Illinois 5Essentials Survey

Guidance on Using *Illinois 5Essentials Survey* Data in Administrator Evaluation

Subject: Use of information from the *Illinois 5Essentials Survey* in administrator evaluation

Type of Guidance

Sec 2-3.153 of Senate Bill 7 (PA 97-0008) calls for a survey of learning conditions in all schools. The Illinois State Board of Education awarded a contract to the University of Chicago to survey students in Grades 6 through 12, teachers, and parents in all Illinois schools beginning in the 2012–13 school year. This guidance is intended to inform school districts about how survey data should be used in the evaluation of school principals and assistant principals.

Explanation

The *Illinois 5Essentials Survey* has been developed by the University of Chicago to measure key aspects of school organizational culture. The State of Illinois has adopted the *5Essentials Survey* to provide stakeholders with this information. A common school climate survey for Illinois provides a basis for cross district collaboration and a focal point for principal professional goal setting and professional development. The *Illinois 5Essentials Survey* should be used by school districts to:

- Provide school- and district-level leaders with feedback about school improvement efforts
- Assist school leadership teams to articulate school growth goals
- Inform principals' professional growth plans
- Provide school staff and other stakeholders with a basis for discussion of school climate

Because of the timing of the data release and the focus of the data on school improvement planning, the *Illinois 5Essentials Survey* data **can be used as part of goal setting** within the principal evaluation process and **not as a separate, weighted outcome measure** combined in the principal's summative score.

Example

The *Illinois 5Essentials Survey* may indicate that teachers in a particular school believe they do not have access to high-quality professional development opportunities. The *5Essentials School Report* helps the school leadership team identify a problem within the school that the team believes needs to be addressed by: (a) creating a stronger communication plan and (b) increasing the number of high-quality professional development offerings to teachers. After some additional investigation, the leadership team writes a goal into the school improvement plan that reflects the need to improve access to professional development.

Frequently Asked Questions

- **Should year-to-year changes in survey results be used to evaluate principal or assistant principal effectiveness?**
  No. Survey data should be used to inform the development of and progress toward school and principal goals, but survey data should not be used as a single measure of principal or assistant principal progress.
- **Is it appropriate to set goals for principals and assistant principals that are based on survey results?**
  To the extent that the results of the Illinois 5Essentials Survey provide information about progress toward an agreed-upon goal, the survey data may be an appropriate measure when combined with other information.
- **How can survey results be used in an evaluation of a first-year principal?**
  The results of a survey from the previous year might be used to identify needs and set priorities and goals for the new principal.