

School Culture Symposium

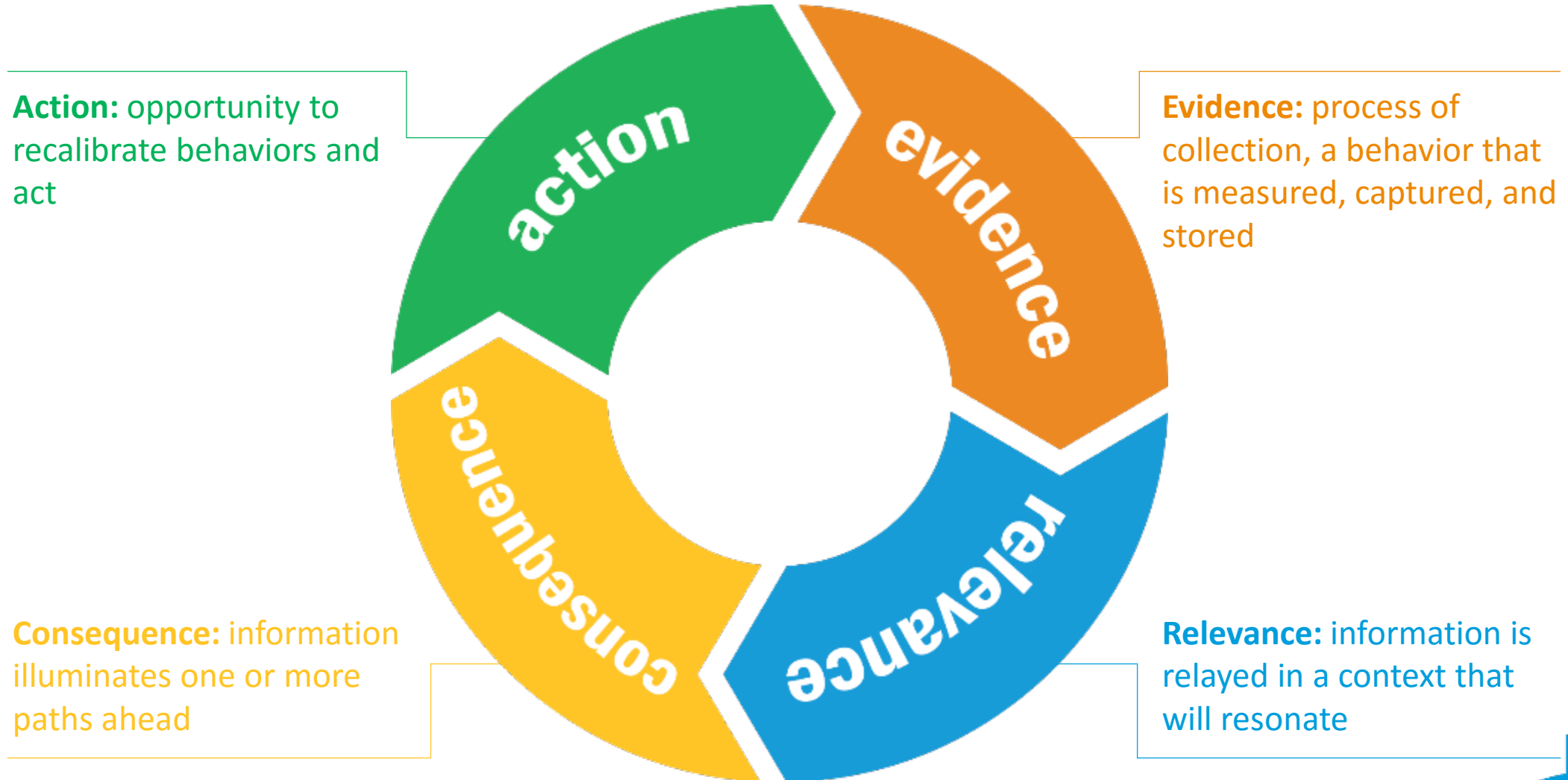
Secondary Session



DUVAL COUNTY
PUBLIC SCHOOLS

Feedback Loop

A methodical process of turning raw data into action



How do we measure school culture?

The district adopted several tools to ensure everyone has a voice and schools are equipped with the necessary data to focus resources and improve school culture.



Instructional Culture Index Survey

Measures the instructional culture of school environments through **teacher** feedback.



Instructional Leader Survey

Measures **school administrators** perceptions about human capital, materials, sustainability, and effectiveness of district leadership.



Q12 Employee Engagement Survey

Measures **employee** engagement and satisfaction with their overall work environment.



Student Poll

Measures **student** perceptions of their school experiences in the domains of engagement, hope, entrepreneurial aspirations, and financial/career literacy.



Parent School Climate Survey

Measures **parent** perceptions of their student's school in the domains of communications, parent involvement, academic quality and school environment.



Why Does This Matter Anyway?

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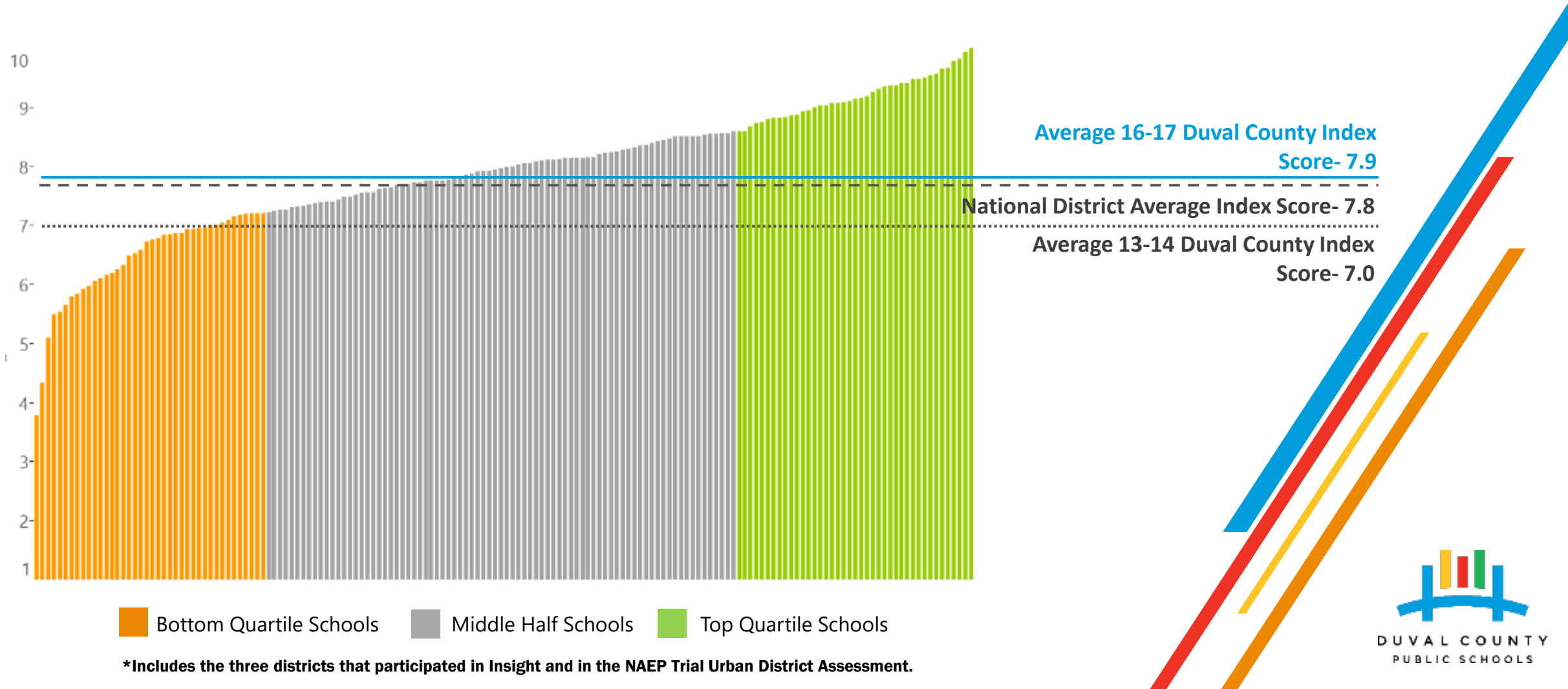
**Our data tells a clear story.
Our efforts to improve school culture are working.**



DUVAL COUNTY
PUBLIC SCHOOLS

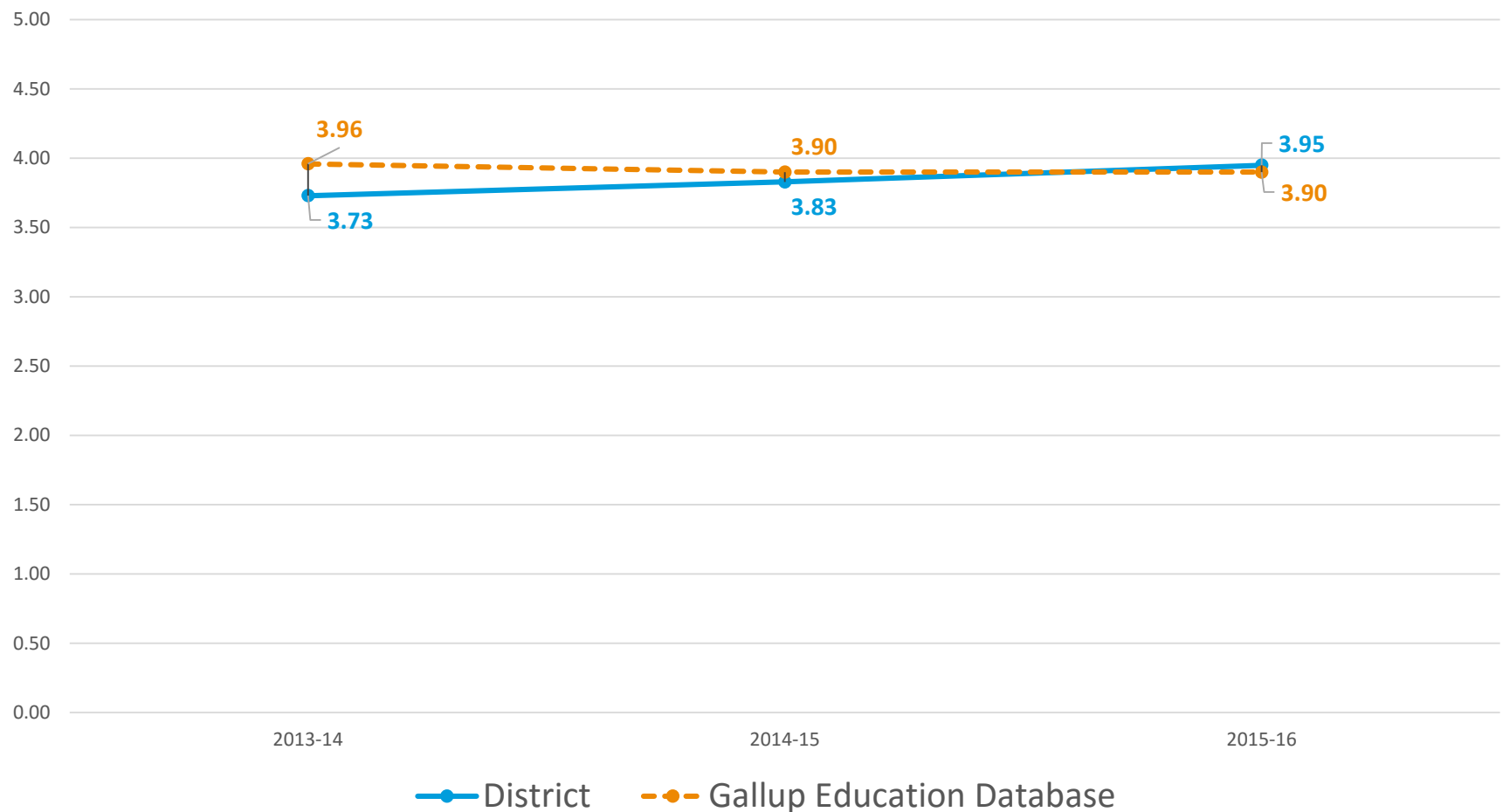
Duval County's Instructional Culture Index results outpace districts nationally.

Teachers are telling us that they share a common vision with other teachers, that their school provides clear expectations, and that their school is committed to their improvement.



Duval County has closed the gap and surpassed other educational entities in employee engagement.

Employee engagement is strongly connected to outcomes essential to our organization's success.

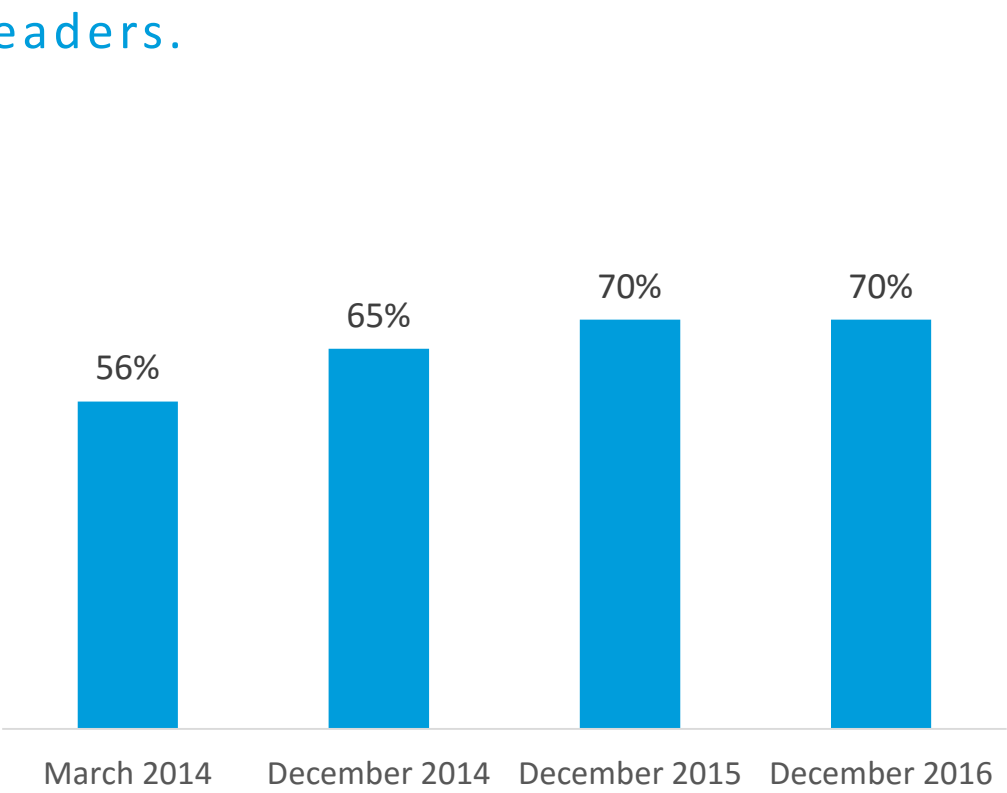


The district has experienced a steady climb in overall employee engagement since the 2013-2014 school year and has surpassed the Gallup Education Database mean.



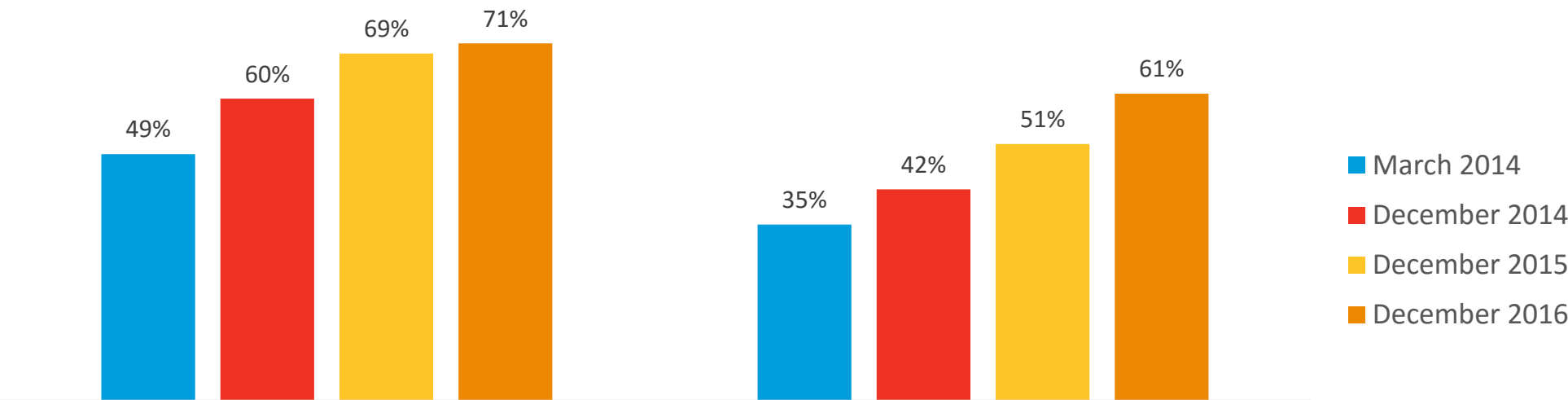
Teachers are more likely to agree that their leaders are working to retain effective educators.

With engagement on the rise, teachers are feeling encouraged and valued by their leaders.



Teachers support our investment in aligned instructional materials, training, and assessments.

With more effective educators being retained, teachers are more prepared to teach to standards with better aligned curriculum and training.

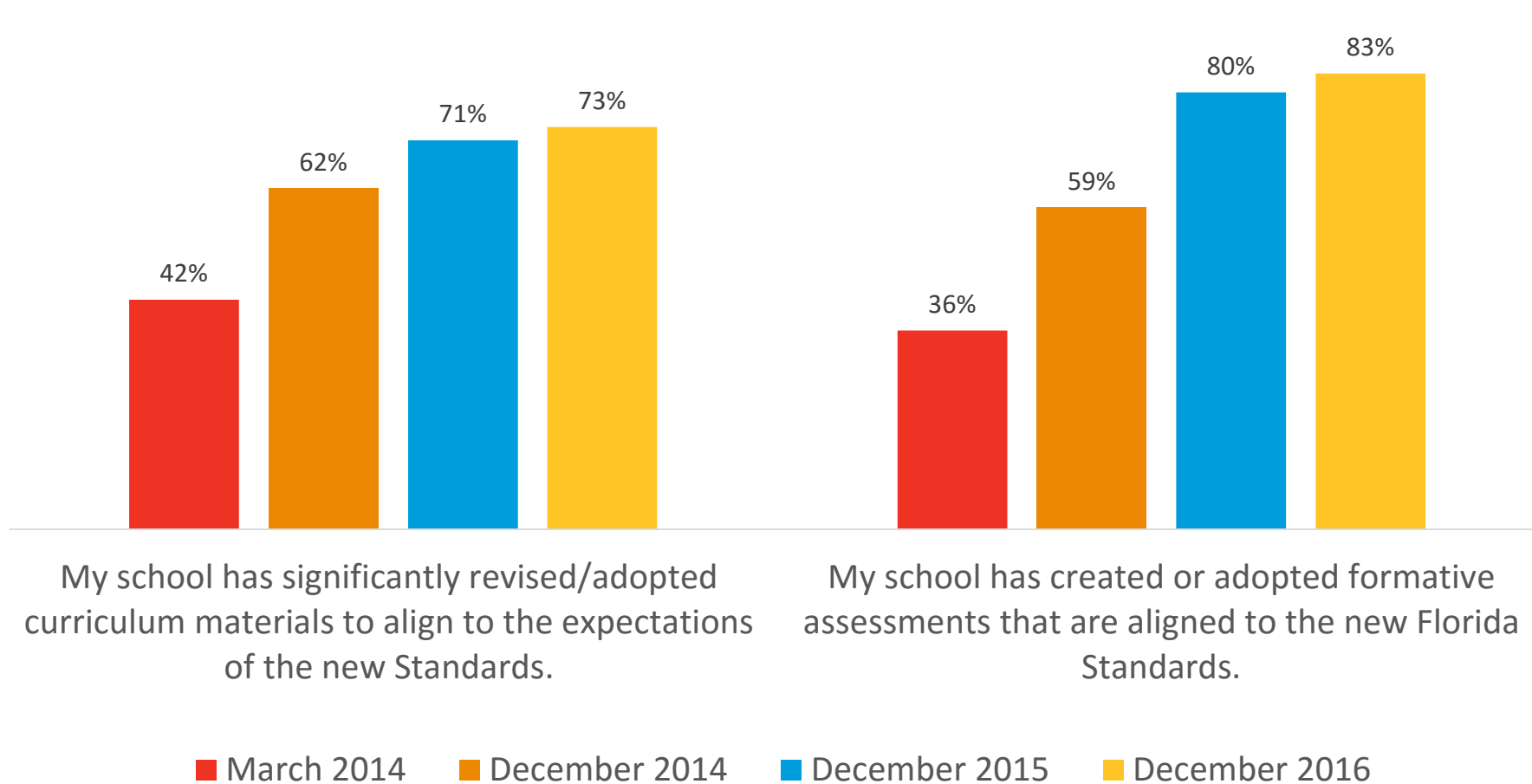


Teachers: My school has significantly revised or adopted curriculum materials to align to the expectations of the new Florida Standards.

Teachers: The training I have received on the Florida standards will help me improve my practice.

Leaders also agree that the district has adopted aligned materials and assessments.

The adoption of newly aligned curricula led to greater confidence amongst leaders.

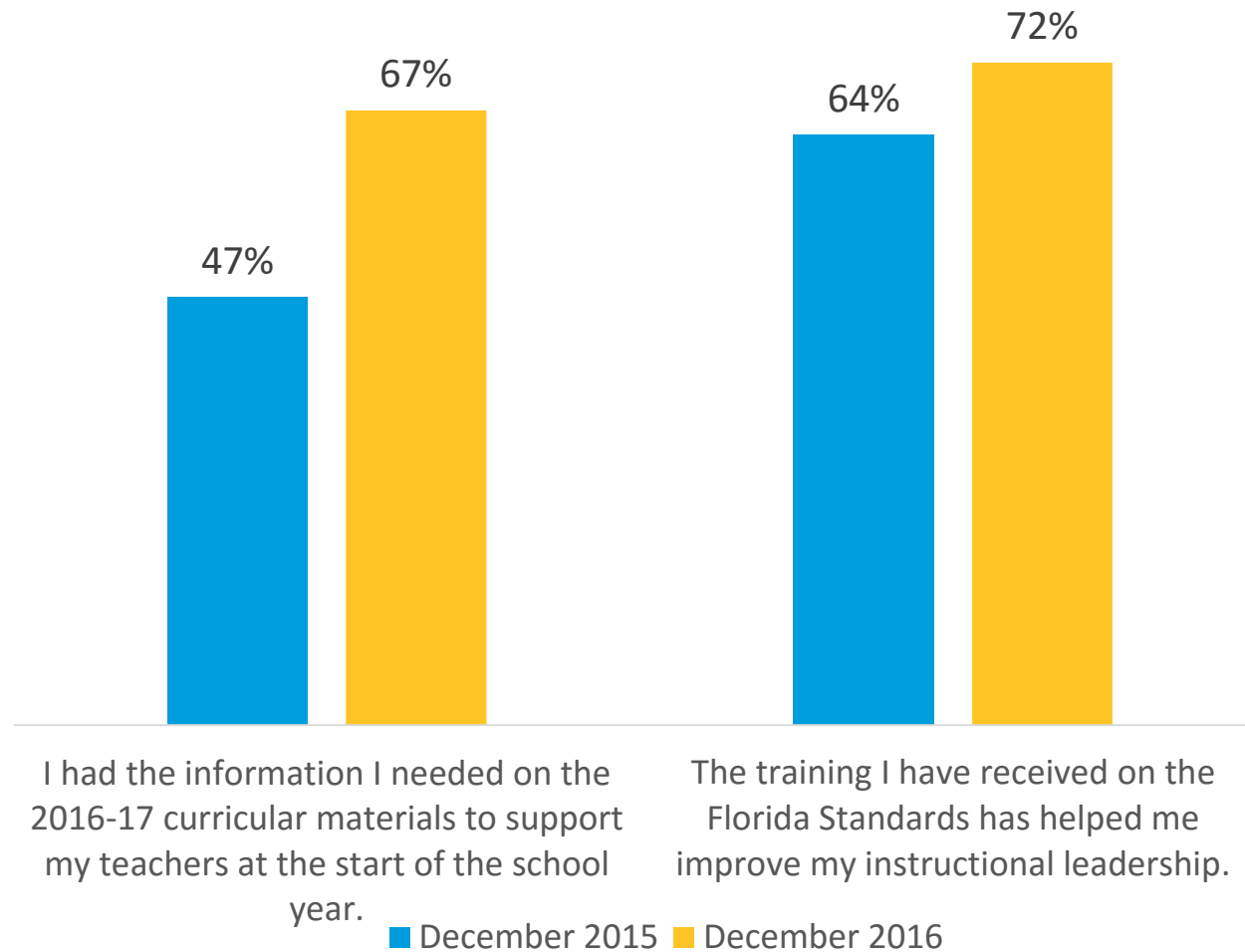


Leaders feel better prepared to support teachers and rigorous instruction in classrooms.

With increased confidence in adopted curriculum and materials, leaders can support and encourage teachers more effectively.

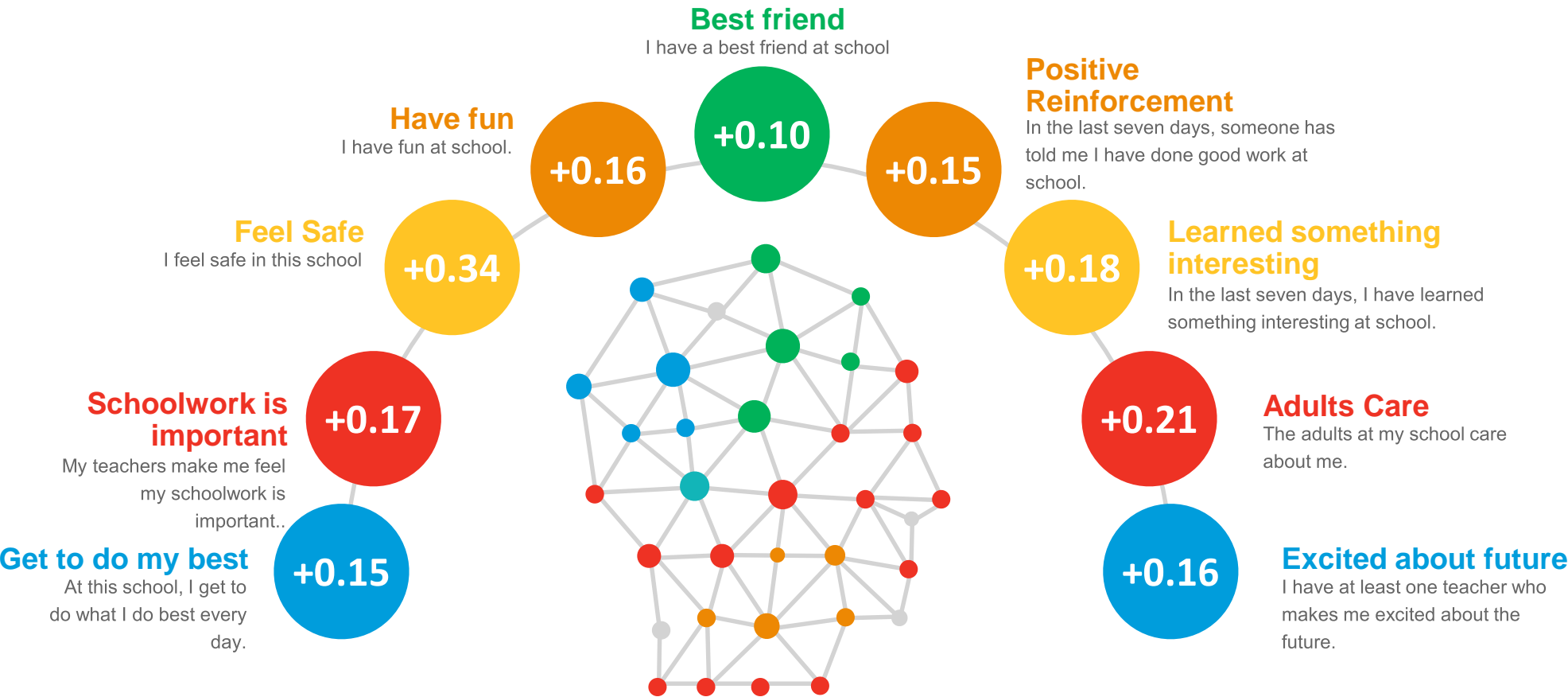
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of leaders agree that they understand how to leverage the curricular materials with their teachers to advance student achievement.



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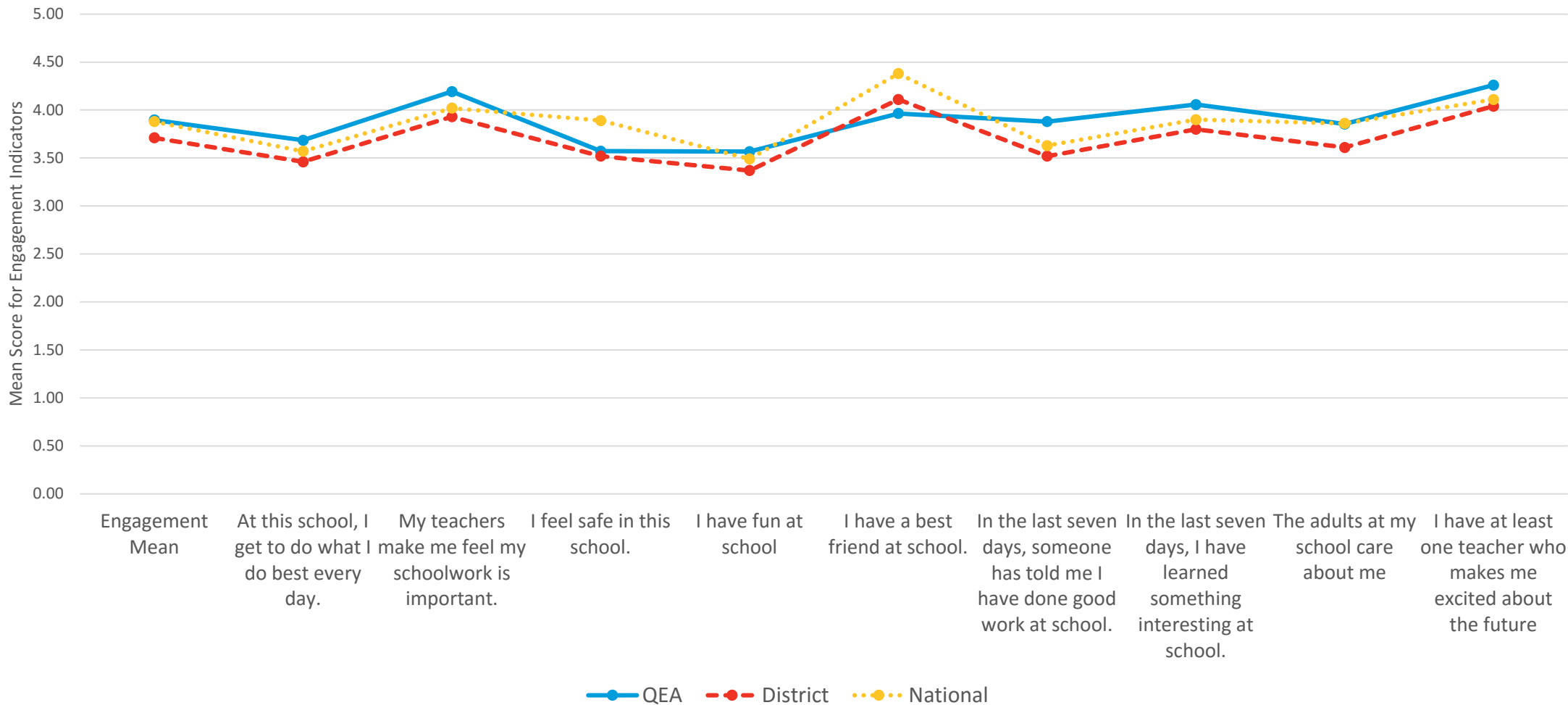


Engagement Indicators



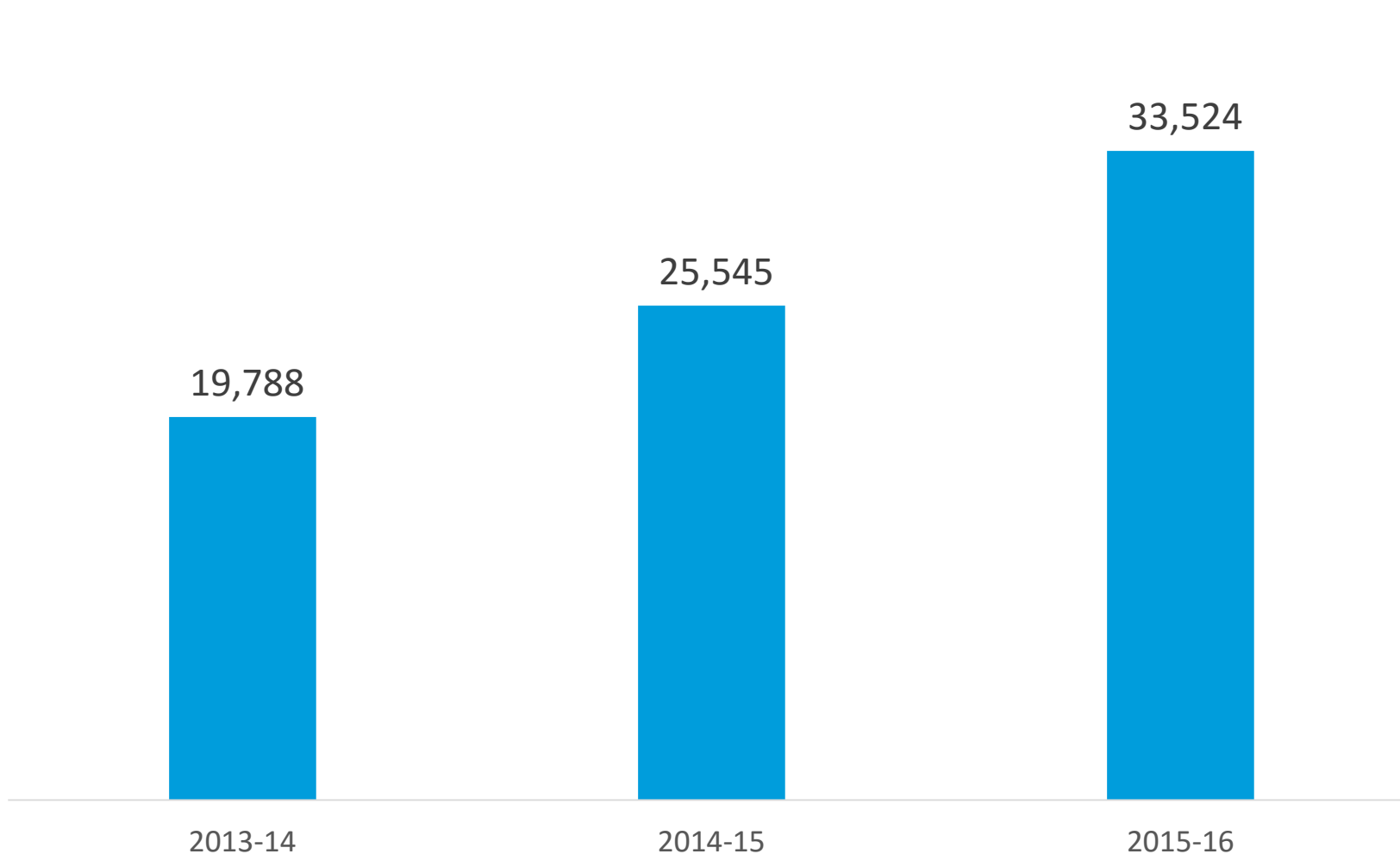
Our QEA investments have yielded nation-leading student engagement levels.

QEA Schools outpace both district and national averages in 6 of the 9 student engagement indicators.



Schools' increased effort to engage parents in the feedback process is evident.

Parent participation rate has risen 41% in the past 3 years



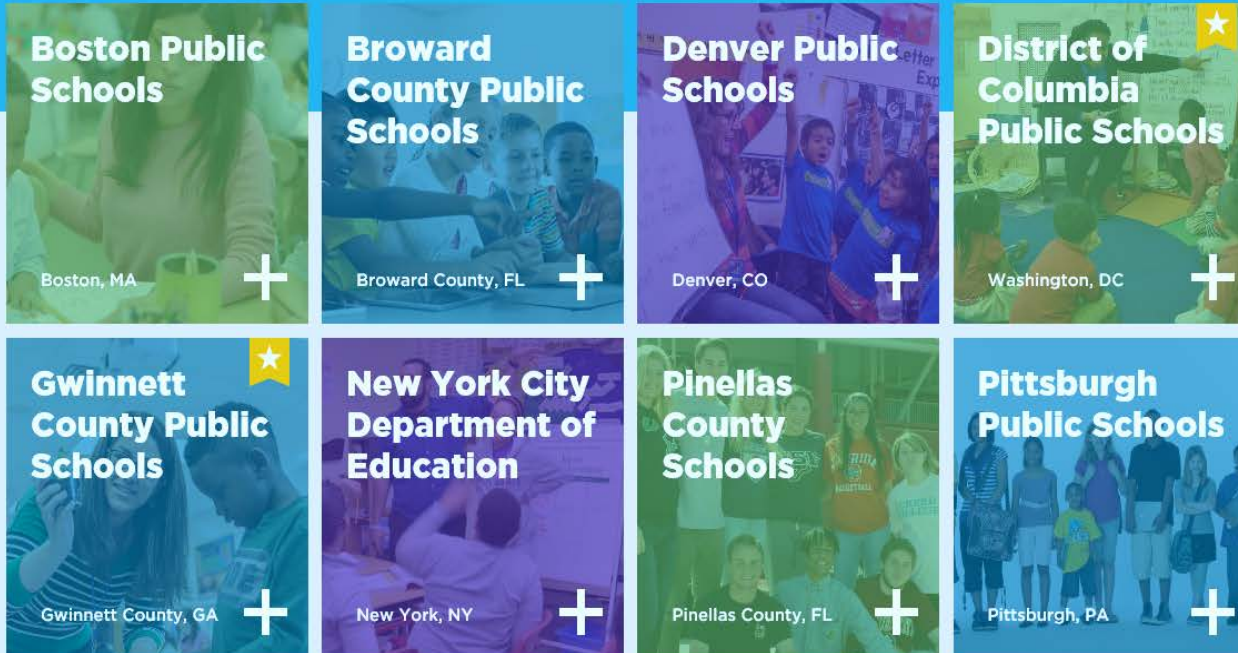
Our work has garnered national accolades.

The district was recently awarded an Honorable Mention in the NCTQ's Great Districts for Great Teachers initiative.



To be named a Great District for Great Teachers, a district has to demonstrate superior teacher policies across five main areas: compensation, professional support, effective management and operations, career and leadership opportunities, and support for students.

2017 district winners



Honorable mentions

Duval County Public Schools

Indianapolis Public Schools

Newark Public Schools

School District of Osceola County

What makes a “Great District”

Professional compensation structure

- 1.1 Salaries and benefits enable a good standard of living throughout a teacher's career
- 1.2 Salaries reward teachers for doing a great job

Effective management and operations

- 3.1 Decisions about staffing are made at the school level and respect teachers' performance and expertise
- 3.2 Teacher evaluation systems are transparent and based on quality evidence
- 3.3 The district supports efficient daily operation of schools
- 3.4 The district facilitates high-quality school leadership
- 3.5 Teachers have ways to communicate their views to the district
- 3.6 Teachers feel valued by the district

Adequate support services for students

- 5.1 District policies help teachers to support students with special academic needs (such as special education students, English Language Learners, etc.)
- 5.2 District policies help teachers to support students with non-academic needs

Professional support

- 2.1 The district's professional development is high quality and tailored to teachers' needs
- 2.2 The district supports teachers to plan effectively
- 2.3 Beginning teachers are supported to develop as effective teachers
- 2.4 Teachers receive feedback and coaching to help them improve their performance
- 2.5 Teachers feel that they are supported in delivery of the district's curriculum

Career pathways and leadership opportunities

- 4.1 Teachers have opportunities to become a leader
- 4.2 Teachers taking on leadership roles are rewarded and supported
- 4.3 Selection for leadership and development opportunities is rigorous and evidence-based

Duval County Public Schools Summary Report

Compensation <ul style="list-style-type: none">• Salaries reflect a livable wage, adjusted for cost of living• Retirement benefits are secure and portable• Great teachers are rewarded for their performance• Teachers are rewarded for taking on hard-to-staff subjects or schools	Tier 1	In the Top 25% of participating districts
Professional Support <ul style="list-style-type: none">• Teachers have opportunities to develop their expertise• The district supports teachers to plan effectively• New teachers are supported to develop as effective teachers• Teachers have opportunities to get feedback on their performance	Tier 1	In the Top 25% of participating districts
Management & Operations <ul style="list-style-type: none">• Decisions about staffing respect great teachers' performance and expertise• The teacher evaluation system is transparent and based on quality evidence• The district facilitates high-quality school leadership• Teachers' views are valued by the district	Tier 2	In the Top Half of participating districts
Career Pathways <ul style="list-style-type: none">• Career and leadership pathways are available for teachers• Career and leadership pathways are rewarded and supported• Selection for career and leadership pathways is merit-based	Tier 4	Bottom Quartile of participating districts
Support for Students <ul style="list-style-type: none">• Teachers are supported to work with students with additional needs• Teachers are supported to manage discipline and safety• Teachers are supported to engage with families	Tier 1	In the Top 25% of participating districts

While improvements have been made, our work is not done.



Improving consistency with student discipline



- Though we've made progress, learning environment continues to vary across our schools; ensuring that all of our schools are a safe place to teach and learn is a priority.

Increasing student engagement



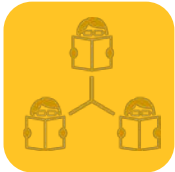
- District-wide, the distribution of engaged students is unchanged over four years.

Changing parents perception



- Our staff feel the impact of our improvements, yet parent perceptions are unchanged.

Improved rates of retention



- We have more work to do with retaining and recruiting our best teachers

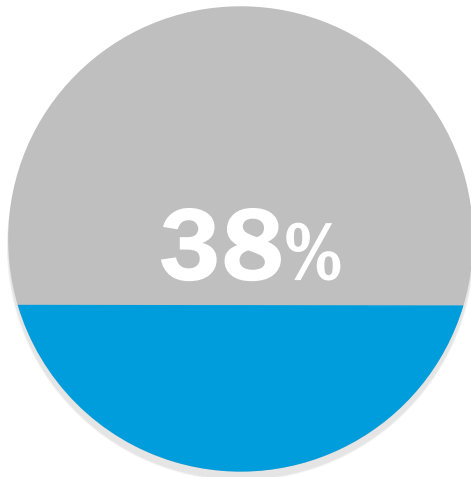
Creating opportunities for teacher leadership



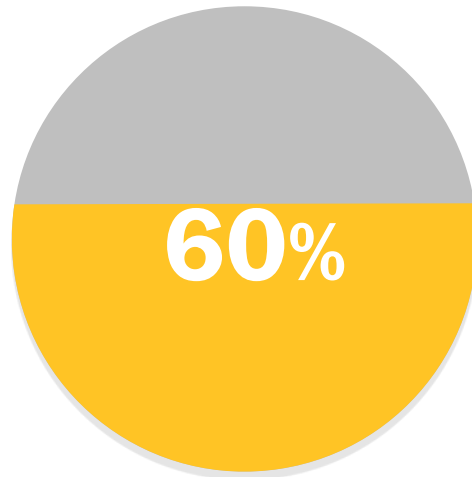
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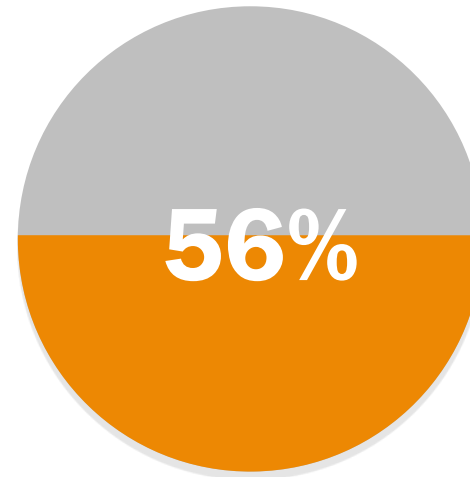
Teachers desire leadership opportunities to advance and progress in their careers.



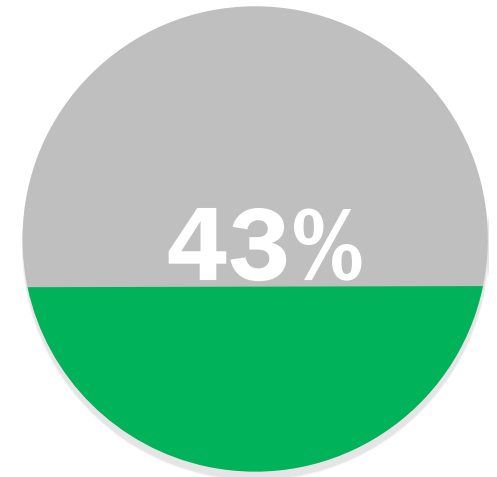
There are opportunities for me to advance at my school.



I have a specific development goal or project for the coming year that excites me.



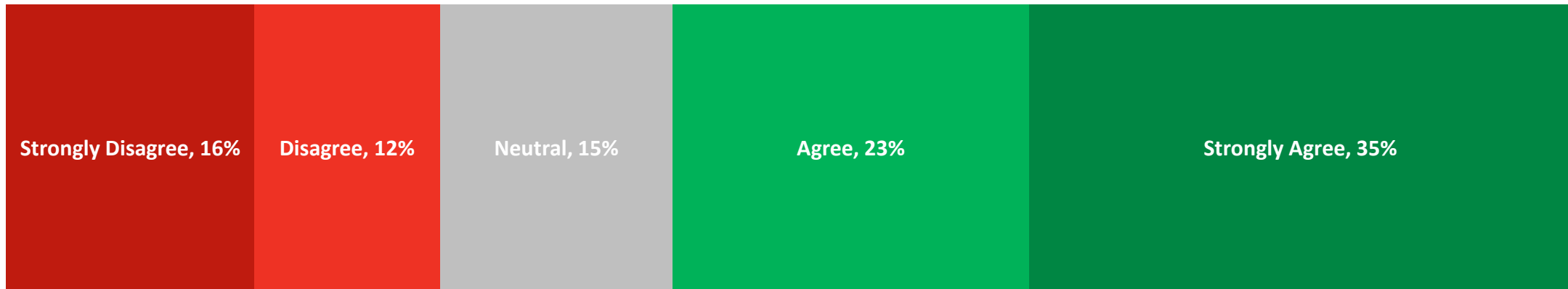
The teachers who deserve leadership positions at my school are the most likely to get them.



Someone at my school is thinking about my career progression.

This work can also start now: let's do more to cultivate and recognize our talent each day.

Recognition has most diverse distribution districtwide.



In the last seven days, I have received recognition or praise for doing good work.

Recognition of National Top Quartile Performance in School Instructional Culture

- Duval Virtual Instruction Academy
- John E. Ford K-8
- Mayport Middle School
- Stanton College Preparatory School
- Youth Development Center



Recognition of Exceptional Improvement of School Instructional Culture

- A. Philip Randolph Academy of Technology
- Edward White High School
- First Coast High School
- JEB Stuart Middle School
- Ribault Middle School



Recognition of Significant Improvement in School Instructional Culture

- Alden Road Exceptional Student Center
- Alfred I. Dupont Middle School
- Highlands Middle School
- Matthew Gilbert Middle School
- Paxon School for Advanced Studies
- Robert E. Lee High School
- Westview K-8
- William M. Raines High School

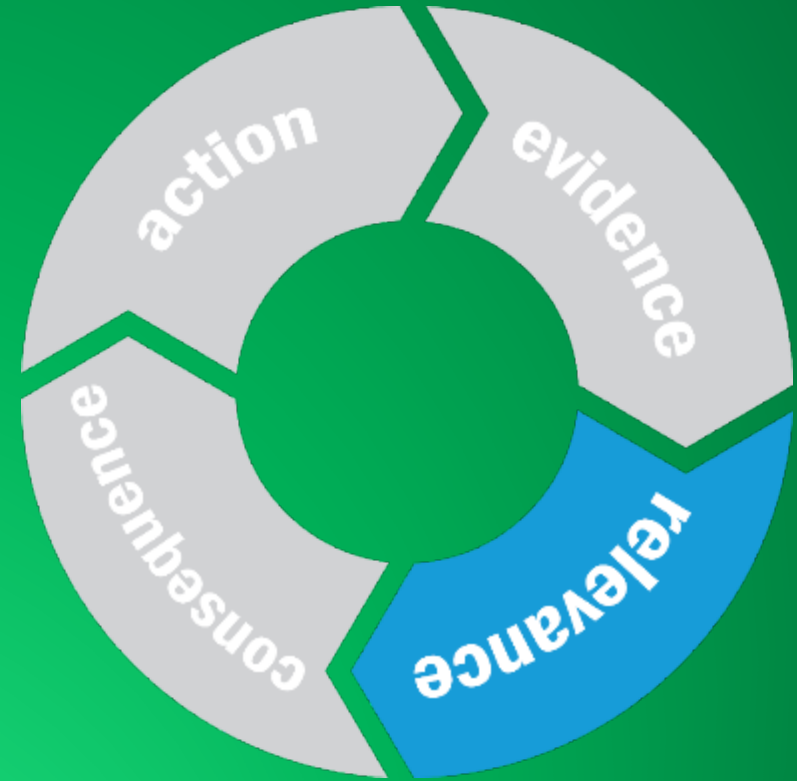


Recognition for Positively Duval Excellence in PBIS

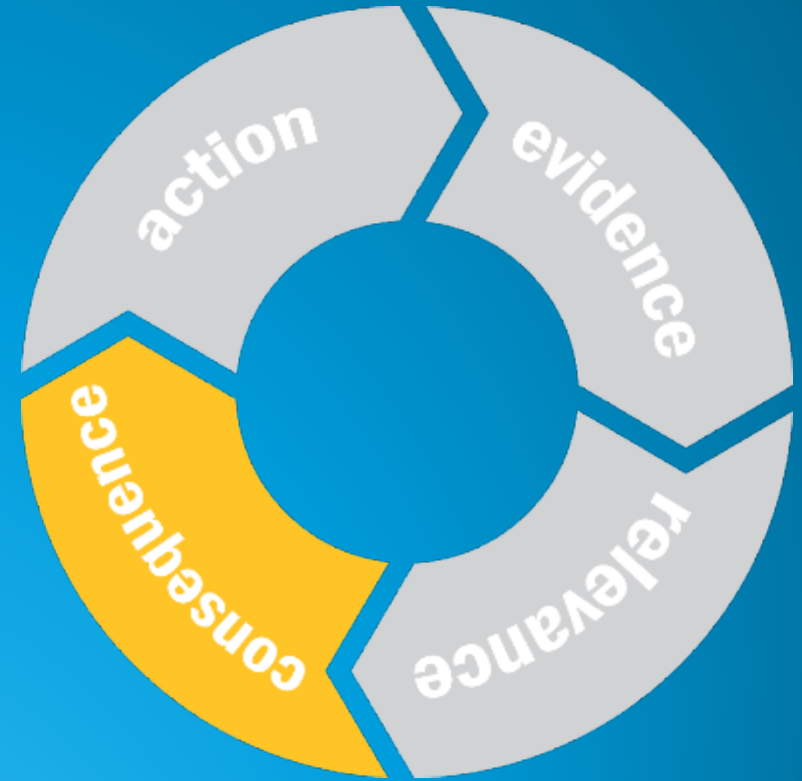
- Duncan Fletcher Middle
- Mayport Middle
- Atlantic Coast High
- Baldwin Middle-Senior High
- Darnell Cookman
- Englewood
- Frank H. Peterson
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- Robert E. Lee High
- Sandalwood High
- Terry Parker High
- Samuel Wolfson High



Panel Discussions



Round Table Discussions

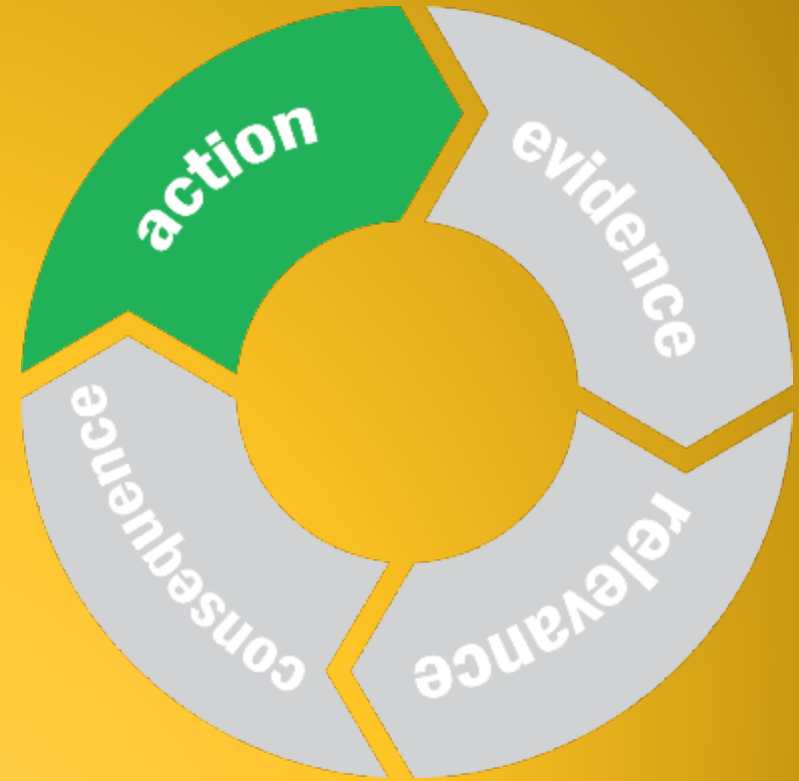


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Closing Remarks





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Thank you



School Culture Symposium

Elementary Session

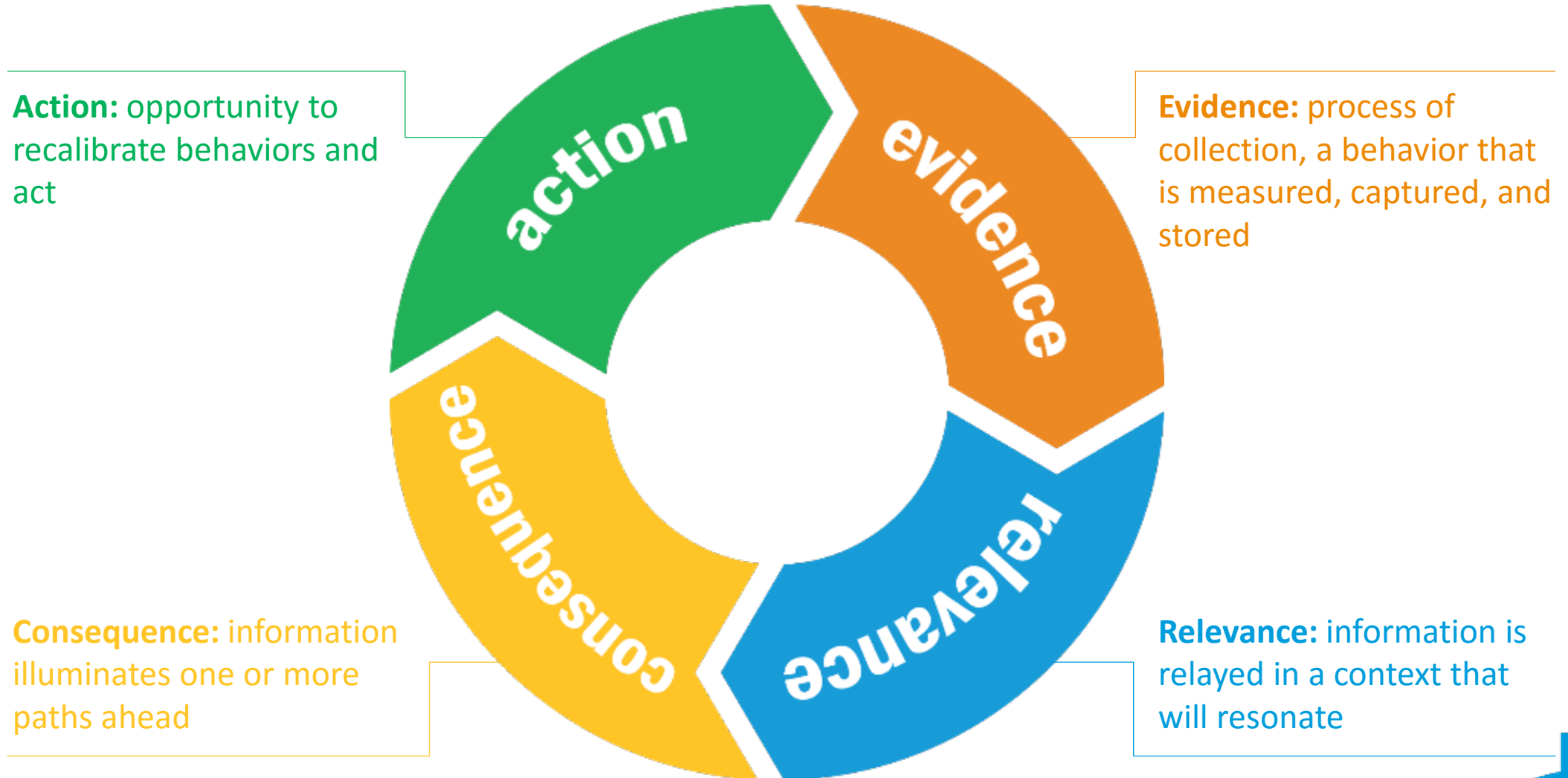


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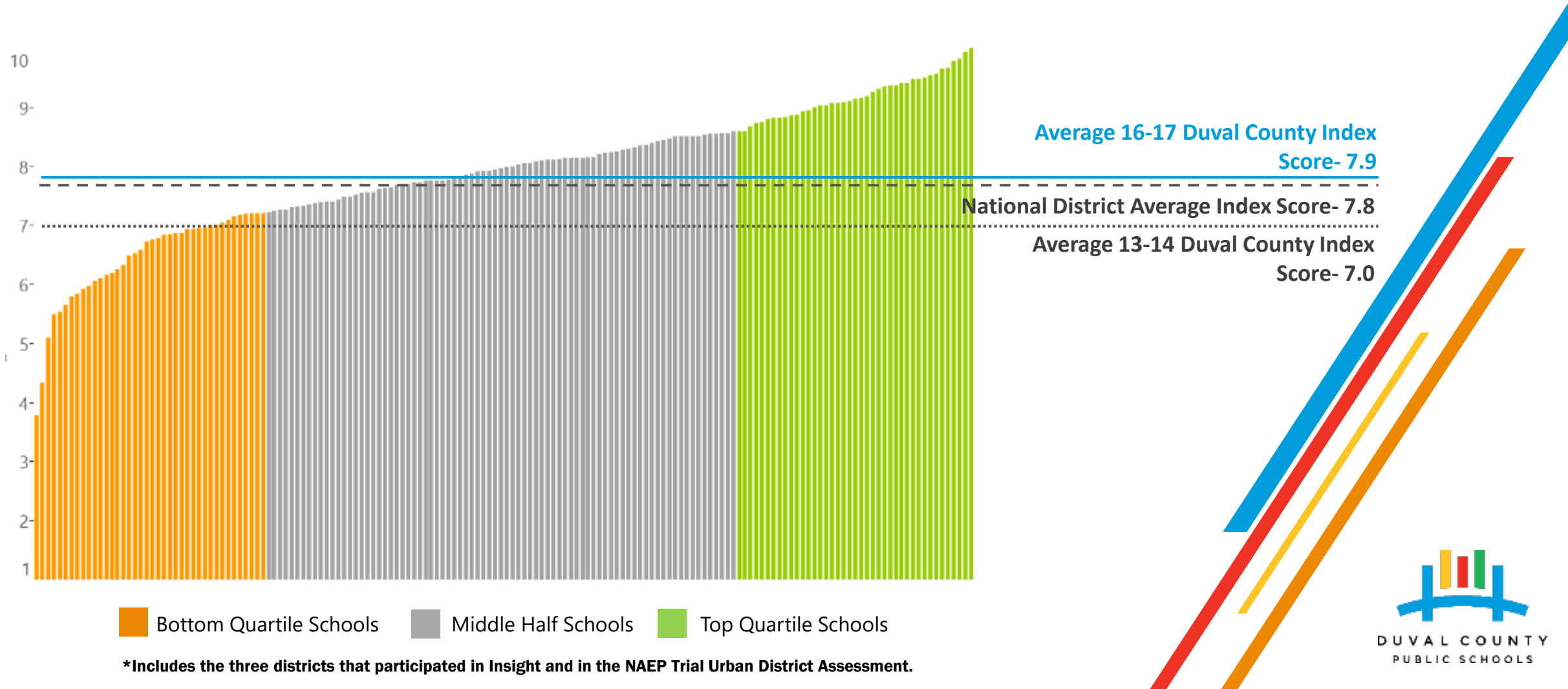
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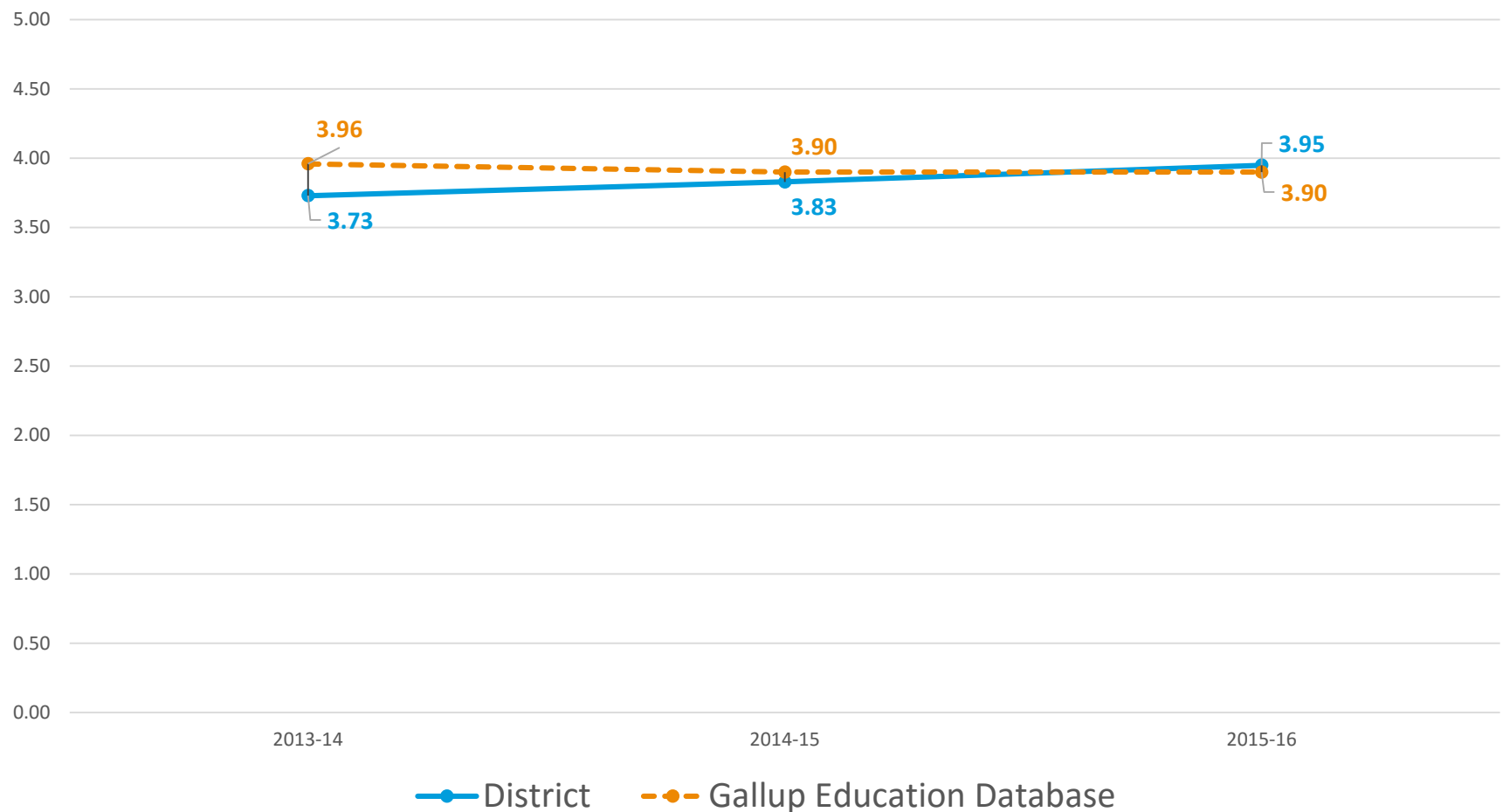
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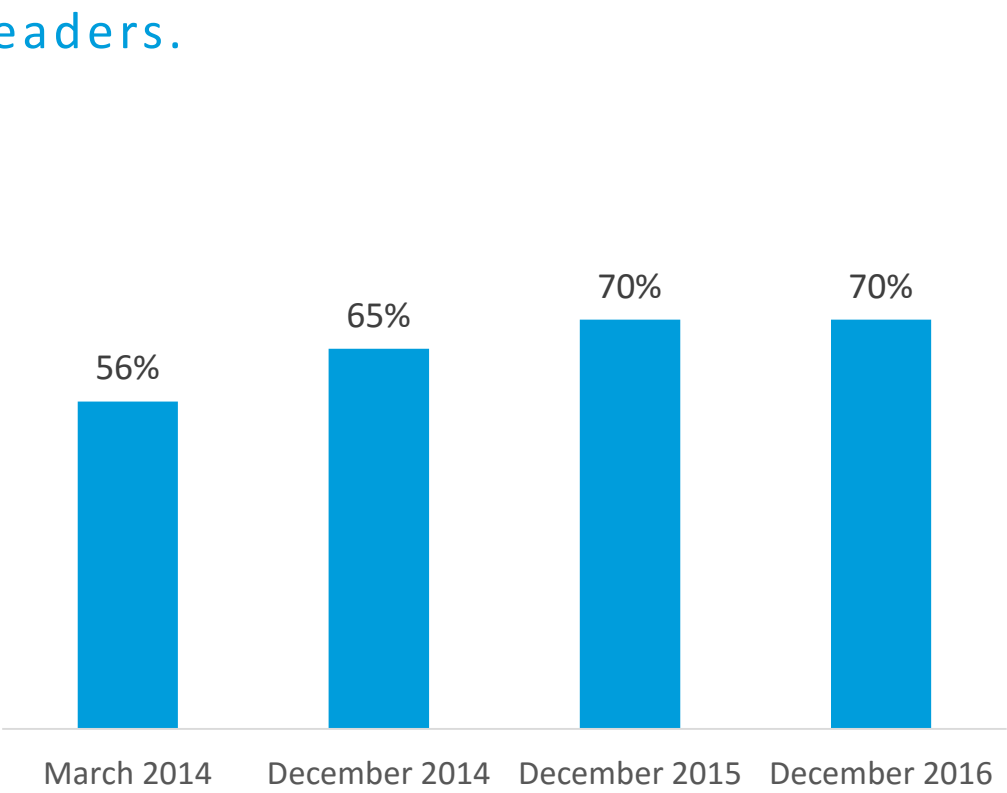


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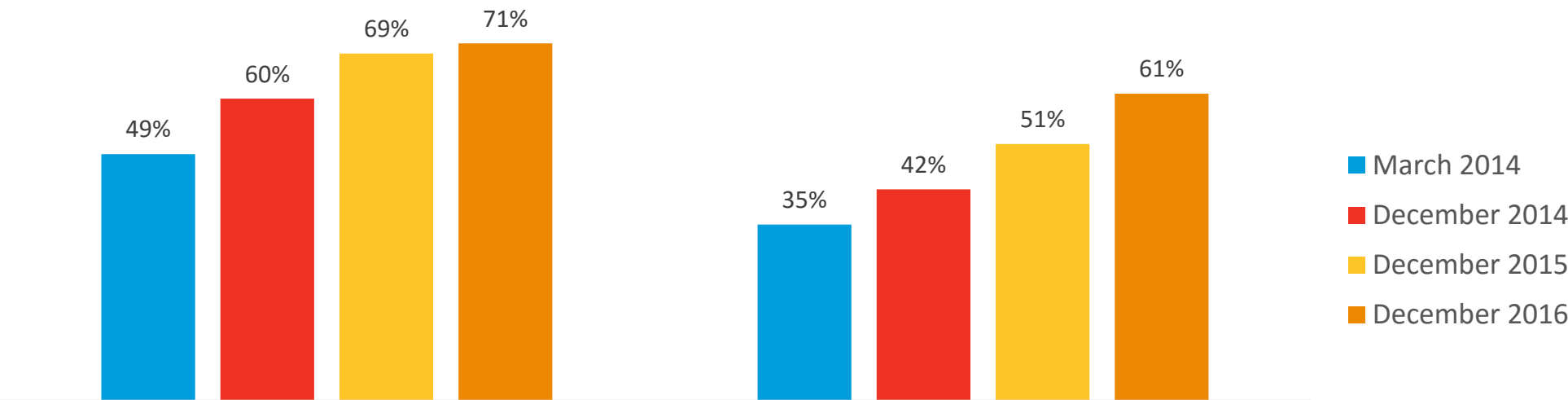
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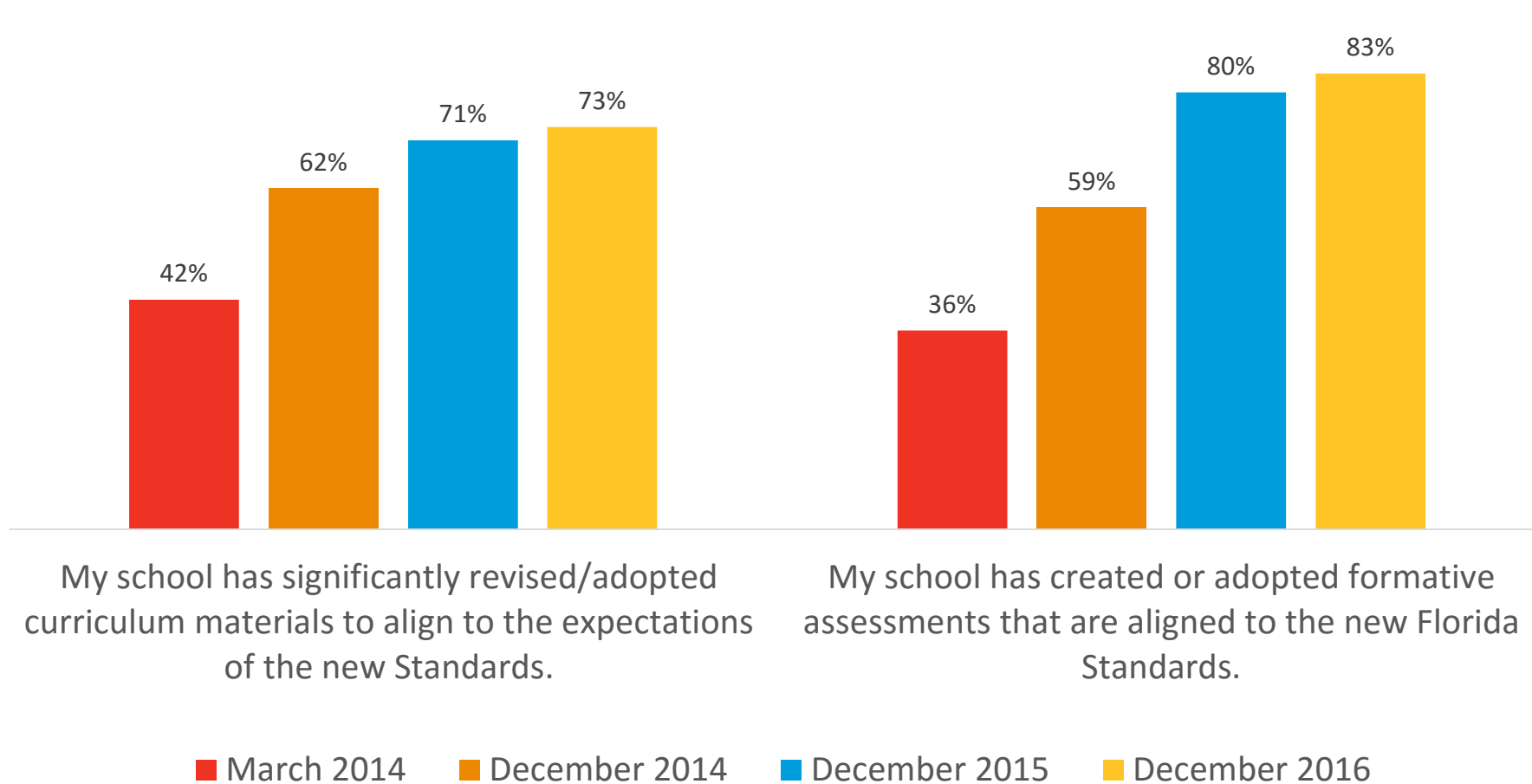


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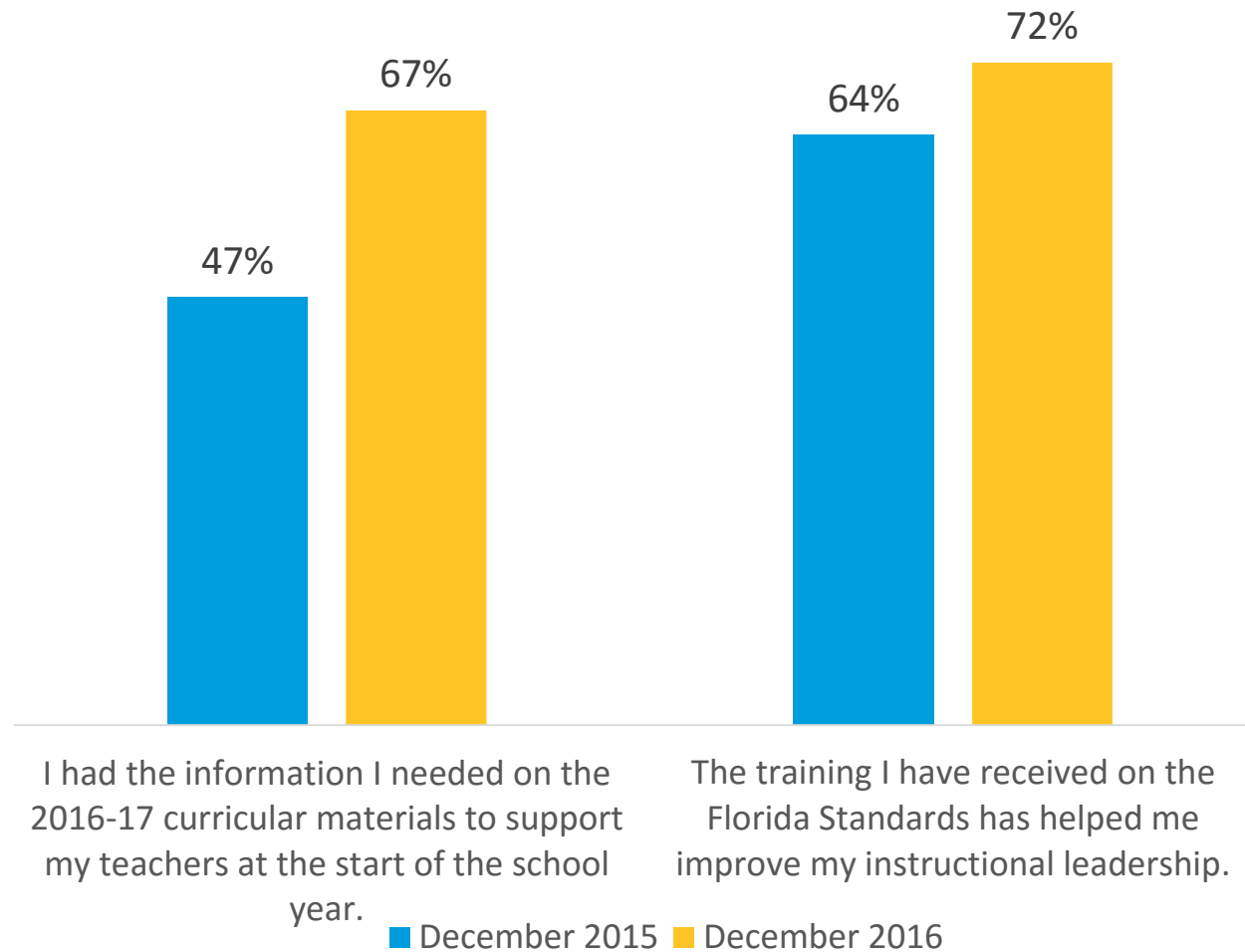


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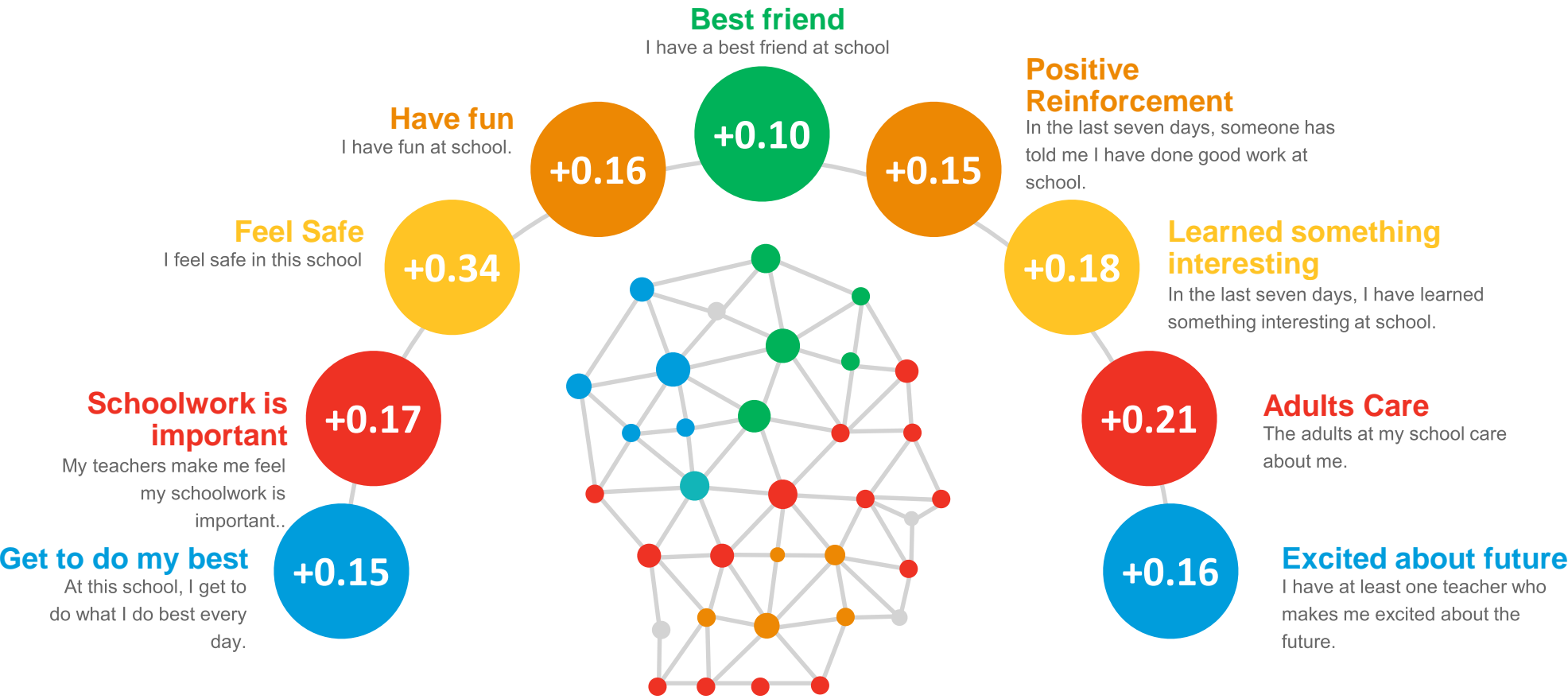
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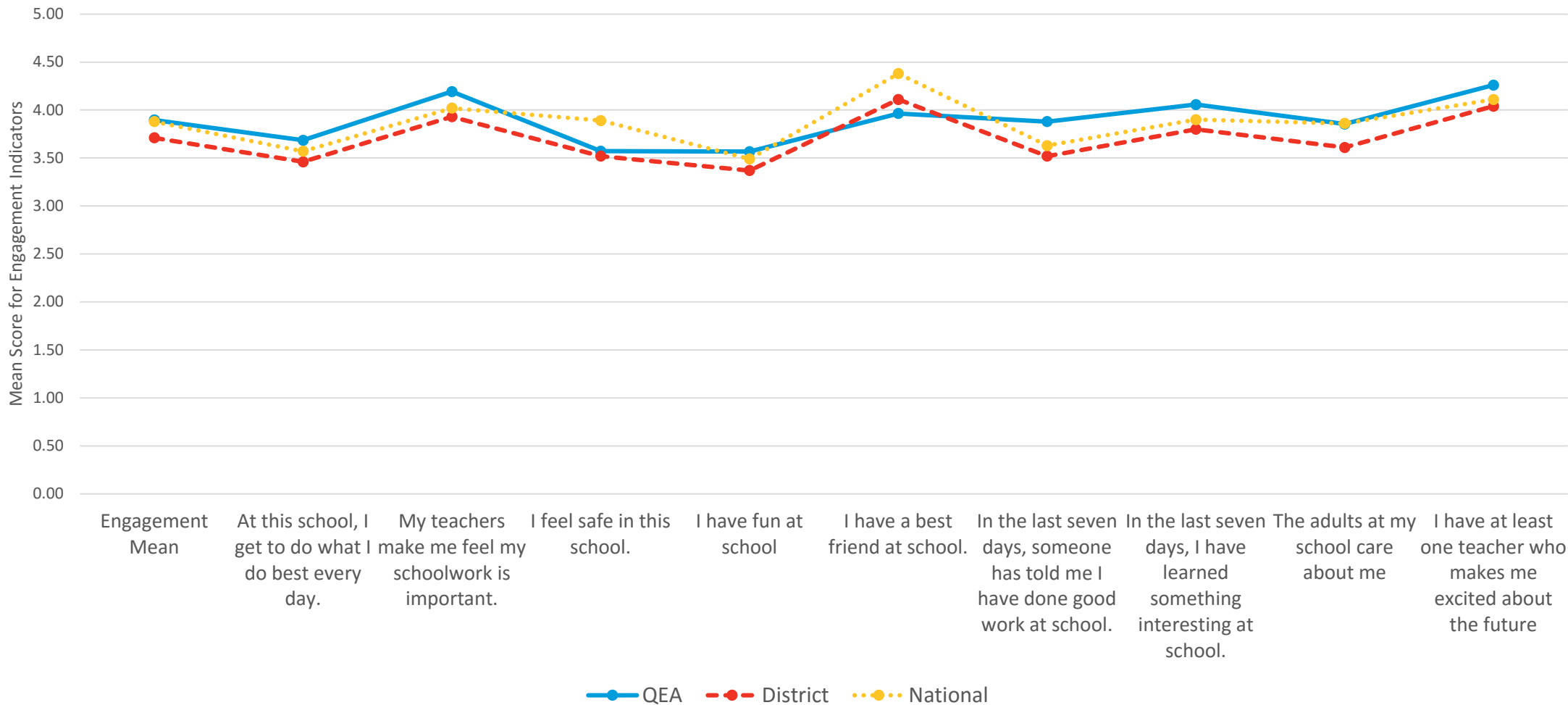


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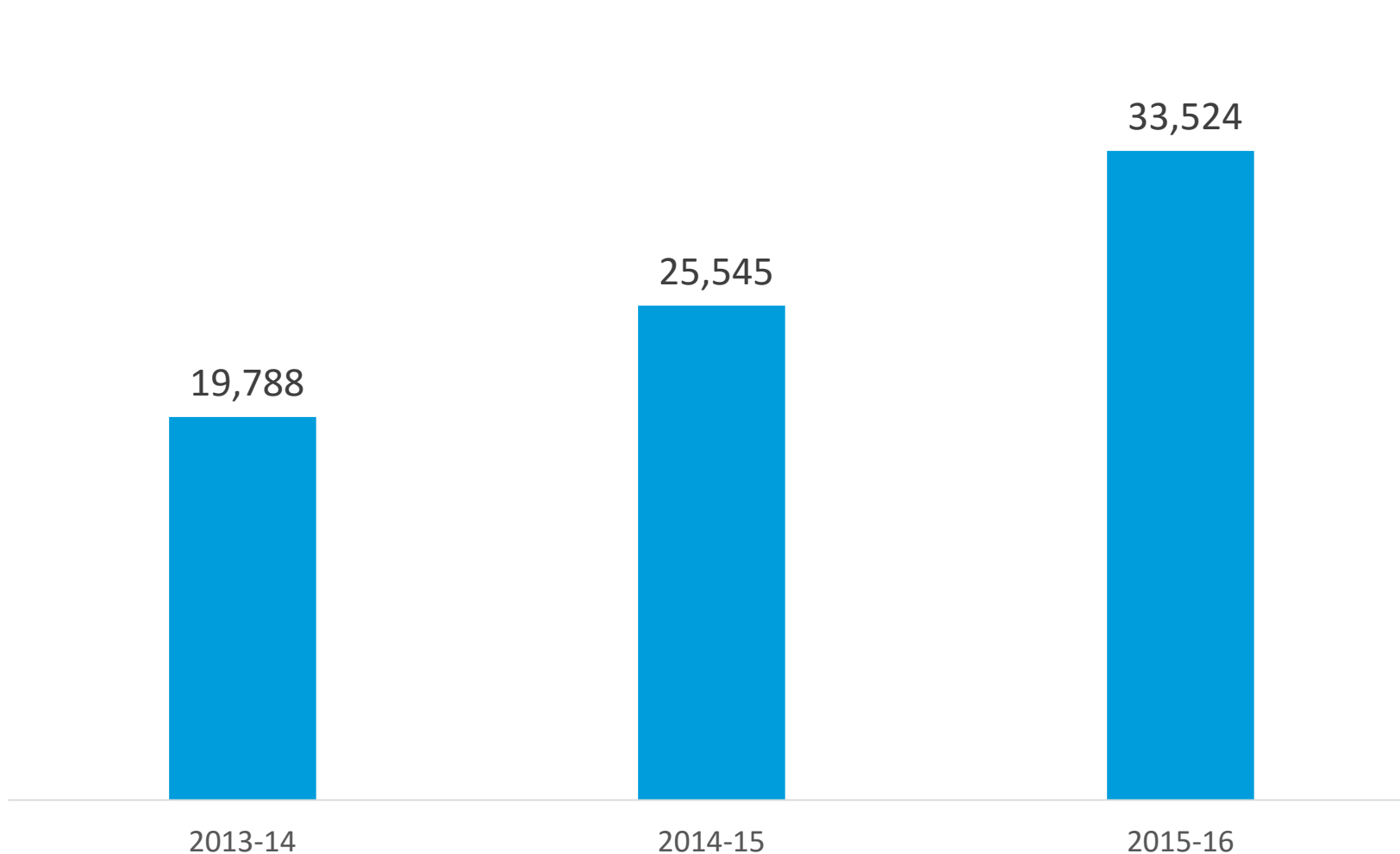
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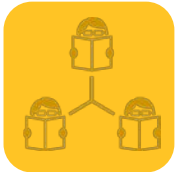
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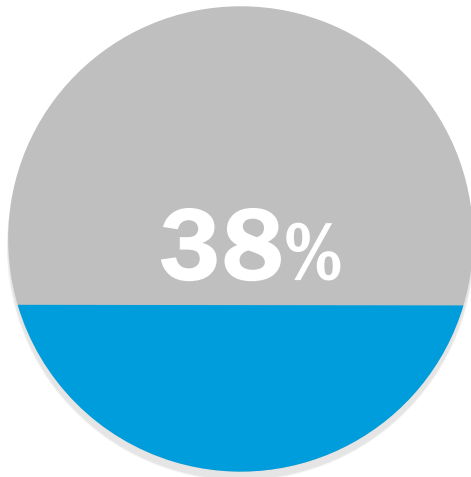
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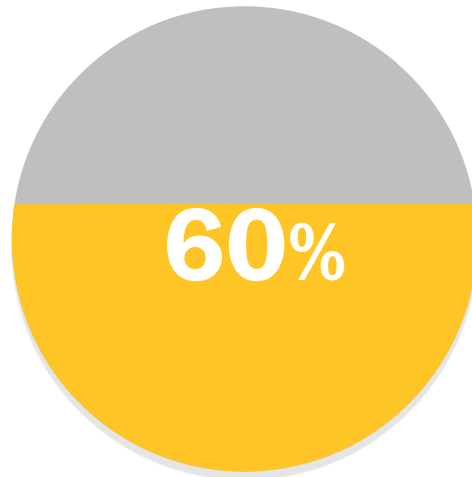
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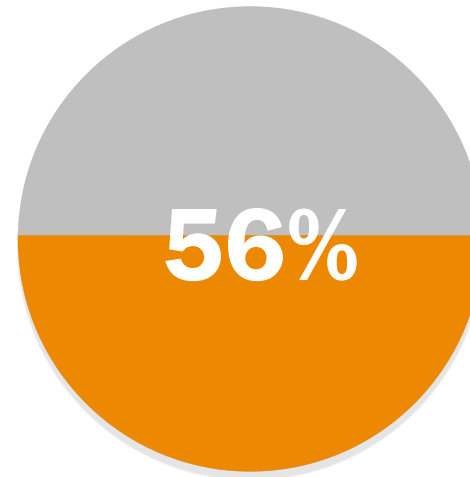
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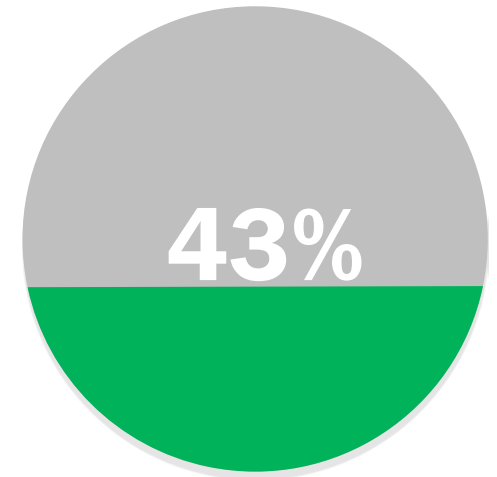
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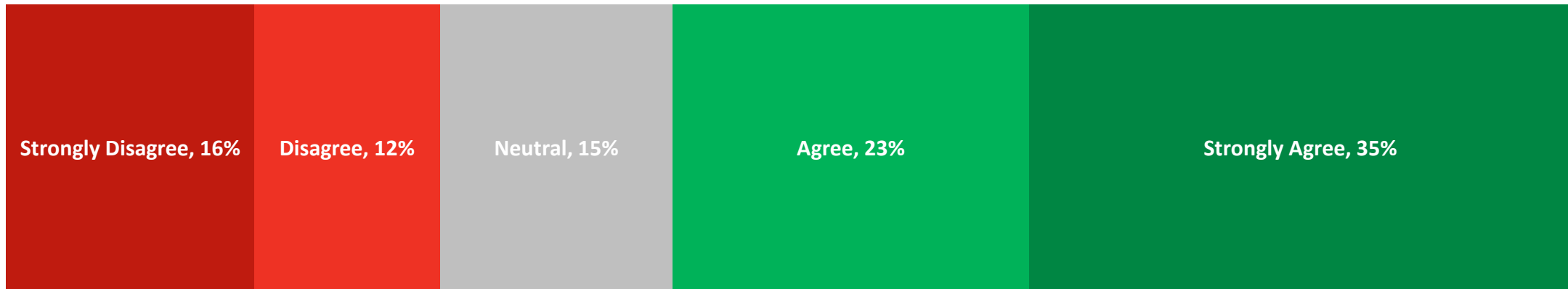
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Recognition of National Top Quartile Performance in School Instructional Culture

- Alimacani Elementary School
 - Annie R Morgan Elementary School
 - Arlington Heights Elementary School
 - Atlantic Beach Elementary School
 - Chaffee Trail Elementary School
 - Chets Creek Elementary School
 - Crown Point Elementary School
 - Garden City Elementary School
 - Greenfield Elementary School
 - Hendricks Avenue Elementary School
 - Henry F Kite Elementary School
 - Holiday Hill Elementary School
 - John C Stockton Elementary School
 - Joseph Finegan Elementary School
 - Mamie Agnes Jones Elementary School
 - Mandarin Oaks Elementary School
 - Neptune Beach Elementary School
 - New Berlin Elementary School
 - Oak Hill Academy
 - Pickett Elementary School
 - Pine Estates Elementary School
 - Ruth N Upson Elementary School
 - Rutledge H Pearson Elementary School
 - Samuel A Hull Elementary School
 - San Pablo Elementary School
 - Thomas Jefferson Elementary School
 - Whitehouse Elementary School
- 

Recognition of Exceptional Improvement of School Instructional Culture

- Arlington Elementary School
- Brentwood Elementary School
- Brookview Elementary School
- Dinsmore Elementary School
- Englewood Elementary School
- Fort Caroline Elementary School
- Gregory Drive Elementary School
- Love Grove Elementary School
- Martin Luther King Elementary School
- Merrill Road Elementary School
- Pinedale Elementary School
- Richard L Brown Elementary School
- Spring Park Elementary School
- Windy Hill Elementary School



Recognition of Significant Improvement in School Instructional Culture

- Chimney Lakes Elementary School
- Highlands Elementary School
- Hyde Grove Elementary School
- Hyde Park Elementary School
- J Allen Axson Montessori
- Lake Forest Elementary School
- Lake Lucina Elementary School
- Lone Star Elementary School
- San Jose Elementary School
- Southside Estates Elementary School
- West Riverside Elementary School

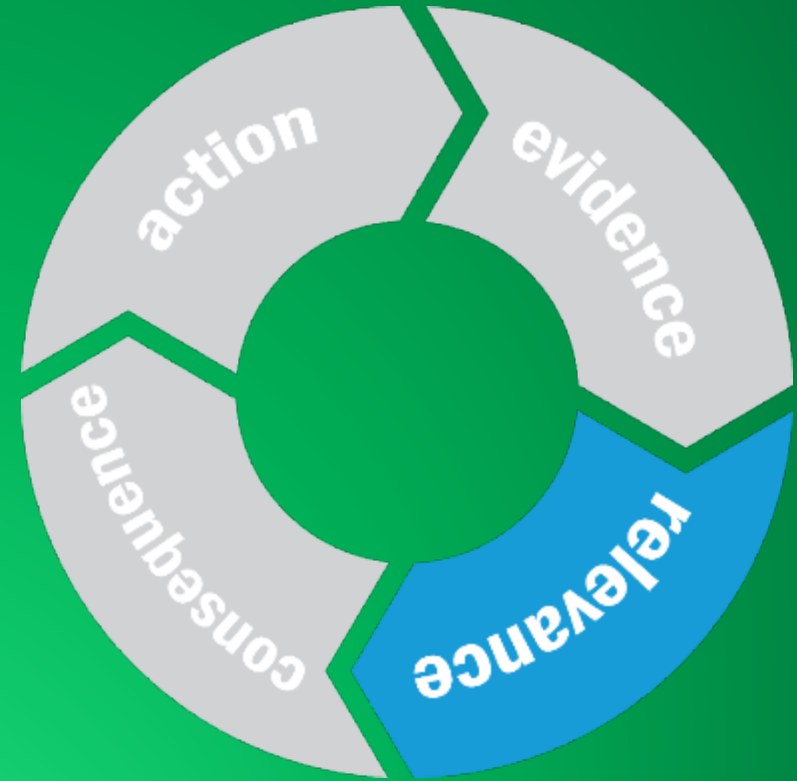


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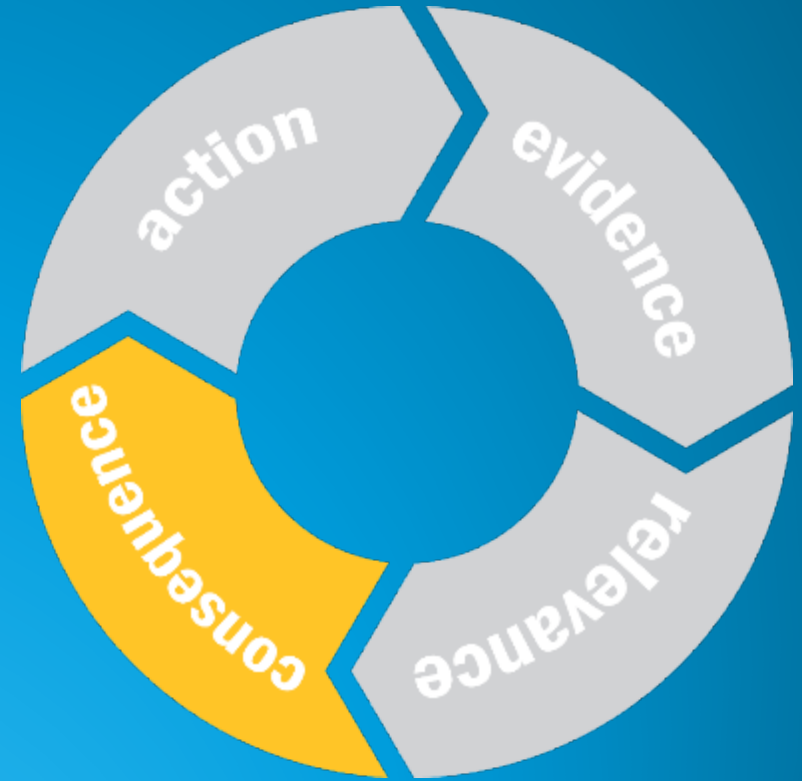
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- Chets Creek Elementary
- Mayport Elementary
- Ortega Elementary
- Venetia Elementary



Panel Discussions



Round Table Discussions

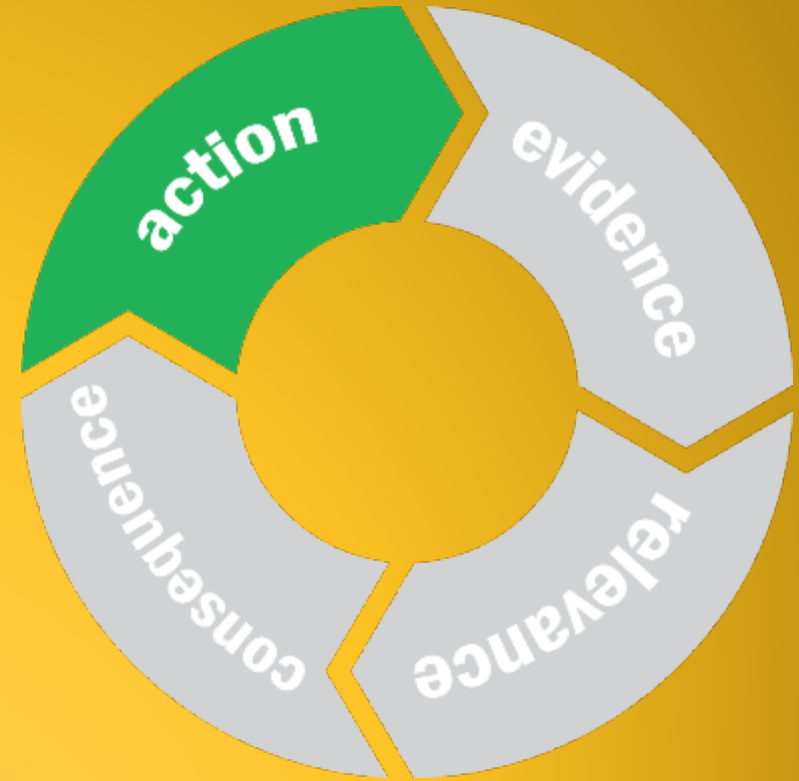


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