

Introduction to Insight

INTRODUCTION TO INSIGHT

New to Insight? You've come to the right place.

A. What is Insight?

Insight, short for Instructional Culture Insight, is a survey developed and administered by TNTP to teachers. Administered twice a year, and generally taking 15-20 minutes to complete, Insight provides valuable feedback on the talent management experiences of teachers. Insight includes questions across many topics, including Observation & Feedback, Instructional Planning, and Evaluation.

Insight collects and reports teacher feedback to principals and district staff, outlining a roadmap for improvement.

1. SURVEY TEACHERS

Validated survey gathers teacher feedback on critical aspects of school culture



2. SHARE FEEDBACK

TNTP identifies strong local performers, assesses school culture and shares this upward feedback with leaders



3. IMPROVE CULTURE

Survey results provide information to prioritize necessary actions to improve culture



Insight surveys happen twice per year, giving principals opportunities to monitor progress before the end of the year.

B. What is the impact of having a strong instructional culture?

In schools with the strongest cultures, as measured by the Instructional Culture Index, students learn more in both math and reading. And great teachers stay longer - they plan to leave strong schools at half the rate of weaker-cultured schools. In short, these schools are great places for teachers and students to teach and learn, and their results speak for themselves.

QUICK LINKS TO INSIGHT RESOURCES

[» WELCOME TO INSIGHT RESOURCE PAGE](#)

1

Brand new to Insight?
Start Here

2

Interpret Your Results

3

Take Action

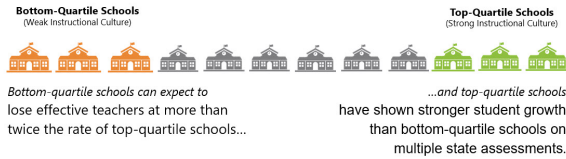
Frequently Asked Questions

How many schools have participated in Insight?

Since we began administering the survey in 2010, nearly 1600 schools have participated, including several

Schools with strong instructional cultures retain a higher percentage of their effective teachers and achieve greater academic success with students.

Instructional Culture Matters for Teachers and Students



large districts and cohorts of charter schools. In the fall of 2016, over 1400

C. How does Insight work?

Insight leverages the theory of positive deviance which posits that "in every community there are certain individuals or groups whose uncommon behaviors and strategies enable them to find better solutions to problems than their peers, while having access to the same resources and facing similar or worse challenges." Insight results include benchmark data taken from the strongest-cultured schools as identified by the Index to demonstrate what is possible and to motivate schools for improvement. The theory of positive deviance is also closely aligned to the idea of "bright spots" as shared by Chip and Dan Heath in [Switch](#).

Insight helps school leaders build strong cultures by learning from what successful exemplars do differently.



D. How does Insight compare schools?

Insight uses the Instructional Culture Index, a score on a scale from 1-10, to measure the instructional culture in each school. The Index is a roll-up of three questions from the Insight survey which describe strong talent management practices in any organization. The Index is a

validated predictor of student achievement in schools, as well as the retention of teachers rated as effective or better. The Instructional Culture Index is further explained in this downloadable paper.

The Index -

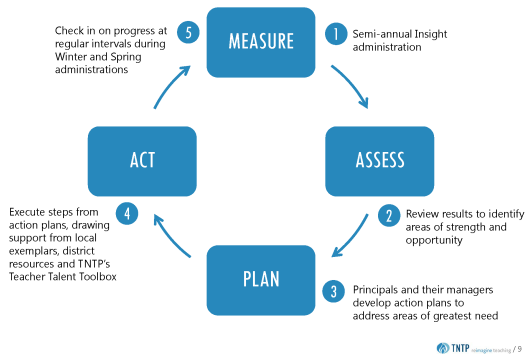
TNTP's Instructional Culture Index is a reliable measure that can be used to compare schools of all types and is based on what matters most for retention and student academic success.



E. When is the Insight survey administered and reports delivered?

TNTP administers the Insight survey twice each school year. Our winter administration occurs between November and February, and our spring administration occurs between May and June. Schools typically receive their reports within 4 weeks of the close of the survey in their sector or district. By providing this look into instructional culture twice each year, school leaders are able to course-correct halfway through the year based on this additional data.

Insight supports a cycle of continuous improvement.



F. How do I use my Insight results?

Start by prioritizing

schools participated in Insight.

How is Insight different from other teacher surveys?

Every teacher survey is different in important ways, but here are some of the advantages of Insight:

- The Insight items bank was written specifically

2 Interpret Your Results

one or two areas of highest need or potential, and then determine what is necessary for improvements.

3 Take Action

Create a vision of successful improvement, collect resources to support improvement, and share findings and

plans with teachers to build a community committed to change.

for teachers, to capture the ir feedback on important talent management practices in schools.
• The Insight item ba

nk
wa
s
als
o
de
sig
ne
d
to
be
act
ion
abl
e,
all
ow
ing
lea
der
s
to
tak
e
dir
ect
ste
ps
to
im
pro
ve
the
ir
ma
na
ge
me
nt
an
d
su
pp

ort
of
tea
ch
ers
.
• Ins
igh
t
res
ult
s
inc
lud
e
be
nc
hm
ark
dat
a –
the
top
-qu
arti
le
co
mp
ari
so
ns
–
wh
ich
put
ea
ch
sc
ho
ol'
s
res
ult

s
int
o
co
nte
xt
wit
h
oth
er
sc
ho
ols
in
the
are
a.

When is Insight administ ered?

Insight is
administere
d twice a
year – in
the
fall/winter
and again
in the
spring. By
conducting
Insight
twice a
year, we
support
school
leaders in
engaging
with a cycle

of
continuous
improvement
through
measurement,
planning
and action,
and
subsequent
reassessment.

What do I need to do during the survey administration?

Our goal is to have all of your teachers' voices reflected in your school report, and as a school leader, you are well positioned to engage teachers in Insight. Because of this, we ask you to encourage

your teachers to participate and remind them that their responses will be held in full confidence. Because the Insight survey is administered online, via links emailed directly to teachers, there is nothing that school leaders are required to do.

When will I receive my school's Insight reports?

Schools generally receive their reports approximately 3-4

weeks after
the survey
closes for
all schools
within a
district or
region. For
an answer
specific to
your
school,
please
email ***insig***
ht@tntp.or
g.

Ready to learn more?

Download the *Introduction to Insight* PowerPoint deck.

Introduction to
Insight Slides

For more information contact insight@tntp.org