



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

**PAUL HOUCHENS  
DIRECTOR**

**KEITH OSWALD  
DEPUTY SUPERINTENDENT/CHIEF OF SCHOOLS**

**RESEARCH & EVALUATION**  
3300 FOREST HILL BOULEVARD, SUITE B-246  
WEST PALM BEACH, FL 33406

**MARK HOWARD  
CHIEF OF PERFORMANCE ACCOUNTABILITY**

PHONE: 561-434-8469 / FAX: 561-357-7611  
[WWW.PALMBEACHSCHOOLS.ORG/DRE/](http://WWW.PALMBEACHSCHOOLS.ORG/DRE/)

## **EXECUTIVE SUMMARY**

July 19, 2018

**TO:** Donald E. Fennoy II, Ed.D., Superintendent

**FROM:** Keith Oswald, Deputy Superintendent/Chief of Schools  
Mark Howard, Chief, Performance Accountability

### **SUBJECT: RELEASE OF FY18 SCHOOL EFFECTIVENESS QUESTIONNAIRE (SEQ) RESULTS**

The School Effectiveness Questionnaire (SEQ) was administered from March to May 2018. The SEQ measures perceptions regarding the effectiveness of our District schools. For FY18, the District administered the Teacher/Staff version online for the eighth year. The SEQ provides important information to schools and the District to develop and sustain a Positive and Supportive School Climate and a High Performance Culture, which are central themes 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. This year the district partnered with Florida Atlantic University (FAU) to complete the analysis and provide reports on each of the three SEQ surveys (staff, student and parent).

In support of the District Strategic Plan, items were added and/or revised to support and align with Strategic Themes, Objectives and Initiatives and as such, comparison to previous years should be made with caution. In addition, responses rates for some schools on Parent SEQ surveys are lower than ideal for definitive conclusions. Ideally, a school-level response rate at 75% or higher is desired.

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, Deputy Superintendent (649-6805).

DEF/KO/MH:pwh

#### **Attachments**

c: Academic and Operating Chiefs  
Regional/Instructional Superintendents  
Assistant Superintendents  
Academic Directors  
Principals



July 18<sup>th</sup>, 2018

**TO:** The School District of Palm Beach

**FROM:** Florida Atlantic University: Department of Educational Leadership and Research Methodology

**SUBJECT: FY18 RESULTS OF THE TEACHER/STAFF SCHOOL EFFECTIVENESS QUESTIONNAIRE**

### Introduction

The School Effectiveness Questionnaire (SEQ) was administered from March to May 2018. The SEQ measures Teacher/Staff, Parent and Student's perceptions regarding the effectiveness of the District's schools.<sup>1</sup> This instrument provides the opportunity to obtain, analyze, and evaluate data referencing a central theme in the Strategic Plan; to sustain a positive and supportive school climate. For FY18, the District administered the Teacher/Staff version online for the ninth year.<sup>2</sup>

### History

Through an internal review of National School Climate Surveys and a subsequent factor analysis, effectiveness has been defined to include the following five dimensions: Instructional Leadership, High Expectations, School Climate, Decision Making, and Student Conduct<sup>3</sup>. Overtime, The Office of Research and Evaluation has amended items to improve the quality and reliability of its results.

### FY18 Improvements

Historically, respondents were limited to a 6-point scale. Since FY17 resulted in an increase of individual items left blank, our FAU Project Team suggested to add "I Don't Know" as a 7<sup>th</sup> point. This could provide additional information that could potentially help determine if the blanks from FY17 was a function of a respondent not knowing how to respond.

The FY18 scale is as follows:

- 1-Strongly Agree
- 2-Moderately Agree
- 3-Agree
- 4-Disagree
- 5-Moderately Disagree
- 6-Strongly Disagree
- 7- I Don't Know

---

<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.

Additionally, an internal decision was made to include Diverse Community as a sixth dimension in evaluating effectiveness.

### **FY18 Limitations**

In consideration of the survey enhancements, the FY18 report is limited in its ability to provide a longitudinal analysis of specific dimensions/items. Specifically, the adoption of a 7 point scale and item wording would require a need to reexamine the psychometrics of this survey. It is recommended that all changes to this survey are documented moving forward.

### **Suggested Use**

In its current form, the SEQ can offer valuable information that can inform professional development needs of school site leadership teams and teachers. At the district level, it can be considered when allocating district resources for intervention strategies. Moreover, it is valuable data to consider while developing comprehensive school improvement initiatives.

## **Methodology**

### **Data Cleaning: Preparation**

- Any respondents included in the dataset but did not provide any responses (0 responses) were removed from the data set and not considered in the analysis.
- All responses of a 7(I Don't Know), were eliminated and considered as non-response (null) to calculate the overall positive response rates. However, this data can be used in the future to explore the knowledge of the respondents relative to each item.

### **Reverse Coding**

The prepared data file was imported into IBM SPSS Statistics Software.

- All identified reversed questions (#61 & #62), as indicated on the survey with asterisks (“The percent positive response is a contrary indicator”), were transformed and a new variable was created (i.e. Q61REV).
- The REV variable was populated through transforming the original responses to its reciprocal, therefore: 1:6; 2:5; 3:4; 4:3; 5:2; 6:1; (7: Omit).
- A correlation analysis was completed for each item and subsequent REV variable to verify the process was completed correctly ( $r = -1$ ).

### **Creating Dichotomies**

To obtain the overall positive response rate for each survey dimension we dichotomized the scale to either positive or negative responses. To accomplish this task, we:

- Created a new means variable for respondent in each dimension by using the MEAN numeric expression being mindful of any reverse questions.
- Used the new mean variable to dichotomize the responses to agree versus disagree.
- One (1) was assigned to respondents with a resultant mean between 1 and 3.49, and a 0 was assigned to respondents with a resultant mean between 3.50 and 6.
- 1= Agree (positive); 0=Disagree (negative).

## Findings

### FY 18 Descriptive Statistics

- 495,718 valid item responses received.
- 1.3% (n=6336) of responses were left blank.
- 6.5% (n=32292) of the respondents did not know the answer to the question.

### Overall Response Rates (Participation)

- The FY18 response rate for the District decreased overall by 13.5%.
- From FY17 to FY18, response rates at:
  - Elementary Schools: Down 11%
  - Middle Schools: Down 11%
  - High Schools: Down 13%

**Table 1: FY15-FY18 School District SEQ Response Rates**

School Type	Response Rates			
	FY2015	FY2016	FY2017	FY2018
<b>Elementary Schools</b>	71%	57%	74%	<b>63%</b>
<b>Middle Schools</b>	59%	49%	59%	<b>48%</b>
<b>High Schools</b>	63%	51%	63%	<b>42%</b>
<b>District</b>	67%	54%	68%	<b>55%</b>

Source: Results of the Teacher/Staff School Effectiveness Questionnaire June 28, 2018

### 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), or the degree of concern for student conduct (where adverse conduct is a minor problem or not a problem). Positive response analysis for each item (and dimension) and excludes non-responses. “I Don’t Know” was treated as a non-response.

### Limitations

- This method gives a slight advantage to the frequency of respondents being labeled “positive” since conventional rounding accepts any resultant mean of 1-3.49 as a positive response.
- Since the survey has changed, there is little value in trend analysis therefore, historic data has been greyed.

### Conclusions

- Overall positive response has improved by 3.6% and the highest since FY15.
- Improved slightly in High Expectations and School Climate.
- Improved by 4.2% in Decision Making.
- Considerable increase of 5.9% in Student Conduct and highest since FY15.
- Newly added dimension of Diverse Community had the highest % of all dimensions (*See reliability*).
- High Expectations, School Climate, and Student Conduct received best score since FY15.

**Table 2: FY15-FY18 School District SEQ Percent Positive Responses**

	School Year	Percent Positive Responses						
		Overall Positive	Instructional Leadership	High Expectations	School Climate	Diverse Community	Decision Making	Student Conduct
<b>All District Schools</b>	<b>FY18</b>	<b>87%</b>	<b>89.5%</b>	<b>90.5%</b>	<b>86.1%</b>	<b>95.8%</b>	<b>77.3%</b>	<b>81.7%</b>
	FY17	85.2%	91.4%	90.0%	85.4%	N/A	73.1%	74.5%
	FY16	84.9%	90.3%	88.7%	84.1%	N/A	76.1%	76.5%
	FY15	85.8%	90.8%	89.3%	85.2%	N/A	77.4%	77.6%

Source: Results of the Teacher/Staff School Effectiveness Questionnaire June 28, 2018

**School Level Percent Positive Responses**

From FY17 to FY18, the school level percent positive responses:

- Elementary remained stable overall in Instructional Leadership, High Expectations, and School Climate. Decision making improved by 5.9% and Student Conduct improved by 5.4%.
- Middle School remained stable overall in Instructional Leadership, High Expectations, and Student Conduct. School Climate improved by 2.7% and 5.3% in Decision Making.
- High School improved 7.5% in Student Conduct, but declined overall by: 3.8% in Instructional Leadership, 2.6% in High Expectations, 2.6% in School Climate, and 2.7% in Decision Making.
- All levels have shown little improvement in Student Conduct since FY15.
- All levels have shown little progress in including staff in the decision-making process.

**Table 3: FY15-FY18 School Level SEQ Percent Positive Responses**

School Type	School Year	Percent Positive Responses					
		Instructional Leadership	High Expectations	School Climate	Diverse Community	Decision Making	Student Conduct
<b>Elementary Schools</b>	<b>FY18</b>	<b>90.9%</b>	<b>92.5%</b>	<b>86.9%</b>	<b>96.1%</b>	<b>79.3%</b>	<b>85.5%</b>
	FY17	92.7%	91.4%	85.7%	N/A	73.4%	80.1%
	FY16	92.5%	91.2%	85.7%	N/A	78.0%	82.0%
	FY15	92.7%	91.7%	86.8%	N/A	79.1%	83.0%
<b>Middle Schools</b>	<b>FY18</b>	<b>90.5%</b>	<b>90.3%</b>	<b>87.6%</b>	<b>95.8%</b>	<b>77.3%</b>	<b>70.7%</b>
	FY17	91.0%	89.3%	84.9%	N/A	72.0%	69.8%
	FY16	88.8%	86.4%	81.9%	N/A	74.1%	72.5%
	FY15	89.2%	86.8%	82.6%	N/A	75.2%	72.6%
<b>High Schools</b>	<b>FY18</b>	<b>84.4%</b>	<b>84.4%</b>	<b>82.4%</b>	<b>95.0%</b>	<b>70.7%</b>	<b>72.6%</b>
	FY17	88.2%	87.0%	84.7%	N/A	73.4%	65.1%
	FY16	86.5%	84.7%	81.9%	N/A	73.3%	66.7%
	FY15	87.3%	85.2%	83.0%	N/A	74.5%	68.4%

Source: Results of the Teacher/Staff School Effectiveness Questionnaire June 28, 2018

**Data Validation**

To confirm our results, we validated the source data using 5% of the recorded high schools, middle schools, and elementary schools.

- For the staff survey, we validated the results for 1 of the 23 High Schools (Boynton Beach High), two 2 of the 33 Middle Schools (Omni Middle and L.C. Swain Middle), and 5 of the 109 Elementary Schools (Egret Lake Elementary, Hidden Oaks Elementary, Jupiter Elementary, JC Mitchell Elementary, and Starlight Cove Elementary).

**Attached to Addendum**

- Tables 4A-4C which shows the response rates and percent positive responses for the FY18 Teacher/Staff version of the SEQ for each school by category.
- Table 5A illustrates both the overall and percent positive responses by level for the FY18 Teacher/Staff version of the SEQ by item.
- Table 5B shows the overall percent positive responses for the FY18 Teacher/Staff version of the SEQ by item.

Should you require anything further, please do not hesitate to contact us.

Sincerely,

Daniel Reyes Guerra Ph.D.  
Faculty  
*Department of Educational Leadership and  
Research Methodology*  
[dreyes@fau.edu](mailto:dreyes@fau.edu)

John Critelli  
SEQ Project Manager  
*Department of Educational Leadership and  
Research Methodology*  
[jcritelli2014@fau.edu](mailto:jcritelli2014@fau.edu)

Table 4A:

FY18 Elementary Schools Teacher/Staff School Effectiveness Questionnaire										
School Number	School Name	n	Response Rate	Overall Positive	Instruction Leadership	High Expectation	School Climate	Diverse Community	Decision Making	Student Conduct
2141	Acreage Pines Elementary	33	48.5%	90.1%	87.9%	97.0%	84.8%	97.0%	84.4%	90.9%
1451	Addison Mizner Elementary	71	81.6%	93.4%	94.3%	92.9%	91.5%	98.6%	88.2%	93.0%
0101	Allamanda Elementary	71	58.7%	96.5%	95.8%	100.0%	95.7%	97.1%	92.5%	94.3%
1891	Banyan Creek Elementary	90	72.6%	87.3%	96.5%	94.1%	85.4%	89.5%	65.8%	88.9%
0741	Barton Elementary	45	40.5%	79.8%	86.7%	81.8%	75.0%	90.9%	63.4%	63.6%
2541	Beacon Cove Intermediate	35	44.9%	92.0%	94.1%	91.2%	91.4%	97.1%	85.3%	91.4%
2401	Belle Glade Elementary	61	60.4%	88.3%	96.7%	93.4%	85.2%	100.0%	73.3%	73.8%
0531	Belvedere Elementary	57	74.0%	85.9%	87.7%	93.0%	87.5%	89.3%	64.2%	89.5%
2751	Benoist Farms Elementary	52	67.5%	81.6%	86.3%	88.2%	76.9%	92.2%	75.0%	63.5%
0601	Berkshire Elementary	83	69.2%	90.3%	91.6%	93.9%	90.4%	96.4%	78.0%	90.4%
2561	Binks Forest Elementary	78	78.8%	98.4%	100.0%	100.0%	97.4%	100.0%	93.3%	100.0%
0951	Boca Raton Elementary	46	76.7%	81.7%	95.3%	84.1%	74.4%	95.2%	63.2%	71.1%
1531	C O Taylor-Kirklane Elementary	106	70.7%	90.2%	93.4%	93.2%	88.7%	97.2%	78.4%	88.6%
1911	Calusa Elementary	81	66.4%	98.2%	98.8%	98.8%	100.0%	100.0%	93.2%	97.5%
2761	Cholee Lake Elementary	111	84.7%	82.4%	82.9%	88.3%	73.0%	92.8%	67.3%	83.8%
2071	Citrus Cove Elementary	63	56.8%	72.5%	69.4%	83.9%	60.3%	88.9%	53.2%	69.8%
2581	Coral Reef Elementary	71	71.0%	95.0%	94.3%	95.7%	91.5%	97.2%	95.6%	94.4%
1811	Coral Sunset Elementary	81	69.2%	89.1%	91.4%	88.8%	87.7%	96.3%	78.4%	88.9%

<b>FY18 Elementary Schools Teacher/Staff School Effectiveness Questionnaire</b>										
<b>School Number</b>	<b>School Name</b>	<b>n</b>	<b>Response Rate</b>	<b>Overall Positive</b>	<b>Instruction Leadership</b>	<b>High Expectation</b>	<b>School Climate</b>	<b>Diverse Community</b>	<b>Decision Making</b>	<b>Student Conduct</b>
2731	Crosspointe Elementary	70	81.4%	89.6%	89.6%	95.6%	91.3%	97.1%	76.6%	77.1%
2121	Crystal Lakes Elementary	65	74.7%	88.9%	90.6%	88.7%	85.9%	96.8%	74.6%	95.2%
1941	Cypress Trails Elementary	26	47.3%	87.2%	96.2%	92.3%	80.8%	100.0%	76.9%	69.2%
1541	D D Eisenhower Elementary	56	47.1%	95.2%	96.4%	98.2%	96.4%	98.2%	81.3%	98.2%
1741	Del Prado Elementary	73	77.7%	85.8%	88.1%	90.8%	78.3%	97.0%	72.7%	90.4%
3261	Diamond View Elementary	52	48.1%	88.0%	86.0%	90.0%	82.4%	98.0%	82.0%	84.6%
2721	Discovery Key Elementary	79	79.8%	94.7%	100.0%	98.7%	94.9%	94.9%	84.9%	91.1%
2491	Dr. Mary McLeod Bethune Elementary	56	70.0%	77.8%	75.0%	78.6%	75.0%	85.5%	73.6%	61.8%
2101	Egret Lake Elementary	42	54.5%	77.1%	83.3%	78.6%	78.6%	95.2%	53.7%	52.4%
3361	Elbridge Gale Elementary	74	61.7%	98.4%	98.6%	98.6%	98.6%	98.6%	97.3%	98.6%
3341	Equestrian Trails Elementary	68	74.7%	99.5%	100.0%	100.0%	100.0%	100.0%	97.0%	98.5%
0061	Everglades Elementary	70	70.0%	97.8%	100.0%	98.6%	97.1%	100.0%	92.5%	98.6%
0621	Forest Hill Elementary	86	76.8%	86.2%	91.1%	93.6%	84.9%	93.9%	69.6%	82.6%
0831	Forest Park Elementary	43	60.6%	82.6%	90.5%	88.1%	76.7%	95.3%	62.8%	67.4%
2671	Freedom Shores Elementary	44	42.7%	81.4%	88.6%	84.1%	75.0%	90.9%	69.0%	59.1%
2551	Frontier Elementary	54	76.1%	92.3%	92.6%	94.4%	92.6%	98.1%	79.6%	96.3%
0821	Galaxy Elementary	35	42.7%	87.4%	91.2%	94.1%	97.1%	97.1%	60.6%	76.5%
1251	Glade View Elementary	33	63.5%	96.4%	100.0%	100.0%	100.0%	100.0%	90.9%	84.8%
2421	Golden Grove Community Elementary	39	54.9%	97.3%	97.4%	97.4%	97.4%	97.4%	94.7%	100.0%

<b>FY18 Elementary Schools Teacher/Staff School Effectiveness Questionnaire</b>										
<b>School Number</b>	<b>School Name</b>	<b>n</b>	<b>Response Rate</b>	<b>Overall Positive</b>	<b>Instruction Leadership</b>	<b>High Expectation</b>	<b>School Climate</b>	<b>Diverse Community</b>	<b>Decision Making</b>	<b>Student Conduct</b>
1241	Gove Elementary	66	57.9%	87.2%	92.4%	87.7%	87.7%	93.8%	75.4%	81.8%
3351	Grassy Waters Elementary	76	69.1%	97.4%	97.4%	98.7%	96.1%	97.4%	97.3%	94.7%
0631	Greenacres Elementary	74	70.5%	89.9%	90.4%	95.8%	82.2%	100.0%	76.1%	93.2%
1411	Grove Park Elementary	53	72.6%	90.6%	91.8%	96.2%	90.6%	100.0%	75.0%	84.9%
1421	Hagen Road Elementary	51	51.5%	91.3%	89.4%	93.6%	86.0%	96.0%	89.4%	94.1%
2081	Hammock Pointe Elementary	73	76.0%	87.8%	84.7%	91.5%	83.6%	94.5%	80.3%	89.0%
2571	Heritage Elementary	69	72.6%	97.7%	95.7%	100.0%	98.6%	98.6%	95.7%	92.8%
0011	Hidden Oaks Elementary	55	54.5%	65.1%	58.5%	66.0%	50.0%	85.2%	38.5%	58.2%
0671	Highland Elementary	68	45.9%	80.9%	83.8%	84.8%	80.9%	91.2%	62.7%	67.6%
1761	HL Johnson Elementary	48	55.2%	87.3%	85.1%	93.6%	83.3%	95.7%	67.5%	91.5%
0012	Hope-Centennial Elementary	79	90.8%	92.1%	96.1%	97.3%	91.0%	93.6%	78.4%	89.9%
1861	Indian Pines Elementary	63	66.3%	88.4%	90.5%	93.5%	87.3%	95.2%	81.4%	81.0%
0931	JC Mitchell Elementary	86	68.3%	95.5%	95.2%	96.4%	95.3%	98.8%	93.3%	87.2%
1651	Jerry Thomas Elementary	62	66.0%	90.9%	90.0%	95.1%	91.9%	95.2%	79.7%	88.7%
0071	Jupiter Elementary	61	61.6%	64.1%	51.7%	63.9%	52.5%	88.5%	46.7%	75.4%
2091	Jupiter Farms Elementary	45	69.2%	88.4%	93.0%	90.7%	80.0%	93.2%	86.4%	82.2%
1831	KE Cunningham-Canal Point Elementary	29	52.7%	80.5%	89.3%	85.2%	75.9%	93.1%	57.7%	65.5%
0141	Lake Park Elementary	34	66.7%	93.6%	100.0%	100.0%	94.1%	100.0%	93.8%	73.5%
0751	Lantana Elementary	47	56.0%	89.2%	100.0%	95.7%	84.8%	95.7%	75.0%	76.6%

<b>FY18 Elementary Schools Teacher/Staff School Effectiveness Questionnaire</b>										
<b>School Number</b>	<b>School Name</b>	<b>n</b>	<b>Response Rate</b>	<b>Overall Positive</b>	<b>Instruction Leadership</b>	<b>High Expectation</b>	<b>School Climate</b>	<b>Diverse Community</b>	<b>Decision Making</b>	<b>Student Conduct</b>
1871	Liberty Park Elementary	58	50.4%	98.2%	100.0%	100.0%	98.3%	100.0%	92.7%	89.7%
1931	Lighthouse Elementary	36	45.0%	95.1%	97.2%	100.0%	91.7%	97.1%	85.3%	100.0%
2031	Limestone Creek Elementary	61	59.2%	95.7%	94.9%	95.0%	93.4%	98.3%	96.6%	93.4%
0211	Lincoln Elementary	34	52.3%	75.8%	76.5%	73.5%	79.4%	94.1%	56.7%	55.9%
1901	Loxahatchee Groves Elementary	63	69.2%	91.3%	96.7%	90.0%	82.5%	98.4%	88.1%	90.5%
2241	Manatee Community Elementary	59	42.4%	89.7%	86.4%	93.1%	79.7%	98.3%	80.7%	93.2%
0661	Marsh Pointe Elementary	69	74.2%	99.7%	100.0%	100.0%	100.0%	100.0%	98.5%	100.0%
0591	Meadow Park Elementary	79	75.2%	95.5%	93.7%	98.7%	94.9%	98.7%	88.2%	96.2%
1441	Melaleuca Elementary	65	69.9%	93.4%	95.3%	96.9%	92.3%	95.3%	83.9%	86.2%
1951	Morikami Park Elementary	49	59.0%	97.2%	100.0%	100.0%	93.9%	97.9%	91.5%	100.0%
2051	New Horizons Elementary	44	49.4%	92.9%	95.5%	93.0%	90.9%	95.5%	92.5%	81.8%
0681	North Grade Elementary	48	55.2%	90.4%	93.8%	93.8%	89.6%	97.9%	77.1%	81.3%
0291	Northboro Elementary	56	58.9%	92.3%	94.6%	96.4%	92.9%	98.2%	74.1%	96.4%
0271	Northmore Elementary	19	27.1%	78.3%	78.9%	89.5%	73.7%	89.5%	58.8%	68.4%
2351	Orchard View Community Elementary	66	72.5%	94.5%	98.4%	96.7%	95.1%	100.0%	82.5%	87.9%
1101	Pahokee Elementary	29	47.5%	91.1%	93.1%	89.7%	93.1%	100.0%	86.2%	82.8%
0111	Palm Beach Gardens Elementary	36	46.8%	80.7%	77.8%	80.6%	69.4%	88.9%	80.0%	83.3%
0421	Palm Beach Public	34	72.3%	97.4%	93.9%	100.0%	100.0%	97.1%	93.1%	100.0%
0651	Palm Springs Elementary	74	74.7%	89.8%	93.2%	93.2%	93.2%	98.6%	69.4%	86.5%

<b>FY18 Elementary Schools Teacher/Staff School Effectiveness Questionnaire</b>										
<b>School Number</b>	<b>School Name</b>	<b>n</b>	<b>Response Rate</b>	<b>Overall Positive</b>	<b>Instruction Leadership</b>	<b>High Expectation</b>	<b>School Climate</b>	<b>Diverse Community</b>	<b>Decision Making</b>	<b>Student Conduct</b>
0561	Palmetto Elementary	52	61.9%	89.5%	91.7%	93.6%	87.5%	100.0%	78.7%	82.4%
2161	Panther Run Elementary	73	69.5%	95.9%	98.6%	98.6%	93.2%	95.8%	91.4%	97.3%
2861	Pierce Hammock Elementary	33	57.9%	93.2%	90.9%	100.0%	90.9%	97.0%	84.8%	84.8%
0911	Pine Grove Elementary	62	89.9%	76.2%	78.9%	73.7%	77.6%	89.3%	69.8%	60.7%
0051	Pine Jog Elementary	65	69.9%	74.9%	73.4%	81.3%	64.6%	92.2%	57.1%	76.9%
2371	Pioneer Park Elementary	59	93.7%	97.9%	100.0%	98.2%	98.3%	100.0%	90.7%	93.2%
2591	Pleasant City Elementary	34	70.8%	98.0%	100.0%	100.0%	97.1%	100.0%	94.1%	94.1%
0871	Plumosa School of the Arts	53	63.1%	82.5%	86.5%	89.8%	80.8%	96.1%	67.3%	67.3%
0791	Poinciana Elementary	26	36.1%	86.0%	84.6%	84.6%	92.3%	100.0%	68.0%	88.5%
0781	Rolling Green Elementary	25	21.4%	74.8%	80.0%	72.0%	72.0%	96.0%	60.0%	48.0%
0341	Roosevelt Elementary	42	75.0%	87.7%	95.2%	90.5%	85.4%	95.0%	72.7%	75.6%
1321	Rosenwald Elementary	24	53.3%	98.5%	100.0%	100.0%	95.8%	100.0%	100.0%	91.7%
2741	Royal Palm Beach Elementary	54	64.3%	98.4%	100.0%	100.0%	100.0%	100.0%	90.7%	100.0%
0881	S D Spady Elementary	50	62.5%	94.9%	93.9%	93.9%	94.0%	98.0%	93.3%	92.0%
1961	Sandpiper Shores Elementary	84	70.6%	86.1%	85.7%	91.6%	77.1%	93.8%	76.9%	90.2%
1711	Seminole Trails Elementary	70	52.6%	87.6%	88.6%	91.2%	82.9%	98.6%	77.4%	81.4%
2431	South Grade Elementary	74	72.5%	90.8%	93.2%	91.8%	90.5%	98.6%	74.3%	91.9%
0572	South Olive Elementary	47	66.2%	90.0%	93.6%	93.6%	89.4%	95.7%	77.8%	85.1%
0771	Starlight Cove Elementary	70	66.7%	78.4%	77.9%	81.2%	74.3%	94.3%	70.1%	58.6%

**FY18 Elementary Schools Teacher/Staff School Effectiveness Questionnaire**

<b>School Number</b>	<b>School Name</b>	<b>n</b>	<b>Response Rate</b>	<b>Overall Positive</b>	<b>Instruction Leadership</b>	<b>High Expectation</b>	<b>School Climate</b>	<b>Diverse Community</b>	<b>Decision Making</b>	<b>Student Conduct</b>
2691	Sunrise Park Elementary	77	76.2%	94.1%	94.8%	97.4%	89.5%	94.7%	88.7%	98.7%
0281	Sunset Palms Elementary	62	60.8%	98.6%	100.0%	98.4%	100.0%	100.0%	93.2%	100.0%
0131	The Conservatory School at NPB	39	41.9%	90.5%	86.8%	94.9%	87.2%	97.4%	84.2%	84.6%
2011	Timber Trace Elementary	56	53.8%	96.6%	98.2%	98.2%	96.4%	100.0%	89.1%	92.9%
0361	U B Kinsey-Palm View Elementary	50	67.6%	80.5%	83.7%	83.7%	76.0%	93.9%	69.6%	64.0%
1661	Verde Elementary	72	69.9%	86.4%	84.5%	94.4%	78.9%	98.6%	68.2%	91.5%
2811	Village Academy	62	52.1%	75.9%	85.2%	77.0%	72.6%	93.5%	63.2%	50.0%
0191	Washington Elementary	18	36.7%	94.9%	94.1%	100.0%	100.0%	100.0%	87.5%	83.3%
0031	Waters Edge Community Elementary	58	68.2%	87.6%	86.2%	91.2%	86.2%	93.1%	77.6%	89.7%
1671	Wellington Elementary	80	72.7%	84.2%	81.3%	87.1%	74.4%	93.5%	83.6%	78.5%
0481	West Gate Elementary	59	59.0%	90.6%	89.8%	94.8%	93.1%	94.8%	77.8%	94.8%
1401	West Riviera Elementary	33	39.8%	74.3%	75.8%	87.9%	75.8%	90.9%	33.3%	69.7%
0351	Westward Elementary	38	45.2%	86.9%	89.5%	89.5%	83.8%	94.6%	81.1%	68.4%
1781	Whispering Pines Elementary	72	63.7%	87.3%	85.9%	95.7%	79.2%	93.1%	80.9%	88.9%
1391	Wynnebrook Elementary	88	89.8%	97.4%	97.7%	100.0%	98.9%	100.0%	90.5%	97.7%

Table 4B:

FY18 Middle Schools Teacher/Staff School Effectiveness Questionnaire										
School Number	School Name	n	Response Rate	Overall Positive	Instructional Leadership	High Expectation	School Climate	Diverse Community	Decision Making	Student Conduct
2511	Bak Middle School of the Arts	47	39.8%	94.8%	95.7%	100.0%	93.6%	97.8%	87.0%	85.1%
1981	Bear Lakes Middle	26	31.3%	95.4%	96.2%	100.0%	96.2%	100.0%	92.3%	76.9%
1491	Boca Raton Middle	75	50.0%	83.8%	86.5%	90.5%	82.7%	96.0%	69.9%	64.0%
2041	Carver Middle School	25	27.2%	74.3%	84.0%	68.0%	68.0%	96.0%	60.9%	60.0%
1821	Christa McAuliffe Middle	91	74.0%	94.0%	97.7%	93.1%	95.6%	100.0%	85.4%	83.5%
1581	Congress Middle	40	38.8%	73.5%	87.2%	82.1%	67.5%	89.7%	64.1%	37.5%
0541	Conniston Middle	67	55.4%	90.6%	95.5%	90.9%	92.5%	98.5%	82.8%	80.6%
1691	Crestwood Middle	42	50.0%	86.5%	92.5%	90.2%	78.6%	92.7%	84.6%	69.0%
2711	Don Estridge High Tech MS	58	53.2%	94.8%	94.8%	96.4%	96.5%	96.5%	91.1%	86.2%
2461	Eagles Landing Middle School	88	57.9%	91.7%	95.5%	96.6%	95.5%	96.6%	85.7%	74.7%
3371	Emerald Cove Middle School	62	50.0%	88.2%	91.8%	90.0%	90.2%	96.7%	78.9%	64.5%
0121	HL Watkins Middle	49	46.2%	75.2%	81.6%	79.2%	83.7%	87.8%	53.1%	51.0%
2621	Independence Middle	82	71.3%	90.1%	95.1%	90.2%	92.7%	98.8%	85.0%	74.4%
2701	Jeaga Middle School	59	57.8%	77.5%	79.7%	82.8%	77.6%	94.8%	65.4%	53.4%
0201	John F Kennedy Middle	22	22.4%	76.8%	77.3%	81.8%	77.3%	95.5%	72.7%	40.9%
1731	Jupiter Middle	69	52.7%	89.8%	89.9%	92.8%	88.4%	92.8%	89.9%	76.8%
0021	L C Swain Middle	64	53.3%	78.9%	79.4%	84.1%	76.6%	87.1%	71.0%	64.1%
1232	Lake Shore Middle	37	39.4%	84.7%	86.5%	88.6%	88.6%	94.3%	76.5%	66.7%
2131	Lake Worth Middle	32	29.4%	82.2%	90.6%	87.5%	84.4%	96.9%	53.3%	62.5%
0761	Lantana Middle	70	68.0%	95.0%	95.7%	97.1%	94.3%	100.0%	89.6%	88.6%
1751	Loggers Run Middle	75	72.8%	88.8%	94.6%	94.6%	93.2%	93.2%	69.2%	74.7%
2601	Odyssey Middle	16	21.6%	77.0%	93.8%	87.5%	75.0%	93.8%	46.2%	68.8%

<b>FY18 Middle Schools Teacher/Staff School Effectiveness Questionnaire</b>										
<b>School Number</b>	<b>School Name</b>	<b>n</b>	<b>Response Rate</b>	<b>Overall Positive</b>	<b>Instructional Leadership</b>	<b>High Expectation</b>	<b>School Climate</b>	<b>Diverse Community</b>	<b>Decision Making</b>	<b>Student Conduct</b>
<b>2151</b>	Okeeheelee Middle	27	20.0%	92.9%	92.6%	92.0%	96.2%	100.0%	95.8%	68.0%
<b>1991</b>	Omni Middle	57	48.7%	63.3%	66.1%	69.6%	63.2%	86.0%	47.2%	35.1%
<b>2821</b>	Osceola Creek Middle	39	52.0%	97.8%	100.0%	100.0%	100.0%	97.4%	89.5%	100.0%
<b>0611</b>	Palm Springs Middle	79	52.7%	76.1%	84.6%	79.5%	79.5%	94.9%	60.5%	49.4%
<b>2611</b>	Polo Park Middle	43	51.8%	95.1%	100.0%	100.0%	92.9%	97.6%	87.8%	90.7%
<b>0311</b>	Roosevelt Middle	40	37.0%	85.4%	87.5%	92.3%	85.0%	97.4%	70.3%	65.0%
<b>2781</b>	Tradewinds Middle	56	52.3%	87.6%	94.6%	91.1%	92.9%	100.0%	75.9%	64.3%
<b>1971</b>	Watson B Duncan Middle	59	44.0%	85.5%	89.7%	89.7%	86.4%	98.3%	74.1%	67.8%
<b>1701</b>	Wellington Landings Middle	68	55.7%	99.2%	100.0%	100.0%	100.0%	100.0%	95.4%	98.5%
<b>2451</b>	Western Pines Community Middle	26	25.7%	96.0%	96.2%	96.2%	100.0%	100.0%	88.0%	96.2%
<b>1921</b>	Woodlands Community MS	57	51.4%	85.7%	86.0%	90.9%	80.4%	94.5%	78.4%	67.9%

Table 4C:

FY18 High School Teacher/Staff School Effectiveness Questionnaire										
School Number	School Name	n	Response Rate	Overall Positive	Instructional Leadership	High Expectation	School Climate	Diverse Community	Decision Making	Student Conduct
0862	Atlantic High	75	77.6%	74.7%	76.0%	74.7%	76.0%	91.9%	68.1%	61.3%
0395	AW Dreyfoos of the Arts	65	90.6%	89.2%	86.2%	100.0%	89.2%	96.9%	75.4%	87.7%
0961	Boca Raton High	111	87.4%	86.8%	88.2%	92.7%	85.6%	97.2%	72.5%	84.7%
2361	Boynton Beach High	74	60.0%	60.2%	60.8%	60.8%	59.5%	86.1%	36.1%	58.1%
0581	Forest Hill High	85	86.9%	86.1%	88.2%	86.9%	86.9%	97.6%	77.8%	78.8%
2301	Glades Central High	67	90.2%	89.6%	95.5%	92.4%	93.9%	98.5%	76.6%	80.3%
1361	John I Leonard High	102	74.1%	71.2%	82.0%	69.7%	68.6%	95.1%	59.4%	52.0%
0081	Jupiter High	121	88.2%	87.0%	95.0%	86.0%	91.7%	95.0%	77.1%	76.9%
0691	Lake Worth High	99	70.0%	69.3%	71.4%	74.5%	64.3%	89.6%	58.2%	57.1%
2181	Olympic Heights High	65	85.1%	83.8%	84.4%	84.4%	86.2%	96.9%	68.3%	81.5%
1771	Pahokee Middle-Senior High	44	87.8%	85.6%	93.2%	88.4%	90.9%	100.0%	72.7%	68.2%
2631	Palm Beach Central High School	135	83.2%	82.4%	85.1%	84.7%	84.1%	93.9%	70.2%	75.8%
1371	Palm Beach Gardens High	137	86.7%	84.8%	89.8%	83.8%	90.4%	97.0%	82.0%	66.2%
1851	Palm Beach Lakes High	49	76.7%	76.3%	80.9%	82.6%	76.6%	84.8%	64.4%	68.8%
2001	Park Vista Community High	128	86.4%	85.5%	87.3%	88.2%	85.9%	95.2%	77.2%	78.9%
2331	Royal Palm Beach Community	125	94.0%	92.0%	97.2%	98.1%	97.6%	98.3%	86.5%	75.0%

**FY18 High School Teacher/Staff School Effectiveness Questionnaire**

School Number	School Name	n	Response Rate	Overall Positive	Instructional Leadership	High Expectation	School Climate	Diverse Community	Decision Making	Student Conduct
<b>1611</b>	Santaluces High	109	54.8%	77.8%	78.3%	80.2%	75.0%	96.2%	61.4%	67.0%
<b>3861</b>	Seminole Ridge High	73	36.5%	84.0%	88.7%	81.7%	86.3%	97.2%	69.6%	67.1%
<b>1681</b>	Spanish River High	46	23.8%	71.5%	64.4%	79.5%	65.2%	89.1%	55.8%	67.4%
<b>0151</b>	Suncoast High	61	46.9%	90.6%	88.5%	100.0%	91.8%	96.7%	72.9%	93.4%
<b>2191</b>	Wellington High	62	28.2%	91.4%	90.2%	96.8%	87.1%	98.4%	85.0%	88.7%
<b>3251</b>	West Boca Community High	65	37.4%	90.1%	92.3%	90.3%	87.5%	93.7%	79.7%	85.9%
<b>2201</b>	William T Dwyer High	59	27.7%	64.7%	54.2%	64.4%	54.2%	93.2%	59.6%	54.2%

**Table 5A:**

School Effectiveness Questionnaire (62 questions)		Overall Positive Percent Rate			
Category A: Instructional Leadership		Overall District	High School	Middle School	Elementary School
<b>Q01</b>	School administrators provide guidance on curriculum.	87.4%	80.1%	85.6%	90.4%
<b>Q02</b>	Discussions about teaching with my administrator result in improved instructional practice.	86.1%	80.9%	85.8%	87.8%
<b>Q03</b>	School administrators communicate to teachers how assessment results can be used for improvement in instruction.	89.7%	83.2%	90.0%	91.8%
<b>Q04</b>	I am encouraged to apply and share educational technology that improves classroom instruction.	90.1%	88.5%	92.6%	89.8%
<b>Q05</b>	School administrators are knowledgeable about instructional resources.	87.4%	81.2%	88.2%	89.2%
<b>Q06</b>	I have easy access to the curriculum materials and equipment needed for my work in the school.	87.6%	83.8%	89.6%	88.3%
<b>Q07</b>	School administrators provide feedback to enhance knowledge and skills needed for my teaching.	86.3%	81.2%	87.2%	87.8%
<b>Q08</b>	The professional development activities I attended this past year are closely linked to my teaching.	83.6%	73.8%	81.1%	87.3%
<b>Q09</b>	My principal encourages teachers to use what is learned from professional development programs.	92.5%	88.9%	93.6%	93.5%
<b>Q10</b>	School administrators indicate specific strengths and weaknesses of teaching following classroom observations.	90.1%	87.3%	90.7%	90.3%

<b>Category A: Instructional Leadership</b>		<b>Overall District</b>	<b>High School</b>	<b>Middle School</b>	<b>Elementary School</b>
<b>Q11</b>	School administrators clearly communicate the criteria and procedures for evaluating teacher performance.	89.1%	86.7%	89.4%	89.8%
<b>Q12</b>	School administrators communicate school goals effectively to all school stakeholders.	91.6%	88.4%	92.1%	92.7%
<b>Q13</b>	The school goals and mission are regularly mentioned at staff meetings or student assemblies.	89.3%	86.1%	89.4%	90.4%
<b>Q14</b>	A school administrator meets with me to discuss my students' test results.	80.0%	68.9%	75.9%	84.7%
<b>Q15</b>	School administrators expect teachers to differentiate to meet the needs of students.	96.2%	95.6%	97.4%	96.1%
<b>Q16</b>	The school staff communicates with parents on a timely and ongoing basis.	91.9%	88.1%	91.9%	93.1%
<b>Q17</b>	The school provides staff with opportunities to take a lead role in organizing programs and activities.	89.5%	86.5%	91.6%	89.8%
<b>Q18</b>	Our school addresses equitable practices.	87.9%	83.3%	88.0%	89.4%

<b>Category B: High Expectations</b>		<b>Overall District</b>	<b>High School</b>	<b>Middle School</b>	<b>Elementary School</b>
<b>Q19</b>	Teachers are held accountable for providing rigorous classroom instruction.	92.5%	84.4%	90.8%	86.7%
<b>Q20</b>	This school maintains high expectations for teaching and learning.	92.1%	86.2%	90.9%	94.4%
<b>Q21</b>	I feel that high expectations for teaching and learning are achievable.	93.0%	92.1%	94.4%	93.0%
<b>Q22</b>	The school promotes student accountability for achieving high levels of academic performance.	85.6%	75.6%	81.8%	89.8%
<b>Q23</b>	The school values social/emotional learning.	84.6%	81.2%	85.6%	85.2%

Category C: School Climate		Overall District	High School	Middle School	Elementary School
Q24	The school administrators' evaluation of my teaching is fair.	89.9%	90.8%	91.7%	89.5%
Q25	I get sufficient help from school administrators to assist low achieving students in my classes.	77.9%	71.9%	77.1%	79.8%
Q26	School administrators are available to help teachers when assistance is needed.	85.2%	80.9%	85.0%	86.7%
Q27	School administrators have both academic and non-academic conversations with teachers and students.	88.5%	85.7%	90.4%	88.9%
Q28	The amount of routine administrative paperwork is minimized for teachers.	72.8%	73.5%	76.7%	71.4%
Q29	Instructional time is protected from interference of public addresses and announcements.	86.2%	79.8%	79.6%	90.1%
Q30	If the need arises, school administrators will support me in dealing with student conduct.	84.9%	82.8%	84.5%	85.7%
Q31	My input is taken into consideration when events or activities affect my work.	80.9%	73.4%	82.6%	82.6%
Q32	My principal treats me with respect as an educator.	90.3%	91.0%	93.1%	89.4%
Q33	If I have problems, I feel I can speak freely with my principal.	84.4%	83.8%	88.0%	83.6%
Q34	There is cooperation among the staff.	84.6%	80.3%	85.2%	85.7%
Q35	Teacher collaboration increases my knowledge and supports my instruction.	92.9%	91.0%	92.3%	93.6%
Q36	I am satisfied being a teacher at this school.	87.5%	87.1%	89.1%	87.1%
Q37	Teachers in this school are recognized for a job well done.	82.9%	79.7%	85.1%	83.3%
Q38	Teachers respect the professional competence of their colleagues.	88.2%	85.1%	88.7%	88.7%
Q39	There is a great deal of trust among teachers and school administrators.	72.8%	67.3%	74.5%	73.9%
Q40	Teachers respect their school administrators.	81.0%	74.5%	81.9%	82.6%
Q41	School administrators are supportive and encouraging toward staff.	84.7%	81.2%	88.3%	84.8%
Q42	There are people at this school who care about me as a person.	95.8%	94.3%	96.6%	96.3%
Q43	Students at this school would feel comfortable reporting a bullying incident to a teacher or other staff member.	94.9%	91.6%	93.3%	96.2%
Q44	This school is kept clean.	81.7%	79.1%	81.8%	82.2%
Q45	The school is an inviting work environment.	85.1%	81.3%	86.2%	86.0%
Q46	The school places a priority on helping students with their social, emotional, and behavioral problems through School Based Teams (SBTs).	85.3%	83.1%	83.6%	86.1%
Q47	Staff at this school are clearly informed about school policies and procedures.	88.6%	83.3%	87.7%	90.4%

<b>Category D: Diverse Community</b>		<b>Overall District</b>	<b>High School</b>	<b>Middle School</b>	<b>Elementary School</b>
<b>Q48</b>	School administration promotes equity for all.	83.3%	79.9%	84.2%	84.1%
<b>Q49</b>	I value my students' cultural background.	99.2%	99.2%	99.4%	99.2%
<b>Q50</b>	I use books and classroom materials that reflect multicultural perspectives.	96.2%	94.6%	95.1%	96.9%

<b>Category E: Decision Making</b>		<b>Overall District</b>	<b>High School</b>	<b>Middle School</b>	<b>Elementary School</b>
<b>Q51</b>	Teachers have input in decision-making regarding selecting and hiring staff.	61.7%	49.8%	60.4%	65.9%
<b>Q52</b>	Teachers have opportunities to pursue teacher leadership roles.	87.7%	83.5%	89.9%	88.6%
<b>Q53</b>	Teachers have input in decision-making regarding professional development offered at this school.	80.5%	78.2%	80.2%	81.4%

<b>Category F: Student Conduct</b>		<b>Overall District</b>	<b>High School</b>	<b>Middle School</b>	<b>Elementary School</b>
<b>Q54</b>	Students come to school prepared to learn	70.7%	59.5%	63.0%	76.4%
<b>Q55</b>	Students respect students' differences, races and ethnicities.	83.1%	79.0%	74.5%	86.7%
<b>Q56</b>	Students at this school treat teachers with respect.	71.9%	65.2%	63.1%	76.4%
<b>Q57</b>	Staff at this school recognize students for positive behavior.	95.3%	94.4%	95.0%	95.6%
<b>Q58</b>	School rules are equitably enforced.	77.2%	65.7%	69.2%	82.8%
<b>Q59</b>	The School-wide Positive Behavior Support (SwPBS) initiative effectively supports positive student behavior at this school.	85.3%	81.4%	82.3%	87.1%
<b>Q60</b>	Staff at this school work together to ensure an orderly environment.	86.7%	81.0%	83.3%	89.2%
<b>Q61*</b>	Bullying is a problem at this school.	66.2%	63.0%	52.0%	72.0%
<b>Q62*</b>	Cyberbullying is a problem among students at this school.	66.9%	48.9%	43.7%	79.0%
<b>*The percent positive response is a contrary indicator and represents the teacher's perception where the student conduct issues are NOT a problem.</b>					