



School Needs Assessment

Part 1. Academic Needs Analysis Guiding Questions:

Academic Performance Data Sources:

- Student enrollment by sub-group (FRL, Special Ed, ELL, race/ethnicity and gender)
- Summative results by grade and subject, and by sub-group
- Student growth results by grade and subject
- Longitudinal student cohort data

Data Review Guidance: As you look over your data, consider the following questions:

- Looking at your data, where is the need most acute – in what grades and subjects, and with what sub-groups (ELL, SWD, poverty, race/ethnicity, gender)?
- What are the differences between the grades in the same subjects? What is the academic performance of students in the grades before and after in the same subject?
- What is the trend in same subject and grade over the years the data is presented for?
- What happens with cohorts of students? From the first year students enter to their last year in your school?
- What qualitative information is available that can enhance our understanding of the challenge?

Questions	Sample answers
<p>1. What are your most urgent academic needs?</p> <p><i>Focus on a maximum of three urgent needs. Consider academic achievement needs of specific grades, subjects and/or student groups. If performance relative to standard is weak across the board, you may consider focusing on high-leverage points (e.g. 6th grade transition, literacy), quick wins, or addressing the lowest growth.</i></p>	<p>Urgent Need #1: Math and ELA performance for SWD subgroup in grades 3-8.</p> <p>Urgent Need #2:</p> <p>Urgent Need #3:</p>

2. For each urgent student need, what factors have contributed to:

- Any significant growth or early progress in the right direction?
- A lack of success or growth?

Consider potential factors: teacher effectiveness and/or turnover, administrator attention, curriculum & assessment limitations, student preparedness, success or failure of specific interventions, time spent on task, etc. Your answers may be based on qualitative observations or quantitative data, but prove your hypotheses with data, where possible.

For example:

- *To confirm your hypothesis that preparedness (vs. growth while in your school) is a driver of low performance across your ELL subgroup, you might check that your data shows that ELL growth is high, while their incoming proficiency is low.*
- *For all academic concerns, you might analyze culture data for the student group in question to consider aspects of school culture may be impeding academic performance. You might also consider other potential reasons that can be quantitatively or qualitatively observed, e.g. recent changes in staffing, scheduling, etc.*

Urgent Need #1:

- Factors contributing to growth:
 - There is one effective co-teaching pair in 3rd grade – they have seen some gains in recent years
- Factors impeding success:
 - Currently lacking coaching and collaboration across teachers, particularly among special and general education teachers
 - Quality of pull out instruction varies; limited alignment across classrooms

Urgent Need #2:

- Factors contributing to growth:
- Factors impeding success:

Urgent Need #3:

- Factors contributing to growth:
- Factors impeding success:

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Part 2. Student and Adult School Culture Analysis Guiding Questions:

<p>Student School Culture Needs Data Sources:</p> <ul style="list-style-type: none"> - Longitudinal student attendance and tardy data - Student behavior data: out of school suspensions, in-school suspensions, referrals, and serious incidences by grade, sub-group, and gender - Student culture surveys 	
<p>Data Review Guidance: As you look over your data, consider the following questions:</p> <ul style="list-style-type: none"> • Looking at your data, where is the need most acute – in what grades and subjects, and with what sub-groups (ELL, SWD, poverty, race/ethnicity, gender)? • What are the differences between the grades for attendance, tardies, incidents? • What is the trend in same subject and grade over the years the data is presented for? • What happens with cohorts of students? From the first year students enter to their last year in your school? • What qualitative information is available that can enhance our understanding of the challenge? • What areas do students express positive feelings? Negative feelings? 	
Questions	Sample answers
<p>1. What are your most urgent student school culture needs?</p> <p><i>Focus on a maximum of three urgent needs. Consider behavior and/or social-emotional needs of specific grades, subjects, and student groups. If overall school culture is weak, consider leverage points that may be particularly important if addressed first.</i></p>	<p>Urgent Need #1: In-school suspensions are higher in grade 8 than in grade 6.</p>
	<p>Urgent Need #2: African American boys are the subject of referrals and in and out-of-school suspensions at a higher rate than other groups in all grades.</p>
	<p>Urgent Need #3:</p>

2. For each urgent student school culture need, what factors have contributed to:

- a. Any significant improvement or early progress in the right direction?
- b. A lack of positive school culture?

Consider potential factors: lack of student success/motivation, teacher behaviors or beliefs, behavior management systems or practices, student social-emotional characteristics, low family engagement, etc. Your answers may be based on qualitative observations or quantitative data, but prove your hypotheses with data, where possible. For example:

- i. *Check if teacher absenteeism is contributing to problems with classroom management and/or school safety.*
- ii. *Cross-check student performance data to see if students who exhibit behavior issues are typically those needing academic interventions.*

Urgent Need #1:

- Factors contributing to growth:
 - The guidance counselor and social worker are effective
- Factors impeding success:
 - Scale of student referrals is too high

Urgent Need #2:

- Factors contributing to growth:
- Factors impeding success:

Urgent Need #3:

- Factors contributing to growth:
- Factors impeding success:

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Adult Culture Needs Data Sources:

- Teacher retention rates
- Longitudinal teacher attendance data
- Teacher hiring timeline data -- % of faculty hired before previous school year end, before current school year start
- Teacher survey data

Data Review Guidance: As you look over your data, consider the following questions:

- Looking at your data, where is the need most acute?
- What is the trend over time for teacher retention?
- What happens with cohorts of students? From the first year students enter to their last year in your school?
- What qualitative information is available that can enhance our understanding of the challenge?
- What areas do teachers express positive feelings? Negative feelings?

Questions	Sample answers
<p>1. What are your most urgent adult culture needs?</p> <p><i>Focus on a maximum of three urgent needs. In addition to the data presented, consider information shared in your team and what you know to be true – the qualitative information about challenges and their possible reasons critical to this analysis and future solution generation.</i></p>	<p>Urgent Need #1: Our teachers retention rate is low, especially for effective teachers</p>
	<p>Urgent Need #2: Our teacher attendance rate is low.</p>
	<p>Urgent Need #3:</p>

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<p>2. For each urgent adult culture need, what factors have contributed to:</p> <ul style="list-style-type: none"> • Any significant improvement or early progress in the right direction? • A lack of positive school culture? <ul style="list-style-type: none"> ○ <i>Check if teacher absenteeism is contributing to problems with classroom management and/or school safety.</i> ○ <i>Cross-check student performance data to see if students who exhibit behavior issues are typically those needing academic interventions.</i> 	<p>Urgent Need #1:</p> <ul style="list-style-type: none"> • Factors contributing to growth: <ul style="list-style-type: none"> ○ Coaches are effectively supporting novice teachers • Factors impeding success: <ul style="list-style-type: none"> ○ Effective teachers are being placed in the highest-need classrooms, increasing burnout
	<p>Urgent Need #2:</p> <ul style="list-style-type: none"> • Factors contributing to growth: • Factors impeding success:
	<p>Urgent Need #3:</p> <ul style="list-style-type: none"> • Factors contributing to growth: • Factors impeding success:

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