

Clay County District Schools

Superintendent's Update



ADDISON G. DAVIS

March 7th, 2019

Presentation Objectives

1

DISCUSS RESULTS FROM
INSIGHT CULTURE SURVEY

2

REVIEW PLAN TO HOST
COMMUNITY LISTEN & LEARNS

3

IDENTIFY MARCH CHAMPIONS
OF CHANGE

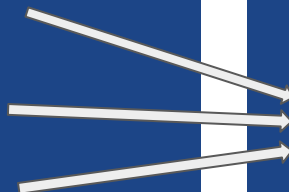


Clay County District School's Climate & Culture

Insight is a tool to collect and aggregate teacher feedback to help principals set priorities around instructional culture.

1. SURVEY TEACHERS

Validated survey gathers teacher feedback on critical aspects of school culture



2. SHARE FEEDBACK

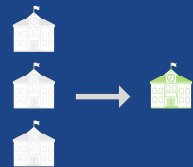
TNTP identifies strong local performers, assesses school culture, and shares this upward feedback with leaders



School Reports and
Data Debriefs

3. IMPROVE SCHOOL CULTURE

Survey results provide information to prioritize and plan necessary actions to improve culture



Design of the Insight Survey

TNTP's Instructional Culture Index is a validated, summative measure of a school's instructional culture which can be used to compare schools. Topics, and items within those topics, identify levers for future improvement.

INSIGHT SURVEY

In a short survey, teachers answer questions on many aspects of their school's leadership and instructional environment.

Topic

Survey Questions

Learning Environment	•	•	•	•	•	
Professional Development	•	•	•	•	•	•
Student Growth Measures	•	•	•	•		
Instructional Planning	•	•	•	•		
Evaluation	•	•	•	•	•	•
Workload	•	•	•	•		
Career Progression	•	•	•			
Peer Culture	•	•	•	•		
Retention	•	•	•	•	•	
Hiring Process	•	•	•	•	•	
Observation/Feedback	•	•	•	•	•	•

INSIGHT INDEX

Answers to three questions generate the Index, which captures a school's instructional culture in a single number from 1 to 10.

My **school is committed** to improving my instructional practice.

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.

Identifying Best Practices in Clay County Schools

Schools with strong instructional cultures retain more of their effective teachers and achieve greater academic success with students.

Instructional Culture Matters for Teachers and Students

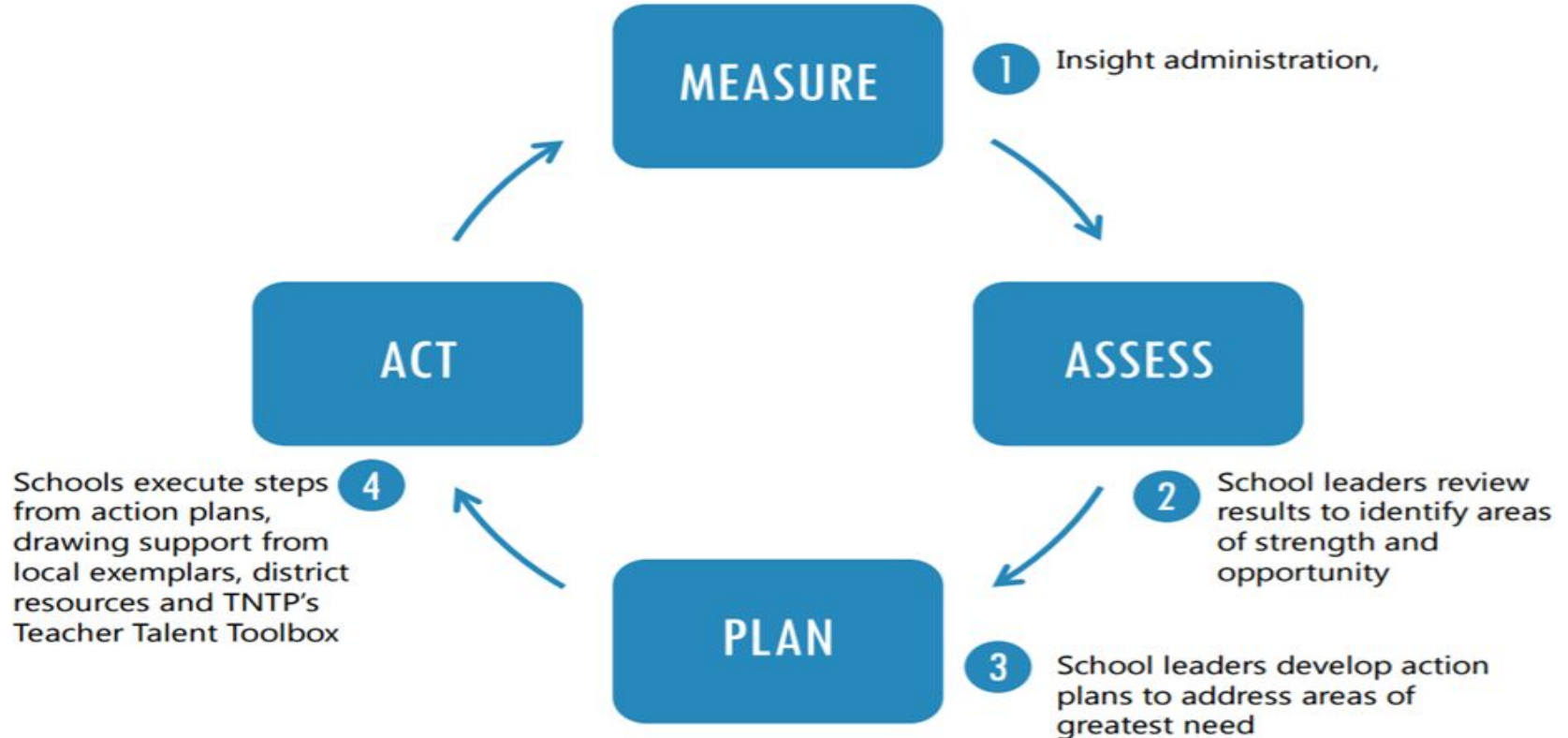


Bottom-quartile district schools can expect to lose twice as many of their effective teachers in the next two years...

...and in greenhouse schools, student proficiency rates are 21 percentage points higher in math and 14 percentage points higher in reading.

Insight Survey Mission

How the Insight cycle works in schools: A cycle of continuous improvement



Clay County Insight Results (TNTP Climate & Culture)

Insight Category Increases	Clay 16-17	Clay 17-18	Clay 18-19	3 Year Growth
Instructional Culture Index Score	7.9	8.4	8.7	+0.8
Overall Satisfaction with the Learning Environment	6.5	6.7	6.8	+0.3
Overall Satisfaction with Instructional Planning/Student Growth	5.3	6.4	6.6	+1.3
Overall Satisfaction with Observation and Feedback	5.6	6.3	6.6	+1.0
Overall Satisfaction with Professional Development	5.3	6.1	6.6	+1.3
Overall Satisfaction with Evaluation	5.7	6.2	7.0	+1.3
Overall Satisfaction with Peer Culture	5.5	6.4	6.7	+1.2
Overall Satisfaction with Leadership	6.2	6.6	6.7	+0.5
Overall Satisfaction with Academic Expectations	5.8	6.6	6.3	+0.5
Overall Satisfaction with Career Progression	4.9	5.4	5.6	+0.7
Overall Satisfaction with Compensation	4.0	4.3	4.7	+0.7
Overall Satisfaction Family & Community Engagement	5.7	6.6	6.9	+1.7

Clay County Insight Results Compared Nationally

Insight Category Increases	Clay 18-19	National 18-19	Annual Growth
Instructional Culture Index Score	8.7	5.0	+3.7
Overall Satisfaction with the Learning Environment	6.8	5.0	+1.8
Overall Satisfaction with Instructional Planning/Student Growth	6.6	5.0	+1.6
Overall Satisfaction with Observation and Feedback	6.6	5.0	+1.6
Overall Satisfaction with Professional Development	6.6	5.0	+1.6
Overall Satisfaction with Evaluation	7.0	5.0	+2.0
Overall Satisfaction with Peer Culture	6.7	5.0	+1.7
Overall Satisfaction with Leadership	6.7	5.0	+1.7
Overall Satisfaction with Academic Expectations	6.3	5.0	+1.3
Overall Satisfaction with Career Progression	5.6	5.0	+0.6
Overall Satisfaction with Compensation	4.7	5.0	-0.3
Overall Satisfaction Family & Community Engagement	6.9	5.0	+1.9



March Game Changers



Champions of Change

LITTLE DEEDS. HUGE IMPACT

Clay County District Schools

Clay County Schools with the Greatest Insight Index

School	Instructional Culture Index
Shadowlawn Elementary	9.8
Keystone Heights Elementary	9.8
Paterson Elementary	9.7
Lake Asbury Junior High	9.6
Doctors Inlet Elementary	9.6
Orange Park Elementary	9.6
Plantation Oaks Elementary	9.5
WE Cherry Elementary	9.4
Argyle Elementary	9.4
Lake Asbury Elementary	9.4
McRae Elementary	9.3



Safety & Security Listen & Learns



Addison G. Davis



EDUCATE & ENGAGE

DISCUSS SAFETY & SECURITY IN OUR SCHOOLS

Identify Actions Taken Since Parkland, Florida

DISCUSS SB 7026 & REQUIREMENTS OF DISTRICT

Identify Plan to Meet Requirements

INTRODUCE RECOMMENDATION FOR CHIEF

Allow Mr. Wagner to Address Community

DISCUSS PLAN, TIMELINE, & IMPLEMENTATION
FOR SCHOOL RESOURCE OFFICERS

PROVIDE OPPORTUNITY FOR Q&A

Structured Conversation Around Safety & Security

Projected Listen & Learn Community Meetings

Date

March 25th

March 26th

April 1st

April 8th

April 9th

April 15th

April 16th

Location

Fleming Island High School

Oakleaf High School

Middleburg High School

Keystone Junior/ Senior High School

Orange Park High School

Clay High School

Ridgeview High School



Clay County District Schools



Thank You!