

# EVIDENT CHANGE

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## ESCUELA VERDE 2023-24 SURVEY RESULTS

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## Culture and Climate Report

### Introduction

Evident Change conducts biennial school culture and climate surveys. These surveys provide a platform to understand the experience and perspective of the school community (including students, parents, teachers, staff, school leadership and board members) to determine areas of improvement. The survey highlights strengths and opportunities for growth based on five elements that support school improvement.

### Survey Participation

Students, parents, staff, and school leaders were invited to participate in the survey (Table 1). Evident Change staff visited all schools to explain and proctor surveys to students in sixth through twelfth grades. Each school designated a survey coordinator to work with Evident Change staff to create a distribution schedule. Twice a week for three months, the school shared the survey link and/or QR code to families via text messages, newsletters, flyers, postcards, and emails. The school also set up a survey station equipped with Chromebooks for parents to participate in the survey onsite during parent-teacher conferences. Teachers, support staff, board members, and school leaders were invited to participate through email.

### Five Indicators of Improvement

The School Climate and Culture survey is loosely based on the 5Essentials framework created by the Consortium on School Research at the University of Chicago.<sup>1</sup> This survey measured school culture and climate by aligning multiple choice and open-ended questions with five indicators of school improvement.

- Supportive Environment
- Ambitious Instruction
- Collaborative Staff
- Effective Leadership
- Involved Families

Strong scores on the multiple-choice questions in these five areas lead to improved outcomes for all students, including improved attendance and larger test score gains. Research indicates that students enrolled in schools that are strong in at least three of these indicators were up to 10 times more likely to increase their math and reading scores than students in schools that are weak in three or more indicators.<sup>2</sup>

### Survey Results

The comprehensive scores (Table 2) are based on climate and culture questions organized by the five indicators of school improvement. Schools are considered in a strong position for school improvement if the school community has a positive sentiment score of 60 or higher in three or more indicators of success.

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<sup>1</sup> [5Essentials](#)

<sup>2</sup> [Supporting Schools](#)

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TABLE 1				
RESPONSE RATE				
STUDENTS	CERTIFIED STAFF	SUPPORT STAFF	LEADERSHIP	PARENTS
84.0%	62.0%	80.0%	31.0%	51.9%

TABLE 2						
POSITIVE SENTIMENT SCORE						
INDICATOR OF IMPROVEMENT	SURVEY					OVERALL
	Certified Staff	Supportive Staff	Leadership	Parents	Students	
Supportive Environment	100.0	50.0	N/A	91.4	85.9	<b>81.8</b>
Ambitious Instruction	82.8	N/A	N/A	N/A	91.0	<b>86.9</b>
Collaborative Staff	98.4	100.0	N/A	96.4	N/A	<b>98.3</b>
Effective Leadership	78.0	86.2	88.5	97.1	92.4	<b>88.4</b>
Involved Families	75.0	100.0	N/A	N/A	N/A	<b>87.5</b>
<b>Overall Rating</b>	<b>86.8</b>	<b>84.1</b>	<b>88.5</b>	<b>95.0</b>	<b>89.8</b>	<b>88.6</b>

Note: N/A indicates that the questions related to the listed indicator did not apply to the specific subgroup.

### Thematic Analysis

This report presents a thematic analysis of feedback collected from open-ended questions in the 2023-2024 Escuela Verde School Culture and Climate survey. The analysis focuses on key indicators of school improvement, identifying common themes that emerged from the responses. It aims to provide a comprehensive overview of the strengths, challenges, and areas for improvement within the school, based on the perspectives of various stakeholders. By examining these themes, the report seeks to inform efforts to enhance the overall school environment and support ongoing improvement initiatives.

## Culture and Climate Report

### Parent Survey: Themes Identified

#### Supportive Environment: School Community

##### Positive Aspects:

- Many parents expressed satisfaction with the supportive and caring nature of the school staff. The staff at Escuela Verde (EV) is praised for their patience, understanding, and dedication to student well-being.
- Students are thriving in a more individualized environment where they can be themselves, work on personal goals, and participate in group activities. Parents noted significant improvements in their children's academic performance and social relationships compared to previous public-school experiences.
- The school's efforts to involve parents in school activities and foster values of respect are highly appreciated. Parents also appreciate the school's focus on both academic and mental well-being.

##### Challenges:

- There is concern that the school is not adequately addressing the needs of its African American students, particularly regarding the lack of Black History Month observances and the scarcity of African American advisors. The school's focus appears to be primarily on its Latinx student body.
- Some parents are dissatisfied with the school lunches, with one parent reporting that their child often goes without eating due to limited options.

##### Recommendations:

- Increase diversity in staff by hiring more African American advisors and ensure that the school acknowledges Heritage Month Celebration to support its diverse student body.
- Improve the quality and variety of school lunches to ensure that all students have nutritious options that they will eat.

#### Supportive Environment: Quality of Facilities

##### Positive Aspects:

- The school's facilities are well-maintained and organized, creating a relaxing and artsy atmosphere that students and parents appreciate. The space is described as outstanding and functional.
- The school is praised for being organized and providing interesting workshops that help students become entrepreneurs and develop their skills.

##### Challenges:

- Parking is a significant issue, with limited spaces for visitors and staff, which has been highlighted as a challenge by multiple respondents.

##### Recommendations:

- Explore options to improve parking availability for visitors and staff to enhance convenience and safety.

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### Supportive Environment: School Safety

#### Positive Aspects:

- The school is recognized for being a safe environment, with students and staff respecting each other. Parents are satisfied with the security measures in place, noting that students are not allowed to leave without parental consent.
- The school's focus on mental well-being has positively impacted students, particularly those struggling with social anxiety.

#### Challenges:

- A concern was raised about a broken window at the school, which was reportedly shot out by gunfire in the area. This incident has raised concerns about external safety.

#### Recommendations:

- Strengthen security measures and ensure that any damage, such as broken windows, are promptly addressed to maintain a safe environment for students and staff.

### Collaborative Teachers: Parent-Teacher Partnership

#### Positive Aspects:

- The communication between parents and teachers is strong, with parents appreciating the regular updates and respectful interactions. The teachers are seen as supportive and understanding, both for students and parents.
- Some parents even noted that the advisors are so available that they worry about infringing on their time, indicating a high level of dedication from the staff.

#### Challenges:

- There were no significant negative comments about the parent-teacher partnership, indicating overall satisfaction.

#### Recommendations:

- Maintain the high level of communication and support between teachers and parents to continue fostering strong relationships.

### Effective Leadership: Parent-Leadership Partnership

#### Positive Aspects:

- Leadership at Escuela Verde is highly regarded, with comments praising the leadership team for being effective, supportive, and willing to listen to concerns.
- The leadership is seen as exceptional and unmatched by other schools, according to some parents.

#### Challenges:

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- No significant challenges were mentioned, suggesting overall satisfaction with the leadership.

### Recommendations:

- Continue the current approach of being responsive and supportive to maintain strong relationships with parents.

### Likes:

- Parents appreciate the smaller setting and project-based learning approach, which they feel better prepares students for life as adults. The flexible approach to learning and inclusive environment for students of all backgrounds and abilities are also valued.
- The school's efforts to contribute to students' needs and interests, as well as the personalized attention given to students, are highlighted as strengths and are valued.

### Dislikes:

- The lack of a grade point average (GPA) system makes it difficult for some parents to gauge how well their child is understanding the material. School lunches are also a recurring concern.
- Parking issues were frequently mentioned as a major dislike. Some parents also noted that the school lacks a gymnasium and expressed concerns about technology usage needing more regulation.
- Parents seem to be concerned that core subjects are not adequately covered.

### Improvement Suggestions

- Improvements in school lunches, more advisors to allow for individualized learning support, and better organization with books were among the suggestions made by parents.

### Conclusion

Escuela Verde is highly valued for its supportive environment, individualized learning approach, and strong communication between staff and parents. However, challenges such as the need for better diversity, improved school lunches, and parking issues need to be addressed. By implementing these recommended improvements, Escuela Verde can continue to provide a nurturing and effective learning environment for all its students.

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### Student Survey Themes

#### Academic Personalism

##### Positive Aspects:

- **Supportive Relationships:** Students feel a strong sense of camaraderie and support from their teachers, likening their interactions to conversations with friends. This fosters a positive learning environment.
- **Tailored Assistance:** Teachers are described as helpful and willing to provide visual examples and patient explanations, which helps students who may struggle with understanding concepts.

##### Challenges:

- **Clarity and Patience:** There are concerns about explanations not being specific enough and the need for more patience from teachers. Some students find certain concepts challenging to grasp, and there is a call for teachers to check in more frequently on student understanding.
- **Teacher Attentiveness:** A few students express a desire for teachers to be more attentive in assessing their comprehension and providing guidance.

##### Recommendations:

- **Enhance Clarity:** Teachers could benefit from using more specific and detailed explanations and incorporating varied teaching methods to accommodate different learning styles.
- **Increase Patience:** Cultivate a more patient approach and actively engage with students to ensure they fully understand the material.
- **Regular Check-ins:** Implement regular check-ins to gauge student understanding and provide additional support when needed.

#### Supportive Environment: Peer Support for Academic Work

##### Positive Aspects:

- **Strong Peer Relationships:** Many students appreciate the supportive and friendly nature of their peers, highlighting positive interactions both inside and outside of school.
- **Commitment to Success:** There is a general sense of shared seriousness and dedication to academic success among classmates.

##### Challenges:

- **Distractions and Engagement:** Some students note issues with distractions, such as lack of attention and noise in the school environment. Others feel that not all classmates are engaged or serious about their work.
- **Social Isolation:** A few students do not engage with or know their classmates well, which can limit their sense of community.



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### Recommendations:

- **Improve Engagement:** Address issues related to distractions and promote a more focused and respectful school environment.
- **Foster Inclusivity:** Encourage activities and programs that help students connect with one another and build a stronger sense of community.

### Supportive Environment: Feelings of Safety

#### Positive Aspects:

- **Safe Environment:** Most students feel safe in their school environment, appreciating the small size of the school and the overall safety measures.
- **Comfortable Spaces:** Many students describe the school as a comfortable and positive space, likening it to a home or playground.

#### Challenges:

- **Privacy Concerns:** There are concerns about privacy, particularly regarding the lack of doors in bathrooms and overall cleanliness.
- **Safety Perception:** Some students express a need for improvements in safety features, such as better bathroom facilities and more secure environments.

### Recommendations:

- **Enhance Privacy:** Address privacy issues by improving bathroom facilities and ensuring that all areas of the school meet students' need for security and comfort.
- **Maintain Safety Measures:** Continue to uphold and improve safety measures to ensure all students feel secure in their school environment.

### Supportive Environment: Student-Teacher/Leadership Trust

#### Positive Aspects:

- **Trust in Teachers:** Many students feel comfortable and trust their teachers, noting a positive and supportive relationship with school staff.

#### Challenges:

- **Inconsistent Experiences:** Some students report mixed experiences with trust, such as feeling uncomfortable or having issues with specific individuals.

### Recommendations:

- **Strengthen Relationships:** Focus on building and maintaining strong, trust-based relationships between students and all staff members.

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- **Address Concerns:** Take steps to address any concerns or discomfort students may have with specific staff members.

### Supportive Environment: Preparation for Life After High School

#### Positive Aspects:

- **Opportunities and Planning:** Students appreciate the opportunities provided by the school, such as internships and career planning. Many have clear plans for their future and feel well-prepared.

#### Challenges:

- **Senior Project Pressure:** There is dissatisfaction with the senior project requirement, with some students finding it stressful and unfair, especially if they already have enough credits.

#### Recommendations:

- **Reevaluate Senior Projects:** Consider revising the senior project requirement to make it optional for those who do not need the additional credits, while ensuring it remains a valuable opportunity for interested students.
- **Enhance Career Preparation:** Continue providing a range of opportunities for career exploration and planning and offer support to help students transition smoothly to life after high school.

### Supportive Environment: Quality of Facilities

#### Positive Aspects:

- **Clean Facilities:** The school is generally praised for its cleanliness and the positive aspects of its environment.

#### Challenges:

- **Food Quality and Facilities:** There are complaints about the quality of food and issues with bathroom facilities, including the lack of a door creating uncomfortable conditions and poor maintenance.

#### Recommendations:

- **Improve Facilities:** Invest in improving the quality of food and the maintenance of bathroom facilities to enhance student comfort and satisfaction.
- **Address Specific Issues:** Focus on specific facility issues, such as bathroom conditions and food quality, to address student concerns effectively.

### Ambitious Instruction: Academic Press

#### Positive Aspects:

- **Challenging Projects:** Students appreciate the challenging nature of projects that push them to grow and learn.

#### Challenges:

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- **Pressure and Support:** Some students feel overwhelmed by the academic pressure and may need additional support to manage their workload.

### Recommendations:

- **Balance Challenges:** Ensure that academic challenges are balanced with adequate support to prevent student burnout and maintain motivation.
- **Provide Resources:** Offer resources and support to help students manage their academic responsibilities effectively.

### Likes

- **Freedom and Choice:** Students appreciate the freedom and flexibility they have at Escuela Verde. This includes the ability to choose their own classes and engage in project-based learning (PBL), which allows them to explore topics of personal interest.
- **Opportunities and Environment:** The school provides numerous opportunities for students to engage with people and companies, potentially aiding their future career prospects. Additionally, the environment is seen as conducive to learning, with a focus on personal development and well-being.

### Dislikes

- **Senior Project/YPEAR:** Many students find the mandatory senior project or YPEAR challenging and unfair. They feel it adds unnecessary stress, especially when it comes to graduation requirements. There is a sentiment that the project should be optional, allowing those interested to participate for additional opportunities, but not imposing it on all students.
- **Food and Facilities:** Complaints regarding the quality of food and the condition of bathroom facilities are prevalent. Students frequently mention dissatisfaction with the vegetarian-only food options and suggest that occasional meat inclusion would be beneficial. There are also concerns about the cleanliness, lack of doors and maintenance of bathrooms, with specific complaints about unpleasant odors and inadequate facilities.

### Suggestions for Improvement

- **Food:** Expand the food options to include occasional meat and improve the overall quality of meals.
- **Facilities:** Address maintenance issues in bathrooms, including cleanliness and unpleasant odors. Consider adding more bathrooms and upgrading existing facilities to enhance student comfort.
- **Classroom Comfort:** Replace uncomfortable wooden chairs with more ergonomic seating options to improve classroom comfort.
- **Add Facilities and Resources:** Students suggest adding a gym and improving the availability of challenging classes and extracurricular activities.
- **Academic Resources:** Increase the availability of advanced classes, such as pre-calculus and calculus, and offer more year-round extracurricular activities.

### Conclusion

The student survey at Escuela Verde reveals a range of insights into the strengths and areas for improvement within the school. On the positive side, students highly value the freedom and flexibility offered by the school, appreciating

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the ability to choose their own classes and engage in project-based learning. The supportive relationships with teachers and the opportunities for future career planning are also significant highlights. Students enjoy the friendly and positive environment, which fosters a sense of community and personal growth.

However, several challenges persist. The mandatory senior project, YPEAR, is seen as a source of undue stress and is viewed as unfair, especially for those who already meet graduation requirements. Additionally, there are notable concerns regarding the quality of food and the condition of bathroom facilities, which impact overall student satisfaction. The need for improved clarity in teaching, greater patience from educators, and enhanced facilities are recurring themes in the feedback.

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### Certified Staff Survey

#### Ambitious Instruction - Quality of Student Discussion

- **Positive Aspects:** No data available.
- **Challenges:** No data available.
- **Recommendations:** No data available.

#### Effective Leadership - Instructional Leadership

- **Positive Aspects:** No positive aspects were mentioned in the data.
- **Challenges:** Staff expressed a need for weekly 1:1 meetings with leadership and clearer specification of their roles.
- **Recommendations:** Establish a regular schedule for weekly 1:1 meetings between leadership and staff, and clearly define and communicate staff roles to enhance clarity and support.

#### Effective Leadership - Program Coherence

- **Positive Aspects:** No data available.
- **Challenges:** No data available.
- **Recommendations:** No data available.

#### Effective Leadership: Teacher Influence

- **Positive Aspects:** No data available.
- **Challenges:** No data available.
- **Recommendations:** No data available.

#### Effective Leadership: Teacher-Leadership Trust

- **Positive Aspects:** No data available.
- **Challenges:** No data available.
- **Recommendations:** No data available.

#### Collaborative Teachers - School Commitment

- **Positive Aspects:** No positive aspects were mentioned in the data.
- **Challenges:** A respondent indicated a willingness to leave the school for better pay and benefits, suggesting potential dissatisfaction with current compensation and benefits.
- **Recommendations:** Evaluate the current pay and benefits structure to ensure it is competitive and meets the needs of the staff, which may help in retaining talented teachers.

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### Collaborative Teachers: Collaborative Practices

- **Positive Aspects:** No data available.
- **Challenges:** No data available.
- **Recommendations:** No data available.

### Collaborative Teachers Collective Responsibility

- **Positive Aspects:** No data available.
- **Challenges:** No data available.
- **Recommendations:** No data available.

### Supportive Environment: Professional Development

- **Positive Aspects:** No data available.
- **Challenges:** No data available.
- **Recommendations:** No data available.

### Involved Families: Family Involvement and Community Ties

- **Positive Aspects:** The school is highly regarded for its strong parent engagement, with one respondent noting it as the best they have experienced.
- **Challenges:** No challenges were identified in the data.
- **Recommendations:** Continue to build on the strong foundation of parent engagement, possibly by sharing successful strategies with other schools or developing new initiatives to further enhance family involvement.

### Likes

- **Supportive and Family-Like Staff:** Respondents consistently highlight the supportive, family-like atmosphere among the staff as one of the most appreciated aspects of the school. The collaborative culture fosters a strong sense of community and collective effort.
- **Small Class Sizes and Individualized Learning:** The small class sizes are valued for enabling individualized learning, allowing educators to tailor their teaching methods to each student's needs. This individualized approach is further supported by the school's project-based learning focus.
- **Unique Educational Approach:** The school's focus on collectivism rather than authoritarian methods and its emphasis on project-based learning are appreciated for creating a unique and effective educational environment.

### Dislikes

- **Space and Budget Constraints:** Several respondents express dissatisfaction with the limited physical space available at the school and the constraints imposed by the school budget. These limitations affect the overall learning environment and the ability to expand resources.

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- **Administrative Workload:** The administrative workload placed on teachers is a point of concern. While some staff feel empowered to make changes, the workload remains a challenging aspect due to the school's funding model.
- **Marketing Public Charter School:** There is a sentiment that the school should be marketed as a public institution to improve enrollment and partnerships.

### Suggestions for Improvement

- **Marketing Public Charter School Status:** Improve enrollment by highlighting public charter school in marketing materials.
- **Enhance Data Skills in Students:** One respondent suggests improving students' data collection and analysis skills, indicating an ongoing effort to address areas of improvement within the school.
- **Addressing Ongoing Challenges:** Some respondents note that efforts are already underway to address the areas needing improvement, highlighting a proactive approach to problem-solving within the school community.

### Conclusion

The analysis highlights a supportive and collaborative school environment that is deeply valued by staff, with strong parent engagement and a unique educational approach being key strengths. However, challenges such as limited space, budget constraints, administrative workload, and concerns about the school's compensation and benefits structure have been identified. To address these issues, it is recommended that the school consider marketing to highlight *public* charter school to improve resources, establishing clearer communication and support structures between leadership and staff, and continuing to build on the successful parent engagement strategies. Efforts to enhance data skills in students and market the school more effectively as a public charter institution are also suggested as ways to further strengthen the school community and its offerings.

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### Supportive Staff Survey

#### Collaborative Staff: Collective Responsibility

##### Positive Aspects:

- **Vision Alignment:** The staff members generally share a common vision, which fosters a strong sense of unity and purpose within the school community. This alignment helps in achieving collective goals and ensures that everyone is working towards the same objectives.
- **Teamwork:** The collaborative nature of the staff is evident, as they work well together and support each other, which is crucial for the overall success of the school. This positive environment likely contributes to a more effective and harmonious workplace.

##### Challenges:

- **Inequality in Responsibility:** There is a perceived imbalance in the distribution of responsibilities, especially between instructional staff and support staff. Support staff feel that they could take on more responsibilities, but they may not have the opportunities or support to do so.
- **Leadership Equality:** Although the collective strives to be as equal as possible, including its leaders, there may still be underlying issues related to how leadership roles are distributed and perceived among the staff.

##### Recommendations:

- **Redistribute Responsibilities:** Consider revisiting the roles and responsibilities of support staff to allow them to take on more tasks where they can contribute effectively. This could help in addressing the perceived inequality and enhancing the overall efficiency of the team.
- **Enhance Leadership Inclusivity:** Implement measures to ensure that leadership roles and responsibilities are perceived as equally shared among all staff members. This could involve leadership development programs or more inclusive decision-making processes.

#### Supportive Environment: College Enrollment/Career Development

##### Positive Aspects:

- **Interest in Career Development:** There is at least some interest among staff in pursuing further career development, such as attaining a teacher license, which indicates a desire for professional growth within the team.

##### Challenges:

- **Limited Interest in Licensure:** The data shows a very low level of interest in attaining a teacher license (only one “maybe”), which could indicate a lack of motivation, perceived barriers, or insufficient support for professional development in this area.

##### Recommendations:



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- **Explore Barriers to Professional Development:** Conduct a survey or focus group to understand the reasons behind the low interest in pursuing teacher licensure. Address any identified barriers, such as time constraints, financial concerns, or lack of support, to encourage more staff to consider this option.
- **Promote Professional Growth Opportunities:** Increase awareness of and access to professional development opportunities. Consider offering incentives or support, such as workshops, mentoring, or financial assistance, to encourage more staff to pursue career advancement.

### Supportive Environment: School Community

#### Positive Aspects:

- **Experiential Learning Opportunities:** Staff appreciate the abundant experiential learning opportunities provided to students, which enhance the educational experience and contribute to a more engaging learning environment.
- **Close-Knit Community:** The school's intimate and close-knit community is highly valued, fostering a strong sense of belonging and support among staff and students alike.

#### Challenges:

- **Organizational Issues:** Some staff members feel that certain systems within the school are unorganized, which could lead to inefficiencies and frustration.
- **Responsibility Imbalance:** There is a concern about the inequality in responsibility distribution between instructional and non-instructional staff, which could affect morale and productivity.

#### Recommendations:

- **Systematize Organizational Processes:** Invest time in developing and implementing more organized systems and procedures. This could involve regular team meetings to discuss and streamline processes, as well as creating clear guidelines and documentation for essential tasks.
- **Strengthen Community Bonds:** Continue to foster the close-knit community by organizing team-building activities, social events, and collaborative projects that bring staff and students together. This will help maintain and enhance the positive aspects of the school environment.

### Conclusion

The Supportive Staff Survey reveals both strengths and challenges within the school's environment. The strong alignment in vision and teamwork among staff members contributes to a unified and effective school community. However, issues such as perceived inequality in responsibility distribution and concerns about leadership equality need to be addressed to ensure that all staff members feel valued and empowered. Additionally, while there is interest in career development, the low enthusiasm for pursuing teacher licensure suggests the need to explore and mitigate barriers to professional growth. By implementing the recommended strategies, including redistributing responsibilities, enhancing leadership inclusivity, and systematizing organizational processes, the school can build on its strengths and create a more supportive and balanced environment for both staff and students.

## School Board/Leadership Survey

### Expertise Needs:

- **Community Engagement:**
  - **Importance of Engagement:** There is a strong emphasis on the need for Board members who are skilled in community engagement. This indicates that enhancing relationships and interactions with the community is viewed as crucial for the Board's effectiveness.
- **Education Policy and School Improvement:**
  - **Educational Background:** The need for Board members familiar with education policy and practices is highlighted. This expertise is seen as vital for supporting school improvement and ensuring that the Board can effectively address educational challenges.
- **Fund Development and Fundraising:**
  - **Financial Support:** There is a need for Board members who can contribute to fundraising efforts and development. This suggests that financial sustainability and resource acquisition are priorities for the Board.

### Leadership Effectiveness:

- **Improving Relationships and Communication:**
  - **Evolving Board Dynamics:** The Board is described as transitioning into a more committee-based and action-oriented group. This evolution is marked by improved presence and communication, though it is acknowledged that there is still work to be done.
- **Historical Challenges:**
  - **Transition and Succession Issues:** There have been challenges related to leadership transitions and the impact of COVID-19. These factors have influenced the Board's effectiveness and its relationship with school leaders.
- **Positive Current Assessment:**
  - **Effective Collaboration:** Despite past challenges, the current view is positive regarding the Board's effectiveness. The Board is seen as working well together, contributing to events, and having a strong sense of what is needed for success.

### Recommendations:

- **Enhance Community Engagement:**
  - **Recruit Experts:** Seek Board members with proven expertise in community engagement to strengthen connections and support community-driven initiatives.
- **Focus on Education Policy Expertise:**

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- **Educational Expertise:** Prioritize recruiting individuals with a background in education policy and school improvement to provide valuable insights and support for educational strategies.
- **Expand Fundraising Capabilities:**
  - **Fund Development Skills:** Look for Board members with experience in fundraising and financial development to bolster efforts in securing resources and supporting the school's financial health.
- **Address Uncertainty:**
  - **Clarify Needs:** Conduct discussions or surveys to better define the specific expertise required for new Board members, ensuring that recruitment aligns with the school's strategic goals.
- **Build on Positive Developments:**
  - **Support Transition:** Continue to support the Board's evolution into a more effective and action-oriented group. Strengthen communication and collaboration efforts to maintain the positive momentum and address any remaining challenges.

### Conclusion

The Board's expertise needs are focused on community engagement, education policy, and fundraising, with a recognition of some uncertainty in specific requirements. The effectiveness of the Board and leadership is improving, with a positive assessment of recent progress and collaboration, although there are still areas for further development.

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### Key Insights and Recommendations

The thematic analysis of the 2023-2024 Escuela Verde School Culture and Climate survey reveals a school that is deeply valued for its supportive environment, individualized learning approach, and strong communication between staff and parents. These strengths are reflected in the positive feedback from students, who appreciate the freedom, flexibility, and opportunities for career planning offered by the school. However, the analysis also identifies several areas for improvement, including the need for better diversity, improved school facilities (such as lunches and bathrooms), and more support for students facing stress related to mandatory projects.

Additionally, challenges faced by staff, such as limited space, budget constraints, and administrative workload, are areas that require attention. The report suggests that addressing these issues through enhanced marketing, clearer communication, and support structures, as well as continued parent engagement, will help to further strengthen the school community.

In conclusion, while Escuela Verde is recognized for its nurturing and effective learning environment, targeted improvements in specific areas will be essential to sustain and enhance the overall school climate. By focusing on these areas, Escuela Verde can continue to thrive as a unique and supportive educational institution.