2023 Insight Data for

W. W. Irby Elementary School

Index Scores

The Instructional Culture Index is a summary measure of a school's instructional culture. Schools with strong Index Scores generally have strong student outcomes and retain more of their most effective teachers. Your school's Index score and Index Percentile Rank are below.
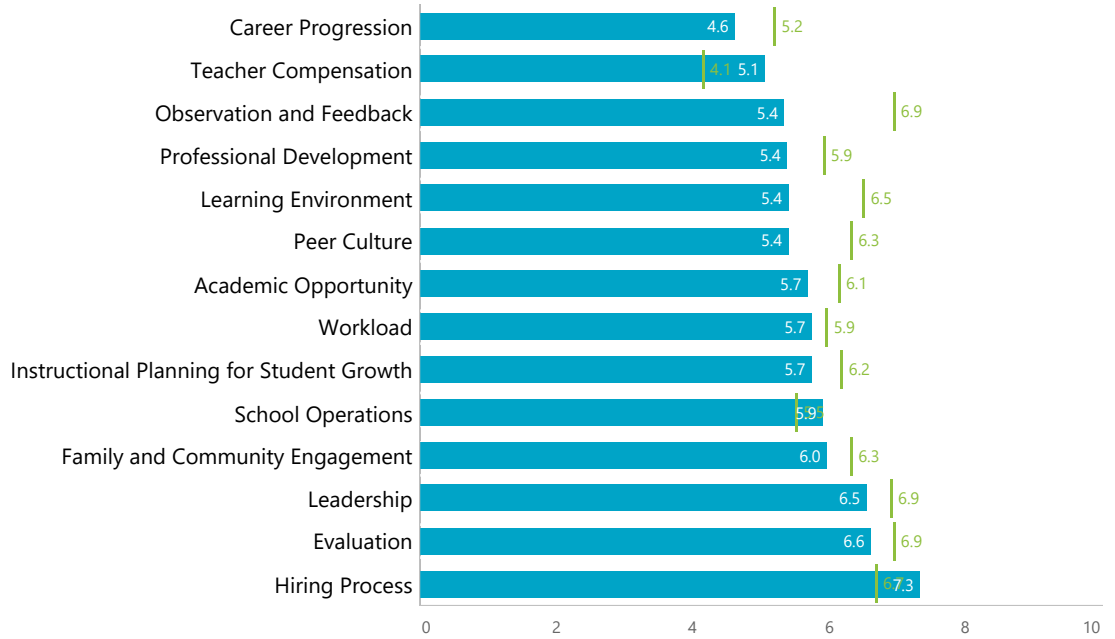
School Index Score	Index Percentile Rank
7.6	**63%**

Domain Scores from the Teacher Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua Top Quartile.

	2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	3.8	4.6	4.3	5.2
Teacher Compensation	3.0	5.1	3.7	4.1
Observation and Feedback	5.5	5.4	5.6	6.9
Professional Development	6.0	5.4	4.8	5.9
Learning Environment	6.7	5.4	4.9	6.5
Peer Culture	6.4	5.4	4.8	6.3
Academic Opportunity	5.5	5.7	4.8	6.1
Workload	4.0	5.7	5.1	5.9
Instructional Planning for Student Growth	5.4	5.7	4.8	6.2
School Operations	7.3	5.9	4.3	5.5
Family and Community Engagement	6.9	6.0	5.1	6.3
Leadership	6.8	6.5	5.4	6.9
Evaluation	6.3	6.6	6.0	6.9
Hiring Process	7.4	7.3	5.8	6.7

Insight Items from the Teacher Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of teachers selecting "agree" or "strongly agree."

		2021	2023	Alachua Average	Alachua Top Quartile
Academic Opportunity	At my school, I have seen someone model lessons where students are doing the majority of the thinking.	59%	54%	52%	62%
	At my school, there are many opportunities for students to have academic discussions where they build on each other's ideas.	65%	67%	61%	76%
	My school implements a rigorous academic curriculum.	71%	83%	68%	79%
	Students at my school can achieve the academic standards for their grade level.	59%	58%	61%	72%
	Students at my school support their answers and explain their thinking.	53%	46%	45%	58%
Evaluation	At my school, evaluation ratings are accurate reflections of teacher effectiveness.	56%	64%	62%	70%
	I agree with the criteria that will be used to evaluate my performance as a teacher.	75%	76%	64%	72%
	I know the criteria that will be used to evaluate my performance as a teacher.	94%	100%	90%	96%
	The person who evaluates my performance knows how much progress my students have made this year.	65%	80%	66%	78%
	The teacher evaluation process helps identify my strengths and weaknesses.	56%	60%	62%	72%
Instructional Planning for Student Growth	An instructional leader at my school or district regularly reviews student work from my classes.	59%	50%	37%	49%
	I am satisfied with the support I receive at my school for instructional planning.	76%	54%	65%	78%
	I collaborate at least weekly with teachers and leaders at my school to improve my instructional plans based on student responses to tasks.	53%	63%	51%	62%
	I have access to questions, tasks, and assessments that allow me to assess students' understanding of learning goals.	82%	83%	77%	87%
	I have ready access to content experts with deep subject-area knowledge to support my instructional planning.	76%	58%	61%	76%
	My school has dedicated time for me to analyze student work and/or assessments and plan future instruction based on my students' performance.	47%	42%	54%	66%
Leadership	I have the opportunity to provide input on key school decisions that affect me.		75%	55%	69%
	Leaders at my school value my feedback.	59%	67%	62%	82%
	Leaders at my school work hard to retain effective teachers.	76%	67%	63%	80%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	88%	79%	69%	85%
	My school leaders model the behavior they hope to see across the school community.	94%	92%	71%	86%
	The expectations for effective teaching are clearly defined at my school.	76%	75%	73%	87%
	When my school leadership commits to a program or priority, they follow through.	76%	83%	64%	81%

Insight Items from the Teacher Survey

		2021	2023	Alachua Average	Alachua Top Quartile
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	63%	38%	42%	62%
	Interactions between students and adults at my school demonstrate mutual care and respect.	81%	79%	56%	79%
	My school is a good place to teach and learn.	93%	88%	71%	87%
	My school is fun and joyful.		83%	60%	79%
	School leaders promote a safe and productive learning environment in my school.	94%	71%	68%	88%
	School leaders provide me with the support I need to maintain high standards for student behavior in my classroom.	79%	63%	57%	75%
	Teachers and leaders at my school immediately address misbehavior in shared school spaces like hallways and the lunch room.	79%	50%	50%	69%
Peer Culture	At my school, teachers use a common vocabulary to discuss effective teaching practice.	82%	63%	63%	80%
	Teachers at my school share a common vision of what effective teaching looks like.	71%	67%	59%	78%
	The time I spend collaborating with my colleagues is productive.	81%	67%	69%	80%
	There is a low tolerance for ineffective teaching at my school.	47%	46%	49%	64%
Professional Development	Coaching and feedback at my school include demonstrations (either live or in video) of what effective teaching of rigorous content looks like.	59%	46%	47%	62%
	In the past six months, I have practiced teaching techniques with a peer or instructional expert outside my own classroom.	41%	58%	45%	55%
	In the past six months, someone at my school or district has helped me develop new skills or content knowledge that I was able to apply in my own classroom.	71%	67%	57%	64%
	My school is committed to improving my instructional practice.	88%	79%	71%	87%
	Professional development opportunities at my school help me improve my effectiveness as an educator.		42%	58%	69%
Observation and Feedback	Each time I am observed, I get feedback that gives me specific actions to improve my teaching practice.	75%	58%	70%	83%
	I get enough feedback on my instructional practice.	88%	79%	77%	88%
	I regularly discuss feedback about my teaching with an instructional leader at my school.	63%	58%	52%	65%
	The feedback I get from being observed helps me improve student outcomes.	75%	63%	73%	84%
	When I am observed, I get feedback on what I am teaching (the content of the lesson) in addition to how I am teaching.	69%	71%	73%	84%
	When I get feedback after an observation, I receive support to implement those changes (e.g., someone models suggestions for me, I have time to practice outside of class).	50%	54%	58%	74%

Insight Items from the Teacher Survey

|		2021	2023	Alachua Average	Alachua Top Quartile
Career Progression	I have a specific development goal or project for the coming school year that excites me.	56%	44%	56%	65%
	Someone at my school is thinking about my career progression.	13%	48%	31%	38%
	The teachers who deserve leadership positions at my school are the most likely to get them.	50%	56%	49%	60%
	There are opportunities for me to advance at my school.	31%	40%	36%	44%
Family and Community Engagement	Families at my school regularly receive useful updates about their student's progress.	94%	72%	72%	87%
	Leaders at my school set clear expectations for family and community engagement.	88%	71%	62%	80%
	My school encourages and helps families to support student learning at home.	88%	76%	68%	81%
	My school has established systems that make it easy for me to communicate with families.		72%	71%	82%
	My school regularly seeks input from students' families.	75%	76%	58%	72%
Hiring Process	After I accepted my current position, there was enough time to get ready before school started.	75%	100%	76%	86%
	I applied for a position at this school rather than being 'placed' here.	100%	100%	92%	90%
	The hiring process was efficient.	100%	86%	79%	90%
	The onboarding and/or orientation process set accurate expectations for what I have experienced in my school.	100%	86%	66%	79%
	Throughout the hiring process I had clear information about next steps.	75%	86%	76%	88%
School Operations	Day-to-day operations for my school run smoothly.	94%	72%	64%	81%
	My school building is clean and well maintained.	71%	76%	44%	51%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	81%	76%	74%	85%
	Non-academic services for students (such as buses and school meals) are well managed.	86%	60%	49%	58%
	Procedures at my school maximize the time students spend learning.	88%	84%	62%	83%
	When I need something at my school, I know who to ask.	94%	88%	78%	86%
Teacher Compensation	I am compensated fairly for the work that I do.	25%	33%	16%	20%
	I am confident that I earn as much or more teaching at my school than I could at another school in the local area.	38%	58%	43%	49%
	I understand the criteria that are used to determine my compensation.	56%	42%	49%	55%
	My school's approach to compensation makes sure that great teachers are paid well.	13%	27%	18%	21%
Workload	I can consistently accomplish essential work during my regular planning time.	13%	28%	34%	39%
	My schedule is structured in a way that helps me to meet the expectations of my job as a teacher.	50%	40%	46%	55%
	Over the long term, my workload as a teacher is sustainable.	38%	32%	34%	40%
	Teachers at my school have the opportunity to provide input on their work schedules.	13%	56%	38%	44%
	When I am asked to do work outside of my core instructional responsibilities, leaders clearly explain how the work benefits students.	56%	60%	48%	63%

Retention Strategies from the Teacher Survey
Percentage of teachers who report a leader at their school
used the following strategies in the past year:

	2021	2023	Alachua Average	Alachua Top Quartile
Identified opportunities for me to pursue teacher leadership roles	31%	36%	20%	26%
Put me in charge of something important	44%	36%	28%	34%
Provided me with access to additional resources for my classroom	44%	48%	42%	54%
Encouraged me to continue teaching at my school next year	63%	60%	42%	48%
Recognized my accomplishments publicly	63%	56%	32%	36%
Provided me with regular, positive feedback	75%	64%	57%	73%
None of the above	6%	8%	14%	7%

Retention (vertical label)
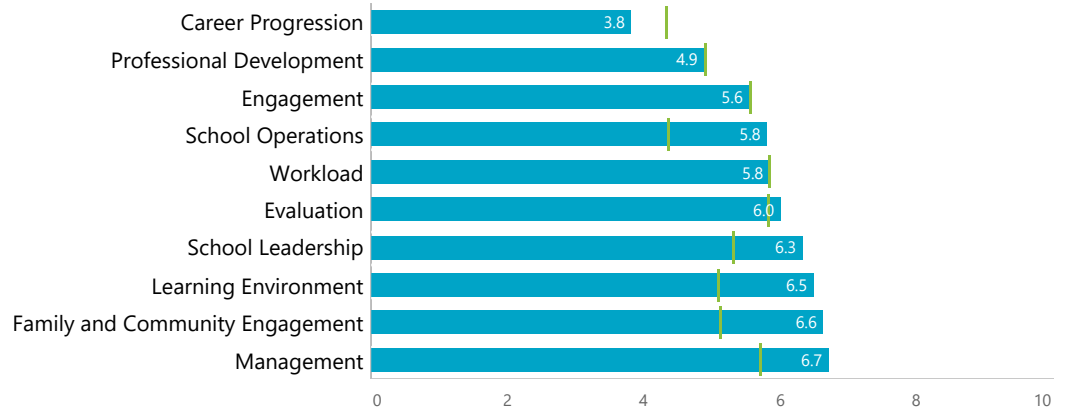
Teacher Plans for 2023

92%
Plan to stay 2+ years
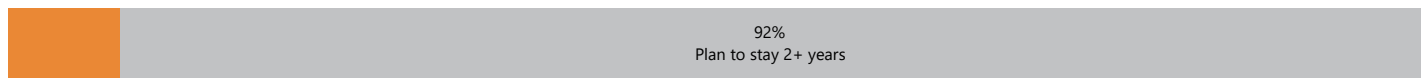
Top Reasons for Planning to Leave
for teachers planning to leave this year or next year

Top Reasons for Planning to Stay
for teachers planning to stay for three or more years

|	
Staff collegiality and collaboration/relationships with staff	7 teachers
Positive school culture and learning environment	6 teachers
Relationships with students and families	3 teachers
My school is in a convenient location; I have an easy commute	2 teachers
Autonomy to make decisions about my classroom and curriculum	1 teachers
I would like to leave, but have not yet found a better opportunity elsewhere	1 teachers

Domain Scores from the Support Staff Survey

Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your staff's feedback about these topics. The blue bars show your school's domain scores and the green lines show the Alachua County Schools Average.

Domain	Score
Career Progression	3.8
Professional Development	4.9
Engagement	5.6
School Operations	5.8
Workload	5.8
Evaluation	6.0
School Leadership	6.3
Learning Environment	6.5
Family and Community Engagement	6.6
Management	6.7

	2023	Alachua Average	National Average
Career Progression	3.8	4.3	5.0
Professional Development	4.9	4.9	5.0
Engagement	5.6	5.5	5.0
School Operations	5.8	4.3	5.0
Workload	5.8	5.8	5.0
Evaluation	6.0	5.8	5.0
School Leadership	6.3	5.3	5.0
Learning Environment	6.5	5.1	5.0
Family and Community Engagement	6.6	5.1	5.0
Management	6.7	5.7	5.0

Support Staff Plans for 2023

17% Plan to leave this year or next	83% Plan to stay 2+ years
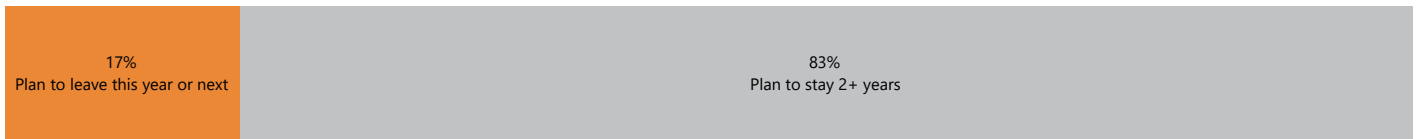
Top Reasons for Planning to Leave
for Support Staff planning to leave this year or next year

Top Reasons for Planning to Stay
for Support Staff planning to stay for three or more years

Reason	Count
My school is in a convenient location; I have an easy commute	3 Support Staff
Ability to have a positive impact on student outcomes	1 Support Staff
Development support/opportunity to improve in my role	1 Support Staff
I like the work schedule at my school	1 Support Staff
Inspiring school leadership	1 Support Staff
Job security	1 Support Staff

Survey Items from the Support Staff Survey

Most questions in the survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of staff selecting "agree" or "strongly agree."

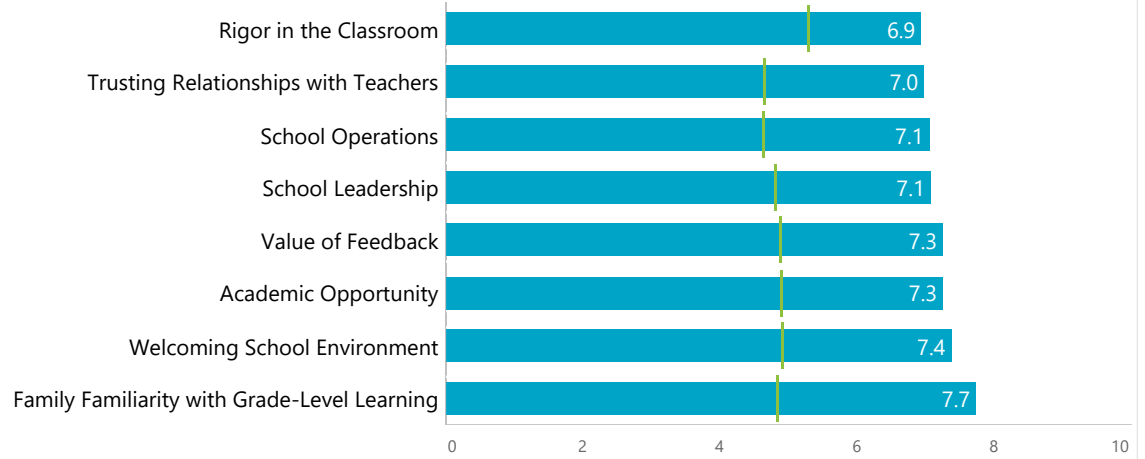|		2023	Alachua Average	National Average
Learning Environment	Across my school, there are consistent expectations and consequences for student behavior.	55%	56%	58%
	Interactions between students and adults at my school demonstrate mutual care and respect.	64%	59%	68%
	My school is a good place to teach and learn.	83%	73%	79%
	My school is fun and joyful.	75%	69%	68%
	School leaders promote a safe and productive learning environment in my school.	83%	74%	81%
	Staff at my school immediately address student misbehavior in shared school spaces like hallways and the lunch room.	82%	62%	66%
	Teachers and staff at this school are committed to helping students achieve in school and life.	92%	78%	81%
Management	My manager actively supports my growth and development.*	91%	73%	
	My manager provides me with regular, actionable feedback.	83%	70%	72%
	My manager supports me in prioritizing the most essential aspects of my work.*	92%	72%	
	The expectations for my role are clearly defined.	83%	76%	72%
	When I get feedback, I receive support to implement those changes.	92%	72%	70%
Professional Development	In the past six months, I have developed new skills that I was able to apply in my role.	70%	59%	68%
	Professional development opportunities for my team are well planned and facilitated.	60%	53%	61%
	There are opportunities for professional growth in my role.	45%	58%	60%
School Leadership	I have the opportunity to provide input on key school decisions that affect me.	50%	59%	60%
	Leaders at my school value my feedback.	75%	67%	71%
	My school leaders articulate a clear overarching vision that drives priorities, goals, and decision making within the school.	83%	66%	76%
	My school leaders model the behavior they hope to see across the school community.	83%	74%	77%
	When my school leadership commits to a program or priority, they follow through.	83%	71%	72%

Survey Items from the Support Staff Survey

|		2023	Alachua Average	National Average
Career Progression	I have a specific development goal or project for the coming school year that excites me.	50%	55%	63%
	Someone at my school or in the district is thinking about my career progression.	33%	41%	43%
	There are opportunities for me to advance at my school or within the district.	50%	51%	51%
Engagement	I am compensated fairly for the work that I do.	42%	34%	45%
	My day-to-day work is clearly relevant to school or district goals.	92%	85%	83%
	My day-to-day work makes good use of my strengths.	83%	81%	79%
Evaluation	I agree with the criteria that will be used to evaluate my performance.	83%	70%	66%
	I know the criteria that will be used to evaluate my performance.	92%	76%	70%
	In my district, performance evaluation ratings are accurate reflections of staff effectiveness.*	82%	60%	
	The performance evaluation process helps identify my strengths and weaknesses.*	75%	66%	
	The person who evaluates my performance has a clear understanding of my role and responsibilities.	100%	78%	73%
Family and Community Engagement	All staff at my school actively work to establish positive, trusting relationships with students' families.	75%	66%	77%
	Families at my school regularly receive useful updates about their student's progress.	92%	73%	77%
	Leaders at my school set clear expectations for family and community engagement.	83%	72%	72%
	My school encourages and helps families to support student learning at home.	100%	74%	77%
	My school has established systems that ensure families are well informed about the school.	100%	75%	79%
	My school regularly seeks input from students' families.	83%	63%	68%
School Operations	Day-to-day operations at my school run smoothly.	67%	64%	72%
	My school building is clean and well maintained.	100%	53%	77%
	My school's systems track student information (e.g., grading, attendance, testing) in a way that is useful and up to date.	92%	77%	80%
	Non-academic services for students (such as buses and school meals) are well managed.	67%	55%	77%
	Procedures at my school maximize the time students spend learning.	92%	67%	76%
	When I need something at my school, I know who to ask.	83%	82%	84%
Workload	I can consistently accomplish essential work during my standard work hours.	75%	69%	62%
	Most of my work time is spent on tasks that are best suited for my role (not someone else's).	83%	71%	64%
	My responsibilities are structured in a way that helps me meet the core expectations of my role.	83%	74%	65%
	Over the long term, my workload is sustainable.	67%	70%	64%

Domain Scores from the Family Survey

Questions in the Family Survey are grouped into topics called domains. Domain scores summarize your families' feedback about these topics. The blue bars show your school's current domain scores and the green lines show the Alachua County Schools Average.
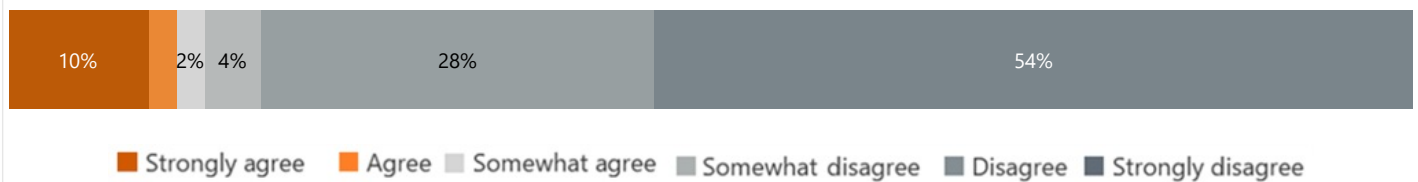
Domain	2023
Rigor in the Classroom	6.9
Trusting Relationships with Teachers	7.0
School Operations	7.1
School Leadership	7.1
Value of Feedback	7.3
Academic Opportunity	7.3
Welcoming School Environment	7.4
Family Familiarity with Grade-Level Learning	7.7

	2023	Alachua Average	National Average
Rigor in the Classroom	6.9	5.3	5.0
Trusting Relationships with Teachers	7.0	4.6	5.0
School Operations	7.1	4.6	5.0
School Leadership	7.1	4.8	5.0
Value of Feedback	7.3	4.9	5.0
Academic Opportunity	7.3	4.9	5.0
Welcoming School Environment	7.4	4.9	5.0
Family Familiarity with Grade-Level Learning	7.7	4.8	5.0

How likely are you to recommend this school to other families?

73%	5%	7%	4%		5%		

■ 10 ■ 9 ■ 8 ■ 7 ■ 6 ■ 5 ■ 4 ■ 3 ■ 2 ■ 1 ■ 0

Extremely likely   Not at all likely
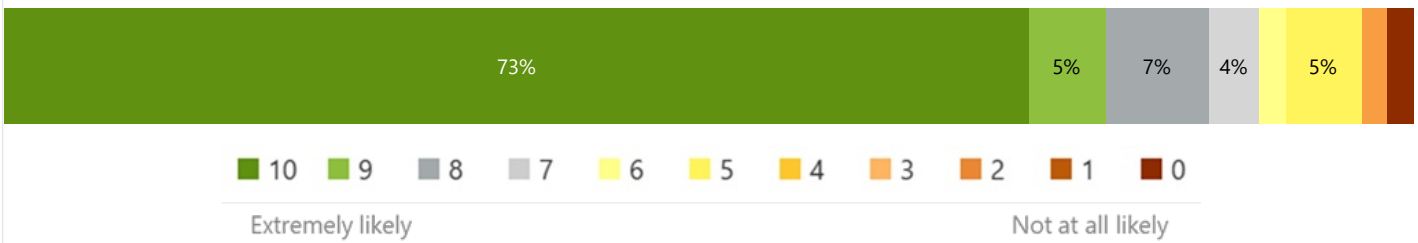
If I could send my child to another school, I would.**

For this question, lower levels of agreement suggest families are more satisfied with the school

10%	2%	4%	28%	54%

■ Strongly agree ■ Agree ■ Somewhat agree ■ Somewhat disagree ■ Disagree ■ Strongly disagree

Insight Items from the Family Survey

Most questions in the Insight survey are asked on a 6-point scale, from "strongly disagree" to "strongly agree." Unless otherwise specified, percents displayed in this report reflect the proportion of families selecting "agree" or "strongly agree."

		2023	Alachua Average	National Average
Academic Opportunity	My child receives enough support from their teachers to master what is being taught.	83%	63%	69%
	My child's experiences in the school will ensure they are as prepared as possible for their future.	88%	61%	68%
	My child's teachers challenge my child to do their best work.	92%	71%	75%
	The work my child completes for school is challenging enough for my child.	81%	70%	73%
Family Familiarity with Grade-Level Learning	My child's school has let me know what my child should be learning at their grade level.	94%	59%	68%
	My child's school has let me know what my child should be working on to continue to progress..	88%	56%	68%
	My child's school has let me know whether my child is performing above, at, or below grade le..	100%	66%	72%
Rigor in the Classroom	My child completes writing assignments in multiple subjects (not just in Language Arts).	82%	69%	73%
	My child is asked to use evidence from readings to explain their answers on assignments.	88%	79%	82%
	My child really has to think to do their math work - not just memorize facts or use problem-sol..	88%	79%	79%
	My child's assignments usually include reading.	96%	80%	83%
School Leadership	I trust that my child's school is providing the best possible educational experience for my child.	88%	59%	69%
	My child's school is focused on the right priorities.	90%	62%	68%
	School leaders care about my child's success.	90%	67%	72%
	School leaders follow through on programs and initiatives.	90%	68%	71%
School Operations	I receive timely communications from my child's school.	90%	72%	77%
	My child's school is clean and well maintained.	98%	63%	87%
	My child's school keeps me informed of school initiatives.	87%	71%	81%
	My child's school schedules events at times that are convenient.	87%	70%	72%
	Non-academic services at my child's school, such as buses and school meals, are well managed.	78%	51%	74%
Trusting Relationships with Teachers	I receive enough communication from my child's teachers about my child's progress.	80%	55%	65%
	My child's teachers have suggested ways I can support my child's learning at home.	83%	53%	64%
	My child's teachers listen to my suggestions about how to best support my child.	87%	59%	70%
	My child's teachers work hard to build a trusting relationship with me.	83%	57%	66%
Value of Feedback	I have a voice in key decisions that affect my child's school experiences.	83%	50%	61%
	Leaders at my child's school value my feedback.	85%	58%	64%
	There is someone at my child's school with whom I feel comfortable sharing my concerns.	85%	65%	70%
Welcoming School Environment	I feel welcome at my child's school.	87%	73%	74%
	My child enjoys going to school.	94%	68%	72%
	My child's school is a safe place.	94%	62%	77%
	My child's school is fun and joyful.*	93%	59%	

Appendix
Explains the methodology used throughout this Insight Dashboard

Index Scores
Index scores summarize teachers' agreement to three questions that, taken together, summarize a school's overall instructional culture—which matters for improving student outcomes and retaining effective teachers. Index scores are calculated based on the percentage of teachers who agree or strongly agree with the following statements and reported on a scale of 1-10:

-The expectations for effective teaching are clearly defined at my school.
-Teachers at my school share a common vision of what effective teaching looks like in practice.
-My school is committed to improving my instructional practice.

The Index Percentile Rank is based on a ranked order of school Index scores within Alachua County Schools, where 0% indicates the school with the lowest Index score and 100% indicates the school with the highest Index score.

School Quartiles
Throughout this dashboard, you'll see comparisons to "Top Quartile Schools." These are schools with Index Scores in the top 25% of Alachua County Schools in the year selected. These schools' Index Scores suggest that they may be using best practices in instructional leadership. Mouse over the Instructional Culture Index chart on the Retention and Index tab to see your school's Index percentile.

National Benchmarks
Throughout this dashboard, you'll see comparisons to National Average and National Top Quartile schools, which are calculated from our national dataset of over 2000 schools. The National Top Quartile is based on schools with Index Scores in the top 25% of our national database; these schools' Index Scores suggest that they may be using best practices in instructional leadership. National benchmarks may not be available for new survey questions.

Domain Scores
Questions in the Insight survey are grouped into topics called domains. Domain scores summarize your teachers' feedback on these topics and are based on the average ratings of Likert items in that domain. When we report on individual questions, we usually share the percentage of respondents who agree or strongly agree. Because domain scores consider the full answer scale, they also capture the strength of agreement or disagreement with statements in that domain. We summarize the average ratings and then place the calculation on a 0–10 scale. For each domain, a score of 5 represents the national average for the domain. A score of 7 is one standard deviation above average; a score of 3 is one standard deviation below average.

Survey Notes
· *Survey items with an asterisk are not included in the domain score for that domain
· **Survey items with a double asterisk are reverse-coded because for these items lower agreement is a better result

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