2024 Agree Analysis

District: Wake County Public Schools
School: Phillips High

Retention

Please rate how strongly you agree or disagree with the following statements.

	2020	2022	2024
1. Overall, my school is a good place to work and learn.	94.59%	87.10%	96.97%
2. There is an atmosphere of trust and mutual respect in this school.	78.38%	77.42%	78.79%
3. I feel comfortable raising issues and concerns that are important to me.	75.68%	74.19%	78.79%
4. I usually look forward to each working day at this school.	N/A	N/A	90.91%
5. I wouldn't want to work in any other school.	N/A	N/A	72.73%
6. I feel loyal to this school.	N/A	N/A	90.91%
7. I would recommend this school to parents.	N/A	N/A	90.91%
8. I am an important part of this school.	N/A	N/A	75.76%
9. I am proud to work at this school.	N/A	N/A	93.94%

School Leadership

Please rate how strongly you agree or disagree with the following statements about (leadership)[School leadership is an individual, group of individuals or team within this school that focuses on managing a complex operation. This may include scheduling; ensuring a safe school environment; reporting on students' academic, social, and behavioral performance; using resources to provide the textbooks and instructional materials necessary for teaching and learning; overseeing the care and maintenance of the physical plant; or developing and implementing the school budget.] at this school:

	2020	2022	2024
1. Sets clear expectations for instruction.	N/A	N/A	93.94%
2. Communicates a clear vision.	N/A	N/A	78.79%
3. Knows what's going on in my classroom.	N/A	N/A	78.79%
4. Encourages teachers to use new knowledge and skills obtained through professional development.	N/A	N/A	93.94%
5. Helps teachers improve instruction.	N/A	N/A	69.70%

	2020	2022	2024
6. Helps teachers set clear and actionable goals for improving student learning.	N/A	N/A	72.73%
7. Ensures that teachers receive coaching and support to implement new practices.	N/A	N/A	72.73%
8. Creates a culture of trust in the building.	N/A	N/A	75.76%
9. Makes decisions based on the best interests of their students.	N/A	N/A	75.76%
10. Looks out for the wellbeing of the faculty members.	N/A	N/A	72.73%
11. Effectively manages daily operations at the school.	N/A	N/A	90.91%
12. Makes decisions that are reasonable and justified.	N/A	N/A	75.76%

Teacher Leadership

Please rate how strongly you agree or disagree with the following statements about (teacher)[Teachers means a majority of teachers in this school.] leadership in this school:

	2020	2022	2024
1. Communicate this school's vision to students.	N/A	N/A	84.85%
2. Empower students.	N/A	N/A	87.88%
3. Establish a safe and orderly environment.	N/A	N/A	100.00%
4. Take responsibility for all students' learning.	N/A	N/A	96.97%
5. Use data to organize, plan, and set goals.	N/A	N/A	90.91%
6. Use a variety of assessment data throughout the year to evaluate progress.	N/A	N/A	81.82%

(Teachers)[Teachers means a majority of teachers in this school.] in this school have opportunities to participate in the following leadership activities:

	2020	2022	2024
7. Analyze data.	N/A	N/A	72.73%
8. Assist in determining professional development.	N/A	N/A	63.64%
9. Assist in determining school budget.	N/A	N/A	33.33%
10. Create a professional learning community.	N/A	N/A	84.85%
11. Develop goals and strategies through the School Improvement Plan.	N/A	N/A	90.91%
12. Establish student discipline procedures.	N/A	N/A	63.64%

13. Mentor and support teachers to improve effectiveness.	N/A	N/A	100.00%
14. Participate in the hiring process.	N/A	N/A	81.82%
15. Select instructional materials and resources.	N/A	N/A	90.91%

Managing Student Conduct

Please rate how strongly you agree or disagree with the following statements about (students)[Students means a majority of students in this school.] at this school.

	2020	2022	2024
1. (Students)[Students means a majority of students in this school.] follow the rules for student conduct.	72.97%	70.97%	84.85%
2. (Teachers)[Teachers means a majority of teachers in this school.] routinely enforce the rules for student conduct.	67.57%	64.52%	90.91%
3. School (leadership)[School leadership is an individual, group of individuals or team within this school that focuses on managing a complex operation. This may include scheduling; ensuring a safe school environment; reporting on students' academic, social, and behavioral performance; using resources to provide the textbooks and instructional materials necessary for teaching and learning; overseeing the care and maintenance of the physical plant; or developing and implementing the school budget.] supports teachers' efforts to maintain discipline in the classroom.	78.38%	80.65%	93.94%
4. School (leadership)[School leadership is an individual, group of individuals or team within this school that focuses on managing a complex operation. This may include scheduling; ensuring a safe school environment; reporting on students' academic, social, and behavioral performance; using resources to provide the textbooks and instructional materials necessary for teaching and learning; overseeing the care and maintenance of the physical plant; or developing and implementing the school budget.] routinely enforces rules for student conduct.	64.86%	51.61%	87.88%
5. This school uses positive behavioral interventions and supports.	N/A	N/A	81.82%

The following are student conduct issues at my school:

	2020	2022	2024
6. Bullying	N/A	N/A	24.24%
7. Cheating	N/A	N/A	36.36%
8. Cyberbullying	N/A	N/A	9.09%
9. Disorder in classrooms	N/A	N/A	9.09%

10. Disorder in unstructured areas (e.g., hallways, cafeteria, bathrooms)	N/A	N/A	21.21%
11. Drug/tobacco products use	N/A	N/A	90.91%
12. Gang activity	N/A	N/A	3.03%
13. Physical conflicts among students	N/A	N/A	3.03%
14. Robbery or theft	N/A	N/A	N/A
15. Student disrespect of teachers	N/A	N/A	21.21%
16. Student possession of weapons	N/A	N/A	9.09%
17. Tardiness/skipping class	N/A	N/A	63.64%
18. Threats of violence toward teachers	N/A	N/A	9.09%
19. Vandalism	N/A	N/A	3.03%

Safety & Wellbeing

Please rate how strongly you agree or disagree with the following statements about safety and wellbeing at this school.

	2020	2022	2024
1. School safety issues are addressed quickly.	N/A	N/A	84.85%
2. Students at this school are comfortable reporting a bullying incident to a teacher or other staff.	N/A	N/A	81.82%
3. Teachers in this school know what to do if there is an emergency, natural disaster (tornado, flood) or a dangerous situation (e.g., violent person on campus) during the school day.	N/A	N/A	100.00%
4. School staff are aware of the content in their emergency operations plan.	89.19%	83.87%	96.97%

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	2020	2022	2024
5. Students arrive at school with their basic needs met (e.g. school supplies, clean clothes, food, sleep).	N/A	N/A	45.45%
6. This school provides adequate services to help students with social, emotional, and mental health needs.	N/A	N/A	84.85%

Facilities & Resources

The following aspects of this school's physical environment are sufficient for quality instruction:

	2020	2022	2024
1. Air quality	N/A	N/A	81.82%
2. Building cleanliness	N/A	N/A	93.94%
3. Building comfort (e.g., size of classrooms; temperature; building layout)	N/A	N/A	57.58%
4. Building maintenance (e.g., lead, asbestos, pest control)	N/A	N/A	72.73%
5. Building security	N/A	N/A	81.82%
6. Light quality	N/A	N/A	87.88%
7. Noise quality	N/A	N/A	93.94%
8. Reliable internet access	N/A	N/A	90.91%

Community Support & Involvement

Please rate how strongly you agree or disagree with the following statements about community support and involvement at this school.

	2020	2022	2024
1. This school encourages parent/guardian involvement.	N/A	N/A	96.97%
2. (Teachers)[Teachers means a majority of teachers in this school.] provide parents/guardians with useful information about student learning.	86.49%	87.10%	90.91%
3. Parents/guardians know what is going on in this school.	78.38%	67.74%	75.76%
4. Parents/guardians support teachers, contributing to their success with students.	83.78%	54.84%	63.64%
5. Community members support teachers, contributing to their success with students.	83.78%	70.97%	72.73%

Professional Learning & Support

Please rate how strongly you agree or disagree with the following statements about professional learning opportunities at this school.

	2020	2022	2024
1. An appropriate amount of time is provided for professional development.	94.59%	80.65%	75.76%
2. Professional development is differentiated to meet the individual needs of (teachers)[Teachers means a majority of	75.68%	74.19%	75.76%

teachers in this school.].			
3. Professional development includes enough time to think carefully about, try, and evaluate new ideas.	N/A	N/A	81.82%
4. Professional development includes opportunities to work productively with colleagues in my school.	81.08%	80.65%	78.79%
5. Professional development enhances teachers' ability to implement instructional strategies that meet diverse student learning needs.	91.89%	83.87%	87.88%

Instructional Practices & Supports

Please rate how strongly you agree or disagree with the following statements about the NC Educator Evaluation System (NCEES) observation cycle.

	2020	2022	2024
1. My conversations with my evaluator after the observation were focused on improving my performance.	N/A	N/A	84.62%
2. The feedback I received from my observation included specific steps to improve my instruction.	N/A	N/A	80.77%
3. My evaluator delivered feedback in a constructive manner.	N/A	N/A	96.15%
4. During my feedback conference, my evaluator gave me the opportunity to share my thoughts.	N/A	N/A	100.00%
5. The evaluation process has helped me identify specific things I can do to improve my instruction.	N/A	N/A	80.77%
6. As a result of the evaluation process, I have made positive changes to my classroom practice.	N/A	N/A	88.46%

Time

Please rate how strongly you agree or disagree with the following statements about the use of time at this school.

	2020	2022	2024
1. Teachers are allowed to focus on educating students with minimal interruptions.	83.78%	87.10%	96.97%
2. The (non-instructional time)[Non-instructional time includes any time during the day without the responsibility for student contact, including collaboration planning, meetings/conferences with students and families, etc.] provided for teachers is sufficient.	89.19%	80.65%	84.85%
3. Efforts are made to minimize the amount of (routine paperwork)[Routine paperwork includes both electronic and paper forms and documents that must be completed to	86.49%	83.87%	81.82%

comply with school, district, state, and federal policies.] teachers are required to do.			
4. Teachers have sufficient instructional time to meet the needs of all students.	89.19%	90.32%	81.82%
5. Teachers are protected from duties that interfere with their essential role of educating students.	89.19%	77.42%	81.82%

Equity

Please rate how strongly you agree or disagree with the following statements about (equity)["Educational Equity" is the belief and practice of ensuring that every student is treated in a fair and just manner, providing the necessary allocation of resources for the success of every student, and eliminating discriminatory barriers to full participation and opportunities for every student.] at this school.

	2020	2022	2024
1. All students are treated equitably.	89.19%	87.10%	75.76%
2. Teachers require all students to work hard.	N/A	N/A	75.76%
3. Teachers show respect for all students' cultural beliefs and practices.	N/A	N/A	96.97%
4. Instructional materials reflect the diverse backgrounds of our students and community.	67.57%	67.74%	81.82%
5. School programs and resources are adequate to support Special Populations (e.g., Students with Disabilities, Academically and Intellectually Gifted Students, Multilingual Learners, Foster Students, etc.)	89.19%	90.32%	78.79%
6. Our school recruits and retains a diverse teaching staff.	N/A	N/A	90.91%
7. There is a culturally inclusive environment for all staff.	N/A	N/A	84.85%