

Report for NSCC & MDE School Climate Certification Program Evaluation

1. Response Counts

Completion Rate:

100%



Complete 12

Partial 0

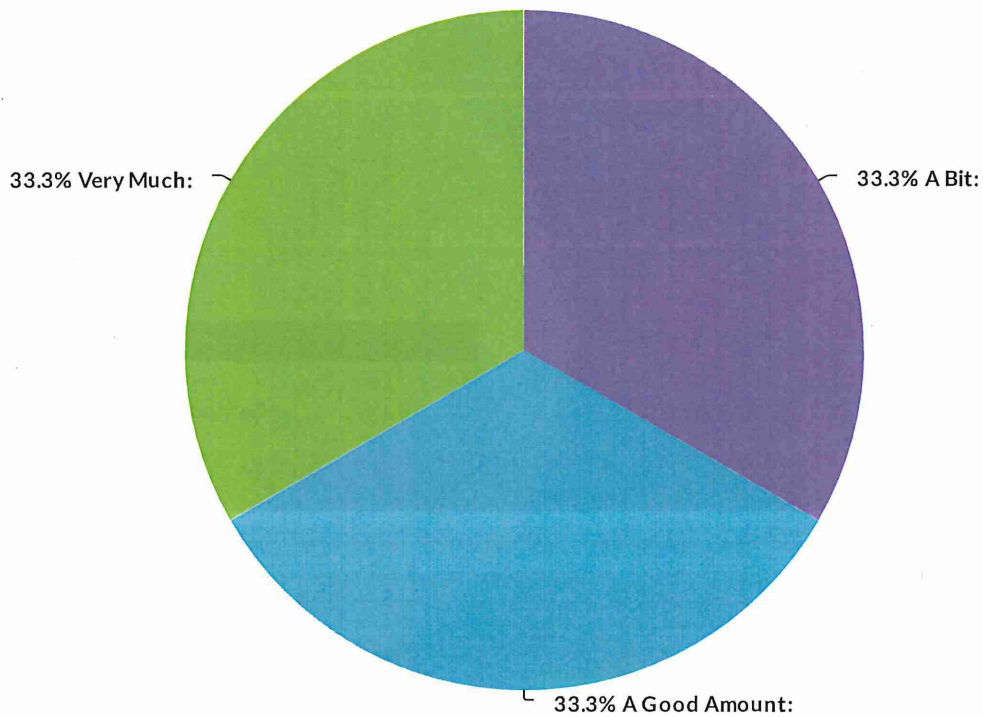
Disqualified 0

Total 12

2. I learned about ...

	Not at All	A Bit	A Good Amount	Very Much
The definition of school climate	0 0.0%	1 8.3%	3 25.0%	8 66.7%
The current state of school climate research	0 0.0%	4 33.3%	5 41.7%	3 25.0%
School climate surveys/measurement tools (e.g. CSCI, MSS)	0 0.0%	0 0.0%	8 66.7%	4 33.3%
A school climate improvement process that is characterized by specific tasks/challenges	0 0.0%	2 16.7%	6 50.0%	4 33.3%
How to use school climate in action planning	0 0.0%	2 16.7%	7 58.3%	3 25.0%

3. The Coaching was helpful:



Value	Percent	Count
A Bit	33.3%	4
A Good Amount	33.3%	4
Very Much	33.3%	4
Total		12

4. Explain your response:

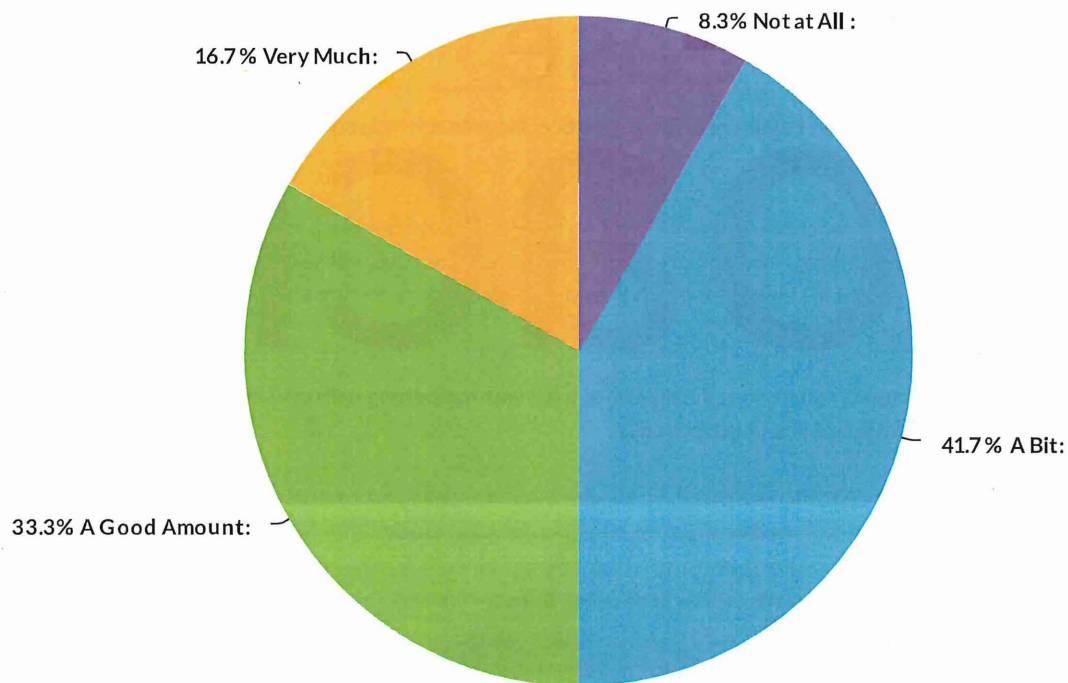
great helpful
 comments coaches appreciated certificate based
 calls base bit
 caught busy cast amount added
 coaching carefully

case

Count Response

- 1 Coaches switched mid-year. I didn't receive any notice. New coach helped but is very busy and only contacted me twice.
- 1 I had a great coach... coach tries to guide a bit on their philosophies and passions...I needed to be guided on how to work in school improvement more than in my experience since we worked out our kinks it was a great endeavor. Massive issues in schedules on both ends created an interesting situation. We worked together though the group.
- 1 It was a good opportunity to talk specifically about what was happening with my schools with someone with a great amount of knowledge about the process.
- 1 It was helpful to have a coach to keep us on task with the different components of the certificate program and to provide feedback on our work with our school and on our case study.
- 1 It was helpful to have an expert who knew resources to recommend.
- 1 JoAnn Freiberg is what saved this project for me (and I suspect our whole team). Her valuable knowledge base put everything in perspective for me. I will continue to rely on JoAnn in the future for wisdom. Thank you for her!
- 1 Much of our time was no coaching at all. The coaching for the Cast Study was useful -- gave me helpful edits and constructive criticism.
- 1 My coach was helpful and we added to our project based on her recommendations
- 1 Our coach was not very informed on the program. For me, her role was to keep me caught up on my self-declared goals since we would discuss progress on our monthly calls.
- 1 Phil listened carefully and responded to our comments with thoughtful ideas and critique. I particularly appreciated his input on my case study.

5. Using the Readiness Assessment was helpful to my school(s):



Value	Percent	Count
Not at All	8.3%	1
A Bit	41.7%	5
A Good Amount	33.3%	4
Very Much	16.7%	2
Total		12

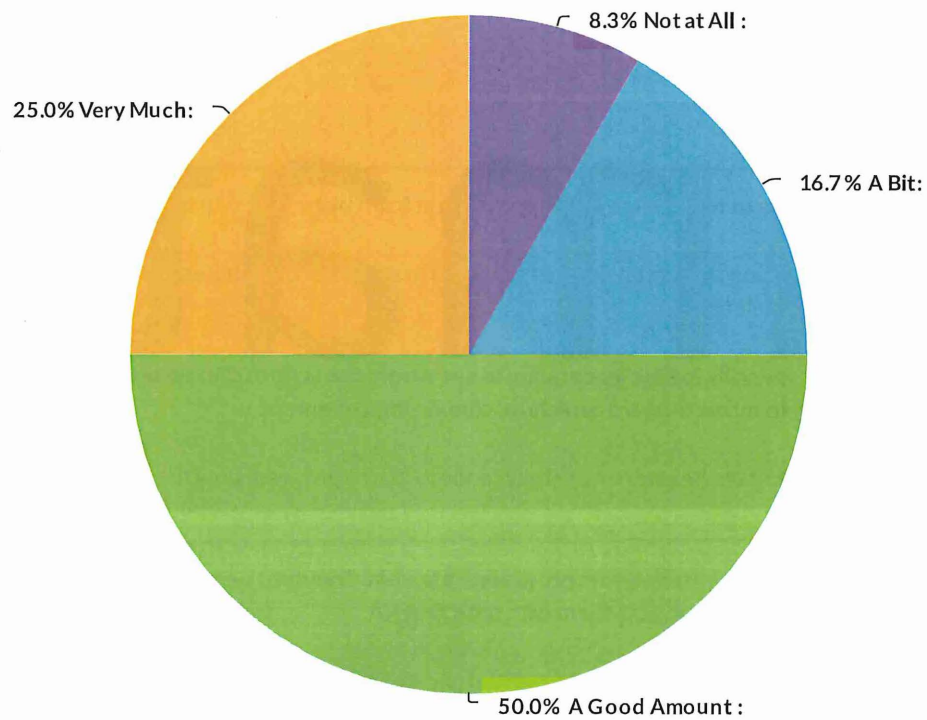
6. Explain your response:

complete
 dimensions
 beginning fault
 attributes data
 compare assessment capacity
 due based appreciative concerns
 felt
 building

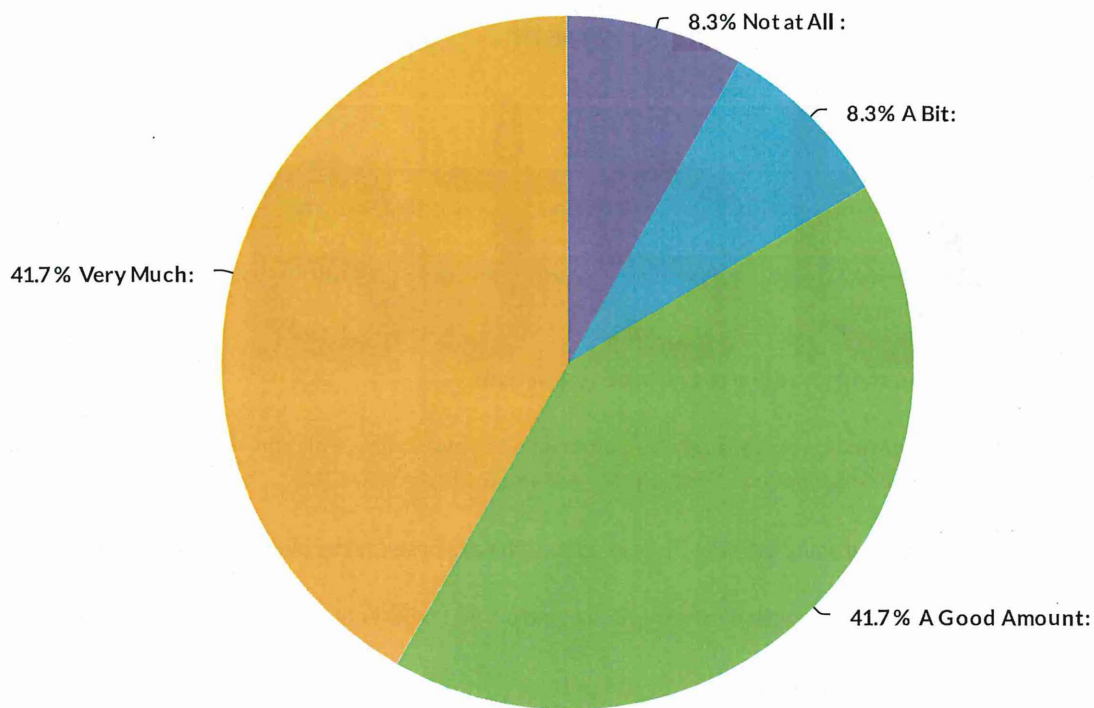
Count Response

- | Count | Response |
|-------|--|
| 1 | Because they were able to the gauge the improvement from beginning of project, to end. |
| 1 | It helped them understand the dimensions of school climate and the attributes of a healthy school climate. It helped them narrow their focus, |
| 1 | It was a good tool, especially for the leadership, to see where the school climate team members felt the school was at in being ready to move forward on school climate improvement. |
| 1 | It was good for them to see they were not really ready to start a program until they solved some internal concerns first. |
| 1 | It was helpful in getting them started with program -- a lead-in. They also were very appreciative to see the results from the last RA and compare them with their first RA. |
| 1 | This was mostly our fault as it was not done with enough folks. |
| 1 | Too little lead time, not enough time to complete the assessment based on the window it was open. |
| 1 | We are using it for fidelity and building capacity so for us...it was a great tool! |
| 1 | due to the quick turn around time for the schools...the first time it was taken - we did not have great participation. The second time it was more meaningful. I like the idea of pre and post data also |

7. I feel confident using the Readiness Assessment with a new school



8. Using the Comprehensive School Climate inventory (CSCI) was helpful to my school(s):



Value	Percent	Count
Not at All	8.3%	1
A Bit	8.3%	1
A Good Amount	41.7%	5
Very Much	41.7%	5
Total		12

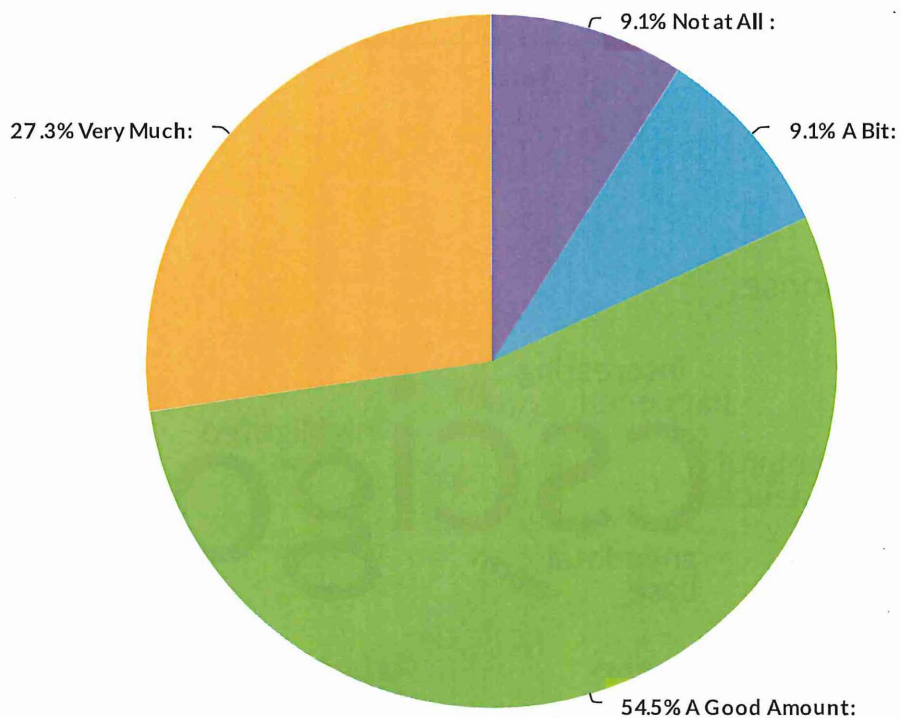
9. Explain your response:

interesting
happened
finally
highlighted
CSci
lot
good
helpful
evidence
frankly
climate
looked
base
alarm
brought
great
areas

data

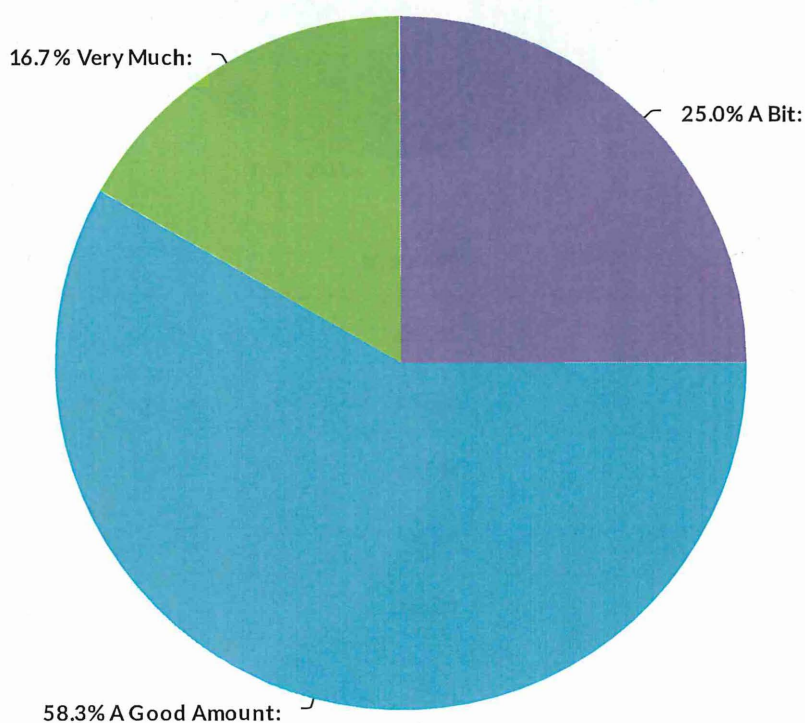
Count	Response
1	Finally was able to put some numbers in place instead of using only anecdotal evidence.
1	The CSCI results motivated the school to move forward with school-wide improvement plans that may not have happened without it.
1	The data was helpful and a good starting point for the school.
1	The data was very interesting and brought up a lot of good conversation. This spurred on strategic planning in areas that would never have been looked at had the school not taken the CSCI
1	They loved receiving and using the data. They used the data as a base for the plans going forward.
1	They really didn't understand what they were doing (and frankly, neither did we).
1	This is necessary for schools to use.
1	We have some great things in place and the survey didn't alarm us too much but highlighted the positives more for our schools.

10. I feel confident helping a new school use the CSCI?



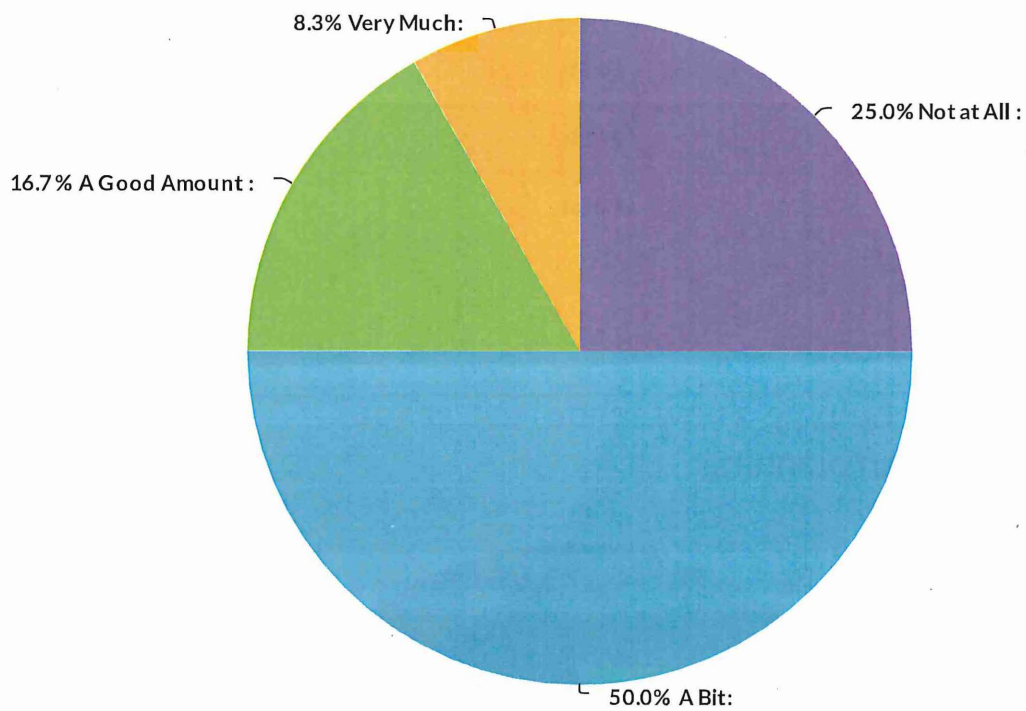
Value	Percent	Count
Not at All	9.1%	1
A Bit	9.1%	1
A Good Amount	54.5%	6
Very Much	27.3%	3
Total		11

11. I feel confident helping a new school use school climate data in action planning:



Value	Percent	Count
A Bit	25.0%	3
A Good Amount	58.3%	7
Very Much	16.7%	2
Total		12

12. Webinars reinforced what I was doing:



Value	Percent	Count
Not at All	25.0%	3
A Bit	50.0%	6
A Good Amount	16.7%	2
Very Much	8.3%	1
Total		12

13. Explain your response:

person interested
helped extremely learn
opportunity difficult dashboard interesting
focused covered
expected bit climate issues
hear align or

generic

ecls
good

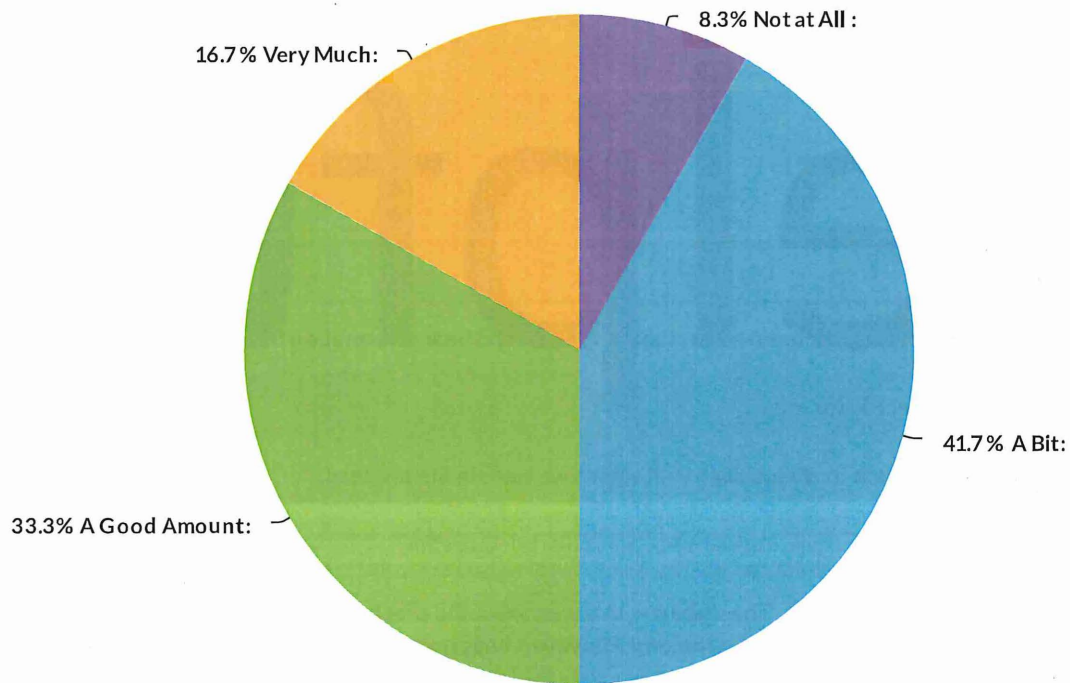
helpful

Cour

Response

- | Cour | Response |
|------|--|
| 1 | It was a good opportunity to learn more about the project and hear information from other ECLs |
| 1 | It was more of a check in for me... |
| 1 | The topics did not seem to always align with where we were in the process. |
| 1 | They helped keep me on track, but were not particularly interesting |
| 1 | They seemed a bit silly at times. The webinars that went over the practical work, like how to read results, or how to use the dashboard were extremely helpful. However, I was not as interested in the webinars that covered other school climate issues. Those should be saved for in person training. |
| 1 | Very generic. Often difficult to keep focused. Did have some information on what was expected for the project. |
| 1 | they were helpful.... |

14. Writing the case study was helpful:



Value	Percent	Count
Not at All	8.3%	1
A Bit	41.7%	5
A Good Amount	33.3%	4
Very Much	16.7%	2
Total		12

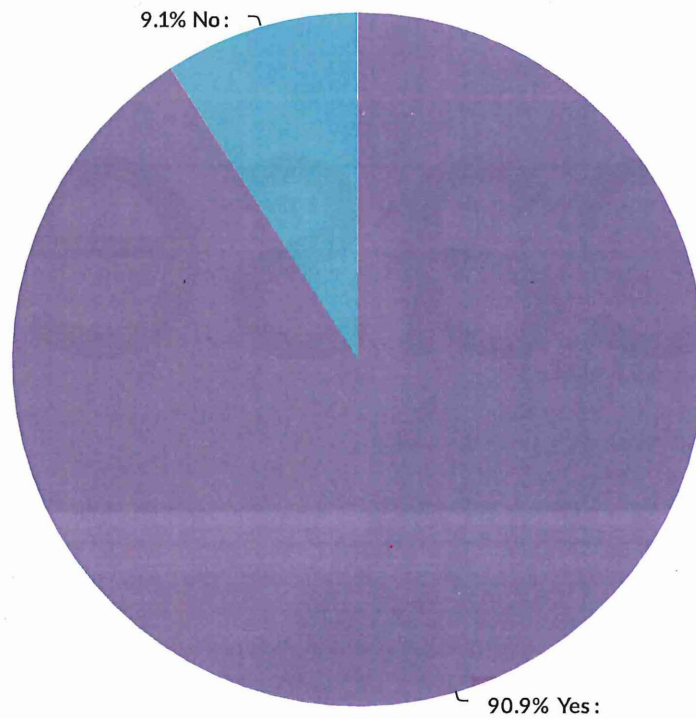
15. Explain your response:

happened
frame
certification
adding
completion
felt
biased
active
exercise
busy
guide
deep
calling
critically
focus
bit
feel

Count Response

1	Although it was a nice recap of the year, if felt more like busy work.
1	Helped to frame what happened and the process made, things we need to look at next.
1	I didn't feel we had a gap or a process we started so far. Having my case study will help guide my steps as we move forward.
1	It to focus and critically look at the work that was done
1	It was a good summary of our project but calling it a "case study" seemed a little scary. Perhaps a reflective piece would make more sense.
1	It was a writing exercise for me -- a way to reiterate what I was already adding to the online activity log, and a way to qualify for certification. I understand the usefulness to the program completion and to others who might read it, but as for being helpful to me personally -- not really.
1	It was good to have a review of the project.
1	Mine was all that deep. Reading others was helpful.
1	This is a bit biased because of our situation of not having active schools.

16. I would recommend this leadership development program to others interested in school climate improvement:



Value	Percent	Count
Yes	90.9%	10
No	9.1%	1
Total		11

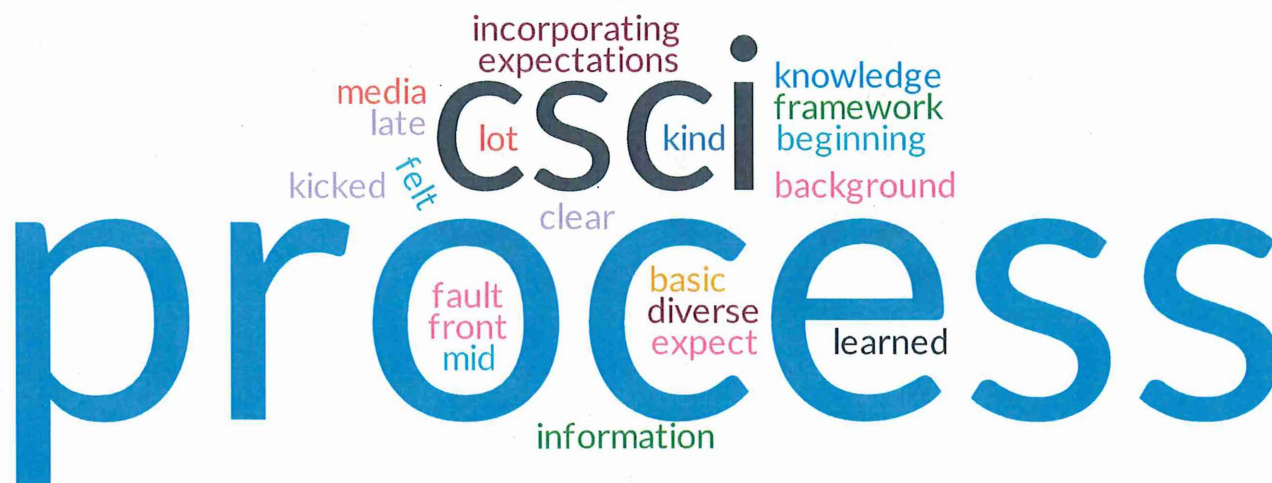
17. Explain your response:



Count Response

- | Count | Response |
|-------|---|
| 1 | I have been very clear from onset that the roll out of this project was fundamentally flawed. I believe the content is incredibly important, but question significantly the wisdom of a continued partnership with the NSCC. Frankly, they bit off more than they could chew and never recovered. |
| 1 | I learned a great deal about myself and school improvement...It was helpful both personally and professionally |
| 1 | If I could say "maybe" that would be my choice. I can say yes if the program is tightened up and more clearly laid out. |
| 1 | It provided a specific track to follow for helping schools. |
| 1 | It was a good opportunity to learn more about school climate. It also was a good opportunity to learn about the process in a safe way. |
| 1 | There are some bugs to work out. I would also like to see people stay from start to finish as best as possible. Not sure why Jordyan was not there the last day. That was a little deflating and then a different girl jumped in to the last day. She did well but when we are talking about building relationships this wasn't ideal for our group. I missed Rich a ton...he brings that comedy flavor this topic needs. Love all the expertise...just love the brightness of humor as well. Everyone has such great skill sets from NSCC. |
| 1 | With the changes that we have talked about for improvement. |
| 1 | With the improvements suggested by the ECLs during our training, I would recommend the program to others. |

18. What kind of additional PD/training would be most helpful to you?



Count	Response
1	I came late to the process and felt that I wasn't really sure at the beginning what to expect and what this would look like. More information up front as you move into the process and a clear understanding of expectations at the beginning.
1	If changes are made to the process, or to the RA or CSCI, trainings on those changes would be useful.
1	Incorporating SEL into School Climate.
1	It isn't necessarily about what kind, but the timing. There are pieces we learned mid-stream that should have kicked the process off.
1	Perhaps topics that came up a lot in CSCI reports - diverse student populations, social media, safety, etc.
1	The training needs to start with a very basic training on what is school climate.. everyone needs to have the same background knowledge
1	Using the specific tools like the No-Fault framework.
1	unknown at this time.

19. Is there anything else that you would like to share with or recommend to MDE and NSCC about the certification process or this project?



Count Response

- | | |
|---|---|
| 1 | Just to reiterate the value of clarity of purpose and timeframe prior to committing to the process. Thank you for the opportunity! |
| 1 | Mixed messages were troublesome. It took me a long time to wrap my head around the whole leadership development program. |
| 1 | Thanks for the opportunity....I was pleased and happy to be a part of this group. It enhanced my personal skills as well as the climate in the District. My schools are better for having participated in this - which hopefully leads to better outcomes for our students. |
| 1 | The requirement to review modules did not seem like a learning opportunity, or helpful to CSLs. The modules seemed in great need of editing and revision in order to be worthwhile/useful. |
| 1 | Timelines and dates are planned out before presenting this to a new state group. Thank you for bringing this effort to our state! |