



Green Shoots
INTERNATIONAL SCHOOL

THE ENDICOTT SELF-STUDY SURVEY

*Data gathered by Endicott College on behalf of Green Shoots
(October 2018)*

WHAT IS THE ENDICOTT SURVEY?

The Endicott Research Center conducts surveys that track performance in schools within seven core areas that are considered crucial to assessing a school's quality. Because they were developed in collaboration with the Council of International Schools (CIS) and the New England Association of Schools and Colleges (NEASC), the survey's results help schools judge their preparedness for membership of these accrediting organisations. Green Shoots chose to undertake the survey five years after our expansion from a kindergarten to a full international school in order to a/ understand our stakeholders' views of our performance and b/ prepare for entry into the Council of International Schools. With these aims in mind we invited parents, staff and students from Year 5 and above, (younger students may have found the questions too complex) to complete our survey. In October, answers were collated by Endicott and the results were later shared with Green Shoots. We are pleased now to share these findings with you, our school community.

WHO TOOK PART?

In total, Endicott received responses from 123 Green Shoots community members in 10 different languages. Thirty eight of our 40 students from Year 5 to Year 11 completed the survey, as did 29 staff members (teachers, co-teachers, school leaders and managers) and 56 parents with children at all grade levels (from Little Shoots to Year 11). Our board members were also surveyed, but their responses are not included in this report as they are advisors not active members of the school community. Green Shoots received an overview of the gender of participants and, where relevant, the year group associated with answers. However, all individual responses are held by Endicott and cannot be accessed by Green Shoots, meaning your responses are anonymous.

HOW THE SURVEY PROCESS WORKED?

The survey made use of a Likert scale which requires respondents to specify their level of agreement or disagreement to a positively worded statement. The computer accepts only one of five possible responses: 'strongly agree', 'agree', 'disagree', 'strongly disagree' or 'I don't know'/'not applicable'. As all statements speak in positive terms about a school's performance, this survey technique means that a high percentage of 'strongly agree' and 'agree' responses correspond

with high levels of satisfaction with the element of our performance being assessed. Conversely, a high percentage of ‘disagree’ or ‘strongly disagree’ responses suggests we have room for focused improvement.

A total of 200 statements were posed to students, staff and parents. Each statement originated from one of the seven domains of school operation listed below:

- 🌱 **Guiding Statements** (mission and values)
- 🌱 **Teaching and Learning** (curriculum, teaching practices, resources, assessment, etc)
- 🌱 **Governance and Leadership** (stability, quality, governance policies and practices, long-term educational and financial planning)
- 🌱 **Faculty and Support Staff** (Employment standards, staff performance and appraisal, appropriateness of staffing for educational needs)
- 🌱 **Access to Teaching and Learning** (Special Educational Needs and Additional Language support, counselling, safety and healthcare)
- 🌱 **School Culture and Partnerships for Learning** (School culture and values, communication, extra-curricular and other non-teaching and learning activities)
- 🌱 **Operational Systems** (financial management, facilities, auxiliary services)

Different stakeholder groups received slightly different statements in each of the seven areas, with each statement designed to draw out useful opinions from that group. For example, in the section focused on the school’s Guiding Statements,

- 🌱 **Students** responded to the statement: I am familiar with my school’s mission or philosophy statement
- 🌱 **Staff** responded to the statement: The school’s Philosophy and Objectives or Mission Statement is appropriate to this school
- 🌱 And **Parents** responded to the statement: I know and understand the Mission and Philosophy of my child’s school

In addition, three statements were given to students and parents that targeted issues specific to Green Shoots. They focused on homework, respectful social media usage, parents’ desire for a Vietnamese-English bilingual programme, and development of a larger campus.

THE RESULTS

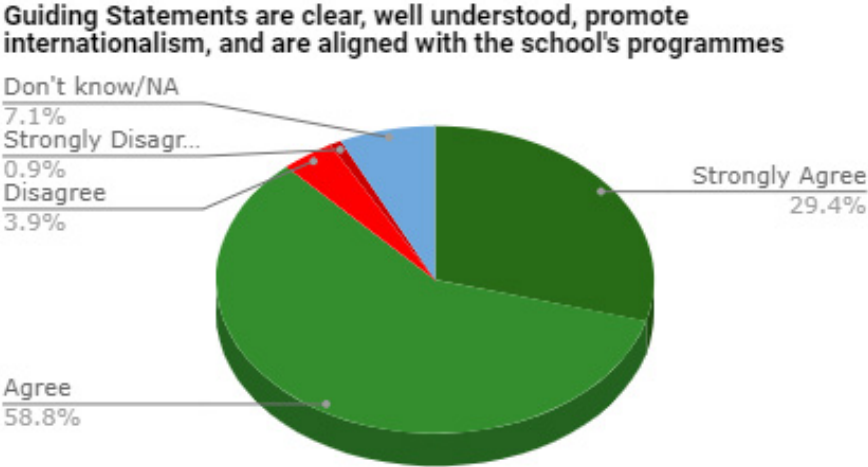
Overall, we are incredibly pleased with the survey results.

- 🌱 Of the 200 statements, 33 (17% of the total) came back with 100% 'strongly agree' or 'agree' responses, meaning that all of the 123 respondents who expressed a view agreed with these statements.
- 🌱 A further 70 statements (35% of the total) gained from 90% to 99% 'strongly agree' or 'agree' responses which, when added to the 100% responses above, give a total of 103 questions (or 52% of the total) for which at least nine tenths our parents, staff and students believe we are meeting or exceeding their needs.
- 🌱 80% of all respondents agreed or strongly agreed with 169 statements, which equals 85% of all statements.
- 🌱 Of the remaining 15%, only 7 statements received a combined 'strongly agree' and 'agree' rating of below 70%, and our lowest such score was 61.5% for a single question.

While responses from all groups were overwhelmingly positive, we found some areas that suggest room for improvement. We have high expectations of performance, and any area that received feedback of less than 90% 'agree' has been highlighted for attention (in this report, the phrase 'agree' is understood to mean a combination of 'strongly agree' and 'agree'). As we undergo our self-review process, we welcome input from students, staff and parents who wish to contribute to the discussion. The percentages given below are a total of all respondents unless stated otherwise, in which case a large number expressed no view and the figure given is a percentage of those who did.

GUIDING STATEMENTS

There was a very clear message that our community understands our mission, believes we are a mission-driven school, knows that we have a strong focus on internationalism, and agrees that our mission and philosophy are integral to everything we do, both in the classroom and beyond.



KEY FINDINGS

89% of all staff and parents agree that 'students at all levels are experiencing internationalism and interculturalism' through both our curriculum and our extra curricular programmes

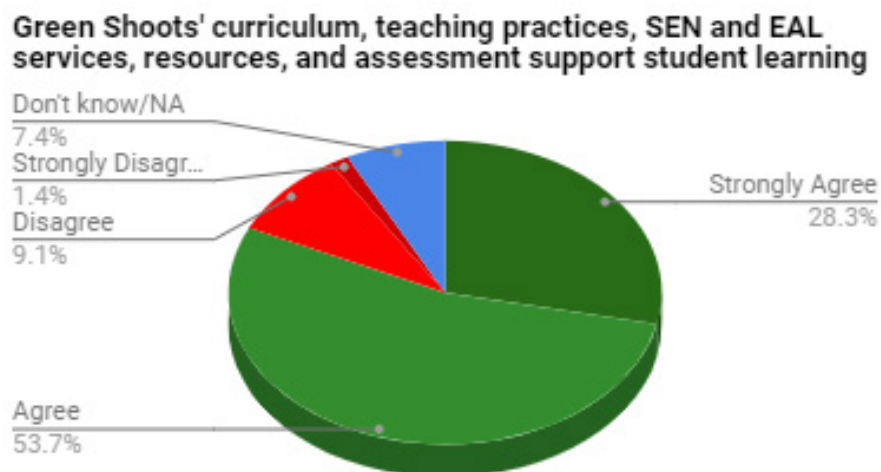
97% of students and 100% of parents said that our school is a 'welcoming and friendly place' and **96% of parents agreed** that it fosters and respects diversity.

94% of students with a view and **98% of all parents** are familiar with the Green Shoots mission and believe it is reflected in our curriculum.

95% of students and 93% of staff believe that respect, our core value, is actively promoted at Green Shoots and is demonstrated in students' mutual respect.

TEACHING AND LEARNING

Respondents agreed that our curriculum is aligned with our mission and values and that it challenges students. Parents are satisfied with reporting systems, but some would like more information about their child's learning objectives. Some people believe we could increase the use of Vietnamese language and culture in our curriculum, and some would like more school resources.



KEY FINDINGS

98% of parents believe their child finds school engaging and **91%** agree he or she is developing critical thinking and problem-solving skills. **92% of students** agree that teachers vary teaching methods to suit their learning needs.

94% of students who hold a view believe that they have opportunities to assess their own learning. **90% agree** their report card shows where and how they can improve their learning.

98% of parents who hold a view agree that appropriate help is available at Green Shoots for students who are struggling.

98% of parents are happy to discuss their child's progress with the relevant teacher and **86%** are satisfied with the thoroughness and regularity of school reports.

While **94% of parents** with a view said the curriculum meets their child's needs, a slightly lower **86%** of the total agree it is challenging enough. Some older students seek more challenge.

72% of parents who hold a view agreed that resources and materials are sufficient to support learning. This may reflect discussions regarding secondary textbooks which have already been noted and resolved. However, if you answered 'disagree' to this due to another concern, please let us know so that we can include your feedback into our budgeting process for the coming school year.

71% of students who hold a view find what they need in the library, and **67% of staff** who commented agree it is adequately resourced. Please contact us with thoughts on how we could better resource our library.

Although **89% of all staff and parents** agree that students experience internationalism and interculturalism both in the classroom and outside it, a lower **71% of students, 78% of staff, and 80% of parents** who hold a view agree that our host language and culture enrich learning at Green Shoots. Since August, we have better differentiated Vietnamese language classes between Mother Tongue and Second Language learners. This change will take time to bear fruit, so we hope the level of agreement with this statement will improve when we ask the question again in the future.

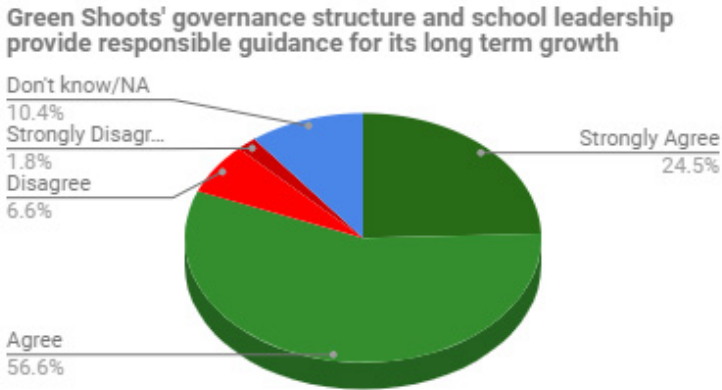
97% of parents believe that our curriculum and programmes reflect 'what the mission or philosophy say the school is trying to do', and **100% of staff** who hold a view agree that our curriculum design and delivery are consistent with Green Shoots' mission, philosophy, policies and practices.

92% of staff who held a view agree that they are encouraged to pilot new courses and techniques, and **96%** say they clearly articulate expectations to students.

45% of parents, when responding to a targeted question, said they would like Green Shoots to offer a fully bilingual Vietnamese-English programme. **25%** disagreed with this statement and **30%** did not express an opinion. We conclude from these responses that the issue of bilingual education needs to be further explored, both by the school and the community. We shall facilitate this discussion in due course.

GOVERNANCE AND LEADERSHIP

The survey feedback showed a high level of satisfaction with Green Shoots' leadership and governance structures. Almost all respondents agreed that our Head of School is a responsible leader and our governing body provides sound guidance. However, some parents felt they didn't receive sufficient information about board decisions that impact themselves or their child.



KEY FINDINGS

100% of staff and 86% of parents agree that our Head of School is a responsible leader of teaching, learning and student wellbeing, and a strong guardian of our school's mission.

100% of staff who hold a view believe our governing body and management act 'legally and ethically' and **96%** agree our philosophy and mission are considered when decisions are made. **83% of parents** who hold a view believe that our board provides 'sounds direction, continuity and effective support.'

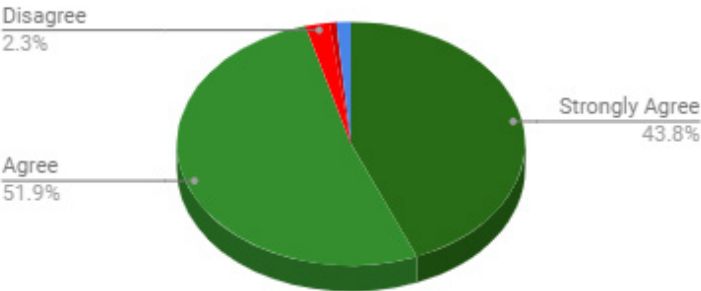
82% of all parents agree that Green Shoots' educational plans are clearly communicated to them. If you would like further information on our long-term development plans and focus for growth, please refer to our Strategic Plan.

The survey found that satisfaction with both leadership and governance is slightly higher among staff than among parents, suggesting scope for improved communication with, and reassurance for, parents in this area.

FACULTY AND SUPPORT STAFF

Almost all respondents agreed that Green Shoots staff are sufficient in number and are highly qualified, professional and ethically motivated to ensure high quality teaching and learning experiences within the school.

Green Shoots staff are sufficient in number, well qualified, professional, and ethical when conducting their duties



KEY FINDINGS

97% of staff agree that their job description is a good match for their qualifications and skills.

100% of parents who hold a view are satisfied with the qualifications of the teachers employed by Green Shoots.

97% of students agree that teachers respect students and **92%** agree that Green Shoots teachers have good teaching skills.

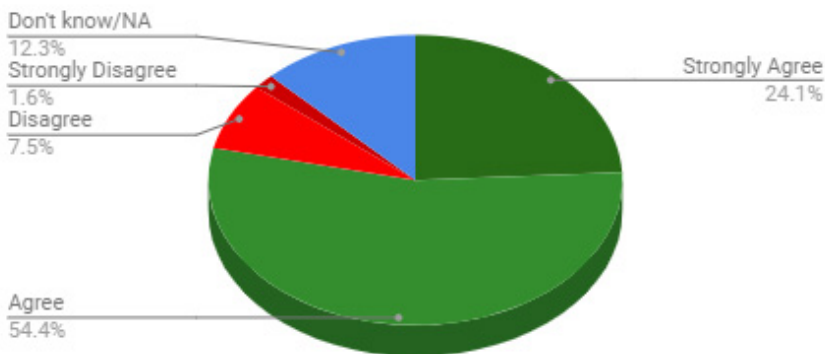
100% of staff agree that our school promotes positive teacher-student relationships.

93% of staff who hold a view are satisfied with the clarity and fairness of their employment contract.

90% of staff who hold a view agree that their performance appraisals are conducted fairly and that they are given the opportunity to discuss and appeal appraisal results.

ACCESS TO TEACHING AND LEARNING

Green Shoots offers sufficient services to support teaching and learning (SEN, EAL, counselling and healthy living)



Green Shoots' provision of services that improve access to our teaching and learning experience (Special Education Needs and language support, further education and welfare counselling, and healthy living) is of a high standard. It was noted by staff that the school should focus more on the pre-enrolment identification of special needs students.

KEY FINDINGS

100% of parents who hold a view believe that their child is safe when on a school-organised trip and **100% of staff** who offer an opinion agree that such trips are well planned and managed.

91% of students who hold a view agree our school provides adequate English support. **100% of parents** with a view agree that sufficient language support is available for their child.

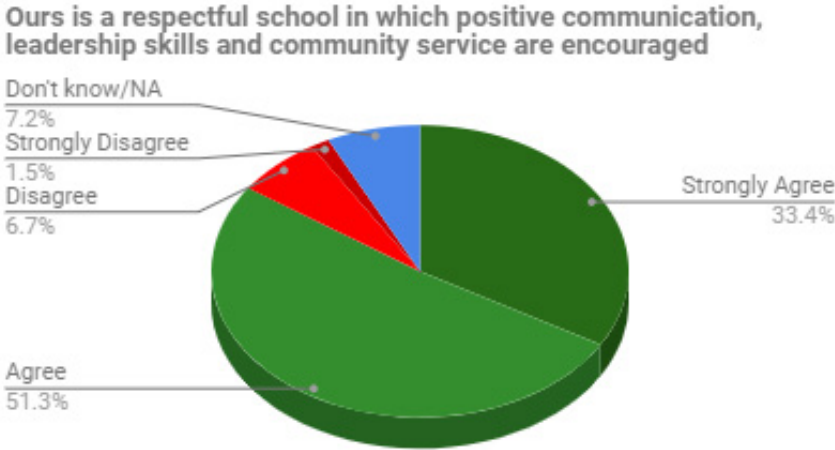
97% of staff believe that students' abilities and disabilities are clearly identified as they arise at the school and **98% of parents** with an opinion agree that appropriate help is available to Green Shoots students who are struggling. A slightly lower **89% of staff** who hold a view agree that there are opportunities for high ability students to extend and enrich their learning. We will endeavor to raise this number and welcome your feedback regarding how we can develop more opportunities for high achieving students.

94% of parents with an opinion agree their child is safe on campus and **92%** are 'comfortable with the school's attention to health matters'.

87% of students know where to seek guidance counselling when in need and **87% of parents** who hold a view are satisfied with its effectiveness. **88% of students** with a view agree that adequate 'advice, guidance and counselling' are available to them.

SCHOOL CULTURE AND PARTNERSHIPS FOR LEARNING

All respondent groups overwhelmingly believe that Green Shoots fosters a climate of fairness and trust built upon mutual respect between students, staff and parents. It is a welcoming school that sets clear and fair expectations for student behaviour. While our communication systems are strong, parents feel that there remains room for improvement in this area.



KEY FINDINGS

95% of students who hold a view are satisfied with the level of mutual respect within the student body and between staff and students

100% of students with a view and **96% of all parents** agree that Green Shoots fosters respect for diversity. **100% of all staff** agree that the school 'promotes positive multi-cultural interactions between students and faculty'.

91% of all parents know where and how to share information about their child with the school, and **80%** of those with a view agree that 'effective communication strategies exist for the interchange of opinions among the school, students, and parents'.

Commenting on one of the three statements developed specifically by Green Shoots, **91% of students** who have an opinion agree that 'when interacting on social media platforms, students at our school show appropriate respect for one another.'

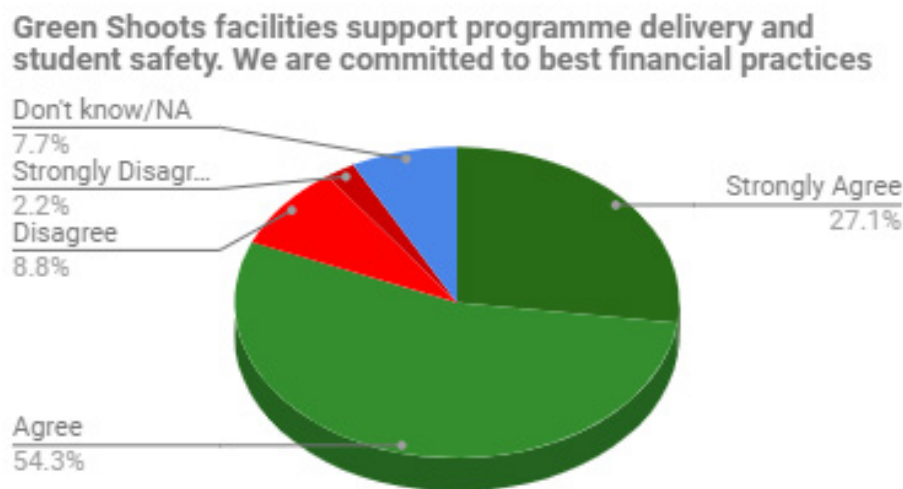
80% of parents who hold a view believe we provide adequate opportunities for community service and **86%** of students agree. An expansion of Green Shoots' community service was identified as a priority under our current Strategic Plan and we welcome suggestions regarding how we might expand it further.

100% of parents agree that our school is a welcoming and friendly place and **97% of students** agree.

100% of parents said they are satisfied with the quality of communication they have with their child's teacher and with the regularity of information they receive about school activities and events. However, other areas of communication have yet to reach this level of satisfaction. A lower **85% of parents** who held a view agreed that they are included in important decision-making processes about their child's education. Only **66%** of those who offered a view said they had received a parent handbook, although a much higher **86%** were confident that they understood our policies and that these are applied fairly. Our apologies to those of you who lack policy information: our policies are being updated and will soon be presented in an online format that is more user friendly than our previously published handbook. If you require access to policy information during this interim period, please contact our Director of Administration.

OPERATIONAL SYSTEMS

Following our recent campus renovations, respondents agree that our facilities (grounds, buildings, equipment, and technical instalments) adequately and safely meet the learning needs of our community. There was satisfaction with the standard of auxiliary service provision (buses and food services) but some desire for earlier publication of fees.



KEY FINDINGS

89% of parents agree that the Green Shoots campus is clean and attractive and **86%** agree it 'provides an appropriate atmosphere for learning'.

93% of all staff agree that our newly renovated campus and their classroom offer adequate and appropriate space within which to teach, while **92% of students** who hold a view note (in response to one of Green Shoots focused questions) that 'I like the changes that have been made to the school campus this summer.'

94% of parents who hold a view trust the school's emergency procedures, while **92% of staff** with an opinion on the matter know that suitable arrangements are in place to identify and respond to possible security threats on campus. However, only **75% of students** with an opinion said they knew what to do in case of an emergency, suggesting scope for more regular drills.

Responding to one of our unique Green Shoots statements, **62% of parents** said they believe it is important that Green Shoots continue to work toward the development of a new campus. **27%** do not believe it is important that we build a new campus and **11%** hold no view. Work on the project continues and updates will be provided over time.

77% of parents who hold a view believe that Green Shoots fees are published in a timely manner. Although these are published on our website around the same time as other schools publish their upcoming fees, we will endeavor to ensure our fee publication is announced more widely to parents in order to address this concern.

On the question of whether Green Shoots is financially secure, **39% of parents** understandably hold no view. Of those who do, **77%** agree that the school is financially secure. Meanwhile **100%** of our board members, who play a key role in the school's financial planning and development, agree that 'the financial affairs of the school are competently managed', 'the governing body receives appropriate reports on financial matters', and 'the governing body approves the school's annual budget after seeking input from appropriate constituents'. All board members also agree that 'the school's programmes are appropriately funded' and that 'the school has financial plans for the short, medium, and long term that are reviewed regularly.' We hope these responses offer reassurance to our parents where it is needed.

THANK YOU

We would like to thank all parents, staff and students who took the time to participate in this study. It has provided us with a wealth of valuable data that will inform our decision-making processes as we continue to build Green Shoots into the school you expect us to be.