Introduction to the Instructional Culture Insight Survey
Insight collects and reports teacher feedback to school and network leaders, outlining a roadmap for improvement.

1. Survey Teachers

Validated survey gathers teacher feedback on critical aspects of school culture.

2. Share Feedback

TNTP identifies strong local performers, assesses school culture and shares this upward feedback with leaders.

3. Improve Culture

Survey results provide information to prioritize necessary actions to improve culture.

Insight surveys happen twice per year, giving principals opportunities to monitor progress and make real-time improvements.
Insight helps school leaders build strong cultures by learning from what successful exemplars do differently.

Insight surveys identify schools with strong instructional cultures.

Top 25% of schools with strongest instructional culture

Some schools thrive despite similar challenges.

Reports identify what schools with strong leadership practices do differently so all schools can improve.

Local Schools

Schools in the same community face similar challenges.
TNTP’s Instructional Culture Index is a reliable measure that can be used to compare schools of all types and is based on what matters most for retention and student academic success.

<table>
<thead>
<tr>
<th>Elements of Successful Schools</th>
<th>Insight Survey Question</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Articulate a CLEAR VISION of success</strong></td>
<td>The expectations for effective teaching are clearly defined at my school.</td>
</tr>
<tr>
<td><strong>Ensure that vision is SHARED by all teachers</strong></td>
<td>Teachers at my school share a common vision of what effective teaching looks like in practice.</td>
</tr>
<tr>
<td><strong>SUPPORT teachers in realizing that vision</strong></td>
<td>My school is committed to improving my instructional practice.</td>
</tr>
</tbody>
</table>

Insight Index*

Index represents a holistic measure of a strong school environment, which matters for improving student outcomes and retaining effective teachers.
Schools with strong instructional cultures retain a higher percentage of their effective teachers and achieve greater academic success with students.

**Instructional Culture Matters for Teachers and Students**

**Bottom-Quartile Schools**
(Weak Instructional Culture)

Bottom-quartile schools can expect to lose effective teachers at more than twice the rate of top-quartile schools...

**Top-Quartile Schools**
(Strong Instructional Culture)

...and top-quartile schools have shown stronger student growth than bottom-quartile schools on multiple state assessments.

Effective teachers planning to leave this year or next year, EOY16 national dataset: bottom-quartile average = 41%, top-quartile average = 16%. Assessments include TCAP (Tennessee), DC CAS, North Carolina EOG Assessments, Florida Standards Assessments, and MCAS (Massachusetts).
Insight supports a cycle of continuous improvement through two survey administrations per school year.

1. Semi-annual Insight administration
2. Review results to identify areas of strength and opportunity
3. Principals and their managers develop action plans to address areas of greatest need
4. Execute steps from action plans, drawing support from local exemplars, district resources and TNTP’s Teacher Talent Toolbox
5. Check in on progress at regular intervals during Winter and Spring administrations
Insight *Campus Reports* provide detailed feedback which can be used to identify opportunities for improvement and recommend next steps.

<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>I get enough feedback on my instructional practice.</td>
<td>4.9</td>
<td>6.4</td>
<td>8.0</td>
</tr>
<tr>
<td>The feedback I get from being observed helps me improve student outcomes.</td>
<td>25%</td>
<td>62%</td>
<td>72%</td>
</tr>
<tr>
<td>The feedback I get from being observed helps me improve student outcomes.</td>
<td>38%</td>
<td>69%</td>
<td>84%</td>
</tr>
<tr>
<td>Short observations reported per teacher (&lt;15 mins) - Median</td>
<td>7.00</td>
<td>7.00</td>
<td>8.00</td>
</tr>
<tr>
<td>Long observations reported per teacher (&gt; 15 mins) - Median</td>
<td>3.00</td>
<td>3.00</td>
<td>3.00</td>
</tr>
<tr>
<td>I regularly discuss instructional plans and get feedback from the person who evaluates me.</td>
<td>23%</td>
<td>34%</td>
<td>74%</td>
</tr>
<tr>
<td>Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.</td>
<td>38%</td>
<td>33%</td>
<td>77%</td>
</tr>
</tbody>
</table>

Teachers feel that feedback is insufficient even though administrators observe classes almost as often as at top-quartile schools.

**RECOMMENDATIONS**

- Focus on providing **consistent, high-quality feedback** following observations
- Send email on **strengths, suggestions for improvement** to teachers immediately following observations
- **Reduce the observation frequency** as needed to ensure feedback is being provided consistently

**ACTION STEPS**

- Principals set **annual goals and quarterly benchmarks** around observation and feedback
- **Review mid-year data** to see if teacher satisfaction with feedback on their practice is improving
- **Adjust approach** as needed
The Insight **School Sorter** provides results for groups of schools in an Excel format which allows for filtering and sorting, for the purpose of comparing schools and identifying trends.

<table>
<thead>
<tr>
<th>School Sorter</th>
<th>Sample Size</th>
<th>Instructional Culture Index *</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>District Average</strong></td>
<td>254</td>
<td>152</td>
</tr>
<tr>
<td><strong>District Top-Quartile Schools</strong></td>
<td>69</td>
<td>49</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>School</th>
<th>Teachers Listed on Roster</th>
<th>Survey Respondents</th>
<th>Survey Response Rate</th>
<th>No. of schools</th>
<th>No. new teachers hired in the past two years</th>
<th>No. schools with new teachers hired in the past two years</th>
<th>Current Instructional Culture Index (Middle of School Year 2012-2013)</th>
<th>IC Percentile</th>
<th>IC Percentile by Accomplished/Exemplary teachers</th>
<th>Number of Accomplished/Exemplary teachers</th>
<th>Number of schools with Accomplished/Exemplary teachers</th>
<th>IC Percentile by Unsatisfactory/Developing teachers</th>
<th>Number of schools with Unsatisfactory/Developing teachers</th>
<th>Number of schools with Unsatisfactory/Developing teachers</th>
<th>Top-Quartile Schools</th>
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<tbody>
<tr>
<td>Anonymous Campus A</td>
<td>11</td>
<td>5</td>
<td>45%</td>
<td>4</td>
<td>10.0</td>
<td>100%</td>
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<tr>
<td>Anonymous Campus B</td>
<td>22</td>
<td>10</td>
<td>45%</td>
<td>9</td>
<td>9.4</td>
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<td>6</td>
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<tr>
<td>Anonymous Campus C</td>
<td>29</td>
<td>14</td>
<td>48%</td>
<td>5</td>
<td>8.8</td>
<td>9%</td>
<td>6.3</td>
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<td>Anonymous Campus D</td>
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<td>Anonymous Campus H</td>
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*IC Percentile and IC Percentile by Accomplished/Exemplary teachers are calculated based on the current Instructional Culture Index with a cutoff of 10.0 for schools with Accomplished/Exemplary teachers.*
The Insight **Campus Reports** includes links to additional detail regarding the survey and resources to support schools in taking action on their results.

**Putting Insight to Work**

*How to get the most from your school’s Insight report*

1. **Review your school’s Insight results.**
   - Review your school’s index score and percentile rank (first page of the report) to get oriented. For more information, review [this explanation of the Instructional Culture Index](#).
   - Celebrate your successes! Review your school’s domain scores in relation to the top quartile values (first page of the report) to determine your school’s areas of strength, and review individual survey items in those domains to understand the specifics of what is going well.
   - Identify opportunities for growth. Review your school’s domain scores in relation to the top quartile values (first page of the report) to determine your school’s areas for growth. Review individual survey items in your domains for growth to learn what your school can do to improve.

2. **Prioritize an area of focus.**
   - Complete the Insight Reflection Form at the end of this report or download a soft copy [here](#).
   - Choose a single domain to focus on. Addressing one domain at a time allows dedicated effort for positive change. Review [this guide](#) for more information on prioritizing domains.
   - Articulate your vision for the future. Write down what success will look like in terms of your school community’s actions and perceptions.

3. **Create an action plan.**
   - Tap into these resources to build your plan:
     - [Domain Guidance Paper](#): Provide a vision for success and best practices in each Insight domain.
     - [Teacher Talent Toolbox](#): Offer tips, tools, and templates, organized by Insight domain.
     - Resources available within your district or from local school support organizations.
   - Create a plan. Identify short- and long-term milestones you need to meet to be successful, map out the specific steps to hit your milestones, and identify the other people who can help or who need to be involved.
   - Share your takeaways with teachers. Gather support around your area of focus and ask what it might take to achieve goals for change. Resources for sharing your results and action plan with teachers are available [here](#).

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**YOUR SCHOOL’S CULTURE MATTERS FOR TEACHERS AND STUDENTS**

Schools with strong instructional cultures also have stronger student outcomes and greater retention of effective teachers. Insight results provide a roadmap to create the conditions at your school that set teachers and students up for success.
TNTP curates the Teacher Talent Toolbox, a collection of free resources, from schools and districts across the country, to support school leaders’ improvement efforts from their Insight results.

The Toolbox offers several unique services, free and available to all:

- Open access to the Teacher Talent Toolbox website, including toolkits that outline promising practices in many areas of Talent Management.
- More than 250 downloadable and customizable resources from innovative schools, networks and districts.
- TNTP's latest research on what teachers value in the workplace.

http://www.tntp.org/toolbox
The efficacy of Insight relies on strong engagement and thorough data collection.

SCHOOL LEADER BEST PRACTICES

**Communicate**: Ensure that teachers hear directly from an influential school leader about the importance of participating in the survey

**Prioritize**: Carve out time for teachers to take the survey, during a staff meeting or other protected time

**Follow-through**: Commit and communicate how Insight results will benefit and be shared back with teachers

**Respect Confidentiality**: Refrain from pressure tactics or coaching teachers on how to respond
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