



**THE SCHOOL DISTRICT OF  
PALM BEACH COUNTY, FL**

**PAUL HOUCHENS  
DIRECTOR**

**DAVID W. CHRISTIANSEN, Ed.D.  
DEPUTY SUPERINTENDENT/CHIEF OF SCHOOLS**

**DEPARTMENT OF RESEARCH, EVALUATION,  
& STATE ASSESSMENTS**  
3300 FOREST HILL BLVD, SUITE B-246  
WEST PALM BEACH, FL 33406

**MARK HOWARD  
CHIEF OF PERFORMANCE ACCOUNTABILITY**

PHONE: 561-434-8469 FAX: 561-357-7608  
[WWW.PALMBEACHSCHOOLS.ORG/DRE/](http://WWW.PALMBEACHSCHOOLS.ORG/DRE/)

## EXECUTIVE SUMMARY

August 30, 2017

**TO:** Principals  
**FROM:** Mark Howard, Chief, Performance Accountability  
**SUBJECT:** REVISED FY17 RESULTS OF THE TEACHER/STAFF SCHOOL EFFECTIVENESS QUESTIONNAIRE

On May 4, 2017 the District released the results of the FY17 Teacher/Staff School Effectiveness Questionnaire (SEQ). Unfortunately, during a subsequent review of the analysis an error was found in the coding used to produce the report. The following is the revised report detailing the results from the corrected analysis.

The School Effectiveness Questionnaire (SEQ) was administered from January to February 2017. The SEQ measures perceptions regarding the effectiveness of our District schools.<sup>1</sup> For FY17, the District administered the Teacher/Staff version online for the seventh year.<sup>2</sup> The SEQ provides important information to schools and the District to develop and sustain a Positive and Supportive School Climate, which is a central theme in the Strategic Plan. The categories for the SEQ were developed from the results of a factor analysis and a review of national school climate surveys.<sup>3</sup> The categories in the SEQ are: Instructional Leadership, High Expectations, School Climate, Decision Making, and Student Conduct. A review of the FY17 Teacher/Staff SEQ results reveal the following:

### Response Rates

- The FY17 response rate for the District increased from 54% to 68%.
- While the overall response rate increased, the number of respondents leaving individual item blank increased significantly from FY16 to FY17.
- From FY16 to FY17, response rates at:
  - Elementary schools increased from 57% to 74%;
  - Middle schools increased from 49% to 59%;
  - High schools increased from 51% to 63%.

**Table 1: FY15-FY17 School District SEQ Response Rates**

School Type	Response Rates		
	FY2015	FY2016	FY2017
<b>Elementary Schools</b>	71%	57%	74%
<b>Middle Schools</b>	59%	49%	59%
<b>High Schools</b>	63%	51%	63%
<b>District</b>	67%	54%	68%

<sup>1</sup> In FY2011, a sixteen-member committee of school and central-office administrators revised the SEQ after a review of national school climate surveys and the District's need for more information related to issues affecting our schools.

<sup>2</sup> The District used a third-party purveyor to administer the teacher/staff version in order to reduce costs and ensure anonymity of respondents.

<sup>3</sup> Survey items that are highly inter-correlated or loaded more closely together are supposed to measure the same construct or conceptual category. The average of these item responses composed a category score. This allows the categories to have statistical support. Category labels were taken from research literature related to the structure of school climate.

**Percent Positive Responses**

The percent positive responses are comprised of those responses on the SEQ Likert scales that denote agreement (strongly, moderately, or slightly agree), the extent of influence for decision making (moderate influence or a great deal of influence), or the degree of concern for student conduct (where adverse conduct is a minor problem or not a problem). As a result in the increase in individual items left blank, the FY17 percent positive response analysis for each item (and category) excludes non-responses from the percentages. This method provides a more accurate measure of staff responses to each item. The FY15 and FY16 data have been recomputed to allow for comparison between years.

From FY16 to FY17, the percent of positive responses:

- Remained stable overall
- Improved somewhat in the categories of Instructional Leadership, High Expectations, and School Climate
- Decreased in teacher involvement in Decision Making and Student Conduct.

**Table 2: FY15-FY17 School District SEQ Percent Positive Responses**

	School Year	Percent Positive Responses					
		Overall	Instructional Leadership	High Expectations	School Climate	Decision Making	Student Conduct
All District Schools	FY17	85.2	91.4	90.0	85.4	73.1	74.5
	FY16	84.9	90.3	88.7	84.1	76.1	76.5
	FY15	85.8	90.8	89.3	85.2	77.4	77.6

**School Level Percent Positive Responses**

From FY16 to FY17, the school level percent positive responses:

- Remained stable in Elementary for Instructional Leadership, High Expectations, and School Climate and declined in in teacher involvement in Decision Making and Student Conduct.
- Improved in Middle School for Instructional Leadership, High Expectations, and School Climate and declined in teacher involvement in Decision Making and Student Conduct.
- Improved in High School for Instructional Leadership, High Expectations, and School Climate; remained stable in teacher involvement in Decision Making and declined in Student Conduct.

**Table 3: FY15-FY17 School Level SEQ Percent Positive Responses**

School Type	School Year	Percent Positive Responses				
		Instructional Leadership	High Expectations	School Climate	Decision Making	Student Conduct
Elementary Schools	FY17	92.7	91.4	85.7	73.4	80.1
	FY16	92.5	91.2	85.7	78.0	82.0
	FY15	92.7	91.7	86.8	79.1	83.0
Middle Schools	FY17	91.0	89.3	84.9	72.0	69.8
	FY16	88.8	86.4	81.9	74.1	72.5
	FY15	89.2	86.8	82.6	75.2	72.6
High Schools	FY17	88.2	87.0	84.7	73.4	65.1
	FY16	86.5	84.7	81.9	73.3	66.7
	FY15	87.3	85.2	83.0	74.5	68.4

Attached are Tables 4a – c which show the response rates and percent positive results for the FY17 Teacher/Staff version of the SEQ for each school by category. Table 5 provides percent positive results for the FY15-FY17 Teacher/Staff versions of the SEQ by each item.

To access the District summary and school level reports, please use this link:

[https://www.palmbeachschools.org/dre/seq\\_interim/](https://www.palmbeachschools.org/dre/seq_interim/)

School level reports are available by selecting the school from the list by using the link to show SEQ Teacher Result Graphs by School, and then selecting the “Three Year Individual Question View”.

For questions about the SEQ results, please contact Mark Howard, Chief, Performance Accountability (434-8781). For questions about school performance, please contact the Regional or Instructional Superintendent. For more information about District initiatives to support culture and climate, please contact Keith Oswald, Chief Academic Officer (649-6805).

RMA/DWC/KO/MH/PH/RP/wl

Attachments

**Table 4a: FY2017 Elementary Schools Teacher/Staff School Effectiveness Questionnaire**

School Number	School Name	Total Staff	Response Rate	Overall Positive Percent	Instructional Leadership Positive Percent	High Expectations Positive Percent	School Climate Positive Percent	Decision Making Positive Percent	Student Conduct Positive Percent
0000	All PBC Schools	18229	67.6	85.2	91.4	90.0	85.4	73.1	74.5
00EL	All Elementary Schools	9591	73.7	86.9	92.7	91.4	85.7	73.4	80.1
2141	Acreage Pines Elementary	66	69.7	93.4	94.3	96.5	92.3	78.9	96.4
1451	Addison Mizner Elementary	77	96.1	92.8	96.9	94.0	89.5	74.8	97.5
0101	Allamanda Elementary	116	73.3	94.1	97.9	98.8	93.9	74.3	90.8
1891	Banyan Creek Elementary	122	83.6	90.2	96.9	96.5	90.8	70.3	79.3
0741	Barton Elementary	106	57.5	83.1	92.7	91.2	80.5	79.9	64.7
2541	Beacon Cove Intermediate	80	62.5	93.6	96.6	95.9	94.4	79.7	90.0
2401	Belle Glade Elementary	93	77.4	89.5	96.6	95.4	92.9	74.8	70.3
0531	Belvedere Elementary	74	86.5	91.0	95.2	94.5	91.5	74.9	85.6
2751	Benoist Farms Elementary	76	55.3	84.7	94.6	92.9	85.9	63.0	64.3
0601	Berkshire Elementary	115	90.4	90.0	96.3	93.5	91.0	72.4	79.1
2561	Binks Forest Elementary	99	84.8	96.6	98.4	98.2	96.0	85.4	97.5
0951	Boca Raton Elementary	54	96.3	84.6	90.0	92.6	85.5	71.3	72.2
1911	Calusa Elementary	132	74.2	93.6	95.5	96.3	94.9	83.4	89.2
2761	Cholee Lake Elementary	123	56.9	73.2	83.0	83.0	62.2	60.2	74.4
2071	Citrus Cove Elementary	100	71.0	75.5	81.5	81.0	68.6	69.1	76.2
1531	CO Taylor/Kirklane Elementary	149	100.0	83.6	91.1	90.9	82.5	65.8	73.3
2581	Coral Reef Elementary	102	64.7	91.4	95.1	94.4	88.7	78.8	92.3
1811	Coral Sunset Elementary	107	87.9	84.5	94.1	92.3	80.9	64.7	76.3
2731	Crosspointe Elementary	81	48.1	78.2	82.6	83.1	74.3	75.0	75.2
2121	Crystal Lakes Elementary	81	71.6	88.7	92.1	91.2	86.8	74.9	89.4
1941	Cypress Trails Elementary	54	70.4	81.2	86.9	87.6	75.4	66.7	83.3
1541	DD Eisenhower Elementary	115	67.0	93.9	95.7	97.8	95.1	83.7	89.2
1741	Del Prado Elementary	87	81.6	90.6	94.6	92.4	91.1	76.6	86.0
3261	Diamond View Elementary	113	56.6	84.4	92.7	91.4	83.0	71.2	72.2
2721	Discovery Key Elementary	96	69.8	91.7	94.3	95.2	89.5	81.0	92.8
2491	Dr MM Bethune Elementary	70	31.4	73.3	88.7	84.2	72.7	67.2	41.2
2101	Egret Lake Elementary	82	61.0	78.8	88.2	83.6	79.5	59.9	63.9
3361	Elbridge Gale Elementary	112	55.4	98.8	99.9	99.3	99.6	90.0	97.8
3341	Equestrian Trails Elementary	94	95.7	96.4	97.2	96.5	96.7	88.6	97.3
0061	Everglades Elementary	98	78.6	96.2	97.8	98.1	95.6	86.5	96.3
0621	Forest Hill Elementary	112	82.1	83.2	91.5	87.1	82.5	68.5	71.3
0831	Forest Park Elementary	73	71.2	79.5	93.3	88.6	77.1	69.1	57.3
2671	Freedom Shores Elementary	105	60.0	64.5	75.3	67.4	57.7	59.6	57.4
2551	Frontier Elementary	67	59.7	81.6	87.1	84.9	76.5	59.8	87.2
0821	Galaxy Elementary	83	61.4	86.4	92.7	92.9	89.0	76.3	69.1
1251	Glade View Elementary	54	81.5	88.3	97.0	96.2	91.6	71.1	66.1
2421	Golden Grove Elementary	68	66.2	94.5	97.2	96.5	93.2	81.9	95.1
1241	Gove Elementary	108	75.9	84.0	91.8	90.9	83.0	69.4	70.8
3351	Grassy Waters Elementary	100	66.0	92.4	97.8	97.8	92.2	78.8	83.3
0631	Greenacres Elementary	93	78.5	89.0	94.9	91.3	89.2	72.8	80.9
1411	Grove Park Elementary	76	80.3	73.1	80.4	82.6	67.9	55.9	68.9
1421	Hagen Road Elementary	102	85.3	88.4	92.6	92.8	87.4	67.8	87.3
2081	Hammock Pointe Elementary	93	88.2	85.9	91.1	91.9	83.3	72.5	81.8
2571	Heritage Elementary	95	83.2	91.3	96.8	98.0	94.4	74.3	76.9

School Number	School Name	Total Staff	Response Rate	Overall Positive Percent	Instructional Leadership Positive Percent	High Expectations Positive Percent	School Climate Positive Percent	Decision Making Positive Percent	Student Conduct Positive Percent
0011	Hidden Oaks Elementary	93	75.3	70.1	76.5	78.7	62.1	54.3	73.8
0671	Highland Elementary	129	74.4	82.0	88.2	85.6	81.4	72.0	72.0
1761	HL Johnson Elementary	84	72.6	90.2	93.3	94.4	88.4	76.7	90.4
0012	Hope-Centennial Elementary	88	100.0	88.6	95.9	95.8	88.4	66.8	77.5
1861	Indian Pines Elementary	92	63.0	79.9	89.1	86.6	79.3	64.9	65.1
0931	JC Mitchell Elementary	116	76.7	93.2	96.4	96.7	93.9	80.3	87.9
1651	Jerry Thomas Elementary	85	64.7	56.2	53.9	52.8	46.7	55.2	82.3
0071	Jupiter Elementary	99	63.6	86.1	94.6	89.0	80.4	70.1	85.7
2091	Jupiter Farms Elementary	60	58.3	83.6	86.1	85.4	77.1	74.2	94.1
1831	KEC Canal Point Elementary	52	50.0	78.2	89.9	87.2	77.4	54.5	59.4
0141	Lake Park Elementary	57	78.9	75.6	82.6	81.6	73.2	58.9	68.8
0751	Lantana Elementary	88	72.7	87.3	96.9	94.5	86.9	70.8	72.4
1871	Liberty Park Elementary	117	57.3	91.0	97.7	95.8	93.9	76.9	74.9
1931	Lighthouse Elementary	78	67.9	94.9	97.8	98.5	92.7	83.2	95.4
2031	Limestone Creek Elementary	99	75.8	92.8	96.5	96.2	94.0	78.3	86.7
0211	Lincoln Elementary	73	74.0	77.8	91.0	83.9	77.6	63.5	52.8
1901	Loxahatchee Groves Elementary	91	71.4	84.1	89.6	88.7	77.2	66.5	90.8
2241	Manatee Elementary	132	27.3	85.4	88.6	85.6	82.5	63.6	93.0
0661	Marsh Pointe Elementary	90	88.9	96.9	97.5	97.0	97.3	92.7	96.8
0591	Meadow Park Elementary	104	93.3	93.2	97.7	98.0	92.5	79.1	87.7
1441	Melaleuca Elementary	97	88.7	86.9	97.1	95.7	88.4	75.8	62.7
1951	Morikami Park Elementary	81	84.0	92.7	96.0	94.6	89.0	85.5	95.3
2051	New Horizons Elementary	86	67.4	86.7	92.0	89.1	87.9	74.4	76.5
0681	North Grade Elementary	88	69.3	81.8	89.1	85.9	79.8	63.3	74.4
0291	Northboro Elementary	98	84.7	88.7	93.5	93.1	85.0	75.4	88.6
0271	Northmore Elementary	63	74.6	78.5	88.9	85.0	76.7	60.9	64.4
2351	Orchard View Elementary	85	57.6	78.8	95.3	90.4	78.4	64.7	44.5
1101	Pahokee Elementary	57	73.7	87.5	90.2	86.2	87.2	76.4	88.1
0111	Palm Beach Gardens Elementary	77	88.3	84.3	87.1	85.2	78.8	75.7	92.4
0421	Palm Beach Public Elementary	51	82.4	86.5	90.1	83.7	84.1	74.3	91.3
0651	Palm Springs Elementary	100	61.0	89.3	96.3	97.2	88.6	79.6	75.0
0561	Palmetto Elementary	81	81.5	79.8	89.3	83.2	75.2	65.6	74.7
2161	Panther Run Elementary	94	72.3	94.1	95.1	94.9	94.3	81.1	96.2
2861	Pierce Hammock Elementary	58	34.5	89.8	96.0	93.9	86.3	69.2	90.7
0911	Pine Grove Elementary	67	74.6	76.5	87.6	82.3	75.8	58.0	60.9
0051	Pine Jog Elementary	97	83.5	83.9	91.3	87.7	80.2	67.2	81.4
2371	Pioneer Park Elementary	60	90.0	94.0	98.3	98.7	96.5	81.3	82.8
2591	Pleasant City Elementary	49	69.4	90.6	95.7	96.8	95.0	81.7	72.0
0871	Plumosa Sch of the Arts	80	77.5	81.6	91.3	89.8	81.7	77.4	58.6
0791	Poinciana Elementary	71	87.3	89.4	91.5	91.6	90.3	72.4	88.5
0781	Rolling Green Elementary	112	67.0	79.7	92.0	86.9	81.4	69.5	50.6
0341	Roosevelt Elementary	60	70.0	64.6	80.4	71.7	60.4	62.0	39.6
1321	Rosenwald Elementary	38	76.3	89.2	98.6	97.4	93.9	64.7	62.0
2741	Royal Palm Beach Elementary	82	65.9	95.4	97.3	97.1	95.4	84.3	94.4
1961	Sandpiper Shores Elementary	113	63.7	80.6	86.4	83.1	76.3	65.3	82.8
0881	SD Spady Elementary	79	82.3	91.0	95.7	93.1	90.2	76.1	88.1

School Number	School Name	Total Staff	Response Rate	Overall Positive Percent	Instructional Leadership Positive Percent	High Expectations Positive Percent	School Climate Positive Percent	Decision Making Positive Percent	Student Conduct Positive Percent
1711	Seminole Trails Elementary	124	82.3	82.8	91.5	92.2	81.8	65.3	68.9
2431	South Grade Elementary	92	45.7	87.4	92.3	90.7	86.7	76.3	81.0
0572	South Olive Elementary	68	79.4	84.2	90.4	85.8	82.3	67.3	81.4
0771	Starlight Cove Elementary	106	86.8	87.2	96.2	95.9	90.5	72.3	63.4
2691	Sunrise Park Elementary	99	71.7	91.6	97.8	94.8	87.6	78.5	90.7
0281	Sunset Palms Elementary	105	81.9	96.1	99.1	97.3	94.6	85.1	96.5
0131	The Conservatory School	85	75.3	89.1	91.1	91.6	86.9	85.1	89.2
2011	Timber Trace Elementary	92	58.7	93.6	98.5	96.3	90.2	80.3	94.0
0361	UB Kinsey Palmview Elementary	72	100.0	78.9	86.3	83.4	77.3	61.5	70.2
1661	Verde Elementary	96	82.3	86.6	91.8	90.0	81.2	78.0	88.1
2811	Village Acad Ctr	117	34.2	80.5	89.9	82.9	82.7	67.2	60.8
0191	Washington Elementary	48	77.1	85.1	93.9	94.7	84.8	72.8	65.4
0031	Waters Edge Elementary	85	84.7	95.2	97.4	97.9	93.5	88.7	94.8
1671	Wellington Elementary	104	100.0	81.5	88.4	87.7	80.6	65.5	73.7
0481	West Gate Elementary	98	82.7	88.2	95.7	94.2	87.9	73.4	76.4
1401	West Riviera Elementary	82	84.1	88.5	97.1	95.0	93.7	72.9	62.0
0351	Westward Elementary	83	78.3	84.0	91.1	90.7	83.9	75.3	70.0
1781	Whispering Pines Elementary	101	56.4	80.6	86.8	81.7	73.9	63.2	88.2
1391	Wynnebrook Elementary	97	82.5	95.1	98.0	98.0	96.0	84.7	89.7

Schools with less than 10 surveys are not reported.

**Table 4b: FY2017 Middle Schools Teacher/Staff School Effectiveness Questionnaire**

School Number	School Name	Total Staff	Response Rate	Overall Positive Percent	Instructional Leadership Positive Percent	High Expectations Positive Percent	School Climate Positive Percent	Decision Making Positive Percent	Student Conduct Positive Percent
0000	All PBC Schools	18229	67.6	85.2	91.4	90.0	85.4	73.1	74.5
00MS	All Middle Schools	3492	58.6	84.0	91.0	89.3	84.9	72.0	69.8
2511	BAK Middle School of the Arts	116	49.1	89.1	92.5	89.3	88.9	69.1	90.4
1981	Bear Lakes Middle	84	60.7	84.2	92.2	89.5	86.6	76.6	63.3
1491	Boca Raton Middle	137	60.6	81.6	87.9	87.4	80.5	74.7	70.0
2041	Carver Middle	89	42.7	75.2	86.2	82.4	72.0	61.0	60.9
1821	Christa McAuliffe Middle	113	79.6	89.0	95.5	94.6	90.4	71.8	77.5
1581	Congress Middle	103	90.3	84.6	94.1	93.3	85.9	75.9	61.4
0541	Conniston Middle	118	77.1	77.7	86.6	80.8	77.3	69.8	62.2
1691	Crestwood Middle	83	63.9	82.7	91.8	91.6	83.7	65.9	64.3
2711	Don Estridge High Tech Middle	111	51.4	81.6	83.2	83.0	78.6	77.4	85.4
2461	Eagles Landing Middle	142	65.5	90.6	94.2	93.9	92.7	78.6	82.3
3371	Emerald Cove Middle	120	50.0	82.7	87.9	88.1	83.8	72.9	70.9
0121	HL Watkins Middle	99	62.6	81.0	89.7	85.5	82.5	62.5	64.7
2621	Independence Middle	114	50.9	83.0	85.5	86.4	82.7	76.4	78.9
2701	Jeaga Middle	100	64.0	80.1	89.1	83.9	82.3	69.1	62.3
0201	John F Kennedy Middle	94	44.7	76.5	87.6	83.6	74.8	71.6	55.9
1731	Jupiter Middle	121	66.9	86.1	89.9	89.1	87.5	79.3	77.2
0021	L C Swain Middle	116	53.4	79.8	89.2	88.0	81.7	65.6	57.4
1232	Lake Shore Middle	84	41.7	77.2	86.8	84.9	81.8	65.4	50.7
2131	Lake Worth Middle	103	53.4	82.3	92.9	89.4	86.3	66.1	54.8
0761	Lantana Middle	95	88.4	89.0	96.4	94.3	90.7	73.8	72.7
1751	Loggers Run Middle	100	82.0	88.5	95.3	95.0	91.4	76.8	68.7
2601	Odyssey Middle	76	23.7	69.9	79.4	78.8	72.0	65.0	43.6
2151	Okeeheelee Middle	131	16.8	84.3	88.7	91.1	89.1	70.6	67.9
1991	Omni Middle	113	71.7	76.2	84.3	81.2	73.1	65.9	67.6
2821	Osceola Creek Middle	69	66.7	93.2	97.2	96.1	95.3	76.2	85.7
0611	Palm Springs Middle	140	70.7	76.1	89.2	84.7	77.8	64.7	47.2
2611	Polo Park Middle	78	61.5	88.8	94.4	92.6	89.3	82.4	76.7
0311	Roosevelt Middle	99	34.3	82.1	91.0	92.1	86.2	64.2	56.7
2781	Tradewinds Middle	107	65.4	82.1	93.5	90.4	82.7	64.5	60.2
1971	Watson B Duncan Middle	124	66.9	90.0	93.9	93.1	91.7	78.7	81.6
1701	Wellington Landings Middle	112	76.8	91.4	95.5	96.4	93.1	74.8	83.2
2451	Western Pines Middle	103	32.0	92.7	97.1	94.5	93.3	79.7	86.6
1921	Woodlands Middle	98	37.8	75.0	82.3	77.4	71.0	63.8	71.8

Schools with less than 10 surveys are not reported.

**Table 4c: FY017 High School Teacher/Staff School Effectiveness Questionnaire**

School Number	School Name	Total Staff	Response Rate	Overall Positive Percent	Instructional Leadership Positive Percent	High Expectations Positive Percent	School Climate Positive Percent	Decision Making Positive Percent	Student Conduct Positive Percent
0000	All PBC Schools	18229	67.6	85.2	91.4	90.0	85.4	73.1	74.5
00HS	All High Schools	4461	63.4	82.0	88.2	87.0	84.7	73.4	65.1
1771	Pahokee Middle/Senior High	128	63.3	82.8	90.1	86.5	83.6	75.4	67.4
0862	Atlantic High	196	82.1	82.8	88.1	87.8	87.4	74.4	63.3
0395	AW Dreyfoos School of Arts	113	73.5	90.6	94.2	94.5	90.9	76.0	85.8
0961	Boca Raton High	256	80.1	89.2	90.9	93.2	91.7	80.5	81.1
2361	Boynton Beach Comm High	179	53.6	71.0	83.9	77.0	76.4	65.6	35.0
0581	Forest Hill High	210	73.3	80.2	90.4	85.4	82.6	70.0	57.3
2301	Glades Central High	103	64.1	87.8	97.6	96.8	93.7	70.7	57.3
1361	John I Leonard High	261	78.9	85.3	93.1	92.3	89.5	74.4	61.6
0081	Jupiter High	240	77.9	85.9	93.8	91.5	89.9	74.1	64.2
0691	Lake Worth High	227	47.1	61.8	69.9	66.6	63.6	58.2	41.1
2181	Olympic Heights High	183	49.2	84.1	88.5	86.3	85.9	72.6	75.1
2631	Palm Beach Central High	227	53.7	73.3	76.9	73.2	70.4	73.6	72.9
1371	Palm Beach Gardens High	225	76.4	83.1	90.4	89.9	87.9	78.7	57.0
1851	Palm Beach Lakes High	198	68.2	82.3	91.6	92.6	87.0	71.5	51.8
2001	Park Vista Comm High	249	57.4	86.1	89.0	88.2	87.2	76.1	80.9
2331	Royal Palm Beach High	201	68.2	86.4	93.4	93.3	90.4	76.0	63.2
1611	Santaluces High	187	78.1	72.8	81.8	76.4	75.3	65.1	50.5
3861	Seminole Ridge Comm High	190	38.9	86.6	93.9	89.5	88.1	76.2	71.7
1681	Spanish River High	185	74.1	74.9	77.1	76.9	75.7	69.5	69.4
0151	Suncoast High	127	62.2	80.0	75.5	83.6	79.3	74.1	89.1
2191	Wellington High	214	38.8	92.2	95.7	96.8	95.6	86.1	78.1
3251	West Boca Raton Comm High	158	41.1	87.3	92.9	90.4	89.0	73.0	77.2
2201	WT Dwyer High	204	49.0	76.3	82.6	84.1	76.9	69.4	60.9

Schools with less than 10 surveys are not reported.



**Table 5: Percent Positive Response FY15 to FY17 by Item**

Cat.	Teacher Survey Item	2015	2016	2017
A	01. School administrators provide guidance on curriculum.	90.6	90.0	90.8
A	02. I can rely on my school administrators if I have questions about assessment.	92.3	91.5	92.2
A	03. School administrators discuss issues with teachers regarding classroom instruction.	91.8	91.3	92.4
A	04. Discussions about teaching with my administrator often result in improved instructional practice.	89.2	88.6	89.2
A	05. School administrators communicate to teachers how assessment results can be used for curriculum improvement.	91.9	91.4	93.0
A	06. I am provided with timely information regarding State standards of student achievement.	90.2	90.6	92.8
A	07. I get assistance if I have questions about the standardized test results.	92.6	92.3	93.4
A	08. I am encouraged to apply educational technology that improves classroom instruction.	93.6	93.7	93.9
A	09. School administrators are knowledgeable about instructional resources.	90.4	89.6	90.5
A	10. I have easy access to the curriculum materials and equipment needed for my work in the school.	88.2	87.8	89.0
A	11. Teachers at this school have opportunities to receive professional development during school days.	92.7	92.6	93.9
A	12. I am kept informed of the up-to-date knowledge and skills needed for my teaching.	91.8	91.5	92.0
A	13. The professional development activities I attended for the past year are closely linked to my teaching.	85.8	84.9	86.0
B	14. This school uses faculty input to create methods that hold faculty accountable.	82.2	80.9	83.8
A	15. My principal encourages teachers to use what is learned from professional development programs.	94.5	94.2	94.6
A	16. School administrators indicate specific strengths and weaknesses of my teaching following classroom observations.	91.9	90.9	91.7
A	17. School administrators clearly communicate the criteria and procedures for evaluating teacher performance.	92.3	91.1	90.4
C	18. The school administrators` evaluation of teaching is fair.	87.1	85.1	85.2
A	19. School administrators communicate school goals effectively to all school stakeholders.	92.6	92.1	93.4
A	20. The school goals and mission are regularly mentioned at faculty meetings or student assemblies.	91.0	90.6	92.9
B	21. Teachers are held accountable for providing rigorous classroom instruction.	93.8	93.7	94.7
B	22. This school maintains high expectations for teaching and learning.	93.6	93.5	94.3
B	23. I feel that high expectations for teaching and learning are achievable.	93.6	93.0	93.3
B	24. This school has a plan for accountability among faculty for student learning progress.	91.7	91.2	91.8
B	25. There is a clear plan for coordinating curriculum among teachers across grade levels.	84.7	84.0	86.3
B	26. The school administration facilitates mutual-understanding between leaders and teachers in order to promote high standards.	87.5	86.8	88.1
B	27. The school advocates student accountability for achieving high levels of academic performance and social-emotional learning	87.4	86.1	87.3
A	28. A school administrator meets with me to personally discuss my students` test results.	80.0	78.6	82.2
A	29. School administrators require teachers to give extra help to low achieving students.	92.4	91.6	92.6
C	30. I get sufficient help from school administrators to assist low achieving students in my classes.	81.3	79.4	81.2
C	31. School administrators are available to help teachers when assistance is needed.	87.6	87.0	88.4
C	32. School administrators find time to talk to teachers or students during breaks.	87.4	86.6	87.6
C	33. The amount of routine administrative paperwork is minimized for teachers.	71.2	67.8	73.4
C	34. Instructional time is protected from interference of public addresses and announcements.	87.1	85.5	86.3
C	35. I receive a great deal of support from parents for the work I do.	67.6	66.7	68.6
C	36. If the need arises, school administrators will support me in dealing with student conduct.	87.9	86.4	86.5
C	37. School administrators take my opinion into consideration when new initiatives affect my work.	81.9	80.9	82.5
C	38. My principal treats me with respect as an educator.	91.2	90.7	91.3
C	39. If I have problems, I feel I can speak freely with my principal.	88.5	87.6	88.1
C	40. Teachers provide strong social support to colleagues.	90.4	89.9	90.6
C	41. There is a great deal of cooperation among the staff.	88.4	87.6	87.5
C	42. I feel it easy to coordinate my course instruction with other teachers	88.6	87.8	89.0

Cat.	Teacher Survey Item	2015	2016	2017
D	43. Evaluating and grading students	93.6	93.3	87.0
D	44. Disciplining students	82.4	80.4	78.8
D	45. Selecting teaching techniques	83.7	82.6	82.4
D	46. Planning how the school funds should be used	49.7	48.0	44.4
E	47. Student racial tension	90.8	90.6	70.4
E	48. Student bullying	74.8	75.1	89.0
E	49. Student verbal abuse of teachers.	*	*	73.8
E	50. Widespread disorder in classrooms	82.8	80.9	80.0
E	51. Student disrespect for teachers	69.1	65.9	64.3
E	52. Student tardiness	60.8	57.9	56.9
E	53. Student absenteeism	65.1	63.2	57.9
E	54. Student pregnancy	96.4	96.3	95.7
E	55. Students dropping out	93.4	93.5	92.8
E	56. Students coming to school unprepared to learn	55.8	54.5	53.6
E	57. Student disrespect for persons of a different race or ethnicity	87.5	86.9	86.1
C	58. I am generally satisfied with being a teacher at this school.	90.3	88.7	90.2
C	59. Teachers in this school are recognized for a job well done.	85.8	85.1	87.3
C	60. School administrators reward exceptional performance.	82.9	82.2	84.0
C	61. School administrators compliment me for a job well done.	85.4	84.8	86.0
C	62. Teachers generally respect the professional competence of their colleagues.	92.0	91.4	92.4
C	63. There is a great deal of trust among teachers and school administrators.	79.1	77.2	78.9
C	64. Teachers generally respect their school administrators.	85.5	84.6	86.2
C	65. School administrators are supportive and encouraging toward staff.	87.1	85.9	86.7
		<b>2015</b>	<b>2016</b>	<b>2017</b>
	All PBC District Schools Teacher Percent Positive Response	85.8	84.9	85.2

Category: A=Instructional Leadership, B=High Expectations, C=School Climate, D=Decision Making, and E=Student Conduct.

For items 43 – 46, the percent positive response represents the teacher's attitude toward his or her ability to influence decision making at the school.

For items 47 – 57, the percent positive response is a contrary indicator and represents the teacher's perception where student conduct issues are NOT a problem.

**\*missed item in the previous two years.**