

Syracuse City



School District



Syracuse Teachers Association



**OPPORTUNITY CULTURE
SURVEY RESULTS
TEACHER CAREER PATHWAYS**

Syracuse City School District

March 5, 2015

Teacher Career Pathways

2

- Implemented teacher career pathways with additional opportunities for leadership and compensation
- In SY14-15, we launched 4 new school models at the following schools: Bellevue Elementary, Seymour Elementary, Grant Middle, and Clary Middle
- School design teams collaborated to identify and design the right school model for their building
- Partners supported all aspects of the work through the design process
 - Education First and Public Impact
 - American Federation of Teachers

Survey - High Level

3

- 191 complete surveys

School	# of Complete Surveys	# of Teaching Staff	% Completion
Bellevue Elementary	39	64	60.9%
Seymour Dual Language	54	77	70.1%
Grant Middle School	52	74	70.3%
Clary Middle School	46	59	78.0%
Total	191	274	69.7%

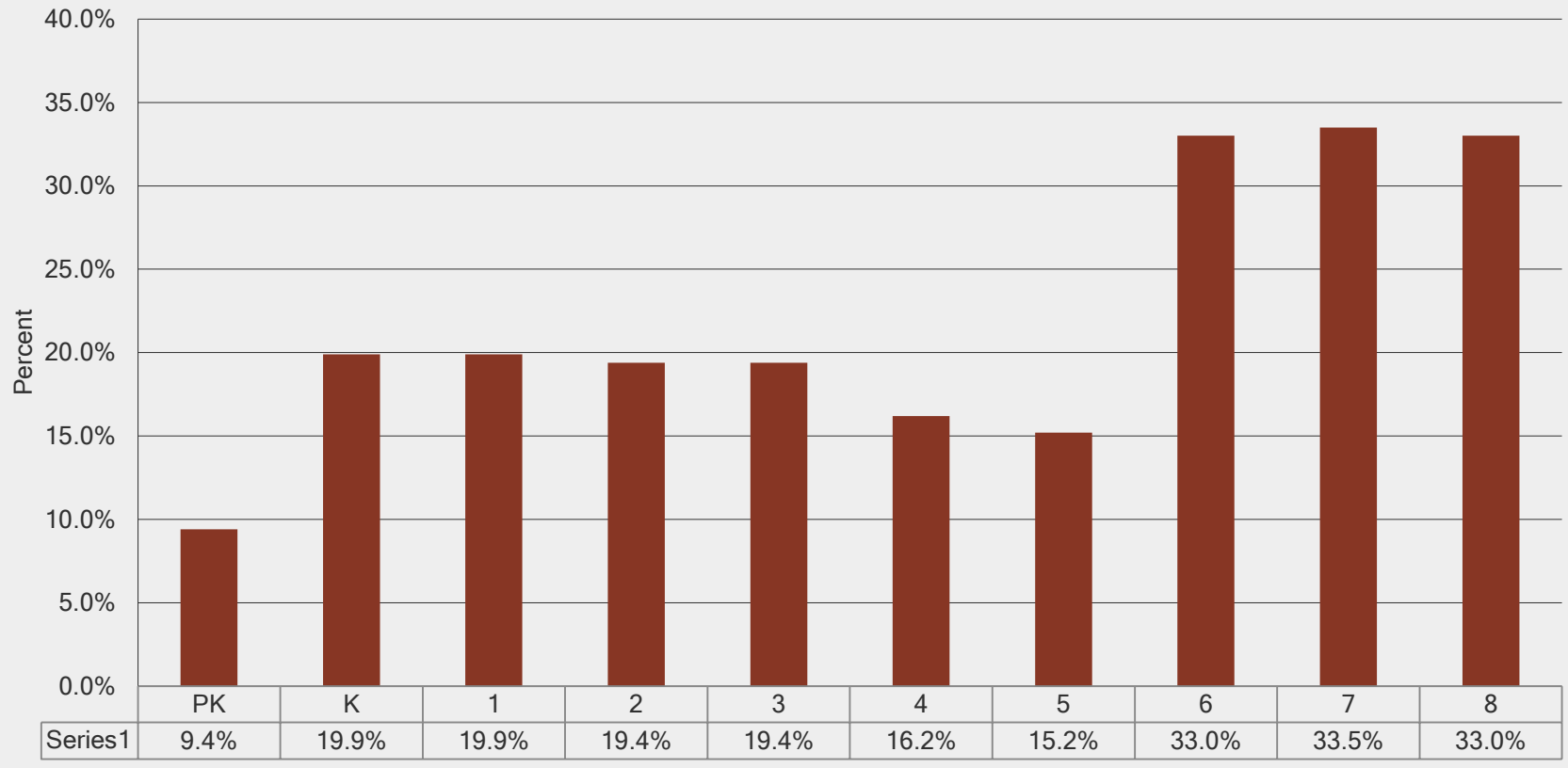
High-Level

4

Grade Level

5

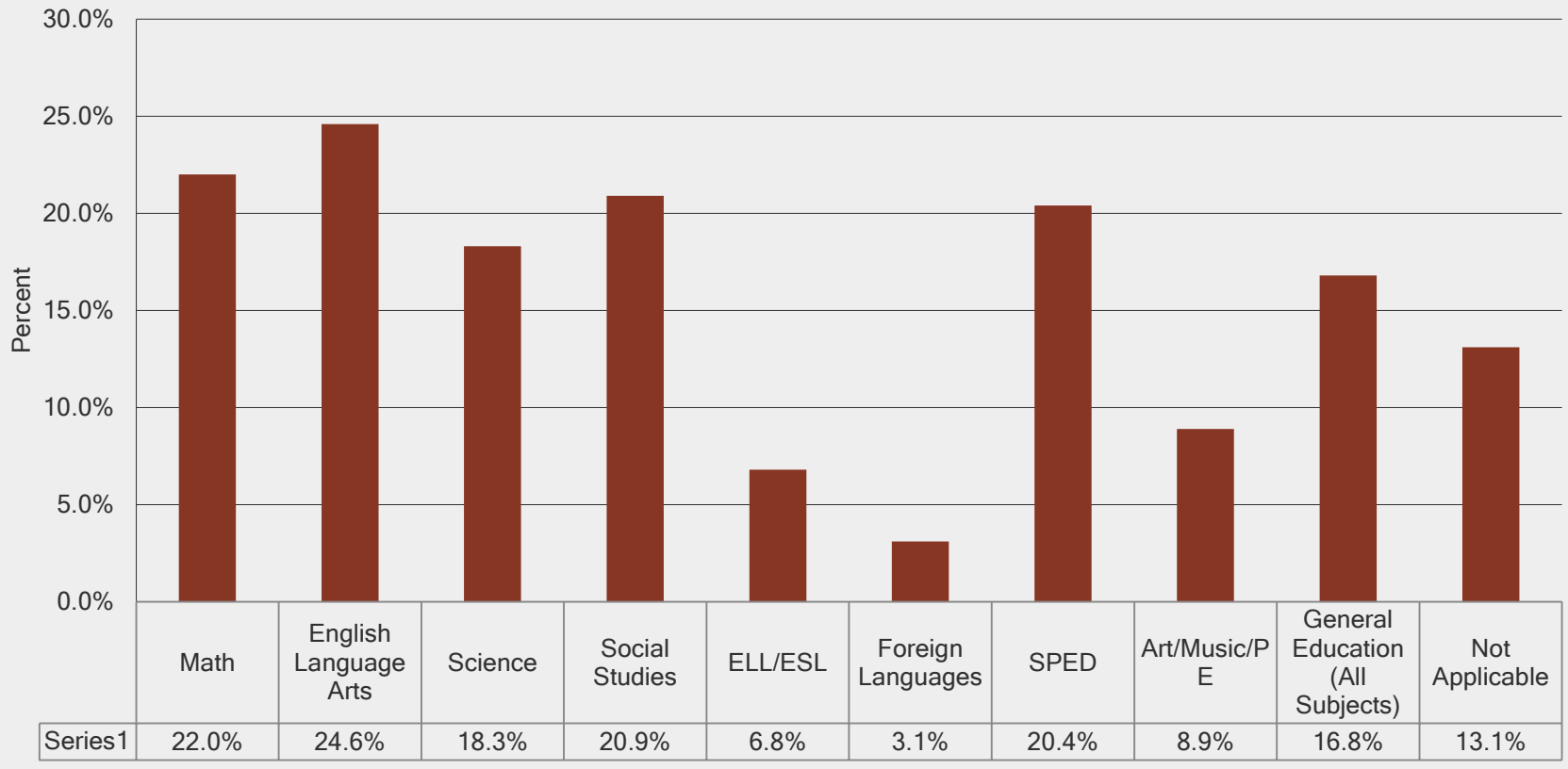
Grade levels taught? (please select all that apply)



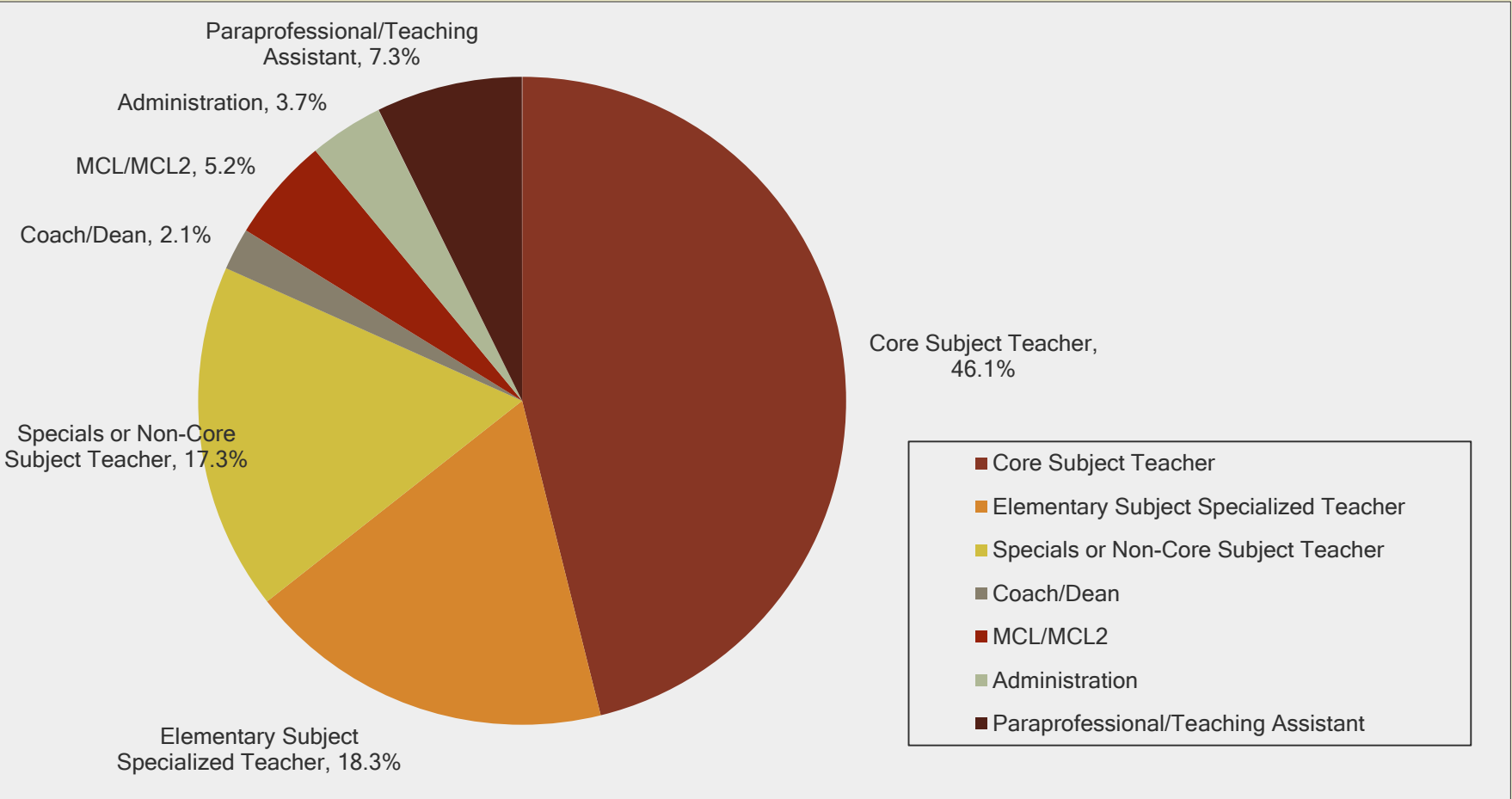
Subject/Content Area

6

Subject area taught? (please select all that apply)



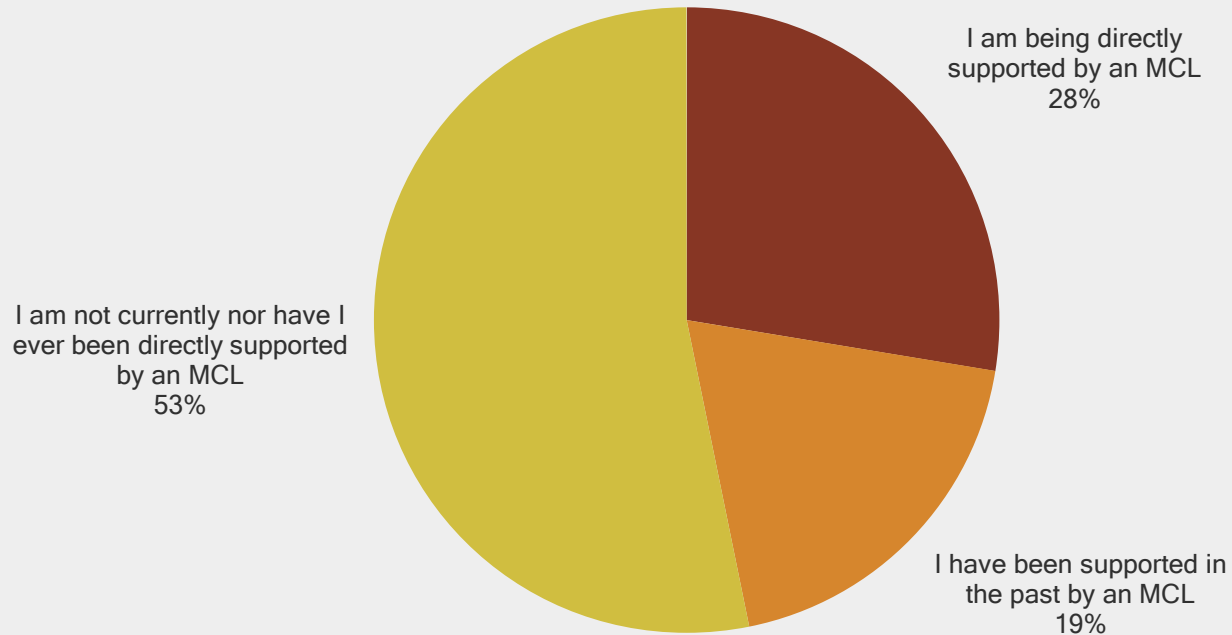
School Role



Teacher Data

8

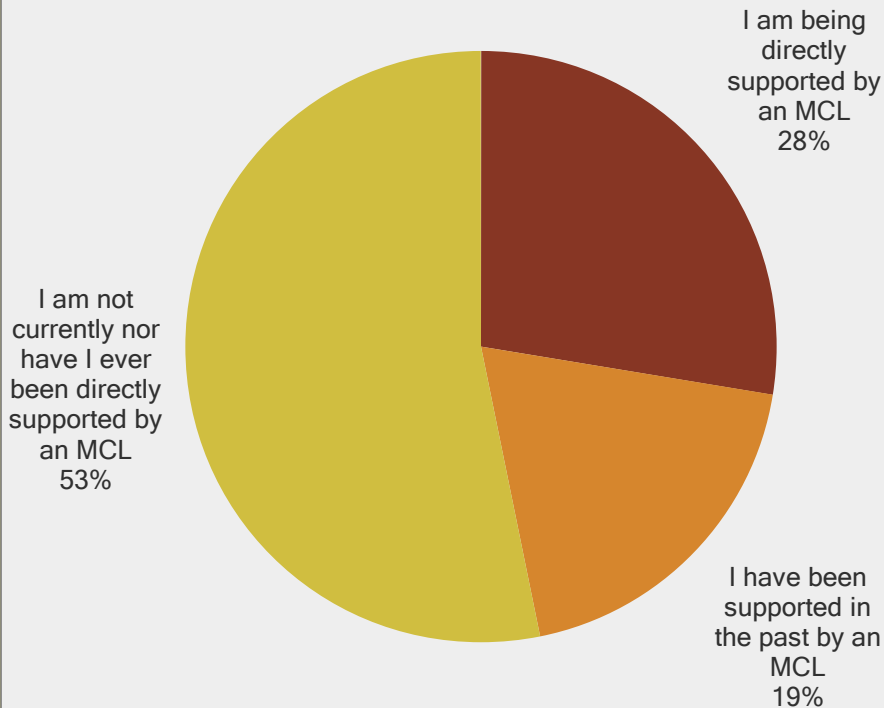
Are you or have you ever been supported by an Multi-Classroom Leader (MCL)?
(please select one answer)



Teacher Level

9

Are you or have you ever been supported by an Multi-Classroom Leader (MCL)?
(please select one answer)



Answer Options	Response Percent	Response Count
I am being directly supported by an MCL	27.6%	43
I have been supported in the past by an MCL	19.2%	30
I am not currently nor have I ever been directly supported by an MCL	53.2%	83

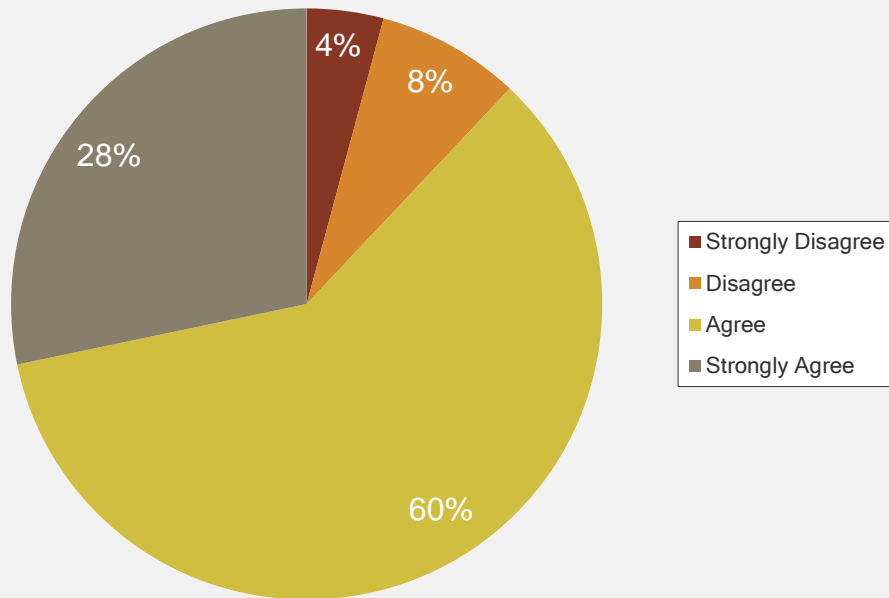
Overall

10

Shared Vision

11

Teachers, staff and administrators at my school have a shared vision for our school's (Opportunity Culture) staffing model.

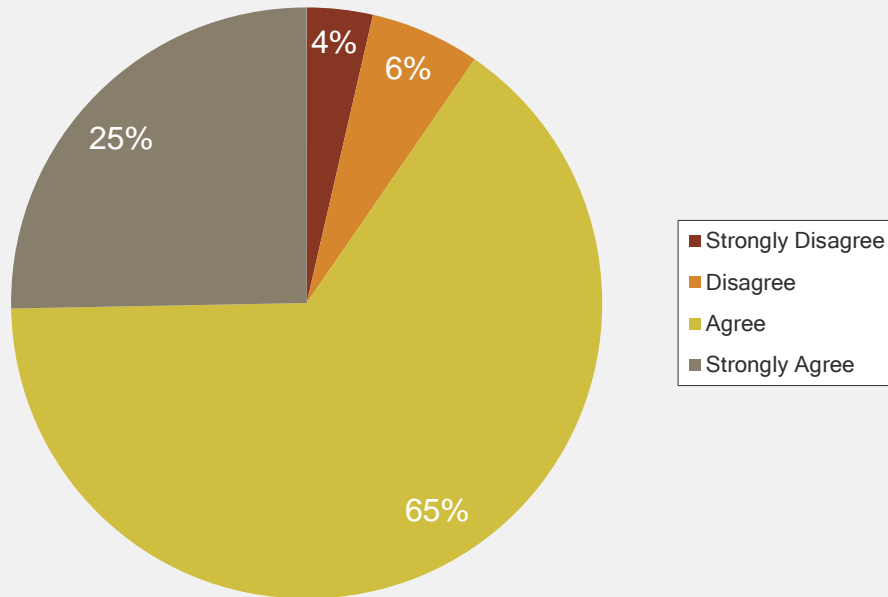


Answer Options	Response Percent	Response Count
Strongly Disagree	4.2%	8
Disagree	7.9%	15
Agree	59.7%	114
Strongly Agree	28.3%	54

Student Achievement

12

My school's (Opportunity Culture) staffing model has increased student achievement at my school.

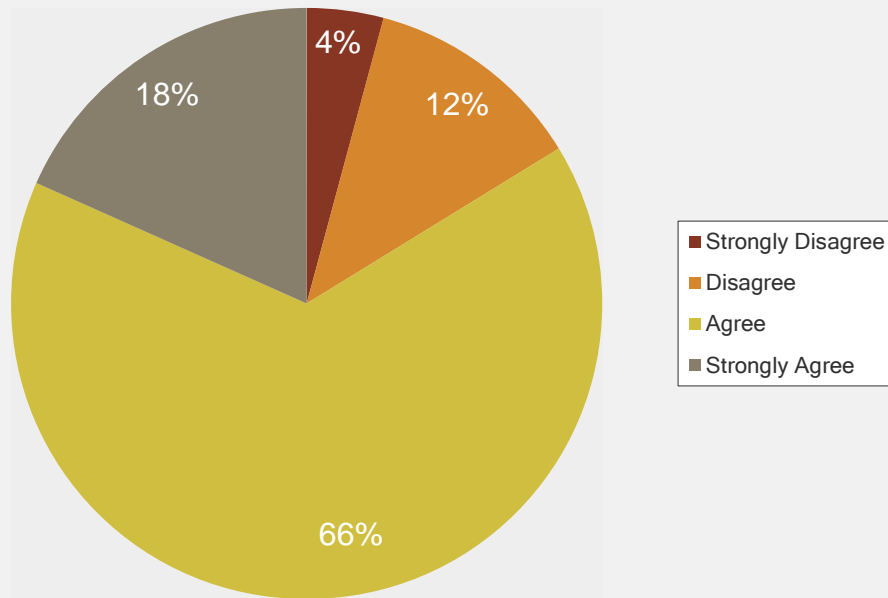


Answer Options	Response Percent	Response Count
Strongly Disagree	2.1%	4
Disagree	22.5%	43
Agree	59.2%	113
Strongly Agree	16.2%	31

Teacher Leadership and Responsibility

13

My school's (Opportunity Culture) staffing model provides teachers with an opportunity to expand their roles and responsibilities and to further advance their development and careers as educators.

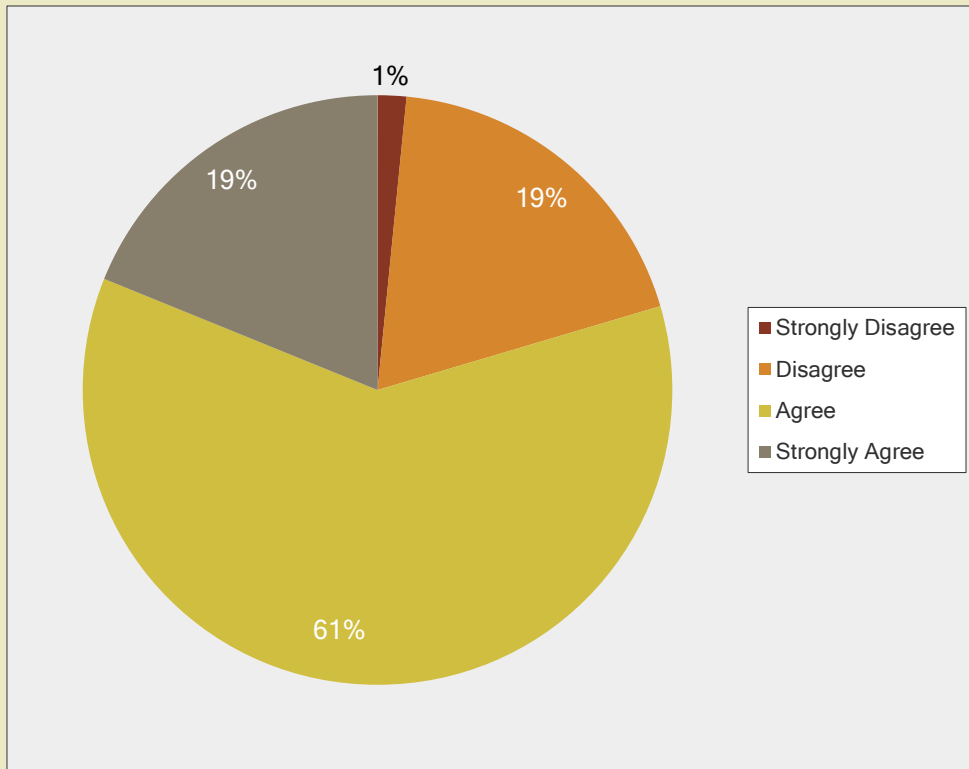


Answer Options	Response Percent	Response Count
Strongly Disagree	4.2%	8
Disagree	12.0%	23
Agree	65.4%	125
Strongly Agree	18.3%	35

Extending Reach

14

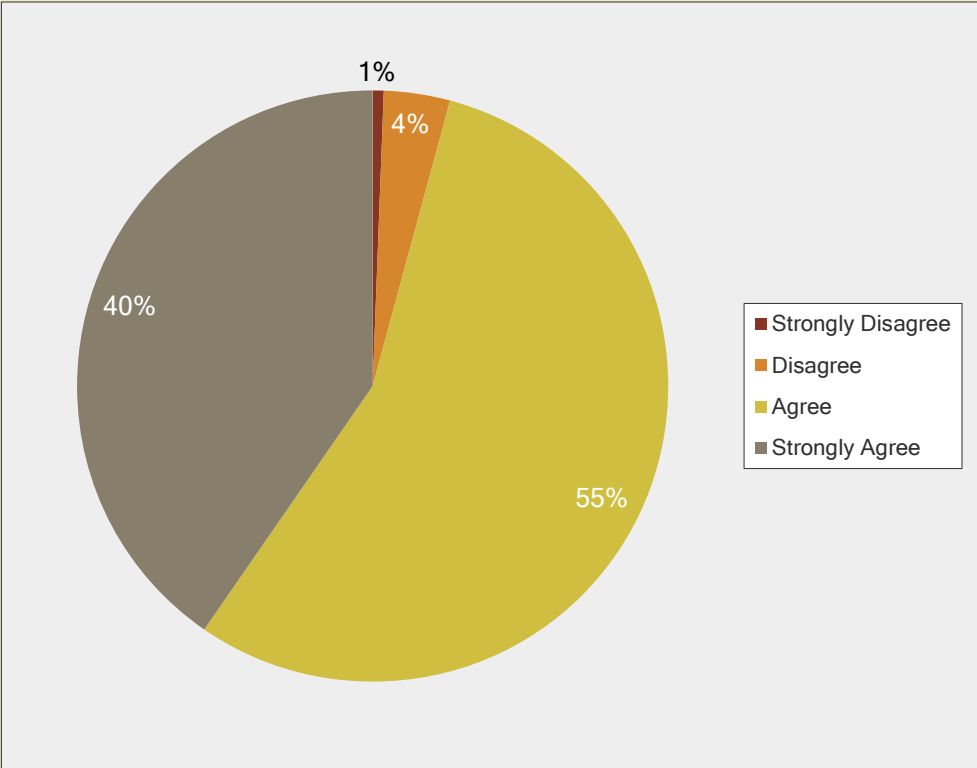
My school's (Opportunity Culture) staffing model effectively extends the reach of excellent teaching to more students.



Answer Options	Response Percent	Response Count
Strongly Disagree	1.6%	3
Disagree	18.8%	36
Agree	60.7%	116
Strongly Agree	18.8%	36

Extending Reach (Teachers and MCLs)

If I am successful as a teacher in my school, I will have the opportunity to reach more students.

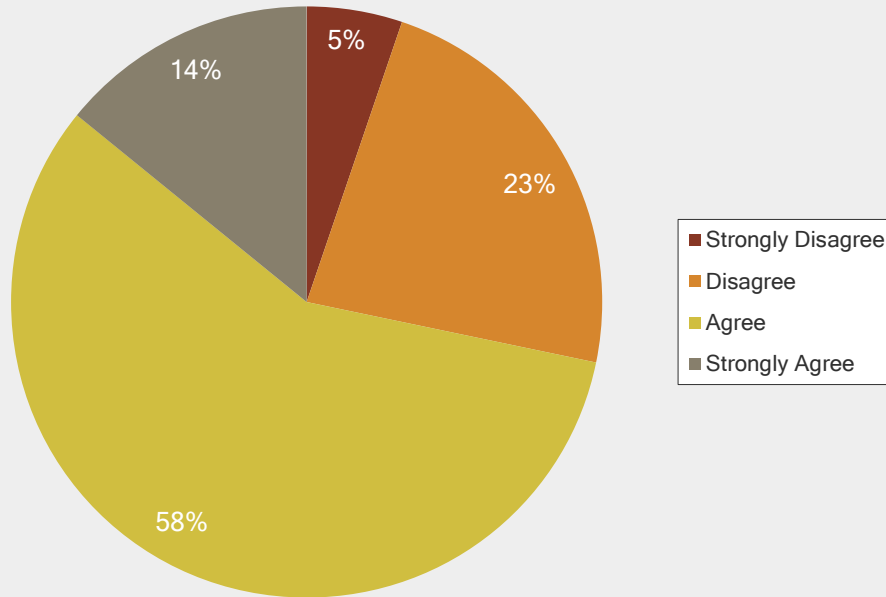


Answer Options	Response Percent	Response Count
Strongly Disagree	0.6%	1
Disagree	3.6%	6
Agree	55.4%	92
Strongly Agree	40.4%	67

Communication

16

My school effectively introduced and communicated the (Opportunity Culture) staffing model to me.

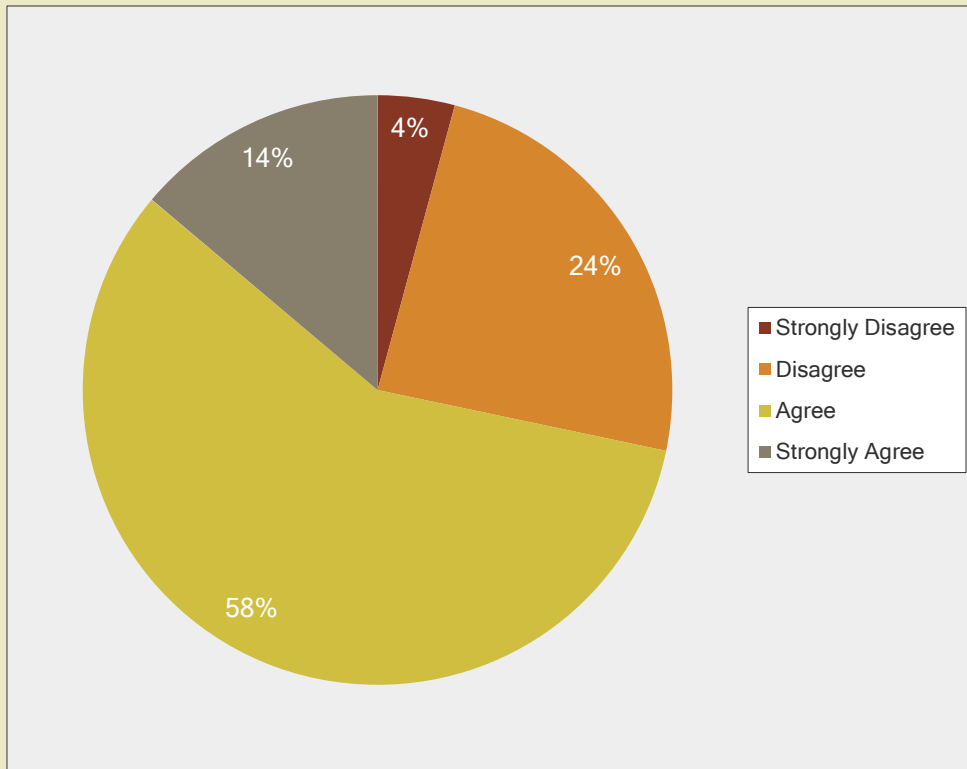


Answer Options	Response Percent	Response Count
Strongly Disagree	5.2%	10
Disagree	23.0%	44
Agree	57.6%	110
Strongly Agree	14.1%	27

Leadership Opportunities (Teachers and MCLs)

17

My school clearly defines what I need to do to take on more leadership responsibilities at my school.

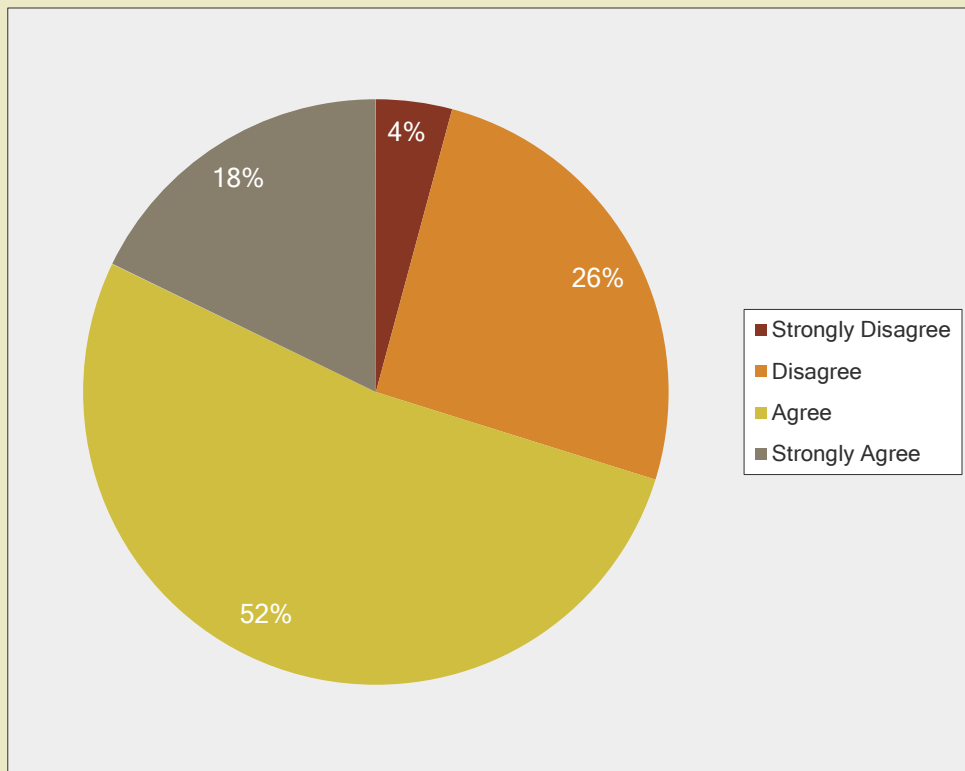


Answer Options	Response Percent	Response Count
Strongly Disagree	4.2%	7
Disagree	24.1%	40
Agree	57.8%	96
Strongly Agree	13.9%	23

Alignment to School Vision and Mission

18

I have a clear understanding for how the (Opportunity Culture) staffing model fits into the school's vision and mission.

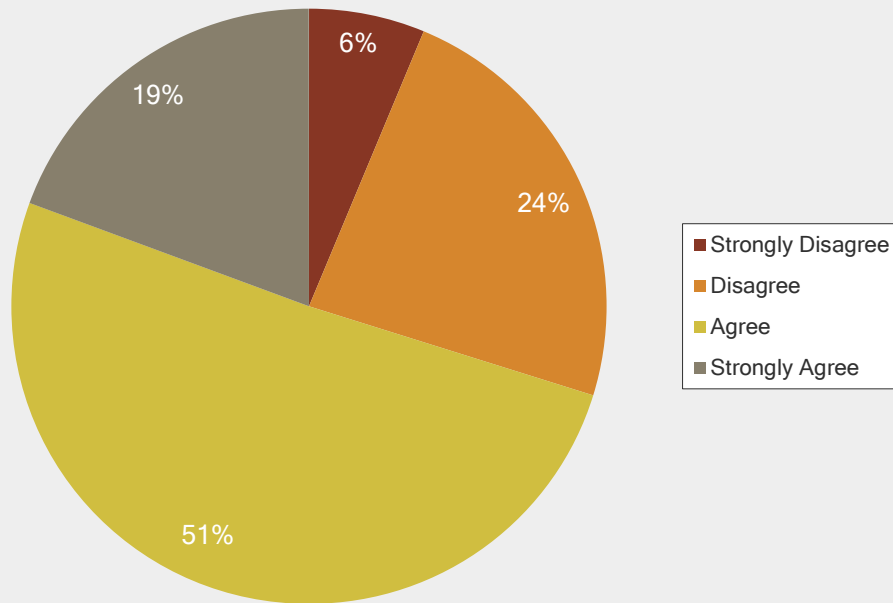


Answer Options	Response Percent	Response Count
Strongly Disagree	4.2%	8
Disagree	25.7%	49
Agree	52.4%	100
Strongly Agree	17.8%	34

Multi-Classroom Leader - Role Clarity

19

I have a clear understanding of the Multi-Classroom Leader's role and responsibilities.

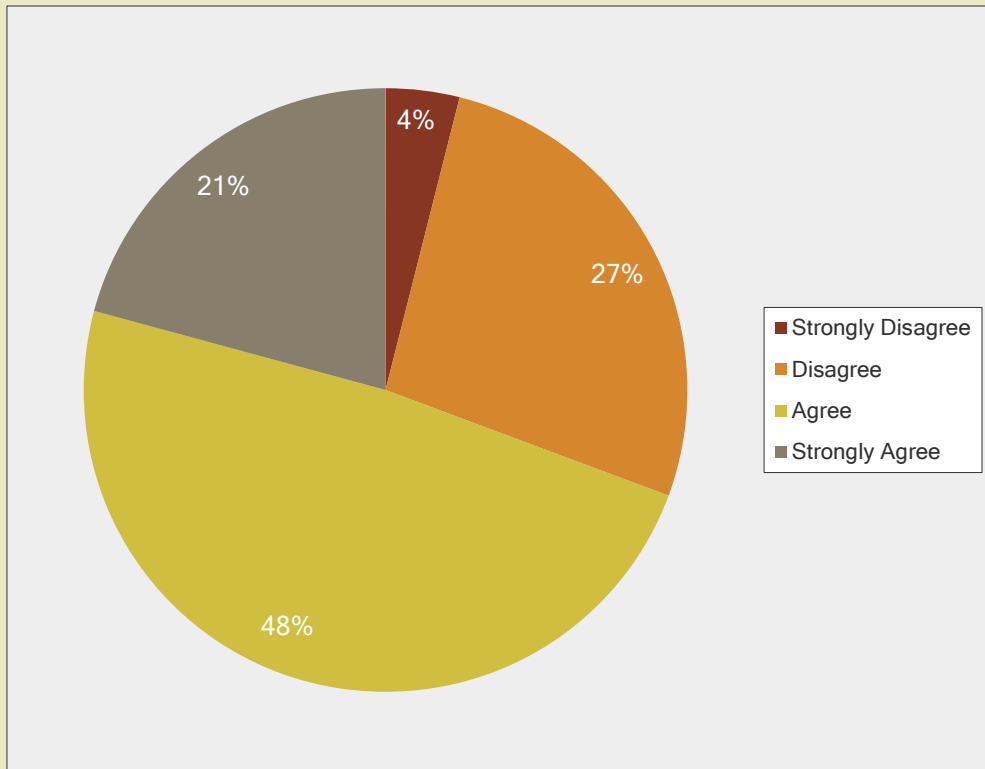


Answer Options	Response Percent	Response Count
Strongly Disagree	6.3%	12
Disagree	23.6%	45
Agree	50.8%	97
Strongly Agree	19.4%	37

Multi-Classroom Leader 2 - Role Clarity

20

I have a clear understanding of the Multi-Classroom Leader 2's role and responsibilities.
(Only applicable to staff at Grant and Clary)



Answer Options	Response Percent	Response Count
Strongly Disagree	4.0%	4
Disagree	26.7%	27
Agree	48.5%	49
Strongly Agree	20.8%	21