**Determine Your School's Cultural Fitness**
**By Using The**
**REPSS Survey**

**Reputable, Effective, Perception Survey for Schools (REPSS)**

*TheSchoolHouse302 Reputable, Effective, Perception Survey for Schools (REPSS)* is adapted from the Gallup survey items in *First, Break All The Rules* and from Gostick and Elton's *The Carrot Principle*. The survey analyzes 6 domains and uses a 5-point Likert-style scale. The 6 domains of culture that we evaluate are *purpose*, *trust*, *accountability*, *support*, *growth*, and *innovation*.



Each domain has 10 questions with a point value assigned to each one of the responses, totaling 50 possible points within each domain. This approach gives you quick insight into how you score

within each area. This model represents the culture of what we consider a *Reputable and Effective School*. With a clear *purpose* guiding the team, *trust* among all team members, *accountability* for making a difference, *support* while working toward the goals, *growth* as an individual and as a team, and *innovation* as a core value, the culture of a Reputable and Effective School will assuredly attract top talent and retain your best teachers.

The survey provides a pulse on the culture of the school and how well it's functioning. Each domain represents a critical area of culture and when schools achieve high scores within each domain, you can guarantee that the staff, the students, the families, and the community are going to be buzzing about your school and the success it is achieving.



The key is for schools to work within these cultural domains for continuous improvement.
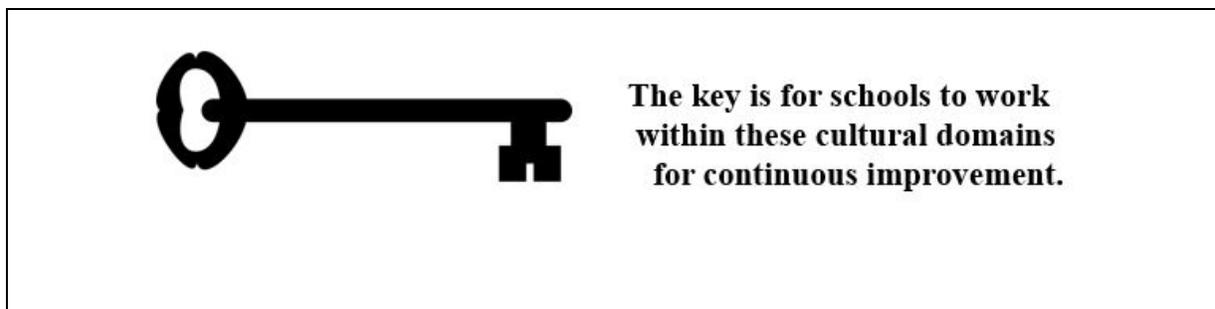
Growth and achievement are an ongoing process and the survey can be administered at various times of the year to gather necessary data for informed decision-making. The use of the survey is flexible and schools can decide what is most advantageous for them and their culture. We advocate using it as a pre- and post-assessment to gather critical data on the school year. Regardless of when it is administered, it is paramount that the team sees the data and the survey as proactive measures to create the best possible school environment for everyone. The goal is for the entire staff to complete the survey, identifying only nominal demographic data, although you can add anything you wish to the model.

Lastly, *TheSchoolHouse302 REPSS* is not designed to supplant any other principal evaluation tools, including student outcome data or principal evaluation systems. Instead, it's meant to supplement these tools by specifically measuring school culture, using the perceptions of the staff, so that we can reflect on levels of clarity, trust, accountability, support, growth, and innovation--all indicators of highly supportive and caring cultures.

**Please take time to reflect on the following questions. Please use the following scale to record your answers.**
 A. **Strongly Disagree B. Disagree C. Neutral D. Agree E. Strongly Agree**

**Each response has the following point value:**
**1 point for Strongly Disagree**
**2 points for Disagree**
**3 points for Neutral**
**4 points for Agree**
**5 points for Strongly Agree**

Each section of the survey has 10 questions to equal 50 points. The higher the number, the more effective your school is in that particular area.

# Purpose



**Purpose Questions**                                              **My Score ____/____**
   1. I know my purpose at work each day.
   2. My purpose at work directly corresponds with my daily activities.
   3. I feel connected to my work.
   4. I see the results of my efforts.
   5. I tell a positive story about my workplace.
   6. The school brand communicated to the public is the same as the culture I experience as a professional.
   7. Our school's core values are so clear that I know what is expected of me on a daily basis.
   8. I find the work I do rewarding.
   9. I'm inspired by the people with whom I work.
   10. I am passionate about my daily purpose.

# TRUST
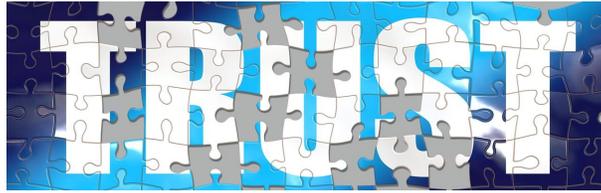
**Trust Questions**                                    **My Score ____/____**

1. I trust my coworkers.
2. I feel connected to my coworkers
3. I can rely on my coworkers
4. I trust my supervisor.
5. I can rely on my supervisor.
6. I trust my department head.
7. I can rely on my department head.
8. My colleagues treat me with respect.
9. The decisions made by administration are consistent with our core values.
10. The administration treats me with respect.

# ACCOUNTABILITY

**Accountability Questions**                           **My Score ____/____**

1. My supervisor holds everyone to the same level of accountability for the work.
2. My supervisor/administrator communicates clear goals for me.
3. My supervisor/administrator communicates measurable goals for me.
4. The principal communicates clear goals for the school.
5. The principal communicates measurable goals for the school.
6. I receive feedback on my performance each time I am observed formally.
7. I receive feedback on my performance each time I am observed informally (e.g. walkthroughs).

8. The feedback I receive includes specific praise (e.g. praise is aligned to our instructional focus).
9. The feedback I receive includes sufficient detail so that I can improve my performance (e.g. corrective feedback is clear about the adjustments I need to make to my instruction).
10. The feedback I receive helps me grow professionally.

# SUPPORT



**Support Questions**                                                                 **My Score ____/____**

1. Our school culture welcomes ideas and suggestions.
2. I feel comfortable going to my administration with issues.
3. My supervisor respects my suggestions and ideas.
4. The principal provides ample opportunity for suggestions and ideas regarding school initiatives.
5. I feel like I'm on a team when I come to work.
6. I have been recognized recently for my contributions to the school.
7. My classroom is designed to help me do my job well.
8. My classroom is equipped with technology to facilitate student learning.
9. I have the necessary instructional materials to successfully meet the needs of all my students.
10. I feel supported by the administration.

# GROWTH



**Growth Questions**                                    **My Score ____/____**

1. My supervisor encourages my learning and growth.
2. An administrator, other than my supervisor, has spoken to me this year about my progress as an educator.
3. There are opportunities to serve in leadership positions at my school.
4. The building level professional learning I participated in this school year was relevant.
5. The building level professional learning I participated in this school year was timely.
6. The building level professional learning I participated in this school year was quality.
7. The district level professional learning I participated in this school year was relevant.
8. The district level professional learning I participated in this school year was timely.
9. The district level professional learning I participated in this school year was quality.
10. I am given the opportunity to provide professional learning to my colleagues.

# INNOVATION



**Innovation Questions**                                **My Score ____/____**

1. The staff at our school is made up of a diverse group of people.

2. My colleagues challenge my thinking in productive ways.
3. I am encouraged to take instructional risks in the classroom.
4. I use data to alter my methods of teaching to improve student achievement.
5. I used what I learned in professional development this year.
6. I was recognized for being innovative with our practices.
7. Overall, innovation is a norm at our school.
8. I feel comfortable expressing new ideas to my colleagues.
9. I feel comfortable expressing new ideas to my administration.
10. Our school has a method for me to express new or different ideas.

| Domain | Score |
|---|---|
| 1. Purpose | _____ |
| 2. Trust | _____ |
| 3. Accountability | _____ |
| 4. Support | _____ |
| 5. Growth | _____ |
| 6. Innovation | _____ |
| **Total Score** | _____ |

**Domain Results Interpretation**

Within each individual domain you can score a total of 50 Points. A score between 50 and 45 suggests that your school culture within that particular domain is thriving and that you are most likely experiencing results through targeted efforts. A score between 45 and 40 indicates that your school culture needs some attention within that particular domain. Most likely there are efforts in progress, but they are not yielding the set results. A score between 40 and 35 indicates the need for an increased focus within the specific domain. There may be some goals associated with the domain but overall it is inconsistent. A score below 35 indicates that a particular domain needs significant attention through goal setting, coaching, and professional learning.

**School Culture Interpretation**

The total number of points that can be earned is 300. A score between 300 and 275 reflects a thriving school culture. A score between 275 and 240 indicates that attention to your school culture is needed but there are most likely pockets of success. A score of 275 to 210 indicates that the school culture needs attention with a targeted focus in the areas with the lowest scores. A score below 210 indicates that the school culture needs attention in each area of the survey.