

# 2019-20 MPS Essentials of School Culture and Climate Survey

## Greenfield School

### Effective Leaders

Teacher response rate: 66%

Staff response rate: 54%



*Prepared by the Office of Socially Responsible Evaluation in Education at the University of Wisconsin, Milwaukee.*

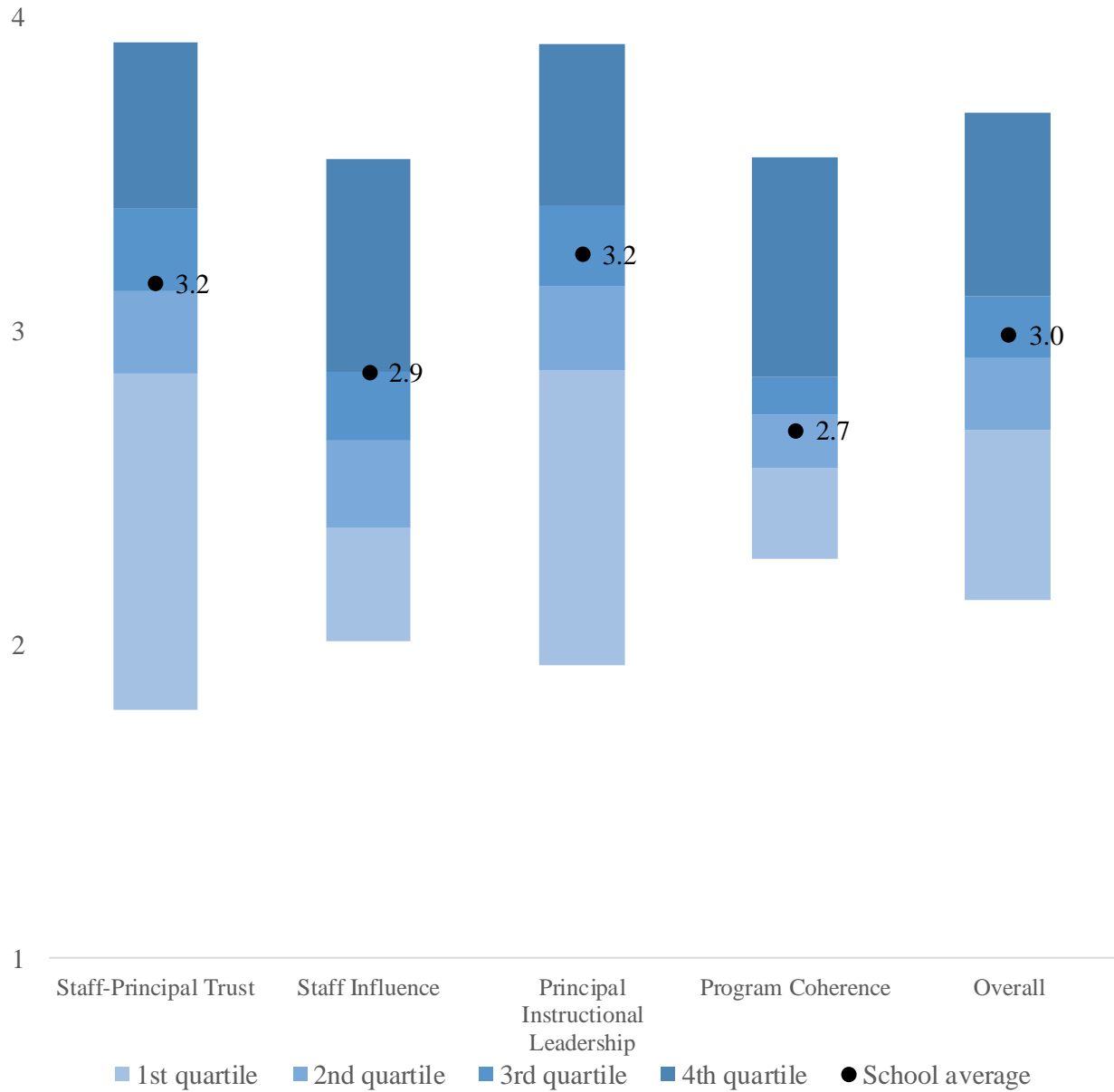
## **How to interpret the results**

The first figure presents the overall results of the Effective Leaders scale of the ESCC survey and the subdomains of the scale. The shaded areas reflect the range of Effective Leaders ratings for MPS schools. The light blue shaded area represents the bottom 25<sup>th</sup> percentile, or 1<sup>st</sup> quartile, of schools. Each darker blue shaded area represents the next quartile, such that schools in the darkest shaded area are in the top 25% of schools, or most organized in that area. Where the second and third shaded areas meet represents the average Effective Leaders rating for all MPS schools.

Your school's score (a black dot) on each of the components of the Effective Leaders scale reflects the average of your staff ratings on the questions that comprise that component. All survey responses were adjusted to be on a four point scale. Higher scores reflect more organized schools. Locating your school's scores within the distribution of other school scores across MPS allows you to identify strength and challenge areas both internally and comparatively.

Subsequent pages present your school's results for each of the specific questions that comprise each domain measured in the survey. These figures show the percentages of your staff that chose each of possible answers to the questions. In addition, these figures show the average percentage of staff in other MPS schools that chose each of the possible answers to the questions. These figures will help you understand what is driving your school's results.

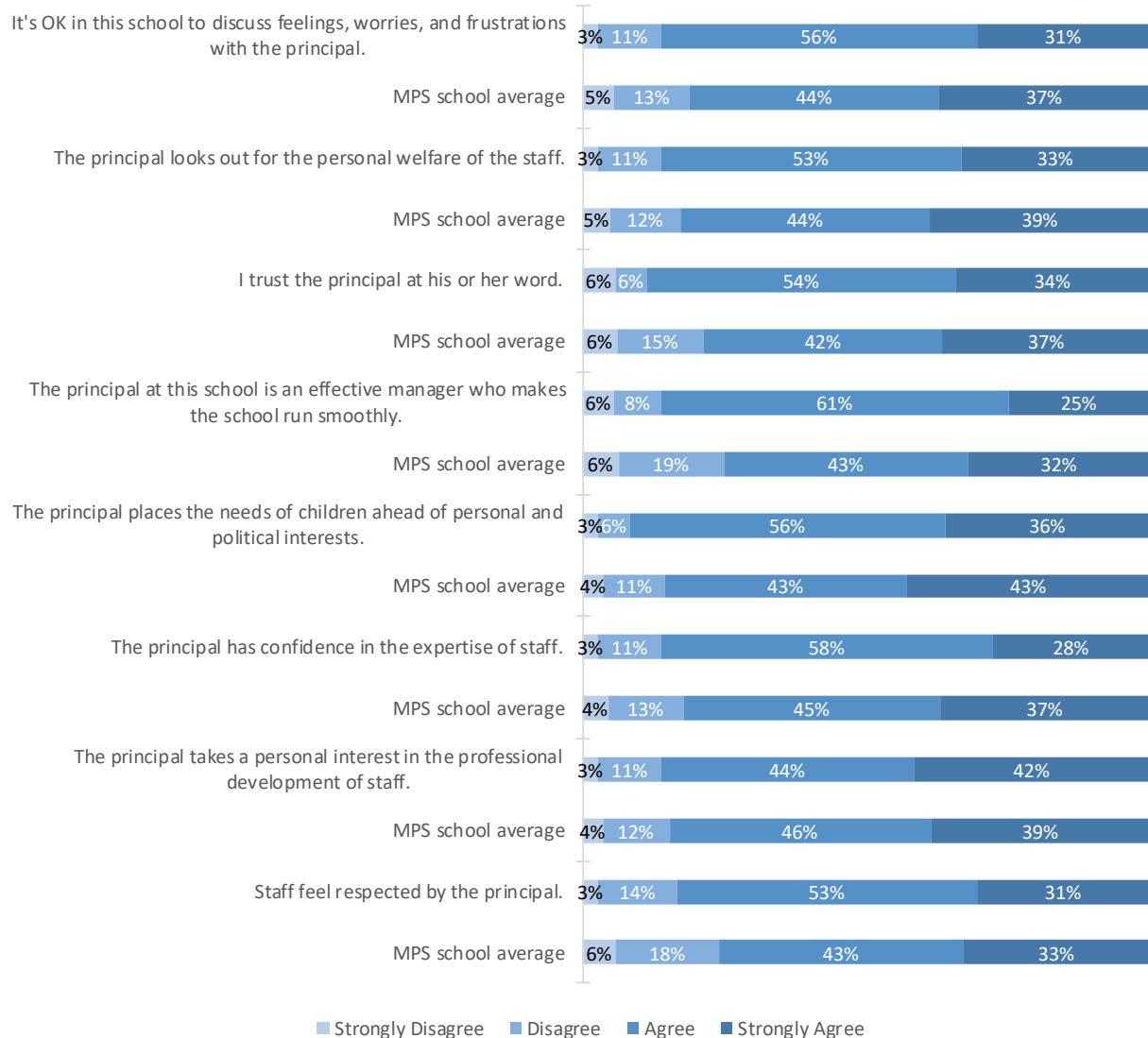
## Overall Effective Leaders Results



The shaded areas reflect the range of Effective Leaders ratings for other MPS schools. The light blue shaded area represents the bottom 25th percentile, or 1st quartile, of schools. Each slightly darker blue shaded area represents the next quartile, such that schools in the darkest shaded area are in the top 25% of schools, or most organized in that area. Where the second and third shaded areas meet represents the average Effective Leaders rating for MPS schools. Your school's score (a black dot) on each of the components of the Effective Leaders scale reflects the average of your staff ratings on the questions that comprise that component. All survey responses were adjusted to be on a four point scale. Higher scores reflect more organized schools. Locating your school's scores within the distribution of other scores across MPS allows you to identify strength and challenge areas both internally and comparatively.

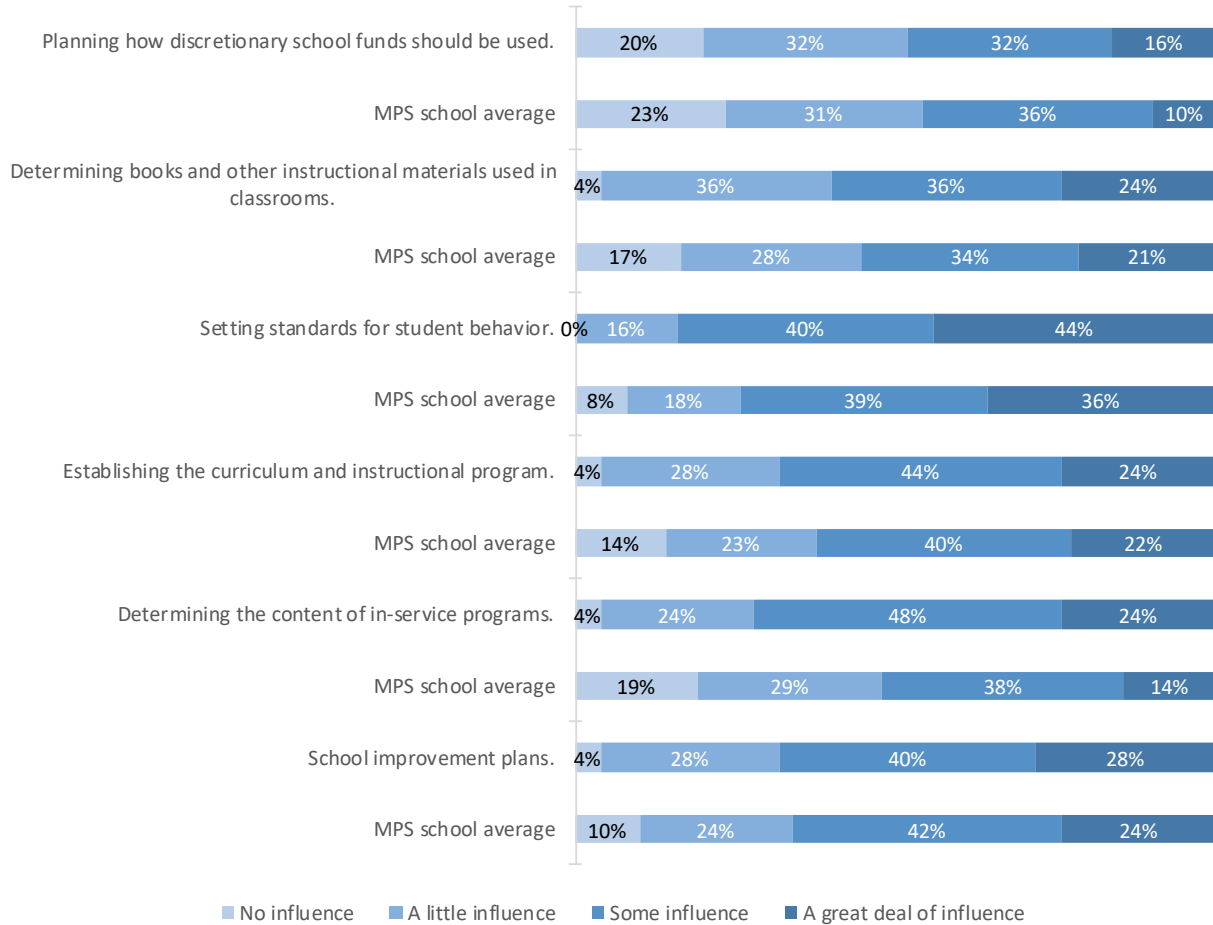
## Questions about staff-principal trust

To what extent do you disagree or agree with each of the following statements:



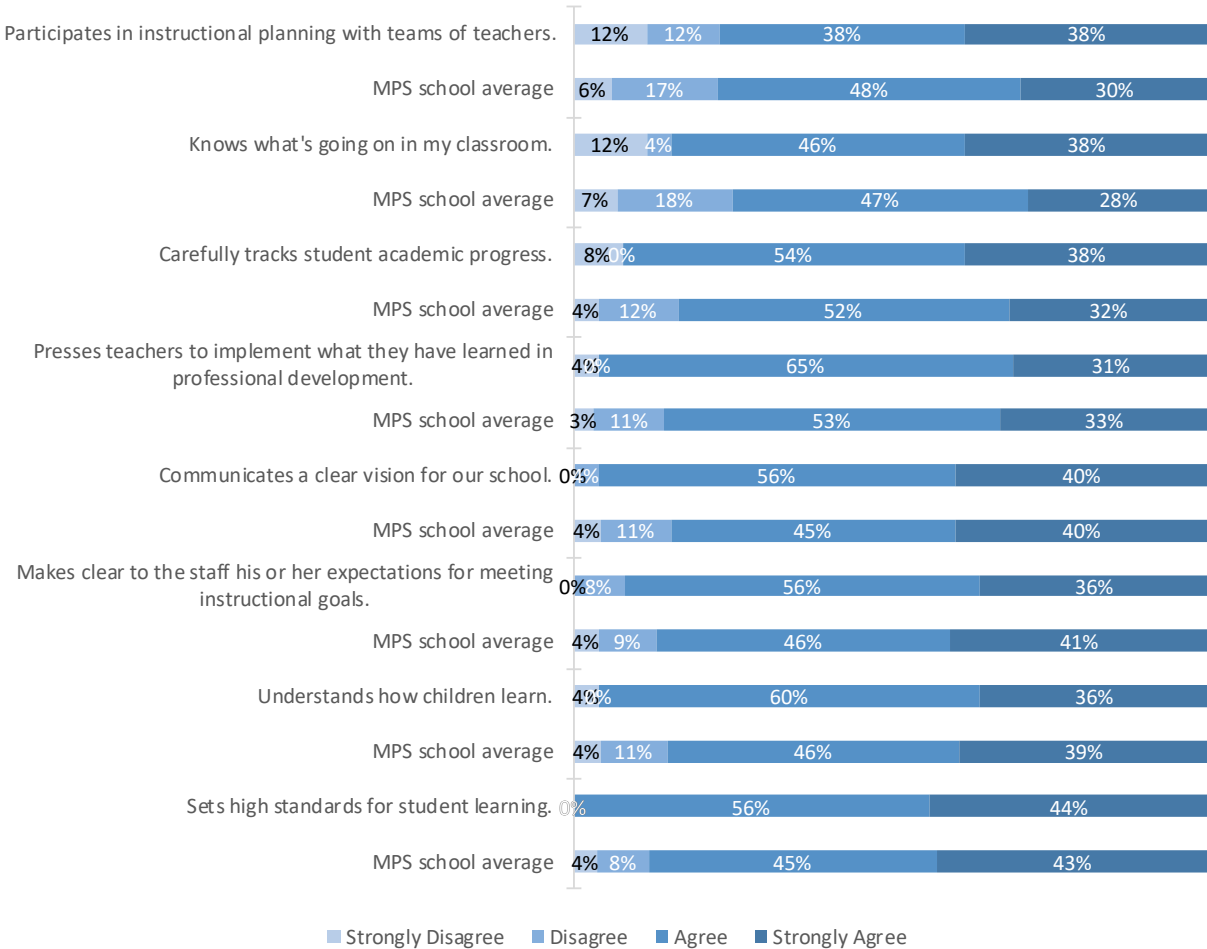
## Questions about staff influence

### How much influence do teachers have over...



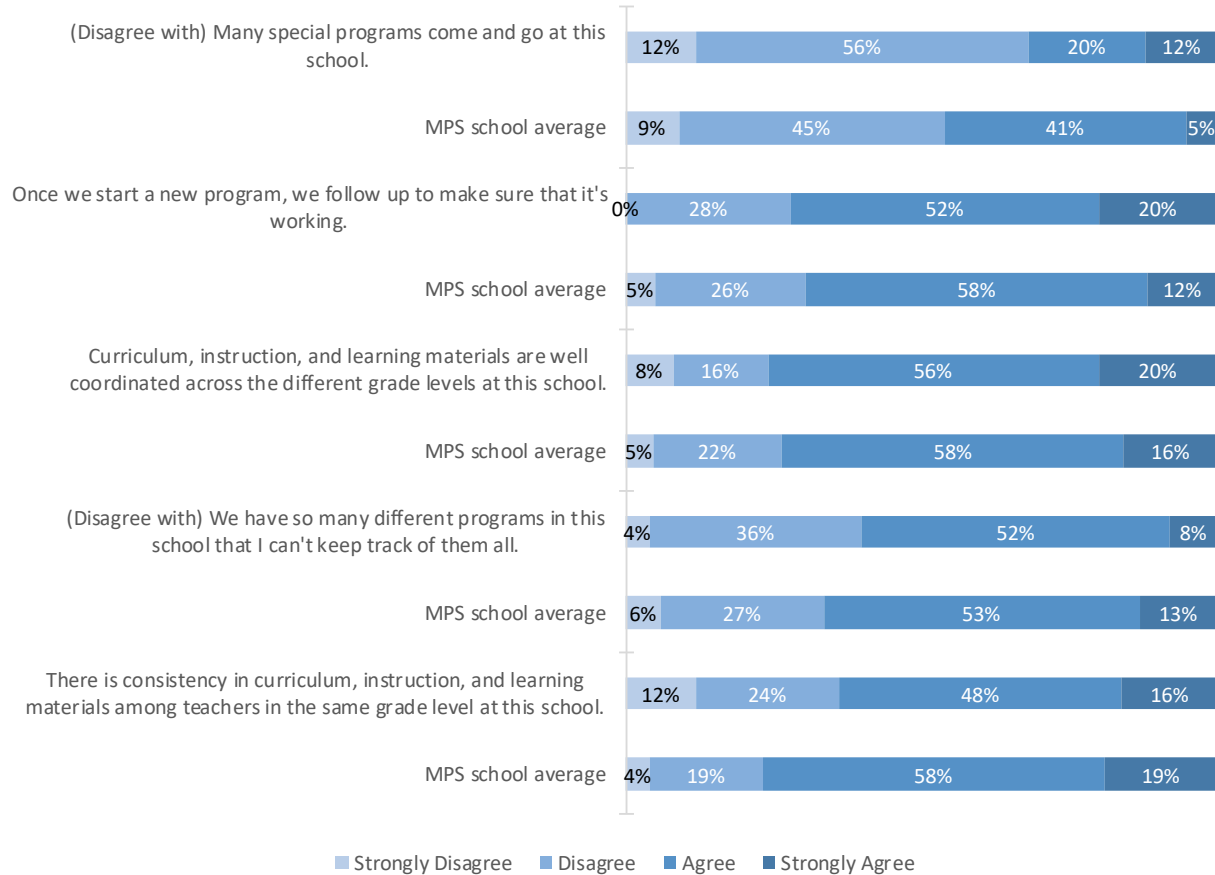
## Questions about principal instructional leadership

To what extent do you disagree or agree with each of the following statements:



## Questions about program coherence

To what extent do you disagree or agree with each of the following statements:



\* Two questions “We have so many different programs in this school that I can't keep track of them all.” and “Many special programs come and go at this school.” are reverse-coded. The results here are presented in reverse order so that the meaning of the results is consistent with the other questions. Thus, the dark blue shaded area reflects the percent of teachers that strongly disagreed with the statement.