



It's clear that great schools have cultures that foster great teaching – but it's less clear how to create that environment. *Instructional Culture Insight*, a teacher-centered survey tool, distills teacher feedback into a clear roadmap to a stronger school culture. More than 700 schools are using *Insight* to build a workplace where teachers thrive – and students excel.

CLARITY: MAKING CULTURE CONCRETE

School leaders want to establish school environments that support and retain great teachers, but often don't know where to start. Yet in any cluster of schools, some leaders are able to build cultures where teachers thrive – success that can be replicated with the right information.

Since 2009, TNTP has worked with high-performing schools nationwide to understand how the best principals manage their teachers. TNTP's diagnostic tool, *Instructional Culture Insight*, uses teacher feedback to help leaders understand and improve their school culture in specific, concrete ways.

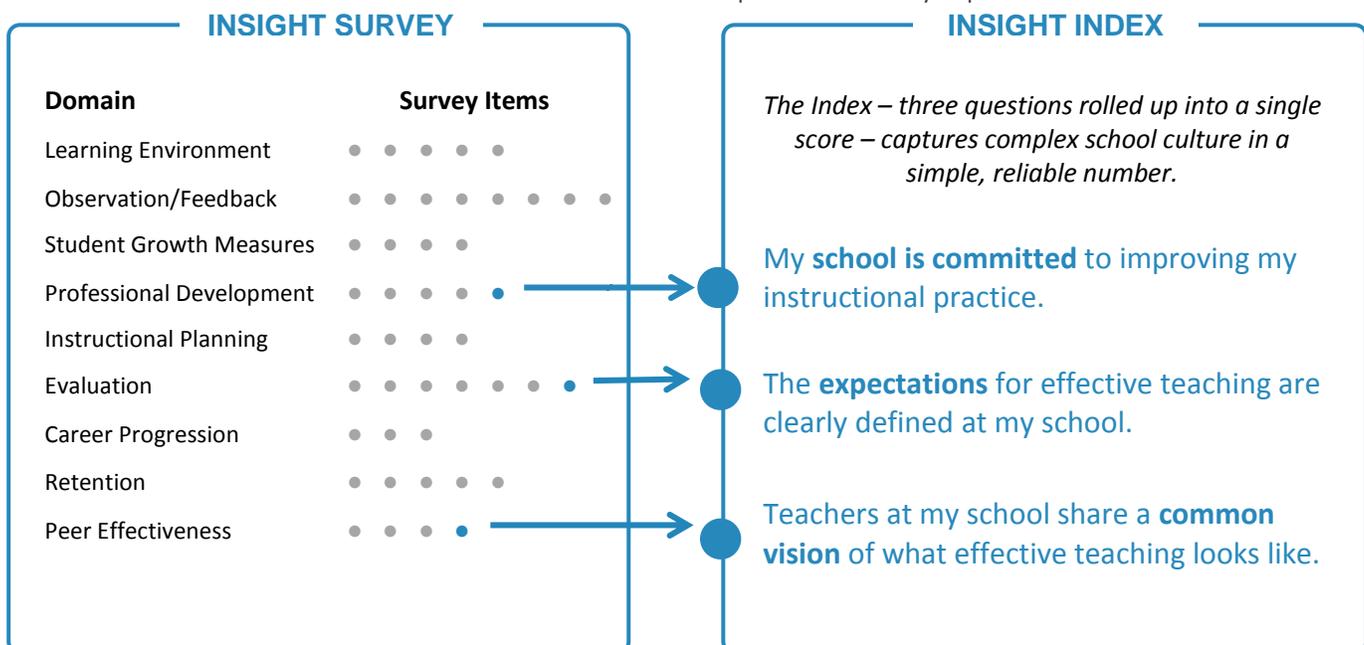
Built on survey data from more than 40,000 teacher responses nationwide, *Insight* breaks down complex culture into discrete parts, giving principals the clarity they need to build the workplace that teachers deserve.

ACTION: ACHIEVING REAL CHANGE

Many elements contribute to a successful school culture, but three matter most: a common vision of great teaching, clear expectations for effective instruction, and a commitment to developing teachers. Rolled up into a single 10-point score, the *Insight Index* captures school culture in a simple, reliable number.

With an Index score for each school, leaders can easily compare their school to others and track their progress.

The results are real: schools with high Index scores are far more likely to retain their best teachers than low-scoring schools. What's more, Index scores are valid leading indicators of student results on state tests. Schools can anticipate student performance on upcoming exams and plan for necessary improvements – in advance.



HOW INSIGHT WORKS: A ROADMAP TO IMPROVING SCHOOL CULTURE

Most surveys just lay out the landscape; *Instructional Culture Insight* maps out a clear path to the destination.

1. Collect a baseline.

TNTP surveys every teacher to assess the instructional culture of the school as a whole as viewed from the perspective of the staff in the building.

- ✓ **Survey distribution.** The *Insight* survey is delivered to each teacher within a school via email and can usually be completed in 20 minutes or less.
- ✓ **Response rate monitoring.** Insight's research team provides school leaders with response rate updates throughout administration.

2. Share the results.

TNTP creates a detailed school-level report that tracks school progress on core management metrics and provides comparative data to a national charter data set.

- ✓ **Reports.** School reports, with an Index score and detailed survey responses for each question, are delivered within weeks.
- ✓ **Comparison data.** School reports include the scores of top charter schools nationwide to allow schools to see how they compare to other charters across the country.

3. Create an action plan.

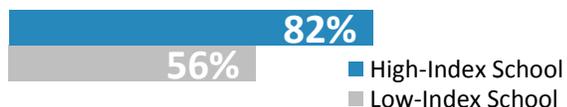
TNTP supports leaders in interpreting results and setting goals for improved instructional culture.

- ✓ **Clear guidance.** An Insight expert walks through the school report and shares methods for interpreting the data.
- ✓ **Goal-setting to improve.** By honing in on specific areas for growth, the Insight team shares best practices for setting targets and devising action plans to improve culture.

THE RESULT: A RICH LEARNING ENVIRONMENT FOR TEACHERS AND STUDENTS

EFFECTIVE TEACHER RETENTION, HIGH- VS. LOW-INDEX SCHOOLS

Effective Teachers Planning to Stay 2+ Years



“As a school leader, it’s natural to wonder what teachers really think about the core areas of mission, support, professional development, and evaluation. With Insight, I do more than just wonder. I analyze, reflect, and use the data captured to make systemic organizational decisions that have resulted in a stronger adult culture which contributes to greater student success.”
– Wanda Perez, Principal, DC Bilingual Charter School

SOULSVILLE: AN EDUCATIONAL REVOLUTION

The Soulsville Charter School is nicknamed “The Soulsville Revolution” for a reason: the Tennessee school had its first graduation in 2012, and 100 percent of its students were accepted into college.

Insight showed that Soulsville’s challenging standards helped students succeed, but it also indicated a need to focus on accurately measuring student progress. In fact, Insight revealed that only 38 percent of teachers had been consistently tracking student learning. Soulsville responded by increasing its use of an online data tracking system. Now the school has a more data-rich instructional culture, with 72 percent of teachers tracking student performance toward measurable goals.

The shift has helped the school understand where it needs to focus. “Having the Insight results at our fingertips has empowered Soulsville’s leadership team,” says NeShante Brown, the school’s executive director. “Now we can plan to specifically improve weaknesses in our instructional culture, and gauge the success of our action plan.”

NEXT STEPS: REGISTER YOUR SCHOOL TO PARTICIPATE IN INSIGHT!

This November, charter schools in Indianapolis will have the opportunity to participate in Insight!

To register, email insight@tntp.org to express your interest in participating.