



Students from Henry B. Gonzalez Personalized Learning Academy

Constraint CPM 2.2

June 13, 2024

EXECUTIVE SUMMARY

Constraint 2: Ensure a high level of campus staff satisfaction.

CPM 2.2: Climate Survey Positive Agreement Responses

ON TRACK

Summary: Percent of positive culture and environment survey items by campus staff was 73.7%, an increase of 3.4 percentage points from the prior year.

Constraint 2 - Ensure a high level of campus staff satisfaction.



On-Track

Constraint	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23	2023-24
CPM 2.2 The percent of positive agreement responses on the spring climate survey will increase from 68 percent in spring of 2018 to 73 percent by 2025.	68.2	68.1		70.9	69.4	70.3	73.7

	Spring 2018	Spring 2019	Spring 2021	Spring 2022	Spring 2023	Spring 2024	Change '23 to '24
Positive Culture and Environment	68.2	68.1	70.9	69.4	70.3	73.7	↑
I would recommend this school to others to work here.	71.8%	71.2%	71.9%	70.6%	71.6%	74.8%	↑
I usually look forward to working each day at this school.	77.4%	76.4%	77.1%	75.9%	76.7%	78.9%	↑
I believe I work in an environment of support and respect.	73.1%	72.5%	74.1%	74.8%	74.5%	77.5%	↑
Discipline is enforced consistently and effectively at my campus.	60.0%	59.9%	65.4%	59.4%	61.1%	67.8%	↑
Unruly students are not permitted to disrupt the learning environment.	60.6%	60.4%	70.1%	62.3%	63.8%	68.7%	↑
The campus I work in is clean, safe and free of physical hazards.	78.0%	76.9%	82.8%	80.0%	80.4%	82.7%	↑
If I were offered a comparable position with similar pay and benefits at another district, I would stay with Dallas ISD.	63.6%	65.5%	65.8%	66.8%	68.0%	69.4%	↑
I am satisfied with the recognition I receive for doing a good job.	67.6%	68.8%	69.4%	71.1%	70.6%	72.9%	↑
Morale at my school is strong*	61.1%	60.7%	59.3%	62.7%	64.9%	69.4%	↑
I would recommend this school to parents seeking a place for their child.	69.2%	69.0%	73.0%	70.6%	71.3%	75.1%	↑

*Item read "has improved this year" prior to 2023, changed to "is strong" in 2023.

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CPM 2.2: The percent of positive agreement responses on the spring climate survey will increase from 68 percent in spring of 2018 to 73 percent by 2025.

SY 23-24 Inputs

CPM 2.2 Positive Culture & Environment

- Campus Instructional Leadership Teams (CILT) Quarterly meeting to provide feedback on instruction, curriculum and assessment.
- Culture Calendar - Best practices shared with principals to improve climate and culture and recognition for teachers.
- Strategic Staffing and increased training used to minimize safety issues, to increase positive student interactions.
- Staff recognition programs including Teacher and Principal of the Year, Teacher of Promise, and Service Recognition Program
- *Stay Campaign* - Positive contact from senior level leadership to Distinguished Teachers

Outputs to Date

- In the fall, 87% of teachers responded positively to the statement, I have gained knowledge and skills that I could implement in my job, compared to 94% of teachers in the spring.
- From Spring 2023 to Spring 2024, the average percent of positive responses increased overall and in each of the six areas measured by the climate survey.
- Reset Center placements decreased by 31% and Positive Intervention Referrals increased by 7% from 22-23 to 23-24 school year.
- 3,397 team members received service recognition pins; 533 team members with 30+ CYS received Lifetime achievement awards at **Salute to Service**
- Projected 95% retention rate for teachers identified for **Stay Campaign**

Strategic Adjustment for 24-25

- Supervisors of campus administrators participated in Career Conversations to learn about professional goals and work together on development plans.
- Utilize the Culture Calendar to exchange best practices with principals that help improve the overall atmosphere and environment. It also acts as a tool to recognize campus-based staff.
- Facilitate regular focus groups with teachers and campus-based administrators to facilitate open discussions and gather feedback on district-wide initiatives.

THANK YOU

Questions?

