



# WE<sup>TM</sup> Surveys

When school is an exciting place to be,  
**students are engaged**  
and **staff feel empowered**  
to help **students reach**  
**their goals.**



**SPN**

Innovating for College  
and Career Learning

[www.wesurveys.spnetwork.org](http://www.wesurveys.spnetwork.org)

## WHY USE PERCEPTION DATA?

---

### “What you measure, is what you value.”

- Bill Daggett, Chairman of the Board, Successful Practices Network and Founder and Chairman, International Center for Leadership in Education

### “Perception is often reality.”

- Ray McNulty, Vice Chairman of the Board, Successful Practices Network and Chief Learning Officer, Penn Foster

All too often schools are judged only by their score on state tests or rankings based on demographic data. At the Successful Practices Network, we've challenged this traditional system by believing that gathering perceptions from all stakeholders will ensure a focus on student achievement. Are your students engaged? Do they feel challenged at school? Are teachers committed to the mission of the school? Do they believe they're preparing all students for life outside of K-12 education? Is the community invested in school success?

### The WE™ Survey Suite, asking the right questions for the right direction.

“The perceptions and feedback received from students, staff, and administrators have helped us not only reflect on our professional practices, but have raised the bar in our efforts to improve the learning and achievement levels of everyone in the district.”

- Linda Williams, Curriculum and Assessment Director, Webster City Community School District, Iowa

**63%** of students in grades 6-12 agree that their school has high expectations for all students.

**46%** of teachers believe students who graduate from their school are college and/or career ready.

“**WE LEARN, WE TEACH** and **WE LEAD** have provided an understanding of student, teacher and administrator perspectives and focused our mission as we continue to implement rigor, relevance and relationships.”

- Earl Martinez, Superintendent,  
Assumption Parish Schools, Louisiana

**84%**

of students in  
**grades 3-5** agree that  
their school work  
is easy.

## ABOUT THE WE SURVEYS

The **WE™ Surveys** are easy-to-use tools that ask students, staff and community members to share their perceptions anonymously about the learning environment, quality of instruction and leadership in a school or district. Survey results are presented in a detailed report that can guide decisions about school improvement.

The suite includes:

1. **WE LEARN™** - Student Survey Grades 3-5
2. **WE LEARN™** - Student Survey Grades 6-12
3. **WE TEACH™** - Instructional Staff Survey
4. **WE LEAD™** - Whole Staff Survey
5. **WE SUPPORT™** - Parent/Community Survey

About the Surveys

- 10-15 minutes to administer
- online or on paper
- parallel items on the student and instructional staff surveys show comparisons

“The results of the **WE Surveys** have proven most beneficial to the staff and students as all work to provide a more student-centered environment in each school. Our teachers’ eyes have been opened wide to the feelings and feedback from the **WE LEARN Surveys!**”

- Mary E. Rochford,  
Superintendent of Schools,  
Archdiocese of Philadelphia,  
Pennsylvania

# WE™ SURVEYS

The WE Surveys provide a unique opportunity for the voices of ALL students, staff and community members to be heard - even the softest voices. Using the WE Surveys from administration to analysis and action planning is a process but well worth it when striving to create a strong academic community.

Feedback from students and staff about their experiences in school can initiate innovative, meaningful school change. When school leaders measure what they value about learner engagement and the teaching and learning environment, “data” can mean more than results on a test.

**ABOUT THE ONLINE SURVEYS**

- ✓ Approximately 50 items on each survey
- ✓ Administration to fit your schedule
- ✓ Easy to access online reporting
- ✓ Anonymous

**WE TEACH™ and WE LEARN™** surveys can be administered independently or used in tandem so teacher and student perceptions can be compared and gaps identified.

## About The Reports

The reports provide information that about improving student achievement instruction by focusing on rigor, relevance, leadership. The data gathered from elements of school success from the staff, and community.

	WE LEARN™ STUDENT SURVEY		WE INST
Who's It For	Grades 3-5	Grades 6-12	For a pa the
What the Survey Assesses	<p>The <b>WE LEARN™</b> survey helps school leaders assess how students perceive the quality of instruction and the learning environment of the school.</p> <ul style="list-style-type: none"> <li>• Do your students believe classroom instruction is both rigorous and relevant?</li> <li>• Do they think learning is engaging and exciting?</li> <li>• Do you feel challenged and supported?</li> </ul>		<p>The how learn enga lead</p> <ul style="list-style-type: none"> <li>• Do cla rig</li> <li>• Do the mi</li> <li>• Do an in</li> </ul>
Key Focus Areas	Survey items measure rigor, relevance, relationships and leadership.		Surv relev lead
Sample Items	<p><b>grade 3-5 items:</b></p> <ul style="list-style-type: none"> <li>• I work hard at school</li> <li>• My teachers see me as a leader.</li> </ul>	<p><b>grade 6-12 items:</b></p> <ul style="list-style-type: none"> <li>• This school has high expectations for all students.</li> <li>• My teachers know my academic interests and goals.</li> </ul>	<ul style="list-style-type: none"> <li>• In r sol proc</li> <li>• New by</li> <li>• I ar my</li> </ul>
Cost Per School *	\$1,100 for the first 500 students + \$1.00 for each additional student		\$600
Additional Reports	Schools and districts can also request. Please contact		

## About Data Analysis and Professional Development

that can help guide decisions  
 ement and enhancing classroom  
 relevance, relationships and  
 om the survey reveals the  
 the perceptions of students,



Schools can request additional survey analysis and strategic planning support. Through remote consultations and school-based sessions our experienced coaches work directly with schools to guide the process of recognizing trends in their data and discuss the school's area of focus. Following data analysis, coaches are also available to help identify how to best improve the learning and teaching environment by developing and implementing an action plan.

<b>WE TEACH™</b> <b>INSTRUCTIONAL STAFF SURVEY</b>	<b>WE LEAD™</b> <b>WHOLE STAFF SURVEY</b>	<b>WE SUPPORT™</b> <b>COMMUNITY SURVEY</b>
<b>For teachers and anyone who has a part in teaching and learning in the classroom</b>	<b>For all staff working in the school</b>	<b>For all community members</b>
The <b>WE TEACH™</b> survey assesses how teachers perceive the learning environment, student engagement, and school leadership. <ul style="list-style-type: none"> <li>Do teachers believe that classroom instruction is both rigorous and relevant?</li> <li>Do instructional staff align their day-to-day actions to the mission of the school?</li> <li>Do teachers feel empowered and ready to make a difference in the lives of all students?</li> </ul>	The <b>WE LEAD™</b> survey assesses staff perceptions about the key factors of effective leadership. <ul style="list-style-type: none"> <li>Do staff feel they can freely communicate with administrators?</li> <li>Is professional development aligned to school goals?</li> <li>Are decisions based on the needs of students?</li> </ul>	The <b>WE SUPPORT™</b> survey assesses community perceptions of the school experience as well as the community's expectations of the school system. <ul style="list-style-type: none"> <li>Do you know how well the community thinks students are prepared for their future?</li> <li>Would they recommend the schools in the community to family and friends?</li> <li>Do they think students of all abilities are encouraged to learn?</li> </ul>
<b>Survey items measure rigor, relevance, relationships and leadership.</b>	<b>Survey items measure key elements of effective school leadership: coherent vision, empowerment, school management, culture of learning and community partnerships.</b>	<b>Survey items measure rigor, relevance, relationships and leadership.</b>
In my class students discuss and solve openended questions and problems. New ideas are regarded as essential by administrators in this school. I am a source of encouragement for my students.	<ul style="list-style-type: none"> <li>I am supported to grow professionally by the administration.</li> <li>I see myself as a leader.</li> <li>School administration promotes a climate of trust.</li> </ul>	<ul style="list-style-type: none"> <li>The schools help students develop healthy attitudes for success in life.</li> <li>The school system helps students make informed decisions about post-high school plans.</li> <li>The schools use resources in the community to make education relevant to students.</li> </ul>
<b>\$600 flat fee</b>	<b>\$600 flat fee</b>	<b>\$ 1,100 for the first 500 parents/ community members + \$1.00 for each additional parent/ community member</b>

request additional reports such as multi-year comparison reports or view their data by demographic area, etc. Contact our office for pricing information. All surveys and reports are available in Spanish.

## ACCESSING DATA

Survey reports are provided for each of the WE Surveys and customized for the individual school or district. The WE Survey reports give educators a unique chance to look at their school through the eyes of instructional staff, the entire staff, students or the community. By exploring and discussing these results, schools gain valuable insights into the leadership and overall effectiveness of their school. Those insights can lead to promising action plans aimed at fostering richer learning environments focused on rigor, relevance and relationships.

Data may be accessed and monitored online.

**Snapshot: What is the status of my surveys?**

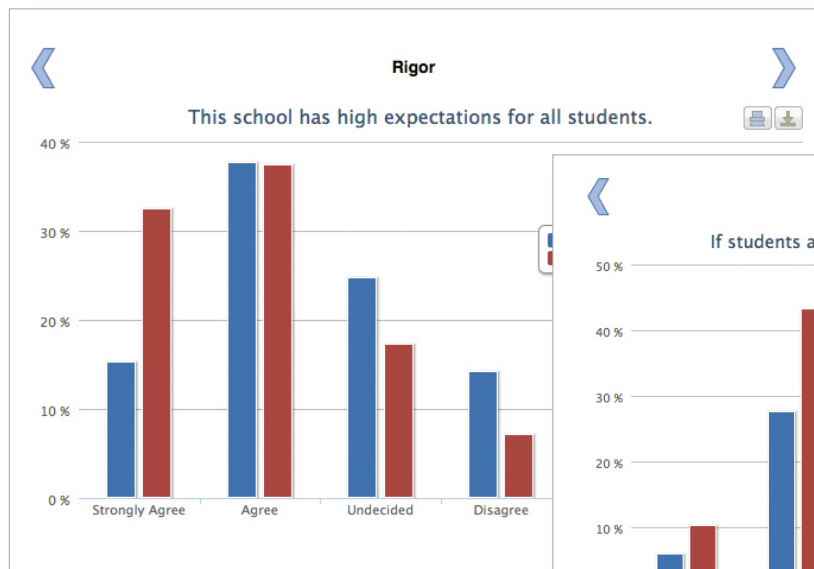
**Surveys Completed to Download**

Access your WE Survey results from the menu on left

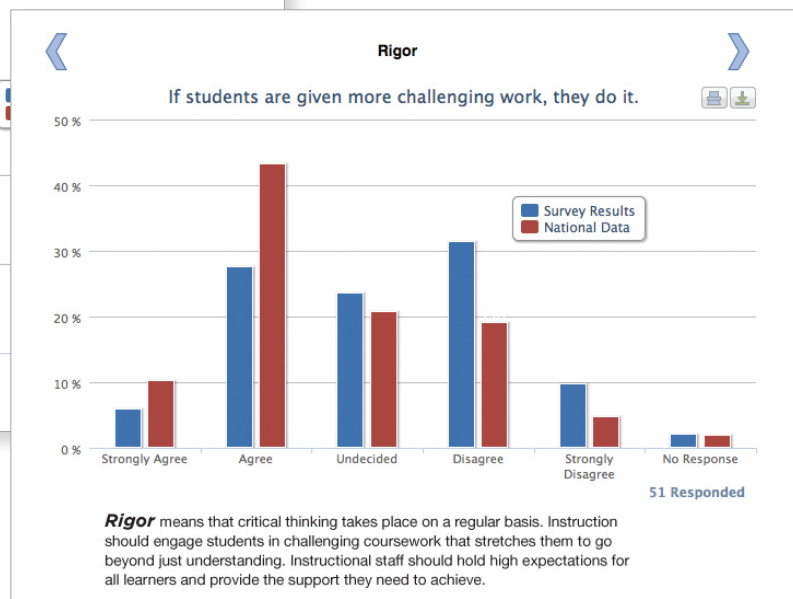
WE Learn 6-12	Closed	Results Available 05-01-2013	
WE Learn 6-12	Closed	Results Available 03-03-2013	
WE Support	Closed	Results Available 05-08-2013	
WE Support	Closed	Results Available 03-03-2013	
WE Teach	Closed	Results Available 05-01-2013	
WE Teach	Closed	Results Available 03-03-2013	

**Comparison Reports to Download**

WE Learn / WE Teach Comparison Report	2012-2013	
WE Learn / WE Teach Comparison Report	2011-2012	



At left:  
WE LEARN -  
Student Survey



At right:  
WE TEACH -  
Instructional Staff Survey

## IMPLEMENTATION AND PD SERVICES

---

SPN offers a variety of options for helping you work with the data from the WE Surveys. The support is easy to access through the website or a phone call with a member of our team. Whether you planned to use the data as part of a strategic planning process or as a school performance indicator, SPN can help.

Working through the implications of WE Survey data with a school staff can be a challenging process. Schools that use data that measure the affective domain are demonstrating a commitment to a broader picture of what is valued. A WE Survey visit helps school leaders provide a purposeful context and a consistent message about how the data will be used. SPN can provide an objective analysis and presentation of data to a staff that can help keep the focus on the results. SPN offers three options to help schools maximize the value of WE Survey data.

### DATA ANALYSIS REMOTE CONSULTATION

In this one-hour session, participants speak directly with an experienced consultant who has reviewed the survey results and can assist the school in understanding and analyzing its data. The consultant will guide participants through the process of recognizing emerging trends and discuss areas of focus for improvement for the leadership team.

### FROM DATA TO ACTION PLAN

**Day 1** | This workshop, which is customized for each survey, gives school staff an in-depth understanding of their survey results so they can use them to develop an action plan to improve the teaching and learning environment. With assistance from the consultant, participants will analyze and interpret their survey data to:

1. understand trends that emerge and
2. compare results from different groups to discover similarities and discrepancies

### IMPLEMENTING THE WE SURVEY ACTION PLAN

**Day 2** | The consultant will provide follow-up to action plans developed on Day 1, equipping staff with specific strategies to move their plans forward. Participants will develop an implementation model for monitoring the progress and effectiveness of the action plan.

For workshop pricing and additional information, please contact us at [info@spnet.us](mailto:info@spnet.us) or **518-723-2063**.

# REQUEST A QUOTE

DISTRICT NAME \_\_\_\_\_

SCHOOL(S) NAME \_\_\_\_\_

CONTACT NAME \_\_\_\_\_

POSITION \_\_\_\_\_

EMAIL \_\_\_\_\_

PHONE \_\_\_\_\_



**SURVEY REQUESTED:**

- WE LEARN™** Student Survey Grades 3-5  
 Paper    Online   \_\_\_\_\_ N size per school
- WE LEARN™** Student Survey Grades 6-12  
 Paper    Online   \_\_\_\_\_ N size per school
- WE TEACH™** Instructional Staff Survey  
 Paper    Online   \_\_\_\_\_ N size per school
- WE LEAD™** Whole Staff Survey  
 Paper    Online   \_\_\_\_\_ N size per school
- WE SUPPORT™** Parent/Community Survey  
 Paper    Online   \_\_\_\_\_ N size per school

PLEASE INDICATE ANY ADDITIONAL REQUESTS OR SPECIAL NEEDS:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Please fax or mail a copy of this form to the Successful Practices Network.

## Successful Practices Network

1585 Route 146 | Rexford, New York 12148  
P 518.723.2063 | F 518.723.2140  
[www.spnetwork.org](http://www.spnetwork.org)



# SPN

Innovating for College and Career Learning