



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

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DIRECTOR

**MARK HOWARD**  
CHIEF OF PERFORMANCE ACCOUNTABILITY

## MEMORANDUM

May 27, 2016

**TO:** Keith Oswald, Interim Chief Academic Officer  
Mark Howard, Chief, Performance Accountability

**FROM:** Sandra Raymond Roberts, Ed.D, Director, Research and Evaluation

**SUBJECT:** **FY2016 RESULTS OF THE TEACHER/STAFF SCHOOL EFFECTIVENESS QUESTIONNAIRE**

The School District of Palm Beach County (the District) administered the School Effectiveness Questionnaire (SEQ) from January to April 2016. The SEQ measures perceptions regarding the effectiveness of our District schools.<sup>1</sup> For FY2016, the District administered the Teacher/Staff version online for the sixth year.<sup>2</sup> 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> In the Teacher/Staff version these categories were: Instructional Leadership, High Expectations, School Climate, Decision Making, and Student Conduct. A review of the FY2016 Teacher/Staff SEQ results revealed the following:

### Response Rates

- The FY2016 response rates at the elementary, middle and high school levels were significantly<sup>4</sup> lower than those for FY2015 (see Table 1).
- From FY2015 to FY2016, response rates at:
  - Elementary schools decreased from 71% to 57%;
  - Middle schools decreased from 59% to 49%;
  - High schools decreased from 63% to 51%.

### Percent Positive Responses

- For FY2016, the District's overall percent positive responses for the Teacher/Staff version of the SEQ remained the same as that of FY2015 (80%) and similar to that of FY2014 (81%) (see Table 2).

<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.

<sup>4</sup> The significance is determined based on the statistical Test of Independent Proportions (TIP).

**Response Rates**

**Table 1: FY2014-FY2016 School District SEQ Response Rates**

School Type	Response Rates		
	FY2014	FY2015	FY2016
Elementary Schools	69%	71%	57%
Middle Schools	66%	59%	49%
High Schools	57%	63%	51%

**District 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). In FY2016, the District’s percent positive response for the Teacher/Staff version of the SEQ was 79.6% overall. The percent positive responses for FY2016 were similar to FY2015 and FY2014 for most of the categories. A comparison of the District percent positive responses for the past three years (FY2014-FY2016) follows.

**Table 2: FY2014-FY2016 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	FY2016	80%	86%	85%	81%	72%	74%
	FY2015	80%	87%	86%	82%	73%	75%
	FY2014	81%	88%	86%	81%	74%	75%

**School Level Percent Positive Responses**

From FY2015 to FY2016, overall, the school level percent positive responses remained either the same or similar for all categories. The percent positive responses with significant differences<sup>5</sup> for all categories at each school level are found below.

**Table 3: FY2014-FY2016 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	FY2016	88%	87%	82%	73% <sup>S(-)</sup>	79%
	FY2015	89%	88%	83%	75%	80%
	FY2014	91%	89%	84%	76%	82%
Middle Schools	FY2016	85%	83%	79%	70%	70%
	FY2015	86% <sup>S</sup>	83%	79%	71%	70%
	FY2014	77%	86%	82%	78%	72%
High Schools	FY2016	83%	82%	79%	70%	65%
	FY2015	84% <sup>S</sup>	82%	80%	70%	65%
	FY2014	77%	84%	82%	79%	71%

<sup>S</sup> Denotes significantly higher results from previous year

<sup>S(-)</sup> Denotes significantly lower results from previous year

<sup>5</sup> The test of independent proportions was used to determine significant differences.

Attached Tables 4a – 4c show the response rates and percent positive results for the FY2016 Teacher/Staff version of the SEQ for each school by category.

Attached Table 5 provides percent positive results for the FY2014-FY2016 Teacher/Staff versions of the SEQ by each item.

The results of the Teacher/Staff SEQ for individual schools and for all categories are reported in the Educational Data Warehouse. The path to reports in **New EDW: FAMILIES>>SURVEYS>>SEQ Reports (School Effectiveness Questionnaire Results - RQ00A0508)**.

SRR/RP/KK:wI

Attachments

**Table 4a: FY2016 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	18,119	54.1%	79.6%	86.3%	85.2%	80.9%	71.8%	73.7%
00EL	All Elementary Schools	9,655	57.1%	82.0%	88.2%	87.4%	82.4%	73.2%	79.0%
2141	Acreage Pines Elementary	60	48.3%	91.8%	95.0%	94.4%	91.2%	82.8%	95.9%
1451	Addison Mizner Elementary	82	73.2%	86.8%	90.3%	89.4%	86.3%	76.7%	91.5%
0101	Allamanda Elementary	116	50.0%	91.5%	94.3%	95.3%	91.7%	86.6%	89.8%
1891	Banyan Creek Elementary	127	52.0%	85.0%	89.2%	89.8%	86.0%	77.3%	82.6%
0741	Barton Elementary	102	61.8%	79.4%	93.1%	92.5%	82.2%	70.2%	59.0%
2541	Beacon Cove Intermediate	76	51.3%	84.4%	91.3%	89.4%	88.8%	73.1%	79.5%
2401	Belle Glade Elementary	96	57.3%	79.8%	88.1%	87.0%	85.0%	70.5%	68.4%
0531	Belvedere Elementary	76	63.2%	87.3%	94.3%	94.5%	90.8%	73.4%	83.3%
2751	Benoist Farms Elementary	78	57.7%	80.0%	89.1%	93.6%	85.8%	66.1%	65.6%
0601	Berkshire Elementary	115	59.1%	86.8%	93.8%	91.9%	91.4%	75.4%	81.5%
2561	Binks Forest Elementary	98	58.2%	92.3%	93.9%	94.5%	91.9%	87.7%	93.3%
0951	Boca Raton Elementary	55	47.3%	68.9%	82.7%	80.3%	72.2%	51.9%	57.3%
1531	C O Taylor/Kirklane Eleme	141	46.8%	79.1%	90.5%	84.3%	82.9%	68.6%	69.5%
1911	Calusa Elementary	125	51.2%	86.5%	93.4%	90.4%	86.9%	76.6%	85.3%
2761	Cholee Lake Elementary	123	53.7%	70.1%	75.1%	74.4%	63.8%	60.2%	77.1%
2071	Citrus Cove Elementary	109	63.3%	79.7%	85.3%	82.8%	71.9%	76.4%	82.0%
2581	Coral Reef Elementary	102	71.6%	80.4%	85.1%	83.7%	77.3%	69.2%	86.7%
1811	Coral Sunset Elementary	98	58.2%	83.0%	90.1%	89.9%	80.9%	75.0%	79.1%
2731	Crosspointe Elementary	82	53.7%	80.2%	79.4%	82.1%	78.5%	81.2%	79.5%
2121	Crystal Lakes Community E	81	76.5%	86.0%	88.7%	91.3%	85.0%	72.6%	92.6%
1941	Cypress Trails Elementary	55	63.6%	82.5%	86.1%	87.1%	81.7%	77.9%	79.4%
1741	Del Prado Elementary	88	44.3%	89.5%	94.6%	93.9%	91.1%	75.6%	92.3%
3261	Diamond View Elementary	113	52.2%	84.0%	91.6%	89.6%	84.9%	75.0%	78.6%
2721	Discovery Key Elementary	95	51.6%	89.0%	87.6%	90.3%	86.6%	85.7%	94.9%
2491	Dr. Mary Mcleod Bethune E	67	43.3%	65.6%	83.4%	71.6%	68.2%	59.5%	45.5%
1541	Dwight D Eisenhower Eleme	114	59.6%	82.3%	83.5%	86.0%	82.8%	71.7%	87.5%
2101	Egret Lake Comm. Elementa	80	45.0%	74.1%	83.9%	80.9%	77.4%	61.8%	66.4%
3361	Elbridge Gale Elementary	110	56.4%	95.6%	98.2%	96.4%	97.6%	91.5%	94.5%
3341	Equestrian Trails Element	89	77.5%	93.4%	95.6%	95.5%	94.6%	84.4%	97.1%
0061	Everglades Elementary	93	55.9%	92.9%	93.1%	96.4%	91.6%	88.9%	94.4%
0621	Forest Hill Elementary	107	62.6%	81.3%	92.3%	88.6%	82.9%	69.8%	72.7%
0831	Forest Park Elementary	75	57.3%	68.0%	78.0%	77.9%	65.6%	65.7%	52.6%
2671	Freedom Shores Elem	108	58.3%	75.6%	82.5%	77.8%	73.6%	68.3%	75.9%
2551	Frontier Elementary	65	61.5%	81.3%	85.9%	87.2%	79.5%	69.4%	84.5%
0821	Galaxy Elementary	80	47.5%	79.6%	89.2%	90.8%	85.8%	65.8%	66.6%
1251	Glade View Elementary	57	36.8%	86.8%	94.3%	93.5%	91.6%	78.6%	76.2%
2421	Golden Grove Elementary	65	58.5%	88.3%	92.6%	90.8%	89.6%	80.9%	87.4%
1241	Gove Elementary	105	41.9%	76.3%	80.3%	81.2%	74.2%	67.6%	78.0%

**Table 4a: FY2016 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
3351	Grassy Waters Elementary	98	68.4%	83.4%	89.1%	87.3%	82.6%	79.5%	78.4%
0631	Greenacres Elementary	87	59.8%	82.1%	89.8%	89.2%	80.1%	72.1%	79.2%
1411	Grove Park Elementary	89	55.1%	77.4%	89.4%	85.7%	82.1%	74.0%	55.9%
1761	H. L. Johnson Elementary	94	62.8%	70.2%	69.4%	71.0%	63.6%	65.3%	81.9%
1421	Hagen Road Elementary	87	51.7%	89.4%	95.7%	92.8%	87.2%	82.2%	89.1%
2081	Hammock Pointe Elementary	93	52.7%	85.2%	89.2%	89.3%	84.5%	78.6%	84.5%
2571	Heritage Elementary Schoo	106	65.1%	78.4%	84.7%	89.3%	81.3%	68.8%	68.0%
0011	Hidden Oaks Elementary	95	55.8%	78.3%	86.8%	87.3%	76.7%	66.0%	74.7%
0671	Highland Elementary	125	54.4%	74.7%	85.4%	82.7%	79.4%	56.6%	69.4%
0012	Hope Centennial Elementar	94	83.0%	75.6%	86.3%	86.2%	81.4%	61.9%	62.1%
1861	Indian Pines Elementary	94	69.1%	71.1%	82.1%	79.2%	74.8%	62.7%	56.8%
0931	J. C. Mitchell Elementary	115	64.3%	91.2%	95.3%	96.1%	92.0%	85.8%	87.0%
1651	Jerry Thomas Elementary	87	70.1%	69.7%	67.5%	68.2%	64.2%	63.9%	84.6%
0071	Jupiter Elementary	91	62.6%	82.7%	86.4%	86.2%	77.5%	79.8%	83.3%
2091	Jupiter Farms Elementary	57	64.9%	84.2%	86.6%	90.2%	84.9%	69.6%	89.7%
1831	K E Cunningham/Canal Pt.	59	49.2%	70.2%	80.7%	81.0%	65.7%	60.3%	63.1%
0141	Lake Park Elementary	51	70.6%	83.9%	93.6%	94.4%	87.5%	66.7%	77.5%
0751	Lantana Elementary	81	59.3%	82.1%	92.6%	90.4%	87.1%	68.7%	71.5%
1871	Liberty Park Elementary	111	55.0%	85.4%	92.0%	91.0%	89.5%	81.6%	72.8%
1931	Lighthouse Elementary	77	44.2%	83.5%	89.0%	87.1%	78.3%	67.6%	95.6%
2031	Limestone Creek Elem.	98	44.9%	80.1%	87.8%	84.7%	81.4%	64.2%	82.5%
0211	Lincoln Elementary	72	61.1%	73.2%	88.4%	86.6%	80.6%	58.0%	52.3%
1901	Loxahatchee Groves Elem.	89	58.4%	76.7%	80.8%	80.3%	70.0%	68.7%	83.8%
2241	Manatee Community Elemen	127	49.6%	84.4%	87.1%	88.7%	81.8%	70.6%	93.7%
0661	Marsh Pointe Elementary	92	75.0%	94.2%	94.1%	94.6%	94.5%	92.4%	95.5%
0591	Meadow Park Elementary	100	74.0%	86.5%	92.8%	91.7%	87.8%	75.0%	85.0%
1441	Melaleuca Elementary	90	56.7%	84.3%	94.9%	94.1%	85.7%	81.4%	65.3%
1951	Morikami Park Elementary	83	75.9%	92.6%	95.2%	95.2%	90.0%	86.1%	96.7%
2051	New Horizons Elementary	84	47.6%	82.0%	86.5%	86.9%	83.7%	73.8%	79.2%
0681	North Grade Elementary	87	56.3%	80.6%	89.5%	88.8%	82.8%	65.3%	76.7%
0291	Northboro Elementary	98	52.0%	79.0%	86.1%	85.5%	78.3%	61.3%	83.9%
0271	Northmore Elementary	60	50.0%	76.9%	89.0%	84.6%	79.5%	67.5%	63.7%
2351	Orchard View Community El	89	48.3%	72.9%	88.0%	83.1%	76.8%	62.8%	53.7%
1101	Pahokee Elementary	58	63.8%	85.2%	89.3%	87.8%	86.9%	73.0%	88.9%
0111	Palm Beach Gardens Elem.	77	42.9%	78.9%	79.1%	79.5%	71.8%	74.2%	90.0%
0421	Palm Beach Public	48	62.5%	87.8%	88.8%	85.4%	85.0%	88.3%	91.3%
0651	Palm Springs Elementary	101	50.5%	79.8%	87.5%	90.4%	75.8%	72.5%	72.7%
0561	Palmetto Elementary	88	46.6%	77.2%	89.0%	88.1%	74.8%	64.0%	70.2%
2161	Panther Run Elementary	92	66.3%	85.6%	88.3%	86.9%	87.8%	74.2%	91.0%
2861	Pierce Hammock Elementary	62	66.1%	68.3%	61.7%	68.3%	59.2%	64.0%	88.0%

**Table 4a: FY2016 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
0911	Pine Grove Elementary	61	44.3%	76.8%	88.0%	84.7%	78.1%	66.7%	66.3%
0051	Pine Jog Elementary	102	50.0%	73.6%	77.3%	75.2%	64.6%	73.5%	77.5%
2371	Pioneer Park Elementary	64	76.6%	88.5%	93.0%	92.6%	91.4%	80.1%	85.7%
2591	Pleasant City Community E	49	34.7%	78.1%	84.4%	83.8%	84.8%	76.5%	61.2%
0871	Plumosa School Of The Art	81	58.0%	73.7%	81.2%	82.4%	77.9%	67.6%	59.4%
0791	Poinciana Elementary	66	72.7%	79.6%	86.0%	83.9%	79.1%	62.0%	87.1%
0781	Rolling Green Elementary	114	42.1%	68.5%	85.5%	78.4%	74.3%	59.9%	44.6%
0341	Roosevelt Elementary	57	64.9%	55.9%	74.9%	64.9%	54.2%	43.2%	42.2%
1321	Rosenwald Elementary	43	32.6%	88.1%	98.6%	96.4%	90.9%	69.6%	85.0%
2741	Royal Palm Beach Elem	79	59.5%	94.6%	96.0%	97.1%	95.9%	91.5%	92.3%
0881	S. D. Spady Elementary	83	69.9%	87.3%	92.2%	91.8%	87.1%	79.3%	86.0%
1961	Sandpiper Shores Elem.	116	48.3%	81.8%	86.3%	84.8%	83.4%	71.4%	82.9%
1711	Seminole Trails Elementar	120	48.3%	81.1%	89.3%	89.2%	83.5%	75.4%	67.9%
2431	South Grade Elementary	91	54.9%	82.2%	91.4%	87.8%	81.9%	67.5%	82.2%
0572	South Olive Elementary	73	60.3%	80.9%	87.3%	83.8%	85.0%	68.2%	80.5%
0771	Starlight Cove Elementary	107	57.9%	81.9%	90.6%	90.9%	87.3%	77.4%	63.1%
2691	Sunrise Park Elementary	100	54.0%	88.1%	90.5%	92.6%	88.5%	80.1%	89.1%
0281	Sunset Palms Elementary	105	77.1%	91.4%	94.6%	93.8%	91.8%	82.7%	93.8%
0131	The Conservatory School -	78	50.0%	86.2%	91.5%	88.1%	84.7%	78.2%	88.2%
2011	Timber Trace Elementary	95	70.5%	84.8%	89.2%	87.3%	82.7%	76.9%	87.8%
0361	U B Kinsey/Palmview Elem	72	52.8%	82.1%	88.3%	87.5%	81.2%	76.3%	77.1%
1661	Verde Elementary	92	50.0%	89.7%	92.6%	91.6%	92.5%	78.8%	92.8%
2811	Village Academy Center	118	44.9%	75.3%	87.2%	83.5%	78.0%	68.4%	59.4%
0191	Washington Elementary	54	38.9%	71.0%	80.7%	77.4%	72.3%	60.7%	63.8%
0031	Waters Edge Community Ele	81	61.7%	81.5%	84.9%	86.5%	73.8%	75.0%	87.4%
1671	Wellington Elementary	100	51.0%	76.9%	78.2%	80.4%	75.1%	73.5%	77.3%
0481	West Gate Elementary	101	51.5%	83.6%	93.4%	91.3%	84.1%	71.2%	78.3%
1401	West Riviera Elementary	84	66.7%	85.1%	95.2%	92.9%	93.1%	80.8%	63.4%
0351	Westward Elementary	78	55.1%	73.5%	88.3%	81.4%	76.2%	65.1%	56.5%
1781	Whispering Pines Elem.	101	51.5%	86.3%	90.0%	91.6%	83.7%	71.6%	94.6%
1391	Wynnebrook Elementary	96	74.0%	92.1%	94.6%	96.3%	92.9%	85.6%	91.3%

Schools with less than 10 surveys are not reported.

**Table 4b: FY2016 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	18,119	54.1%	79.6%	86.3%	85.2%	80.9%	71.8%	73.7%
00MS	All Middle Schools	3,613	48.8%	77.5%	84.9%	82.9%	79.1%	70.2%	70.3%
2511	Bak Middle School Of The	119	45.4%	85.9%	86.1%	83.1%	84.3%	82.9%	93.1%
1981	Bear Lakes Middle	83	60.2%	74.7%	89.4%	88.2%	80.5%	66.5%	49.0%
1491	Boca Raton Middle	134	41.8%	73.6%	80.0%	78.3%	71.1%	67.4%	71.2%
2041	Carver Middle School	93	41.9%	73.5%	80.8%	81.7%	72.4%	63.5%	69.2%
1821	Christa Mcauliffe Middle	106	62.3%	82.4%	86.6%	84.8%	84.2%	76.5%	79.8%
1581	Congress Middle	109	61.5%	78.1%	91.6%	87.3%	81.0%	72.0%	58.5%
0541	Conniston Middle	109	45.9%	65.8%	74.0%	70.8%	63.5%	61.0%	59.6%
1691	Crestwood Middle	96	52.1%	81.1%	87.9%	91.8%	85.7%	73.0%	67.2%
2711	Don Estridge High Tech Mi	111	55.9%	77.0%	79.8%	77.2%	75.0%	70.2%	82.9%
2461	Eagles Landing Middle	139	56.1%	85.1%	91.0%	88.5%	88.3%	75.3%	82.3%
3371	Emerald Cove Middle Schoo	115	52.2%	83.2%	84.2%	87.9%	81.7%	80.8%	81.3%
0121	Howell L. Watkins Middle	97	33.0%	72.1%	80.0%	79.7%	70.7%	67.2%	63.1%
2621	Independence Middle	110	52.7%	75.5%	82.2%	77.6%	73.7%	69.4%	74.8%
2701	Jeaga Middle School	106	47.2%	70.6%	80.1%	78.5%	76.3%	65.5%	52.8%
0201	John F. Kennedy Middle	86	26.7%	69.7%	80.2%	84.2%	72.3%	59.8%	52.2%
1731	Jupiter Middle School	114	41.2%	70.2%	79.1%	77.9%	67.1%	62.8%	64.0%
0021	L C Swain Middle School	118	52.5%	80.2%	90.6%	88.1%	85.0%	73.4%	64.2%
1232	Lake Shore Middle	88	33.0%	74.2%	80.5%	83.6%	78.8%	68.1%	60.0%
2131	Lake Worth Comm Middle	109	52.3%	74.1%	86.4%	82.7%	83.4%	64.9%	53.2%
0761	Lantana Middle	99	59.6%	84.1%	91.8%	89.2%	87.6%	74.6%	77.3%
1751	Loggers Run Middle	99	49.5%	83.5%	90.1%	84.2%	85.9%	75.5%	81.6%
2601	Odyssey Middle School	77	36.4%	74.4%	89.8%	82.6%	76.9%	59.8%	62.9%
2151	Okeeheelee Middle School	130	43.8%	79.9%	87.2%	84.2%	84.4%	74.1%	69.3%
1991	Omni Middle School	114	43.9%	69.4%	73.6%	74.8%	67.6%	64.5%	66.6%
2821	Osceola Creek Middle	66	57.6%	81.7%	88.2%	87.5%	83.4%	69.1%	80.5%
1771	Pahokee Middle - Sr. High	126	58.7%	82.9%	89.5%	88.0%	87.5%	77.4%	72.3%
0611	Palm Springs Middle Schoo	139	52.5%	63.5%	81.1%	70.4%	66.3%	54.5%	45.2%
2611	Polo Park Middle School	86	47.7%	79.3%	81.2%	78.4%	79.7%	70.7%	86.3%
0311	Roosevelt Middle	99	30.3%	71.4%	80.8%	82.1%	72.3%	65.8%	56.0%
2781	Tradewinds Middle School	109	59.6%	72.2%	83.1%	77.3%	71.7%	62.3%	66.6%
1971	Watson B. Duncan Middle	124	58.1%	83.7%	87.6%	89.2%	84.5%	75.0%	82.1%
1701	Wellington Landings Middl	103	48.5%	86.5%	91.6%	93.5%	87.5%	80.5%	79.2%
2451	Western Pines Middle	101	42.6%	87.5%	90.1%	91.3%	88.9%	77.3%	90.0%
1921	Woodlands Middle	99	45.5%	69.9%	74.9%	68.1%	69.4%	64.4%	72.9%

**Table 4c: FY016 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	18,119	54.1%	79.6%	86.3%	85.2%	80.9%	71.8%	73.7%
00HS	All High Schools	4,425	51.2%	75.7%	83.2%	82.0%	79.3%	69.7%	64.5%
0395	A W Dreyfoos School Of Ar	112	59.8%	78.4%	81.1%	81.7%	75.9%	72.4%	80.9%
0862	Atlantic High	190	51.1%	79.9%	87.0%	87.0%	84.4%	76.3%	64.5%
0961	Boca Raton High	257	45.1%	84.5%	87.5%	88.8%	88.0%	77.8%	80.4%
2361	Boynton Bch Community Hig	174	46.0%	66.5%	78.9%	73.9%	73.6%	63.1%	42.8%
0581	Forest Hill High	198	47.0%	72.7%	85.3%	82.5%	78.3%	66.9%	50.5%
2301	Glades Central High	108	52.8%	78.2%	92.0%	92.3%	87.8%	64.0%	54.9%
1361	John I. Leonard High	256	61.7%	79.1%	89.9%	87.7%	86.9%	71.2%	59.9%
0081	Jupiter High	236	54.7%	80.9%	89.0%	87.9%	85.2%	71.9%	70.5%
0691	Lake Worth High	218	44.5%	69.1%	81.3%	76.4%	75.2%	60.3%	52.3%
2181	Olympic Heights High	182	39.6%	82.8%	86.0%	88.0%	84.6%	77.1%	78.5%
1771	Pahokee Middle - Sr. High	126	58.7%	82.9%	89.5%	88.0%	87.5%	77.4%	72.3%
2631	Palm Beach Central High S	230	57.0%	71.0%	74.0%	71.3%	67.5%	67.6%	74.9%
1371	Palm Beach Gardens High	225	69.3%	74.8%	87.5%	86.2%	82.9%	66.5%	51.2%
1851	Palm Beach Lakes High	205	42.9%	56.1%	68.2%	63.5%	59.0%	49.4%	40.3%
2001	Park Vista Community High	240	53.3%	79.7%	81.8%	83.1%	80.0%	73.2%	80.2%
2331	Royal Palm Beach Comm Hig	207	72.0%	71.3%	80.5%	80.7%	77.9%	68.0%	49.7%
1611	Santaluces High	201	42.8%	67.2%	76.5%	70.6%	66.1%	66.6%	56.0%
3861	Seminole Ridge Community	189	48.7%	78.6%	86.1%	85.3%	81.8%	73.1%	66.5%
1681	Spanish River High	186	46.8%	77.3%	79.1%	81.5%	80.9%	71.6%	73.3%
0151	Suncoast High	127	38.6%	67.0%	64.7%	63.8%	58.0%	63.3%	85.1%
2191	Wellington High	204	41.2%	82.0%	86.4%	88.4%	86.1%	79.5%	69.5%
3251	West Boca Raton Comm High	155	56.8%	84.1%	88.5%	89.5%	88.4%	73.3%	80.9%
2201	William T. Dwyer High	199	44.2%	73.1%	81.3%	76.7%	73.7%	69.0%	64.9%

**Table 5: FY2014-FY2016 District Teacher/Staff School Effectiveness Questionnaire Item Percent Positive Responses**

Category	Teacher Survey Item	2014	2015	2016
A	01. School administrators provide guidance on curriculum.	88%	89%	89%
A	02. I can rely on my school administrators if I have questions about assessment.	90%	91%	90%
A	03. School administrators discuss issues with teachers regarding classroom instruction.	90%	90%	89%
A	04. Discussions about teaching with my administrator often result in improved instructional practice.	85%	85%	84%
A	05. School administrators communicate to teachers how assessment results can be used for curriculum improvement.	90%	88%	87%
A	06. I am provided with timely information regarding State standards of student achievement.	89%	86%	86%
A	07. I get assistance if I have questions about the standardized test results.	88%	87%	86%
A	08. I am encouraged to apply educational technology that improves classroom instruction.	91%	89%	89%
A	09. School administrators are knowledgeable about instructional resources.	87%	87%	86%
A	10. I have easy access to the curriculum materials and equipment needed for my work in the school.	85%	84%	84%
A	11. Teachers at this school have opportunities to receive professional development during school days.	91%	90%	89%
A	12. I am kept informed of the up-to-date knowledge and skills needed for my teaching.	89%	88%	87%
A	13. The professional development activities I attended for the past year are closely linked to my teaching.	84%	82%	80%
B	14. This school uses faculty input to create methods that hold faculty accountable.	77%	79%	77%
A	15. My principal encourages teachers to use what is learned from professional development programs.	93%	91%	91%
A	16. School administrators indicate specific strengths and weaknesses of my teaching following classroom observations.	90%	88%	86%
A	17. School administrators clearly communicate the criteria and procedures for evaluating teacher performance.	90%	88%	87%
C	18. The school administrators` evaluation of teaching is fair.	84%	84%	81%
A	19. School administrators communicate school goals effectively to all school stakeholders.	90%	89%	88%
A	20. The school goals and mission are regularly mentioned at faculty meetings or student assemblies.	89%	88%	87%
B	21. Teachers are held accountable for providing rigorous classroom instruction.	91%	90%	90%
B	22. This school maintains high expectations for teaching and learning.	92%	90%	91%
B	23. I feel that high expectations for teaching and learning are achievable.	93%	90%	90%
B	24. This school has a plan for accountability among faculty for student learning progress.	89%	88%	88%
B	25. There is a clear plan for coordinating curriculum among teachers across grade levels.	79%	80%	80%
B	26. The school administration facilitates mutual-understanding between leaders and teachers in order to promote high standards.	83%	83%	83%
B	27. The school advocates student accountability for achieving high levels of academic performance and social-emotional learning	84%	84%	83%
A	28. A school administrator meets with me to personally discuss my students` test results.	74%	74%	72%
A	29. School administrators require teachers to give extra help to low achieving students.	89%	87%	87%
C	30. I get sufficient help from school administrators to assist low achieving students in my classes.	74%	76%	75%
C	31. School administrators are available to help teachers when assistance is needed.	84%	84%	83%
C	32. School administrators find time to talk to teachers or students during breaks.	84%	83%	83%
C	33. The amount of routine administrative paperwork is minimized for teachers.	63%	68%	65%
C	34. Instructional time is protected from interference of public addresses and announcements.	82%	83%	83%
C	35. I receive a great deal of support from parents for the work I do.	63%	64%	64%
C	36. If the need arises, school administrators will support me in dealing with student conduct.	85%	85%	84%

**Table 5: FY2014-FY2016 District Teacher/Staff School Effectiveness Questionnaire Item Percent Positive Responses**

Category	Teacher Survey Item	2014	2015	2016
C	37. School administrators take my opinion into consideration when new initiatives affect my work.	76%	78%	78%
C	38. My principal treats me with respect as an educator.	89%	88%	88%
C	39. If I have problems, I feel I can speak freely with my principal.	85%	86%	86%
C	40. Teachers provide strong social support to colleagues.	88%	87%	87%
C	41. There is a great deal of cooperation among the staff.	85%	86%	86%
C	42. I feel it easy to coordinate my course instruction with other teachers	83%	83%	83%
D	43. Evaluating and grading students	93%	89%	89%
D	44. Disciplining students	79%	77%	75%
D	45. Selecting teaching techniques	82%	79%	77%
D	46. Planning how the school funds should be used	43%	47%	45%
E	47. Student racial tension	89%	88%	88%
E	48. Student bullying	72%	72%	73%
E	50. Widespread disorder in classrooms	82%	80%	78%
E	51. Student disrespect for teachers	68%	67%	64%
E	52. Student tardiness	58%	59%	56%
E	53. Student absenteeism	63%	62%	61%
E	54. Student pregnancy	94%	93%	93%
E	55. Students dropping out	90%	89%	89%
E	56. Students coming to school unprepared to learn	52%	53%	52%
E	57. Student disrespect for persons of a different race or ethnicity	85%	84%	84%
C	58. I am generally satisfied with being a teacher at this school.	87%	85%	84%
C	59. Teachers in this school are recognized for a job well done.	83%	82%	83%
C	60. School administrators reward exceptional performance.	78%	79%	79%
C	61. School administrators compliment me for a job well done.	82%	82%	82%
C	62. Teachers generally respect the professional competence of their colleagues.	89%	88%	88%
C	63. There is a great deal of trust among teachers and school administrators.	73%	76%	75%
C	64. Teachers generally respect their school administrators.	81%	82%	82%
C	65. School administrators are supportive and encouraging toward staff.	84%	84%	84%
		<b>2014</b>	<b>2015</b>	<b>2016</b>
	All PBC District Schools Teacher Percent Positive Response	66%	66%	54%

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.