Report prepared for: Sample Report

Project: Sample Report

March 27, 2021

EDUCATION VITAL SIGNS
International Edition

sixseconds
THE EMOTIONAL INTELLIGENCE NETWORK

Introduction

Background

The Education Vital Signs (EVS) is a statistically validated, normed assessment of school climate that quickly identifies areas both supporting and interfering with school success. The school/district climate influences critical constituent behaviors such as communication, problem-solving, and accountability – factors that affect students/parents/employees ability to work effectively.

Value

EVS is intended to create a snapshot of the current school climate – an overview of the community members' relationship with the organization. The climate is the context in which faculty work each day, in which students learn, and in which parents interact; our research shows that the climate based on these perceptions of "connectedness" strongly influences learning, involvement, safety, and thriving.

The most value of the EVS process comes from an engaging dialogue about the survey results; we see these statistics as questions – not answers. In discussing these questions, you will build alignment and clarify your next steps to meet your mission even more effectively.

At a Glance

Scope

The "Education Vital Signs" (or "EVS") survey was conducted in March 2021, with input from 35 of the school community.
Categories considered:
What is your role in the school?
22 Student
4 Parent
5 Teacher
4 Admin
What level are you in?
13 NOT A STUDENT
7 3rd Grade
8 4th Grade
7 5th Grade

School climate is like the "typical weather" in a region – is it a stormy environment? A balmy calm place? Somewhere in between?

Engagement index: 87

This index is a benchmark for the school's climate overall,

an indicator of the vitality of the learning environment.

50% is the average score on this index.

Engagement

A more positive climate is linked to more engaged, committed, strong community.This chart shows what percentage of respondents are:

Engaged = Fully involved, connected, and committed.

Neutral = Meeting requirements, following, passive.

Disengaged = Isolated, disconnected, pessimistic, or moving away.

On average in the EVS database, around 25% of school community members land in the "Engaged" category – 50% in "Neutral" and 25% in "Disengaged." Higher scores in "Engaged" represent an important strength for community leadership.
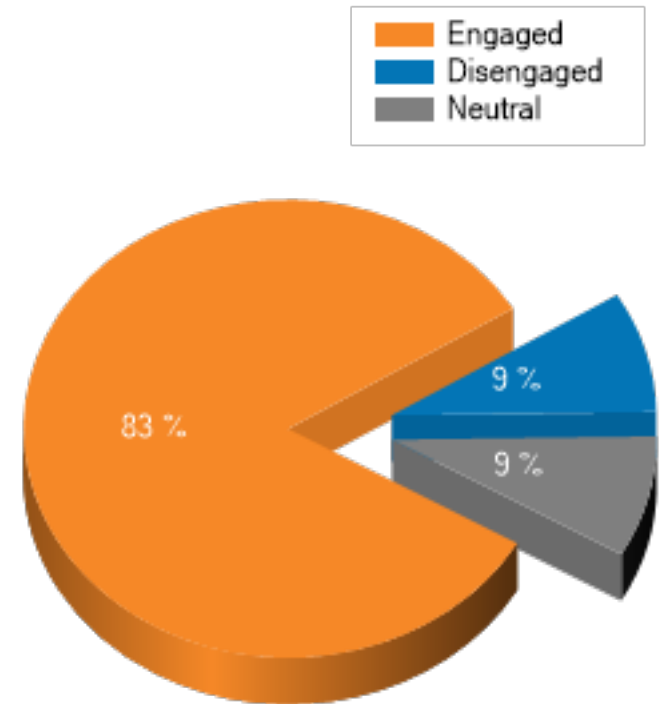
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The Education Vital Signs Model

How is the "weather" in your school? Are people constantly on the lookout for dangerous storms of destructive tension? Or are they looking forward to coming to school each day?

School Climate is an indicator of the collective feelings, relationships, and reactions in the learning environment. A positive culture drives engagement, unlocks collaboration, and fuels learning.

The Education Vital Signs (EVS) Model defines school climate in the five factors shown in blue to the right. A healthy climate will also be balanced on the two axes of the model shown in black: Individual and group. Vision and action.

VISION

Commitment

Growth

PEOPLE

Trust

SCHOOL

Connection

Accountability

ACTION
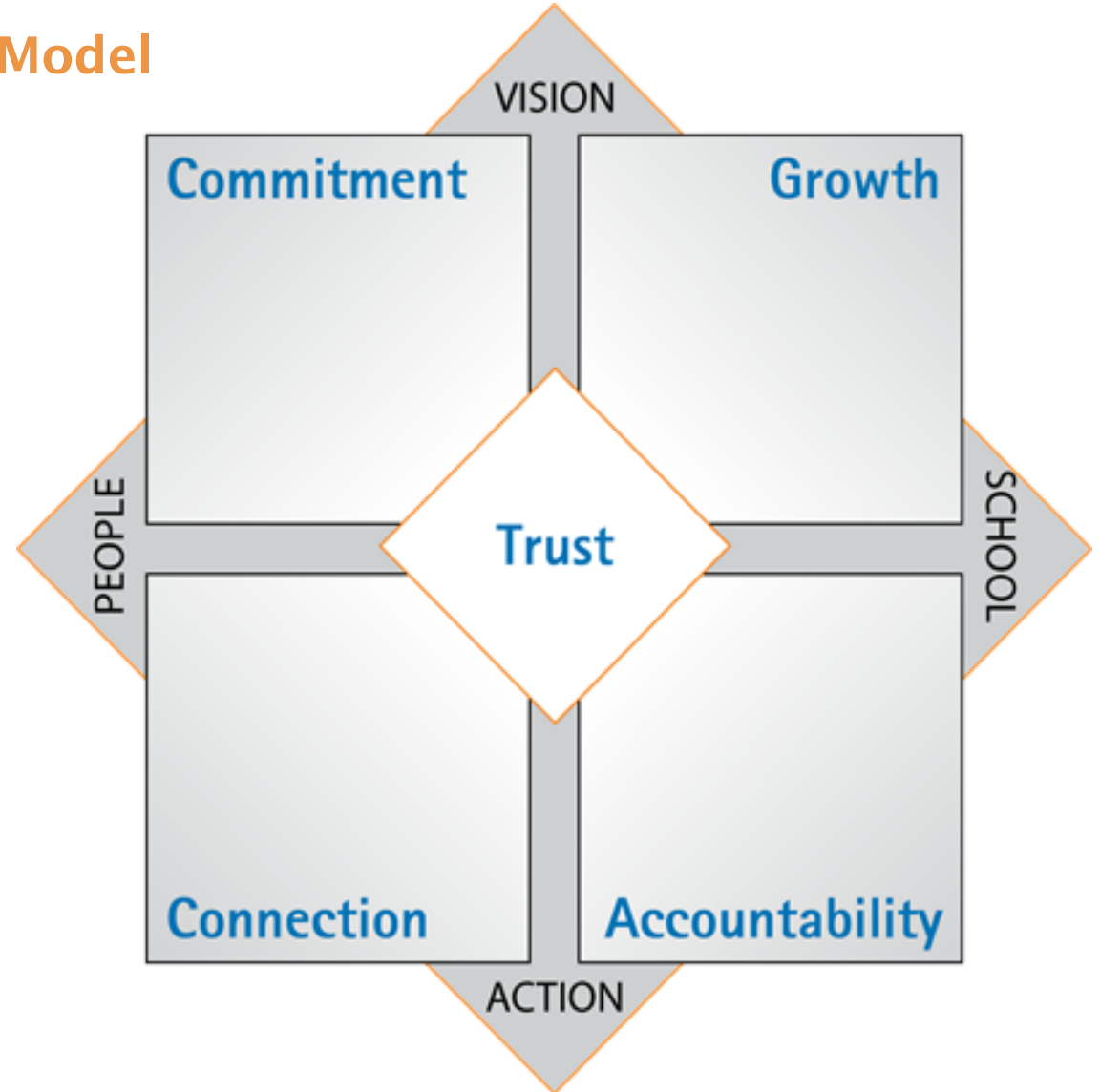
The Vital Signs Factors

EVS measures these five elements of school climate:

Climate Factor	Definition
Trust	Is there a firm belief in a foundation of security and safety here? Do people in this community believe that the school has their best interests at heart?
Accountability	To what extent do people see others as following agreements and behaving respectfully? Do people consider the costs and benefits of decisions for student success?
Commitment	Do people feel personally involved in what is happening in the school? Are people engaged in doing meaningful work? Are effort towards mastery promoted?
Connection	Do people feel that they belong in this school? Do people enjoy being part of this community? Is diversity encouraged?
Growth	Do people feel supported in handling their concerns? Does the school guide people in navigating change? Are people celebrated for their imagination and energy?

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Climate Snapshot

This graph shows the overall scores on the climate. Based on the EVS normative sample, the average score of all schools is 100; scores in the grey zones represent lower or upper 25%.
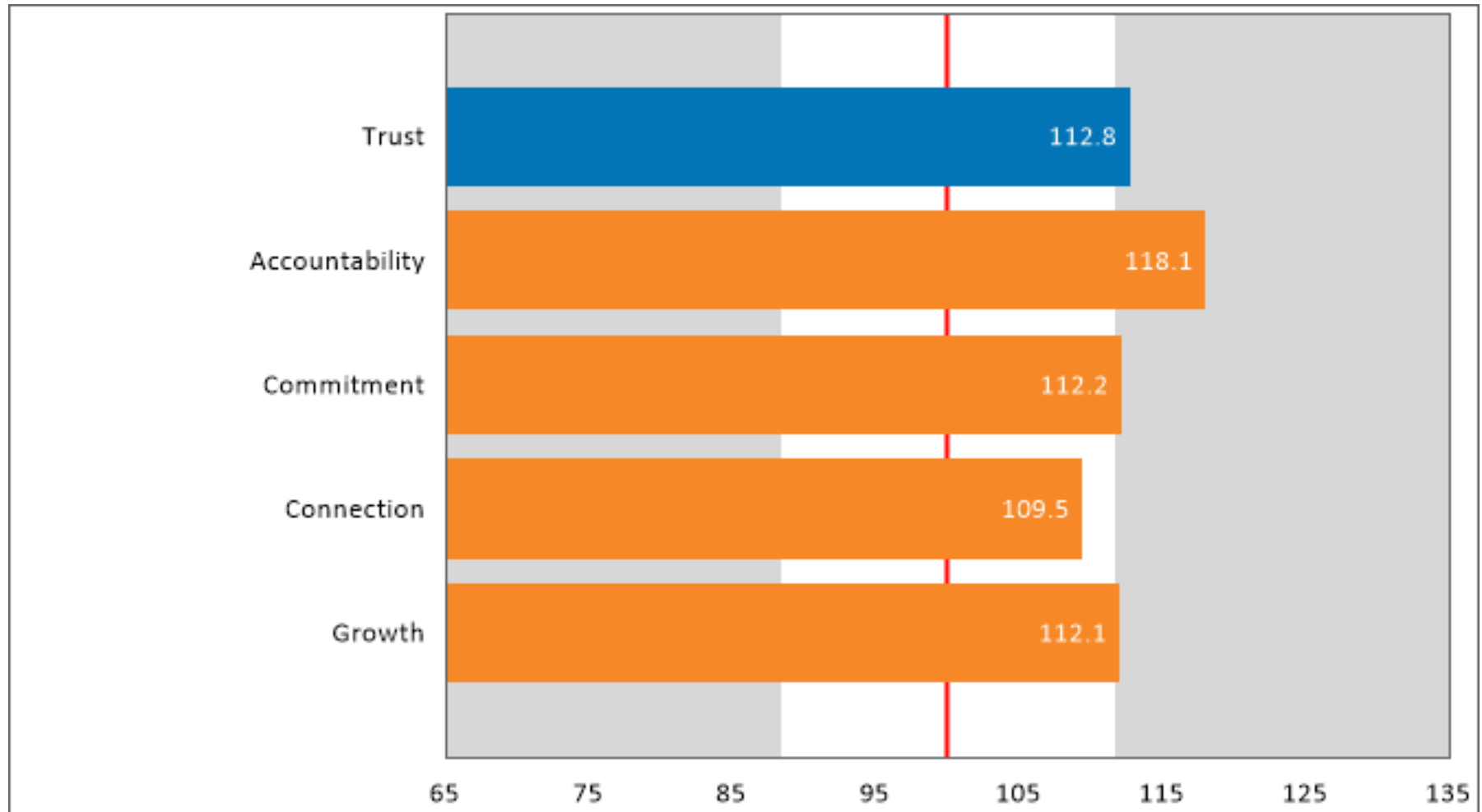
Snapshot Data

This table shows the numerical scores from the previous graph.

The final column, Standard Deviation is a measure of the coherence of the scores; lower SD scores indicate responses are closer together. Higher SD means people are further apart. The average SD on EVS is 15; highly aligned groups have an SD of under 12; SD scores over 18 represent inconsistency among respondents.

Climate Factor	Average Score	Standard Deviation
Trust	112.8	12.7
Accountability	118.1	14.3
Commitment	112.2	11.9
Connection	109.5	4.8
Growth	112.1	10.9

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Outcomes Model

EVS measures four outcomes aligned to the key elements of school climate:
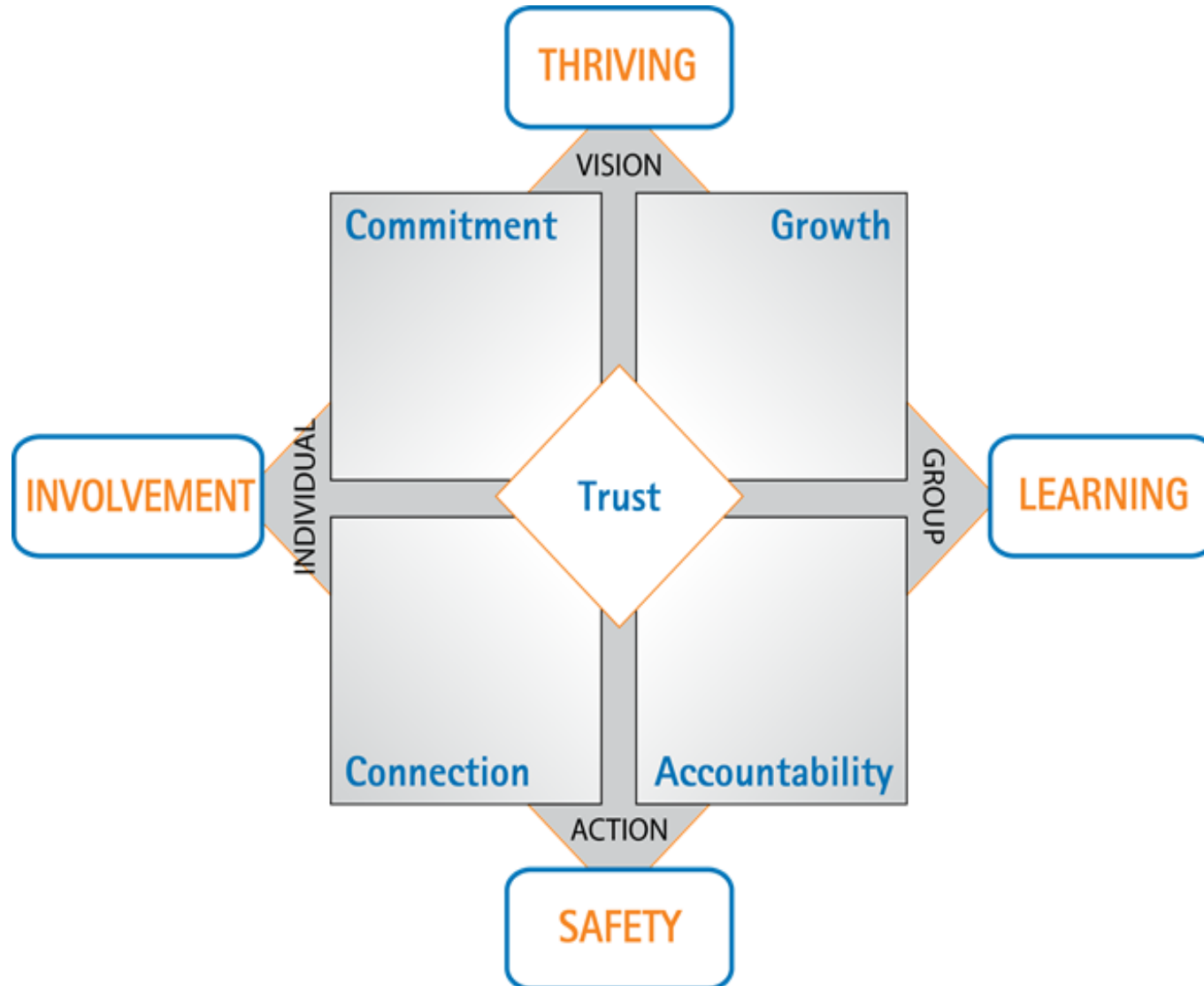
Outcomes

There are many critical indicators for school success; EVS measures four:

Outcome	Definition
Involvement	Participation in the school community
Learning	Students' academic growth
Safety	Physical and emotional wellbeing
Thriving	Long-term viability of the culture

Our research shows that climate scores predict these outcome scores significantly.

In other words: Improving the climate is likely to offer significant benefits to your school's ability to meet your mission now and into the future.

Outcomes Scores

This graph shows overall scores on the four outcomes. . Based on the EVS normative sample, the average score of all schools is 100; scores in the grey zones represent lower or upper 25%.

To improve or leverage these outcomes, improve organizational climate.

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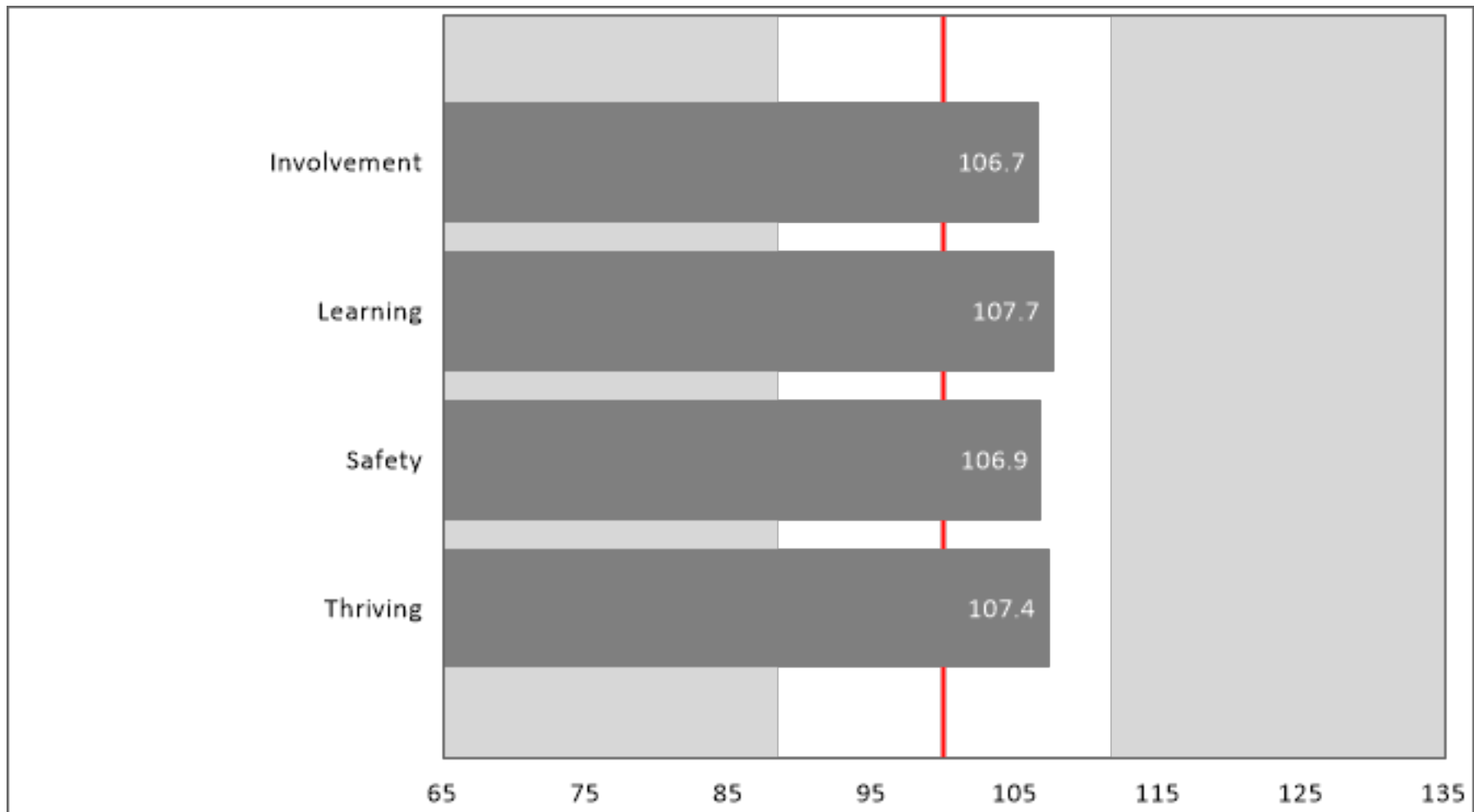
Outcomes Data

This table shows the numerical scores from the previous graph.

The final column, Standard Deviation is a measure of the coherence of the scores; lower SD scores indicate responses are closer together. Higher SD means people are further apart. The average SD on EVS is 15; highly aligned groups have an SD of under 12; SD scores over 18 represent inconsistency among respondents.

Outcome Factor	Average Score	Standard Deviation
Involvement	106.7	4.9
Learning	107.7	7.4
Safety	106.9	15.8
Thriving	107.4	5.3

Combined Snapshot

This chart shows the climate and outcome scores at a glance. See previous pages for definitions. The average score of all schools is 100.

Category	Score
Trust	112.8
Accountability	118.1
Commitment	112.2
Connection	109.5
Growth	112.1
Involvement	106.7
Learning	107.7
Safety	106.9
Thriving	107.4
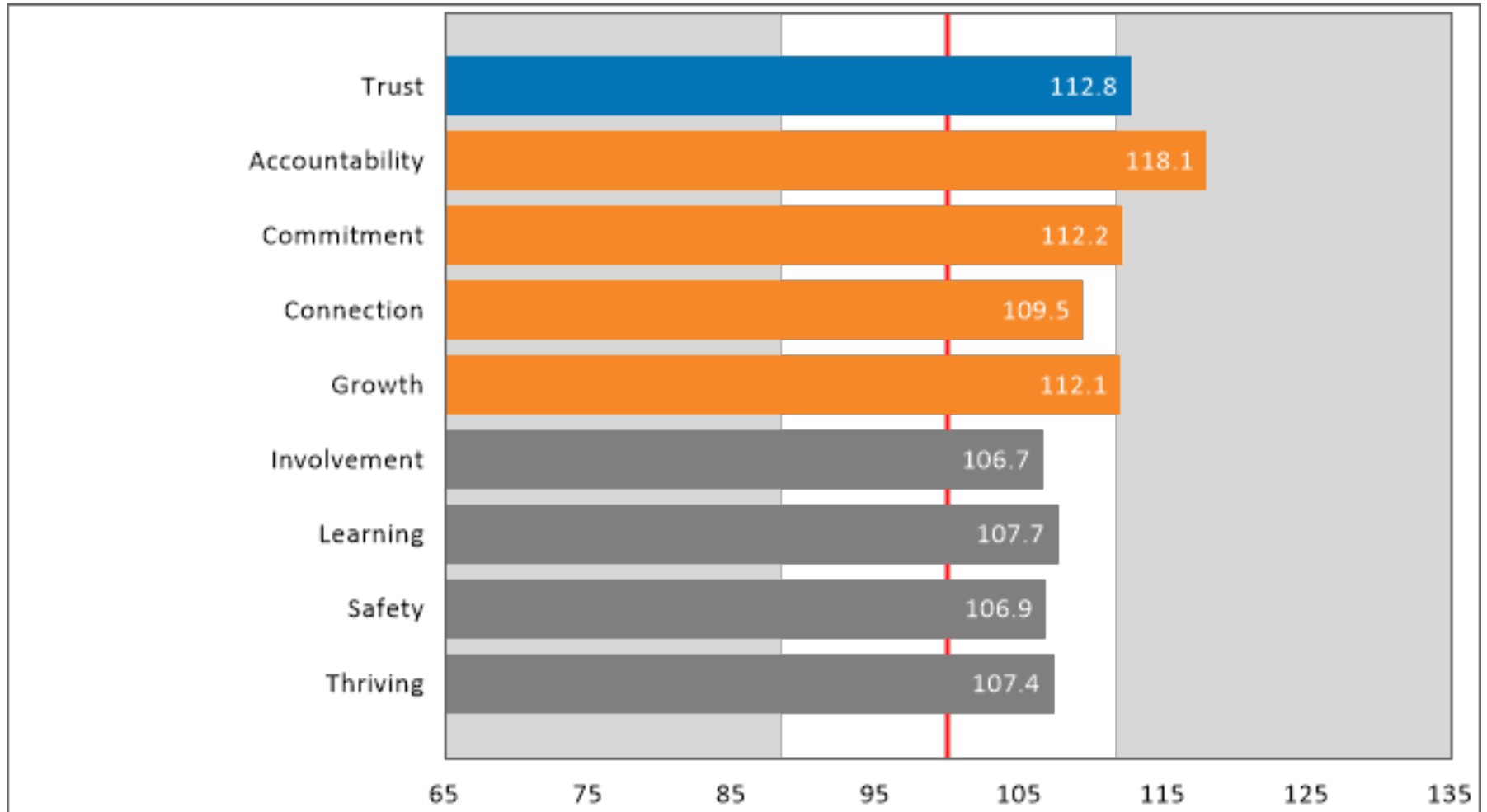
Critical Questions

This graph shows the three questions with the highest and lowest ratings. It may help clarify specific strengths and challenges.

Question	Rating
When adults are not around, students behave	120.4
People here do as they say	120
People here are considerate when solving conflicts	116.3
If students want to, they can try something new	102.6
People here welcome others even if they are different	100.4
People here focus on student success	99.8
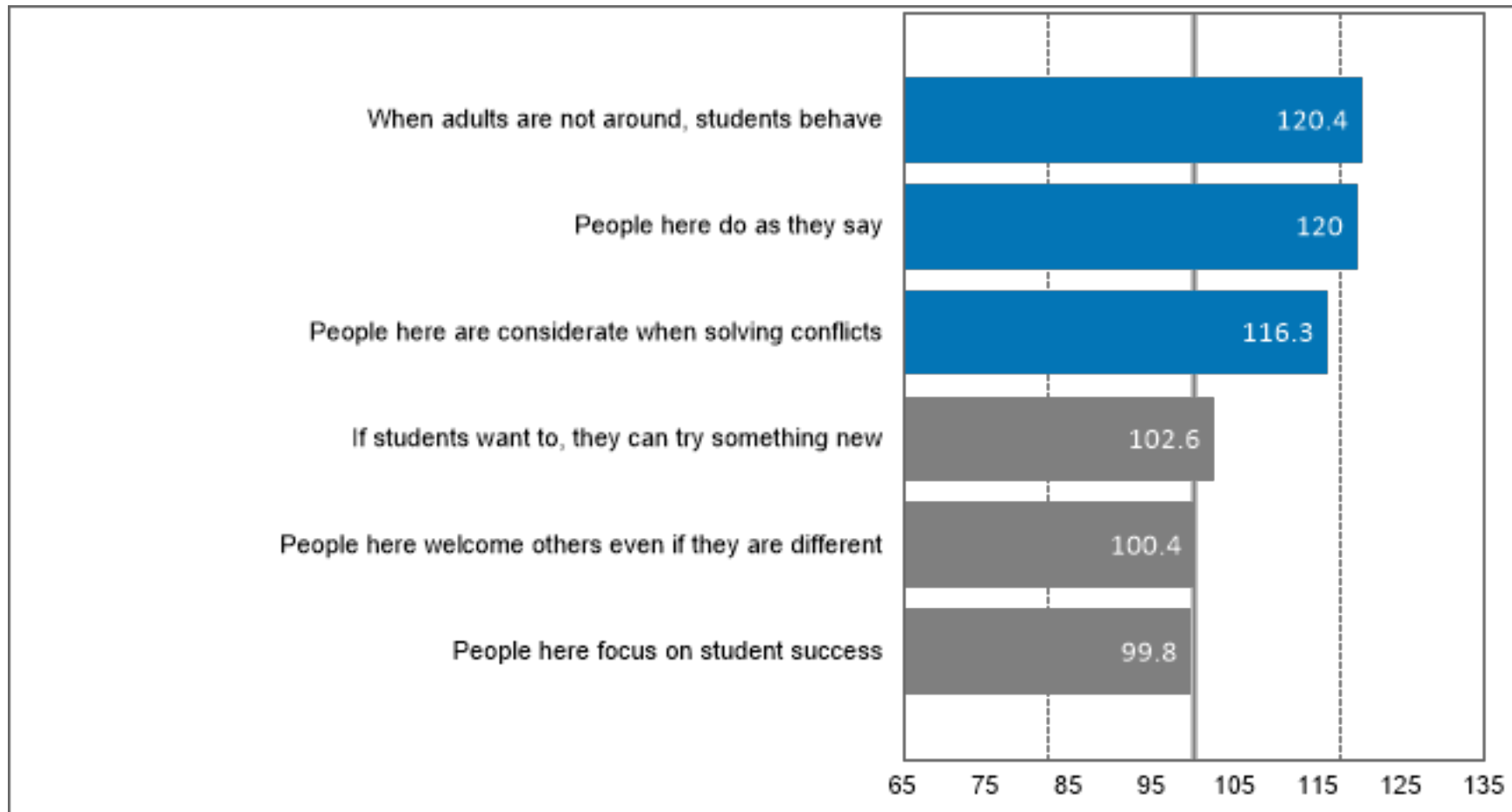
Critical Questions Reflection

Low Scores

- What is "underneath" these concerns – the behavior, policy, fear, or doubt that makes this concern come up?
- Assuming these are real issues: How are these affecting the students? Teachers? Parents? Admins?
- To what degree do the school's leaders take ownership and responsibility for these concerns? What about other stakeholders (students, parents, etc)?
- Are you seeing these issues "showing up" in classes, on the playground, parking lot, staffroom?
- Imagine these items were dramatically improved – what would happen? What would that take?

High Scores

- Are these strengths?
- How are these strengths appearing in the school now?
- How can these strengths come into play more, and more often? In more places?
- Is there a relationship between any of these strengths and any of the challenges above?
- How can these strengths be used to address the challenges?
- How can these strengths be celebrated and recognized to add positive energy to the school community?

Comparisons

Based on the customization of the EVS survey, data was collected to allow comparisons between different constituencies of the total group.

These graphs show how people in different categories responded to the survey. *They are depicted as line graphs for visual clarity.*

- Higher scores indicate a perceived strength that should be leveraged

- Gaps may indicate a need for communication.

- Low scores may indicate a need for training/development.

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EVS by: What is your role in the school?
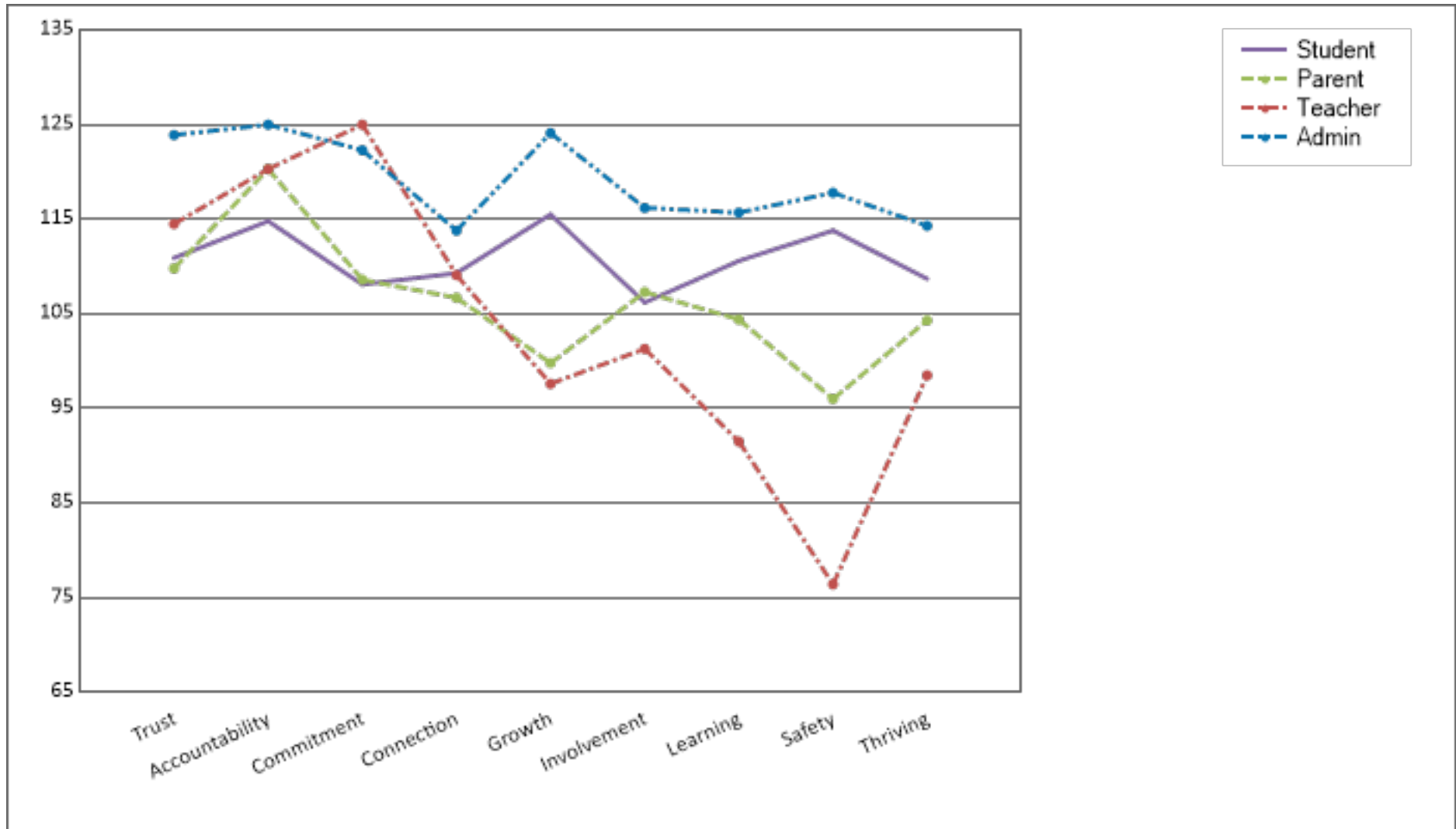
EVS Data by: What is your role in the school?

Role	Trust	Accountability	Commitment	Connection	Growth	Involvement	Learning	Safety	Thriving
Student	110.9	114.8	108.1	109.3	115.5	106.2	110.6	113.8	108.7
Parent	109.8	120.3	108.6	106.7	99.8	107.3	104.4	96.0	104.3
Teacher	114.5	120.3	125.0	109.1	97.6	101.3	91.5	76.4	98.5
Admin	123.9	125.0	122.3	113.8	124.1	116.2	115.7	117.8	114.3

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EVS by: What level are you in?

EVS Data by: What level are you in?

Level	Trust	Accountability	Commitment	Connection	Growth	Involvement	Learning	Safety	Thriving
NOT A STUDENT	115.9	123.5	119.1	109.8	106.5	107.7	102.9	95.2	105.1
3rd Grade	117.9	121.8	115.6	112.5	118.4	105.5	110.9	117.0	107.5
4th Grade	105.7	109.9	101.8	107.3	114.2	105.8	110.9	114.4	108.6
5th Grade	109.8	113.6	107.8	108.4	114.0	107.3	110.0	110.0	110.0

Comparisons Reflection

Where a difference exists, remember that "reality" is probably somewhere in between the different perceptions, like the old story of the blind men and the elephant. Just for example, if students see "Belonging" at a 3.3 but teachers see it as a 4.5, who is right? Both… neither… they are seeing the same "elephant" from different perspectives. The gap means there is an opportunity for learning.

What's driving these differences of view?

Would it help if these groups (e.g., teachers, students, parents) had a more consistent perspective?
To what degree are the school's leaders and teachers open to the student's perspective? To the parents'?
Is this a house divided, or are these groups willing to come together?

Higher Scores

- Are these strengths? How can those be utilized more effectively?

- What are the benefits of these strengths? What capability does this impart to the school?

Lower Scores

- Are these vulnerabilities? What is the risk of this continuing or even getting lower?

- Is it important to address this? Who will take responsibility for making a difference in this area? How?

Responses by Item (page 1)

# Item	Overall Avg	ST Dev
1. People here do as they say	120.0	11.4
2. Students get useful feedback	109.1	15.0
3. People feel included here	106.8	5.9
4. Parents and teachers are on the same team	107.4	10.1
5. People here are considerate when solving conflicts	116.3	8.5
6. All teachers here care about me	112.7	11.8
7. People take part in school activities	108.1	8.6
8. When adults are not around, students behave	120.4	8.5
9. If a student feels stuck, teachers encourage creativity	103.1	13.4
10. We follow clear rules about communication	111.3	18.8

Normed scores; 100 is the average, SD=15

Responses by Item (page 2)

| # Item	Overall Avg	ST Dev
11. Leaders here are sincere	109.7	11.6
12. People talk about feelings in a helpful way	109.3	18.6
13. Every student has someone they can talk to	107.9	10.9
14. People here are reliable	115.2	17.6
15. If students want to, they can try something new	102.6	13.3
16. People here are encouraged to use their strengths	105.0	7.7
17. People here feel their work is meaningful	107.4	13.7
18. People here focus on student success	99.8	19.3
19. People here love being together	114.9	7.1
20. People here welcome others even if they are different	100.4	5.8
21. Students are recognized for their successes	111.9	5.5

Normed scores; 100 is the average, SD=15

Responses by Item (page 3)

# Item	Overall Avg	ST Dev
A. I feel safe at school	103.9	11.4
B. Students really learn here	105.2	8.4
C. People love coming to this school	104.4	11.8
D. We have great teachers here	98.7	18.4
E. People here are responsible	104.8	4.6
F. Fighting is not a problem at our school	111.1	14.6
G. If I can, I will come back next year	107.0	6.2
H. I speak positively about my school to others	102.9	13.1
I. This is one of the best schools around	99.1	4.7
J. This school helps students reach their full potential	115.3	0.0
K. Bullying is not a problem in our school	101.1	14.1
L. This school is making the world a better place	116.5	0.0

Normed scores; 100 is the average, SD=15

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Custom Questions

This graph shows average scores rated from 1 – 5.
1=strongly disagree… 2=disagree… 3=neutral… 4=agree… 5=strongly agree
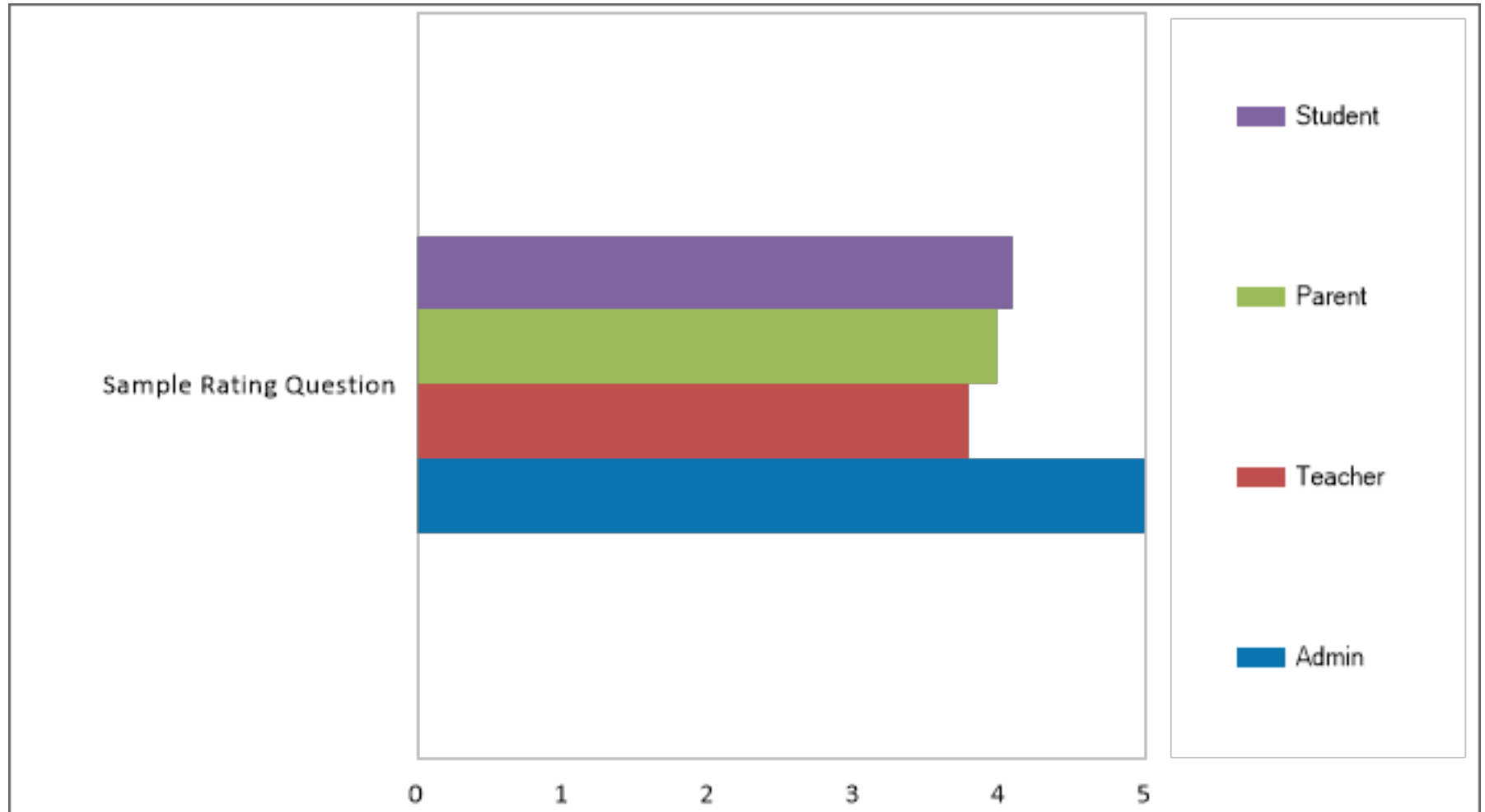
Custom Questions

This Table shows average scores rated from 1 – 5.
1=strongly disagree... 2=disagree... 3=neutral... 4=agree... 5=strongly agree...

By Role	Student	Parent	Teacher	Admin	
Sample Rating Question	4.1	4.0	3.8	5.0	

Conclusions

The five drivers in the Education Vital Signs model are powerful. Research and experience shows us these areas make a significant difference in the school's effectiveness – and to the people who come to learn and work there each day.

The current scores are not permanent. While it is daunting to change climate for an entire school, the tools are straightforward. Listening. Leadership. Emotional intelligence.

Don't forget your strengths. Often receiving this kind of feedback, people will focus on the criticisms or lowest scores. But focusing on strengths usually produces more and faster results. What is one of your strengths revealed in the feedback? How can you leverage it?

Thank you for your interest in Education Vital Signs and your commitment to create a school where people can be and do their best.

- The Six Seconds Team

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The Vital Signs Toolkit

LVS-s   Leadership Vital Signs Self: Self-evaluation on leadership and the insight into the drivers of people-performance.

LVS   Leadership Vital Signs: Identify opportunities and obstacles by comparing the individual's perceptions plus others' feedback.

TVS   Team Vital Signs: Identify opportunities and obstacles for optimal group performance.

OVS   Organizational Vital Signs: Measure key indicators of organizational climate across the enterprise.

EVS   Education Vital Signs: Assess school climate to create a shared vision of a connected, supportive learning environment.

The Vital Signs toolkit is published by Six Seconds. Six Seconds is a nonprofit organization supporting people to create positive change – everywhere, all the time.

 www.6seconds.org