

Part 4

Analysis of Instructional and Organizational Effectiveness

Introduction

The combined efforts of the Effectiveness Committee provided the information to complete this section of the school improvement plan. The Effectiveness Committee was comprised of administration, teacher, student, and community representatives. Everyone on the committee had the opportunity to voice his or her opinion in completing this section of the report. We utilized the information provided by previous committees to prioritize the strengths, weaknesses, and limitations of our present system. The committee also reviewed the Comprehensive Plan for Pulaski County Schools. The suggestions proposed by the Students Results Committee formed the foundation for our suggestions.

A survey based on the National Study of School Evaluations (NSSE's) *Indicators of Schools of Quality*, "Survey of Instructional and Organizational Effectiveness" was distributed to the entire faculty to gain more insight. Approximately ninety percent of the faculty returned the survey. According to the survey our top two strengths are curriculum and assessment. Our main limitation is the extent to which our school extends school community through community building and culture of continuous improvement and learning. Overall, the results of the survey indicate that we are on the right track to improving the quality of our school. A graphic analysis of the survey results is provided on pages 2 and 3.

The evidence collected by the committee pertains to those areas identified as strengths and limitations. A summary of our finds including significant weaknesses is provided on pages 4-7. In addition, we examined the extent to which our instructional practices and organizational conditions are aligned to provide students with a coherent instructional program.

As a committee we identified several priorities based on the analysis of instructional and organizational effectiveness. The priorities we established were based on the following three goals:

- To build on the school's strengths
- To address our limitations and areas in need of improvement, and
- To strengthen the alignment and coherence of the school's instructional and organization practices.