

Covington Independent Public Schools Fall 2024 Survey Report

Presented by:

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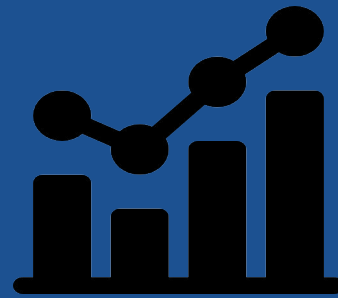


AGENDA

- Upbeat Overview
- Pilot Areas of Focus & Participation Rate
- Pilot Areas of Strength
- Pilot Areas of Focus From Principal Consults

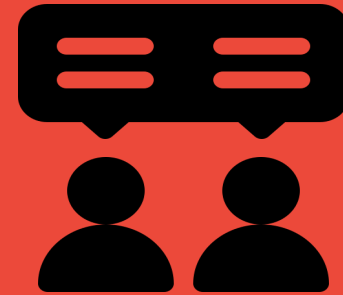
Upbeat's Staff Retention Improvement Process

Expert designed,
research-based
surveys

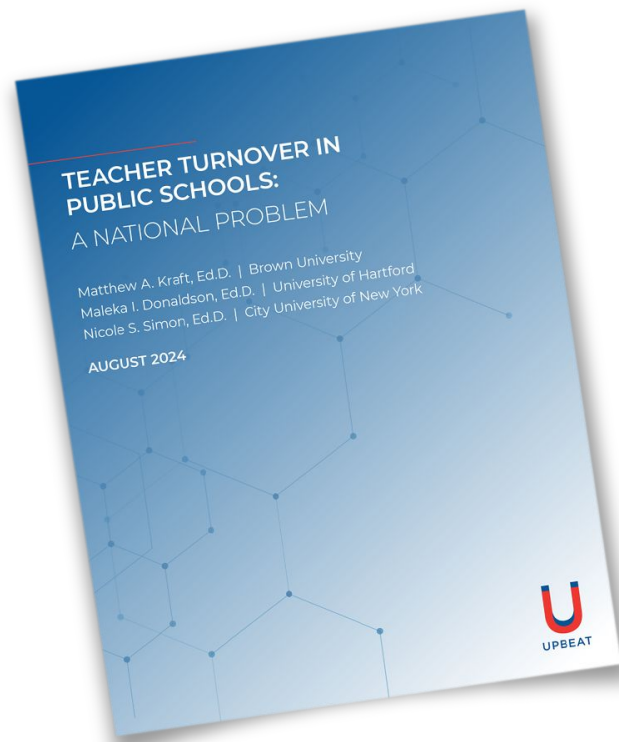


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Action planning for
district leaders &
principals

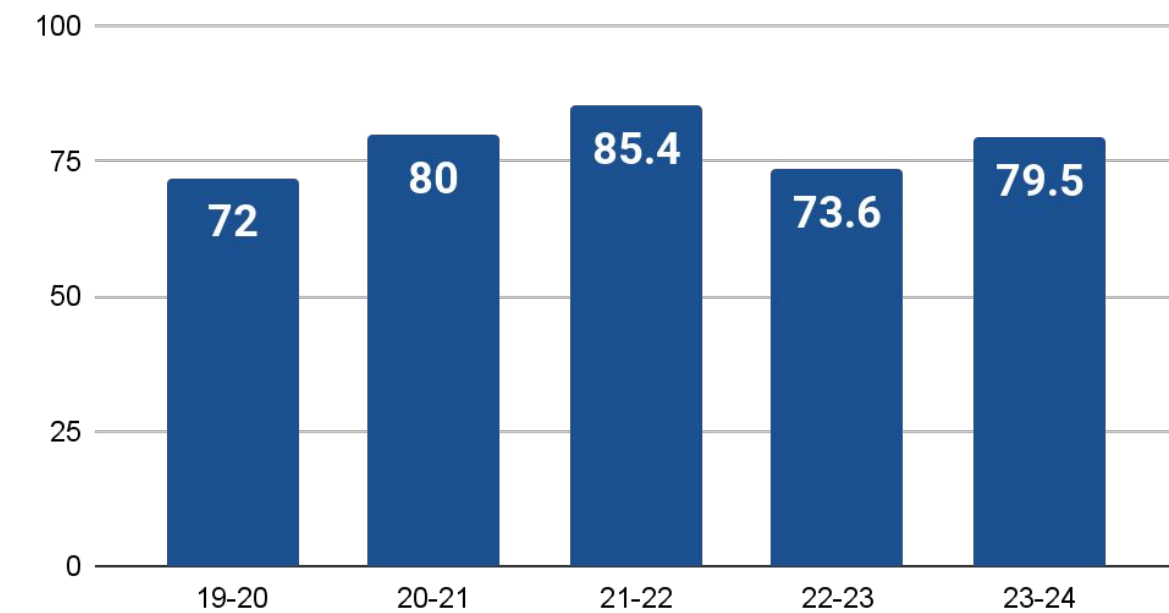


Improved staff
satisfaction
and retention

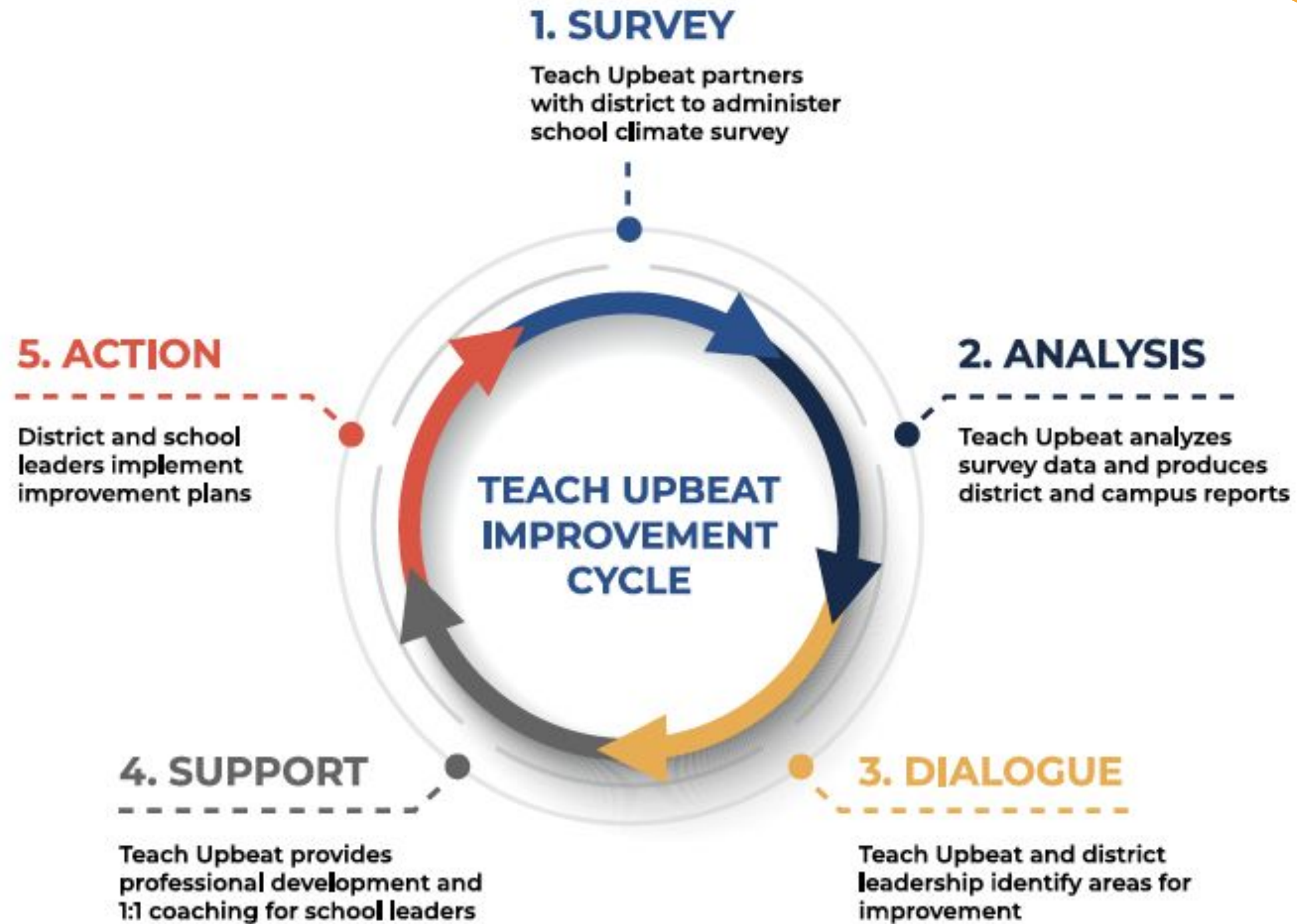


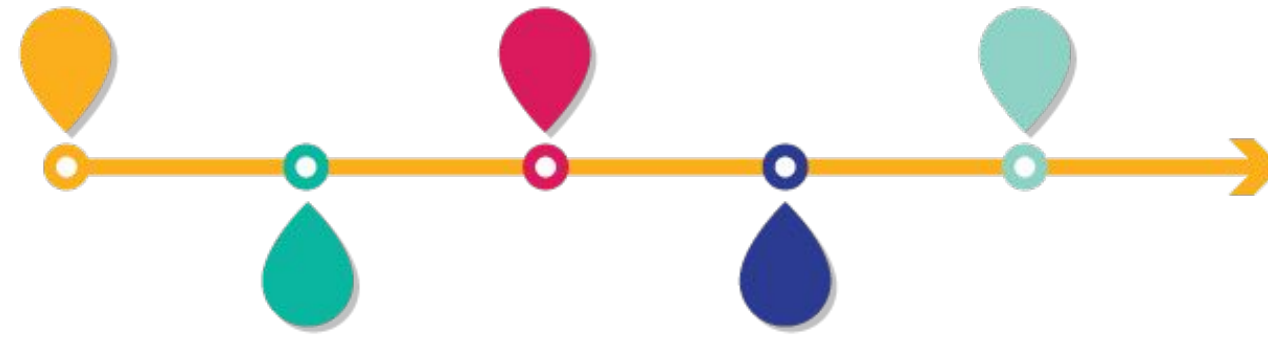
98%
of principals and
district leaders said
that meeting with an
Upbeat leadership
coach helped them
accomplish their
goals as leaders

JCPS Accelerated Improvement Schools Piloting with Upbeat



Upbeat Leadership Coaching Support Cycle



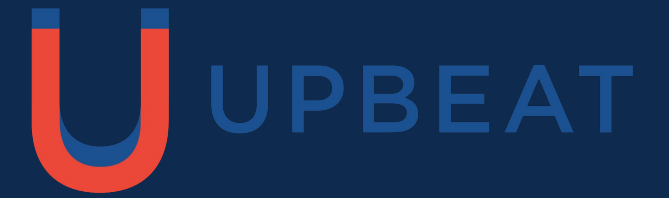


FALL 2024 SURVEY ADMINISTRATION

- **Fall 2024 Survey Administration to 2 schools in the pilot:** October 21st - November 4th
- **Fall 2024 HR Results Presentation:** November 19th, 2024
- **Fall 2024 Coaching Meetings:**
 - **Principal Consult Window:** November 19th-21st, 2024
- **Fall 2024 Executive Cabinet Results Presentation:** December 5th, 2024

Covington Pilot Principal Feedback

Fall 2024



100%

of principals
agreed that
Upbeat's data gave
them insights to
accomplish their
goals

100%

of principals
agreed that
Upbeat's reports
were very high
quality

100%

of principals
agreed that
Upbeat was
responsive to their
questions

100%

of principals
agreed that their
consult with an
Upbeat Leadership
Coach
was helpful

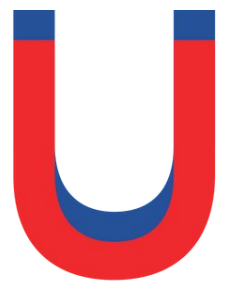
SY24-25 GOALS & AREAS OF FOCUS

Pilot Goals & Areas of Focus

- Greater than or equal to 60% participation. ★
- Gather actionable baseline data that highlights pilot school areas of strength and areas of opportunity. ★
- Increase in percent positive responses in 1-2 questions aligned to Covington Independent Public Schools' strategic plan from Fall 2024 to Spring 2025.

Pilot Participation Rate

Survey Type	Total Completions	Percent
Teachers	83	85%



UPBEAT

Pilot Areas of Strength

- **Instructional Leadership (96% positive; +6% above Global Cluster)**
 - **Q14: 100% of teachers agreed** that the principal at their school uses data to monitor students' progress.
- **Equal Opportunities (95% positive; +1% above Global Cluster)**
 - **Q56: 95% of teachers agreed** that administrators at their school respect staff, students, and families of all backgrounds.
- **Principal/Teacher Trust (91% positive; +4% above Global Cluster)**
 - **Q11: 92% of teachers agreed** that they trust their principal.



Principal Consult Areas of Opportunity

- **School Safety & Order (63% positive)**
 - **Q16: 49% of teachers agreed** that rules for student behavior are consistently enforced by teachers in their school, even for students who are not in their classes.
- **Work/Life Balance (68% positive)**
 - **Q26: 61% of teachers agreed** that the workload expected of teachers at their school is reasonable.
- **Parent/Teacher Communication (67% positive)**
 - **Q2: 53% of teachers agreed** that parents and teachers at their school work together as partners.

