

# Spring 2024 Barr Engage New England Staff Survey - Promise High School Full Report

SRI Education surveyed Promise High School (Promise) staff in spring 2024. At Promise, 16 out of 16 staff members responded to the survey, for a school response rate of 100%. Across the initiative, 83 out of 91 ENE staff members responded to the survey, for an initiative response rate of 91%.

This report presents item-level responses of staff from Promise. As a comparison, we also present the distribution of school means (mean, standard deviation, minimum, and maximum) for the 5 Beyond ENE schools.

**Table 1. Respondents by Role**

<b>Role</b>	<b>n</b>	<b>Promise</b>	<b>Beyond ENE Schools (n = 5)</b>
Teacher	7	43.8%	48.8%
Student Support Staff	4	25.0%	30.7%
School Leadership	2	12.5%	14.7%
Other School Support Staff	3	18.8%	11.0%
Total	16	100.0%	-

**Table 2. Academic Press**

	N	Mean	SD	Min	Max
<b>Academic Press (Construct)</b>					
Promise	7	6.79	0.30	6.25	7.00
Beyond ENE School Means	5	6.26	0.52	5.67	6.79
<b>Staff members at this school believe that all students in this school can do well.</b>					
Promise	7	6.71	0.49	6.00	7.00
Beyond ENE School Means	5	6.32	0.58	5.50	6.86
<b>Staff members at this school encourage students to keep trying even when the work is challenging.</b>					
Promise	7	7.00	0.00	7.00	7.00
Beyond ENE School Means	5	6.60	0.50	5.80	7.00
<b>Staff members at this school set high expectations for academic work.</b>					
Promise	7	6.71	0.49	6.00	7.00
Beyond ENE School Means	5	5.87	0.63	5.13	6.71
<b>Staff members at this school challenge students to work harder than they thought they could.</b>					
Promise	7	6.71	0.49	6.00	7.00
Beyond ENE School Means	5	6.23	0.56	5.47	6.71

**Notes:** Items asked of all teachers. Responses fall on the following scale: 1 = strongly disagree, 2 = disagree, 3 = disagree a little, 4 = neither agree nor disagree, 5 = agree a little, 6 = agree, 7 = strongly agree.

**Table 3. Student-staff Relationships**

	N	Mean	SD	Min	Max
<b>Student-staff Relationships (Construct)</b>					
Promise	16	6.77	0.40	6.00	7.00
Beyond ENE School Means	5	6.57	0.18	6.33	6.77
<b>Staff members at this school are kind, caring, and respectful towards students.</b>					
Promise	16	6.81	0.40	6.00	7.00
Beyond ENE School Means	5	6.46	0.27	6.15	6.81
<b>Staff members at this school talk to students about the future.</b>					
Promise	16	6.81	0.40	6.00	7.00
Beyond ENE School Means	5	6.67	0.16	6.46	6.82
<b>Staff members at this school check in with students about their lives outside school.</b>					
Promise	16	6.69	0.48	6.00	7.00
Beyond ENE School Means	5	6.59	0.24	6.36	6.94

**Notes:** Items asked of all school staff. Responses fall on the following scale: 1 = strongly disagree, 2 = disagree, 3 = disagree a little, 4 = neither agree nor disagree, 5 = agree a little, 6 = agree, 7 = strongly agree.

**Table 4. Additional Items Related to School Climate**

	N	Mean	SD	Min	Max
<b>Staff members in this school trust the school administration.*</b>					
Promise	15	6.73	0.46	6.00	7.00
Beyond ENE School Means	5	6.11	0.75	5.00	6.73
<b>Staff members in this school trust each other.</b>					
Promise	16	6.38	0.72	5.00	7.00
Beyond ENE School Means	5	6.05	0.31	5.74	6.38
<b>I am happy to work at this school.</b>					
Promise	16	6.81	0.40	6.00	7.00
Beyond ENE School Means	5	6.56	0.34	6.19	6.94

**Notes:** Items asked of all staff, except for item followed by an asterisk(\*). This item was asked of all staff other than school leaders. Responses fall on the following scale: 1 = strongly disagree, 2 = disagree, 3 = disagree a little, 4 = neither agree nor disagree, 5 = agree a little, 6 = agree, 7 = strongly agree.

**Table 5. Instructional Vision**

	N	Mean	SD	Min	Max
<b>Instructional Vision (Construct)</b>					
Promise	7	6.64	0.48	6.00	7.00
Beyond ENE School Means	5	5.60	0.78	4.57	6.64
<b>My school's instructional leadership team has articulated a clear instructional vision.</b>					
Promise	7	6.71	0.49	6.00	7.00
Beyond ENE School Means	5	5.83	0.75	4.86	6.71
<b>The instructional vision helps me understand what high quality instruction in the classroom should look like.</b>					
Promise	7	6.71	0.49	6.00	7.00
Beyond ENE School Means	5	5.60	0.78	4.57	6.71
<b>The instructional vision is specific enough to guide my day-to-day instruction.</b>					
Promise	7	6.57	0.54	6.00	7.00
Beyond ENE School Means	5	5.40	0.80	4.40	6.60
<b>I know what skills I need to develop to enact this vision of high-quality instruction in my classroom.</b>					
Promise	7	6.57	0.54	6.00	7.00
Beyond ENE School Means	5	5.56	0.83	4.43	6.57

**Notes:** Items asked of all teachers. Responses fall on the following scale: 1 = strongly disagree, 2 = disagree, 3 = disagree a little, 4 = neither agree nor disagree, 5 = agree a little, 6 = agree, 7 = strongly agree.

**Table 6. Schoolwide Competency-based Instructional Systems**

	N	Mean	SD	Min	Max
<b>Schoolwide Competency-based Instructional Systems (Construct)</b>					
Promise	7	6.29	0.80	5.00	7.00
Beyond ENE School Means	5	5.69	0.36	5.36	6.29
<b>At this school, we have clearly articulated the skills or competencies that students are expected to master by the end of high school.</b>					
Promise	7	6.43	0.79	5.00	7.00
Beyond ENE School Means	5	6.15	0.45	5.67	6.57
<b>At this school, staff use common language to talk about competencies across classrooms.</b>					
Promise	7	6.29	0.76	5.00	7.00
Beyond ENE School Means	5	5.95	0.28	5.67	6.29
<b>At this school, we have a rubric for each competency that clearly defines different levels of mastery.</b>					
Promise	7	6.43	0.79	5.00	7.00
Beyond ENE School Means	5	5.67	0.59	4.83	6.43
<b>The competency rubrics are a useful tool for helping me understand my students' growth.</b>					
Promise	7	6.29	1.25	4.00	7.00
Beyond ENE School Means	5	5.49	0.51	5.00	6.29
<b>For the competencies that I teach most often, my school has agreed-upon examples of student work that meet expectations.</b>					
Promise	7	5.71	1.60	3.00	7.00
Beyond ENE School Means	5	5.02	0.59	4.14	5.71
<b>Instruction at this school is organized around student mastery of these competencies.</b>					
Promise	7	6.57	0.54	6.00	7.00
Beyond ENE School Means	5	5.88	0.42	5.50	6.57

**Notes:** Items asked of all teachers. Responses fall on the following scale: 1 = strongly disagree, 2 = disagree, 3 = disagree a little, 4 = neither agree nor disagree, 5 = agree a little, 6 = agree, 7 = strongly agree.

**Table 7. Student Understanding of Competencies**

	N	Mean	SD	Min	Max
<b>Student Understanding of Competencies (Construct)</b>					
Promise	7	5.81	0.86	4.67	7.00
Beyond ENE School Means	5	5.04	0.77	4.00	5.81
<b>Students know what competencies they are expected to master.</b>					
Promise	7	5.86	1.07	4.00	7.00
Beyond ENE School Means	5	5.29	0.74	4.17	6.00
<b>Students can define the competencies in their own language.</b>					
Promise	7	5.57	0.98	4.00	7.00
Beyond ENE School Means	5	4.87	0.67	4.17	5.57
<b>Students understand what they must do to master these competencies.</b>					
Promise	7	6.00	0.82	5.00	7.00
Beyond ENE School Means	5	4.96	0.93	3.67	6.00

**Notes:** Items asked of all teachers. Responses fall on the following scale: 1 = strongly disagree, 2 = disagree, 3 = disagree a little, 4 = neither agree nor disagree, 5 = agree a little, 6 = agree, 7 = strongly agree.

**Table 8. Additional Item Related to Instructional Systems**

	N	Mean	SD	Min	Max
<b>I have time for lesson planning built into my schedule.</b>					
Promise	7	4.86	1.77	2.00	7.00
Beyond ENE School Means	5	5.44	0.55	4.86	6.14

**Notes:** Items asked of all teachers. Responses fall on the following scale: 1 = strongly disagree, 2 = disagree, 3 = disagree a little, 4 = neither agree nor disagree, 5 = agree a little, 6 = agree, 7 = strongly agree.

**Table 9. Instructional Support**

	N	Mean	SD	Min	Max
<b>Instructional Support (Construct)</b>					
Promise	7	3.51	1.82	1.60	6.00
Beyond ENE School Means	5	3.24	0.34	2.97	3.69
<b>This school year, how often have you analyzed student work to clarify expectations for student performance with someone on your school's instructional leadership team?</b>					
Promise	7	3.29	1.98	1.00	6.00
Beyond ENE School Means	5	3.13	0.45	2.80	3.86
<b>This school year, how often has someone on your school's instructional leadership team reviewed examples of your students' work with you to help you determine your next steps for instruction?</b>					
Promise	7	3.57	1.81	2.00	6.00
Beyond ENE School Means	5	3.15	0.52	2.47	3.71
<b>This school year, how often has someone on your school's instructional leadership team provided feedback on your lesson plans based on a review of your students' work?</b>					
Promise	7	3.57	1.90	1.00	6.00
Beyond ENE School Means	5	3.07	0.35	2.67	3.57
<b>This school year, how often did you review a lesson to identify the critical elements for student learning with someone on your school's instructional leadership team?</b>					
Promise	7	3.43	1.81	2.00	6.00
Beyond ENE School Means	5	3.36	0.43	2.86	3.86
<b>This school year, how often have you practiced strategies for instruction with someone from your school's instructional team?</b>					
Promise	7	3.71	1.70	2.00	6.00
Beyond ENE School Means	5	3.47	0.47	2.83	4.00

**Notes:** Items asked of all teachers. Responses fall on the following scale: 1 = never, 2 = once or twice this year, 3 = a few times this year, 4 = monthly or almost monthly, 5 = two or three times a month, 6 = once a week or more.

**Table 10. Coaching Frequency**

	N	Mean	SD	Min	Max
<b>How often has someone provided you with clear feedback aligned to the school's instructional vision?</b>					
Promise	7	4.86	1.46	2.00	6.00
Beyond ENE School Means	5	3.97	0.72	3.29	4.86
<b>How often has someone observed your classroom?</b>					
Promise	7	4.43	1.62	2.00	6.00
Beyond ENE School Means	5	4.04	0.41	3.33	4.43
<b>How often has someone met with you to provide feedback on your teaching based on observing your classroom?</b>					
Promise	7	4.29	1.50	2.00	6.00
Beyond ENE School Means	5	3.59	0.64	3.07	4.29

**Notes:** Items asked of all teachers. In these items, teachers reported how often someone on their school's instructional leadership team had done each of the following during this year. Responses fall on the following scale: 1 = never, 2 = once or twice this year, 3 = a few times this year, 4 = monthly or almost monthly, 5 = two or three times a month, 6 = once a week or more.

**Table 11. Coaching Feedback**

	N	Mean	SD	Min	Max
<b>The observation feedback I receive identifies specific ways I can improve my teaching practice.</b>					
Promise	7	6.29	0.76	5.00	7.00
Beyond ENE School Means	5	5.69	0.67	4.83	6.29

**Notes:** Item asked of teachers who receive feedback on their teaching from someone on their school's instructional leadership team based on a classroom observation. Responses fall on the following scale: 1 = strongly disagree, 2 = disagree, 3 = disagree a little, 4 = neither agree nor disagree, 5 = agree a little, 6 = agree, 7 = strongly agree.

**Table 12. Competency-based Instructional Approaches**

	N	Mean	SD	Min	Max
<b>How often did you provide opportunities for students to revise their work to demonstrate mastery?</b>					
Promise	7	4.57	0.79	3.00	5.00
Beyond ENE School Means	5	4.57	0.26	4.17	4.86
<b>How often did you use rubrics to assess student work?</b>					
Promise	7	4.43	1.13	2.00	5.00
Beyond ENE School Means	5	4.07	0.30	4.00	4.70
<b>How often did you provide your students with a rubric to help make assignment expectations clear?</b>					
Promise	7	4.57	0.79	3.00	5.00
Beyond ENE School Means	5	4.23	0.37	3.71	4.57
<b>How often did you provide your students with student work exemplars to make assignment expectations clear?</b>					
Promise	7	3.86	0.90	2.00	5.00
Beyond ENE School Means	5	4.07	0.52	3.29	4.60
<b>How often did you provide your students with feedback to improve their work?</b>					
Promise	7	4.43	0.79	3.00	5.00
Beyond ENE School Means	5	4.47	0.36	4.00	4.93
<b>How often did you use examples of student work to norm/calibrate your grading?</b>					
Promise	7	4.29	0.76	3.00	5.00
Beyond ENE School Means	5	3.75	0.76	2.83	4.33

**Notes:** Items asked of all teachers. Responses fall on the following scale: 1 = never, 2 = seldom, 3 = sometimes, 4 = often, 5 = always.



**Table 13. Academic Rigor**

	N	Mean	SD	Min	Max
<b>Academic Rigor (Construct)</b>					
Promise	7	4.26	0.75	3.20	5.00
Beyond ENE School Means	5	4.04	0.37	3.50	4.43
<b>Most assignments focus on a question that lacks an obvious answer.</b>					
Promise	7	3.71	1.11	2.00	5.00
Beyond ENE School Means	5	3.43	0.55	2.67	4.00
<b>Most assignments require students to do more than simply memorize things or look up facts or formulas.</b>					
Promise	7	4.71	0.49	4.00	5.00
Beyond ENE School Means	5	4.35	0.29	4.00	4.71
<b>Major assignments require multiple drafts so students can strengthen their argument.</b>					
Promise	7	4.14	1.57	1.00	5.00
Beyond ENE School Means	5	3.99	0.31	3.67	4.43
<b>Major assignments require multiple drafts so students can make their final product clearer.</b>					
Promise	7	4.14	1.22	2.00	5.00
Beyond ENE School Means	5	4.22	0.43	3.67	4.86
<b>Major assignments challenge students to do their very best work.</b>					
Promise	7	4.57	0.79	3.00	5.00
Beyond ENE School Means	5	4.23	0.46	3.50	4.57

**Notes:** Items asked of all teachers. In these items, teachers reported how many of their classes the following statements were true for. Responses fall on the following scale: 1 = none, 2 = a few, 3 = about half, 4 = most, 5 = all.

**Table 14. Additional Items Related to Academic Rigor and Purpose**

	N	Mean	SD	Min	Max
<b>Most assignments include real-world problems or scenarios.</b>					
Promise	7	4.00	1.00	3.00	5.00
Beyond ENE School Means	5	3.84	0.49	3.00	4.29
<b>Most assignments include diverse perspectives.</b>					
Promise	7	4.14	0.69	3.00	5.00
Beyond ENE School Means	5	3.89	0.46	3.17	4.29

**Notes:** Items asked of all teachers. In these items, teachers reported how many of their classes the following statements were true for. Responses fall on the following scale: 1 = none, 2 = a few, 3 = about half, 4 = most, 5 = all.

**Table 15. Authenticity**

	N	Mean	SD	Min	Max
<b>Create authentic products that could be used outside the classroom.</b>					
Promise	7	3.00	1.16	1.00	4.00
Beyond ENE School Means	5	2.26	0.59	1.43	3.00
<b>Present their work to an audience that includes experts and community members</b>					
Promise	7	1.29	1.11	0.00	3.00
Beyond ENE School Means	5	1.42	0.43	1.00	2.14

**Notes:** Items asked of all teachers. In these items, teachers reported how many times they have asked their students to do the following activities in their classes this school year. Responses fall on the following scale: 0 = never, 1 = once, 2 = twice, 3 = three times, 4 = four or more times.

**Table 16. Teacher Self-efficacy**

	N	Mean	SD	Min	Max
<b>I use the same standards as my colleagues in assessing student work.</b>					
Promise	7	5.71	0.76	5.00	7.00
Beyond ENE School Means	5	5.18	0.73	4.14	6.00
<b>I can facilitate meaningful student-to-student discourse in the classroom.</b>					
Promise	7	6.43	0.54	6.00	7.00
Beyond ENE School Means	5	5.78	0.52	5.00	6.43
<b>I can identify common gaps in student understanding from examining work from multiple students.</b>					
Promise	7	6.57	0.79	5.00	7.00
Beyond ENE School Means	5	6.27	0.32	5.83	6.57
<b>I know how to modify lessons to meet the specific needs of my students.</b>					
Promise	7	6.86	0.38	6.00	7.00
Beyond ENE School Means	5	6.44	0.32	6.17	6.86

**Notes:** Items asked of all teachers. Responses fall on the following scale: 1 = strongly disagree, 2 = disagree, 3 = disagree a little, 4 = neither agree nor disagree, 5 = agree a little, 6 = agree, 7 = strongly agree.