The hiring process was efficient.				
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.				
	Throughout the hiring process I had clear information about next steps.				
School Operations	Day-to-day operations for my school run smoothly.	43%	50%	64%	81%
	My school building is clean and well maintained.	57%	40%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	57%	67%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	57%	70%	49%	58%
	Procedures at my school maximize the time students spend learning.	43%	40%	62%	83%
	When I need something at my school, I know who to ask.	86%	60%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	14%	20%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	57%	30%	43%	49%
	I understand the criteria that are used to determine my compensation.	57%	30%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	29%	11%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	43%	0%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	43%	56%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	29%	33%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	57%	11%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	57%	13%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	29%	0%	20%	26%
	Put me in charge of something important	14%	0%	28%	34%
	Provided me with access to additional resources for my classroom	57%	40%	42%	54%
	Encouraged me to continue teaching at my school next year	57%	30%	42%	48%
	Recognized my accomplishments publicly	14%	10%	32%	36%
	Provided me with regular, positive feedback	29%	50%	57%	73%
	None of the above	14%	30%	14%	7%

Teacher Plans for 2023

30% Plan to leave this year or next	70% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

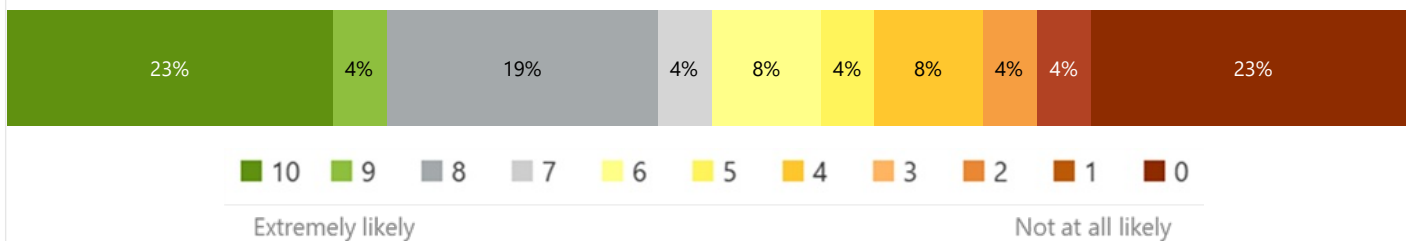|	
Ability to have a positive impact on student outcomes	2 teachers
Relationships with students and families	2 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
Staff collegiality and collaboration/relationships with staff	1 teachers

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
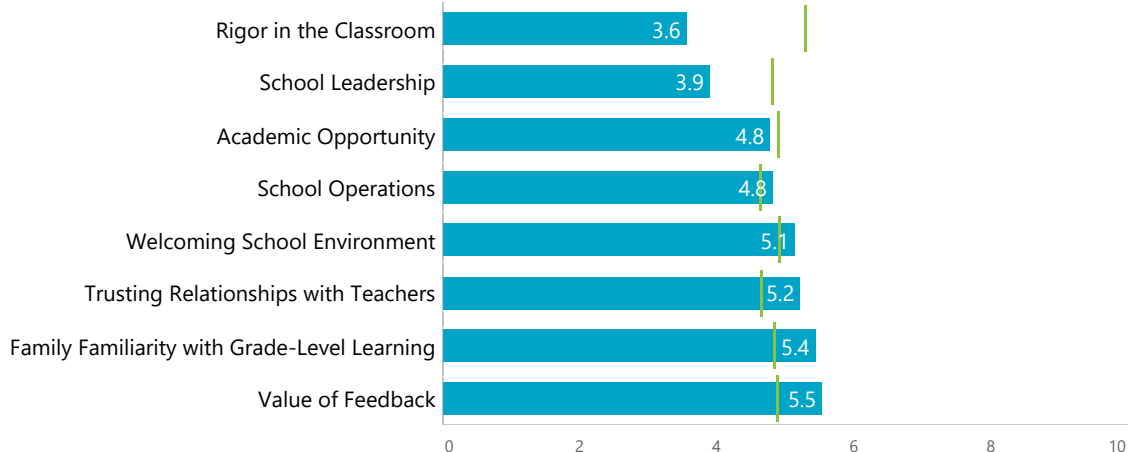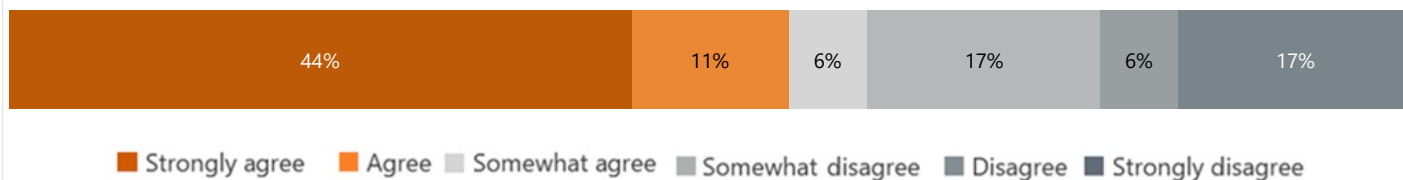
Domain	2023	Alachua Average	National Average
Rigor in the Classroom	3.6	5.3	5.0
School Leadership	3.9	4.8	5.0
Academic Opportunity	4.8	4.9	5.0
School Operations	4.8	4.6	5.0
Welcoming School Environment	5.1	4.9	5.0
Trusting Relationships with Teachers	5.2	4.6	5.0
Family Familiarity with Grade-Level Learning	5.4	4.8	5.0
Value of Feedback	5.5	4.9	5.0

How likely are you to recommend this school to other families?

23%	4%	19%	4%	8%	4%	8%	4%	4%	23%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

44%	11%	6%	17%	6%	17%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	65%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	50%	61%	68%
	My child's teachers challenge my child to do their best work.	75%	71%	75%
	The work my child completes for school is challenging enough for my child.	65%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	53%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	59%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	82%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	56%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	60%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	56%	79%	79%
	My child's assignments usually include reading.	63%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	42%	59%	69%
	My child's school is focused on the right priorities.	53%	62%	68%
	School leaders care about my child's success.	58%	67%	72%
	School leaders follow through on programs and initiatives.	58%	68%	71%
School Operations	I receive timely communications from my child's school.	63%	72%	77%
	My child's school is clean and well maintained.	77%	63%	87%
	My child's school keeps me informed of school initiatives.	72%	71%	81%
	My child's school schedules events at times that are convenient.	71%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	67%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	47%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	63%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	58%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	70%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	52%	50%	61%
	Leaders at my child's school value my feedback.	52%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	78%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	85%	73%	74%
	My child enjoys going to school.	74%	68%	72%
	My child's school is a safe place.	55%	62%	77%
	My child's school is fun and joyful.*	60%	59%	

2023 Insight Data for

Abraham Lincoln Middle School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score	Index Percentile Rank
5.9	**14%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	3.1	2.5	4.9	6.5
School Operations	2.4	2.8	4.3	5.5
Peer Culture	4.4	3.1	4.8	6.3
Evaluation	5.4	3.6	6.0	6.9
Professional Development	4.9	3.7	4.8	5.9
Career Progression	4.6	3.8	4.3	5.2
Family and Community Engagement	4.0	3.9	5.1	6.3
Teacher Compensation	4.3	4.0	3.7	4.1
Academic Opportunity	4.8	4.0	4.8	6.1
Instructional Planning for Student Growth	4.0	4.1	4.8	6.2
Leadership	4.3	4.4	5.4	6.9
Observation and Feedback	4.5	4.7	5.6	6.9
Workload	5.5	5.6	5.1	5.9
Hiring Process		5.6	5.8	6.7

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	58%	42%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	50%	54%	61%	76%
	My school implements a rigorous academic curriculum.	75%	42%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	50%	63%	61%	72%
	Students at my school support their answers and explain their thinking.	8%	33%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	50%	45%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	50%	36%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	57%	73%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	86%	45%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	57%	36%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	23%	36%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	62%	68%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	54%	43%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	69%	68%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	54%	64%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	46%	59%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		43%	55%	69%
	Leaders at my school value my feedback.	25%	43%	62%	82%
	Leaders at my school work hard to retain effective teachers.	50%	57%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	42%	61%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	58%	61%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	79%	70%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	33%	57%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	31%	26%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	15%	22%	56%	79%
	My school is a good place to teach and learn.	46%	39%	71%	87%
	My school is fun and joyful.		39%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	46%	35%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	46%	48%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	31%	22%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	42%	35%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	38%	43%	59%	78%
	The time I spend collaborating with my colleagues is productive.	69%	57%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	42%	39%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	54%	38%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	62%	50%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	54%	63%	57%	64%
	My school is committed to improving my instructional practice.	69%	50%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		46%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	67%	58%	70%	83%
	I get enough feedback on my instructional practice.	54%	79%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	50%	46%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	50%	58%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	58%	58%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	50%	58%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	67%	62%	56%	65%
	Someone at my school is thinking about my career progression.	33%	32%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	33%	45%	49%	60%
	There are opportunities for me to advance at my school.	42%	27%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	55%	64%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	42%	50%	62%	80%
	My school encourages and helps families to support student learning at home.	67%	55%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		64%	71%	82%
	My school regularly seeks input from students' families.	36%	36%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.		75%	76%	86%
	I applied for a position at this school rather than being 'placed' here.		100%	92%	90%
	The hiring process was efficient.		63%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.		63%	66%	79%
	Throughout the hiring process I had clear information about next steps.		63%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	33%	45%	64%	81%
	My school building is clean and well maintained.	17%	27%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	50%	68%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	33%	32%	49%	58%
	Procedures at my school maximize the time students spend learning.	33%	41%	62%	83%
	When I need something at my school, I know who to ask.	58%	68%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	25%	14%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	50%	55%	43%	49%
	I understand the criteria that are used to determine my compensation.	42%	50%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	25%	23%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	33%	50%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	45%	45%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	36%	43%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	42%	32%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	64%	45%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	31%	18%	20%	26%
	Put me in charge of something important	38%	18%	28%	34%
	Provided me with access to additional resources for my classroom	62%	32%	42%	54%
	Encouraged me to continue teaching at my school next year	54%	50%	42%	48%
	Recognized my accomplishments publicly	38%	36%	32%	36%
	Provided me with regular, positive feedback	62%	41%	57%	73%
	None of the above	8%	18%	14%	7%

Teacher Plans for 2023

41% Plan to leave this year or next	59% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year
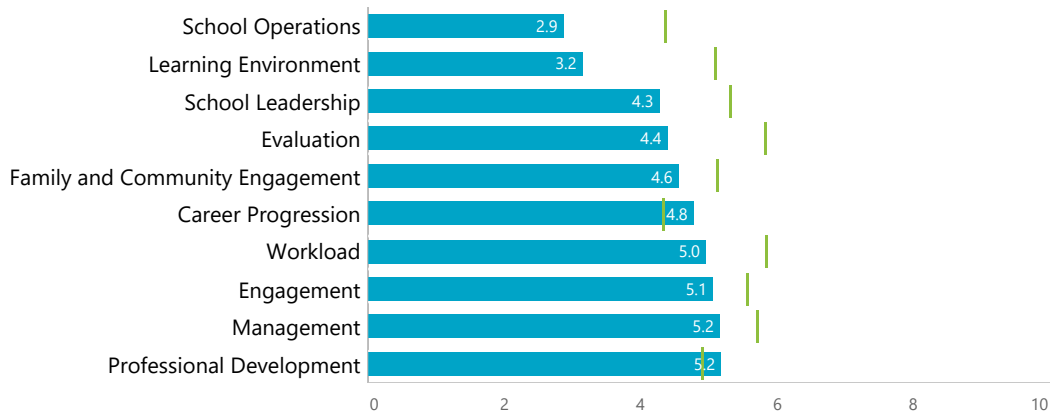
My commute is too long	2 teachers
Dissatisfaction with financial compensation (salary and benefits)	1 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
Dissatisfaction with staff collegiality and collaboration at my school	1 teachers
Dissatisfaction with student conduct at my school	1 teachers
Personal reasons (not school related)	1 teachers
Professional reason (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Ability to have a positive impact on student outcomes	3 teachers
Positive school culture and learning environment	2 teachers
Relationships with students and families	2 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
Financial compensation	1 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
Retirement benefits	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
School Operations	2.9
Learning Environment	3.2
School Leadership	4.3
Evaluation	4.4
Family and Community Engagement	4.6
Career Progression	4.8
Workload	5.0
Engagement	5.1
Management	5.2
Professional Development	5.2

	2023	Alachua Average	National Average
School Operations	2.9	4.3	5.0
Learning Environment	3.2	5.1	5.0
School Leadership	4.3	5.3	5.0
Evaluation	4.4	5.8	5.0
Family and Community Engagement	4.6	5.1	5.0
Career Progression	4.8	4.3	5.0
Workload	5.0	5.8	5.0
Engagement	5.1	5.5	5.0
Management	5.2	5.7	5.0
Professional Development	5.2	4.9	5.0

Support Staff Plans for 2023

25% Plan to leave this year or next	75% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	2 Support Staff
Autonomy to make decisions in my work	1 Support Staff
I feel safe and supported bringing my authentic self to work	1 Support Staff
I like the work schedule at my school	1 Support Staff
Inspiring school leadership	1 Support Staff
Relationships with students and families	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
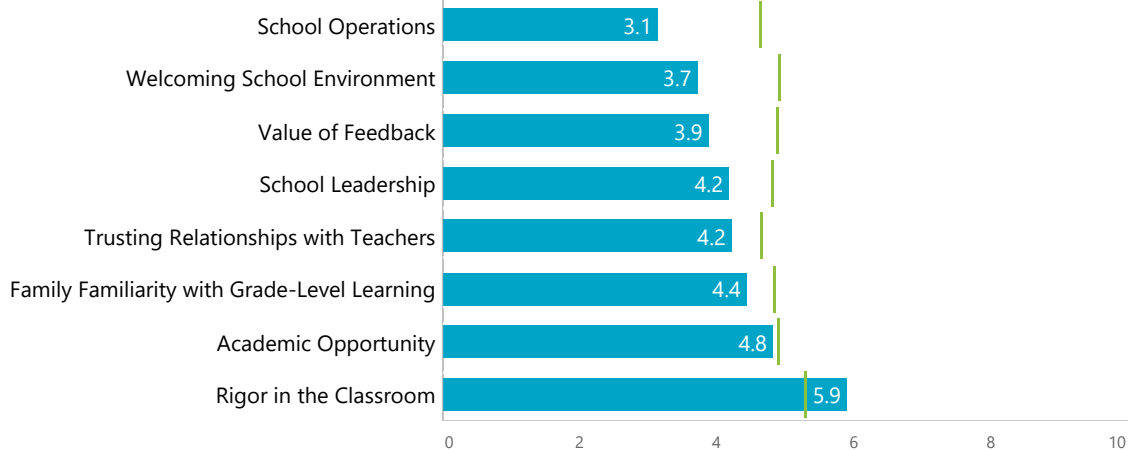
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	31%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	31%	59%	68%
	My school is a good place to teach and learn.	38%	73%	79%
	My school is fun and joyful.	58%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	46%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	38%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	58%	78%	81%
Management	My manager actively supports my growth and development.*	62%	73%	
	My manager provides me with regular, actionable feedback.	62%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	62%	72%	
	The expectations for my role are clearly defined.	75%	76%	72%
	When I get feedback, I receive support to implement those changes.	62%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	69%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	62%	53%	61%
	There are opportunities for professional growth in my role.	62%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	50%	59%	60%
	Leaders at my school value my feedback.	64%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	58%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	73%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	50%	71%	72%

Survey Items from the Support Staff Survey

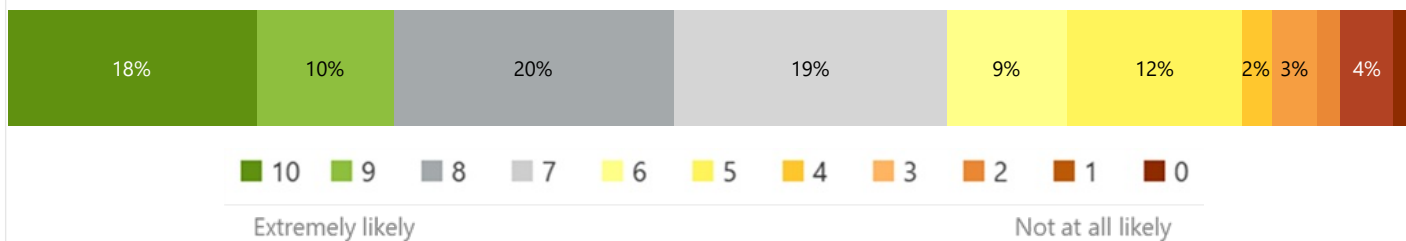|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	42%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	50%	41%	43%
	There are opportunities for me to advance at my school or within the district.	58%	51%	51%
Engagement	I am compensated fairly for the work that I do.	33%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	55%	85%	83%
	My day-to-day work makes good use of my strengths.	75%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	50%	70%	66%
	I know the criteria that will be used to evaluate my performance.	55%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	58%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	58%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	64%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	67%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	42%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	75%	72%	72%
	My school encourages and helps families to support student learning at home.	75%	74%	77%
	My school has established systems that ensure families are well informed about the school.	58%	75%	79%
	My school regularly seeks input from students' families.	67%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	42%	64%	72%
	My school building is clean and well maintained.	25%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	58%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	50%	55%	77%
	Procedures at my school maximize the time students spend learning.	33%	67%	76%
	When I need something at my school, I know who to ask.	50%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	75%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	50%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	50%	74%	65%
	Over the long term, my workload is sustainable.	67%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
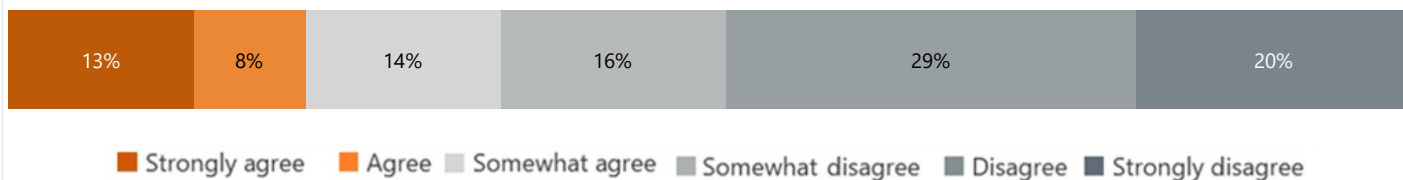
Domain	Score
School Operations	3.1
Welcoming School Environment	3.7
Value of Feedback	3.9
School Leadership	4.2
Trusting Relationships with Teachers	4.2
Family Familiarity with Grade-Level Learning	4.4
Academic Opportunity	4.8
Rigor in the Classroom	5.9

	2023	Alachua Average	National Average
School Operations	3.1	4.6	5.0
Welcoming School Environment	3.7	4.9	5.0
Value of Feedback	3.9	4.9	5.0
School Leadership	4.2	4.8	5.0
Trusting Relationships with Teachers	4.2	4.6	5.0
Family Familiarity with Grade-Level Learning	4.4	4.8	5.0
Academic Opportunity	4.8	4.9	5.0
Rigor in the Classroom	5.9	5.3	5.0

How likely are you to recommend this school to other families?

18%	10%	20%	19%	9%	12%	2%	3%	4%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

13%	8%	14%	16%	29%	20%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	63%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	65%	61%	68%
	My child's teachers challenge my child to do their best work.	67%	71%	75%
	The work my child completes for school is challenging enough for my child.	69%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	58%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	50%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	62%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	83%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	83%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	79%	79%	79%
	My child's assignments usually include reading.	81%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	52%	59%	69%
	My child's school is focused on the right priorities.	54%	62%	68%
	School leaders care about my child's success.	59%	67%	72%
	School leaders follow through on programs and initiatives.	62%	68%	71%
School Operations	I receive timely communications from my child's school.	73%	72%	77%
	My child's school is clean and well maintained.	27%	63%	87%
	My child's school keeps me informed of school initiatives.	58%	71%	81%
	My child's school schedules events at times that are convenient.	71%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	28%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	54%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	44%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	56%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	54%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	38%	50%	61%
	Leaders at my child's school value my feedback.	43%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	52%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	66%	73%	74%
	My child enjoys going to school.	70%	68%	72%
	My child's school is a safe place.	32%	62%	77%
	My child's school is fun and joyful.*	42%	59%	

2023 Insight Data for

Littlewood Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
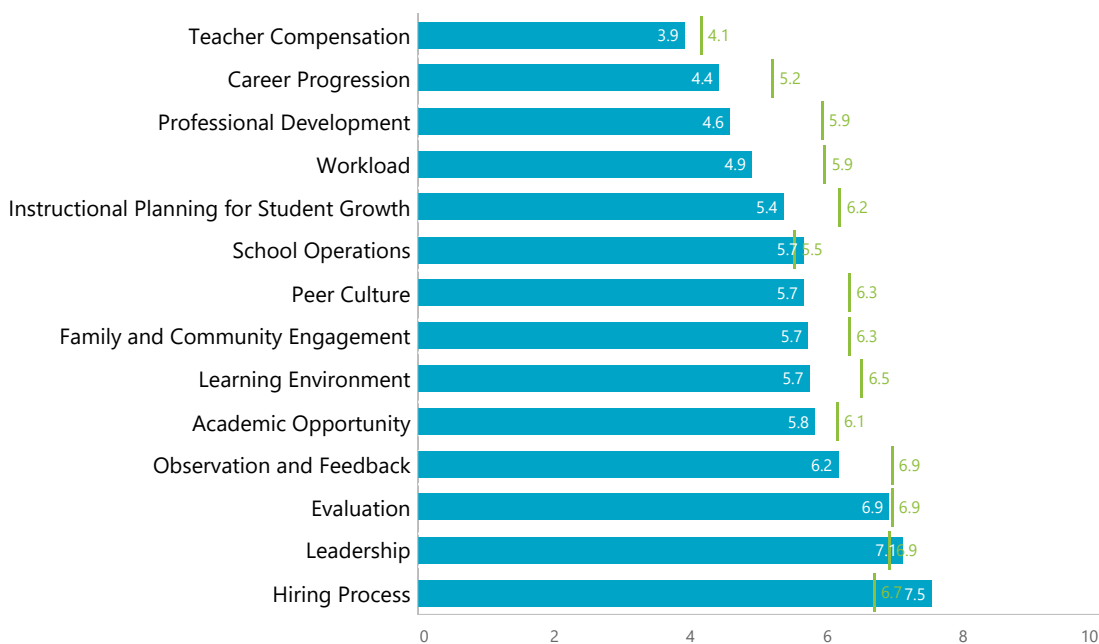
School Index Score	Index Percentile Rank
8.1	**77%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	3.7	3.9	3.7	4.1
Career Progression	4.4	4.4	4.3	5.2
Professional Development	4.1	4.6	4.8	5.9
Workload	5.0	4.9	5.1	5.9
Instructional Planning for Student Growth	4.1	5.4	4.8	6.2
School Operations	6.5	5.7	4.3	5.5
Peer Culture	5.7	5.7	4.8	6.3
Family and Community Engagement	6.4	5.7	5.1	6.3
Learning Environment	6.1	5.7	4.9	6.5
Academic Opportunity	6.0	5.8	4.8	6.1
Observation and Feedback	6.1	6.2	5.6	6.9
Evaluation	6.9	6.9	6.0	6.9
Leadership	7.0	7.1	5.4	6.9
Hiring Process	3.8	7.5	5.8	6.7

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	59%	46%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	70%	81%	61%	76%
	My school implements a rigorous academic curriculum.	70%	81%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	81%	76%	61%	72%
	Students at my school support their answers and explain their thinking.	74%	57%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	62%	80%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	77%	77%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	93%	100%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	77%	76%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	57%	77%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	39%	31%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	66%	61%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	52%	53%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	62%	81%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	48%	75%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	61%	61%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		69%	55%	69%
	Leaders at my school value my feedback.	90%	83%	62%	82%
	Leaders at my school work hard to retain effective teachers.	93%	86%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	79%	89%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	97%	92%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	80%	75%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	86%	81%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	43%	35%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	73%	73%	56%	79%
	My school is a good place to teach and learn.	93%	92%	71%	87%
	My school is fun and joyful.		94%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	93%	95%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	68%	51%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	57%	49%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	74%	72%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	68%	73%	59%	78%
	The time I spend collaborating with my colleagues is productive.	70%	84%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	52%	46%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	41%	39%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	34%	34%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	41%	46%	57%	64%
	My school is committed to improving my instructional practice.	73%	89%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		56%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	75%	72%	70%	83%
	I get enough feedback on my instructional practice.	76%	81%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	52%	53%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	76%	76%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	76%	81%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	59%	58%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	54%	59%	56%	65%
	Someone at my school is thinking about my career progression.	26%	24%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	44%	47%	49%	60%
	There are opportunities for me to advance at my school.	44%	29%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	90%	89%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	83%	69%	62%	80%
	My school encourages and helps families to support student learning at home.	83%	69%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		74%	71%	82%
	My school regularly seeks input from students' families.	72%	60%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	40%	100%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	60%	100%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	20%	100%	66%	79%
	Throughout the hiring process I had clear information about next steps.	60%	86%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	89%	89%	64%	81%
	My school building is clean and well maintained.	73%	54%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	82%	74%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	69%	51%	49%	58%
	Procedures at my school maximize the time students spend learning.	86%	80%	62%	83%
	When I need something at my school, I know who to ask.	89%	89%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	7%	17%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	41%	70%	43%	49%
	I understand the criteria that are used to determine my compensation.	54%	58%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	11%	21%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	29%	24%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	46%	34%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	21%	23%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	43%	39%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	56%	66%	48%	63%

Retention Strategies from the Teacher Survey

Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	24%	20%	20%	26%
Put me in charge of something important	34%	31%	28%	34%
Provided me with access to additional resources for my classroom	52%	71%	42%	54%
Encouraged me to continue teaching at my school next year	48%	43%	42%	48%
Recognized my accomplishments publicly	31%	20%	32%	36%
Provided me with regular, positive feedback	66%	69%	57%	73%
None of the above	7%	0%	14%	7%
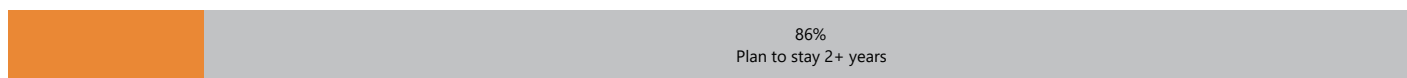
Retention (vertical label)

Teacher Plans for 2023

86%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

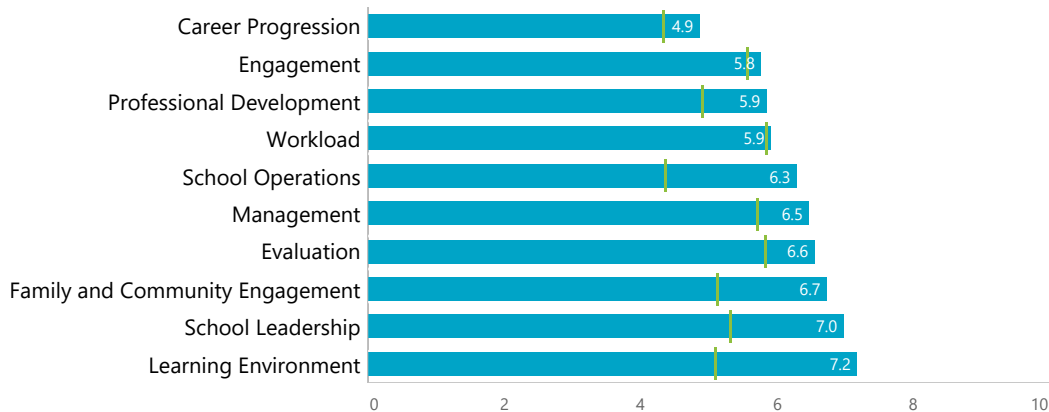|	
Personal reasons (not school related)	2 teachers
Dissatisfaction with financial compensation (salary and benefits)	1 teachers
Lack of recognition/respect	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Positive school culture and learning environment	9 teachers
Autonomy to make decisions about my classroom and curriculum	5 teachers
Ability to have a positive impact on student outcomes	4 teachers
I feel safe and supported bringing my authentic self to work	2 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
I like the work schedule at my school	1 teachers
Inspiring school leadership	1 teachers
Job security	1 teachers
My school is in a convenient location; I have an easy commute	1 teachers
Relationships with students and families	1 teachers
Retirement benefits	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Career Progression	4.9
Engagement	5.8
Professional Development	5.9
Workload	5.9
School Operations	6.3
Management	6.5
Evaluation	6.6
Family and Community Engagement	6.7
School Leadership	7.0
Learning Environment	7.2

	2023	Alachua Average	National Average
Career Progression	4.9	4.3	5.0
Engagement	5.8	5.5	5.0
Professional Development	5.9	4.9	5.0
Workload	5.9	5.8	5.0
School Operations	6.3	4.3	5.0
Management	6.5	5.7	5.0
Evaluation	6.6	5.8	5.0
Family and Community Engagement	6.7	5.1	5.0
School Leadership	7.0	5.3	5.0
Learning Environment	7.2	5.1	5.0

Support Staff Plans for 2023

25% Plan to leave this year or next	75% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Personal reasons (not school related)	2 Support Staff
Dissatisfaction with financial compensation (salary and benefits)	1 Support Staff
Professional reason (not school related)	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	3 Support Staff
Positive school culture and learning environment	3 Support Staff
I like the work schedule at my school	2 Support Staff
Staff collegiality and collaboration/relationships with staff	2 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
Inspiring school leadership	1 Support Staff
Relationships with students and families	1 Support Staff

Survey Items from the Support Staff Survey
Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
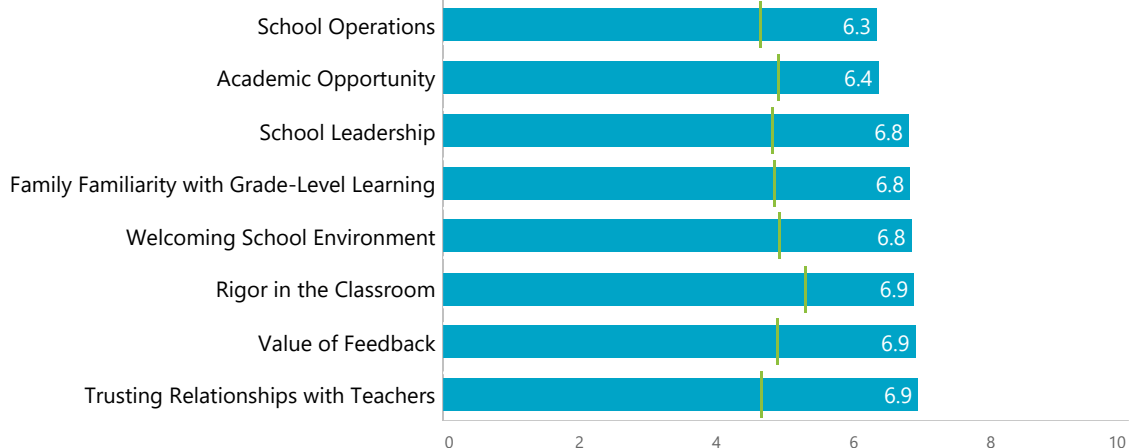
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	71%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	96%	59%	68%
	My school is a good place to teach and learn.	92%	73%	79%
	My school is fun and joyful.	88%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	96%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	83%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	92%	78%	81%
Management	My manager actively supports my growth and development.*	91%	73%	
	My manager provides me with regular, actionable feedback.	83%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	87%	72%	
	The expectations for my role are clearly defined.	78%	76%	72%
	When I get feedback, I receive support to implement those changes.	83%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	71%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	65%	53%	61%
	There are opportunities for professional growth in my role.	50%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	76%	59%	60%
	Leaders at my school value my feedback.	88%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	88%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	100%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	96%	71%	72%

Survey Items from the Support Staff Survey

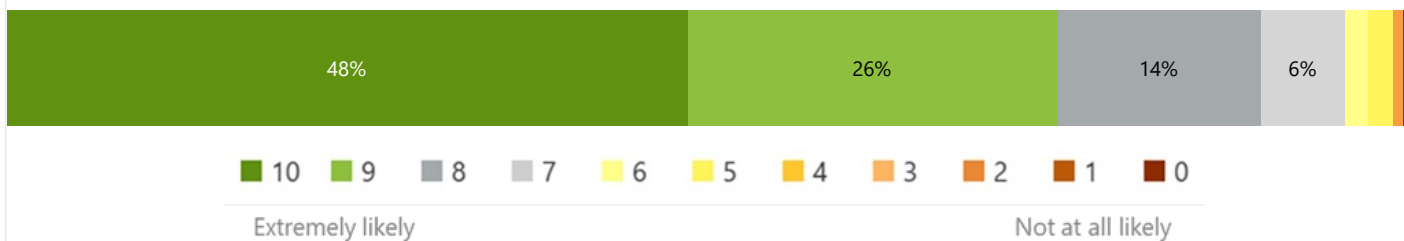|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	65%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	48%	41%	43%
	There are opportunities for me to advance at my school or within the district.	52%	51%	51%
Engagement	I am compensated fairly for the work that I do.	22%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	86%	85%	83%
	My day-to-day work makes good use of my strengths.	87%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	86%	70%	66%
	I know the criteria that will be used to evaluate my performance.	77%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	77%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	86%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	91%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	83%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	82%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	83%	72%	72%
	My school encourages and helps families to support student learning at home.	87%	74%	77%
	My school has established systems that ensure families are well informed about the school.	87%	75%	79%
	My school regularly seeks input from students' families.	83%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	91%	64%	72%
	My school building is clean and well maintained.	52%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	86%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	68%	55%	77%
	Procedures at my school maximize the time students spend learning.	91%	67%	76%
	When I need something at my school, I know who to ask.	100%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	70%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	74%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	68%	74%	65%
	Over the long term, my workload is sustainable.	78%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
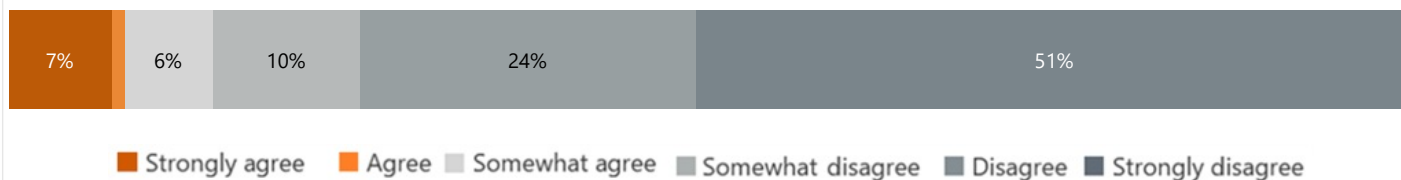
Domain	Score
School Operations	6.3
Academic Opportunity	6.4
School Leadership	6.8
Family Familiarity with Grade-Level Learning	6.8
Welcoming School Environment	6.8
Rigor in the Classroom	6.9
Value of Feedback	6.9
Trusting Relationships with Teachers	6.9

	2023	Alachua Average	National Average
School Operations	6.3	4.6	5.0
Academic Opportunity	6.4	4.9	5.0
School Leadership	6.8	4.8	5.0
Family Familiarity with Grade-Level Learning	6.8	4.8	5.0
Welcoming School Environment	6.8	4.9	5.0
Rigor in the Classroom	6.9	5.3	5.0
Value of Feedback	6.9	4.9	5.0
Trusting Relationships with Teachers	6.9	4.6	5.0

How likely are you to recommend this school to other families?

48%	26%	14%	6%			

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

7%	6%	10%	24%	51%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey
Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	84%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	82%	61%	68%
	My child's teachers challenge my child to do their best work.	90%	71%	75%
	The work my child completes for school is challenging enough for my child.	77%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	80%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	76%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	89%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	73%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	86%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	86%	79%	79%
	My child's assignments usually include reading.	97%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	82%	59%	69%
	My child's school is focused on the right priorities.	88%	62%	68%
	School leaders care about my child's success.	88%	67%	72%
	School leaders follow through on programs and initiatives.	88%	68%	71%
School Operations	I receive timely communications from my child's school.	90%	72%	77%
	My child's school is clean and well maintained.	79%	63%	87%
	My child's school keeps me informed of school initiatives.	89%	71%	81%
	My child's school schedules events at times that are convenient.	81%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	74%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	82%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	83%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	87%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	88%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	75%	50%	61%
	Leaders at my child's school value my feedback.	85%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	89%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	91%	73%	74%
	My child enjoys going to school.	91%	68%	72%
	My child's school is a safe place.	89%	62%	77%
	My child's school is fun and joyful.*	92%	59%	

2023 Insight Data for

A. L. Mebane Middle School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
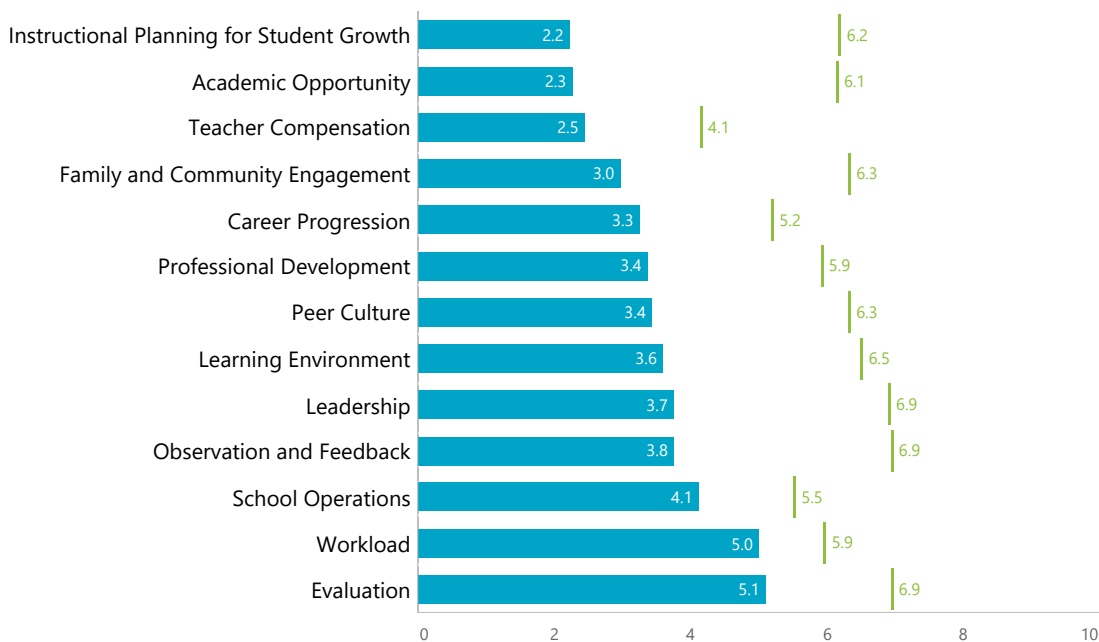
School Index Score	Index Percentile Rank
6.5	**37%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Instructional Planning for Student Growth	3.8	2.2	4.8	6.2
Academic Opportunity	4.0	2.3	4.8	6.1
Teacher Compensation	1.9	2.5	3.7	4.1
Family and Community Engagement	3.3	3.0	5.1	6.3
Career Progression	5.2	3.3	4.3	5.2
Professional Development	5.3	3.4	4.8	5.9
Peer Culture	3.5	3.4	4.8	6.3
Learning Environment	5.1	3.6	4.9	6.5
Leadership	5.6	3.7	5.4	6.9
Observation and Feedback	6.3	3.8	5.6	6.9
School Operations	4.6	4.1	4.3	5.5
Workload	3.6	5.0	5.1	5.9
Evaluation	5.0	5.1	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	40%	45%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	60%	27%	61%	76%
	My school implements a rigorous academic curriculum.	40%	27%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	20%	36%	61%	72%
	Students at my school support their answers and explain their thinking.	40%	9%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	40%	50%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	60%	50%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	90%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	80%	67%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	60%	50%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	17%	17%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	33%	55%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	33%	8%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	67%	58%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	50%	42%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	50%	33%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		42%	55%	69%
	Leaders at my school value my feedback.	60%	42%	62%	82%
	Leaders at my school work hard to retain effective teachers.	60%	42%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	80%	42%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	80%	42%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	80%	67%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	60%	42%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	40%	25%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	60%	25%	56%	79%
	My school is a good place to teach and learn.	60%	50%	71%	87%
	My school is fun and joyful.		42%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	80%	58%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	80%	33%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	80%	50%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	50%	42%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	75%	50%	59%	78%
	The time I spend collaborating with my colleagues is productive.	50%	58%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	25%	33%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	75%	50%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	50%	42%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	75%	50%	57%	64%
	My school is committed to improving my instructional practice.	75%	67%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		33%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	60%	70%	70%	83%
	I get enough feedback on my instructional practice.	80%	36%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	60%	36%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	80%	55%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	60%	73%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	60%	45%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	75%	50%	56%	65%
	Someone at my school is thinking about my career progression.	50%	30%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	50%	40%	49%	60%
	There are opportunities for me to advance at my school.	50%	30%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	50%	50%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	25%	30%	62%	80%
	My school encourages and helps families to support student learning at home.	50%	40%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		60%	71%	82%
	My school regularly seeks input from students' families.	50%	30%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.				
	I applied for a position at this school rather than being 'placed' here.				
	The hiring process was efficient.				
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.				
	Throughout the hiring process I had clear information about next steps.				
School Operations	Day-to-day operations for my school run smoothly.	50%	70%	64%	81%
	My school building is clean and well maintained.	50%	70%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	75%	70%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	50%	30%	49%	58%
	Procedures at my school maximize the time students spend learning.	50%	70%	62%	83%
	When I need something at my school, I know who to ask.	75%	60%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	0%	0%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	25%	27%	43%	49%
	I understand the criteria that are used to determine my compensation.	50%	55%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	25%	0%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	0%	40%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	25%	40%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	50%	40%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.		30%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	50%	50%	48%	63%

Retention Strategies from the Teacher Survey

Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention		2021	2023	Alachua Average	Alachua Top Quartile
	Identified opportunities for me to pursue teacher leadership roles	25%	9%	20%	26%
	Put me in charge of something important	50%	27%	28%	34%
	Provided me with access to additional resources for my classroom	25%	27%	42%	54%
	Encouraged me to continue teaching at my school next year	50%	64%	42%	48%
	Recognized my accomplishments publicly	50%	27%	32%	36%
	Provided me with regular, positive feedback	25%	55%	57%	73%
	None of the above	0%	27%	14%	7%

Teacher Plans for 2023

55% Plan to leave this year or next	45% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Personal reasons (not school related)	3 teachers
Dissatisfaction with culture and learning environment at my school	1 teachers
Dissatisfaction with staff collegiality and collaboration at my school	1 teachers
Dissatisfaction with student conduct at my school	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

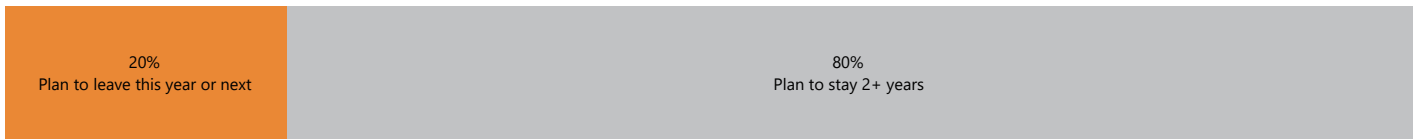|	
Ability to have a positive impact on student outcomes	1 teachers
Financial compensation	1 teachers
Job security	1 teachers
Positive school culture and learning environment	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.
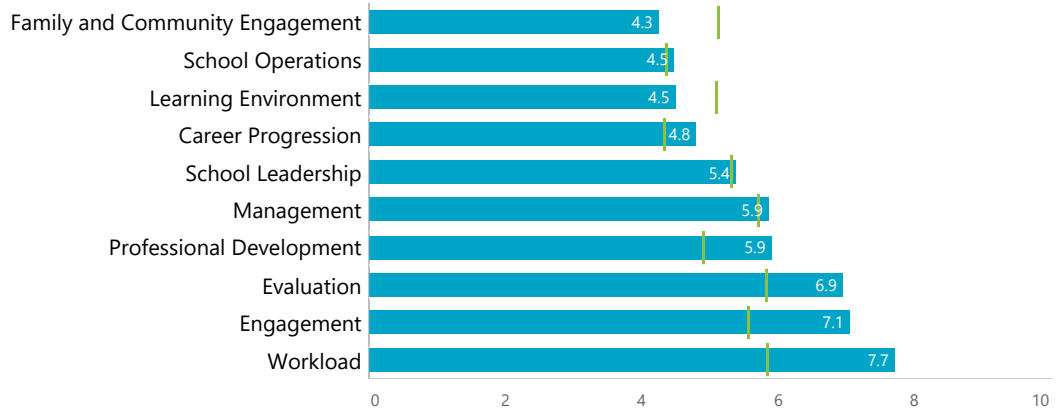
	2023	Alachua Average	National Average
Family and Community Engagement	4.3	5.1	5.0
School Operations	4.5	4.3	5.0
Learning Environment	4.5	5.1	5.0
Career Progression	4.8	4.3	5.0
School Leadership	5.4	5.3	5.0
Management	5.9	5.7	5.0
Professional Development	5.9	4.9	5.0
Evaluation	6.9	5.8	5.0
Engagement	7.1	5.5	5.0
Workload	7.7	5.8	5.0

Support Staff Plans for 2023

20% Plan to leave this year or next	80% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	2 Support Staff
I feel safe and supported bringing my authentic self to work	2 Support Staff
Staff collegiality and collaboration/relationships with staff	2 Support Staff
Financial compensation	1 Support Staff
I like the work schedule at my school	1 Support Staff
Inspiring immediate supervisor	1 Support Staff
Opportunities for advancement or career progression	1 Support Staff
Positive school culture and learning environment	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
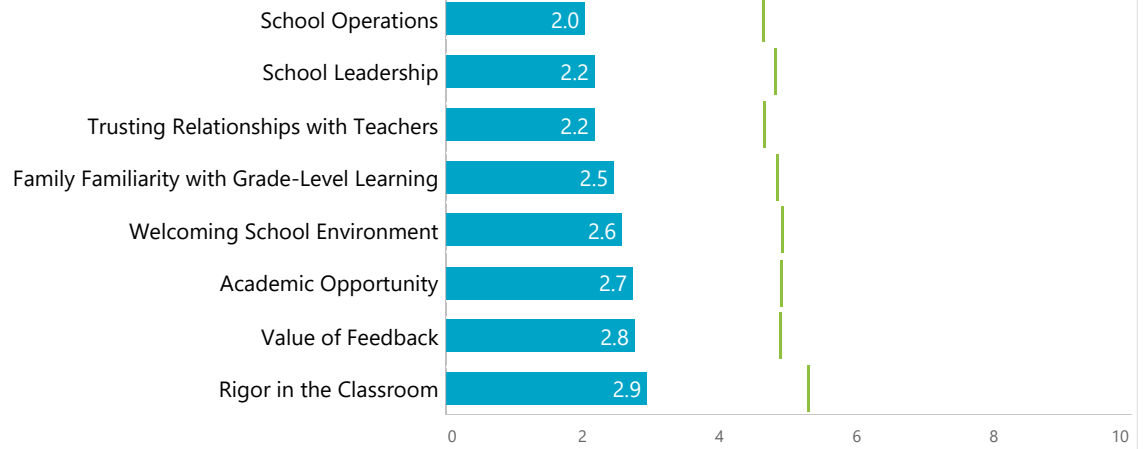
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	40%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	73%	59%	68%
	My school is a good place to teach and learn.	73%	73%	79%
	My school is fun and joyful.	67%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	60%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	73%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	73%	78%	81%
Management	My manager actively supports my growth and development.*	73%	73%	
	My manager provides me with regular, actionable feedback.	67%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	73%	72%	
	The expectations for my role are clearly defined.	93%	76%	72%
	When I get feedback, I receive support to implement those changes.	71%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	79%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	57%	53%	61%
	There are opportunities for professional growth in my role.	73%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	57%	59%	60%
	Leaders at my school value my feedback.	71%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	86%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	60%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	80%	71%	72%

Survey Items from the Support Staff Survey

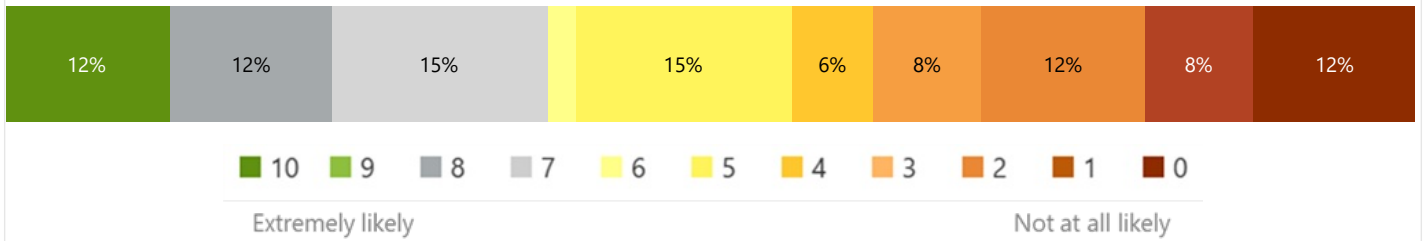|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	50%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	42%	41%	43%
	There are opportunities for me to advance at my school or within the district.	67%	51%	51%
Engagement	I am compensated fairly for the work that I do.	54%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	92%	85%	83%
	My day-to-day work makes good use of my strengths.	100%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	92%	70%	66%
	I know the criteria that will be used to evaluate my performance.	92%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	69%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	85%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	100%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	54%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	77%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	54%	72%	72%
	My school encourages and helps families to support student learning at home.	85%	74%	77%
	My school has established systems that ensure families are well informed about the school.	69%	75%	79%
	My school regularly seeks input from students' families.	23%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	77%	64%	72%
	My school building is clean and well maintained.	69%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	92%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	38%	55%	77%
	Procedures at my school maximize the time students spend learning.	77%	67%	76%
	When I need something at my school, I know who to ask.	85%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	92%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	85%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	92%	74%	65%
	Over the long term, my workload is sustainable.	92%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
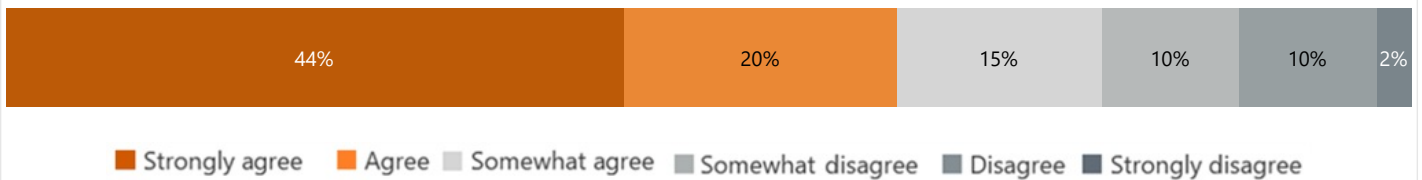
Domain	Score
School Operations	2.0
School Leadership	2.2
Trusting Relationships with Teachers	2.2
Family Familiarity with Grade-Level Learning	2.5
Welcoming School Environment	2.6
Academic Opportunity	2.7
Value of Feedback	2.8
Rigor in the Classroom	2.9

	2023	Alachua Average	National Average
School Operations	2.0	4.6	5.0
School Leadership	2.2	4.8	5.0
Trusting Relationships with Teachers	2.2	4.6	5.0
Family Familiarity with Grade-Level Learning	2.5	4.8	5.0
Welcoming School Environment	2.6	4.9	5.0
Academic Opportunity	2.7	4.9	5.0
Value of Feedback	2.8	4.9	5.0
Rigor in the Classroom	2.9	5.3	5.0

How likely are you to recommend this school to other families?

12%	12%	15%	15%	6%	8%	12%	8%	12%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

44%	20%	15%	10%	10%	2%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	39%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	31%	61%	68%
	My child's teachers challenge my child to do their best work.	41%	71%	75%
	The work my child completes for school is challenging enough for my child.	61%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	34%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	30%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	42%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	47%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	58%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	63%	79%	79%
	My child's assignments usually include reading.	62%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	28%	59%	69%
	My child's school is focused on the right priorities.	25%	62%	68%
	School leaders care about my child's success.	28%	67%	72%
	School leaders follow through on programs and initiatives.	28%	68%	71%
School Operations	I receive timely communications from my child's school.	24%	72%	77%
	My child's school is clean and well maintained.	38%	63%	87%
	My child's school keeps me informed of school initiatives.	33%	71%	81%
	My child's school schedules events at times that are convenient.	47%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	39%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	23%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	30%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	28%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	26%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	33%	50%	61%
	Leaders at my child's school value my feedback.	34%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	41%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	53%	73%	74%
	My child enjoys going to school.	41%	68%	72%
	My child's school is a safe place.	29%	62%	77%
	My child's school is fun and joyful.*	31%	59%	

2023 Insight Data for

W. A. Metcalfe Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score	Index Percentile Rank
5.7	**9%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2023	Alachua Average	Alachua Top Quartile
Leadership	3.1	5.4	6.9
Observation and Feedback	3.2	5.6	6.9
Career Progression	3.3	4.3	5.2
Instructional Planning for Student Growth	3.4	4.8	6.2
Academic Opportunity	3.5	4.8	6.1
Family and Community Engagement	3.5	5.1	6.3
Professional Development	3.7	4.8	5.9
Learning Environment	3.8	4.9	6.5
Teacher Compensation	4.0	3.7	4.1
Peer Culture	4.0	4.8	6.3
School Operations	4.1	4.3	5.5
Workload	4.7	5.1	5.9
Hiring Process	4.7	5.8	6.7
Evaluation	5.8	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	36%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	36%	61%	76%
	My school implements a rigorous academic curriculum.	52%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	36%	61%	72%
	Students at my school support their answers and explain their thinking.	33%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	59%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	59%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	95%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	62%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	59%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	22%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	42%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	26%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	65%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	35%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	23%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.	17%	55%	69%
	Leaders at my school value my feedback.	18%	62%	82%
	Leaders at my school work hard to retain effective teachers.	32%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	43%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	36%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	52%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	36%	64%	81%

Insight Items from the Teacher Survey

		2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	48%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	48%	56%	79%
	My school is a good place to teach and learn.	61%	71%	87%
	My school is fun and joyful.	45%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	65%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	39%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	48%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	45%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	48%	59%	78%
	The time I spend collaborating with my colleagues is productive.	59%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	55%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	32%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	32%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	56%	57%	64%
	My school is committed to improving my instructional practice.	56%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.	48%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	39%	70%	83%
	I get enough feedback on my instructional practice.	48%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	26%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	57%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	52%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	26%	58%	74%

Insight Items from the Teacher Survey

		2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	50%	56%	65%
	Someone at my school is thinking about my career progression.	23%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	27%	49%	60%
	There are opportunities for me to advance at my school.	32%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	64%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	32%	62%	80%
	My school encourages and helps families to support student learning at home.	50%	68%	81%
	My school has established systems that make it easy for me to communicate with families.	55%	71%	82%
	My school regularly seeks input from students' families.	32%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	57%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	71%	92%	90%
	The hiring process was efficient.	75%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	43%	66%	79%
	Throughout the hiring process I had clear information about next steps.	88%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	50%	64%	81%
	My school building is clean and well maintained.	55%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	55%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	68%	49%	58%
	Procedures at my school maximize the time students spend learning.	59%	62%	83%
	When I need something at my school, I know who to ask.	50%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	23%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	29%	43%	49%
	I understand the criteria that are used to determine my compensation.	43%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	19%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	32%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	36%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	36%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	27%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	50%	48%	63%

Retention Strategies from the Teacher Survey

Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention		2023	Alachua Average	Alachua Top Quartile
	Identified opportunities for me to pursue teacher leadership roles	5%	20%	26%
	Put me in charge of something important	23%	28%	34%
	Provided me with access to additional resources for my classroom	36%	42%	54%
	Encouraged me to continue teaching at my school next year	23%	42%	48%
	Recognized my accomplishments publicly	27%	32%	36%
	Provided me with regular, positive feedback	23%	57%	73%
	None of the above	23%	14%	7%

Teacher Plans for 2023

33% Plan to leave this year or next	67% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

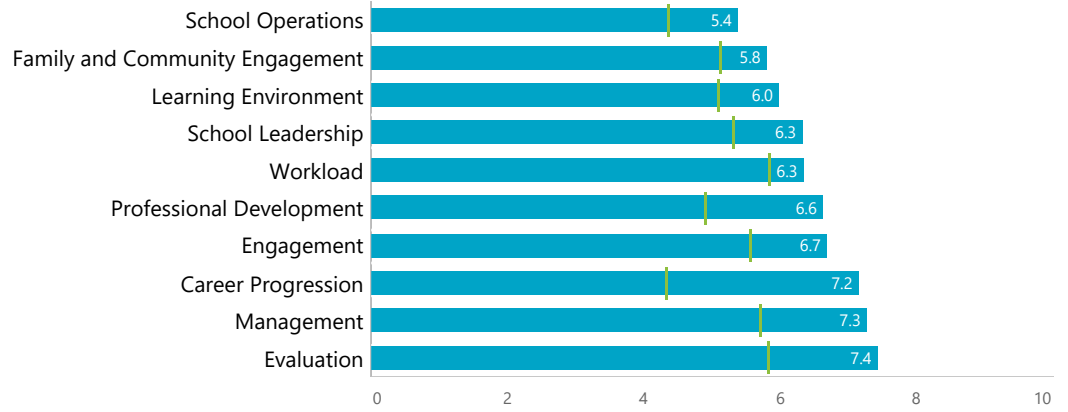|	
Not enough discretion in classroom/curriculum decisions	3 teachers
Dissatisfaction with financial compensation (salary and benefits)	1 teachers
Dissatisfaction with staff collegiality and collaboration at my school	1 teachers
I am being laid off, non-renewed, or bumped from my position	1 teachers
Personal reasons (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

|	
Positive school culture and learning environment	3 teachers
My school is in a convenient location; I have an easy commute	2 teachers
Relationships with students and families	2 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
I like the work schedule at my school	1 teachers
I would like to leave, but have not yet found a better opportunity elsewhere	1 teachers
Inspiring school leadership	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
School Operations	5.4
Family and Community Engagement	5.8
Learning Environment	6.0
School Leadership	6.3
Workload	6.3
Professional Development	6.6
Engagement	6.7
Career Progression	7.2
Management	7.3
Evaluation	7.4

	2023	Alachua Average	National Average
School Operations	5.4	4.3	5.0
Family and Community Engagement	5.8	5.1	5.0
Learning Environment	6.0	5.1	5.0
School Leadership	6.3	5.3	5.0
Workload	6.3	5.8	5.0
Professional Development	6.6	4.9	5.0
Engagement	6.7	5.5	5.0
Career Progression	7.2	4.3	5.0
Management	7.3	5.7	5.0
Evaluation	7.4	5.8	5.0

Support Staff Plans for 2023
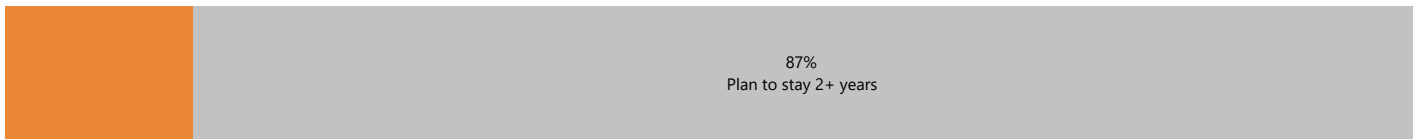
87%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Reason	Count
Development support/opportunity to improve in my role	2 Support Staff
I feel safe and supported bringing my authentic self to work	2 Support Staff
Relationships with students and families	2 Support Staff
Staff collegiality and collaboration/relationships with staff	2 Support Staff
Ability to have a positive impact on student outcomes	1 Support Staff
Inspiring school leadership	1 Support Staff
Job security	1 Support Staff
Positive school culture and learning environment	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
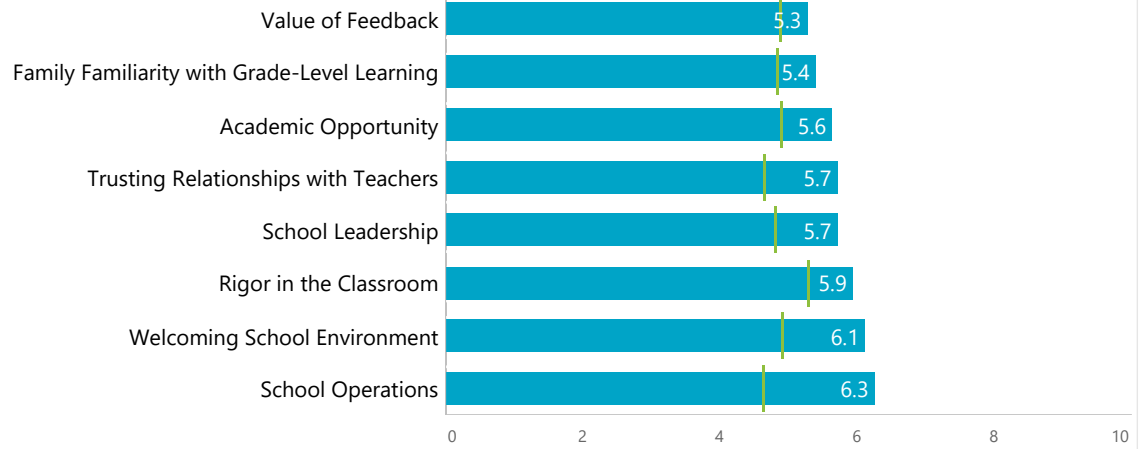
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	69%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	64%	59%	68%
	My school is a good place to teach and learn.	77%	73%	79%
	My school is fun and joyful.	71%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	79%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	71%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	85%	78%	81%
Management	My manager actively supports my growth and development.*	82%	73%	
	My manager provides me with regular, actionable feedback.	80%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	64%	72%	
	The expectations for my role are clearly defined.	100%	76%	72%
	When I get feedback, I receive support to implement those changes.	79%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	85%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	62%	53%	61%
	There are opportunities for professional growth in my role.	67%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	67%	59%	60%
	Leaders at my school value my feedback.	85%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	69%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	83%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	75%	71%	72%

Survey Items from the Support Staff Survey

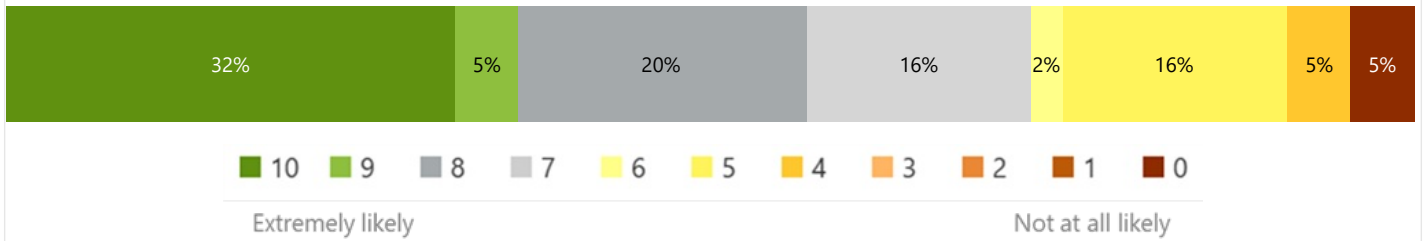|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	83%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	77%	41%	43%
	There are opportunities for me to advance at my school or within the district.	85%	51%	51%
Engagement	I am compensated fairly for the work that I do.	57%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	100%	85%	83%
	My day-to-day work makes good use of my strengths.	77%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	100%	70%	66%
	I know the criteria that will be used to evaluate my performance.	100%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	73%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	79%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	93%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	79%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	79%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	79%	72%	72%
	My school encourages and helps families to support student learning at home.	69%	74%	77%
	My school has established systems that ensure families are well informed about the school.	92%	75%	79%
	My school regularly seeks input from students' families.	77%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	64%	64%	72%
	My school building is clean and well maintained.	62%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	92%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	92%	55%	77%
	Procedures at my school maximize the time students spend learning.	77%	67%	76%
	When I need something at my school, I know who to ask.	100%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	77%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	79%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	77%	74%	65%
	Over the long term, my workload is sustainable.	79%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
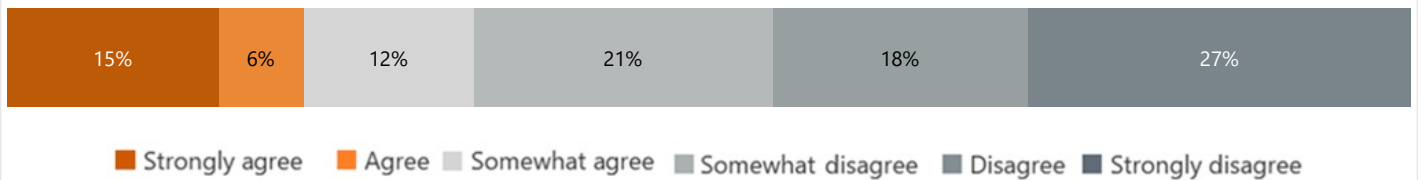
Domain	Score
Value of Feedback	5.3
Family Familiarity with Grade-Level Learning	5.4
Academic Opportunity	5.6
Trusting Relationships with Teachers	5.7
School Leadership	5.7
Rigor in the Classroom	5.9
Welcoming School Environment	6.1
School Operations	6.3

	2023	Alachua Average	National Average
Value of Feedback	5.3	4.9	5.0
Family Familiarity with Grade-Level Learning	5.4	4.8	5.0
Academic Opportunity	5.6	4.9	5.0
Trusting Relationships with Teachers	5.7	4.6	5.0
School Leadership	5.7	4.8	5.0
Rigor in the Classroom	5.9	5.3	5.0
Welcoming School Environment	6.1	4.9	5.0
School Operations	6.3	4.6	5.0

How likely are you to recommend this school to other families?

| 32% | 5% | 20% | 16% | 2% | 16% | 5% | 5% |

10 9 8 7 6 5 4 3 2 1 0

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

| 15% | 6% | 12% | 21% | 18% | 27% |

Strongly agree · Agree · Somewhat agree · Somewhat disagree · Disagree · Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	72%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	65%	61%	68%
	My child's teachers challenge my child to do their best work.	89%	71%	75%
	The work my child completes for school is challenging enough for my child.	71%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	68%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	69%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	69%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	74%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	79%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	74%	79%	79%
	My child's assignments usually include reading.	83%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	71%	59%	69%
	My child's school is focused on the right priorities.	81%	62%	68%
	School leaders care about my child's success.	74%	67%	72%
	School leaders follow through on programs and initiatives.	74%	68%	71%
School Operations	I receive timely communications from my child's school.	66%	72%	77%
	My child's school is clean and well maintained.	91%	63%	87%
	My child's school keeps me informed of school initiatives.	87%	71%	81%
	My child's school schedules events at times that are convenient.	77%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	81%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	69%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	77%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	69%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	69%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	56%	50%	61%
	Leaders at my child's school value my feedback.	60%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	67%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	82%	73%	74%
	My child enjoys going to school.	77%	68%	72%
	My child's school is a safe place.	83%	62%	77%
	My child's school is fun and joyful.*	73%	59%	

2023 Insight Data for

Newberry Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score	Index Percentile Rank
6.4	**34%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	4.7	3.9	3.7	4.1
Professional Development	4.7	4.0	4.8	5.9
Workload	6.0	4.1	5.1	5.9
School Operations	6.8	4.2	4.3	5.5
Career Progression	5.2	4.3	4.3	5.2
Observation and Feedback	5.0	4.6	5.6	6.9
Academic Opportunity	5.5	4.6	4.8	6.1
Instructional Planning for Student Growth	4.8	4.9	4.8	6.2
Peer Culture	5.9	4.9	4.8	6.3
Leadership	6.9	5.1	5.4	6.9
Family and Community Engagement	6.2	5.3	5.1	6.3
Hiring Process	8.4	5.8	5.8	6.7
Learning Environment	7.4	5.9	4.9	6.5
Evaluation	7.6	6.6	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	67%	38%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	73%	62%	61%	76%
	My school implements a rigorous academic curriculum.	80%	69%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	53%	50%	61%	72%
	Students at my school support their answers and explain their thinking.	47%	54%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	79%	67%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	86%	75%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	96%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	86%	75%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	80%	63%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	47%	29%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	63%	54%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	40%	67%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	67%	79%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	69%	63%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	60%	50%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		50%	55%	69%
	Leaders at my school value my feedback.	64%	50%	62%	82%
	Leaders at my school work hard to retain effective teachers.	79%	74%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	71%	58%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	86%	75%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	71%	71%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	93%	63%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	88%	54%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	88%	71%	56%	79%
	My school is a good place to teach and learn.	81%	79%	71%	87%
	My school is fun and joyful.		71%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	88%	71%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	93%	63%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	86%	71%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	86%	72%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	57%	56%	59%	78%
	The time I spend collaborating with my colleagues is productive.	71%	68%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	69%	52%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	56%	19%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	50%	38%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	63%	54%	57%	64%
	My school is committed to improving my instructional practice.	67%	54%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		50%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	64%	60%	70%	83%
	I get enough feedback on my instructional practice.	71%	72%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	43%	36%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	79%	60%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	64%	64%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	43%	44%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	79%	54%	56%	65%
	Someone at my school is thinking about my career progression.	36%	29%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	62%	54%	49%	60%
	There are opportunities for me to advance at my school.	38%	38%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	86%	71%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	79%	67%	62%	80%
	My school encourages and helps families to support student learning at home.	71%	75%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		67%	71%	82%
	My school regularly seeks input from students' families.	71%	67%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	100%	100%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	75%	92%	90%
	The hiring process was efficient.	100%	75%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	75%	75%	66%	79%
	Throughout the hiring process I had clear information about next steps.	100%	75%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	93%	63%	64%	81%
	My school building is clean and well maintained.	77%	54%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	64%	79%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	77%	29%	49%	58%
	Procedures at my school maximize the time students spend learning.	80%	67%	62%	83%
	When I need something at my school, I know who to ask.	93%	88%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	20%	13%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	33%	38%	43%	49%
	I understand the criteria that are used to determine my compensation.	73%	67%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	21%	17%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	29%	17%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	36%	33%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	29%	17%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	57%	33%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	57%	38%	48%	63%

## Retention Strategies from the Teacher Survey

Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention		2021	2023	Alachua Average	Alachua Top Quartile
	Identified opportunities for me to pursue teacher leadership roles	0%	17%	20%	26%
	Put me in charge of something important	0%	21%	28%	34%
	Provided me with access to additional resources for my classroom	64%	42%	42%	54%
	Encouraged me to continue teaching at my school next year	43%	33%	42%	48%
	Recognized my accomplishments publicly	14%	13%	32%	36%
	Provided me with regular, positive feedback	57%	54%	57%	73%
	None of the above	14%	13%	14%	7%

Teacher Plans for 2023
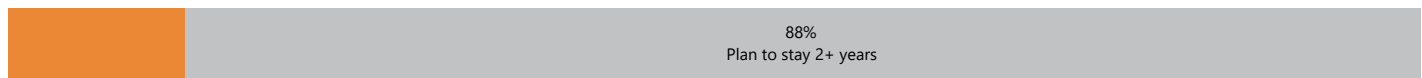
88%
Plan to stay 2+ years

Top Reasons for Planning to Leave

for teachers planning to leave this year or next year

Top Reasons for Planning to Stay

for teachers planning to stay for three or more years

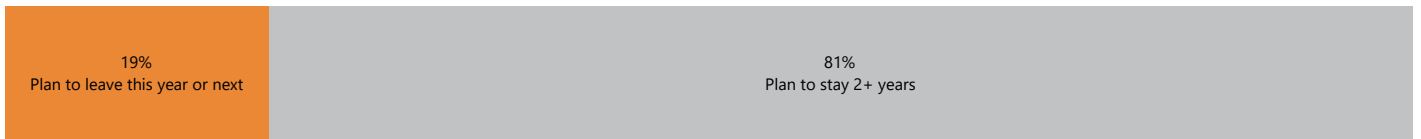|	
Positive school culture and learning environment	6 teachers
Relationships with students and families	4 teachers
Inspiring school leadership	2 teachers
My school is in a convenient location; I have an easy commute	2 teachers
Ability to have a positive impact on student outcomes	1 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
Recognition and respect	1 teachers
Staff collegiality and collaboration/relationships with staff	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.
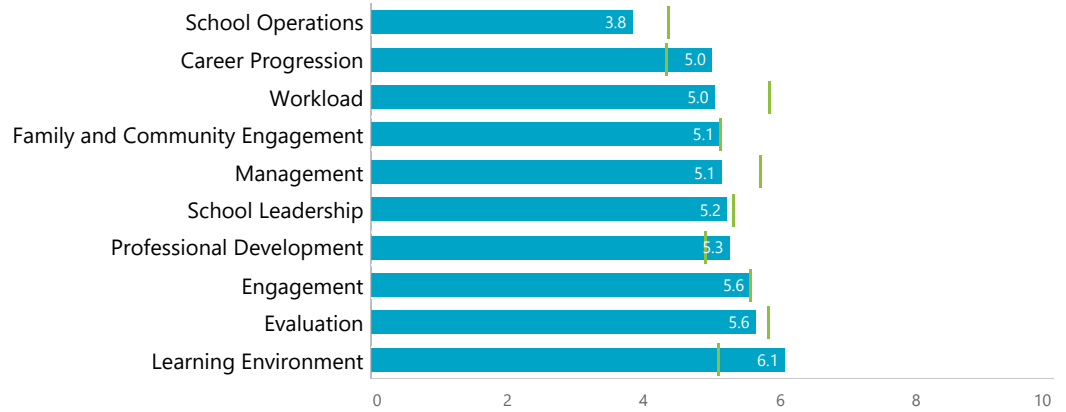
	2023	Alachua Average	National Average
School Operations	3.8	4.3	5.0
Career Progression	5.0	4.3	5.0
Workload	5.0	5.8	5.0
Family and Community Engagement	5.1	5.1	5.0
Management	5.1	5.7	5.0
School Leadership	5.2	5.3	5.0
Professional Development	5.3	4.9	5.0
Engagement	5.6	5.5	5.0
Evaluation	5.6	5.8	5.0
Learning Environment	6.1	5.1	5.0

Support Staff Plans for 2023

19%
Plan to leave this year or next

81%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	4 Support Staff
Relationships with students and families	3 Support Staff
My school is in a convenient location; I have an easy commute	2 Support Staff
Opportunities for advancement or career progression	2 Support Staff
I like the work schedule at my school	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
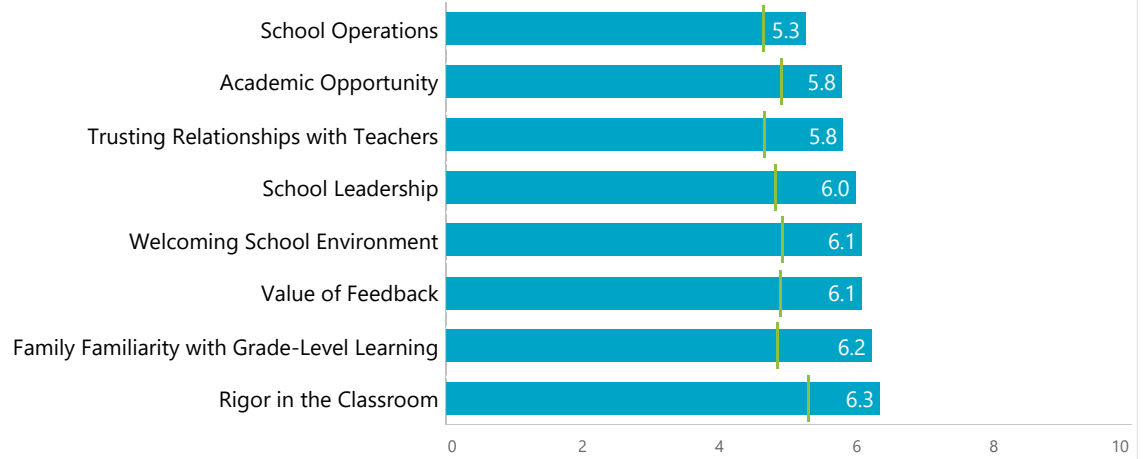
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	65%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	82%	59%	68%
	My school is a good place to teach and learn.	88%	73%	79%
	My school is fun and joyful.	81%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	88%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	76%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	82%	78%	81%
Management	My manager actively supports my growth and development.*	75%	73%	
	My manager provides me with regular, actionable feedback.	69%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	75%	72%	
	The expectations for my role are clearly defined.	69%	76%	72%
	When I get feedback, I receive support to implement those changes.	69%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	53%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	53%	53%	61%
	There are opportunities for professional growth in my role.	65%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	69%	59%	60%
	Leaders at my school value my feedback.	69%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	63%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	81%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	63%	71%	72%

Survey Items from the Support Staff Survey

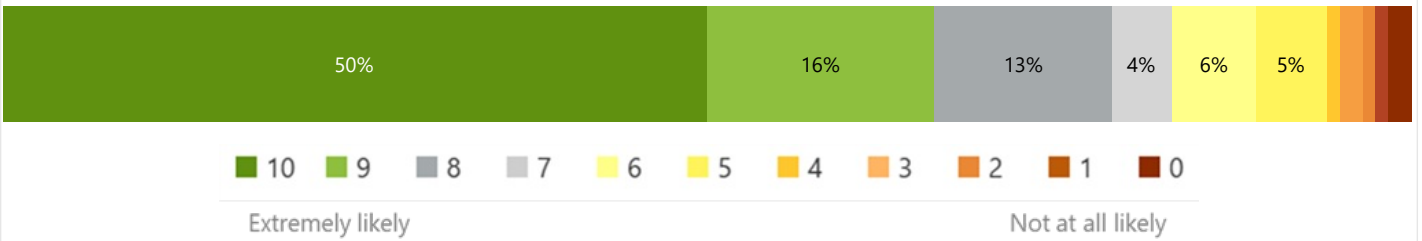|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	62%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	46%	41%	43%
	There are opportunities for me to advance at my school or within the district.	62%	51%	51%
Engagement	I am compensated fairly for the work that I do.	38%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	77%	85%	83%
	My day-to-day work makes good use of my strengths.	77%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	69%	70%	66%
	I know the criteria that will be used to evaluate my performance.	94%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	53%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	50%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	69%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	62%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	62%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	77%	72%	72%
	My school encourages and helps families to support student learning at home.	77%	74%	77%
	My school has established systems that ensure families are well informed about the school.	77%	75%	79%
	My school regularly seeks input from students' families.	69%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	57%	64%	72%
	My school building is clean and well maintained.	57%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	71%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	43%	55%	77%
	Procedures at my school maximize the time students spend learning.	57%	67%	76%
	When I need something at my school, I know who to ask.	64%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	43%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	64%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	64%	74%	65%
	Over the long term, my workload is sustainable.	50%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
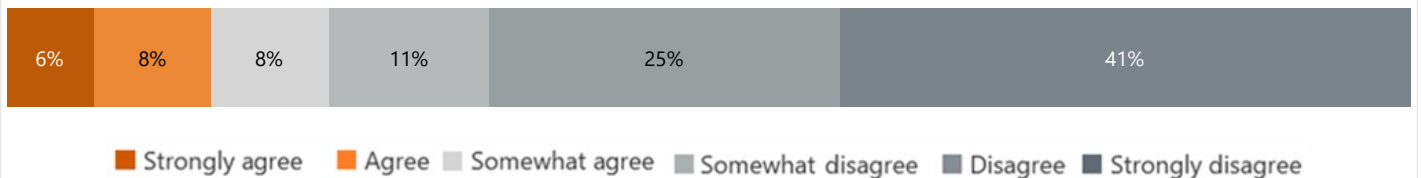
	School Operations	5.3
	Academic Opportunity	5.8
	Trusting Relationships with Teachers	5.8
	School Leadership	6.0
	Welcoming School Environment	6.1
	Value of Feedback	6.1
	Family Familiarity with Grade-Level Learning	6.2
	Rigor in the Classroom	6.3

	2023	Alachua Average	National Average
School Operations	5.3	4.6	5.0
Academic Opportunity	5.8	4.9	5.0
Trusting Relationships with Teachers	5.8	4.6	5.0
School Leadership	6.0	4.8	5.0
Welcoming School Environment	6.1	4.9	5.0
Value of Feedback	6.1	4.9	5.0
Family Familiarity with Grade-Level Learning	6.2	4.8	5.0
Rigor in the Classroom	6.3	5.3	5.0

How likely are you to recommend this school to other families?

| 50% | 16% | 13% | 4% | 6% | 5% | | | |

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

| 6% | 8% | 8% | 11% | 25% | 41% |

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	73%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	67%	61%	68%
	My child's teachers challenge my child to do their best work.	82%	71%	75%
	The work my child completes for school is challenging enough for my child.	77%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	73%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	73%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	79%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	70%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	88%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	79%	79%	79%
	My child's assignments usually include reading.	95%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	75%	59%	69%
	My child's school is focused on the right priorities.	71%	62%	68%
	School leaders care about my child's success.	84%	67%	72%
	School leaders follow through on programs and initiatives.	83%	68%	71%
School Operations	I receive timely communications from my child's school.	75%	72%	77%
	My child's school is clean and well maintained.	84%	63%	87%
	My child's school keeps me informed of school initiatives.	75%	71%	81%
	My child's school schedules events at times that are convenient.	65%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	51%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	66%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	67%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	72%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	72%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	65%	50%	61%
	Leaders at my child's school value my feedback.	75%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	83%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	80%	73%	74%
	My child enjoys going to school.	88%	68%	72%
	My child's school is a safe place.	81%	62%	77%
	My child's school is fun and joyful.*	84%	59%	

2023 Insight Data for

Newberry High School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
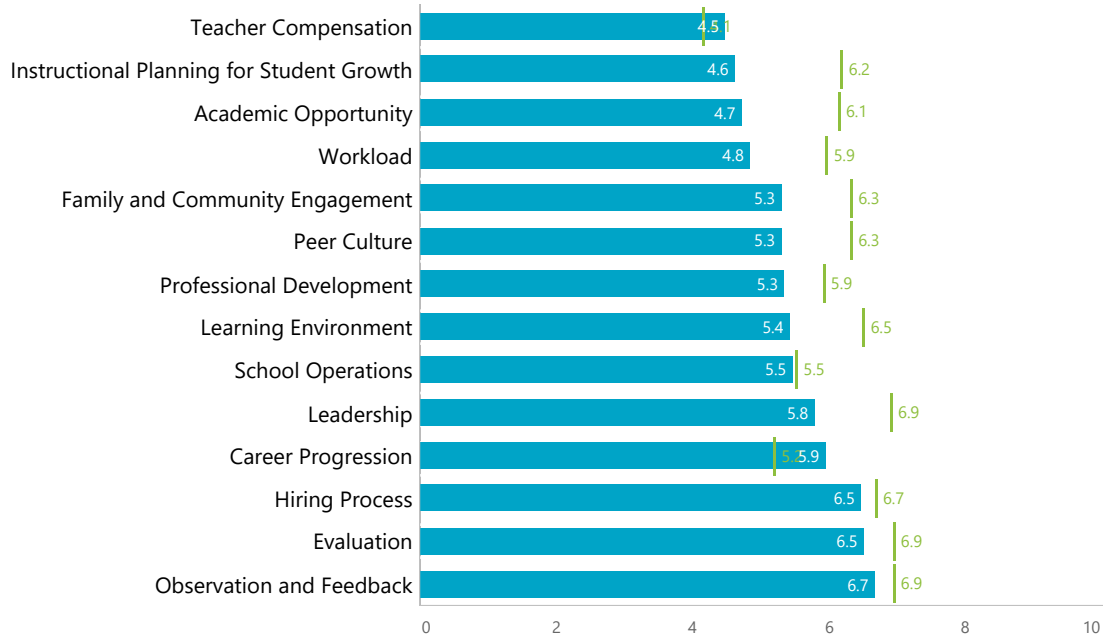
School Index Score	Index Percentile Rank
7.7	**66%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	3.6	4.5	3.7	4.1
Instructional Planning for Student Growth	4.9	4.6	4.8	6.2
Academic Opportunity	4.8	4.7	4.8	6.1
Workload	5.4	4.8	5.1	5.9
Family and Community Engagement	5.0	5.3	5.1	6.3
Peer Culture	5.1	5.3	4.8	6.3
Professional Development	5.2	5.3	4.8	5.9
Learning Environment	5.4	5.4	4.9	6.5
School Operations	5.8	5.5	4.3	5.5
Leadership	5.7	5.8	5.4	6.9
Career Progression	5.1	5.9	4.3	5.2
Hiring Process	2.9	6.5	5.8	6.7
Evaluation	6.5	6.5	6.0	6.9
Observation and Feedback	6.7	6.7	5.6	6.9

Insight Items from the Teacher Survey
Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	63%	53%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	59%	58%	61%	76%
	My school implements a rigorous academic curriculum.	59%	67%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	67%	68%	61%	72%
	Students at my school support their answers and explain their thinking.	41%	37%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	67%	58%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	67%	53%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	93%	84%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	78%	74%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	67%	74%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	37%	37%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	70%	63%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	41%	37%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	78%	89%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	81%	63%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	74%	63%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		56%	55%	69%
	Leaders at my school value my feedback.	59%	67%	62%	82%
	Leaders at my school work hard to retain effective teachers.	67%	61%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	67%	78%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	70%	67%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	78%	89%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	59%	67%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	52%	47%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	74%	42%	56%	79%
	My school is a good place to teach and learn.	78%	79%	71%	87%
	My school is fun and joyful.		79%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	67%	84%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	72%	63%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	52%	53%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	77%	67%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	56%	67%	59%	78%
	The time I spend collaborating with my colleagues is productive.	69%	56%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	54%	56%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	65%	56%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	44%	44%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	56%	72%	57%	64%
	My school is committed to improving my instructional practice.	81%	68%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		68%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	85%	85%	70%	83%
	I get enough feedback on my instructional practice.	89%	95%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	81%	70%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	78%	85%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	85%	80%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	74%	70%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	78%	74%	56%	65%
	Someone at my school is thinking about my career progression.	48%	47%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	56%	74%	49%	60%
	There are opportunities for me to advance at my school.	41%	47%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	77%	68%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	59%	68%	62%	80%
	My school encourages and helps families to support student learning at home.	69%	68%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		79%	71%	82%
	My school regularly seeks input from students' families.	58%	63%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	25%	40%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	50%	80%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	0%	80%	66%	79%
	Throughout the hiring process I had clear information about next steps.	0%	80%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	70%	74%	64%	81%
	My school building is clean and well maintained.	92%	68%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	78%	68%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	88%	68%	49%	58%
	Procedures at my school maximize the time students spend learning.	59%	58%	62%	83%
	When I need something at my school, I know who to ask.	93%	79%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	11%	26%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	37%	37%	43%	49%
	I understand the criteria that are used to determine my compensation.	63%	58%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	8%	32%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	42%	42%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	56%	53%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	22%	32%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	35%	37%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	63%	44%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	37%	21%	20%	26%
Put me in charge of something important	41%	32%	28%	34%
Provided me with access to additional resources for my classroom	52%	26%	42%	54%
Encouraged me to continue teaching at my school next year	52%	47%	42%	48%
Recognized my accomplishments publicly	22%	32%	32%	36%
Provided me with regular, positive feedback	70%	63%	57%	73%
None of the above	4%	11%	14%	7%

(Row label: Retention)

Teacher Plans for 2023

21% Plan to leave this year or next	79% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

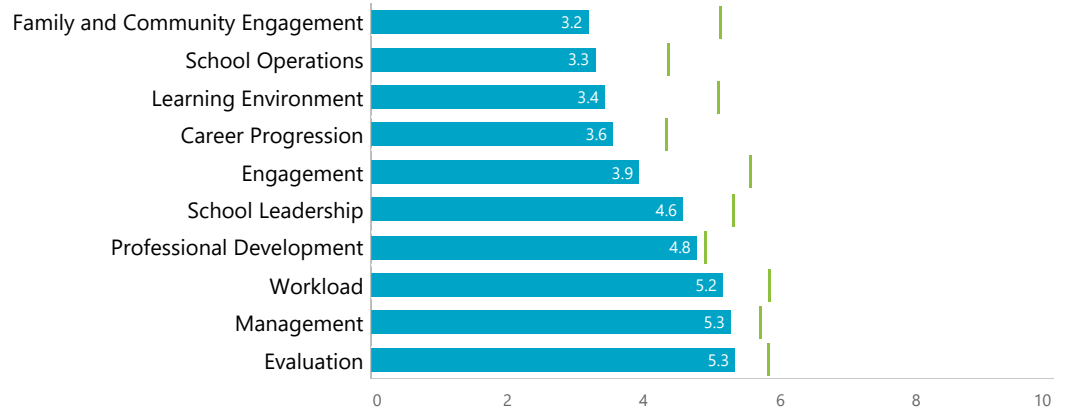|	
Personal reasons (not school related)	3 teachers
Professional reason (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

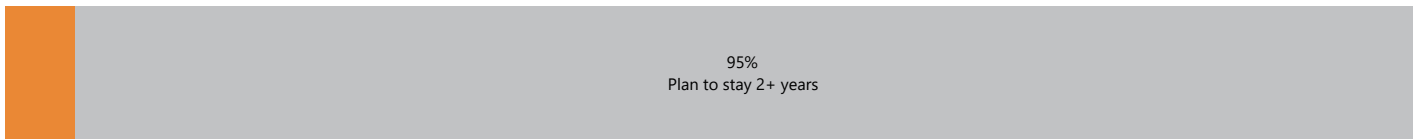|	
Ability to have a positive impact on student outcomes	2 teachers
Autonomy to make decisions about my classroom and curriculum	2 teachers
My school is in a convenient location; I have an easy commute	2 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
Financial compensation	1 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
Inspiring school leadership	1 teachers
Positive school culture and learning environment	1 teachers
Relationships with students and families	1 teachers
Retirement benefits	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Family and Community Engagement	3.2
School Operations	3.3
Learning Environment	3.4
Career Progression	3.6
Engagement	3.9
School Leadership	4.6
Professional Development	4.8
Workload	5.2
Management	5.3
Evaluation	5.3

	2023	Alachua Average	National Average
Family and Community Engagement	3.2	5.1	5.0
School Operations	3.3	4.3	5.0
Learning Environment	3.4	5.1	5.0
Career Progression	3.6	4.3	5.0
Engagement	3.9	5.5	5.0
School Leadership	4.6	5.3	5.0
Professional Development	4.8	4.9	5.0
Workload	5.2	5.8	5.0
Management	5.3	5.7	5.0
Evaluation	5.3	5.8	5.0

Support Staff Plans for 2023

95%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Reason	Count
My school is in a convenient location; I have an easy commute	3 Support Staff
Relationships with students and families	3 Support Staff
I like the work schedule at my school	2 Support Staff
Job security	2 Support Staff
Autonomy to make decisions in my work	1 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
Inspiring immediate supervisor	1 Support Staff
Inspiring school leadership	1 Support Staff
Positive school culture and learning environment	1 Support Staff
Retirement benefits	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
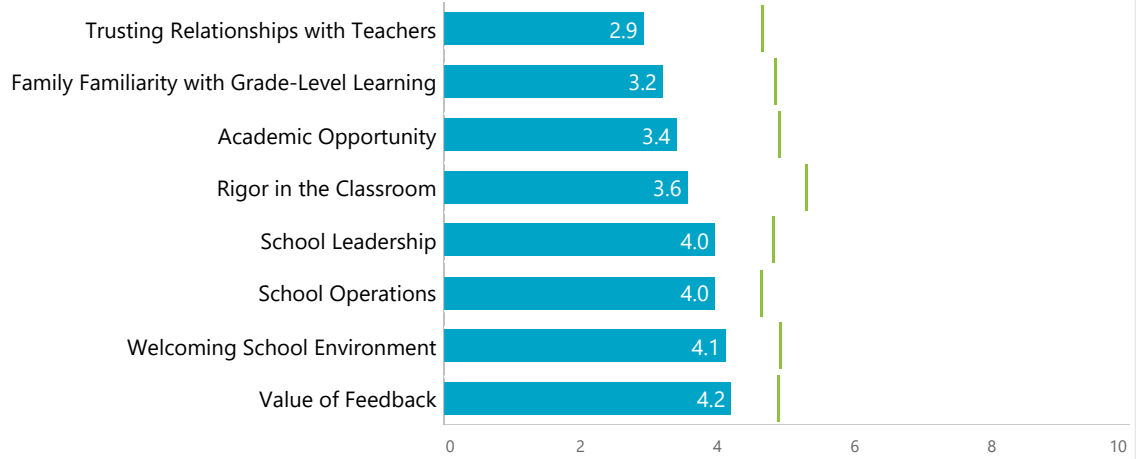
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	47%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	32%	59%	68%
	My school is a good place to teach and learn.	68%	73%	79%
	My school is fun and joyful.	44%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	58%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	37%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	58%	78%	81%
Management	My manager actively supports my growth and development.*	63%	73%	
	My manager provides me with regular, actionable feedback.	74%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	68%	72%	
	The expectations for my role are clearly defined.	68%	76%	72%
	When I get feedback, I receive support to implement those changes.	74%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	60%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	50%	53%	61%
	There are opportunities for professional growth in my role.	60%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	53%	59%	60%
	Leaders at my school value my feedback.	56%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	50%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	63%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	58%	71%	72%

Survey Items from the Support Staff Survey

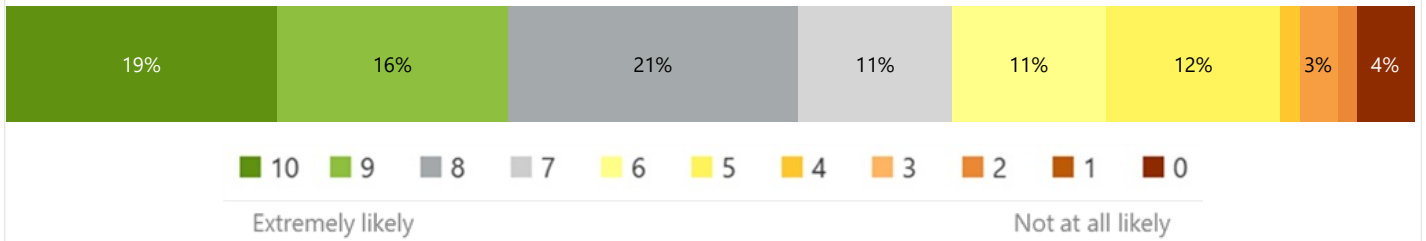|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	39%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	44%	41%	43%
	There are opportunities for me to advance at my school or within the district.	44%	51%	51%
Engagement	I am compensated fairly for the work that I do.	16%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	70%	85%	83%
	My day-to-day work makes good use of my strengths.	56%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	53%	70%	66%
	I know the criteria that will be used to evaluate my performance.	65%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	39%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	56%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	67%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	39%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	50%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	39%	72%	72%
	My school encourages and helps families to support student learning at home.	44%	74%	77%
	My school has established systems that ensure families are well informed about the school.	50%	75%	79%
	My school regularly seeks input from students' families.	41%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	47%	64%	72%
	My school building is clean and well maintained.	56%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	44%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	17%	55%	77%
	Procedures at my school maximize the time students spend learning.	41%	67%	76%
	When I need something at my school, I know who to ask.	65%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	58%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	58%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	63%	74%	65%
	Over the long term, my workload is sustainable.	63%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
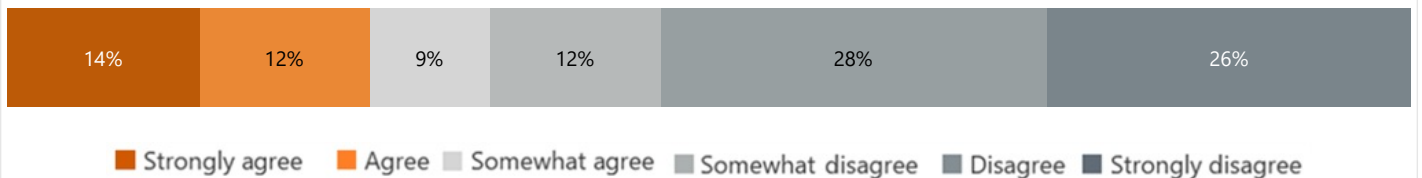
Domain	2023	Alachua Average	National Average
Trusting Relationships with Teachers	2.9	4.6	5.0
Family Familiarity with Grade-Level Learning	3.2	4.8	5.0
Academic Opportunity	3.4	4.9	5.0
Rigor in the Classroom	3.6	5.3	5.0
School Leadership	4.0	4.8	5.0
School Operations	4.0	4.6	5.0
Welcoming School Environment	4.1	4.9	5.0
Value of Feedback	4.2	4.9	5.0

How likely are you to recommend this school to other families?

10	9	8	7	6	5	4	3	2	1	0
19%	16%	21%	11%	11%	12%		3%		4%	

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree
14%	12%	9%	12%	28%	26%

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	49%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	43%	61%	68%
	My child's teachers challenge my child to do their best work.	56%	71%	75%
	The work my child completes for school is challenging enough for my child.	52%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	37%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	38%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	44%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	62%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	65%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	61%	79%	79%
	My child's assignments usually include reading.	61%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	41%	59%	69%
	My child's school is focused on the right priorities.	49%	62%	68%
	School leaders care about my child's success.	69%	67%	72%
	School leaders follow through on programs and initiatives.	63%	68%	71%
School Operations	I receive timely communications from my child's school.	55%	72%	77%
	My child's school is clean and well maintained.	71%	63%	87%
	My child's school keeps me informed of school initiatives.	57%	71%	81%
	My child's school schedules events at times that are convenient.	55%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	50%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	35%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	32%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	37%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	37%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	42%	50%	61%
	Leaders at my child's school value my feedback.	53%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	59%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	66%	73%	74%
	My child enjoys going to school.	57%	68%	72%
	My child's school is a safe place.	54%	62%	77%
	My child's school is fun and joyful.*	44%	59%	

2023 Insight Data for

C. W. Norton Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score	Index Percentile Rank
6.9	**49%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	5.6	2.9	4.3	5.2
Workload	5.5	3.0	5.1	5.9
Teacher Compensation	3.9	3.1	3.7	4.1
School Operations	6.9	3.9	4.3	5.5
Peer Culture	6.0	4.2	4.8	6.3
Learning Environment	7.3	4.5	4.9	6.5
Leadership	7.9	4.7	5.4	6.9
Instructional Planning for Student Growth	6.0	5.1	4.8	6.2
Family and Community Engagement	7.2	5.2	5.1	6.3
Academic Opportunity	5.5	5.2	4.8	6.1
Professional Development	6.4	5.4	4.8	5.9
Observation and Feedback	6.8	5.7	5.6	6.9
Evaluation	7.6	6.5	6.0	6.9
Hiring Process		6.9	5.8	6.7

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	48%	44%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	65%	63%	61%	76%
	My school implements a rigorous academic curriculum.	78%	70%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	63%	70%	61%	72%
	Students at my school support their answers and explain their thinking.	62%	48%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	88%	60%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	73%	62%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	96%	85%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	81%	69%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	81%	58%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	56%	35%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	79%	56%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	59%	59%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	81%	80%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	63%	50%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	78%	48%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		30%	55%	69%
	Leaders at my school value my feedback.	81%	52%	62%	82%
	Leaders at my school work hard to retain effective teachers.	92%	52%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	92%	81%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	85%	67%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	96%	81%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	88%	63%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	81%	44%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	70%	59%	56%	79%
	My school is a good place to teach and learn.	100%	59%	71%	87%
	My school is fun and joyful.		44%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	100%	70%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	81%	52%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	85%	48%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	74%	61%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	63%	54%	59%	78%
	The time I spend collaborating with my colleagues is productive.	70%	68%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	59%	43%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	64%	57%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	52%	50%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	64%	68%	57%	64%
	My school is committed to improving my instructional practice.	88%	61%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		71%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	80%	71%	70%	83%
	I get enough feedback on my instructional practice.	80%	70%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	68%	48%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	88%	68%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	80%	70%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	76%	56%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	79%	40%	56%	65%
	Someone at my school is thinking about my career progression.	48%	24%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	58%	32%	49%	60%
	There are opportunities for me to advance at my school.	50%	28%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	96%	65%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	88%	60%	62%	80%
	My school encourages and helps families to support student learning at home.	88%	80%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		72%	71%	82%
	My school regularly seeks input from students' families.	83%	62%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.		100%	76%	86%
	I applied for a position at this school rather than being 'placed' here.		100%	92%	90%
	The hiring process was efficient.		100%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.		60%	66%	79%
	Throughout the hiring process I had clear information about next steps.		60%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	83%	46%	64%	81%
	My school building is clean and well maintained.	73%	23%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	91%	73%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	68%	60%	49%	58%
	Procedures at my school maximize the time students spend learning.	91%	60%	62%	83%
	When I need something at my school, I know who to ask.	91%	65%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	4%	8%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	50%	31%	43%	49%
	I understand the criteria that are used to determine my compensation.	42%	40%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	21%	8%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	30%	19%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	39%	12%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	30%	12%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	35%	19%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	61%	27%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

Retention		2021	2023	Alachua Average	Alachua Top Quartile
	Identified opportunities for me to pursue teacher leadership roles	38%	4%	20%	26%
	Put me in charge of something important	46%	31%	28%	34%
	Provided me with access to additional resources for my classroom	75%	50%	42%	54%
	Encouraged me to continue teaching at my school next year	54%	31%	42%	48%
	Recognized my accomplishments publicly	33%	27%	32%	36%
	Provided me with regular, positive feedback	63%	31%	57%	73%
	None of the above	13%	19%	14%	7%

Teacher Plans for 2023

38% Plan to leave this year or next	62% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

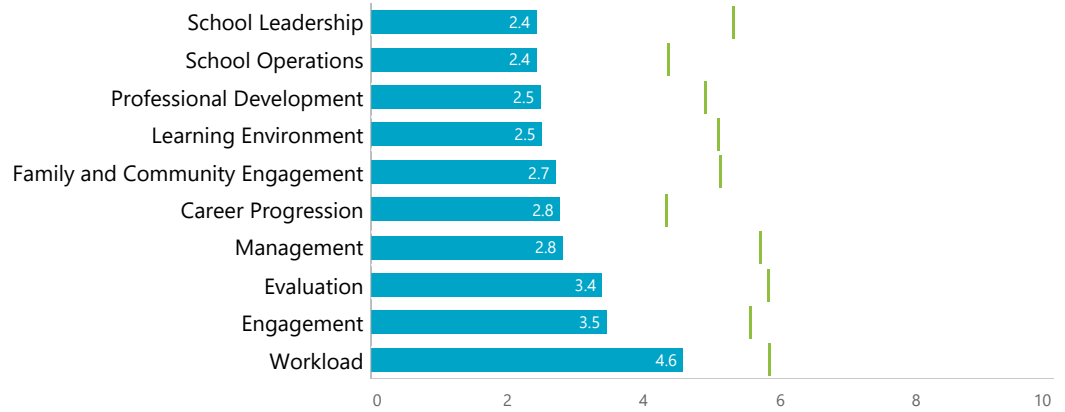|	
Personal reasons (not school related)	5 teachers
Lack of recognition/respect	3 teachers
Not enough discretion in classroom/curriculum decisions	2 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Positive school culture and learning environment	3 teachers
Ability to have a positive impact on student outcomes	2 teachers
Relationships with students and families	2 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
Instructional support/opportunity to improve my teaching practice	1 teachers
Job security	1 teachers
My school is in a convenient location; I have an easy commute	1 teachers
Retirement benefits	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
School Leadership	2.4
School Operations	2.4
Professional Development	2.5
Learning Environment	2.5
Family and Community Engagement	2.7
Career Progression	2.8
Management	2.8
Evaluation	3.4
Engagement	3.5
Workload	4.6

	2023	Alachua Average	National Average
School Leadership	2.4	5.3	5.0
School Operations	2.4	4.3	5.0
Professional Development	2.5	4.9	5.0
Learning Environment	2.5	5.1	5.0
Family and Community Engagement	2.7	5.1	5.0
Career Progression	2.8	4.3	5.0
Management	2.8	5.7	5.0
Evaluation	3.4	5.8	5.0
Engagement	3.5	5.5	5.0
Workload	4.6	5.8	5.0

Support Staff Plans for 2023

29% Plan to leave this year or next	71% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Dissatisfaction with financial compensation (salary and benefits)	2 Support Staff
Dissatisfaction with my school leadership	1 Support Staff
Dissatisfaction with student conduct at my school	1 Support Staff
Lack of recognition/respect	1 Support Staff
My commute is too long	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	4 Support Staff
Financial compensation	2 Support Staff
Job security	2 Support Staff
I like the work schedule at my school	1 Support Staff
Opportunities for advancement or career progression	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
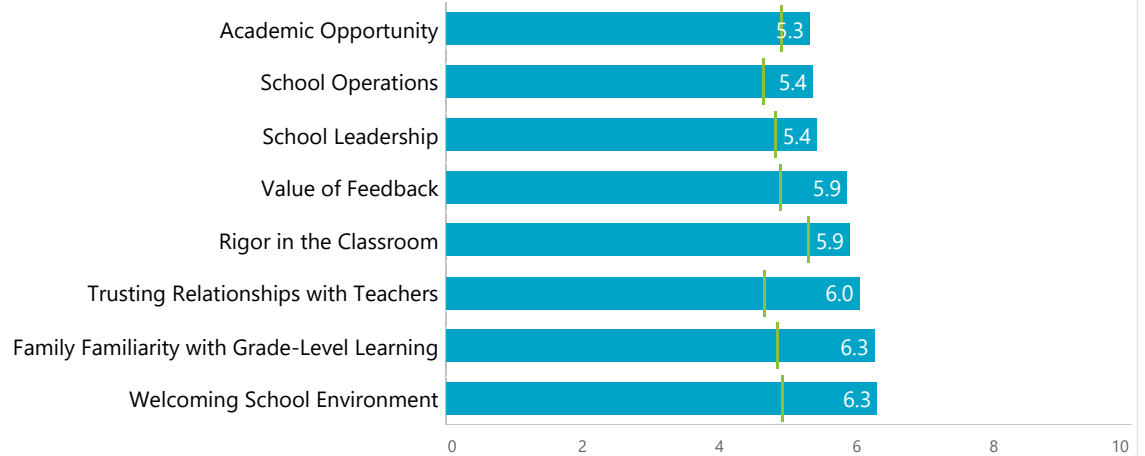
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	29%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	29%	59%	68%
	My school is a good place to teach and learn.	43%	73%	79%
	My school is fun and joyful.	33%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	29%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	43%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	52%	78%	81%
Management	My manager actively supports my growth and development.*	29%	73%	
	My manager provides me with regular, actionable feedback.	38%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	40%	72%	
	The expectations for my role are clearly defined.	50%	76%	72%
	When I get feedback, I receive support to implement those changes.	43%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	33%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	29%	53%	61%
	There are opportunities for professional growth in my role.	29%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	24%	59%	60%
	Leaders at my school value my feedback.	20%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	37%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	35%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	55%	71%	72%

Survey Items from the Support Staff Survey

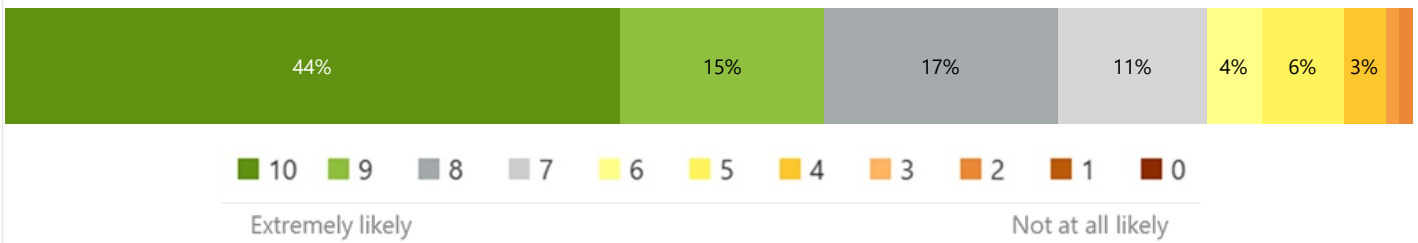|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	52%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	29%	41%	43%
	There are opportunities for me to advance at my school or within the district.	29%	51%	51%
Engagement	I am compensated fairly for the work that I do.	26%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	60%	85%	83%
	My day-to-day work makes good use of my strengths.	57%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	40%	70%	66%
	I know the criteria that will be used to evaluate my performance.	45%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	40%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	45%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	45%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	45%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	48%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	48%	72%	72%
	My school encourages and helps families to support student learning at home.	52%	74%	77%
	My school has established systems that ensure families are well informed about the school.	48%	75%	79%
	My school regularly seeks input from students' families.	25%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	38%	64%	72%
	My school building is clean and well maintained.	33%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	60%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	48%	55%	77%
	Procedures at my school maximize the time students spend learning.	45%	67%	76%
	When I need something at my school, I know who to ask.	57%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	60%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	60%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	57%	74%	65%
	Over the long term, my workload is sustainable.	50%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
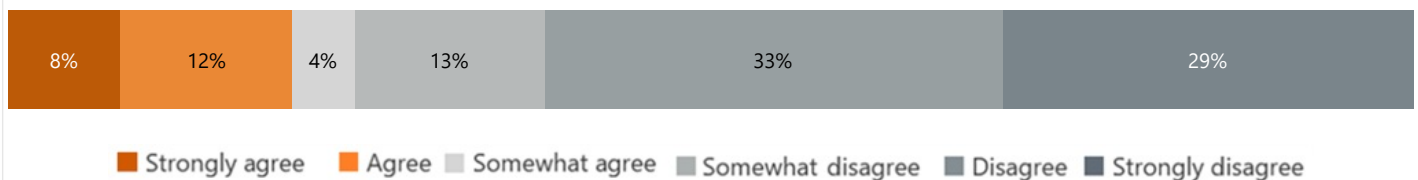
Domain	Score
Academic Opportunity	5.3
School Operations	5.4
School Leadership	5.4
Value of Feedback	5.9
Rigor in the Classroom	5.9
Trusting Relationships with Teachers	6.0
Family Familiarity with Grade-Level Learning	6.3
Welcoming School Environment	6.3

	2023	Alachua Average	National Average
Academic Opportunity	5.3	4.9	5.0
School Operations	5.4	4.6	5.0
School Leadership	5.4	4.8	5.0
Value of Feedback	5.9	4.9	5.0
Rigor in the Classroom	5.9	5.3	5.0
Trusting Relationships with Teachers	6.0	4.6	5.0
Family Familiarity with Grade-Level Learning	6.3	4.8	5.0
Welcoming School Environment	6.3	4.9	5.0

How likely are you to recommend this school to other families?

44%	15%	17%	11%	4%	6%	3%		

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

8%	12%	4%	13%	33%	29%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	68%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	61%	61%	68%
	My child's teachers challenge my child to do their best work.	79%	71%	75%
	The work my child completes for school is challenging enough for my child.	77%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	77%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	69%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	87%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	72%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	81%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	87%	79%	79%
	My child's assignments usually include reading.	91%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	66%	59%	69%
	My child's school is focused on the right priorities.	74%	62%	68%
	School leaders care about my child's success.	75%	67%	72%
	School leaders follow through on programs and initiatives.	75%	68%	71%
School Operations	I receive timely communications from my child's school.	72%	72%	77%
	My child's school is clean and well maintained.	84%	63%	87%
	My child's school keeps me informed of school initiatives.	75%	71%	81%
	My child's school schedules events at times that are convenient.	74%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	74%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	64%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	72%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	78%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	79%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	57%	50%	61%
	Leaders at my child's school value my feedback.	70%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	84%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	89%	73%	74%
	My child enjoys going to school.	81%	68%	72%
	My child's school is a safe place.	85%	62%	77%
	My child's school is fun and joyful.*	79%	59%	

2023 Insight Data for

Oak View Middle School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
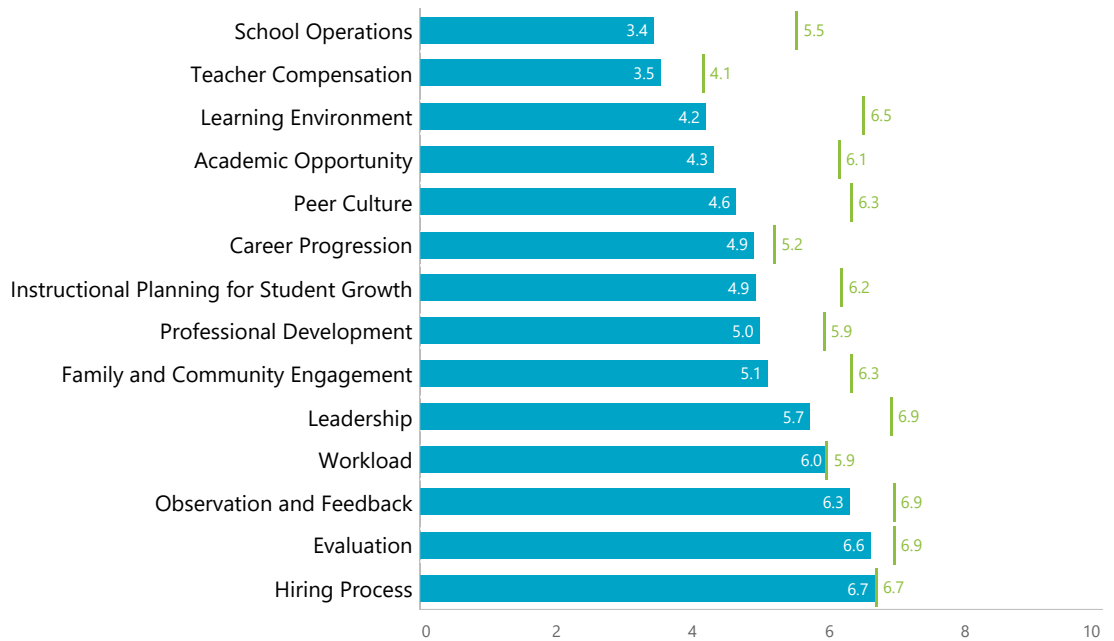
School Index Score	Index Percentile Rank
7.0	**51%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
School Operations	5.5	3.4	4.3	5.5
Teacher Compensation	4.6	3.5	3.7	4.1
Learning Environment	5.3	4.2	4.9	6.5
Academic Opportunity	5.4	4.3	4.8	6.1
Peer Culture	5.1	4.6	4.8	6.3
Career Progression	5.4	4.9	4.3	5.2
Instructional Planning for Student Growth	3.5	4.9	4.8	6.2
Professional Development	4.5	5.0	4.8	5.9
Family and Community Engagement	5.6	5.1	5.1	6.3
Leadership	6.6	5.7	5.4	6.9
Workload	6.4	6.0	5.1	5.9
Observation and Feedback	5.6	6.3	5.6	6.9
Evaluation	7.3	6.6	6.0	6.9
Hiring Process	6.6	6.7	5.8	6.7

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Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	45%	64%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	73%	45%	61%	76%
	My school implements a rigorous academic curriculum.	73%	55%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	70%	53%	61%	72%
	Students at my school support their answers and explain their thinking.	53%	36%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	82%	76%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	86%	62%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	93%	97%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	72%	74%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	71%	79%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	23%	41%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	80%	61%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	32%	61%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	68%	91%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	55%	61%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	52%	67%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		69%	55%	69%
	Leaders at my school value my feedback.	83%	80%	62%	82%
	Leaders at my school work hard to retain effective teachers.	86%	66%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	79%	69%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	86%	80%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	75%	77%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	72%	51%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	53%	18%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	57%	36%	56%	79%
	My school is a good place to teach and learn.	83%	76%	71%	87%
	My school is fun and joyful.		64%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	77%	55%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	63%	45%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	57%	30%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	63%	56%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	63%	53%	59%	78%
	The time I spend collaborating with my colleagues is productive.	70%	75%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	47%	47%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	52%	52%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	38%	58%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	63%	64%	57%	64%
	My school is committed to improving my instructional practice.	71%	70%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		58%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	71%	84%	70%	83%
	I get enough feedback on my instructional practice.	82%	81%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	43%	56%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	85%	88%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	79%	71%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	50%	72%	58%	74%

Insight Items from the Teacher Survey

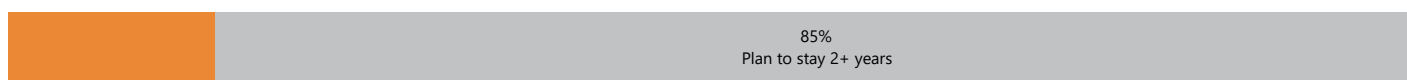|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	67%	62%	56%	65%
	Someone at my school is thinking about my career progression.	38%	36%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	52%	62%	49%	60%
	There are opportunities for me to advance at my school.	40%	47%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	79%	68%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	56%	55%	62%	80%
	My school encourages and helps families to support student learning at home.	73%	65%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		76%	71%	82%
	My school regularly seeks input from students' families.	70%	50%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	89%	88%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	63%	75%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	67%	63%	66%	79%
	Throughout the hiring process I had clear information about next steps.	63%	88%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	82%	62%	64%	81%
	My school building is clean and well maintained.	57%	35%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	82%	76%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	71%	29%	49%	58%
	Procedures at my school maximize the time students spend learning.	64%	53%	62%	83%
	When I need something at my school, I know who to ask.	75%	91%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	26%	18%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	38%	35%	43%	49%
	I understand the criteria that are used to determine my compensation.	50%	56%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	38%	27%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	35%	35%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	67%	50%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	37%	29%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	68%	56%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	79%	56%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	14%	18%	20%	26%
Put me in charge of something important	21%	15%	28%	34%
Provided me with access to additional resources for my classroom	43%	32%	42%	54%
Encouraged me to continue teaching at my school next year	50%	53%	42%	48%
Recognized my accomplishments publicly	29%	38%	32%	36%
Provided me with regular, positive feedback	54%	68%	57%	73%
None of the above	7%	21%	14%	7%

Retention (vertical label)

Teacher Plans for 2023

85%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

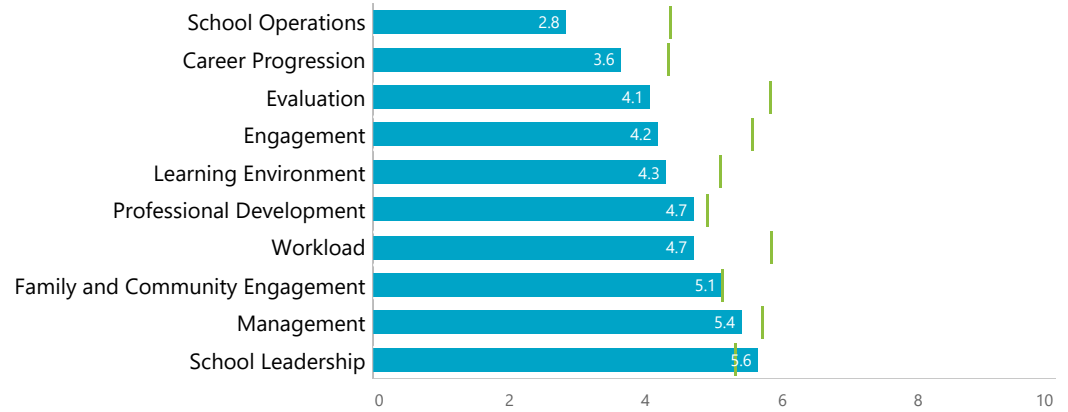|	
Dissatisfaction with financial compensation (salary and benefits)	1 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
Dissatisfaction with student conduct at my school	1 teachers
Personal reasons (not school related)	1 teachers
Professional reason (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

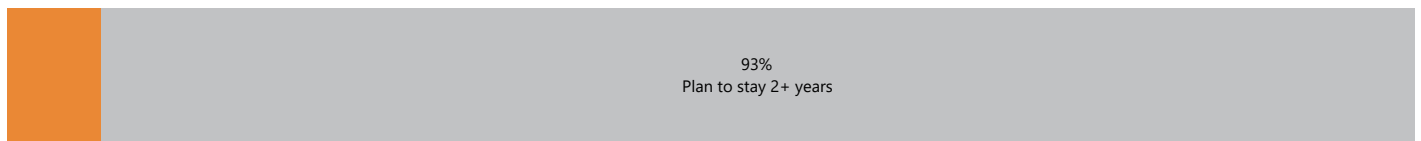|	
Ability to have a positive impact on student outcomes	8 teachers
Autonomy to make decisions about my classroom and curriculum	3 teachers
My school is in a convenient location; I have an easy commute	3 teachers
Positive school culture and learning environment	3 teachers
Financial compensation	2 teachers
Inspiring school leadership	2 teachers
Relationships with students and families	2 teachers
I like the work schedule at my school	1 teachers
Instructional support/opportunity to improve my teaching practice	1 teachers
Retirement benefits	1 teachers
Staff collegiality and collaboration/relationships with staff	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	School Operations	Career Progression	Evaluation	Engagement	Learning Environment	Professional Development	Workload	Family and Community Engagement	Management	School Leadership
Score	2.8	3.6	4.1	4.2	4.3	4.7	4.7	5.1	5.4	5.6

	2023	Alachua Average	National Average
School Operations	2.8	4.3	5.0
Career Progression	3.6	4.3	5.0
Evaluation	4.1	5.8	5.0
Engagement	4.2	5.5	5.0
Learning Environment	4.3	5.1	5.0
Professional Development	4.7	4.9	5.0
Workload	4.7	5.8	5.0
Family and Community Engagement	5.1	5.1	5.0
Management	5.4	5.7	5.0
School Leadership	5.6	5.3	5.0

Support Staff Plans for 2023

93%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	3 Support Staff
I like the work schedule at my school	3 Support Staff
Financial compensation	1 Support Staff
Inspiring school leadership	1 Support Staff
Job security	1 Support Staff
My school is in a convenient location; I have an easy commute	1 Support Staff

Survey Items from the Support Staff Survey

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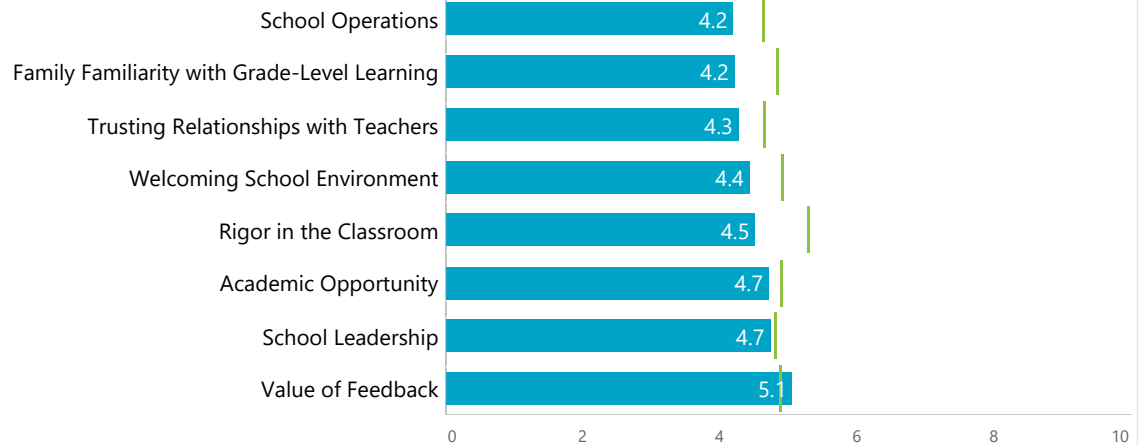
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	33%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	33%	59%	68%
	My school is a good place to teach and learn.	73%	73%	79%
	My school is fun and joyful.	60%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	67%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	47%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	87%	78%	81%
Management	My manager actively supports my growth and development.*	67%	73%	
	My manager provides me with regular, actionable feedback.	60%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	67%	72%	
	The expectations for my role are clearly defined.	60%	76%	72%
	When I get feedback, I receive support to implement those changes.	73%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	60%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	53%	53%	61%
	There are opportunities for professional growth in my role.	53%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	50%	59%	60%
	Leaders at my school value my feedback.	69%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	63%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	88%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	75%	71%	72%

Survey Items from the Support Staff Survey

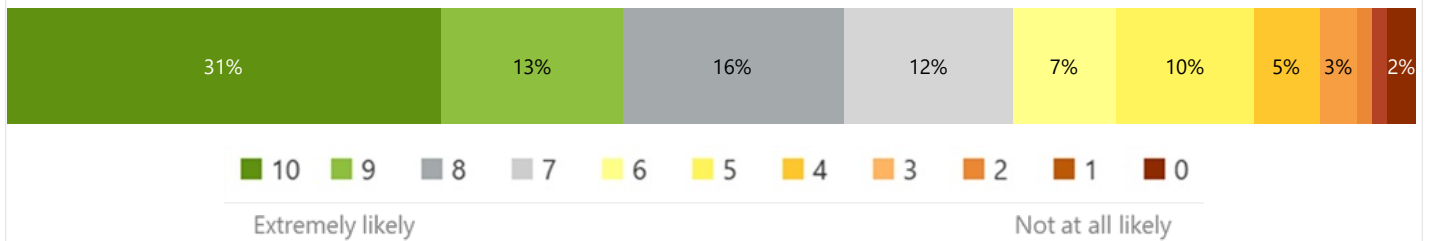|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	47%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	33%	41%	43%
	There are opportunities for me to advance at my school or within the district.	47%	51%	51%
Engagement	I am compensated fairly for the work that I do.	20%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	87%	85%	83%
	My day-to-day work makes good use of my strengths.	80%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	64%	70%	66%
	I know the criteria that will be used to evaluate my performance.	47%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	53%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	53%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	60%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	67%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	73%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	67%	72%	72%
	My school encourages and helps families to support student learning at home.	67%	74%	77%
	My school has established systems that ensure families are well informed about the school.	64%	75%	79%
	My school regularly seeks input from students' families.	60%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	60%	64%	72%
	My school building is clean and well maintained.	60%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	71%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	20%	55%	77%
	Procedures at my school maximize the time students spend learning.	60%	67%	76%
	When I need something at my school, I know who to ask.	73%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	53%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	47%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	53%	74%	65%
	Over the long term, my workload is sustainable.	60%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
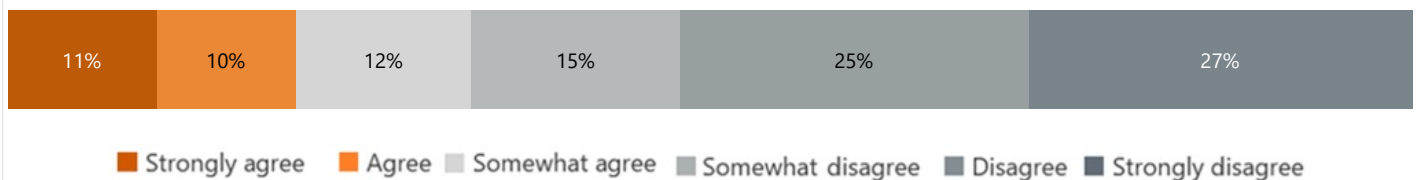
Domain	Score
School Operations	4.2
Family Familiarity with Grade-Level Learning	4.2
Trusting Relationships with Teachers	4.3
Welcoming School Environment	4.4
Rigor in the Classroom	4.5
Academic Opportunity	4.7
School Leadership	4.7
Value of Feedback	5.1

	2023	Alachua Average	National Average
School Operations	4.2	4.6	5.0
Family Familiarity with Grade-Level Learning	4.2	4.8	5.0
Trusting Relationships with Teachers	4.3	4.6	5.0
Welcoming School Environment	4.4	4.9	5.0
Rigor in the Classroom	4.5	5.3	5.0
Academic Opportunity	4.7	4.9	5.0
School Leadership	4.7	4.8	5.0
Value of Feedback	5.1	4.9	5.0

How likely are you to recommend this school to other families?

31%	13%	16%	12%	7%	10%	5%	3%	2%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

11%	10%	12%	15%	25%	27%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	61%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	58%	61%	68%
	My child's teachers challenge my child to do their best work.	72%	71%	75%
	The work my child completes for school is challenging enough for my child.	72%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	54%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	49%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	58%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	66%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	76%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	78%	79%	79%
	My child's assignments usually include reading.	68%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	57%	59%	69%
	My child's school is focused on the right priorities.	55%	62%	68%
	School leaders care about my child's success.	71%	67%	72%
	School leaders follow through on programs and initiatives.	65%	68%	71%
School Operations	I receive timely communications from my child's school.	69%	72%	77%
	My child's school is clean and well maintained.	71%	63%	87%
	My child's school keeps me informed of school initiatives.	66%	71%	81%
	My child's school schedules events at times that are convenient.	67%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	38%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	49%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	48%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	55%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	52%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	50%	50%	61%
	Leaders at my child's school value my feedback.	64%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	66%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	79%	73%	74%
	My child enjoys going to school.	66%	68%	72%
	My child's school is a safe place.	46%	62%	77%
	My child's school is fun and joyful.*	51%	59%	

2023 Insight Data for

Professional Academies Magnet at Loften

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
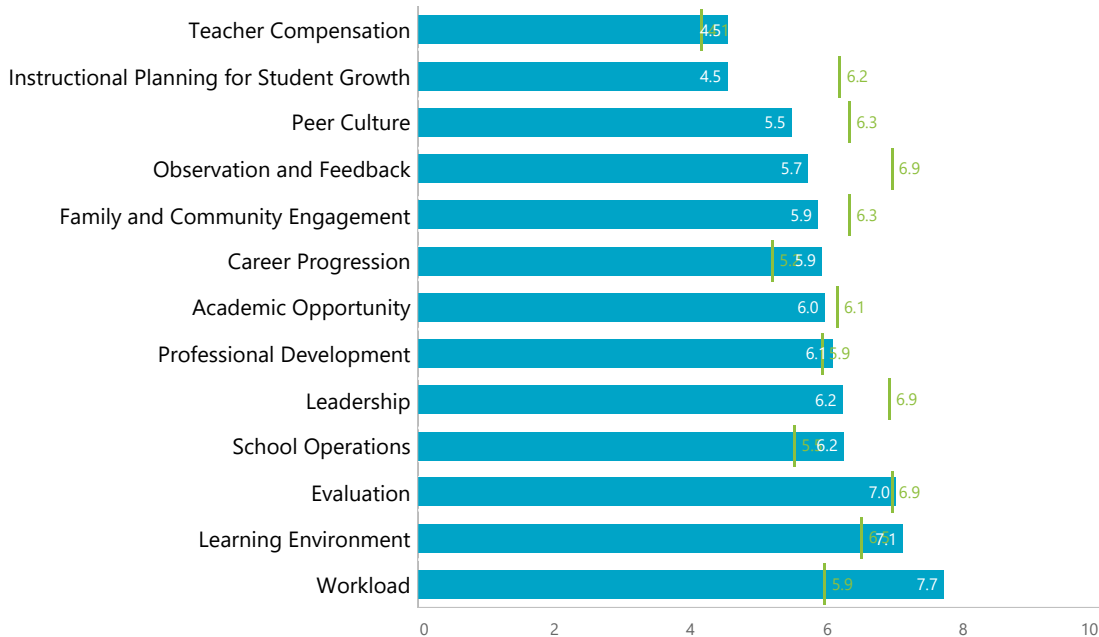
School Index Score	Index Percentile Rank
9.1	**97%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	5.2	4.5	3.7	4.1
Instructional Planning for Student Growth	3.7	4.5	4.8	6.2
Peer Culture	6.7	5.5	4.8	6.3
Observation and Feedback	6.9	5.7	5.6	6.9
Family and Community Engagement	6.1	5.9	5.1	6.3
Career Progression	6.0	5.9	4.3	5.2
Academic Opportunity	6.0	6.0	4.8	6.1
Professional Development	5.2	6.1	4.8	5.9
Leadership	7.5	6.2	5.4	6.9
School Operations	7.6	6.2	4.3	5.5
Evaluation	7.7	7.0	6.0	6.9
Learning Environment	8.0	7.1	4.9	6.5
Workload	7.6	7.7	5.1	5.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	57%	54%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	86%	85%	61%	76%
	My school implements a rigorous academic curriculum.	86%	69%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	86%	77%	61%	72%
	Students at my school support their answers and explain their thinking.	71%	69%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	88%	67%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	75%	83%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	92%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	88%	75%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	100%	83%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	29%	25%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	100%	92%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	43%	31%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	57%	85%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	57%	69%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	29%	77%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		69%	55%	69%
	Leaders at my school value my feedback.	100%	69%	62%	82%
	Leaders at my school work hard to retain effective teachers.	100%	62%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	86%	85%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	100%	62%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	100%	92%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	100%	77%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	88%	69%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	100%	92%	56%	79%
	My school is a good place to teach and learn.	100%	100%	71%	87%
	My school is fun and joyful.		85%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	100%	92%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	100%	92%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	75%	92%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	75%	77%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	75%	77%	59%	78%
	The time I spend collaborating with my colleagues is productive.	88%	69%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	75%	69%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	63%	62%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	50%	54%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	75%	77%	57%	64%
	My school is committed to improving my instructional practice.	100%	100%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		69%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	100%	69%	70%	83%
	I get enough feedback on my instructional practice.	100%	100%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	50%	62%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	88%	92%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	88%	62%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	75%	62%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	71%	75%	56%	65%
	Someone at my school is thinking about my career progression.	57%	58%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	86%	67%	49%	60%
	There are opportunities for me to advance at my school.	29%	42%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	86%	83%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	86%	92%	62%	80%
	My school encourages and helps families to support student learning at home.	86%	83%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		92%	71%	82%
	My school regularly seeks input from students' families.	71%	67%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.				
	I applied for a position at this school rather than being 'placed' here.				
	The hiring process was efficient.				
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.				
	Throughout the hiring process I had clear information about next steps.				
School Operations	Day-to-day operations for my school run smoothly.	100%	83%	64%	81%
	My school building is clean and well maintained.	100%	83%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	100%	83%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	86%	67%	49%	58%
	Procedures at my school maximize the time students spend learning.	100%	92%	62%	83%
	When I need something at my school, I know who to ask.	100%	92%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	0%	17%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	71%	58%	43%	49%
	I understand the criteria that are used to determine my compensation.	17%	42%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	29%	25%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	29%	77%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	83%	62%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	71%	54%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	86%	77%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	71%	77%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	29%	46%	20%	26%
Put me in charge of something important	29%	54%	28%	34%
Provided me with access to additional resources for my classroom	57%	62%	42%	54%
Encouraged me to continue teaching at my school next year	71%	85%	42%	48%
Recognized my accomplishments publicly	14%	62%	32%	36%
Provided me with regular, positive feedback	86%	85%	57%	73%
None of the above	0%	0%	14%	7%

Retention

Teacher Plans for 2023

23% Plan to leave this year or next	77% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

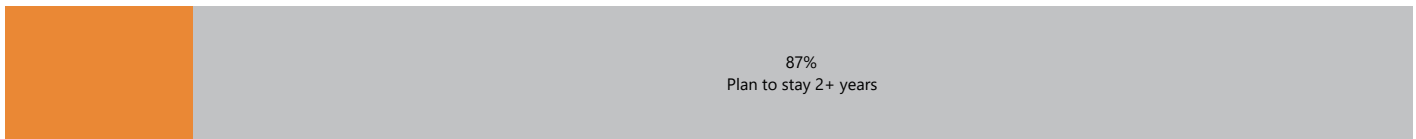|	
Positive school culture and learning environment	3 teachers
Ability to have a positive impact on student outcomes	2 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
I like the work schedule at my school	1 teachers
Opportunities for advancement or career progression	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.
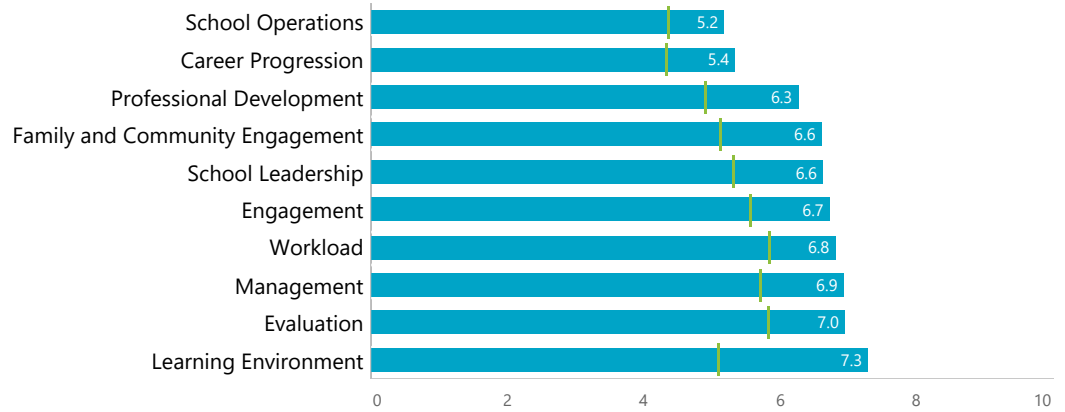
	2023	Alachua Average	National Average
School Operations	5.2	4.3	5.0
Career Progression	5.4	4.3	5.0
Professional Development	6.3	4.9	5.0
Family and Community Engagement	6.6	5.1	5.0
School Leadership	6.6	5.3	5.0
Engagement	6.7	5.5	5.0
Workload	6.8	5.8	5.0
Management	6.9	5.7	5.0
Evaluation	7.0	5.8	5.0
Learning Environment	7.3	5.1	5.0

Support Staff Plans for 2023

87%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	3 Support Staff
I like the work schedule at my school	2 Support Staff
Staff collegiality and collaboration/relationships with staff	2 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
Financial compensation	1 Support Staff
I feel safe and supported bringing my authentic self to work	1 Support Staff
Inspiring school leadership	1 Support Staff
Relationships with students and families	1 Support Staff
Retirement benefits	1 Support Staff

Survey Items from the Support Staff Survey

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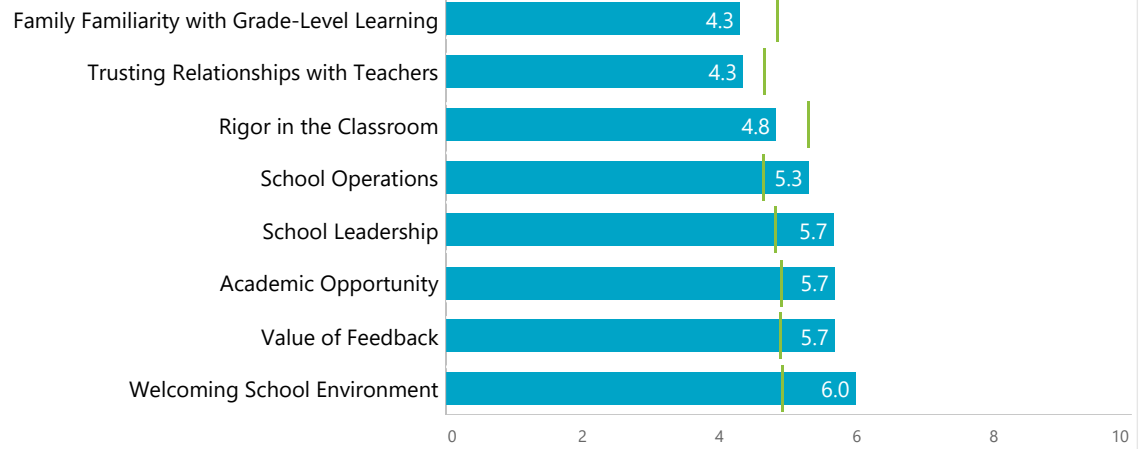
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	93%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	92%	59%	68%
	My school is a good place to teach and learn.	93%	73%	79%
	My school is fun and joyful.	93%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	86%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	79%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	93%	78%	81%
Management	My manager actively supports my growth and development.*	92%	73%	
	My manager provides me with regular, actionable feedback.	86%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	93%	72%	
	The expectations for my role are clearly defined.	86%	76%	72%
	When I get feedback, I receive support to implement those changes.	71%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	86%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	64%	53%	61%
	There are opportunities for professional growth in my role.	64%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	79%	59%	60%
	Leaders at my school value my feedback.	86%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	80%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	79%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	79%	71%	72%

Survey Items from the Support Staff Survey

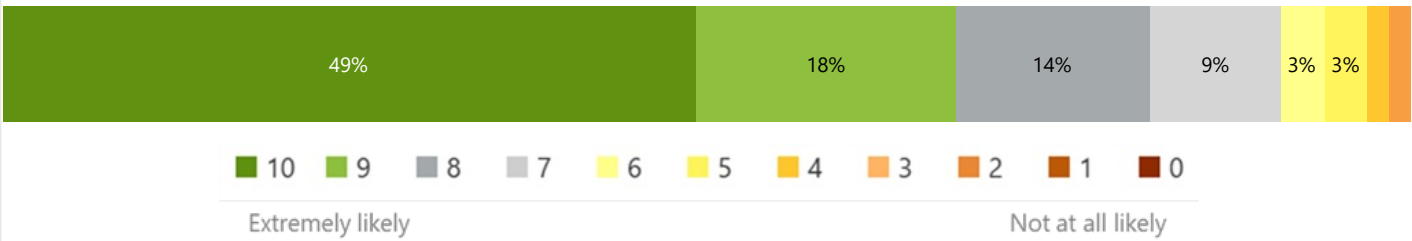|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	73%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	46%	41%	43%
	There are opportunities for me to advance at my school or within the district.	71%	51%	51%
Engagement	I am compensated fairly for the work that I do.	53%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	93%	85%	83%
	My day-to-day work makes good use of my strengths.	93%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	77%	70%	66%
	I know the criteria that will be used to evaluate my performance.	80%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	60%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	79%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	93%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	87%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	86%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	86%	72%	72%
	My school encourages and helps families to support student learning at home.	86%	74%	77%
	My school has established systems that ensure families are well informed about the school.	86%	75%	79%
	My school regularly seeks input from students' families.	86%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	86%	64%	72%
	My school building is clean and well maintained.	86%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	79%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	53%	55%	77%
	Procedures at my school maximize the time students spend learning.	79%	67%	76%
	When I need something at my school, I know who to ask.	79%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	87%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	80%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	93%	74%	65%
	Over the long term, my workload is sustainable.	87%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
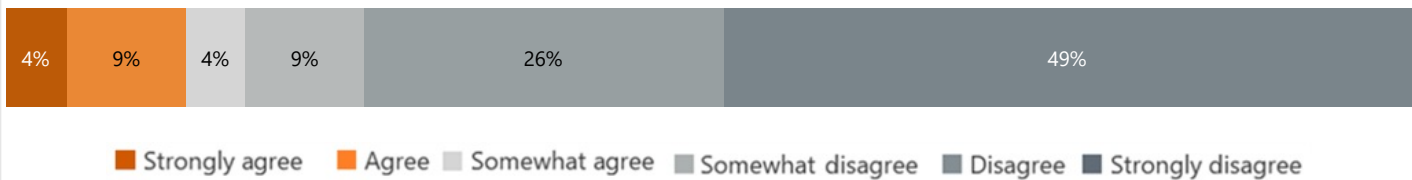
Domain	Score
Family Familiarity with Grade-Level Learning	4.3
Trusting Relationships with Teachers	4.3
Rigor in the Classroom	4.8
School Operations	5.3
School Leadership	5.7
Academic Opportunity	5.7
Value of Feedback	5.7
Welcoming School Environment	6.0

	2023	Alachua Average	National Average
Family Familiarity with Grade-Level Learning	4.3	4.8	5.0
Trusting Relationships with Teachers	4.3	4.6	5.0
Rigor in the Classroom	4.8	5.3	5.0
School Operations	5.3	4.6	5.0
School Leadership	5.7	4.8	5.0
Academic Opportunity	5.7	4.9	5.0
Value of Feedback	5.7	4.9	5.0
Welcoming School Environment	6.0	4.9	5.0

How likely are you to recommend this school to other families?

49%	18%	14%	9%	3%	3%		

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

4%	9%	4%	9%	26%	49%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	64%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	77%	61%	68%
	My child's teachers challenge my child to do their best work.	78%	71%	75%
	The work my child completes for school is challenging enough for my child.	88%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	46%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	50%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	47%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	70%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	81%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	73%	79%	79%
	My child's assignments usually include reading.	73%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	76%	59%	69%
	My child's school is focused on the right priorities.	80%	62%	68%
	School leaders care about my child's success.	76%	67%	72%
	School leaders follow through on programs and initiatives.	81%	68%	71%
School Operations	I receive timely communications from my child's school.	74%	72%	77%
	My child's school is clean and well maintained.	80%	63%	87%
	My child's school keeps me informed of school initiatives.	82%	71%	81%
	My child's school schedules events at times that are convenient.	75%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	46%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	48%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	45%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	56%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	56%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	55%	50%	61%
	Leaders at my child's school value my feedback.	73%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	77%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	93%	73%	74%
	My child enjoys going to school.	76%	68%	72%
	My child's school is a safe place.	80%	62%	77%
	My child's school is fun and joyful.*	72%	59%	

2023 Insight Data for

C. B. Parker Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
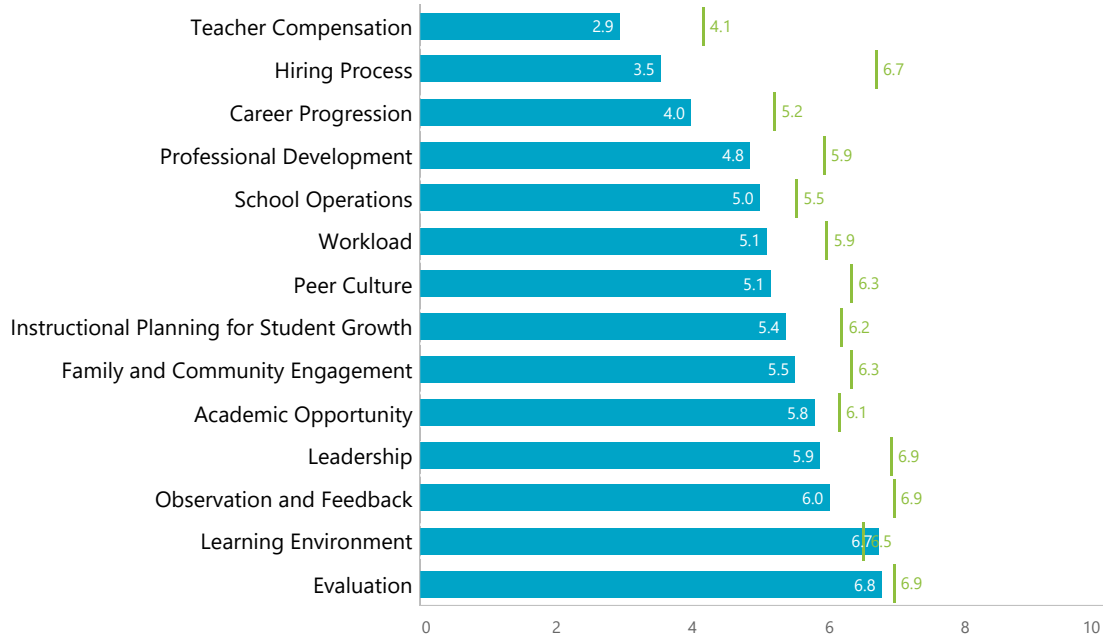
School Index Score	Index Percentile Rank
7.1	**54%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	3.6	2.9	3.7	4.1
Hiring Process		3.5	5.8	6.7
Career Progression	4.7	4.0	4.3	5.2
Professional Development	4.7	4.8	4.8	5.9
School Operations	5.9	5.0	4.3	5.5
Workload	6.3	5.1	5.1	5.9
Peer Culture	6.0	5.1	4.8	6.3
Instructional Planning for Student Growth	5.1	5.4	4.8	6.2
Family and Community Engagement	6.0	5.5	5.1	6.3
Academic Opportunity	5.4	5.8	4.8	6.1
Leadership	6.8	5.9	5.4	6.9
Observation and Feedback	5.9	6.0	5.6	6.9
Learning Environment	6.0	6.7	4.9	6.5
Evaluation	6.5	6.8	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	54%	62%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	79%	74%	61%	76%
	My school implements a rigorous academic curriculum.	75%	88%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	63%	71%	61%	72%
	Students at my school support their answers and explain their thinking.	63%	56%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	58%	70%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	63%	77%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	97%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	71%	67%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	58%	77%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	44%	44%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	76%	76%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	64%	59%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	84%	71%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	68%	65%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	56%	65%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		70%	55%	69%
	Leaders at my school value my feedback.	83%	67%	62%	82%
	Leaders at my school work hard to retain effective teachers.	87%	64%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	83%	73%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	88%	69%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	83%	70%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	75%	70%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	50%	58%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	75%	79%	56%	79%
	My school is a good place to teach and learn.	83%	91%	71%	87%
	My school is fun and joyful.		79%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	88%	88%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	71%	79%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	79%	73%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	79%	59%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	63%	53%	59%	78%
	The time I spend collaborating with my colleagues is productive.	75%	82%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	50%	50%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	58%	44%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	38%	38%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	63%	53%	57%	64%
	My school is committed to improving my instructional practice.	75%	79%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		53%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	67%	79%	70%	83%
	I get enough feedback on my instructional practice.	88%	79%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	63%	55%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	83%	82%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	75%	82%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	67%	67%	58%	74%

Insight Items from the Teacher Survey

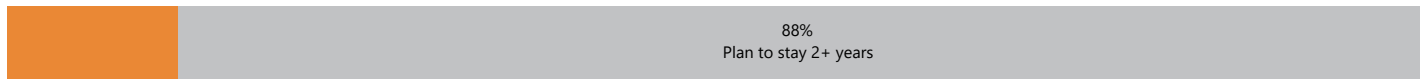|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	61%	52%	56%	65%
	Someone at my school is thinking about my career progression.	26%	23%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	65%	52%	49%	60%
	There are opportunities for me to advance at my school.	30%	32%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	79%	68%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	75%	68%	62%	80%
	My school encourages and helps families to support student learning at home.	75%	74%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		77%	71%	82%
	My school regularly seeks input from students' families.	75%	58%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.		75%	76%	86%
	I applied for a position at this school rather than being 'placed' here.		75%	92%	90%
	The hiring process was efficient.		25%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.		50%	66%	79%
	Throughout the hiring process I had clear information about next steps.		25%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	91%	77%	64%	81%
	My school building is clean and well maintained.	48%	35%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	83%	81%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	70%	57%	49%	58%
	Procedures at my school maximize the time students spend learning.	78%	68%	62%	83%
	When I need something at my school, I know who to ask.	96%	97%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	4%	3%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	45%	58%	43%	49%
	I understand the criteria that are used to determine my compensation.	39%	42%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	24%	16%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	43%	28%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	48%	41%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	43%	28%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	61%	44%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	61%	45%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	25%	12%	20%	26%
	Put me in charge of something important	50%	18%	28%	34%
	Provided me with access to additional resources for my classroom	46%	39%	42%	54%
	Encouraged me to continue teaching at my school next year	54%	36%	42%	48%
	Recognized my accomplishments publicly	21%	21%	32%	36%
	Provided me with regular, positive feedback	50%	58%	57%	73%
	None of the above	0%	9%	14%	7%

Teacher Plans for 2023

88%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year
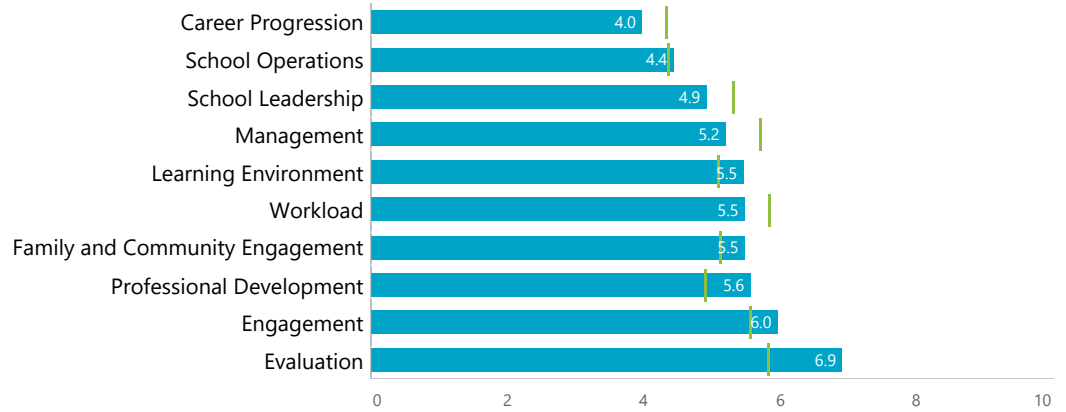
Personal reasons (not school related)	3 teachers
Dissatisfaction with financial compensation (salary and benefits)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

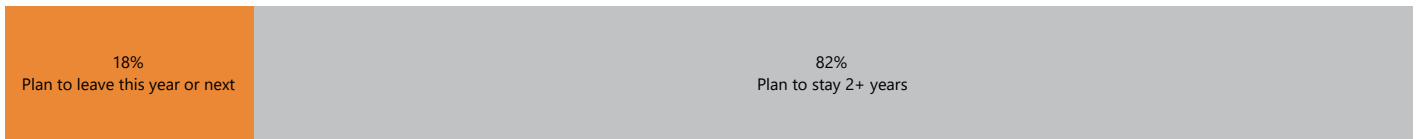|	
Autonomy to make decisions about my classroom and curriculum	6 teachers
Relationships with students and families	6 teachers
Ability to have a positive impact on student outcomes	5 teachers
Positive school culture and learning environment	5 teachers
I feel safe and supported bringing my authentic self to work	2 teachers
I like the work schedule at my school	2 teachers
Financial compensation	1 teachers
Inspiring school leadership	1 teachers
Staff collegiality and collaboration/relationships with staff	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

	2023	Alachua Average	National Average
Career Progression	4.0	4.3	5.0
School Operations	4.4	4.3	5.0
School Leadership	4.9	5.3	5.0
Management	5.2	5.7	5.0
Learning Environment	5.5	5.1	5.0
Workload	5.5	5.8	5.0
Family and Community Engagement	5.5	5.1	5.0
Professional Development	5.6	4.9	5.0
Engagement	6.0	5.5	5.0
Evaluation	6.9	5.8	5.0

Support Staff Plans for 2023

18% Plan to leave this year or next	82% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	2 Support Staff
Staff collegiality and collaboration/relationships with staff	2 Support Staff
Autonomy to make decisions in my work	1 Support Staff
Financial compensation	1 Support Staff
I feel safe and supported bringing my authentic self to work	1 Support Staff
I like the work schedule at my school	1 Support Staff
I would like to leave, but have not yet found a better opportunity elsewhere	1 Support Staff
Inspiring immediate supervisor	1 Support Staff
Retirement benefits	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
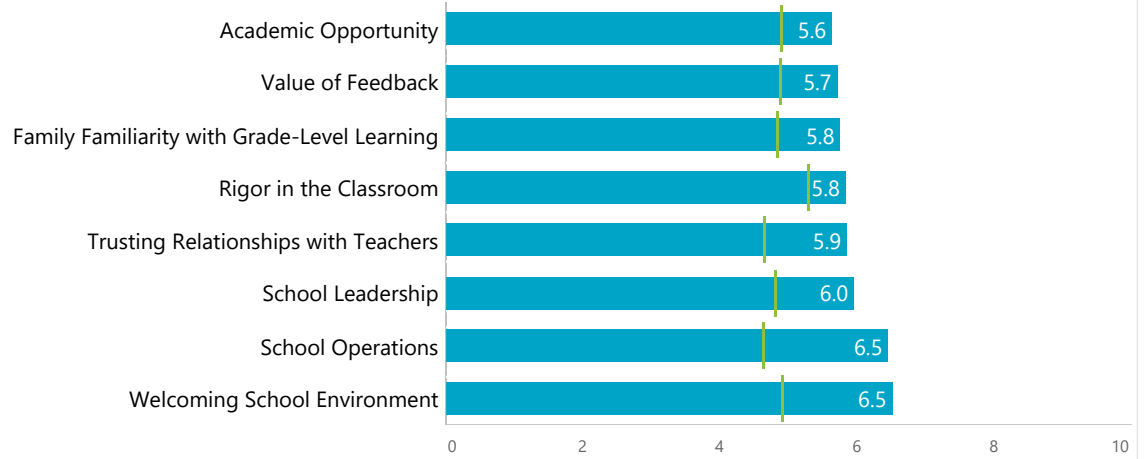
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	59%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	71%	59%	68%
	My school is a good place to teach and learn.	94%	73%	79%
	My school is fun and joyful.	65%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	88%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	59%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	88%	78%	81%
Management	My manager actively supports my growth and development.*	69%	73%	
	My manager provides me with regular, actionable feedback.	65%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	71%	72%	
	The expectations for my role are clearly defined.	71%	76%	72%
	When I get feedback, I receive support to implement those changes.	76%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	53%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	71%	53%	61%
	There are opportunities for professional growth in my role.	71%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	65%	59%	60%
	Leaders at my school value my feedback.	59%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	59%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	71%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	76%	71%	72%

Survey Items from the Support Staff Survey

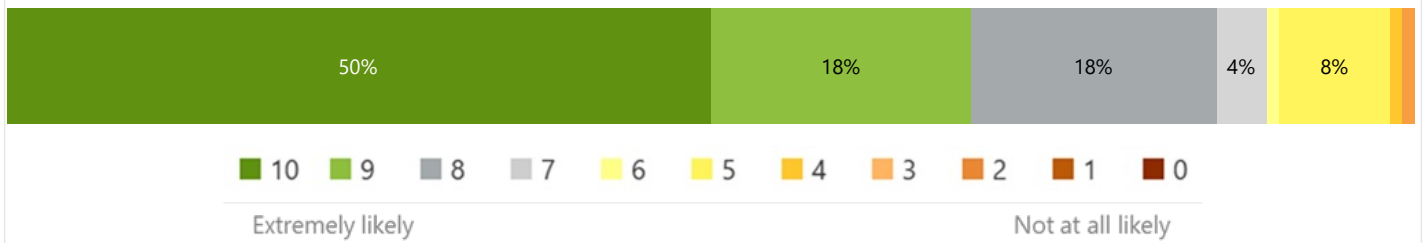|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	53%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	47%	41%	43%
	There are opportunities for me to advance at my school or within the district.	53%	51%	51%
Engagement	I am compensated fairly for the work that I do.	29%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	94%	85%	83%
	My day-to-day work makes good use of my strengths.	94%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	94%	70%	66%
	I know the criteria that will be used to evaluate my performance.	94%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	71%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	82%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	94%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	88%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	88%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	76%	72%	72%
	My school encourages and helps families to support student learning at home.	82%	74%	77%
	My school has established systems that ensure families are well informed about the school.	88%	75%	79%
	My school regularly seeks input from students' families.	76%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	65%	64%	72%
	My school building is clean and well maintained.	24%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	100%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	71%	55%	77%
	Procedures at my school maximize the time students spend learning.	82%	67%	76%
	When I need something at my school, I know who to ask.	94%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	76%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	71%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	65%	74%	65%
	Over the long term, my workload is sustainable.	71%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
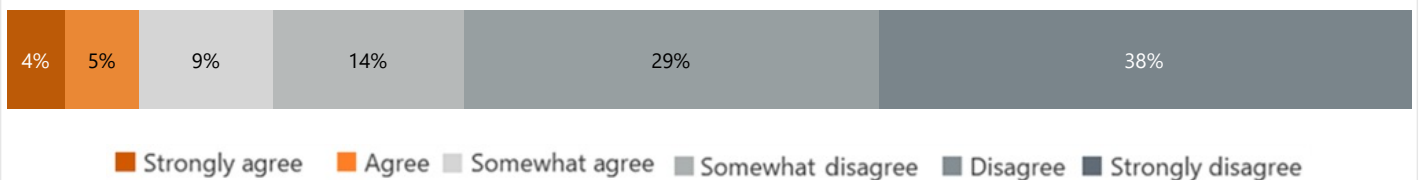
	2023	Alachua Average	National Average
Academic Opportunity	5.6	4.9	5.0
Value of Feedback	5.7	4.9	5.0
Family Familiarity with Grade-Level Learning	5.8	4.8	5.0
Rigor in the Classroom	5.8	5.3	5.0
Trusting Relationships with Teachers	5.9	4.6	5.0
School Leadership	6.0	4.8	5.0
School Operations	6.5	4.6	5.0
Welcoming School Environment	6.5	4.9	5.0

How likely are you to recommend this school to other families?

50%	18%	18%	4%	8%	

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

4%	5%	9%	14%	29%	38%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	82%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	79%	61%	68%
	My child's teachers challenge my child to do their best work.	80%	71%	75%
	The work my child completes for school is challenging enough for my child.	63%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	68%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	62%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	76%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	66%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	80%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	84%	79%	79%
	My child's assignments usually include reading.	87%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	77%	59%	69%
	My child's school is focused on the right priorities.	82%	62%	68%
	School leaders care about my child's success.	84%	67%	72%
	School leaders follow through on programs and initiatives.	88%	68%	71%
School Operations	I receive timely communications from my child's school.	88%	72%	77%
	My child's school is clean and well maintained.	84%	63%	87%
	My child's school keeps me informed of school initiatives.	88%	71%	81%
	My child's school schedules events at times that are convenient.	89%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	78%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	68%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	65%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	78%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	71%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	59%	50%	61%
	Leaders at my child's school value my feedback.	70%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	79%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	86%	73%	74%
	My child enjoys going to school.	90%	68%	72%
	My child's school is a safe place.	85%	62%	77%
	My child's school is fun and joyful.*	91%	59%	

2023 Insight Data for

Marjorie Kinnan Rawlings Elementary

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
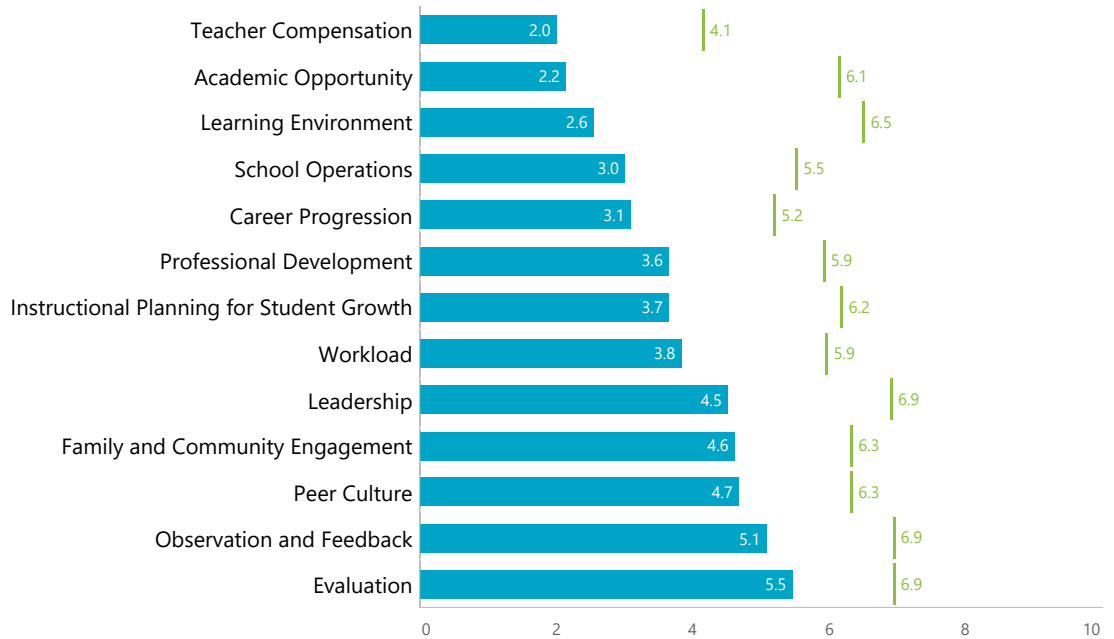
School Index Score	Index Percentile Rank
6.8	**46%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

Domain	School Score	Alachua Top Quartile
Teacher Compensation	2.0	4.1
Academic Opportunity	2.2	6.1
Learning Environment	2.6	6.5
School Operations	3.0	5.5
Career Progression	3.1	5.2
Professional Development	3.6	5.9
Instructional Planning for Student Growth	3.7	6.2
Workload	3.8	5.9
Leadership	4.5	6.9
Family and Community Engagement	4.6	6.3
Peer Culture	4.7	6.3
Observation and Feedback	5.1	6.9
Evaluation	5.5	6.9

	2021	2023	Alachua Average	Alachua Top Quartile
Hiring Process	6.9		3.7	4.1
Teacher Compensation	4.5	2.0	4.8	6.1
Academic Opportunity	2.8	2.2	4.9	6.5
Learning Environment	3.5	2.6	4.3	5.5
School Operations	4.9	3.0	4.3	5.2
Career Progression	4.5	3.1	4.8	5.9
Professional Development	5.1	3.6	4.8	6.2
Instructional Planning for Student Growth	5.1	3.7	5.1	5.9
Workload	5.0	3.8	5.4	6.9
Leadership	5.2	4.5	5.1	6.3
Family and Community Engagement	5.6	4.6	4.8	6.3
Peer Culture	3.2	4.7	5.6	6.9
Observation and Feedback	5.7	5.1	6.0	6.9
Evaluation	5.9	5.5		

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	50%	33%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	56%	50%	61%	76%
	My school implements a rigorous academic curriculum.	61%	53%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	22%	20%	61%	72%
	Students at my school support their answers and explain their thinking.	28%	13%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	71%	67%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	65%	53%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	82%	67%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	75%	67%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	65%	67%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	50%	40%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	65%	47%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	59%	40%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	76%	60%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	71%	40%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	82%	47%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		47%	55%	69%
	Leaders at my school value my feedback.	71%	67%	62%	82%
	Leaders at my school work hard to retain effective teachers.	71%	40%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	65%	73%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	76%	73%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	76%	73%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	71%	53%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	39%	13%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	41%	20%	56%	79%
	My school is a good place to teach and learn.	67%	40%	71%	87%
	My school is fun and joyful.		40%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	59%	33%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	44%	13%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	39%	20%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	31%	73%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	50%	60%	59%	78%
	The time I spend collaborating with my colleagues is productive.	63%	73%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	38%	60%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	61%	33%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	47%	53%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	76%	53%	57%	64%
	My school is committed to improving my instructional practice.	78%	60%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		36%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	71%	60%	70%	83%
	I get enough feedback on my instructional practice.	76%	53%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	65%	47%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	88%	87%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	69%	73%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	69%	60%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	69%	40%	56%	65%
	Someone at my school is thinking about my career progression.	44%	20%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	31%	20%	49%	60%
	There are opportunities for me to advance at my school.	38%	20%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	81%	73%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	81%	40%	62%	80%
	My school encourages and helps families to support student learning at home.	75%	80%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		53%	71%	82%
	My school regularly seeks input from students' families.	75%	73%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	100%			
	I applied for a position at this school rather than being 'placed' here.	100%			
	The hiring process was efficient.	100%			
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	75%			
	Throughout the hiring process I had clear information about next steps.	100%			
School Operations	Day-to-day operations for my school run smoothly.	50%	40%	64%	81%
	My school building is clean and well maintained.	50%	33%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	81%	67%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	69%	33%	49%	58%
	Procedures at my school maximize the time students spend learning.	60%	47%	62%	83%
	When I need something at my school, I know who to ask.	94%	73%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	13%	0%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	60%	13%	43%	49%
	I understand the criteria that are used to determine my compensation.	44%	7%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	27%	7%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	33%	13%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	20%	47%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	20%	20%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	44%	33%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	53%	40%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	29%	14%	20%	26%
Put me in charge of something important	41%	21%	28%	34%
Provided me with access to additional resources for my classroom	53%	36%	42%	54%
Encouraged me to continue teaching at my school next year	65%	43%	42%	48%
Recognized my accomplishments publicly	41%	29%	32%	36%
Provided me with regular, positive feedback	71%	57%	57%	73%
None of the above	12%	29%	14%	7%

Retention (row label)

Teacher Plans for 2023

27% Plan to leave this year or next	73% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

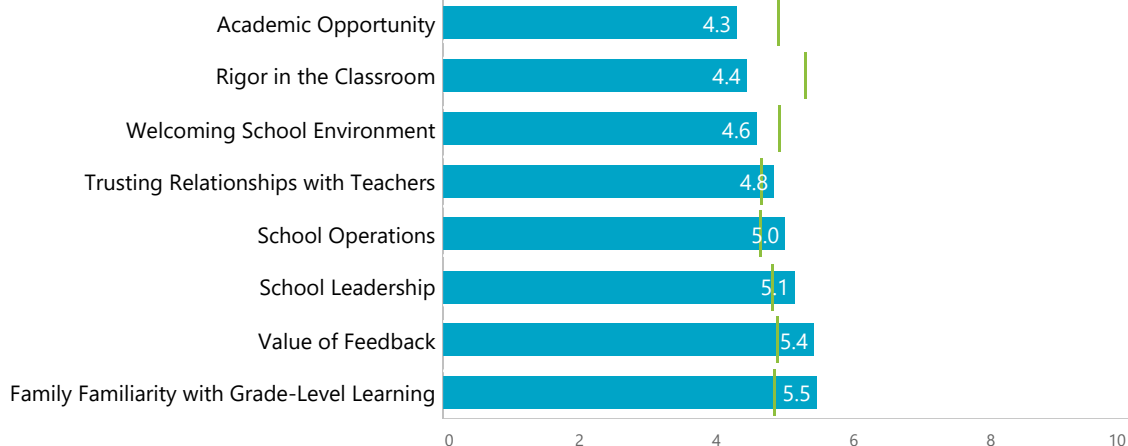| Dissatisfaction with financial compensation (salary and benefits)	2 teachers
Personal reasons (not school related)	1 teachers
Professional reason (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

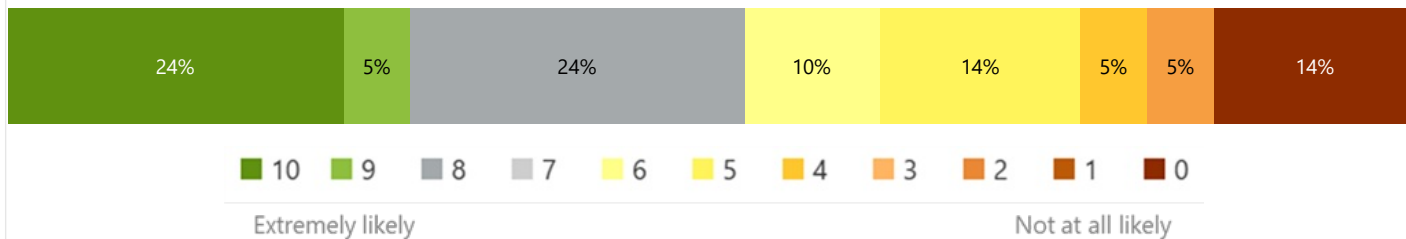| Ability to have a positive impact on student outcomes	2 teachers
Inspiring school leadership	1 teachers
Instructional support/opportunity to improve my teaching practice	1 teachers
Opportunities for advancement or career progression	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
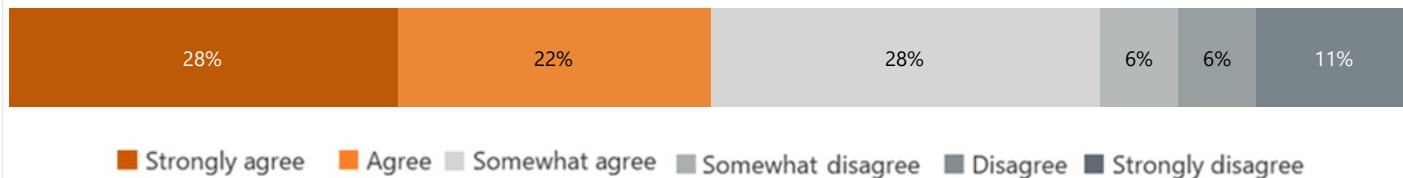
Domain	Score
Academic Opportunity	4.3
Rigor in the Classroom	4.4
Welcoming School Environment	4.6
Trusting Relationships with Teachers	4.8
School Operations	5.0
School Leadership	5.1
Value of Feedback	5.4
Family Familiarity with Grade-Level Learning	5.5

	2023	Alachua Average	National Average
Academic Opportunity	4.3	4.9	5.0
Rigor in the Classroom	4.4	5.3	5.0
Welcoming School Environment	4.6	4.9	5.0
Trusting Relationships with Teachers	4.8	4.6	5.0
School Operations	5.0	4.6	5.0
School Leadership	5.1	4.8	5.0
Value of Feedback	5.4	4.9	5.0
Family Familiarity with Grade-Level Learning	5.5	4.8	5.0

How likely are you to recommend this school to other families?

24%	5%	24%	10%	14%	5%	5%	14%

10 9 8 7 6 5 4 3 2 1 0

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

28%	22%	28%	6%	6%	11%

Strongly agree, Agree, Somewhat agree, Somewhat disagree, Disagree, Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	44%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	50%	61%	68%
	My child's teachers challenge my child to do their best work.	68%	71%	75%
	The work my child completes for school is challenging enough for my child.	63%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	72%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	61%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	67%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	59%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	63%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	89%	79%	79%
	My child's assignments usually include reading.	67%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	67%	59%	69%
	My child's school is focused on the right priorities.	65%	62%	68%
	School leaders care about my child's success.	78%	67%	72%
	School leaders follow through on programs and initiatives.	72%	68%	71%
School Operations	I receive timely communications from my child's school.	56%	72%	77%
	My child's school is clean and well maintained.	83%	63%	87%
	My child's school keeps me informed of school initiatives.	61%	71%	81%
	My child's school schedules events at times that are convenient.	65%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	59%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	53%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	58%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	47%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	63%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	63%	50%	61%
	Leaders at my child's school value my feedback.	67%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	68%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	67%	73%	74%
	My child enjoys going to school.	58%	68%	72%
	My child's school is a safe place.	67%	62%	77%
	My child's school is fun and joyful.*	47%	59%	

2023 Insight Data for

Santa Fe High School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score	Index Percentile Rank
7.4	**57%**

Domain Scores from the Teacher Survey

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	2021	2023	Alachua Average	Alachua Top Quartile
Hiring Process	4.8	3.2	5.8	6.7
Teacher Compensation	2.5	3.7	3.7	4.1
Peer Culture	4.9	4.1	4.8	6.3
Professional Development	5.0	4.3	4.8	5.9
Instructional Planning for Student Growth	4.0	4.4	4.8	6.2
Career Progression	3.8	4.4	4.3	5.2
School Operations	4.6	4.6	4.3	5.5
Academic Opportunity	4.5	4.7	4.8	6.1
Learning Environment	6.0	4.9	4.9	6.5
Family and Community Engagement	5.6	5.0	5.1	6.3
Evaluation	6.6	5.4	6.0	6.9
Observation and Feedback	5.6	5.4	5.6	6.9
Leadership	6.7	6.0	5.4	6.9
Workload	5.7	6.6	5.1	5.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	43%	52%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	60%	42%	61%	76%
	My school implements a rigorous academic curriculum.	70%	74%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	67%	81%	61%	72%
	Students at my school support their answers and explain their thinking.	27%	35%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	67%	48%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	77%	65%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	93%	87%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	73%	61%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	70%	55%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	19%	38%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	84%	66%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	33%	38%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	68%	69%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	68%	63%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	58%	66%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		56%	55%	69%
	Leaders at my school value my feedback.	77%	75%	62%	82%
	Leaders at my school work hard to retain effective teachers.	87%	84%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	87%	78%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	87%	94%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	83%	81%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	81%	75%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	57%	23%	42%	62%
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	My school is a good place to teach and learn.	83%	87%	71%	87%
	My school is fun and joyful.		74%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	83%	77%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	73%	55%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	63%	42%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	66%	61%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	47%	65%	59%	78%
	The time I spend collaborating with my colleagues is productive.	53%	74%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	40%	42%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	57%	39%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	45%	48%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	47%	52%	57%	64%
	My school is committed to improving my instructional practice.	84%	68%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		61%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	73%	65%	70%	83%
	I get enough feedback on my instructional practice.	80%	87%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	50%	61%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	70%	68%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	70%	81%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	57%	55%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	64%	68%	56%	65%
	Someone at my school is thinking about my career progression.	21%	26%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	32%	48%	49%	60%
	There are opportunities for me to advance at my school.	29%	35%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	75%	87%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	64%	65%	62%	80%
	My school encourages and helps families to support student learning at home.	89%	61%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		81%	71%	82%
	My school regularly seeks input from students' families.	68%	58%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	60%	60%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	80%	100%	92%	90%
	The hiring process was efficient.	100%	40%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	60%	20%	66%	79%
	Throughout the hiring process I had clear information about next steps.	100%	20%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	79%	84%	64%	81%
	My school building is clean and well maintained.	50%	42%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	79%	87%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	36%	48%	49%	58%
	Procedures at my school maximize the time students spend learning.	61%	65%	62%	83%
	When I need something at my school, I know who to ask.	79%	87%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	7%	23%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	18%	42%	43%	49%
	I understand the criteria that are used to determine my compensation.	43%	52%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	4%	19%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	43%	45%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	46%	68%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	39%	52%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	54%	58%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	57%	65%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	14%	13%	20%	26%
	Put me in charge of something important	21%	23%	28%	34%
	Provided me with access to additional resources for my classroom	29%	29%	42%	54%
	Encouraged me to continue teaching at my school next year	57%	35%	42%	48%
	Recognized my accomplishments publicly	21%	16%	32%	36%
	Provided me with regular, positive feedback	61%	58%	57%	73%
	None of the above	7%	13%	14%	7%

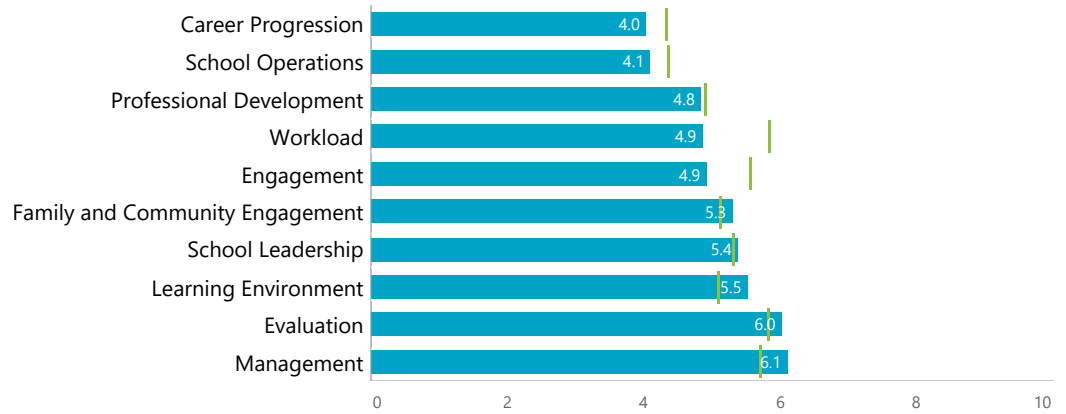## Teacher Plans for 2023
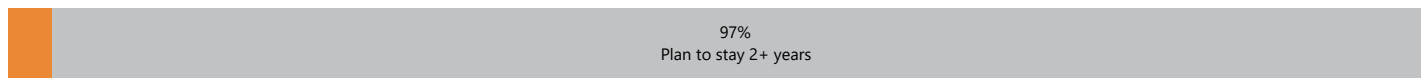
97%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Ability to have a positive impact on student outcomes	6 teachers
Autonomy to make decisions about my classroom and curriculum	6 teachers
Relationships with students and families	5 teachers
Inspiring school leadership	3 teachers
Financial compensation	2 teachers
Job security	2 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
Instructional support/opportunity to improve my teaching practice	1 teachers
My school is in a convenient location; I have an easy commute	1 teachers
Positive school culture and learning environment	1 teachers
Recognition and respect	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Career Progression	4.0
School Operations	4.1
Professional Development	4.8
Workload	4.9
Engagement	4.9
Family and Community Engagement	5.3
School Leadership	5.4
Learning Environment	5.5
Evaluation	6.0
Management	6.1

	2023	Alachua Average	National Average
Career Progression	4.0	4.3	5.0
School Operations	4.1	4.3	5.0
Professional Development	4.8	4.9	5.0
Workload	4.9	5.8	5.0
Engagement	4.9	5.5	5.0
Family and Community Engagement	5.3	5.1	5.0
School Leadership	5.4	5.3	5.0
Learning Environment	5.5	5.1	5.0
Evaluation	6.0	5.8	5.0
Management	6.1	5.7	5.0

Support Staff Plans for 2023

29% Plan to leave this year or next	71% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Personal reasons (not school related)	3 Support Staff
Professional reason (not school related)	1 Support Staff
My commute is too long	1 Support Staff
My workload is too great	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	6 Support Staff
Positive school culture and learning environment	2 Support Staff
Retirement benefits	2 Support Staff
Relationships with students and families	1 Support Staff
Staff collegiality and collaboration/relationships with staff	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
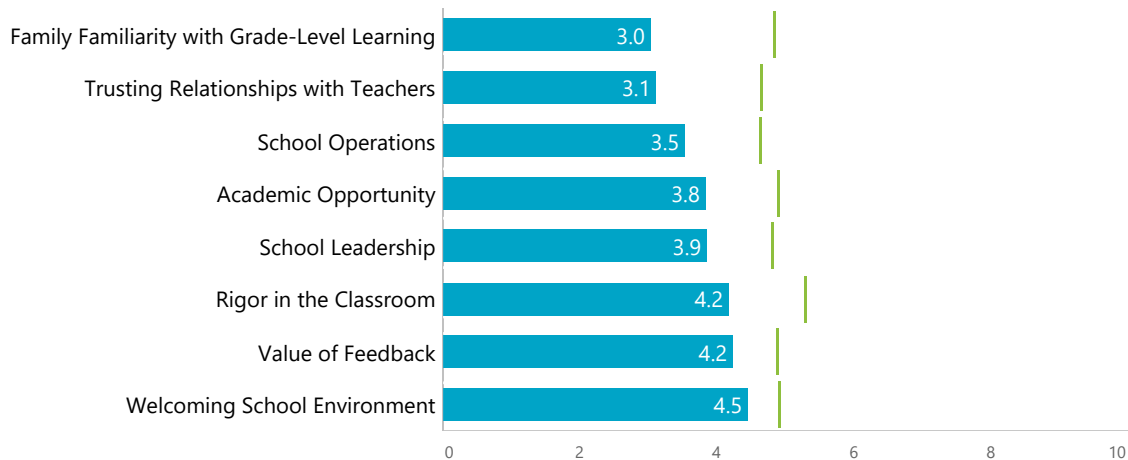
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	57%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	52%	59%	68%
	My school is a good place to teach and learn.	81%	73%	79%
	My school is fun and joyful.	76%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	76%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	62%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	86%	78%	81%
Management	My manager actively supports my growth and development.*	75%	73%	
	My manager provides me with regular, actionable feedback.	75%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	80%	72%	
	The expectations for my role are clearly defined.	71%	76%	72%
	When I get feedback, I receive support to implement those changes.	75%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	62%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	48%	53%	61%
	There are opportunities for professional growth in my role.	62%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	77%	59%	60%
	Leaders at my school value my feedback.	82%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	64%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	77%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	64%	71%	72%

Survey Items from the Support Staff Survey

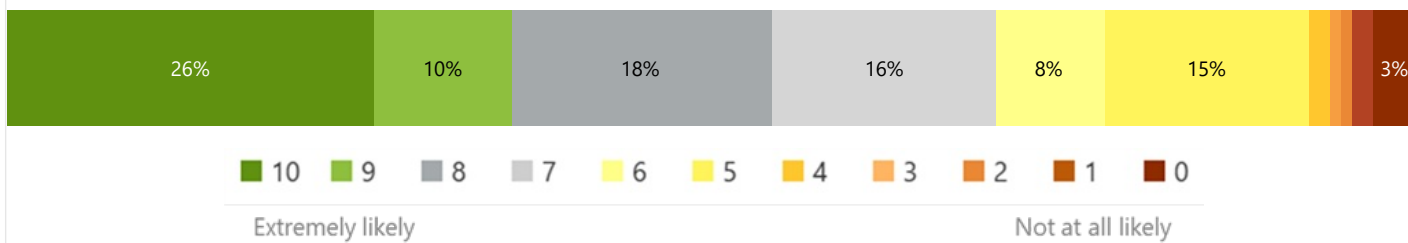|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	57%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	50%	41%	43%
	There are opportunities for me to advance at my school or within the district.	48%	51%	51%
Engagement	I am compensated fairly for the work that I do.	24%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	86%	85%	83%
	My day-to-day work makes good use of my strengths.	71%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	67%	70%	66%
	I know the criteria that will be used to evaluate my performance.	76%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	57%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	57%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	71%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	67%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	76%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	76%	72%	72%
	My school encourages and helps families to support student learning at home.	81%	74%	77%
	My school has established systems that ensure families are well informed about the school.	76%	75%	79%
	My school regularly seeks input from students' families.	71%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	71%	64%	72%
	My school building is clean and well maintained.	29%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	76%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	65%	55%	77%
	Procedures at my school maximize the time students spend learning.	65%	67%	76%
	When I need something at my school, I know who to ask.	86%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	52%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	52%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	57%	74%	65%
	Over the long term, my workload is sustainable.	67%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
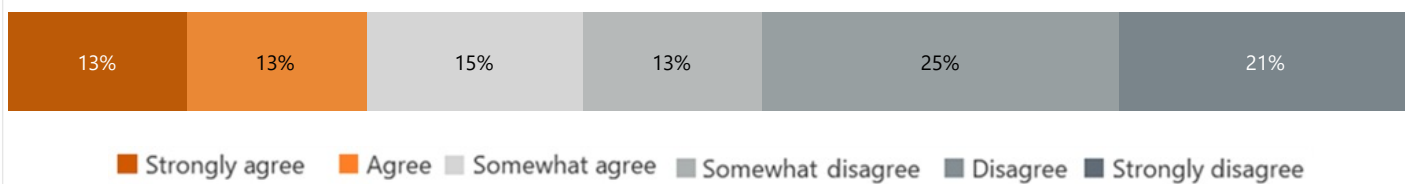
Domain	Score
Family Familiarity with Grade-Level Learning	3.0
Trusting Relationships with Teachers	3.1
School Operations	3.5
Academic Opportunity	3.8
School Leadership	3.9
Rigor in the Classroom	4.2
Value of Feedback	4.2
Welcoming School Environment	4.5

	2023	Alachua Average	National Average
Family Familiarity with Grade-Level Learning	3.0	4.8	5.0
Trusting Relationships with Teachers	3.1	4.6	5.0
School Operations	3.5	4.6	5.0
Academic Opportunity	3.8	4.9	5.0
School Leadership	3.9	4.8	5.0
Rigor in the Classroom	4.2	5.3	5.0
Value of Feedback	4.2	4.9	5.0
Welcoming School Environment	4.5	4.9	5.0

How likely are you to recommend this school to other families?

26%	10%	18%	16%	8%	15%	3%

■ 10   ■ 9   ■ 8   ■ 7   ■ 6   ■ 5   ■ 4   ■ 3   ■ 2   ■ 1   ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

13%	13%	15%	13%	25%	21%

■ Strongly agree   ■ Agree   ■ Somewhat agree   ■ Somewhat disagree   ■ Disagree   ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	47%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	45%	61%	68%
	My child's teachers challenge my child to do their best work.	58%	71%	75%
	The work my child completes for school is challenging enough for my child.	66%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	39%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	35%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	36%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	70%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	73%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	77%	79%	79%
	My child's assignments usually include reading.	70%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	48%	59%	69%
	My child's school is focused on the right priorities.	50%	62%	68%
	School leaders care about my child's success.	55%	67%	72%
	School leaders follow through on programs and initiatives.	52%	68%	71%
School Operations	I receive timely communications from my child's school.	61%	72%	77%
	My child's school is clean and well maintained.	46%	63%	87%
	My child's school keeps me informed of school initiatives.	56%	71%	81%
	My child's school schedules events at times that are convenient.	67%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	37%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	38%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	31%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	40%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	43%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	49%	50%	61%
	Leaders at my child's school value my feedback.	48%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	62%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	68%	73%	74%
	My child enjoys going to school.	60%	68%	72%
	My child's school is a safe place.	65%	62%	77%
	My child's school is fun and joyful.*	46%	59%	

2023 Insight Data for

Chester Shell Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
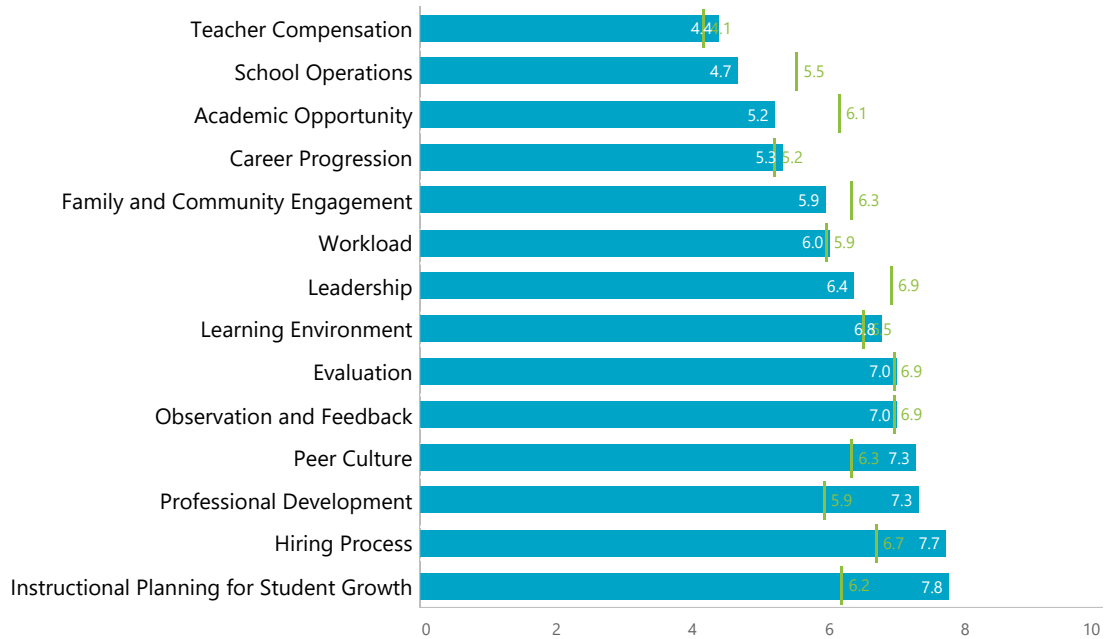
School Index Score	Index Percentile Rank
8.5	**89%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	4.8	4.4	3.7	4.1
School Operations	7.5	4.7	4.3	5.5
Academic Opportunity	6.5	5.2	4.8	6.1
Career Progression	6.4	5.3	4.3	5.2
Family and Community Engagement	7.5	5.9	5.1	6.3
Workload	7.8	6.0	5.1	5.9
Leadership	7.4	6.4	5.4	6.9
Learning Environment	7.4	6.8	4.9	6.5
Evaluation	8.6	7.0	6.0	6.9
Observation and Feedback	8.3	7.0	5.6	6.9
Peer Culture	8.1	7.3	4.8	6.3
Professional Development	7.6	7.3	4.8	5.9
Hiring Process		7.7	5.8	6.7
Instructional Planning for Student Growth	7.4	7.8	4.8	6.2

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	71%	50%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	89%	77%	61%	76%
	My school implements a rigorous academic curriculum.	82%	85%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	68%	46%	61%	72%
	Students at my school support their answers and explain their thinking.	57%	50%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	96%	71%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	89%	71%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	96%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	86%	71%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	96%	71%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	73%	75%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	88%	89%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	88%	86%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	92%	96%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	88%	89%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	92%	75%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		63%	55%	69%
	Leaders at my school value my feedback.	78%	74%	62%	82%
	Leaders at my school work hard to retain effective teachers.	93%	67%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	85%	70%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	89%	78%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	89%	85%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	81%	81%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	67%	79%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	89%	75%	56%	79%
	My school is a good place to teach and learn.	96%	82%	71%	87%
	My school is fun and joyful.		75%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	100%	85%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	81%	82%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	78%	82%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	96%	93%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	89%	86%	59%	78%
	The time I spend collaborating with my colleagues is productive.	86%	82%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	89%	71%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	90%	71%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	59%	86%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	90%	79%	57%	64%
	My school is committed to improving my instructional practice.	93%	79%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		79%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	93%	86%	70%	83%
	I get enough feedback on my instructional practice.	96%	89%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	89%	71%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	93%	86%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	96%	86%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	96%	75%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	63%	64%	56%	65%
	Someone at my school is thinking about my career progression.	54%	44%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	79%	60%	49%	60%
	There are opportunities for me to advance at my school.	61%	40%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	92%	88%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	92%	72%	62%	80%
	My school encourages and helps families to support student learning at home.	92%	92%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		76%	71%	82%
	My school regularly seeks input from students' families.	88%	72%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.		88%	76%	86%
	I applied for a position at this school rather than being 'placed' here.		100%	92%	90%
	The hiring process was efficient.		88%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.		100%	66%	79%
	Throughout the hiring process I had clear information about next steps.		100%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	88%	75%	64%	81%
	My school building is clean and well maintained.	92%	63%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	96%	100%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	88%	29%	49%	58%
	Procedures at my school maximize the time students spend learning.	84%	92%	62%	83%
	When I need something at my school, I know who to ask.	96%	79%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	20%	13%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	56%	39%	43%	49%
	I understand the criteria that are used to determine my compensation.	48%	43%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	40%	26%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	52%	38%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	71%	57%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	46%	46%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	76%	38%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	80%	54%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

		2021	2023	Alachua Average	Alachua Top Quartile
Retention	Identified opportunities for me to pursue teacher leadership roles	32%	28%	20%	26%
	Put me in charge of something important	40%	32%	28%	34%
	Provided me with access to additional resources for my classroom	76%	60%	42%	54%
	Encouraged me to continue teaching at my school next year	52%	56%	42%	48%
	Recognized my accomplishments publicly	44%	36%	32%	36%
	Provided me with regular, positive feedback	88%	64%	57%	73%
	None of the above	4%	12%	14%	7%

Teacher Plans for 2023

35% Plan to leave this year or next	65% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

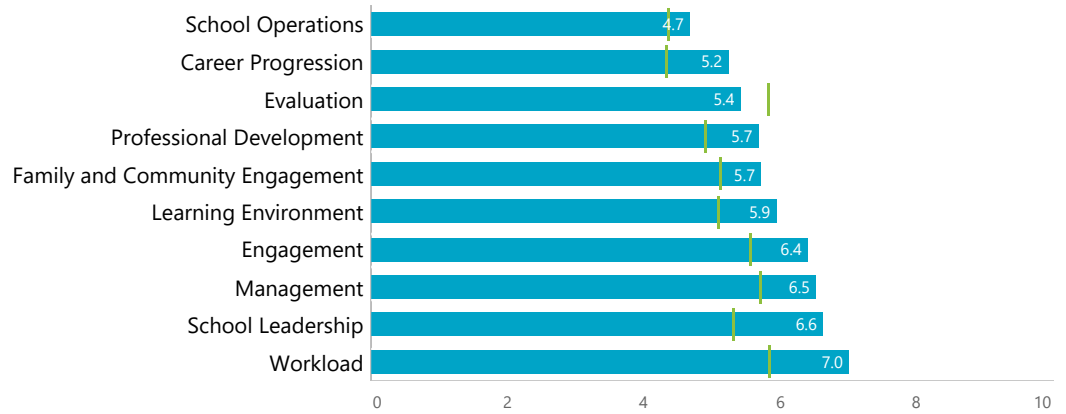|	
Dissatisfaction with my school leadership/immediate supervisor	3 teachers
Personal reasons (not school related)	3 teachers
My commute is too long	2 teachers
Taking on a leadership role	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

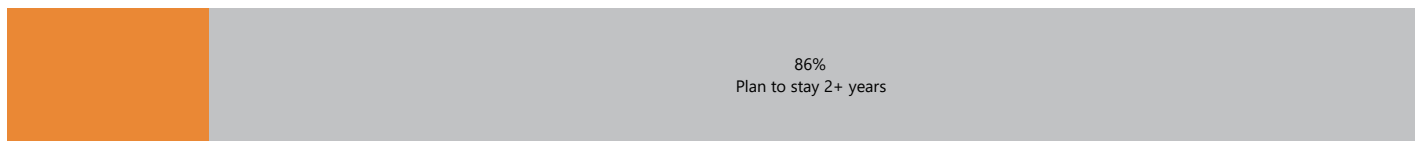|	
Ability to have a positive impact on student outcomes	3 teachers
Staff collegiality and collaboration/relationships with staff	3 teachers
I feel safe and supported bringing my authentic self to work	2 teachers
Inspiring school leadership	2 teachers
Positive school culture and learning environment	2 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
Instructional support/opportunity to improve my teaching practice	1 teachers
Opportunities for advancement or career progression	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	2023 score
School Operations	4.7
Career Progression	5.2
Evaluation	5.4
Professional Development	5.7
Family and Community Engagement	5.7
Learning Environment	5.9
Engagement	6.4
Management	6.5
School Leadership	6.6
Workload	7.0

	2023	Alachua Average	National Average
School Operations	4.7	4.3	5.0
Career Progression	5.2	4.3	5.0
Evaluation	5.4	5.8	5.0
Professional Development	5.7	4.9	5.0
Family and Community Engagement	5.7	5.1	5.0
Learning Environment	5.9	5.1	5.0
Engagement	6.4	5.5	5.0
Management	6.5	5.7	5.0
School Leadership	6.6	5.3	5.0
Workload	7.0	5.8	5.0

Support Staff Plans for 2023

86%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	3 Support Staff
Autonomy to make decisions in my work	1 Support Staff
Inspiring school leadership	1 Support Staff
Recognition and respect	1 Support Staff
Relationships with students and families	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
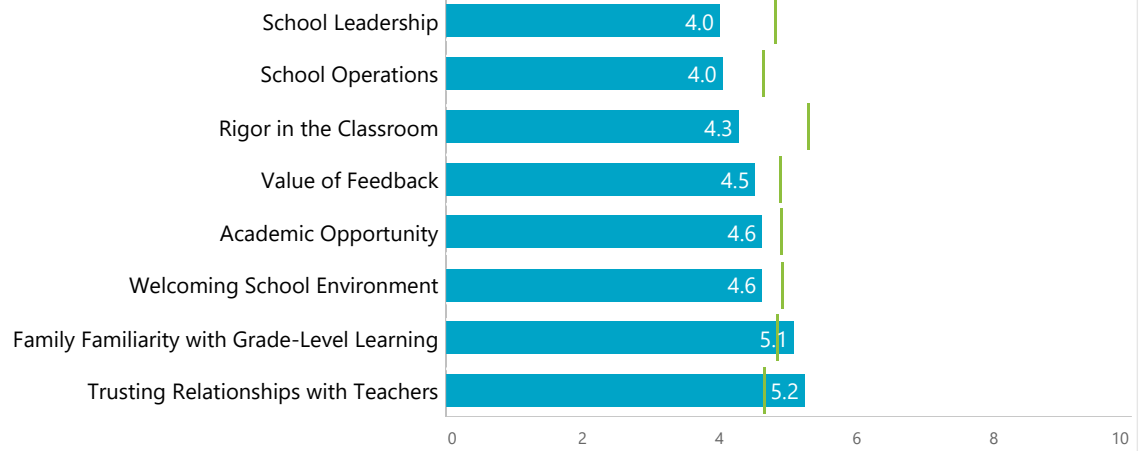
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	71%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	64%	59%	68%
	My school is a good place to teach and learn.	79%	73%	79%
	My school is fun and joyful.	79%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	79%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	86%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	86%	78%	81%
Management	My manager actively supports my growth and development.*	77%	73%	
	My manager provides me with regular, actionable feedback.	79%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	79%	72%	
	The expectations for my role are clearly defined.	71%	76%	72%
	When I get feedback, I receive support to implement those changes.	79%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	67%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	80%	53%	61%
	There are opportunities for professional growth in my role.	60%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	79%	59%	60%
	Leaders at my school value my feedback.	79%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	79%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	86%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	79%	71%	72%

Survey Items from the Support Staff Survey

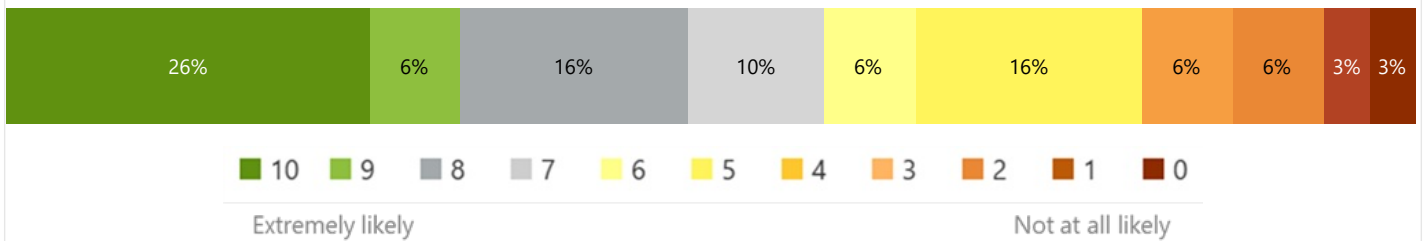|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	69%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	54%	41%	43%
	There are opportunities for me to advance at my school or within the district.	62%	51%	51%
Engagement	I am compensated fairly for the work that I do.	33%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	100%	85%	83%
	My day-to-day work makes good use of my strengths.	69%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	69%	70%	66%
	I know the criteria that will be used to evaluate my performance.	69%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	69%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	62%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	77%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	64%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	79%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	79%	72%	72%
	My school encourages and helps families to support student learning at home.	79%	74%	77%
	My school has established systems that ensure families are well informed about the school.	79%	75%	79%
	My school regularly seeks input from students' families.	79%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	69%	64%	72%
	My school building is clean and well maintained.	69%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	75%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	54%	55%	77%
	Procedures at my school maximize the time students spend learning.	69%	67%	76%
	When I need something at my school, I know who to ask.	92%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	86%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	71%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	86%	74%	65%
	Over the long term, my workload is sustainable.	79%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
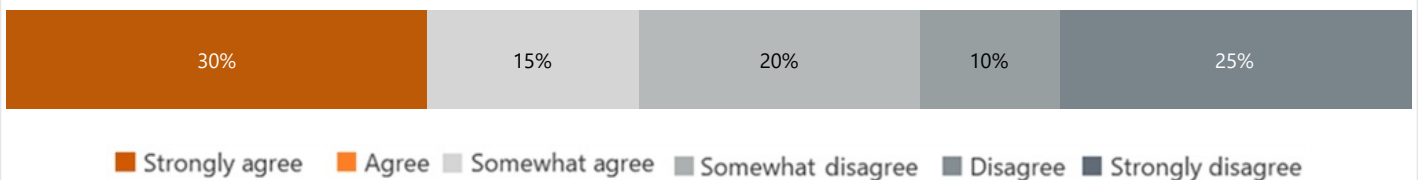
Domain	Score
School Leadership	4.0
School Operations	4.0
Rigor in the Classroom	4.3
Value of Feedback	4.5
Academic Opportunity	4.6
Welcoming School Environment	4.6
Family Familiarity with Grade-Level Learning	5.1
Trusting Relationships with Teachers	5.2

	2023	Alachua Average	National Average
School Leadership	4.0	4.8	5.0
School Operations	4.0	4.6	5.0
Rigor in the Classroom	4.3	5.3	5.0
Value of Feedback	4.5	4.9	5.0
Academic Opportunity	4.6	4.9	5.0
Welcoming School Environment	4.6	4.9	5.0
Family Familiarity with Grade-Level Learning	5.1	4.8	5.0
Trusting Relationships with Teachers	5.2	4.6	5.0

How likely are you to recommend this school to other families?

26%	6%	16%	10%	6%	16%	6%	6%	3%	3%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

30%	15%	20%	10%	25%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	59%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	52%	61%	68%
	My child's teachers challenge my child to do their best work.	78%	71%	75%
	The work my child completes for school is challenging enough for my child.	78%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	61%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	65%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	70%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	58%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	70%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	70%	79%	79%
	My child's assignments usually include reading.	75%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	48%	59%	69%
	My child's school is focused on the right priorities.	48%	62%	68%
	School leaders care about my child's success.	56%	67%	72%
	School leaders follow through on programs and initiatives.	60%	68%	71%
School Operations	I receive timely communications from my child's school.	63%	72%	77%
	My child's school is clean and well maintained.	67%	63%	87%
	My child's school keeps me informed of school initiatives.	63%	71%	81%
	My child's school schedules events at times that are convenient.	65%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	38%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	57%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	64%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	68%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	68%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	50%	50%	61%
	Leaders at my child's school value my feedback.	50%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	52%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	66%	73%	74%
	My child enjoys going to school.	66%	68%	72%
	My child's school is a safe place.	64%	62%	77%
	My child's school is fun and joyful.*	59%	59%	

2023 Insight Data for

Sidney Lanier Center

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021
Academic Opportunity	3.4
Career Progression	4.6
Evaluation	6.6
Family and Community Engagement	4.7
Instructional Planning for Student Growth	4.1
Leadership	6.3
Learning Environment	6.8
Observation and Feedback	5.7
Peer Culture	5.6
Professional Development	4.9
School Operations	4.6
Teacher Compensation	3.0
Workload	5.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	43%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	71%
	My school implements a rigorous academic curriculum.	25%
	Students at my school can achieve the academic standards for their grade level.	14%
	Students at my school support their answers and explain their thinking.	57%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	75%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	75%
	I know the criteria that will be used to evaluate my performance as a teacher.	88%
	The person who evaluates my performance knows how much progress my students have made this year.	75%
	The teacher evaluation process helps identify my strengths and weaknesses.	63%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	13%
	I am satisfied with the support I receive at my school for instructional planning.	63%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	38%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	88%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	50%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	50%
Leadership	I have the opportunity to provide input on key school decisions that affect me.	
	Leaders at my school value my feedback.	86%
	Leaders at my school work hard to retain effective teachers.	83%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	100%
	My school leaders model the behavior they hope to see across the school community.	100%
	The expectations for effective teaching are clearly defined at my school.	88%
	When my school leadership commits to a program or priority, they follow through.	57%

Insight Items from the Teacher Survey

		2021
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	63%
	Interactions between students and adults at my school demonstrate mutual care and respect.	75%
	My school is a good place to teach and learn.	100%
	My school is fun and joyful.	
	School leaders promote a safe and productive learning environment in my school.	100%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	60%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	100%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	63%
	Teachers at my school share a common vision of what effective teaching looks like.	50%
	The time I spend collaborating with my colleagues is productive.	75%
	There is a low tolerance for ineffective teaching at my school.	50%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	29%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	43%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	57%
	My school is committed to improving my instructional practice.	86%
	Professional development opportunities at my school help me improve my effectiveness as an educator.	
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	75%
	I get enough feedback on my instructional practice.	75%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	38%
	The feedback I get from being observed helps me improve student outcomes.	75%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	88%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	63%

Insight Items from the Teacher Survey

		2021
Career Progression	I have a specific development goal or project for the coming school year that excites me.	71%
	Someone at my school is thinking about my career progression.	33%
	The teachers who deserve leadership positions at my school are the most likely to get them.	43%
	There are opportunities for me to advance at my school.	17%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	86%
	Leaders at my school set clear expectations for family and community engagement.	86%
	My school encourages and helps families to support student learning at home.	57%
	My school has established systems that make it easy for me to communicate with families.	
	My school regularly seeks input from students' families.	43%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	
	I applied for a position at this school rather than being 'placed' here.	
	The hiring process was efficient.	
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	
	Throughout the hiring process I had clear information about next steps.	
School Operations	Day-to-day operations for my school run smoothly.	57%
	My school building is clean and well maintained.	25%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	71%
	Non-academic services for students (such as buses and school meals) are well managed.	50%
	Procedures at my school maximize the time students spend learning.	71%
	When I need something at my school, I know who to ask.	71%
Teacher Compensation	I am compensated fairly for the work that I do.	14%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	43%
	I understand the criteria that are used to determine my compensation.	29%
	My school's approach to compensation makes sure that great teachers are paid well.	29%
Workload	I can consistently accomplish essential work during my regular planning time.	29%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	71%
	Over the long term, my workload as a teacher is sustainable.	43%
	Teachers at my school have the opportunity to provide input on their work schedules.	57%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	83%

Retention Strategies from the Teacher Survey

Percentage of teachers who report a leader at their school
used the following strategies in the past year:

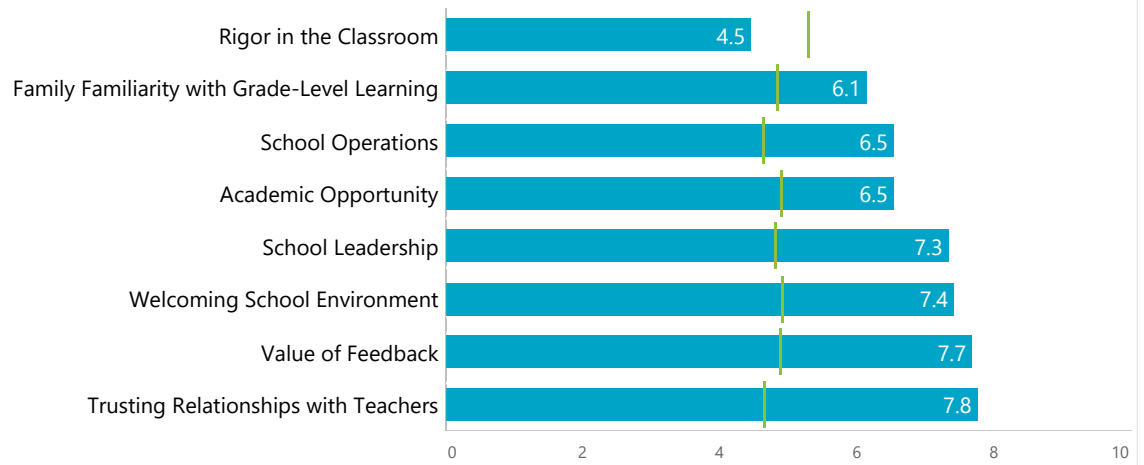|	2021
Identified opportunities for me to pursue teacher leadership roles	14%
Put me in charge of something important	43%
Provided me with access to additional resources for my classroom	29%
Encouraged me to continue teaching at my school next year	29%
Recognized my accomplishments publicly	29%
Provided me with regular, positive feedback	43%
None of the above	14%

Retention (vertical label)

Teacher Plans for Fall 2022 & 2023

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
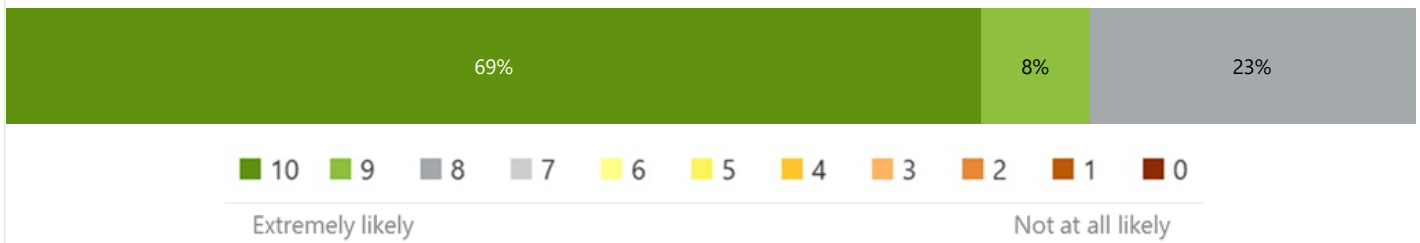for teachers planning to stay for three or more years

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
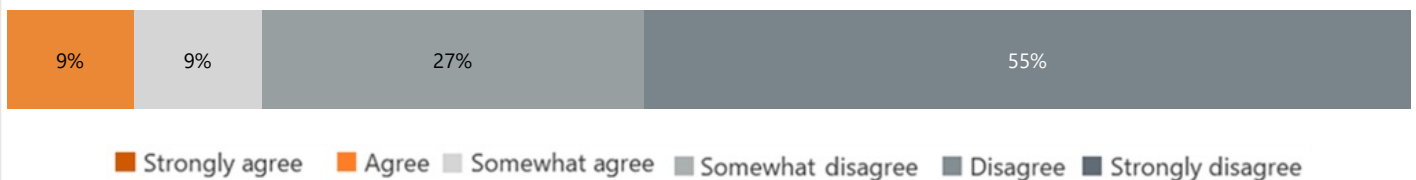
Domain		
Rigor in the Classroom	4.5	
Family Familiarity with Grade-Level Learning	6.1	
School Operations	6.5	
Academic Opportunity	6.5	
School Leadership	7.3	
Welcoming School Environment	7.4	
Value of Feedback	7.7	
Trusting Relationships with Teachers	7.8	

	2023	Alachua Average	National Average
Rigor in the Classroom	4.5	5.3	5.0
Family Familiarity with Grade-Level Learning	6.1	4.8	5.0
School Operations	6.5	4.6	5.0
Academic Opportunity	6.5	4.9	5.0
School Leadership	7.3	4.8	5.0
Welcoming School Environment	7.4	4.9	5.0
Value of Feedback	7.7	4.9	5.0
Trusting Relationships with Teachers	7.8	4.6	5.0

How likely are you to recommend this school to other families?

69%	8%	23%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

9%	9%	27%	55%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	92%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	75%	61%	68%
	My child's teachers challenge my child to do their best work.	83%	71%	75%
	The work my child completes for school is challenging enough for my child.	83%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	58%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	67%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	75%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	75%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	71%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	83%	79%	79%
	My child's assignments usually include reading.	56%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	100%	59%	69%
	My child's school is focused on the right priorities.	100%	62%	68%
	School leaders care about my child's success.	100%	67%	72%
	School leaders follow through on programs and initiatives.	100%	68%	71%
School Operations	I receive timely communications from my child's school.	100%	72%	77%
	My child's school is clean and well maintained.	83%	63%	87%
	My child's school keeps me informed of school initiatives.	83%	71%	81%
	My child's school schedules events at times that are convenient.	100%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	83%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	100%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	92%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	92%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	100%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	92%	50%	61%
	Leaders at my child's school value my feedback.	92%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	92%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	100%	73%	74%
	My child enjoys going to school.	100%	68%	72%
	My child's school is a safe place.	100%	62%	77%
	My child's school is fun and joyful.*	100%	59%	

2023 Insight Data for

William S. Talbot Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021
Academic Opportunity	4.6
Career Progression	3.9
Evaluation	6.8
Family and Community Engagement	5.1
Hiring Process	3.7
Instructional Planning for Student Growth	3.8
Leadership	6.6
Learning Environment	6.5
Observation and Feedback	5.5
Peer Culture	4.9
Professional Development	4.2
School Operations	4.2
Teacher Compensation	2.1
Workload	4.4

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	56%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	56%
	My school implements a rigorous academic curriculum.	56%
	Students at my school can achieve the academic standards for their grade level.	67%
	Students at my school support their answers and explain their thinking.	44%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	76%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	82%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%
	The person who evaluates my performance knows how much progress my students have made this year.	76%
	The teacher evaluation process helps identify my strengths and weaknesses.	71%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	18%
	I am satisfied with the support I receive at my school for instructional planning.	71%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	59%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	71%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	41%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	53%
Leadership	I have the opportunity to provide input on key school decisions that affect me.	
	Leaders at my school value my feedback.	82%
	Leaders at my school work hard to retain effective teachers.	76%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	71%
	My school leaders model the behavior they hope to see across the school community.	82%
	The expectations for effective teaching are clearly defined at my school.	71%
	When my school leadership commits to a program or priority, they follow through.	71%

Insight Items from the Teacher Survey

		2021
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	65%
	Interactions between students and adults at my school demonstrate mutual care and respect.	76%
	My school is a good place to teach and learn.	100%
	My school is fun and joyful.	
	School leaders promote a safe and productive learning environment in my school.	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	69%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	47%
	Teachers at my school share a common vision of what effective teaching looks like.	53%
	The time I spend collaborating with my colleagues is productive.	65%
	There is a low tolerance for ineffective teaching at my school.	47%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	35%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	35%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	59%
	My school is committed to improving my instructional practice.	88%
	Professional development opportunities at my school help me improve my effectiveness as an educator.	
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	89%
	I get enough feedback on my instructional practice.	89%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	56%
	The feedback I get from being observed helps me improve student outcomes.	89%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	72%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	44%

Insight Items from the Teacher Survey

		2021
Career Progression	I have a specific development goal or project for the coming school year that excites me.	47%
	Someone at my school is thinking about my career progression.	29%
	The teachers who deserve leadership positions at my school are the most likely to get them.	41%
	There are opportunities for me to advance at my school.	24%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	71%
	Leaders at my school set clear expectations for family and community engagement.	71%
	My school encourages and helps families to support student learning at home.	82%
	My school has established systems that make it easy for me to communicate with families.	
	My school regularly seeks input from students' families.	71%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	25%
	I applied for a position at this school rather than being 'placed' here.	75%
	The hiring process was efficient.	75%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	25%
	Throughout the hiring process I had clear information about next steps.	50%
School Operations	Day-to-day operations for my school run smoothly.	82%
	My school building is clean and well maintained.	6%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	88%
	Non-academic services for students (such as buses and school meals) are well managed.	19%
	Procedures at my school maximize the time students spend learning.	82%
	When I need something at my school, I know who to ask.	94%
Teacher Compensation	I am compensated fairly for the work that I do.	0%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	18%
	I understand the criteria that are used to determine my compensation.	47%
	My school's approach to compensation makes sure that great teachers are paid well.	18%
Workload	I can consistently accomplish essential work during my regular planning time.	24%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	29%
	Over the long term, my workload as a teacher is sustainable.	12%
	Teachers at my school have the opportunity to provide input on their work schedules.	24%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	59%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

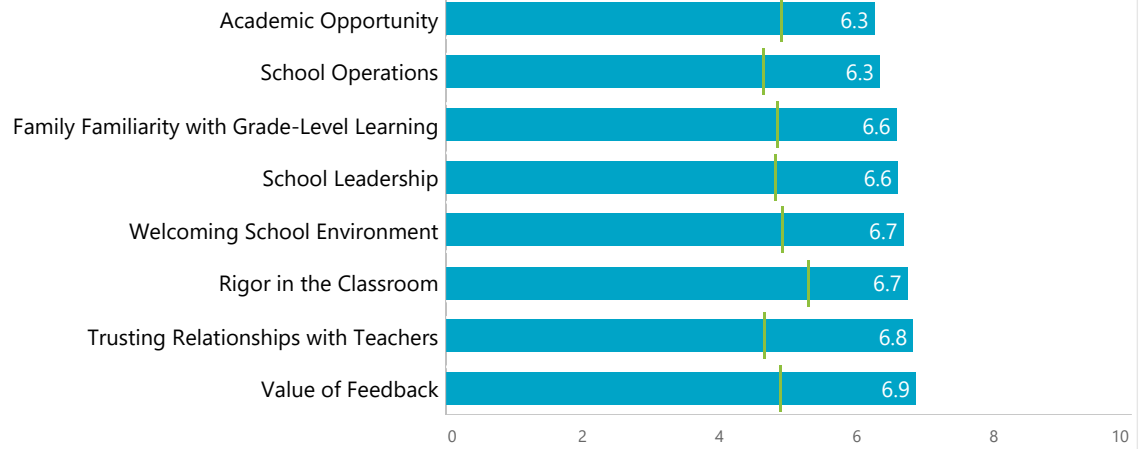|		2021
Retention	Identified opportunities for me to pursue teacher leadership roles	29%
	Put me in charge of something important	35%
	Provided me with access to additional resources for my classroom	41%
	Encouraged me to continue teaching at my school next year	47%
	Recognized my accomplishments publicly	12%
	Provided me with regular, positive feedback	82%
	None of the above	0%

Teacher Plans for Fall 2022 & 2023

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
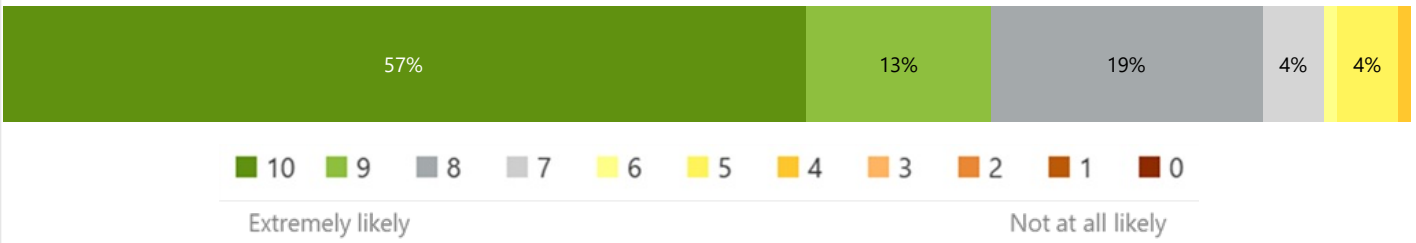for teachers planning to stay for three or more years

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
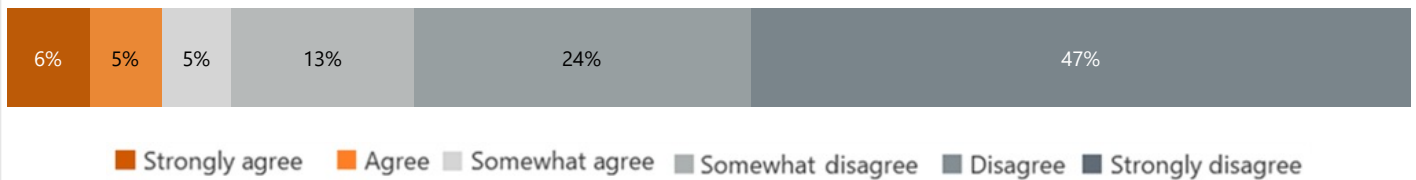
Domain	Score
Academic Opportunity	6.3
School Operations	6.3
Family Familiarity with Grade-Level Learning	6.6
School Leadership	6.6
Welcoming School Environment	6.7
Rigor in the Classroom	6.7
Trusting Relationships with Teachers	6.8
Value of Feedback	6.9

	2023	Alachua Average	National Average
Academic Opportunity	6.3	4.9	5.0
School Operations	6.3	4.6	5.0
Family Familiarity with Grade-Level Learning	6.6	4.8	5.0
School Leadership	6.6	4.8	5.0
Welcoming School Environment	6.7	4.9	5.0
Rigor in the Classroom	6.7	5.3	5.0
Trusting Relationships with Teachers	6.8	4.6	5.0
Value of Feedback	6.9	4.9	5.0

How likely are you to recommend this school to other families?

57%	13%	19%	4%	4%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

6%	5%	5%	13%	24%	47%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	83%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	76%	61%	68%
	My child's teachers challenge my child to do their best work.	92%	71%	75%
	The work my child completes for school is challenging enough for my child.	78%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	82%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	82%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	88%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	76%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	95%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	88%	79%	79%
	My child's assignments usually include reading.	95%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	83%	59%	69%
	My child's school is focused on the right priorities.	84%	62%	68%
	School leaders care about my child's success.	93%	67%	72%
	School leaders follow through on programs and initiatives.	91%	68%	71%
School Operations	I receive timely communications from my child's school.	93%	72%	77%
	My child's school is clean and well maintained.	81%	63%	87%
	My child's school keeps me informed of school initiatives.	94%	71%	81%
	My child's school schedules events at times that are convenient.	83%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	72%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	79%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	84%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	87%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	87%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	73%	50%	61%
	Leaders at my child's school value my feedback.	85%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	86%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	94%	73%	74%
	My child enjoys going to school.	83%	68%	72%
	My child's school is a safe place.	85%	62%	77%
	My child's school is fun and joyful.*	88%	59%	

2023 Insight Data for

Myra Terwilliger Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score

6.2

Index Percentile Rank

23%

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	2.6	2.6	4.9	6.5
Teacher Compensation	3.7	3.1	3.7	4.1
Family and Community Engagement	4.6	3.3	5.1	6.3
School Operations	3.2	3.4	4.3	5.5
Career Progression	2.9	3.5	4.3	5.2
Workload	4.6	3.6	5.1	5.9
Peer Culture	4.2	3.9	4.8	6.3
Academic Opportunity	4.1	4.0	4.8	6.1
Leadership	5.6	4.1	5.4	6.9
Instructional Planning for Student Growth	5.4	4.7	4.8	6.2
Observation and Feedback	6.7	4.7	5.6	6.9
Professional Development	4.7	4.8	4.8	5.9
Evaluation	6.3	5.1	6.0	6.9
Hiring Process		5.8	5.8	6.7

Insight Items from the Teacher Survey
Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	50%	54%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	74%	59%	61%	76%
	My school implements a rigorous academic curriculum.	72%	66%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	37%	31%	61%	72%
	Students at my school support their answers and explain their thinking.	42%	38%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	76%	46%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	57%	38%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	86%	88%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	71%	60%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	62%	48%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	41%	37%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	79%	64%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	68%	57%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	79%	86%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	68%	57%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	58%	36%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		36%	55%	69%
	Leaders at my school value my feedback.	33%	39%	62%	82%
	Leaders at my school work hard to retain effective teachers.	61%	48%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	72%	57%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	72%	57%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	76%	64%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	61%	50%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	15%	21%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	32%	32%	56%	79%
	My school is a good place to teach and learn.	60%	43%	71%	87%
	My school is fun and joyful.		29%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	55%	37%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	20%	36%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	25%	25%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	75%	59%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	50%	43%	59%	78%
	The time I spend collaborating with my colleagues is productive.	65%	52%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	26%	50%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	47%	61%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	63%	46%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	37%	61%	57%	64%
	My school is committed to improving my instructional practice.	68%	66%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		55%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	68%	64%	70%	83%
	I get enough feedback on my instructional practice.	84%	68%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	74%	39%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	84%	61%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	89%	61%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	63%	50%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	33%	56%	56%	65%
	Someone at my school is thinking about my career progression.	29%	33%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	33%	41%	49%	60%
	There are opportunities for me to advance at my school.	22%	26%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	82%	46%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	44%	37%	62%	80%
	My school encourages and helps families to support student learning at home.	67%	38%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		48%	71%	82%
	My school regularly seeks input from students' families.	56%	31%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.		73%	76%	86%
	I applied for a position at this school rather than being 'placed' here.		100%	92%	90%
	The hiring process was efficient.		82%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.		64%	66%	79%
	Throughout the hiring process I had clear information about next steps.		82%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	50%	44%	64%	81%
	My school building is clean and well maintained.	6%	41%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	78%	69%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	53%	37%	49%	58%
	Procedures at my school maximize the time students spend learning.	50%	48%	62%	83%
	When I need something at my school, I know who to ask.	72%	52%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	22%	19%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	39%	31%	43%	49%
	I understand the criteria that are used to determine my compensation.	50%	48%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	22%	8%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	24%	26%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	33%	33%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	22%	19%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	53%	15%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	59%	31%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	28%	31%	20%	26%
Put me in charge of something important	39%	46%	28%	34%
Provided me with access to additional resources for my classroom	39%	42%	42%	54%
Encouraged me to continue teaching at my school next year	39%	27%	42%	48%
Recognized my accomplishments publicly	33%	23%	32%	36%
Provided me with regular, positive feedback	44%	31%	57%	73%
None of the above	22%	23%	14%	7%

(Row label: **Retention**)

Teacher Plans for 2023

33% Plan to leave this year or next	67% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

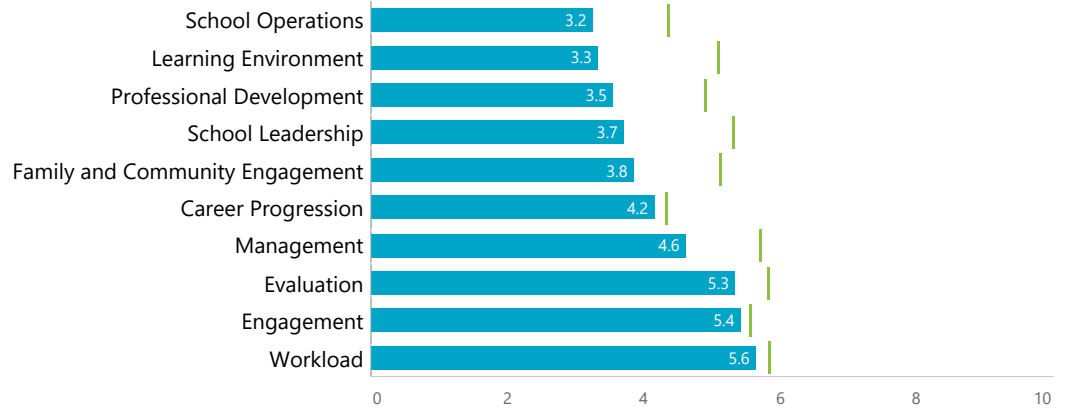|	
Dissatisfaction with student conduct at my school	4 teachers
Dissatisfaction with culture and learning environment at my school	2 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
I am being laid off, non-renewed, or bumped from my position	1 teachers
Personal reasons (not school related)	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Ability to have a positive impact on student outcomes	5 teachers
I feel safe and supported bringing my authentic self to work	2 teachers
Inspiring school leadership	1 teachers
Instructional support/opportunity to improve my teaching practice	1 teachers
Job security	1 teachers
My school is in a convenient location; I have an easy commute	1 teachers
Positive school culture and learning environment	1 teachers
Relationships with students and families	1 teachers
Staff collegiality and collaboration/relationships with staff	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

	School Operations	3.2
	Learning Environment	3.3
	Professional Development	3.5
	School Leadership	3.7
	Family and Community Engagement	3.8
	Career Progression	4.2
	Management	4.6
	Evaluation	5.3
	Engagement	5.4
	Workload	5.6

	2023	Alachua Average	National Average
School Operations	3.2	4.3	5.0
Learning Environment	3.3	5.1	5.0
Professional Development	3.5	4.9	5.0
School Leadership	3.7	5.3	5.0
Family and Community Engagement	3.8	5.1	5.0
Career Progression	4.2	4.3	5.0
Management	4.6	5.7	5.0
Evaluation	5.3	5.8	5.0
Engagement	5.4	5.5	5.0
Workload	5.6	5.8	5.0

Support Staff Plans for 2023

36% Plan to leave this year or next	64% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Dissatisfaction with my school leadership	3 Support Staff
Professional reason (not school related)	2 Support Staff
Dissatisfaction with my immediate supervisor	1 Support Staff
Personal reasons (not school related)	1 Support Staff
Lack of recognition/respect	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	4 Support Staff
Inspiring school leadership	2 Support Staff
My school is in a convenient location; I have an easy commute	2 Support Staff
Inspiring immediate supervisor	1 Support Staff
Job security	1 Support Staff
Positive school culture and learning environment	1 Support Staff
Recognition and respect	1 Support Staff
Relationships with students and families	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
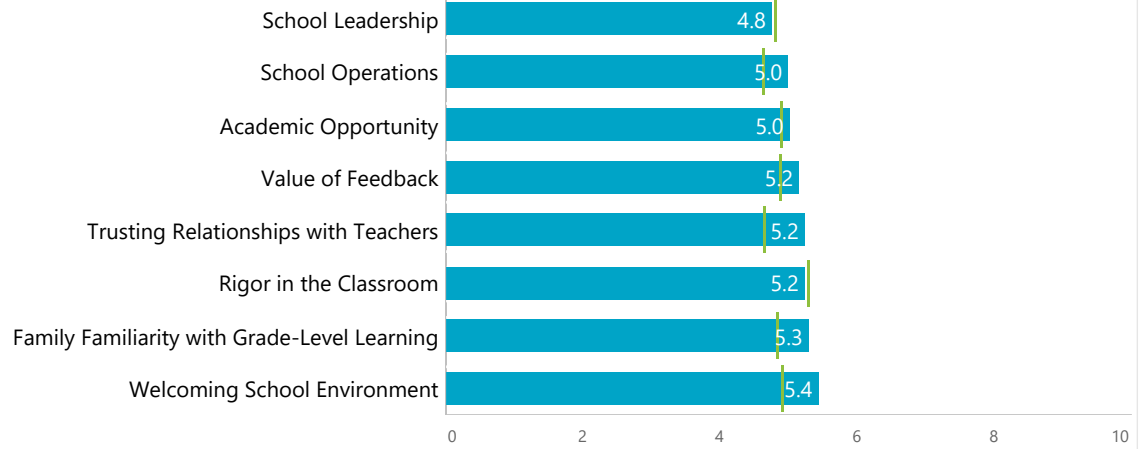
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	36%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	45%	59%	68%
	My school is a good place to teach and learn.	50%	73%	79%
	My school is fun and joyful.	45%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	45%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	38%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	68%	78%	81%
Management	My manager actively supports my growth and development.*	59%	73%	
	My manager provides me with regular, actionable feedback.	55%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	57%	72%	
	The expectations for my role are clearly defined.	64%	76%	72%
	When I get feedback, I receive support to implement those changes.	64%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	48%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	43%	53%	61%
	There are opportunities for professional growth in my role.	41%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	41%	59%	60%
	Leaders at my school value my feedback.	36%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	41%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	55%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	59%	71%	72%

Survey Items from the Support Staff Survey

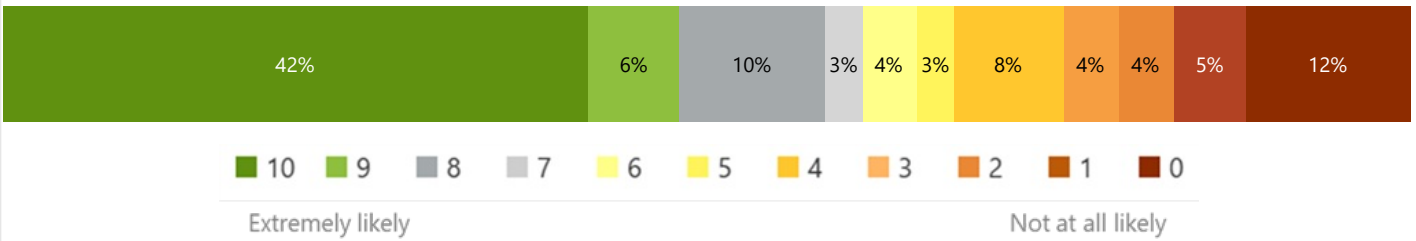|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	50%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	42%	41%	43%
	There are opportunities for me to advance at my school or within the district.	45%	51%	51%
Engagement	I am compensated fairly for the work that I do.	40%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	80%	85%	83%
	My day-to-day work makes good use of my strengths.	85%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	74%	70%	66%
	I know the criteria that will be used to evaluate my performance.	75%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	58%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	68%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	74%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	60%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	55%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	60%	72%	72%
	My school encourages and helps families to support student learning at home.	70%	74%	77%
	My school has established systems that ensure families are well informed about the school.	58%	75%	79%
	My school regularly seeks input from students' families.	50%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	50%	64%	72%
	My school building is clean and well maintained.	25%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	70%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	60%	55%	77%
	Procedures at my school maximize the time students spend learning.	60%	67%	76%
	When I need something at my school, I know who to ask.	60%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	70%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	70%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	65%	74%	65%
	Over the long term, my workload is sustainable.	65%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
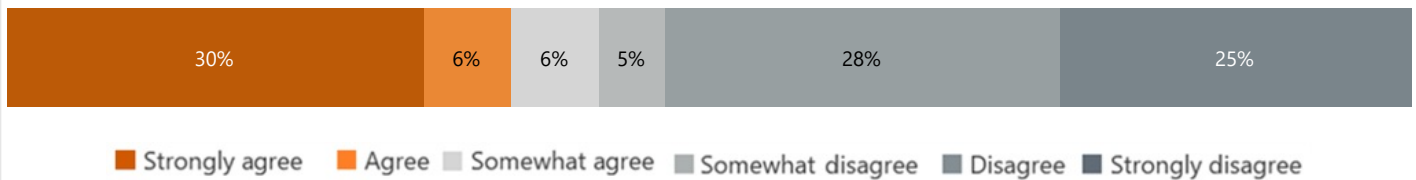
Domain	Score
School Leadership	4.8
School Operations	5.0
Academic Opportunity	5.0
Value of Feedback	5.2
Trusting Relationships with Teachers	5.2
Rigor in the Classroom	5.2
Family Familiarity with Grade-Level Learning	5.3
Welcoming School Environment	5.4

	2023	Alachua Average	National Average
School Leadership	4.8	4.8	5.0
School Operations	5.0	4.6	5.0
Academic Opportunity	5.0	4.9	5.0
Value of Feedback	5.2	4.9	5.0
Trusting Relationships with Teachers	5.2	4.6	5.0
Rigor in the Classroom	5.2	5.3	5.0
Family Familiarity with Grade-Level Learning	5.3	4.8	5.0
Welcoming School Environment	5.4	4.9	5.0

How likely are you to recommend this school to other families?

42%	6%	10%	3%	4%	3%	8%	4%	4%	5%	12%

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

30%	6%	6%	5%	28%	25%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	59%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	62%	61%	68%
	My child's teachers challenge my child to do their best work.	70%	71%	75%
	The work my child completes for school is challenging enough for my child.	73%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	65%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	57%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	68%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	67%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	73%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	66%	79%	79%
	My child's assignments usually include reading.	75%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	65%	59%	69%
	My child's school is focused on the right priorities.	66%	62%	68%
	School leaders care about my child's success.	66%	67%	72%
	School leaders follow through on programs and initiatives.	63%	68%	71%
School Operations	I receive timely communications from my child's school.	66%	72%	77%
	My child's school is clean and well maintained.	89%	63%	87%
	My child's school keeps me informed of school initiatives.	67%	71%	81%
	My child's school schedules events at times that are convenient.	66%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	55%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	58%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	67%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	63%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	63%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	60%	50%	61%
	Leaders at my child's school value my feedback.	57%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	67%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	72%	73%	74%
	My child enjoys going to school.	73%	68%	72%
	My child's school is a safe place.	73%	62%	77%
	My child's school is fun and joyful.*	67%	59%	

2023 Insight Data for

Westwood Middle School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
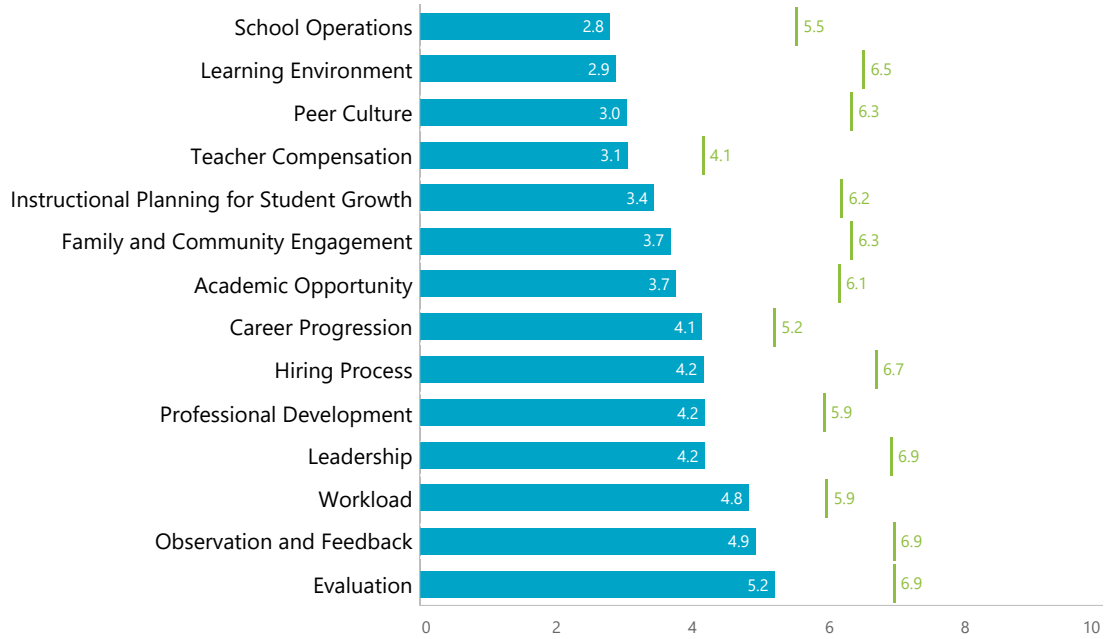
School Index Score	Index Percentile Rank
6.0	**17%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
School Operations	2.9	2.8	4.3	5.5
Learning Environment	2.9	2.9	4.9	6.5
Peer Culture	2.9	3.0	4.8	6.3
Teacher Compensation	2.6	3.1	3.7	4.1
Instructional Planning for Student Growth	2.9	3.4	4.8	6.2
Family and Community Engagement	3.5	3.7	5.1	6.3
Academic Opportunity	3.3	3.7	4.8	6.1
Career Progression	4.8	4.1	4.3	5.2
Hiring Process	6.3	4.2	5.8	6.7
Professional Development	3.1	4.2	4.8	5.9
Leadership	3.6	4.2	5.4	6.9
Workload	5.2	4.8	5.1	5.9
Observation and Feedback	4.5	4.9	5.6	6.9
Evaluation	4.9	5.2	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	36%	59%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	41%	46%	61%	76%
	My school implements a rigorous academic curriculum.	27%	45%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	57%	49%	61%	72%
	Students at my school support their answers and explain their thinking.	38%	29%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	40%	60%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	65%	61%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	75%	81%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	60%	58%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	45%	47%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	19%	20%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	52%	59%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	33%	24%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	52%	71%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	43%	54%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	33%	40%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		55%	55%	69%
	Leaders at my school value my feedback.	33%	61%	62%	82%
	Leaders at my school work hard to retain effective teachers.	48%	50%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	48%	45%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	48%	58%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	30%	68%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	33%	45%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	20%	24%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	15%	21%	56%	79%
	My school is a good place to teach and learn.	45%	47%	71%	87%
	My school is fun and joyful.		32%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	35%	39%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	45%	34%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	15%	24%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	57%	42%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	29%	34%	59%	78%
	The time I spend collaborating with my colleagues is productive.	57%	57%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	33%	32%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	19%	46%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	57%	51%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	52%	61%	57%	64%
	My school is committed to improving my instructional practice.	52%	64%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		51%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	35%	68%	70%	83%
	I get enough feedback on my instructional practice.	50%	68%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	30%	38%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	60%	68%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	55%	70%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	50%	53%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	78%	58%	56%	65%
	Someone at my school is thinking about my career progression.	42%	17%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	42%	47%	49%	60%
	There are opportunities for me to advance at my school.	37%	22%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	53%	58%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	32%	54%	62%	80%
	My school encourages and helps families to support student learning at home.	42%	63%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		62%	71%	82%
	My school regularly seeks input from students' families.	44%	40%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	83%	60%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	80%	92%	90%
	The hiring process was efficient.	100%	50%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	33%	40%	66%	79%
	Throughout the hiring process I had clear information about next steps.	100%	60%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	26%	35%	64%	81%
	My school building is clean and well maintained.	25%	24%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	79%	62%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	56%	36%	49%	58%
	Procedures at my school maximize the time students spend learning.	42%	32%	62%	83%
	When I need something at my school, I know who to ask.	89%	68%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	5%	8%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	42%	36%	43%	49%
	I understand the criteria that are used to determine my compensation.	55%	49%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	10%	14%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	35%	33%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	45%	43%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	30%	41%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	55%	24%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	37%	37%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	33%	24%	20%	26%
Put me in charge of something important	14%	26%	28%	34%
Provided me with access to additional resources for my classroom	19%	24%	42%	54%
Encouraged me to continue teaching at my school next year	29%	32%	42%	48%
Recognized my accomplishments publicly	29%	47%	32%	36%
Provided me with regular, positive feedback	33%	45%	57%	73%
None of the above	24%	16%	14%	7%

Retention (vertical label)

Teacher Plans for 2023

26% Plan to leave this year or next	74% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year
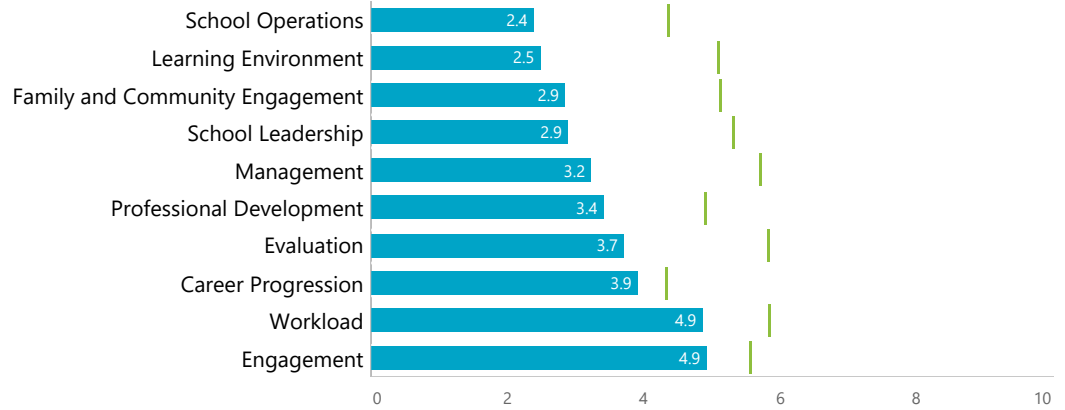
Dissatisfaction with student conduct at my school	3 teachers
Dissatisfaction with culture and learning environment at my school	2 teachers
Personal reasons (not school related)	2 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
Inability to have an adequate positive impact on student outcomes	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Ability to have a positive impact on student outcomes	8 teachers
Autonomy to make decisions about my classroom and curriculum	4 teachers
I feel safe and supported bringing my authentic self to work	2 teachers
I like the work schedule at my school	2 teachers
I would like to leave, but have not yet found a better opportunity elsewhere	2 teachers
Inspiring school leadership	2 teachers
My school is in a convenient location; I have an easy commute	2 teachers
Staff collegiality and collaboration/relationships with staff	2 teachers
Recognition and respect	1 teachers
Relationships with students and families	1 teachers
Retirement benefits	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
School Operations	2.4
Learning Environment	2.5
Family and Community Engagement	2.9
School Leadership	2.9
Management	3.2
Professional Development	3.4
Evaluation	3.7
Career Progression	3.9
Workload	4.9
Engagement	4.9

	2023	Alachua Average	National Average
School Operations	2.4	4.3	5.0
Learning Environment	2.5	5.1	5.0
Family and Community Engagement	2.9	5.1	5.0
School Leadership	2.9	5.3	5.0
Management	3.2	5.7	5.0
Professional Development	3.4	4.9	5.0
Evaluation	3.7	5.8	5.0
Career Progression	3.9	4.3	5.0
Workload	4.9	5.8	5.0
Engagement	4.9	5.5	5.0

Support Staff Plans for 2023

50% Plan to leave this year or next	50% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Professional reason (not school related)	3 Support Staff
Dissatisfaction with financial compensation (salary and benefits)	1 Support Staff
Dissatisfaction with my immediate supervisor	1 Support Staff
Dissatisfaction with my school leadership	1 Support Staff
Dissatisfaction with student conduct at my school	1 Support Staff
Lack of recognition/respect	1 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	3 Support Staff
Job security	1 Support Staff
Positive school culture and learning environment	1 Support Staff
Retirement benefits	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
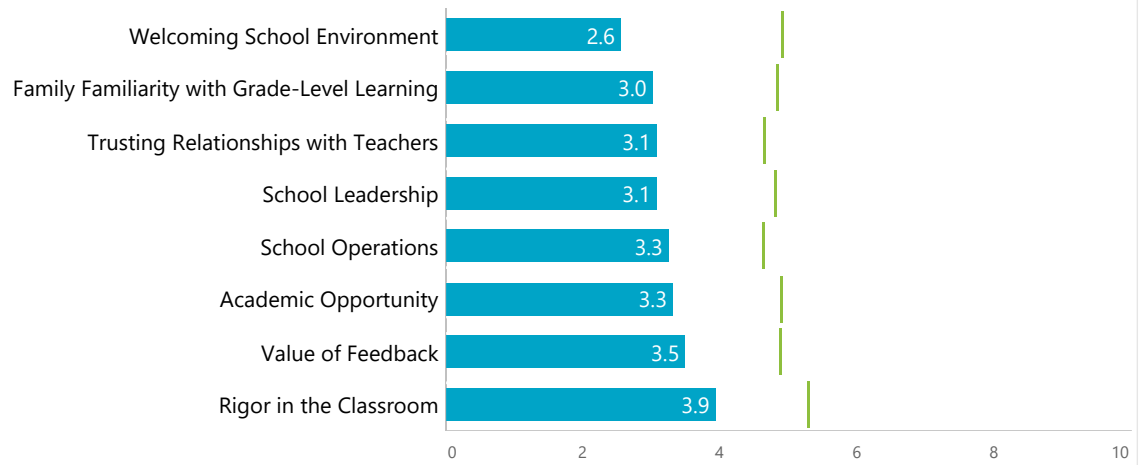
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	28%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	28%	59%	68%
	My school is a good place to teach and learn.	28%	73%	79%
	My school is fun and joyful.	22%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	28%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	28%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	50%	78%	81%
Management	My manager actively supports my growth and development.*	44%	73%	
	My manager provides me with regular, actionable feedback.	28%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	44%	72%	
	The expectations for my role are clearly defined.	56%	76%	72%
	When I get feedback, I receive support to implement those changes.	44%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	37%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	26%	53%	61%
	There are opportunities for professional growth in my role.	47%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	39%	59%	60%
	Leaders at my school value my feedback.	39%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	33%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	33%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	28%	71%	72%

Survey Items from the Support Staff Survey

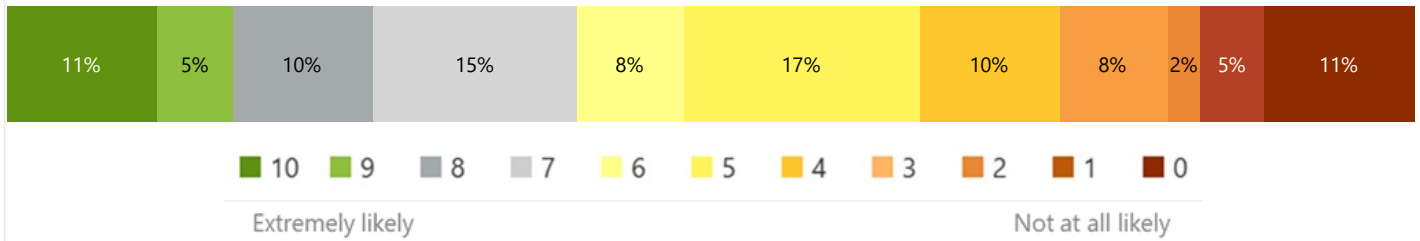|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	65%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	31%	41%	43%
	There are opportunities for me to advance at my school or within the district.	38%	51%	51%
Engagement	I am compensated fairly for the work that I do.	29%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	76%	85%	83%
	My day-to-day work makes good use of my strengths.	94%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	41%	70%	66%
	I know the criteria that will be used to evaluate my performance.	53%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	35%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	35%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	47%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	29%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	38%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	41%	72%	72%
	My school encourages and helps families to support student learning at home.	47%	74%	77%
	My school has established systems that ensure families are well informed about the school.	41%	75%	79%
	My school regularly seeks input from students' families.	31%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	29%	64%	72%
	My school building is clean and well maintained.	47%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	47%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	44%	55%	77%
	Procedures at my school maximize the time students spend learning.	24%	67%	76%
	When I need something at my school, I know who to ask.	71%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	41%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	65%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	53%	74%	65%
	Over the long term, my workload is sustainable.	47%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
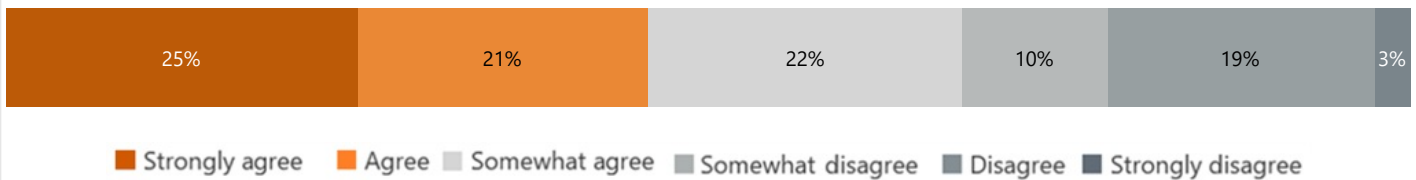
Domain	Score
Welcoming School Environment	2.6
Family Familiarity with Grade-Level Learning	3.0
Trusting Relationships with Teachers	3.1
School Leadership	3.1
School Operations	3.3
Academic Opportunity	3.3
Value of Feedback	3.5
Rigor in the Classroom	3.9

	2023	Alachua Average	National Average
Welcoming School Environment	2.6	4.9	5.0
Family Familiarity with Grade-Level Learning	3.0	4.8	5.0
Trusting Relationships with Teachers	3.1	4.6	5.0
School Leadership	3.1	4.8	5.0
School Operations	3.3	4.6	5.0
Academic Opportunity	3.3	4.9	5.0
Value of Feedback	3.5	4.9	5.0
Rigor in the Classroom	3.9	5.3	5.0

How likely are you to recommend this school to other families?

11%	5%	10%	15%	8%	17%	10%	8%	2%	5%	11%

10 9 8 7 6 5 4 3 2 1 0

Extremely likely   Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

25%	21%	22%	10%	19%	3%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	47%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	40%	61%	68%
	My child's teachers challenge my child to do their best work.	51%	71%	75%
	The work my child completes for school is challenging enough for my child.	49%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	35%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	34%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	42%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	58%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	70%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	68%	79%	79%
	My child's assignments usually include reading.	73%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	32%	59%	69%
	My child's school is focused on the right priorities.	37%	62%	68%
	School leaders care about my child's success.	45%	67%	72%
	School leaders follow through on programs and initiatives.	46%	68%	71%
School Operations	I receive timely communications from my child's school.	57%	72%	77%
	My child's school is clean and well maintained.	44%	63%	87%
	My child's school keeps me informed of school initiatives.	51%	71%	81%
	My child's school schedules events at times that are convenient.	62%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	34%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	36%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	28%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	38%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	34%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	30%	50%	61%
	Leaders at my child's school value my feedback.	32%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	50%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	47%	73%	74%
	My child enjoys going to school.	46%	68%	72%
	My child's school is a safe place.	20%	62%	77%
	My child's school is fun and joyful.*	23%	59%	

2023 Insight Data for

Kimball Wiles Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
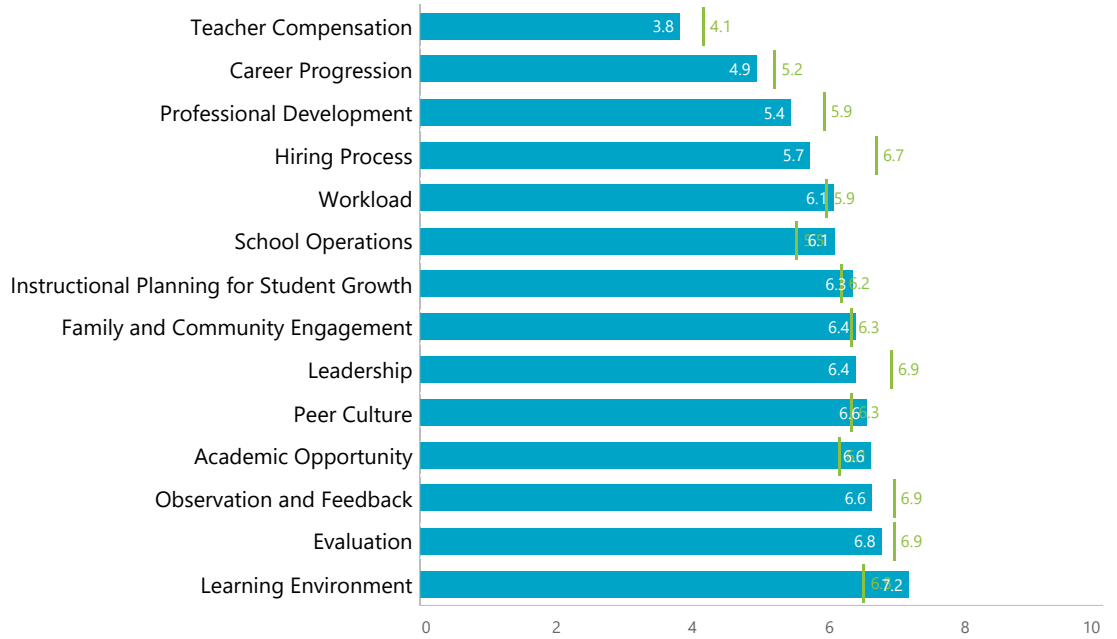
School Index Score

8.2

Index Percentile Rank

80%

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Teacher Compensation	4.4	3.8	3.7	4.1
Career Progression	5.2	4.9	4.3	5.2
Professional Development	5.6	5.4	4.8	5.9
Hiring Process	7.4	5.7	5.8	6.7
Workload	6.7	6.1	5.1	5.9
School Operations	6.8	6.1	4.3	5.5
Instructional Planning for Student Growth	6.6	6.3	4.8	6.2
Family and Community Engagement	7.1	6.4	5.1	6.3
Leadership	7.4	6.4	5.4	6.9
Peer Culture	6.9	6.6	4.8	6.3
Academic Opportunity	6.9	6.6	4.8	6.1
Observation and Feedback	6.5	6.6	5.6	6.9
Evaluation	6.9	6.8	6.0	6.9
Learning Environment	7.7	7.2	4.9	6.5

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	65%	62%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	82%	82%	61%	76%
	My school implements a rigorous academic curriculum.	88%	84%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	85%	76%	61%	72%
	Students at my school support their answers and explain their thinking.	82%	72%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	70%	68%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	67%	68%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	94%	98%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	76%	74%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	73%	70%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	62%	60%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	88%	76%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	65%	58%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	85%	88%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	76%	74%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	76%	68%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		62%	55%	69%
	Leaders at my school value my feedback.	85%	74%	62%	82%
	Leaders at my school work hard to retain effective teachers.	85%	80%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	85%	82%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	82%	82%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	91%	84%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	94%	78%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	85%	82%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	97%	88%	56%	79%
	My school is a good place to teach and learn.	91%	84%	71%	87%
	My school is fun and joyful.		80%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	97%	88%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	89%	86%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	89%	88%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	85%	78%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	79%	76%	59%	78%
	The time I spend collaborating with my colleagues is productive.	88%	80%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	82%	88%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	62%	54%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	59%	54%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	62%	68%	57%	64%
	My school is committed to improving my instructional practice.	82%	80%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		66%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	81%	84%	70%	83%
	I get enough feedback on my instructional practice.	88%	84%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	69%	57%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	84%	80%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	81%	86%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	66%	78%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	56%	60%	56%	65%
	Someone at my school is thinking about my career progression.	38%	34%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	56%	53%	49%	60%
	There are opportunities for me to advance at my school.	50%	46%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	94%	82%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	85%	86%	62%	80%
	My school encourages and helps families to support student learning at home.	94%	86%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		82%	71%	82%
	My school regularly seeks input from students' families.	88%	70%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	80%	88%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	75%	92%	90%
	The hiring process was efficient.	90%	88%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	90%	63%	66%	79%
	Throughout the hiring process I had clear information about next steps.	90%	88%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	94%	96%	64%	81%
	My school building is clean and well maintained.	63%	46%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	88%	92%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	78%	68%	49%	58%
	Procedures at my school maximize the time students spend learning.	97%	90%	62%	83%
	When I need something at my school, I know who to ask.	88%	88%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	18%	22%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	45%	50%	43%	49%
	I understand the criteria that are used to determine my compensation.	52%	58%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	28%	28%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	44%	40%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	63%	68%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	44%	36%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	50%	32%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	77%	66%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	30%	26%	20%	26%
Put me in charge of something important	36%	24%	28%	34%
Provided me with access to additional resources for my classroom	55%	40%	42%	54%
Encouraged me to continue teaching at my school next year	45%	36%	42%	48%
Recognized my accomplishments publicly	52%	22%	32%	36%
Provided me with regular, positive feedback	73%	66%	57%	73%
None of the above	12%	16%	14%	7%
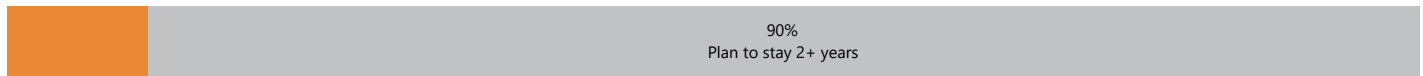
Retention

Teacher Plans for 2023

90%
Plan to stay 2+ years

Top Reasons for Planning to Leave
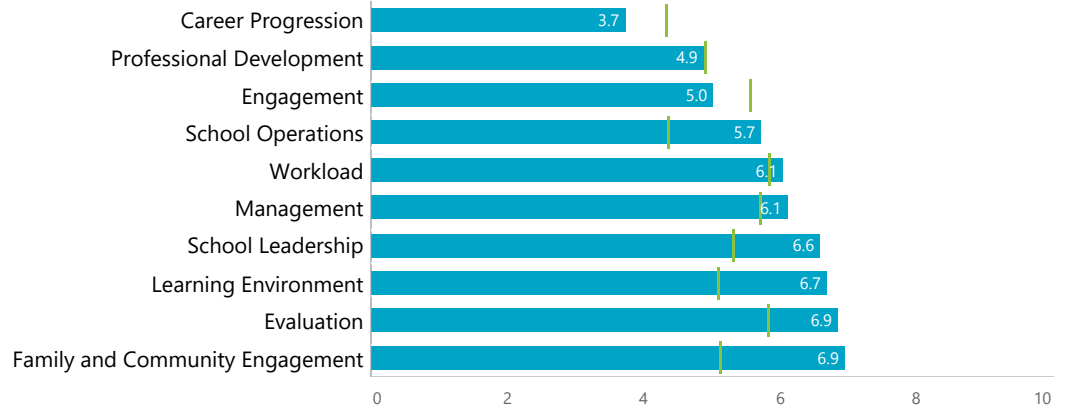for teachers planning to leave this year or next year

Dissatisfaction with my school leadership/immediate supervisor	1 teachers
I am being laid off, non-renewed, or bumped from my position	1 teachers
Personal reasons (not school related)	1 teachers
I don't feel safe and supported bringing my authentic self to work	1 teachers
Lack of recognition/respect	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

Positive school culture and learning environment	10 teachers
Ability to have a positive impact on student outcomes	8 teachers
Autonomy to make decisions about my classroom and curriculum	3 teachers
Inspiring school leadership	3 teachers
Staff collegiality and collaboration/relationships with staff	3 teachers
Job security	2 teachers
Opportunities for advancement or career progression	2 teachers
Financial compensation	1 teachers
I feel safe and supported bringing my authentic self to work	1 teachers
I would like to leave, but have not yet found a better opportunity elsewhere	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

	2023	Alachua Average	National Average
Career Progression	3.7	4.3	5.0
Professional Development	4.9	4.9	5.0
Engagement	5.0	5.5	5.0
School Operations	5.7	4.3	5.0
Workload	6.1	5.8	5.0
Management	6.1	5.7	5.0
School Leadership	6.6	5.3	5.0
Learning Environment	6.7	5.1	5.0
Evaluation	6.9	5.8	5.0
Family and Community Engagement	6.9	5.1	5.0

Support Staff Plans for 2023

21% Plan to leave this year or next	79% Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Dissatisfaction with financial compensation (salary and benefits)	2 Support Staff
Personal reasons (not school related)	2 Support Staff

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Ability to have a positive impact on student outcomes	2 Support Staff
Positive school culture and learning environment	2 Support Staff
Retirement benefits	2 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
I like the work schedule at my school	1 Support Staff
Inspiring immediate supervisor	1 Support Staff
Job security	1 Support Staff
Relationships with students and families	1 Support Staff
Staff collegiality and collaboration/relationships with staff	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
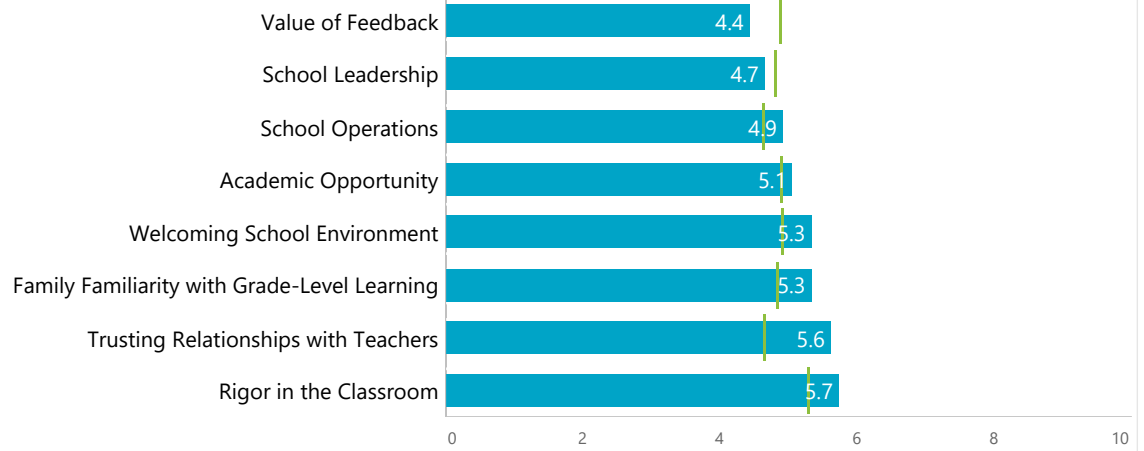
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	79%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	89%	59%	68%
	My school is a good place to teach and learn.	95%	73%	79%
	My school is fun and joyful.	79%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	95%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	79%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	95%	78%	81%
Management	My manager actively supports my growth and development.*	68%	73%	
	My manager provides me with regular, actionable feedback.	68%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	84%	72%	
	The expectations for my role are clearly defined.	84%	76%	72%
	When I get feedback, I receive support to implement those changes.	79%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	67%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	47%	53%	61%
	There are opportunities for professional growth in my role.	53%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	63%	59%	60%
	Leaders at my school value my feedback.	74%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	89%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	89%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	95%	71%	72%

Survey Items from the Support Staff Survey

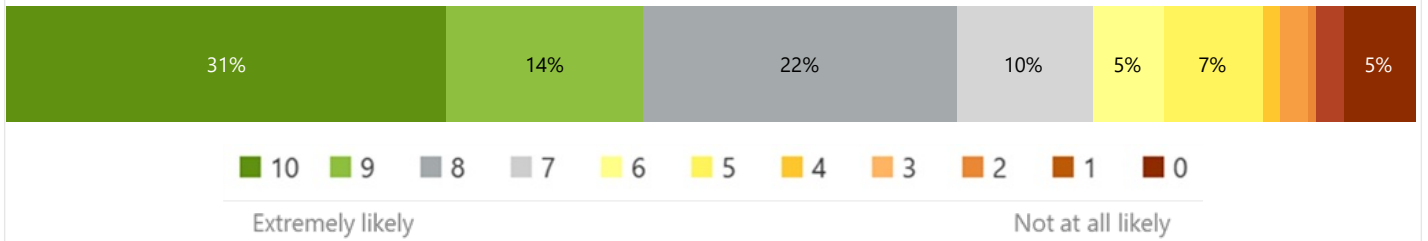|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	47%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	21%	41%	43%
	There are opportunities for me to advance at my school or within the district.	42%	51%	51%
Engagement	I am compensated fairly for the work that I do.	37%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	84%	85%	83%
	My day-to-day work makes good use of my strengths.	84%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	74%	70%	66%
	I know the criteria that will be used to evaluate my performance.	84%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	67%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	67%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	83%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	89%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	100%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	100%	72%	72%
	My school encourages and helps families to support student learning at home.	100%	74%	77%
	My school has established systems that ensure families are well informed about the school.	100%	75%	79%
	My school regularly seeks input from students' families.	78%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	95%	64%	72%
	My school building is clean and well maintained.	42%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	100%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	68%	55%	77%
	Procedures at my school maximize the time students spend learning.	95%	67%	76%
	When I need something at my school, I know who to ask.	89%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	74%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	79%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	79%	74%	65%
	Over the long term, my workload is sustainable.	84%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
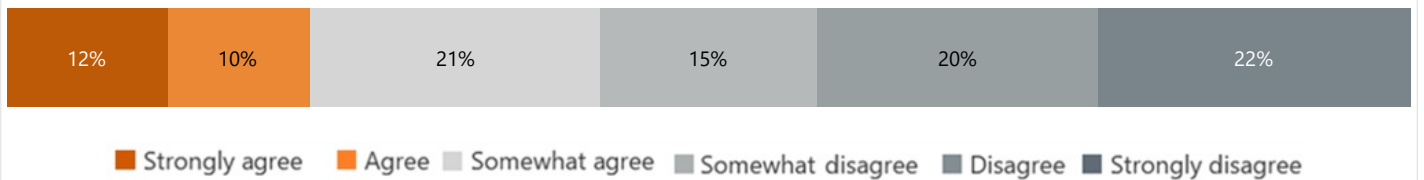
Domain	Score
Value of Feedback	4.4
School Leadership	4.7
School Operations	4.9
Academic Opportunity	5.1
Welcoming School Environment	5.3
Family Familiarity with Grade-Level Learning	5.3
Trusting Relationships with Teachers	5.6
Rigor in the Classroom	5.7

	2023	Alachua Average	National Average
Value of Feedback	4.4	4.9	5.0
School Leadership	4.7	4.8	5.0
School Operations	4.9	4.6	5.0
Academic Opportunity	5.1	4.9	5.0
Welcoming School Environment	5.3	4.9	5.0
Family Familiarity with Grade-Level Learning	5.3	4.8	5.0
Trusting Relationships with Teachers	5.6	4.6	5.0
Rigor in the Classroom	5.7	5.3	5.0

How likely are you to recommend this school to other families?

10	9	8	7	6	5	4	3	2	1	0
31%	14%	22%	10%	5%	7%					5%

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

Strongly agree	Agree	Somewhat agree	Somewhat disagree	Disagree	Strongly disagree
12%	10%	21%	15%	20%	22%

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	71%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	63%	61%	68%
	My child's teachers challenge my child to do their best work.	75%	71%	75%
	The work my child completes for school is challenging enough for my child.	68%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	68%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	63%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	72%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	62%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	87%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	80%	79%	79%
	My child's assignments usually include reading.	90%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	57%	59%	69%
	My child's school is focused on the right priorities.	60%	62%	68%
	School leaders care about my child's success.	64%	67%	72%
	School leaders follow through on programs and initiatives.	66%	68%	71%
School Operations	I receive timely communications from my child's school.	76%	72%	77%
	My child's school is clean and well maintained.	73%	63%	87%
	My child's school keeps me informed of school initiatives.	71%	71%	81%
	My child's school schedules events at times that are convenient.	67%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	63%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	66%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	71%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	72%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	71%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	45%	50%	61%
	Leaders at my child's school value my feedback.	52%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	60%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	70%	73%	74%
	My child enjoys going to school.	74%	68%	72%
	My child's school is a safe place.	78%	62%	77%
	My child's school is fun and joyful.*	63%	59%	

2023 Insight Data for

Joseph Williams Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.

School Index Score	Index Percentile Rank
5.4	**6%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Peer Culture	5.5	2.8	4.8	6.3
School Operations	4.4	3.5	4.3	5.5
Workload	4.2	3.7	5.1	5.9
Academic Opportunity	2.5	3.7	4.8	6.1
Family and Community Engagement	5.2	3.8	5.1	6.3
Career Progression	3.9	4.0	4.3	5.2
Teacher Compensation	2.7	4.1	3.7	4.1
Observation and Feedback	4.7	4.1	5.6	6.9
Leadership	7.3	4.2	5.4	6.9
Instructional Planning for Student Growth	5.2	4.2	4.8	6.2
Professional Development	4.0	4.4	4.8	5.9
Learning Environment	6.2	4.4	4.9	6.5
Evaluation	6.0	5.9	6.0	6.9

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	40%	48%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	60%	59%	61%	76%
	My school implements a rigorous academic curriculum.	20%	36%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	20%	52%	61%	72%
	Students at my school support their answers and explain their thinking.	20%	41%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	60%	53%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	40%	85%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	100%	90%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	60%	65%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	60%	65%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	17%	15%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	67%	59%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	83%	64%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	83%	82%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	67%	55%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	50%	50%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		38%	55%	69%
	Leaders at my school value my feedback.	80%	48%	62%	82%
	Leaders at my school work hard to retain effective teachers.	80%	48%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	100%	59%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	80%	64%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	100%	59%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	60%	52%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	83%	50%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	67%	59%	56%	79%
	My school is a good place to teach and learn.	83%	59%	71%	87%
	My school is fun and joyful.		55%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	83%	64%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	67%	64%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	67%	59%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	50%	32%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	67%	32%	59%	78%
	The time I spend collaborating with my colleagues is productive.	100%	59%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	50%	41%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	29%	38%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	29%	48%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	29%	55%	57%	64%
	My school is committed to improving my instructional practice.	43%	55%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		59%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	57%	52%	70%	83%
	I get enough feedback on my instructional practice.	71%	57%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	71%	35%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	57%	57%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	43%	52%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	43%	39%	58%	74%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	25%	60%	56%	65%
	Someone at my school is thinking about my career progression.	25%	20%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	25%	40%	49%	60%
	There are opportunities for me to advance at my school.	25%	26%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	75%	55%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	50%	55%	62%	80%
	My school encourages and helps families to support student learning at home.	75%	55%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		60%	71%	82%
	My school regularly seeks input from students' families.	50%	40%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.				
	I applied for a position at this school rather than being 'placed' here.				
	The hiring process was efficient.				
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.				
	Throughout the hiring process I had clear information about next steps.				
School Operations	Day-to-day operations for my school run smoothly.	50%	32%	64%	81%
	My school building is clean and well maintained.	50%	30%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	75%	65%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	50%	55%	49%	58%
	Procedures at my school maximize the time students spend learning.	50%	42%	62%	83%
	When I need something at my school, I know who to ask.	75%	75%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	0%	14%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	50%	57%	43%	49%
	I understand the criteria that are used to determine my compensation.	50%	71%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	0%	19%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	25%	25%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	25%	35%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	0%	15%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	25%	15%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	50%	35%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Retention Identified opportunities for me to pursue teacher leadership roles	50%	19%	20%	26%
Put me in charge of something important	50%	19%	28%	34%
Provided me with access to additional resources for my classroom	50%	29%	42%	54%
Encouraged me to continue teaching at my school next year	100%	14%	42%	48%
Recognized my accomplishments publicly	50%	14%	32%	36%
Provided me with regular, positive feedback	75%	57%	57%	73%
None of the above	0%	24%	14%	7%

Teacher Plans for 2023

27% Plan to leave this year or next	73% Plan to stay 2+ years

Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Dissatisfaction with culture and learning environment at my school	2 teachers
Lack of recognition/respect	2 teachers
Dissatisfaction with my school leadership/immediate supervisor	1 teachers
Inability to have an adequate positive impact on student outcomes	1 teachers

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

|	
Staff collegiality and collaboration/relationships with staff	4 teachers
I feel safe and supported bringing my authentic self to work	3 teachers
Positive school culture and learning environment	2 teachers
Ability to have a positive impact on student outcomes	1 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
Relationships with students and families	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.
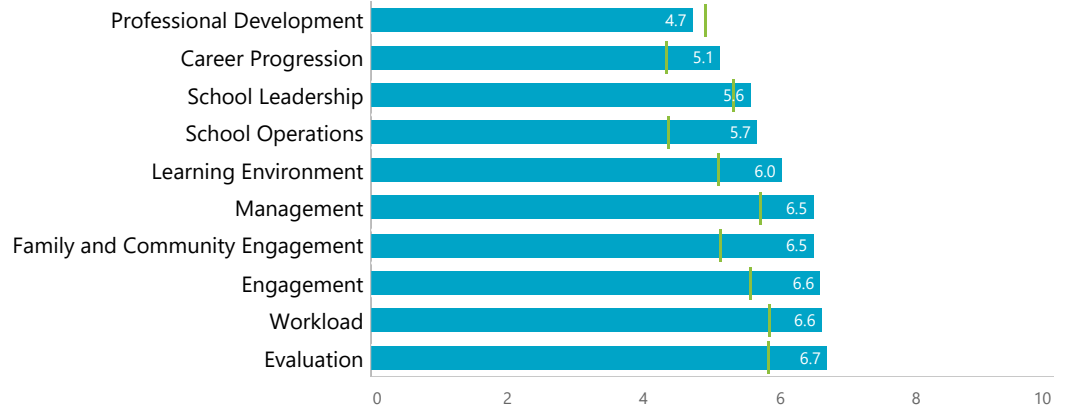
	2023	Alachua Average	National Average
Professional Development	4.7	4.9	5.0
Career Progression	5.1	4.3	5.0
School Leadership	5.6	5.3	5.0
School Operations	5.7	4.3	5.0
Learning Environment	6.0	5.1	5.0
Management	6.5	5.7	5.0
Family and Community Engagement	6.5	5.1	5.0
Engagement	6.6	5.5	5.0
Workload	6.6	5.8	5.0
Evaluation	6.7	5.8	5.0

Support Staff Plans for 2023
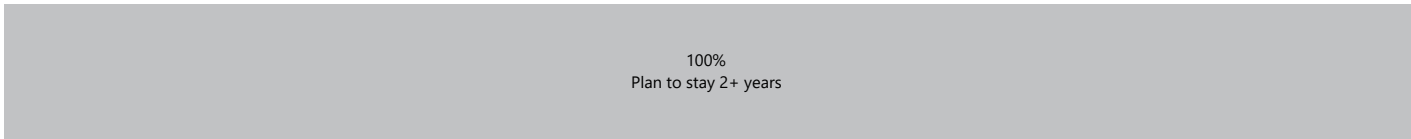
100%
Plan to stay 2+ years

Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Positive school culture and learning environment	4 Support Staff
Ability to have a positive impact on student outcomes	3 Support Staff
Job security	2 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
I feel safe and supported bringing my authentic self to work	1 Support Staff
I like the work schedule at my school	1 Support Staff
I would like to leave, but have not yet found a better opportunity elsewhere	1 Support Staff
Relationships with students and families	1 Support Staff
Staff collegiality and collaboration/relationships with staff	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."
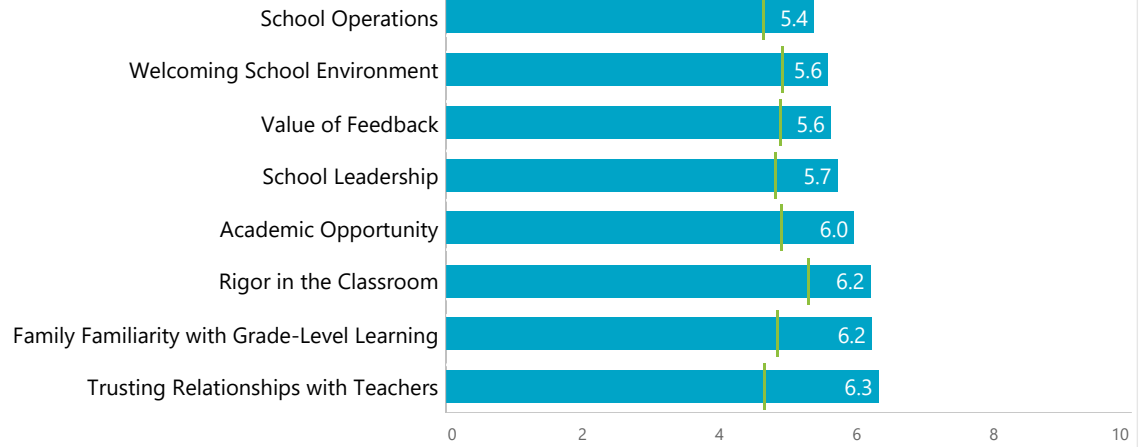
		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	78%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	72%	59%	68%
	My school is a good place to teach and learn.	78%	73%	79%
	My school is fun and joyful.	89%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	89%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	67%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	78%	78%	81%
Management	My manager actively supports my growth and development.*	78%	73%	
	My manager provides me with regular, actionable feedback.	89%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	83%	72%	
	The expectations for my role are clearly defined.	89%	76%	72%
	When I get feedback, I receive support to implement those changes.	83%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	61%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	71%	53%	61%
	There are opportunities for professional growth in my role.	61%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	56%	59%	60%
	Leaders at my school value my feedback.	78%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	72%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	82%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	83%	71%	72%

Survey Items from the Support Staff Survey

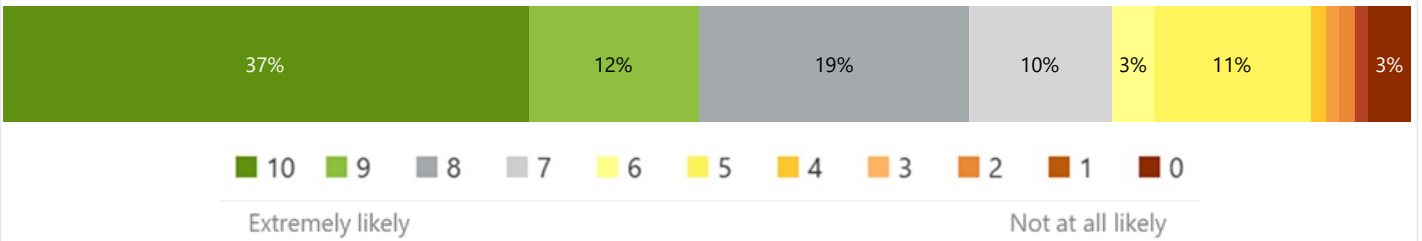|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	71%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	53%	41%	43%
	There are opportunities for me to advance at my school or within the district.	47%	51%	51%
Engagement	I am compensated fairly for the work that I do.	35%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	94%	85%	83%
	My day-to-day work makes good use of my strengths.	94%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	88%	70%	66%
	I know the criteria that will be used to evaluate my performance.	88%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	88%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	82%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	88%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	94%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	94%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	88%	72%	72%
	My school encourages and helps families to support student learning at home.	88%	74%	77%
	My school has established systems that ensure families are well informed about the school.	88%	75%	79%
	My school regularly seeks input from students' families.	82%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	82%	64%	72%
	My school building is clean and well maintained.	65%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	88%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	82%	55%	77%
	Procedures at my school maximize the time students spend learning.	82%	67%	76%
	When I need something at my school, I know who to ask.	94%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	76%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	71%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	88%	74%	65%
	Over the long term, my workload is sustainable.	88%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
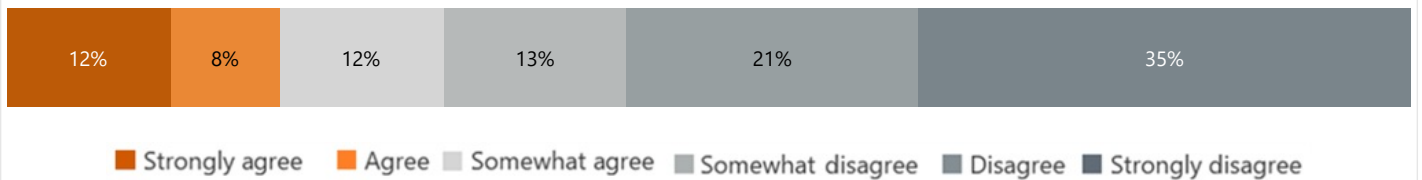
Domain	Score
School Operations	5.4
Welcoming School Environment	5.6
Value of Feedback	5.6
School Leadership	5.7
Academic Opportunity	6.0
Rigor in the Classroom	6.2
Family Familiarity with Grade-Level Learning	6.2
Trusting Relationships with Teachers	6.3

	2023	Alachua Average	National Average
School Operations	5.4	4.6	5.0
Welcoming School Environment	5.6	4.9	5.0
Value of Feedback	5.6	4.9	5.0
School Leadership	5.7	4.8	5.0
Academic Opportunity	6.0	4.9	5.0
Rigor in the Classroom	6.2	5.3	5.0
Family Familiarity with Grade-Level Learning	6.2	4.8	5.0
Trusting Relationships with Teachers	6.3	4.6	5.0

How likely are you to recommend this school to other families?

37%	12%	19%	10%	3%	11%	3%

10 9 8 7 6 5 4 3 2 1 0

Extremely likely — Not at all likely

If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

12%	8%	12%	13%	21%	35%

Strongly agree · Agree · Somewhat agree · Somewhat disagree · Disagree · Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	74%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	76%	61%	68%
	My child's teachers challenge my child to do their best work.	80%	71%	75%
	The work my child completes for school is challenging enough for my child.	79%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	78%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	71%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	87%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	69%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	87%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	85%	79%	79%
	My child's assignments usually include reading.	87%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	70%	59%	69%
	My child's school is focused on the right priorities.	76%	62%	68%
	School leaders care about my child's success.	76%	67%	72%
	School leaders follow through on programs and initiatives.	76%	68%	71%
School Operations	I receive timely communications from my child's school.	80%	72%	77%
	My child's school is clean and well maintained.	74%	63%	87%
	My child's school keeps me informed of school initiatives.	76%	71%	81%
	My child's school schedules events at times that are convenient.	81%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	65%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	74%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	70%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	79%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	82%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	58%	50%	61%
	Leaders at my child's school value my feedback.	67%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	78%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	74%	73%	74%
	My child enjoys going to school.	80%	68%	72%
	My child's school is a safe place.	80%	62%	77%
	My child's school is fun and joyful.*	77%	59%	

Appendix
Explains the methodology used throughout this Insight Dashboard

Index Scores
Index scores summarize teachers' agreement to three questions that, taken together, summarize a school's overall instructional culture—which matters for improving student outcomes and retaining effective teachers. Index scores are calculated based on the percentage of teachers who agree or strongly agree with the following statements and reported on a scale of 1-10:

-The expectations for effective teaching are clearly defined at my school.
-Teachers at my school share a common vision of what effective teaching looks like in practice.
-My school is committed to improving my instructional practice.

The Index Percentile Rank is based on a ranked order of school Index scores within Alachua County Schools, where 0% indicates the school with the lowest Index score and 100% indicates the school with the highest Index score.

School Quartiles
Throughout this dashboard, you'll see comparisons to "Top Quartile Schools." These are schools with Index Scores in the top 25% of Alachua County Schools in the year selected. These schools' Index Scores suggest that they may be using best practices in instructional leadership. Mouse over the Instructional Culture Index chart on the Retention and Index tab to see your school's Index percentile.

National Benchmarks
Throughout this dashboard, you'll see comparisons to National Average and National Top Quartile schools, which are calculated from our national dataset of over 2000 schools. The National Top Quartile is based on schools with Index Scores in the top 25% of our national database; these schools' Index Scores suggest that they may be using best practices in instructional leadership. National benchmarks may not be available for new survey questions.

Domain Scores
Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback on these topics and are based on the average ratings of Likert items in that domain. When we report on individual questions, we usually share the percentage of respondents who agree or strongly agree. Because domain scores consider the full answer scale, they also capture the strength of agreement or disagreement with statements in that domain. We summarize the average ratings and then place the calculation on a 0–10 scale. For each domain, a score of 5 represents the national average for the domain. A score of 7 is one standard deviation above average; a score of 3 is one standard deviation below average.

Survey Notes
· *Survey items with an asterisk are not included in the domain score for that domain
· **Survey items with a double asterisk are reverse-coded because for these items lower agreement is a better result

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