



TNTP's Instructional Culture Insight Survey provides actionable feedback on the aspects of school culture that matter most for teacher and student success.

**THE CHALLENGE.** Research tells us that a strong school culture is key to retaining teachers who lead students to success. Great teachers want to work in schools with a shared vision of effective teaching, clear expectations, and support to improve. But creating that kind of culture is complex work, and it can be hard to know where to focus first. To be effective, school leaders need specific, concrete feedback on the aspects of school culture that will make the biggest difference for teachers and students.

**OUR APPROACH.** Insight uses teacher feedback to pinpoint specific opportunities to improve the elements of school culture that predict student outcomes. Grounded in TNTP's two decades of research and work with schools nationwide, Insight collects feedback on the leadership practices linked to increased teacher retention and student learning. It also identifies what national and local exemplar schools do differently, so other schools can learn from them. Independently validated by leading research organizations, Insight has collected over 375,000 teacher responses from 2,350 schools since 2010.

**OUR SUPPORT.** We help schools, districts, charter networks, and states assess their schools' instructional culture and understand how to improve it. We run the survey administration, deliver results on an interactive dashboard that leaders can use to pinpoint specific improvement areas and monitor progress, and offer resources and expert support for interpreting and acting on survey results. All participants answer questions about key aspects of school culture:

- Academic Opportunities
- Evaluation
- Instructional Planning for Student Growth
- Leadership
- Learning Environment
- Observation / Feedback
- Diversity, Equity, & Inclusion
- Peer Culture
- Professional Development
- Retention

Depending on our partners' needs, we can also add questions about other important topics, such as:

- Career Progression
- Academic Expectations
- Family & Community Engagement
- Hiring Process
- School Operations
- Teacher Compensation
- Workload

*"Insight opens the lines of communication between my administration and faculty around what types of professional development will be most beneficial for my teachers, and ultimately, for the students we serve."*

*– Former Principal, Florida-Kansas Elementary*

**HOW IT WORKS.** Most surveys just provide results; Insight maps a clear path to improvement in three key steps:

  
1. Collect teacher feedback.

**Survey distribution.** We invite teachers to participate via email and then administer the survey, which takes about 15 minutes to complete.

**Response rate monitoring.** Throughout the survey administration, our partners can monitor response rates through an online dashboard, so they can ensure strong participation and reliable results.

  
2. Share and compare the results.

**Reports.** Within weeks, partners receive access to an interactive, online dashboard, where they can see summative scores, detailed survey responses for each question, and if available, trends over time.

**Comparison data.** School reports include the results of schools with strong practices to allow schools to see what they do differently.

  
3. Action plan and monitor progress.

**Goal-setting to improve.** By prioritizing specific areas for growth and providing step-by-step protocols for goal setting and progress monitoring, Insight makes survey feedback actionable.

**Clear guidance.** In addition to clear protocols, training webinars, and other resources, our Insight experts can help partners interpret and act on results.

**OUR RESULTS.** Insight has been independently validated by the American Institutes for Research as a reliable measurement of school instructional culture, and instructional culture as measured by Insight is consistently aligned with higher teacher retention and improved student outcomes:

**Bottom-Quartile Schools**  
(Weak Instructional Culture)



**Top-Quartile Schools**  
(Strong Instructional Culture)

Bottom-quartile schools can expect to lose effective teachers at more than twice the rate of top-quartile schools.

Top-quartile schools have shown **stronger student growth** than bottom-quartile schools on multiple state assessments.

Effective teachers planning to leave this year or next year, EOY16 national dataset: bottom-quartile average = 41%, top-quartile average = 16%. Assessments include TCAP (Tennessee), DC CAS, North Carolina EOG Assessments, Florida Standards Assessments, and MCAS (Massachusetts).

**ADDITIONAL SURVEYS.** In addition to teachers, we can also survey other key members of district and school communities for partners who want an even more comprehensive view of their schools' strengths and areas for growth. With these additional surveys, our partners can hear from other critical stakeholders, easily see trends across surveys in one integrated report, and consistently measure progress across priorities. We offer surveys for:

## School Leadership Teams

School leaders have valuable perspectives on the extent to which their managers and central office policies and staff are helping them build a strong instructional culture. Our survey asks for leaders' perceptions of their manager, district or network leadership, and system-wide priorities and policies—information district or network leaders can then use to better support school leaders.

## Central Office Staff

Central office staff play a critical role in improving schools through hiring, curriculum decisions, school operations, and more. Our survey gauges their perceptions of district or network priorities, organizational culture, and the support they receive from supervisors, which helps district or network leaders understand how the central office can better support student learning.

## School Support Staff

School support staff, such as school nurses and administrative staff, have a unique perspective, often spending more time with students' families and interacting with students in different ways than teachers. Our survey asks for their perspective on leadership practices, school culture, and the support they receive in their role to build supportive learning environments. The results give a more complete view of the leadership practices, culture, and support at individual schools.

## Families

Families are important partners who, when engaged, can help schools understand how to better support student success. Our survey measures the quality of family engagement, asking about things within schools' control, such as whether parents receive updates on their child's academic progress or whether homework feels appropriately challenging. That feedback helps invest families in their schools and identify ways schools can engage families even more deeply.

**GET IN TOUCH.** To discuss how TNTP can help you improve and measure your school culture, email [insight@tntp.org](mailto:insight@tntp.org).

*TNTP believes our nation's public schools can offer all children an excellent education. A national nonprofit founded by teachers, we help school systems end educational inequality and achieve their goals for students. Today, TNTP is active in more than 50 cities. [tntp.org](http://tntp.org)*