



### Agenda Item Details

Meeting	Dec 12, 2023 - Regular School Board Meeting
Category	C. Discussion Agenda
Subject	9.01 2024 District and School-Based Instructional Culture Survey (Chief of Student, Family, and Community Engagement)
Type	Action (Consent), Discussion
Recommended Action	Approve Agreement for Technical Services# 23238-ATS-IV with The New Teacher Project (TNTP) to provide survey actions necessary for district and school-wide instructional and culture indexing.

#### **DESCRIPTION:**

Building and maintaining a strong school culture is an incredibly complex and ever-evolving effort, particularly with the challenges the public education industry faces today. To help with program planning and employee retention efforts, district and school leaders need actionable feedback which highlights specific practices shown to foster great instruction and employee growth. While all leaders have the desire to improve their schools, they may lack timely information and context needed to prioritize the right actions.

TNTP's Instructional Culture Insight surveys provide a roadmap for improving leadership practices by first collecting feedback on specific practices from all stakeholders, including teachers, families, school support staff, school leadership teams, and district office staff. Leaders are then provided tools and resources to use the feedback to identify strengths and opportunities for improvement at their school or division, relative to schools nationally where practices are strongest. Data from these surveys has shown that schools with strong instructional cultures and leadership practices can retain more effective teachers and support strong student achievement. Since 2010, TNTP Insight surveys have helped over 2,600 school leaders improve conditions for teaching and learning.

Each participating school and division will receive reports containing specific, actionable feedback that leadership teams can work together to assess and address quickly. Stakeholder surveys provide an overview of the needs of the district, which can be helpful in coordinating ongoing support and improvement efforts.

#### **GAP ANALYSIS:**

Historically, HCPS has attempted to obtain feedback through surveys specific to school culture using the ASQI (instructional staff) and SCIP (families and students). Participation rates for the staff survey were well below 30% and for the family survey it was well below 15%. The information was ultimately made available to schools and central office leadership via large, thick binders for each school and office. Actual usage by leadership teams to help strengthen practices and identify priorities was not collected; anecdotal feedback on the use of these surveys suggests limited influence at scale.

In 2021, the Insight Instructional Culture Survey was administered to classroom teachers only, leaving a feedback gap from non-classroom professional and support staff at both the school and central office level. In 2022, the Insight Survey was expanded and made available to ALL district and school staff as a way to obtain a comprehensive feedback loop for school and district leadership to act upon

#### **PREVIOUS OUTCOMES:**

In 2023, the Instructional Culture Insight survey was administered to all classroom teachers across the district if they were rostered to students more than 50% of their day. Participation was voluntary and anonymous; there was no way for the district to track individual teacher responses unless a teacher deliberately shared their name in the open-ended response item. Over 6,900 teachers completed the survey for a 63% participation rate.

In 2023, all of the domain scores saw an increase. By rank, Instructional Planning for Student Growth went from fifth to first and Leadership went from third to second. In 2022 56% of teachers indicated that they would stay for 5 or more years (33% for 10+ years). This changed in 2023 when 58% of teachers indicated that they would stay in the district for 5 or more years (34% for 10+ years).

For the 2023 survey, Support Staff ranked School Leadership and Professional Development as some of their highest domains, with ten of the eleven areas assessed falling above the national average. Likewise, the Family Survey rated measured domains at or above the national average, with Rigor in the classroom as the highest. In addition, the Family Survey indicated that 81% of parents highly rated their school as one to recommend to other families.

All of the survey results are available to school leadership teams and department heads via an interactive dashboard online.

**EXPECTED OUTCOMES:**

With ALL stakeholders being given an opportunity to take the survey for a third year, the feedback will be even more robust, and the actions taken even more deliberate and focused. In addition, schools will have an opportunity to begin reviewing their school-level data for emerging trends, as well as adjust priorities as they see areas improve or decline.

**RECOMMENDATION:**

That the Board approve the Agreement for Technical Services# 23238-ATS-IV with The New Teacher Project (TNTP) to provide survey actions necessary for district and school-wide instructional and culture indexing in 2024.

**CONTACT:**

Owen Young, Chief of Student, Family, and Community Engagement, (813) 273-7125

**FINANCIAL HISTORIC IMPACT:**

Financial Historic Impact	If Financial Impact is greater than 10% from prior year, explain why.	
<b>2023-24 Financial Impact</b>	<b>Proposed Cost</b>	\$142,540
<b>2022-23 Financial Impact</b>	<b>Proposed Cost</b>	\$149,115 (All Staff)
<b>2021-22 Financial Impact</b>	<b>Former Cost</b>	\$167,847 (All Staff)
<b>2020-21 Financial Impact</b>	<b>Former Cost</b>	\$49,991.00 (Classroom Teachers Only)

**FINANCIAL IMPACT:**

Revenue Source: Epayable Rebates

Expense Account: 101.9251.4435.620.7710.319

Amount: \$142,540

**REVIEW COMMENTS:**

**SUBMITTED BY:**

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*Our adopted rules of Parliamentary Procedure, Roberts Rules, provide for a consent agenda listing several items for approval of the Board by a single motion. Most of the items listed under the consent agenda have gone through Board subcommittee review and recommendation. Documentation concerning these items has been provided to all board members and the public in advance to assure an extensive and thorough review. Items may be removed from the consent agenda at the request of any board member. Notice: If a person decides to appeal any decision made by the School Board of Hillsborough County, Florida, with respect to any matter considered at a meeting or hearing, he/she will need a record of the proceedings, and for such purpose, he/she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. (Pursuant to Florida Statute 286.0105) Failure to file a protest within the time prescribed in section 120.57(3), Florida Statutes, or failure to post the bond or other security required by law within the time allowed for filing a bond shall constitute a waiver of proceedings under chapter 120, Florida Statutes. Article IX of the Florida Constitution states in part, "The education of children is a fundamental value of the people of the State of Florida. It is, therefore, a paramount duty of the state to make adequate provision for the education of all children residing within its borders. The Article also states that the educational system must be "uniform, efficient, safe, secure, and high-quality," and class size limits must be imposed. Prekindergarten learning opportunities must be made available. There must be a state university system.*

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