

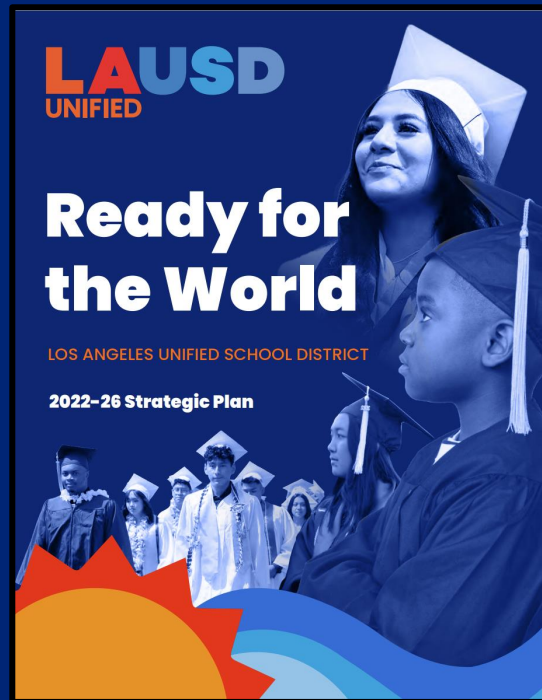


LAUSD
UNIFIED

Strategic Plan: School Experience Survey Connection

PILLAR 5

PRIORITY 5C:
Investing in Staff



Ready for the World



School Experience Survey (SES)

- Purpose of the SES
- Components of the SES
- Importance of SES results
- SES connections to Strategic Plan
- Examining SES results
- Next Steps



LAUSD
UNIFIED



2024-2025 SCHOOL EXPERIENCE SURVEY

Your voice matters. Let us know what you think!



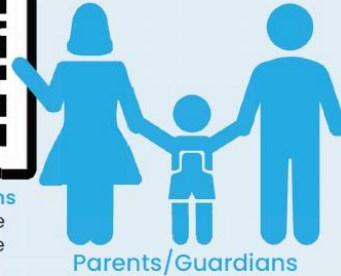
Students



Staff



Parents / Guardians
and **Staff** Take the
survey online here



Parents/Guardians

***February 10, 2025
To
March 21, 2025***

School Experience Survey Purpose

The School Experience Survey is designed to gather feedback from students, parents, teachers, and staff so that schools can learn what they are doing well and what they need to work on.



School Experience Survey Organization

The School Experience Survey (SES) is administered each fall to 4 “**Groups**” of people. Survey items are organized into 3 “**Categories**,” with several “**Content Areas**” *each* to further organize the survey items.

SES Groups	SES Categories		
	Academics	School Climate	Social-Emotional Learning
	Content Areas:	Content Areas:	Content Areas:
Students:	Academic Focus	Bullying	Growth Mindset
	Cognitive Engagement	Connectedness	Self-efficacy
	Future Orientation	Expectations for Behavior	Self-management
	Technology	Opp. for Part. & Leadership	Student Social Awareness
		Safety	Self-Awareness
All Staff:			Responsible Decision-Making
	Academic Focus	Resource Availability	n/a
		Safety	n/a
		School Climate Staff	n/a
		School Climate Students	n/a
		School Discipline	n/a
Teachers:		Student Behavior	n/a
	Educator Development	Teaching Satisfaction	n/a
	Focus on English Learners		n/a
	Instructional Improvement		n/a
Parents:	Integrated Technology		n/a
	Future Orientation	Customer Service	n/a
	High Quality Schooling	Parent Engagement	n/a
		Parent Involvement	n/a
		Resource Availability	n/a
		Safety	n/a

Importance of Survey Results



The School Experience Survey (SES) provides important data for a number of District and School requirements, including:

- ✓ State requirement to administer a “Local Climate Survey” every year and to report results
- ✓ Local Control and Accountability Plan (LCAP)
- ✓ School Plan for Student Achievement (SPSA)
- ✓ Accrediting Commission for Schools, Western Association of Schools and Colleges (ACS WASC)
- ✓ **LAUSD Strategic Plan**



LAUSD
UNIFIED

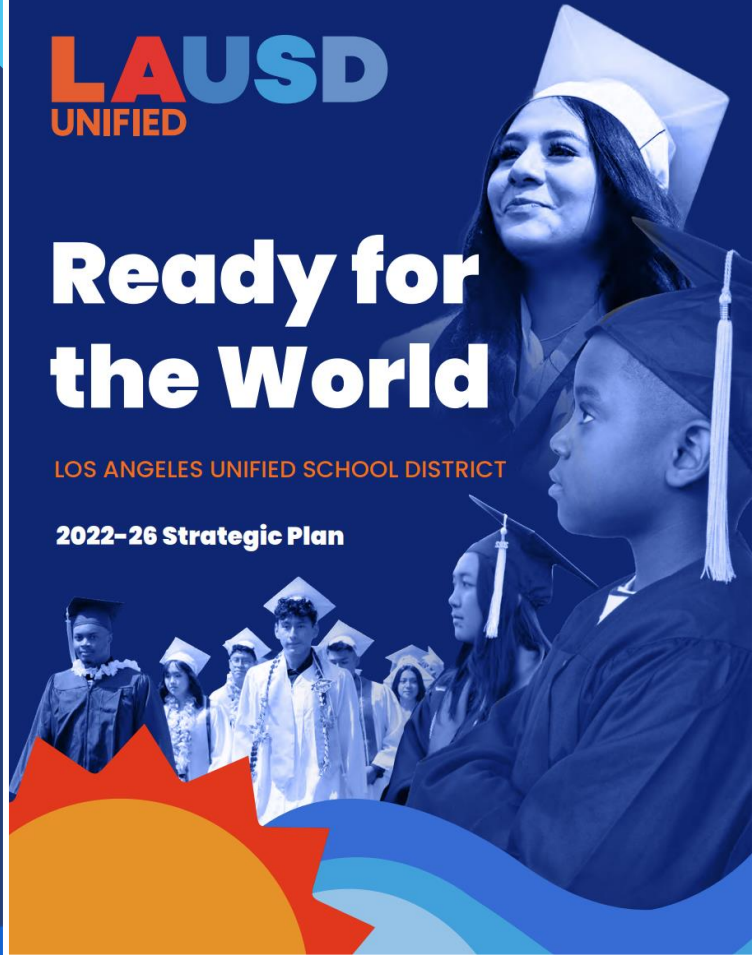
Strategic Plan: ***A Quick Introduction***

LAUSD
UNIFIED

Ready for the World

LOS ANGELES UNIFIED SCHOOL DISTRICT

2022–26 Strategic Plan





Go To: <https://achieve.lausd.net/Page/1>

MENU



LOS ANGELES UNIFIED SCHOOL DISTRICT

LOS ANGELES UNIFIED SCHOOL DISTRICT

Board Meeting Agendas

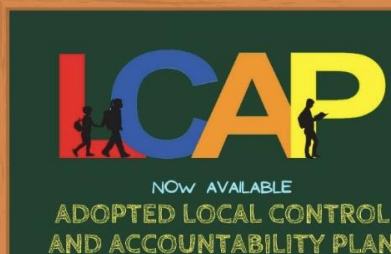
➤ Board of Education Meeting
Agendas

LAUSD UNIFIED Ready for the World

➤ Download Los Angeles
Unified's 2022-26 Strategic
Plan



➤ 100-Day Plan Report



Translate < En Español Homepage Feedback Sign In

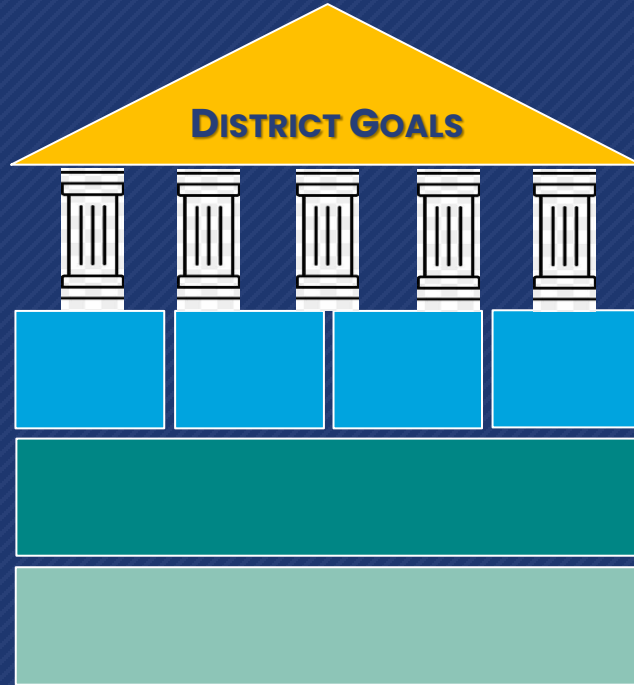


Accessing the
Strategic Plan



LAUSD
UNIFIED

Building Blocks of the Strategic Plan



Pillars – 5 Critical areas we will focus on over the next four years.

Priorities – 4 subcategories required to successfully support each pillar.

Strategies – Specific actions we can take to advance all priorities.

Measures of Success – Metrics used to measure progress.

Strategic Plan Pillars and their Priorities



1

Academic Excellence

1A. High Quality Instruction

1B. Enriching Experiences

1C. Eliminating Opportunity Gaps

1D. College and Career Readiness

2

Joy and Wellness

2A. Welcoming Learning Environments

2B. Whole-Child Well-Being

2C. Strong Social-Emotional Skills

2D. Outstanding Attendance

3

Engagement and Collaboration

3A. Strong Relationships

3B. Accessible Information

3C. Leading for Impacts

3D. Honoring Perspectives

4

Operational Effectiveness

4A. Data-Driven Decision-Making

4B. Modernizing Infrastructure

4C. Sustainable Budgeting

4D. District of Choice

5

Investing in Staff

5A. Diverse Workforce

5B. Professional Learning

5C. Staff Wellness

5D. High Performance Standards



LAUSD
UNIFIED

School Experience Survey: ***Connections to the Strategic Plan***

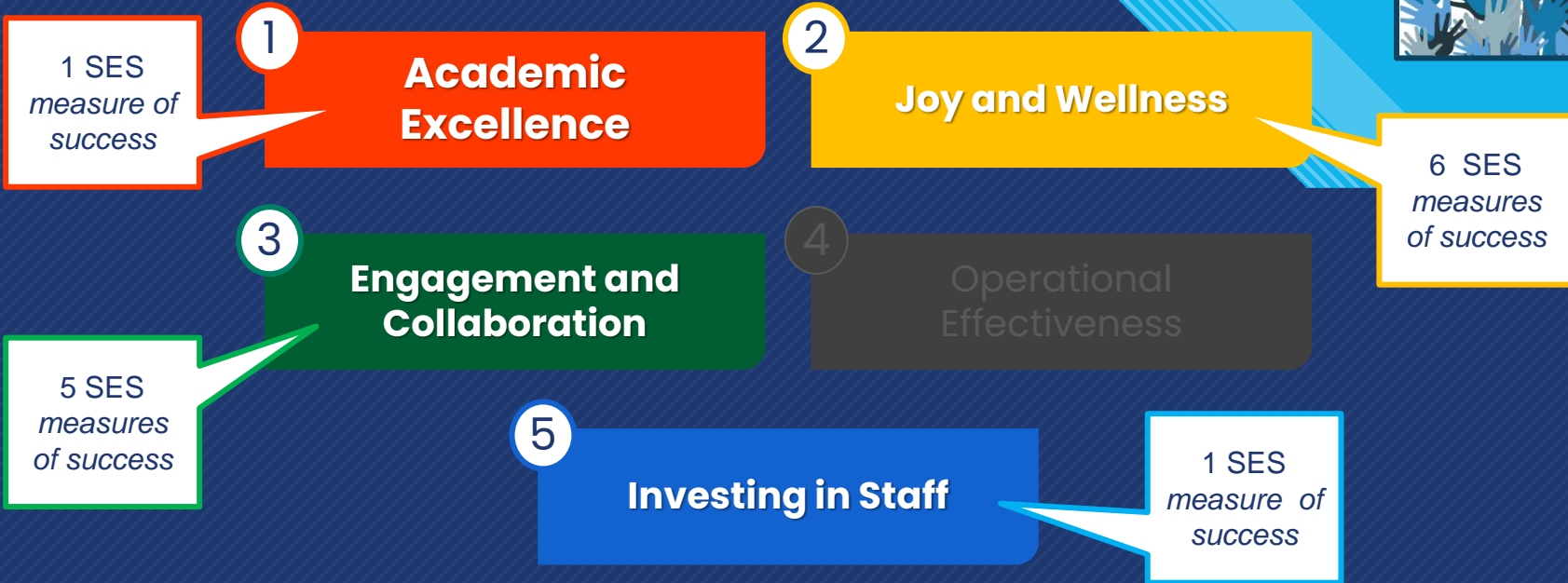
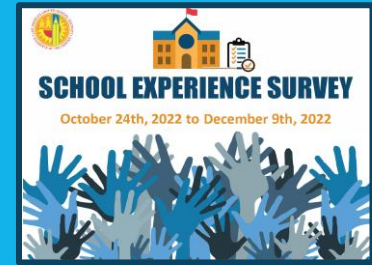
SES and the Strategic Plan

LAUSD 2022–26 Strategic Plan

SES results are directly tied to 4 of the Strategic Plan's 5 pillars:

- **Pillar 1:** Academic Excellence
- **Pillar 2:** Joy and Wellness
- **Pillar 3:** Engagement and Collaboration
- **Pillar 5:** Investing in Staff

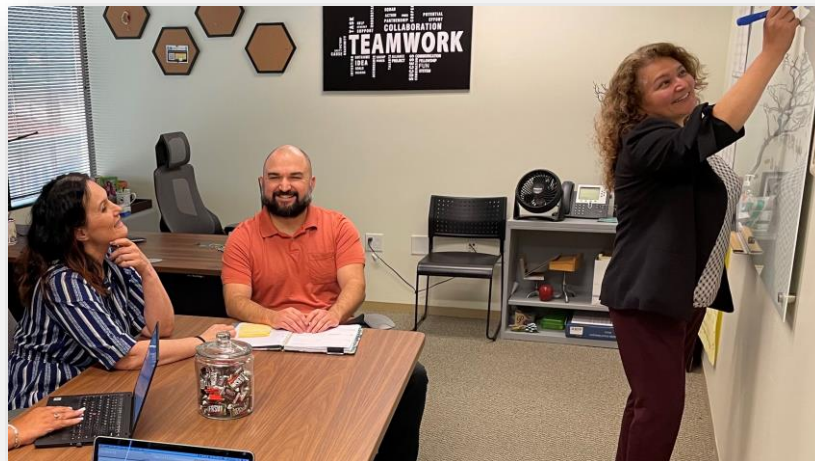
School Experience Survey (SES): Direct Connections to the Strategic Plan



In the Strategic Plan, **37 SES items** are identified in **13 Measures of Success** across **Pillars 1, 2, 3, and 5** and these items specifically address **8 Priorities** for the District.



LAUSD
UNIFIED



PILLAR 5

Investing in Staff

Pillar 5: Investing in Staff

Development and Uplifting of Talented Staff to Serve All Students



Pillar 5 Priority that is covered in the SES:

5C: Staff Wellness

[All Staff SES Category: "School Climate"]

NOTE: Only **Priority 5C** has a specific metric that must be tracked each year using SES data. Therefore, this presentation will focus on this priority and metric. *If you need additional SES items for school plans or other uses, there are some that address both Priority 5B and Priority 5D. There are no SES items that address Priority 5A.*



LAUSD
UNIFIED



PILLAR 5

Priority 5C:

Staff Wellness

5C: Staff Wellness

Cultivate staff wellness through responsive and affirming practices



LAUSD
UNIFIED

Why This Matters



Every **employee** deserves to ***feel supported***, recognized, cared for, and connected to their schools – both as a fundamental right and as a requisite for effectively serving our students.

5C Strategies:

- ✓ Develop programs to elevate, celebrate, and recognize employee accomplishments and contributions
- ✓ Convene collaborative network of employees and labor partners to develop and inform implementation of responsive wellness programs
- ✓ Build capacity of employees to promote wellness strategies for their schools and teams
- ✓ Offer supplemental, confidential mental health and counseling services to all employees through the Employee Assistance Service for Education (EASE) program

Pillar 5: Engagement & Collaboration

Priority 5C: Staff Wellness



SES “School Climate” Content Area for Priority 5C:

✓ School Climate Staff [All Staff]

NOTE: Only SES *School Climate* category’s “**School Climate: Staff**” content area for All Staff includes the survey item that is needed for the metric that must be tracked each year using SES data. Therefore, this presentation will only focus on this area. *If you need additional SES items for school plans or other uses, there are some items found in the Teacher SES School Climate Content Area, “Teaching Satisfaction” that can be used.*

School Experience Survey Items for STRATEGIC PLAN PILLAR 5

Group: **Staff** Category: **School Climate** Content Area: **School Climate Staff**

Please indicate how strongly you agree or disagree with the following statements.	Strongly Disagree	Disagree	Neither Disagree nor Agree	Agree	Strongly Agree
I feel safe on school grounds during the day.	()	()	()	()	()
At this school, parents treat staff with respect	()	()	()	()	()
This school is a supportive and inviting place for staff to work. [Strategic Plan Pillar 5: Priority 5C]	()	()	()	()	()
This school promotes trust and collegiality among staff.	()	()	()	()	()
This school promotes personnel participation in decision-making that affects the school practices and policies.	()	()	()	()	()
Many adults at this school have close professional relationships with one another.	()	()	()	()	()
Many adults at this school support and treat each other with respect.	()	()	()	()	()
Many adults at this school feel a responsibility to improve this school.	()	()	()	()	()
I feel comfortable talking with the school leadership about issues and concerns.	()	()	()	()	()

Pillar 5, Priority 5C: *Measuring Success*



LAUSD
UNIFIED

5C. Staff Wellness



Increase the percentage of **staff** reporting on the School Experience Survey that their school is a **supportive** and **inviting** place to work.

5C District Goal

+10 pts.

Increase the percentage of elementary, middle, and high school staff reporting on the School Experience Survey that their school is a supportive and inviting place to work to 94% (from 84% 2021-22 baseline).



LAUSD
UNIFIED

Examining School SES Results:

***Planning for Success and Tracking
Progress Towards Goals***



Prerequisites for this Section of the Presentation

NOTE: Before proceeding with your School Team's "Planning for Success" exercise, please ensure the following tasks have been completed:

- 1) Ensure all participants are familiar with how to use the SES Results Dashboard
 - ✓ See training presentation: "**School Experience Survey-Accessing Results Using the SES Results Dashboard**" for a quick overview of how to find your results.
- 2) Locate each of your school's **13** Measures of Success and input each Fall 2021 SES baseline percentage in *Column G* of your Progress Tracker Excel File.
 - ✓ See training presentation: "**Using the Strategic Plan SES Metrics and Goals 2022-2026 Progress Tracker Excel File**" for a quick overview of how to use this tool.

Planning for Success



LAUSD
UNIFIED

Identify a **Pillar** and **Priority** to focus on and begin by asking these questions:

What?



Where?



How?

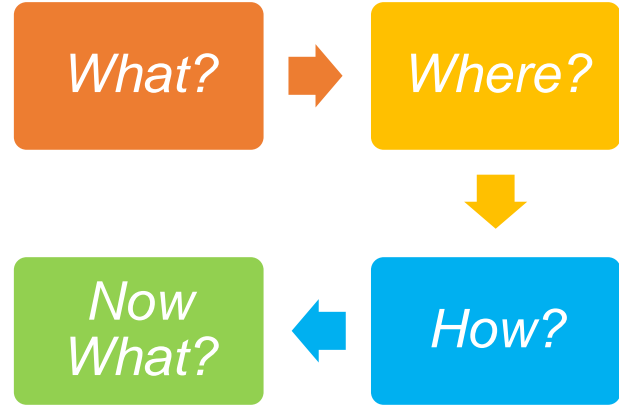


*Now
What?*

School Team Planning Exercise: Questions to Ask

1. WHAT?

- What is the Pillar and Priority we are focusing on?
- What is the Strategic Plan Priority's Measure of Success?



2. WHERE?

- Where are we now and where do we need to be by 2026?
 - ✓ **Fall 2021 baseline** *(from the SES Dashboard)*
 - ✓ **June 2026 Goal** *(from Progress Tracker)*

3. HOW?

- How can we address this Priority?
 - ✓ Brainstorm ideas/strategies that might work *(review slide 17 for possible strategies)*
 - ✓ Choose 1 idea/strategy that you will implement to achieve the 2026 Goal

4. NOW WHAT?

- Now that we have chosen our solution, what are the next steps?
 - ❖ Action Plan:
 - What budget or tools are available?
 - What additional resources/support do we need?
 - Who is available to work on this project?
 - Possible hurdles to overcome?



School Team Planning Exercise: Questions Template



School Team Planning Exercise to Address **PILLAR:** _____ **PRIORITY:** _____

What?	What is the Strategic Plan Priority's Measure of Success?
Where?	Where are we now and where do we need to be by 2026? Fall 2021 BASELINE: _____ % (from SES Dashboard) June 2026 GOAL: _____ % (from "Strategic Plan SES Metrics and Goals_2022-2026 Progress Tracker Excel File")
How?	How can we address this Priority? <p>List of possible ideas/strategies¹:</p> <ul style="list-style-type: none"> • _____ • _____ • _____ • _____ • _____ • _____ • _____ <p>Solution Selected (Choose 1 idea/strategy that you will implement to achieve your 2026 Goal):</p>
Now What?	Now that we have chosen our solution, what are the next steps? <p>❖ ACTION PLAN (things to consider):</p> <ul style="list-style-type: none"> ✓ What budget or tools are available? ✓ What additional resources/support do we need? ✓ Who is available to work on this project? ✓ Possible hurdles to overcome?

¹ For inspiration, you can find Strategies for each Priority listed in the Strategic Plan

School Team Planning Exercise: Action Plan Template

[SCHOOL LOGO]

SAMPLE School Action Plan Template for: **PILLAR** ____ **PRIORITY** ____

School Year: 2022-23 **Our Fall 2021 BASELINE:** ____% **Our June 2026 GOAL:** ____%

Objective: _____

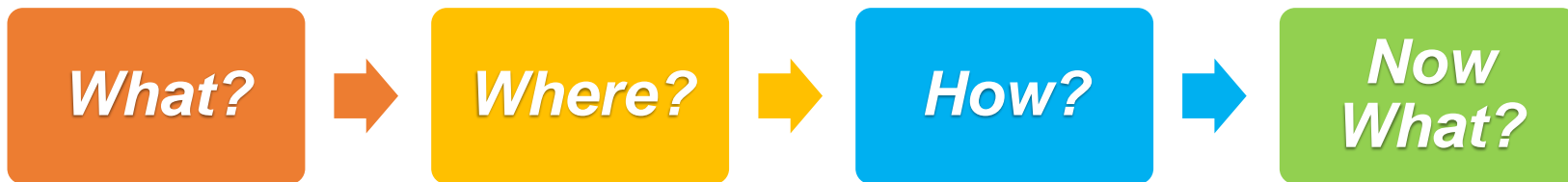
Measure of Success:

_____ will increase
by __ percentage points by 2026.

STRATEGY	ACTIVITY	PERSON(S) RESPONSIBLE	RESOURCES	TIMELINE
A.	1. 2. 3. 4. 5.	1. 2.	1. 2. 3.	1. 2. 3. 4. 5.
B.	1.	1.	1.	1.

Next Steps

- ✓ Continue planning exercise with school team for each Pillar/Priority.
- ✓ Once all Pillars/Priorities have been discussed and action plans have been drafted, prepare implementation rollout
- ✓ Meet with families to discuss how your school will use the School Experience Survey to address Strategic Plan Priorities
- ✓ Show where you are (baseline) and where you need to be by 2026 and how you will achieve each goal.



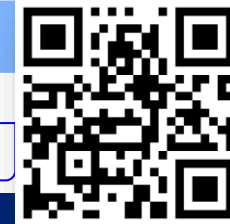


LAUSD
UNIFIED

School Experience Survey: ***Support***



School Experience Survey Page



Website: <https://www.lausd.org/ses>

On this page you'll find the link to the dashboards for **Survey Results** as well as useful information like **Resources** and **Support**



LAUSD
UNIFIED



**SCHOOL
EXPERIENCE
SURVEY**

DPAR Home

SES Home

About Us

Results

Resources

FAQs

Support

Take the survey

**School Experience
Survey Home**



**Your voice
matters!**



SES Support Team Contact Information



If you have any questions or concerns about the Survey, please contact the

School Experience Survey Support Team:

Phone: (213) 241-5600

Email: SchoolExperienceSurvey@lausd.net

