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EXECUTIVE SUMMARY

March 13, 2023

TO: School Board Members

THROUGH: Michael J. Burke, Superintendent *MJB*
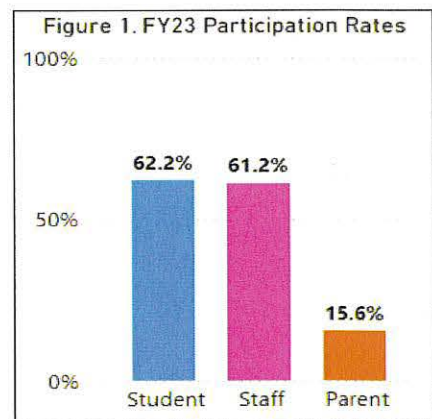
FROM: John-Anthony Boggess, Chief of Staff
           Adam Miller, Ph.D., Chief of Performance Accountability

SUBJECT: **FY23 SCHOOL EFFECTIVENESS SURVEY (SEQ) RESULTS**

The FY23 School Effectiveness Survey (SEQ) was administered in January and February 2023.[1] The FY23 SEQ represents a break from previous years as the survey was re-designed to align with the 2022-2027 Strategic Plan and to increase participation. The redesign entailed creating items that measure specific aspects of the Strategic Plan while reducing the number of items in order to reduce survey fatigue and increase participation. A list of questions included on the survey is provided in Table 1 of the attachment.

The survey was administered online for students in grades 3 through 12, all school-based staff, and parents of students in grades Kindergarten through 12. In addition, a paper-based option was available for parents and students who were unable to complete the survey online. The results are provided on an interactive dashboard available via the Test/Survey Reports site.[2] A high-level overview of findings follows.[3]

Participation. To ensure the results accurately represent the views of stakeholders, a response rate of 80% is desirable. The shortening of the SEQ instrument appears to have positively impacted participation. Student participation was 62.2% with 79,974 participants, up from a 25.2% (32,462) participation rate in FY22. Staff participation was similar with 61.2% (12,430) of school-based staff participants, up from 43.2% (8,718) in FY22. Parents also increased participation to 15.6% (25,609) from 2.7% (4,529) in the prior year. The comparatively lower response rates among parents indicates that their data should be viewed with caution. While the Districtwide response rates did not reach 80%, a number of schools did meet this criterion: 100, 48, and 2 schools had response rates of 80% or higher among Students, Staff, and Parents, respectively.

Figure 1. FY23 Participation Rates

Student 62.2%   Staff 61.2%   Parent 15.6%

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[1] Administration dates were: STUDENTS from Monday, January 30, 2023 to Friday, February 10, 2023; STAFF from Tuesday, January 3, 2023 to Monday, February 20, 2023; and PARENTS from Tuesday, January 3, 2023 to Friday, February 10, 2023.

[2] Navigation to the interactive dashboard from the District's homepage: The School District of Palm Beach County -> Departments -> Research and Evaluation -> Test/Survey Results -> Districtwide Survey Results -> SEQ Administration/Results

[3] Data reported are as of February 20, 2023. Additional late scanned surveys may be included in the interactive dashboard.

Perceptions. Each question on the Student, Staff, and Parent surveys was accompanied by five response options from which participants could select to indicate their perspectives: *Strongly Agree, Somewhat Agree, Somewhat Disagree, Strongly Disagree,* and *N/A or I don't know.* Perceptions were summarized as the percent of participants who *Strongly* or *Somewhat Agreed* with each question, excluding those who selected *N/A or I don't know.* Figure 2 displays the total percent providing positive ratings by respondent group. Overall, Staff provided the most favorable views (92.3%), followed by Parents (88.1%) and Students (78.3%).

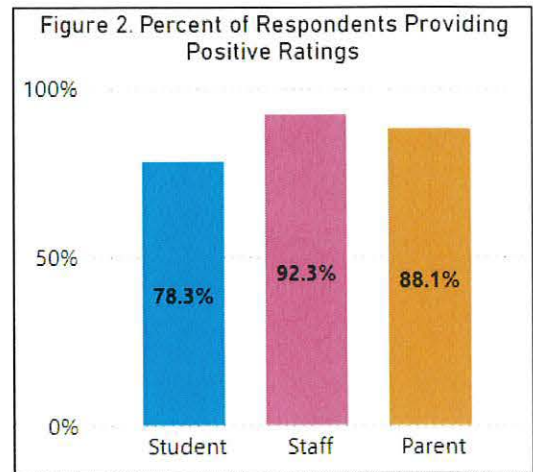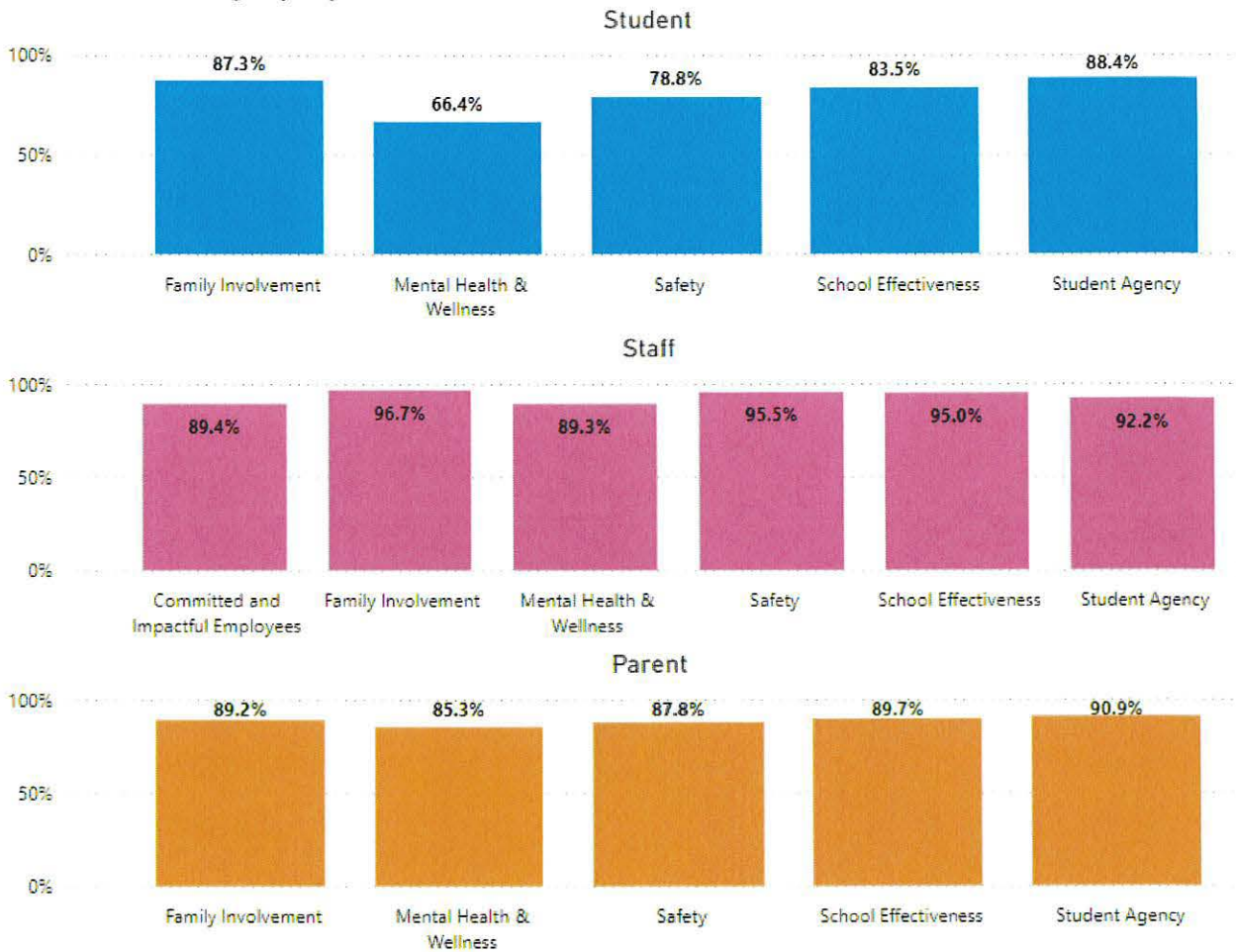Figure 2. Percent of Respondents Providing Positive Ratings

Figure 3 provides a disaggregation of perspectives by topic. Staff and Parents tended to provide favorable ratings for each topic area (>89% and >85% for all topics, respectively). Students indicated more variability in perspectives. While most students provided positive ratings of Family Involvement, School Effectiveness and Students Agency (all >80%), fewer students reported favorable views of Mental Health & Wellness (66.4%) and Safety (78.8%).

Figure 3. Positive Ratings by Topic

Student

Family Involvement	Mental Health & Wellness	Safety	School Effectiveness	Student Agency
87.3%	66.4%	78.8%	83.5%	88.4%

Staff

Committed and Impactful Employees	Family Involvement	Mental Health & Wellness	Safety	School Effectiveness	Student Agency
89.4%	96.7%	89.3%	95.5%	95.0%	92.2%

Parent

Family Involvement	Mental Health & Wellness	Safety	School Effectiveness	Student Agency
89.2%	85.3%	87.8%	89.7%	90.9%

Figure 4 displays the ratings for each survey question and participant group.[4] The questions in the figure are displayed in a generic format; actual verbiage is provided in Table 1 at the end of this document. Review of the items comprising each topic area revealed that students have particular concerns with the items regarding *respect that students have for each other at school* (53.0%) and *quick response by school staff if they are being bullied* (69.8%).

Figure 4. Positive Ratings by Question and Group

Question	Student	Staff	Parent	Total
⊟ **Committed and Impactful Employees**		**89.4%**		**89.4%**
I am satisfied being a teacher at this school.		92.2%		92.2%
I feel safe at school.		93.3%		93.3%
School administrators provide effective instructional leadership.		90.8%		90.8%
Teacher input is included in decision-making at this school.		85.8%		85.8%
There is a great deal of trust among teachers and school administrators.		84.7%		84.7%
⊟ **Family Involvement**	**87.3%**	**96.7%**	**89.2%**	**88.8%**
Families feel welcome at this school.	89.4%	97.4%	91.5%	90.8%
Parents communicate with my teachers.	83.0%	95.6%	90.2%	86.1%
Teachers inform parents about student's academic progress.	89.4%	97.0%	85.9%	89.4%
⊟ **Mental Health & Wellness**	**66.4%**	**89.3%**	**85.3%**	**72.9%**
Students are treated with respect by adults at school.	76.1%	95.2%	89.1%	81.0%
Students have at least one adult at school who they can talk to about problems.	77.0%	96.0%	88.9%	81.4%
Students respect each other at this school.	53.0%	81.4%	80.2%	62.0%
⊟ **Safety**	**78.8%**	**95.5%**	**87.8%**	**82.6%**
School staff will act quickly if students are bullied.	69.8%	93.8%	83.3%	75.3%
Students are safe at this school.	81.9%	93.9%	89.9%	85.0%
Students feel like they belong at school.	83.9%	98.6%	89.2%	86.7%
⊟ **School Effectiveness**	**83.5%**	**95.0%**	**89.7%**	**86.0%**
Students use ideas taught in school in daily life.	74.7%	98.6%	89.5%	80.4%
Teachers prepare students for what they need to know next year.	92.8%	98.3%	91.7%	93.1%
The school sets high expectations for ALL students.	83.2%	93.0%	89.0%	85.6%
⊟ **Student Agency**	**88.4%**	**92.2%**	**90.9%**	**89.3%**
Students believe that if they try hard, they can learn anything.	92.0%	92.0%	93.3%	92.3%
Students can control how well they do in school.	89.4%	90.9%	90.5%	89.8%
Students look forward to participating in activities at school.	83.8%	93.6%	88.9%	85.9%
Total	**78.3%**	**92.3%**	**88.1%**	**82.2%**

Figures 1 to 4 are from the interactive dashboard. The interactive dashboard provides functionality for examination of the data by school and participant group. Figure 5 displays a sample of the school report view.

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[4] Color coding is as follows: Blue = 90% to 100%; Green = 80% to 89%; Gold = 70% to 79%; and Red = 0% to 69%.

Figure 5. Sample Dashboard Display of School Results

School	Committed and Impactful Employees — Staff	Family Involvement — Student	Family Involvement — Staff	Family Involvement — Parent	Mental Health & Wellness — Student	Mental Health & Wellness — Staff	Mental Health & Wellness — Parent	Safety — Student	Safety — Staff	Safety — Parent	School Effectiveness — Student	School Effectiveness — Staff	School Effectiveness — Parent	Student Agency — Student	Student Agency — Staff	Student Agency — Parent
	97.2%	97.1%	99.1%	96.0%	76.1%	96.0%	95.2%	87.0%	98.2%	95.7%	91.7%	98.4%	94.6%	94.3%	97.6%	95.3%
	93.5%	95.6%	96.4%	91.2%	76.3%	97.0%	89.5%	88.3%	98.8%	93.1%	90.7%	98.2%	93.7%	91.6%	98.2%	91.1%
	87.1%	93.1%	98.1%	94.0%	83.6%	96.8%	91.3%	88.6%	97.8%	93.8%	92.2%	95.6%	92.7%	90.4%	96.5%	96.5%
	59.7%	85.2%	85.5%	84.8%	52.0%	66.3%	79.7%	67.2%	77.0%	82.6%	80.7%	70.8%	84.1%	90.8%	68.6%	92.1%
	96.8%	83.6%	99.4%	91.1%	78.9%	98.2%	93.6%	84.5%	99.4%	94.2%	87.5%	98.9%	96.1%	89.4%	98.2%	94.3%
	91.7%	87.3%	99.6%	86.5%	67.1%	92.9%	87.8%	84.5%	98.8%	90.9%	86.8%	98.6%	95.9%	89.1%	98.4%	94.0%
	77.7%	93.2%	96.3%	91.4%	72.3%	79.7%	83.5%	84.5%	90.2%	86.0%	89.8%	91.9%	91.6%	92.7%	92.6%	91.7%
	73.2%	89.3%	88.9%	87.6%	78.7%	80.8%	82.2%	84.1%	94.2%	86.3%	92.7%	88.9%	88.4%	93.8%	85.5%	93.0%
	93.1%	97.2%	98.0%	90.1%	81.8%	94.1%	91.3%	91.2%	96.8%	92.7%	93.7%	95.1%	91.5%	94.3%	94.5%	94.1%
	73.2%	61.1%	93.9%	80.4%	31.9%	64.6%	65.3%	31.5%	90.9%	71.7%	63.0%	88.2%	72.6%	78.3%	84.4%	81.3%
	88.5%	93.8%	94.9%	98.3%	78.5%	84.7%	100.0%	87.6%	97.1%	98.3%	94.5%	94.3%	100.0%	92.2%	90.1%	100.0%
	82.1%	87.3%	93.5%	95.1%	75.3%	92.0%	94.2%	81.8%	93.6%	96.2%	84.1%	92.4%	95.5%	88.0%	89.8%	94.3%
	92.8%	92.3%	98.6%	88.1%	77.3%	90.6%	84.0%	83.9%	99.3%	88.5%	87.5%	99.6%	91.5%	90.8%	98.5%	89.7%
	93.8%	92.6%	98.1%	90.2%	73.7%	94.4%	89.2%	83.4%	97.8%	86.2%	91.6%	98.1%	89.5%	91.0%	94.8%	93.5%
	95.9%	97.1%	100.0%	94.6%	81.6%	98.0%	88.5%	87.4%	98.8%	89.7%	93.0%	98.3%	93.2%	92.6%	99.2%	92.8%
	98.9%	95.8%	100.0%	96.2%	88.6%	99.0%	95.0%	90.9%	99.4%	97.1%	90.6%	100.0%	95.5%	91.0%	100.0%	95.0%
	91.9%	92.5%	98.6%	95.7%	76.0%	87.8%	94.0%	85.3%	98.6%	94.8%	91.7%	95.6%	92.4%	89.6%	94.6%	96.3%
	83.0%	81.0%	97.8%	77.3%	60.4%	88.4%	77.4%	73.6%	94.8%	78.7%	73.2%	90.7%	80.4%	83.8%	86.1%	79.7%
	82.9%	80.2%	94.3%	81.1%	46.3%	77.0%	63.5%	62.9%	91.9%	73.1%	71.2%	91.2%	79.0%	82.9%	85.6%	83.2%
	76.1%	61.4%	94.1%	76.0%	48.7%	81.7%	75.5%	63.9%	93.8%	79.1%	69.4%	92.5%	81.1%	83.6%	86.8%	88.4%

In addition, functionality is provided to view student responses by demographic subgroup. Figure 6 displays a sample of the Student Subgroup view. In this example, the item *Students respect each other at this school* is a concern across demographic groups.

Figure 6. Student Subgroup Detail

Category	Item	Overall	Asian	Black	Hispanic	Multiracial	Native	White	Female	Male	ELL	Non-ELL	ESE	Non-ESE	FRL	Non-FRL
Family Involvement	My family feels welcome at this school.	89.4%	91.9%	83.9%	90.1%	88.8%	91.1%	91.9%	89.3%	89.5%	90.3%	89.2%	87.9%	89.6%	87.3%	91.3%
Family Involvement	My parents communicate with my teachers.	83.0%	81.7%	81.3%	82.0%	85.9%	79.0%	85.3%	82.2%	83.8%	84.0%	82.8%	87.1%	82.3%	81.4%	84.5%
Family Involvement	My teachers inform my parents about my academic progress.	89.4%	89.0%	88.5%	89.9%	91.1%	90.7%	89.4%	89.2%	89.6%	90.7%	89.1%	90.4%	89.2%	89.3%	89.5%
Mental Health & Wellness	Students are treated with respect by adults at school.	76.1%	82.5%	70.0%	78.1%	72.8%	78.5%	77.3%	73.8%	78.4%	83.9%	74.2%	78.1%	75.8%	75.3%	76.8%
Mental Health & Wellness	Students respect each other at this school.	53.0%	59.5%	42.8%	55.8%	52.0%	54.2%	55.9%	50.0%	56.0%	61.4%	51.1%	57.5%	52.3%	50.9%	54.9%
Mental Health & Wellness	There is at least one adult at school who I can talk to about my problems.	77.0%	76.5%	75.0%	76.6%	76.7%	74.9%	78.9%	77.4%	76.5%	78.6%	76.6%	79.2%	76.6%	76.4%	77.4%
Safety	I am safe at this school.	81.9%	84.4%	75.3%	82.9%	81.6%	84.3%	84.9%	81.3%	82.6%	84.5%	81.3%	82.1%	81.9%	79.9%	83.7%
Safety	I feel like I belong at this school.	83.9%	85.8%	78.6%	85.3%	84.0%	84.3%	85.7%	82.5%	85.2%	85.5%	83.5%	82.8%	84.1%	82.4%	85.3%
Safety	School staff will act quickly if I am bullied.	69.8%	72.8%	66.1%	71.1%	67.7%	70.3%	70.6%	69.2%	70.3%	76.5%	68.1%	70.7%	69.6%	69.0%	70.4%
School Effectiveness	I can use ideas taught in school in my daily life.	74.7%	76.4%	76.8%	75.3%	72.5%	80.4%	72.3%	77.3%	72.1%	83.2%	72.7%	79.0%	74.0%	76.6%	72.9%
School Effectiveness	My teachers prepare me for what I need to know	92.8%	93.8%	92.5%	93.0%	91.9%	93.4%	92.7%	92.9%	92.7%	94.1%	92.5%	93.2%	92.7%	92.9%	92.7%
Total		**78.3%**	**80.8%**	**75.0%**	**79.2%**	**77.4%**	**79.6%**	**79.2%**	**77.6%**	**79.0%**	**82.6%**	**77.3%**	**79.8%**	**78.1%**	**77.7%**	**78.9%**

Schools, Principal Supervisors, and District Departments are encouraged to explore the interactive SEQ Results Dashboard. The following questions are offered as guides for exploration:

1. Did participation meet 80% for all participant groups? If not, how can participation be improved?
2. In what areas did participants indicate that we are doing well?
3. In what areas did participants indicate concern?
4. How can these data be used to make changes for the remainder of FY23?
5. How do these data inform planning for FY24?

Principals may want to consider implementing strategies such as those listed below to increase parent participation rates during future surveys. Thank you to Waters Edge Elementary for sharing these strategies.

- Text messages through Parent Link with a short message and a direct link to the survey form.
- Weekly newsletter to parents with local school completion rate comparisons.
- Make computers available for parents at events to complete the SEQ: at SAC Meetings and Monthly PTA meetings, carnivals, or other special events.
- Request that parents complete the SEQ when they come into the office for early pickup or to drop something off.
- Make announcements to students in the afternoon to remind students about the SEQ so it will be fresh in their minds as they head home.
- Use social media to increase awareness of the SEQ.
- Work with partners such as the PTA to increase awareness of the SEQ on their social media pages.

Questions concerning the SEQ or the data may be directed to Dr. Adam Miller, Chief of Performance Accountability at (561) 434-8851 or Dr. Paul Houchens, Director of Research and Evaluation at (561) 434-8780.

Attachment

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

Table 1. FY23 SEQ Questions

AREA	TOPIC	Student	Staff	Parent
School Effectiveness	Staff Effectiveness	My teachers prepare me for what I need to know next year.	I prepare students for what they need to know next year.	Teachers prepare my child for what they need to know next year.
	Real-World Instruction	I can use ideas taught in school in my daily life.	I teach my students ideas that they can use in their daily life.	My child uses ideas taught in school in his/her daily life.
		The school sets high expectations for ALL students.	The school sets high expectations for ALL students.	The school sets high expectations for ALL students.
Safety	School is Safe	I am safe at this school.	Students are safe at this school.	My child is safe at their school.
	Sense of Belonging	I feel like I belong at this school.	I ensure that students feel like they belong at this school.	This school helps children feel like they belong.
	Bullying	School staff will act quickly if I am bullied.	School staff act quickly if students are bullied.	School staff will act quickly if my child is bullied.
Student Agency	Growth Mindset	If I try hard, I know I can learn anything.	I think my students believe that they can learn anything with hard work.	My child believes that if they try hard, they can learn anything.
	Student Self-Efficacy	I can control how well I do in school.	My students believe they can control how well they do in school.	My child believes they can control how well they do in school.
	Student Engagement	I look forward to participating in activities at school.	My students look forward to participating in activities at school.	My child looks forward to participating in activities at school.
Mental Health & Wellness	Adult I Can Relate To	There is at least one adult at school who I can talk to about my problems.	Every student at this school has at least one adult at school who my students can talk to about their problems.	There is at least one adult at school who my child can talk to about their problems.
		Students are treated with respect by adults at school.	Students are treated with respect by adults at school.	Students are treated with respect by adults at school.
		Students respect each other at this school.	Students respect each other at this school.	Students respect each other at this school.

table continues

Table 1. (continued)

AREA	TOPIC	Student	Staff	Parent
Family Involvement	Welcoming Environment	My family feels welcome at this school.	This school is welcoming to families.	I feel welcome at my child's school.
	Caregiver Engagement	My parents communicate with my teachers.	Parents and I make efforts to communicate with each other.	I communicate with my child's teachers.
	Teacher Engagement	My teachers inform my parents about my academic progress.	The school keeps parents informed about their child's academic progress.	My child's teachers keep me informed of my child's academic progress.
Committed and Impactful Employees	Decision Making		Teacher input is included in decision-making at this school.	
	Instructional Leadership		School administrators provide effective instructional leadership.	
	Satisfaction with School		I am satisfied being a teacher at this school.	
	Safety		I feel safe at school	
			There is a great deal of trust among teachers and school administrators.	