

Introduction

Instruction Partners works with educators and schools by providing professional development, leadership coaching, teacher coaching, and PLC support opportunities, among others. In order to inform and improve their work, Instruction Partners collects feedback from partners in the form of surveys. Partnership and organizational leaders are especially interested in the following questions:

- How is our team performing? How are our partners feeling about our work?
- Across the organization, what are our bright spots and our places to improve? Do we have any major outliers?
- What are the significant patterns or trends? How is the data changing over time?

The details of the analysis, along with all the project deliverables, can be found in this [GitHub repository](#). Additionally, the data visualization story can be found in this [Tableau Public link](#).

Data

Instruction Partners has provided a [sample dataset](#) of survey responses for this analysis. It includes a data dictionary, a table of survey responses, and a table of organizational data.

The survey data contains survey responses, where each row represents an individual's survey response to various questions on a Likert scale. It also includes information regarding the school, the school system, the event type, date, and facilitator IDs. The organizational dataset contains information regarding each Instruction Partners facilitator, their role, team, organizational group, and whether or not they are a current employee.

These two tables were joined on the primary facilitator ID of the survey dataset and the facilitator ID of the organizational dataset. In addition, a numeric version of the dataset was created, in which the survey responses on the Likert scale (Strongly agree, agree, Somewhat agree, etc) were converted to a numeric value ranging from 1 (Strongly disagree) to 7 (Strongly agree).

Analysis and Findings

How is our team performing? How are our partners feeling about our work?

We began our analysis by filtering our dataset for those whose primary facilitators were part of the Partnership Group. We then looked at the breakdown of survey responses for specific questions that reflect how the partners feel about Instruction Partners' work.

- For the survey question, "How likely would you be to recommend Instruction Partners to a friend or colleague?", 80% of respondents submitted a score of 8 or higher (out of 10).
- For the survey question, "As a result of Instruction Partners' support, I feel more equipped to improve instruction", 86% of respondents submitted a response of Agree or Strongly Agree.
- For the survey question, "I learned something I can implement in my daily work", 93% of respondents submitted a response of Agree or Strongly Agree.
- For the survey question, "My interactions with Instruction Partners are a valuable use of my time", 91% of respondents submitted a response of Agree or Strongly Agree.

Based on the results of these survey questions, we can conclude that the Partnership team is performing well and that our school and district partners feel that the time spent with Instruction Partners is productive, informative, and supportive.

Across the organization, what are our bright spots and our places to improve? Do we have any major outliers?

While there are many ways we can perform our segmentation analysis, we chose to look at how individual districts/networks feel about Instruction Partners' work, as well as a comparison of survey responses from virtual events and in-person events.

For our analysis of school systems, there were three that had particularly lower responses for one specific question. In District/Network 15, 35, and 65, the average Likert scale score (after numeric conversion) for the question "As a result of Instruction Partners' support, I feel more equipped to improve instruction" were below 6 (out of 7).

Moreover, for the survey question "How likely would you be to recommend Instruction Partners to a friend or colleague?", District/Network 15 had only 57% of respondents submitting a score of 8 or higher, District/Network 35 had only 58% of respondents submitting a score of 8 or higher, and District/Network 65 had only 28% of respondents submitting a score of 8 or higher.

When comparing delivery methods of events, we found that both in-person events and virtual events are positive experiences for our partners. For the survey question, "How likely would you be to recommend Instruction Partners to a friend or colleague?", 81% of respondents from on-site events submitted a score of 8 or higher and 79% of respondents from virtual events submitted a score of 8 or higher.

Generally, virtual events seem to have *slightly* lower average Likert scale scores (after numeric conversion) for each question compared to on-site events. However, all of the questions that were compared had average scores that were higher than 6 (out of 7).

What are the significant patterns or trends? How is the data changing over time?

To analyze trends over time, we created time series graphs for the moving average numeric Likert scale score for each individual question. These graphs can be found in the python notebook in the GitHub repository as well as on Tableau. Here are our findings:

The survey questions "Clear about change we seek", "Clear about roles and responsibilities", and "Confident plan will achieve goals" show a low average response score of approximately 4-5 at the beginning of when these questions were administered (end of August 2021). Fortunately, in the first month, we see a tremendous increase in these moving average scores and the scores are consistently above 6 after this.

The survey questions "Feel more equipped", "I learned something", "Valuable use of my time", and "Understand state of instruction" show a slight downward trend, particularly in the months of December to January where the moving average scores dip below 6.5 (out of 7). We see a similar trend in the survey question "Likely to recommend Instruction Partners" where the moving average scores dip below 8.5 (out of 10) in those same months.

It is likely that the first group of questions are an indicator of internal confidence within schools and school systems, whereas the second group of questions are more of an indicator of how our partners feel about the services that Instruction Partners provide. While these decreasing scores are not a significant change, it is still worth considering if there were any notable changes to Instruction Partners events and programs in the months of December and January. Fortunately, after this, our moving average scores show improvement in the months of February leading up to March.

Future Work

It would be interesting to analyze other segmentations of this dataset. It may be helpful to Instruction Partners leadership to understand the survey results for each team, and if there are any teams that require more support or guidance. Additionally, we can analyze each type of event that Instruction Partners facilitated (Professional Development, Leader Coaching, etc) to see if any specific services are excelling and/or have opportunities to improve.