School Name:	
City:	State:

# Appendix C

**School Survey** 

OMB#: 1850-0877

Expiration Date: 04/30/2014

# Charting the Progress of Education Reform

# An Evaluation of the Recovery Act's Role

School Survey<br/>Spring 2012



### Paperwork Reduction Act of 1995

According to the Paperwork Reduction Act of 1995, no persons are required to respond to a collection of information unless such collection displays a valid OMB control number. Public reporting burden for this collection of information is estimated to average 45 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. If you have any comments regarding

the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, please write to U.S. Department of Education, Washington, DC 20202-4651. If you have comments or concerns regarding the status of your individual submission of this form, write directly to: Institute of Education Sciences, U.S. Department of Education, 555 New Jersey Avenue, NW, Washington, DC 20208.

### **Notice of Confidentiality**

Information collected for this study come under the confidentiality and data protection requirements of the Institute of Education Sciences (The Education Sciences Reform Act of 2002, Title I, Part E, Section 183). Information that could identify an individual or institution will be separated from the survey responses submitted, kept in secured locations, and be destroyed as soon as they are no longer required. Survey responses will be used only for research purposes. The reports prepared for the study will summarize survey findings across individuals and institutions and will not associate responses with a specific district, school, or person. We will not provide information that identifies you or your school to anyone outside the study team, except as required by law.

### Introduction

This survey and the larger study of which it is a part are supported under a contract from the United States (U.S.) Department of Education, Institute of Education Sciences (IES). The overall purposes of the study are to examine (1) ongoing education reform efforts, (2) the uses of funds available under the American Recovery and Reinvestment Act of 2009 (ARRA or the Recovery Act) to support these reforms, and (3) the challenges associated with the reforms.

This is the second and final data collection for the study.

- The survey includes five sections and covers the topics listed in the table below.
- Your school's responses are critical to drawing lessons to improve federal efforts to support education reform.
- All survey results will be presented as aggregate findings and no individual schools will be named or otherwise identified in any study reports or other communications that use survey data.
- While we expect that the school's principal will be in the best position to answer the survey, please feel free to have other knowledgeable school personnel complete sections about activities for which they may be responsible.

Survey Section
I. School Staffing
II. Educator Recruitment, Hiring, and Induction
III. Practices Related to Educator Performance Evaluation and Compensation
IV. Strategies Related to School Organization and Improvement
V. New State Standards, Curricula, and Assessments

The study, including this survey, is being conducted by Westat and its partners, Policy Studies Associates, and Chesapeake Research Associates. IES is providing technical direction.

# I. School Staffing

l.	Counting the 2011-2012 school year, how long has the current principal been the principal at this school?
	year(s)
	If the answer to Item 1 is one year or less, continue to Item 2. Otherwise, skip to Item 3.
2.	Was the principal of this school for the 2010-2011 school year replaced for the 2011-2012 school year as part of a school reconstitution or turnaround effort?
	Yes No

3. Enter the number of the following types of staff in your school for the 2011-12 school year.

	Number of Staff by Type	2011-2012
a.	Teachers of core academic subjects (mathematics, reading/English language arts, history/social studies, science)	
	Of the teachers of core academic subjects, how many have 3 or fewer years of total teaching experience?	
b.	School-based professional development staff (including resource teachers, instructional coaches, and mentors who devote at least half of their time to working with teachers )	
c.	Assistant principals	
d.	All other staff	

### II. Educator Recruitment, Hiring, and Induction

- 4. Indicate whether your school used the practices below to <u>recruit, hire, and induct teachers</u> in the 2011-2012 school year, or expects to use them in the 2012-2013 school year.
  - Please indicate that you used a practice if it applies to teachers in your school, regardless of whether your school or district was responsible for administering it.

Recruitment, Hiring, and Induction Practices	Used in 2011-2012 (Check Yes or No)	Expects to be In Use in 2012-2013 (Check Yes or No)
When hiring new teachers (those on their first year of teaching) give preference to those from university preparation programs that:		
Are aligned with state content standards	Yes No	☐ Yes ☐ No
Have evidence of the effectiveness of its graduates based on student achievement gains	Yes No	☐ Yes ☐ No
Have established strong partnerships with your school	☐ Yes ☐ No	☐ Yes ☐ No
Hire teachers from alternative teacher pipelines (e.g., Teach for America, local alternative program)	Yes No	☐ Yes ☐ No
Hire experienced teachers who can provide evidence of effectiveness based on student learning gains or growth	Yes No	☐ Yes ☐ No
Provide financial or classroom supports to teachers with provisional or emergency certificates to obtain full certification in STEM or special education	Yes No	☐ Yes ☐ No
Provide first year teachers with a full year of mentoring and observation, feedback, and demonstrations by assigned mentors and/or skilled teachers	Yes No	☐ Yes ☐ No
School leaders have the authority to hire qualified transfer candidates without regard to district seniority status	Yes No	☐ Yes ☐ No
School leaders receive professional development, training, or technical assistance on how to identify, recruit, or hire effective teachers*	Yes No	☐ Yes ☐ No

<sup>\*</sup> Effective teachers are those whose students achieve acceptable rates (e.g., at least one grade level in an academic year) of student growth.

- 5. Indicate to what extent, if at all, your school encountered these challenges in carrying out or improving practices to recruit, hire, and induct educators during the 2011-2012 school year.
  - Select 'Not Applicable' if a challenge listed <u>cannot arise</u> for your school because your school is not implementing the specified strategy.

	Extent of Challenge in 2011-2012 (Check one box in each row)			
Challenges When Recruiting, Hiring, and Supporting New Educators	Not Applicable	Not a Challenge	Minor Challenge	Major Challenge
Insufficient funding to implement or sustain new educator induction programs				
Lack of school staff or expertise to:				
Identify and recruit effective teachers				
Mentor/coach new educators				
Restrictions in rules and regulations relating to:				
How teachers can be hired				
How administrators can be hired				
Lack of clear district guidance/support concerning:				
Hiring new educators				
Implementing teacher induction programs				
Shortage of qualified applicants				

### III. Practices Related to Educator Performance Evaluation and Compensation

- 6. Indicate whether your school used the <u>performance evaluation practices</u> below for educators in your school in the 2011-2012 school year, or expects to use them in the 2012-2013 school year.
  - Please indicate that you used a practice if it applies to educators in your school, regardless of whether your school or district was responsible for administering it.

Performance Evaluation Practices	Used in 2011-2012 (Check Yes or No)	Expects to be In Use in 2012-2013 (Check Yes or No)
Teacher evaluation practices		
Uses a rating scale or rubric that defines three or more performance levels to evaluate classroom instruction or practice	☐ Yes ☐ No	Yes No
Includes at least two yearly observations of classroom instruction with written feedback	☐ Yes ☐ No	Yes No
Uses multiple observers (such as master teachers, coaches, or peers as well as school administrators)	☐ Yes ☐ No	Yes No
Requires evaluators to be trained to conduct reliable and accurate classroom observations	☐ Yes ☐ No	Yes No
Includes student achievement gains in NCLB grades/subjects in determining individual teacher performance ratings	☐ Yes ☐ No	Yes No
Uses student achievement gains in non-NCLB grades/subjects in determining individual teacher performance ratings	☐ Yes ☐ No	Yes No
Gives student achievement gains an explicit weight in determining teachers' performance ratings for those in grades or subjects with standardized tests	☐ Yes ☐ No	☐ Yes ☐ No
Provides teachers with specific suggestions for professional development activities designed to help them improve in areas covered by the evaluation	Yes No	☐ Yes ☐ No
Principal evaluation practices		
Uses a rating scale or rubric that defines three or more levels of performance	Yes No	Yes No
Includes at least two yearly observations with written feedback	☐ Yes ☐ No	Yes No
Includes input on performance from sources other than the direct supervisor, such as teachers, parents, and other central office staff	☐ Yes ☐ No	Yes No
Includes student achievement growth or gains in determining the principal's performance rating	☐ Yes ☐ No	Yes No
Provides the principal with specific suggestions for professional development activities designed to help her/him improve in the areas covered by the evaluation	Yes No	☐ Yes ☐ No

- 7. Indicate whether the <u>compensation practices</u> below were applied or were available to educators at your school in the 2011-2012 school year, or are expected to apply or be made available in the 2012-2013 school year.
  - Please indicate that you used a practice if it applies to educators in your school, regardless of whether your school or district was responsible for administering it.
  - A practice applied or was available if educators were eligible for <u>or</u> received the compensation as described.

Educator Compensation Practices	Applied/Was Available in 2011-2012 (Check Yes or No)	Expects to Apply/Be Available in 2012-2013 (Check Yes or No)		
Teacher compensation practices				
Base pay increases, add-ons, or stipends to teachers based in part on:				
Ratings of classroom observations of teaching practice	☐ Yes ☐ No	☐ Yes ☐ No		
Achievement gains of students in individual teachers' classes	Yes No	Yes No		
Demonstrating higher levels of instructional skills via National Board certification or a similar state or district performance assessment	Yes No	Yes No		
Serving as master teachers, instructional specialists, or teacher coaches/mentors	Yes No	Yes No		
One-time bonuses to teachers in addition to base pay for:				
Achievement gains of students in individual teachers' classes	Yes No	Yes No		
Achievement gains of students served by teacher grade-level or other teams (e.g., same bonus provided to teachers of students in the same grade)	Yes No	Yes No		
Average achievement gains of students school-wide (e.g., same bonus provided to all teachers in the school)	Yes No	Yes No		
Higher starting salaries, stipends or bonuses for:				
Teachers who move to teach in your school	Yes No	☐ Yes ☐ No		
STEM teachers	Yes No	Yes No		
Special education teachers	Yes No	Yes No		
Teachers qualified to teach in other shortage areas	Yes No	Yes No		
Non-financial incentives (e.g., smaller class size, planning time, reduced classroom hours) to encourage teachers to come to and remain in this school	Yes No	Yes No		
Principal compensation practices				
Performance evaluation ratings used in determining base pay increases	☐ Yes ☐ No	☐ Yes ☐ No		
Bonuses for improvements or gains in student achievement	Yes No	Yes No		

- 8. Indicate whether the policies below were in place regarding the use of student achievement data <u>in</u> <u>decisions about educator tenure, assignment, and retention</u> in the 2011-2012 school year, or are expected to be in place in the 2012-2013 school year.
  - Please indicate that this policy was in place if it applies to educators in your school, regardless of whether your school or district was responsible for administering it.

Policies Regarding the Use of Student Achievement Data for Tenure, Assignment, and Retention	Policy in Place in 2011-2012 (Check Yes or No)	Expects Policy to be in Place in 2012-2013 (Check Yes or No)	
Use gains or growth in achievement of teachers' students in deciding tea	ncher:		
Tenure	☐ Yes ☐ No	Yes No	
Dismissal or non-retention with the district	☐ Yes ☐ No	Yes No	
Retention in the school or reassignment to another school	☐ Yes ☐ No	Yes No	
Use gains or growth in the achievement of the students in the school in deciding whether:			
The principal is retained as leader of the school or reassigned to another school	☐ Yes ☐ No	Yes No	
The principal's contract is renewed or tenure given	☐ Yes ☐ No	Yes No	

- 9. Indicate to what extent, if at all, your school encountered these <u>challenges</u> when implementing educator evaluation and compensation systems in the 2011-2012 school year.
  - Select 'Not Applicable' if a challenge listed <u>cannot arise</u> for your school because your school is not implementing the specified strategy.

	Extent of Challenge in 2011-2012 (Check one box in each row)			
Challenges When Implementing Educator Evaluation and Compensation Systems	Not Applicable	Not a Challenge	Minor Challenge	Major Challenge
Insufficient funding to:				
Provide performance-based compensation to all eligible teachers				
Provide differential compensation for teachers in high need areas (e.g., STEM subjects)				
Lack of school staff or expertise to:				
Conduct comprehensive educator performance evaluations				
Identify professional development needs of teachers based on performance evaluations				
Limited access to technology needed in order to link student test data to individual teachers				
Restrictions in rules and regulations on:				
How educators can be evaluated				
How educators can be compensated				
Lack of clear district guidance/support on educator compensation or evaluation system				
Concerns or opposition from school staff/staff unions about:				
Evaluating educators based, at least in part, on student achievement				
Performance based compensation				
Difficulty in measuring student growth for teachers of non-tested subjects				

# IV. Strategies Related to School Organization and Improvement

10. Indicate whether the features of <u>school restructuring or reorganizing</u> below were introduced in your school in the 2011-2012 school year, or are expected to be introduced in the 2012-2013 school year.

Features of School Restructuring or Reorganizing	Introduced in 2011-2012 (Check Yes or No)	Expects to be introduced in 2012-2013 (Check Yes or No)
Operation by Charter Management Organization (CMO) or Education Management Organization (EMO)	Yes No	☐ Yes ☐ No
Convert to or continue in charter status	☐ Yes ☐ No	☐ Yes ☐ No
Increased autonomy in staffing and budgeting from the district, CMO, or EMO, compared to before restructuring or reorganizing	Yes No	☐ Yes ☐ No
Use school improvement experts from outside the school	Yes No	☐ Yes ☐ No
Identify the competencies or skills teachers need to facilitate effective learning at your school	Yes No	Yes No
Assess whether current teachers have the competencies needed to improve student achievement at your school	Yes No	Yes No
Replacement of a substantial proportion of teachers	☐ Yes ☐ No	☐ Yes ☐ No
Reassignment of effective teachers* to your school from others	☐ Yes ☐ No	☐ Yes ☐ No
Extend regular school day and/or week	Yes No	Yes No
Extend regular school year	Yes No	Yes No

<sup>\*</sup> Effective teachers are those whose students achieve acceptable rates (e.g., at least one grade level in an academic year) of student growth.

11. Indicate whether your school used the strategies below to help <u>improve instruction and related student services</u> in the 2011-2012 school year, or expects to use them in the 2012-2013 school year.

	Used in 2011-2012	Expects to Use in 2012-2013
Strategies to Improve Instruction and Related Student Services	(Check Yes or No)	(Check Yes or No)
Complete a comprehensive school needs assessment to identify areas in need of improvement	Yes	Yes
•	∐ No	☐ No
Submit improvement plans to the district that detail changes in curricula, instructional methods, or staffing	☐ Yes☐ No	☐ Yes☐ No
Use a school improvement model developed by an outside partner or a	Yes	Yes
vendor	☐ No	☐ No
Inform teachers that those who are not achieving a minimum standard	Yes	Yes
for student test score growth would be removed from the school	☐ No	☐ No
	Yes	Yes
Use instructional coaches to support teacher learning	☐ No	☐ No
Provide one-on-one or small group instructional sessions for struggling	Yes	Yes
students	☐ No	☐ No
	Yes	Yes
Have smaller class sizes than typical for grade	☐ No	☐ No
Modify daily schedule to increase the amount of instructional time for	Yes	Yes
reading/English language arts or mathematics	☐ No	☐ No
Purchase technology to support instruction (includes computers and	Yes	Yes
software for student use in the classroom)	☐ No	☐ No
	Yes	Yes
Schedule common planning time for teachers	☐ No	☐ No
Use student assessment data to:		
_ , , , , , , , , ,	Yes	Yes
Tailor instruction in the classroom	☐ No	☐ No
	Yes	Yes
Identify students for additional support	 □ No	 □ No
Implement programs to:		
	Yes	Yes
Address students' social and emotional needs	□ No	□ No
Formula Gradition of Control of C	Yes	Yes
Encourage family and community involvement	☐ No	☐ No
	Yes	Yes
Orient parents to school improvement models	☐ No	☐ No

- 12. Indicate to what extent, if at all, your school encountered these <u>challenges</u> when working on school organization and improvement in the 2011-2012 school year.
  - Select 'Not Applicable' if a challenge listed <u>cannot arise</u> for your school because your school is not implementing the specified strategy.

	Extent of Challenge in 2011-2012 (Check one box in each row)			
Challenges When Supporting School Restructuring and Improvement	Not Applicable	Not a Challenge	Minor Challenge	Major Challenge
Insufficient funding to:				
Make substantial changes to school day/year schedules				
Support special programs for students and families				
Support school-based experts (outside consultants, instructional specialists/coaches, mentors)				
Purchase technology for classroom use				
Lack of school staff or expertise to effectively use technology to improve instruction				
Insufficient help from local social services and other community-based organizations in providing services to students and their families				
Restrictions in rules and regulations on:				
Making substantial changes to school day/year schedules				
Replacing less effective teachers				
Lack of clear district guidance/support focused on:				
Implementing a whole-school intervention/turn around model				
Staffing or budgeting decisions made at the school level				
Concerns or opposition from parents or community groups about reform activities				

# 13. Has your state adopted the Common Core State Standards in Mathematics and/or English Language Arts (ELA)? Yes No Do Not Know 14. Has your state adopted other new or revised content standards in Mathematics or Reading/ELA, in the 2011-2012 school year? Yes No

New State Standards, Curricula, and Assessments

٧.

Do Not Know

(Note: if both 13 and 14 are "No", survey will skip to item 18)

Contact the study team at <a href="mailto:aRRASurvey@westat.com">ARRASurvey@westat.com</a> or call toll free (888) 855-1452 if you have questions about this survey.

	Used in 2011-2012 (Check Yes or No for each subject)		Expects to Use in 2012-2013 (Check Yes or No for each subjec	
Practices to Implement New or Revised State Content Standards	Math	Reading/ELA	Math	Reading/E
Teachers receive in-person or internet-based professional development on the new or revised content standards	Yes No	Yes No	Yes No	Yes No
School leaders receive in-person or internet- based professional development on the new or revised content standards	Yes No	☐ Yes ☐ No	Yes No	☐ Yes
Use curriculum frameworks or pacing guides aligned with the new or revised standards	Yes No	Yes No	Yes No	Yes No
Use a curriculum aligned with the new or revised standards	Yes No	Yes No	Yes No	Yes No
Administer the following types of assessm	ents aligned wit	h the new or rev	ised standard	ls:
Summative assessments <sup>1</sup>	Yes No	Yes No	Yes No	Yes No
Interim assessments <sup>2</sup>	Yes No	Yes No	Yes No	Yes No
A summative assessment summarizes learning as of a		l assessments or an e	nd of course asse	essment.
nterim assessments are tests given periodically to che ot including teacher- developed tests.  Indicate whether teachers in your school reto help English language learners and studestandards in the 2011-2012 school year, or development in the 2012-2013 school year.	eck student progress, eceived targeted ents with disabili whether they ar	professional dev ties master new	elopment spoor revised sta	ecifically design
Interim assessments are tests given periodically to che ot including teacher- developed tests.  Indicate whether teachers in your school re to help English language learners and stude standards in the 2011-2012 school year, or	eceived targeted ents with disabili whether they are	professional devities master new e expected to rec	elopment spoor or revised sta ceive this pro	ecifically design
Interim assessments are tests given periodically to che ot including teacher- developed tests.  Indicate whether teachers in your school resto help English language learners and studestandards in the 2011-2012 school year, or development in the 2012-2013 school year  Targeted Teacher Professional Development	eceived targeted ents with disabili whether they are	professional devities master new e expected to rec	relopment specific revised states this proved in -2012 res or No)	ecifically designate content fessional Expects to Receiv in 2012-2013

- 17. Indicate to what extent, if at all, your school encountered these <u>challenges</u> when planning or implementing the Common Core State Standards or other new or revised state content standards in the 2011-2012 school year.
  - Select 'Not Applicable' if a challenge listed <u>cannot arise</u> for your school because your school is not implementing the specified strategy.

	Exte	nt of Challenge (Check one box in		
Challenges Planning or Implementing Common Core on Other New or Revised State Content Standards	Not Applicable	Not a Challenge	Minor Challenge	Major Challenge
Insufficient funding to:				
Purchase new instructional materials aligned with new standards				
Support instructional specialists or coaches to help teachers implement new standards				
Lack of school staff or expertise to:				
Develop new curricula guides and instructional materials aligned with new standards				
Provide guidance about or train educators on using new standards for their instruction				
Lack of clear district guidance/support on:				
Specific content of new standards				
Expectations concerning when and how standards should be implemented				
Inadequate quality or availability of state-developed instructional materials aligned with standards				
Concerns or opposition focused on new standards from:				
School staff/staff unions				
Parents or other community groups				
Current assessments are not aligned with the new standards				

- 18. Indicate whether your school used the practices below to <u>implement assessments and to use data systems</u> in the 2011-2012 school year, or expects to use them in the 2012-2013 school year.
  - Report on practices related to assessments used in 2011-2012, and expected for 2012-2013. These may or may not include new assessments aligned with the Common Core State Standards or other new or revised state content standards.

Practices Related to Assessments and Data Systems	Used in 2011-2012 (Check Yes or No)	Expects to Use in 2012-2013 (Check Yes or No)		
Administer standardized assessments in non-NCLB tested subjects or grades	Yes No	Yes No		
Administer interim assessments <sup>1</sup>	Yes No	☐ Yes ☐ No		
Use longitudinal data to track student achievement gains:				
For individual teachers	☐ Yes ☐ No	☐ Yes ☐ No		
For the school	☐ Yes ☐ No	☐ Yes ☐ No		
Teachers have on-line access to individual student results from:				
State summative assessments <sup>2</sup>	☐ Yes ☐ No	☐ Yes ☐ No		
District summative assessments <sup>2</sup>	☐ Yes ☐ No	☐ Yes ☐ No		
Interim assessments <sup>1</sup>	☐ Yes ☐ No	☐ Yes ☐ No		
Implement practices to ensure that state or district data bases accurately link student assessment results to the teacher of record	Yes No	☐ Yes ☐ No		
Teachers of math and reading/English language arts are provided with student growth data for <u>last</u> year's students	Yes No	☐ Yes ☐ No		
Teachers of math and reading/English language arts are provided with student growth data for this year's students	Yes No	☐ Yes ☐ No		
Teachers receive professional development about how to use student assessment results for instructional planning	Yes No	☐ Yes ☐ No		
School administrators receive professional development about how to use student assessment results for improvement planning	Yes No	Yes No		
Educators have access to key aggregate student and school indicators through report cards, data dashboards, or other feedback and analysis systems	Yes No	☐ Yes ☐ No		

<sup>&</sup>lt;sup>1</sup>Interim assessments are tests given periodically to check student progress, including standardized and diagnostic assessments but <u>not</u> including teacher- developed tests.

<sup>&</sup>lt;sup>2</sup>A summative assessment summarizes learning as of a particular point in time and is used for evaluative purposes (e.g., a grade). Examples of summative assessments include state or district standards-based assessments or an end of course assessment.

- 19. Indicate to what extent, if at all, your school encountered these <u>challenges</u> when implementing assessments and using data systems for storing, reporting, and using assessment results in the 2011-2012 school year.
  - Select 'Not Applicable' if a challenge listed <u>cannot arise</u> for your school because your school is not implementing the specified strategy.

	Extent of Challenge in 2011-2012 (Check one box in each row)			
Challenges Implementing Assessments and Using Data Systems	Not Applicable	Not a Challenge	Minor Challenge	Major Challenge
Insufficient funding to purchase or sustain data systems that store and provide access to assessment information				
Lack of school staff or expertise to:				
Train educators on how to administer assessments				
Train educators on how to use assessments to improve instruction				
Maintain and facilitate educators' access to assessment data systems				
Lack of clear district guidance/support on using state and district assessment data systems				
Concerns or opposition from:				
Parents or other community groups to additional assessments				
School staff about additional assessments				
Standardized assessments not available for enough subjects or grades				
Delays in transmission of assessment results to school or teachers				

Once your school survey is complete, please provide the following information for the school administrator(s) who assisted with the completion of the survey.

Respondent 1	
Position title	
Number of years in the position	
Estimated total minutes to respond to the survey	

Respondent 2		
Position title		
Number of years in the position		
Estimated total minutes to respond to the survey		

Thank You for Your Participation in This Evaluation