



**Insight results provide you with information about how your teachers are experiencing instructional leadership practices at your school.** Use this guide to develop a strategy, timeline and milestones to improve the instructional culture at your school.

### CREATING A PLAN

<p><b>1. REVIEW YOUR SCHOOL'S DOMAIN SCORES.</b></p>	<p>Get a snapshot of your school's instructional culture by exploring areas of strength and opportunities for growth. Consider which domains are closest to and furthest from the top-quartile schools. Consider which domains have improved or declined over time.</p>
<p><b>2. CHOOSE A DOMAIN OR TWO TO PRIORITIZE FOR IMPROVEMENT.</b></p>	<p>When choosing domains to prioritize, you might consider distance from top-quartile schools, performance on domains over time, the domains that support your school's existing priorities, and how domains build on each other.</p>
<p><b>3. UNDERSTAND TEACHER EXPERIENCES IN YOUR DOMAIN OF FOCUS.</b></p>	<p>Review the items within your priority domain to help you understand teacher perceptions that contribute to your domain score. Consider which items are furthest from the top-quartile schools and how teachers' experiences have improved or declined on these items over time. What experiences are teachers considering as they answer questions in this domain? How do open-ended responses support your interpretation?</p>
<p><b>4. EXPLORE CONTRIBUTING LEADER BEHAVIORS FOR YOUR DOMAIN OF FOCUS.</b></p>	<p>What are the associated leadership practices – what are you and your school leadership team doing or not doing to contribute to teachers' experiences? How do you need to adjust your leadership behaviors to improve this domain?</p>
<p><b>5. COMMIT TO NEXT STEPS.</b></p>	<p>Identify changes in your leadership practices and support structures for teachers. What steps will you take immediately and what is the long-term plan to achieve success in your domain of focus? What resources and support do you need? How can your manager or central office support you?</p>

### EXAMINING TEACHER RETENTION PLANS

Research shows that schools with strong instructional cultures retain more effective teachers, and that teachers experiencing two or more retention strategies tend to stay at their schools longer. Explore the "Retention and Index" tab and consider:

- What percent of teachers are planning to leave your school this year or next year?
- What are the most common reasons teachers cited for staying and leaving?
- Which retention strategies can you commit to implementing more often?

### SHARING RESULTS WITH TEACHERS

As you prepare to share your results with your teachers, consider potential outcomes you would like to accomplish:

- Thank teachers for their time spent completing the survey and acknowledge their feedback.
- Share your leadership team's reflections on the results (what you learned and what the school will do as a result).
- Solicit additional details regarding particular areas of the survey to gather more feedback.