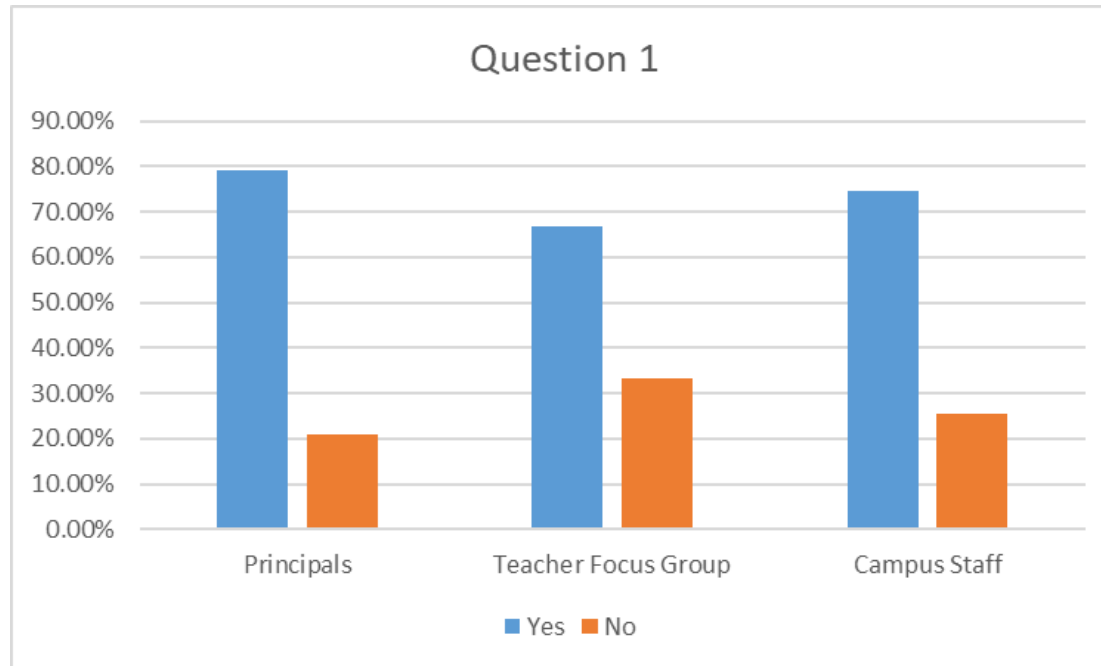


Consolidated Survey Results: Proposed Strategic Compensation Initiatives at Wayside

Question 1: Do you believe the proposed Career Ladder model will effectively increase Wayside's talent pool?

Responses

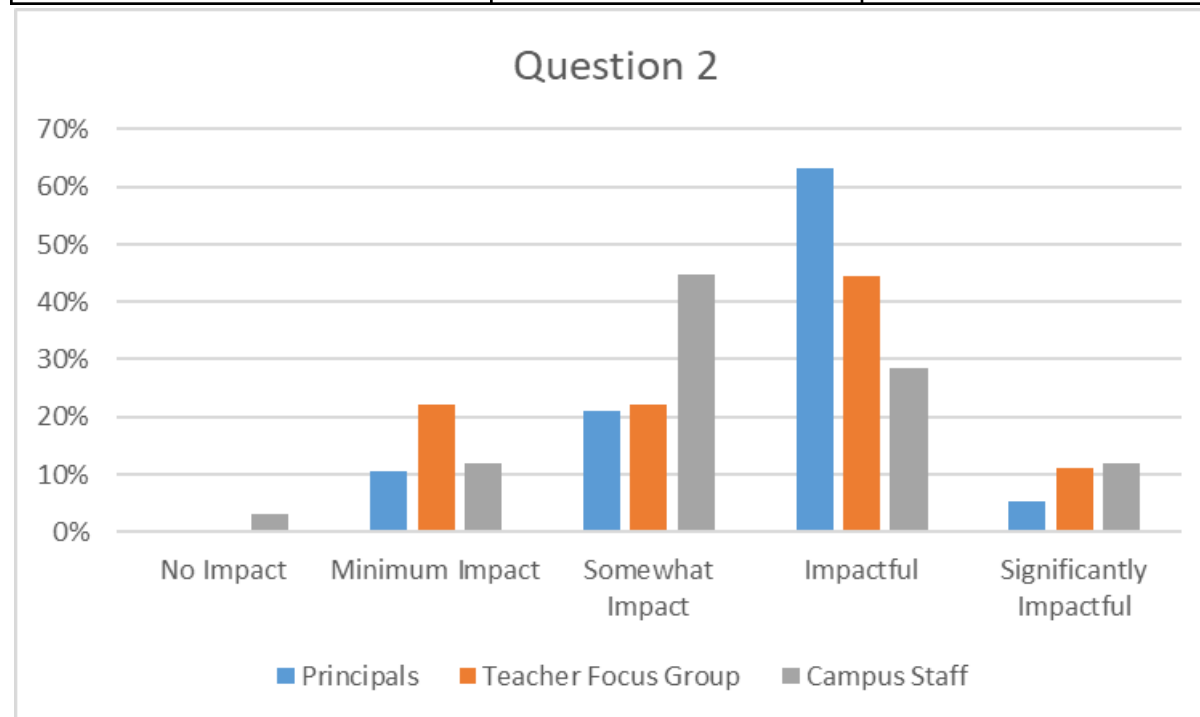
	Principals	Teacher Focus Group	Campus Staff
Yes	78.95%	66.67%	74.63%
No	21.05%	33.33%	25.37%



Question 2: In your opinion, how much impact will the Career Ladder model have on teacher retention?

Responses

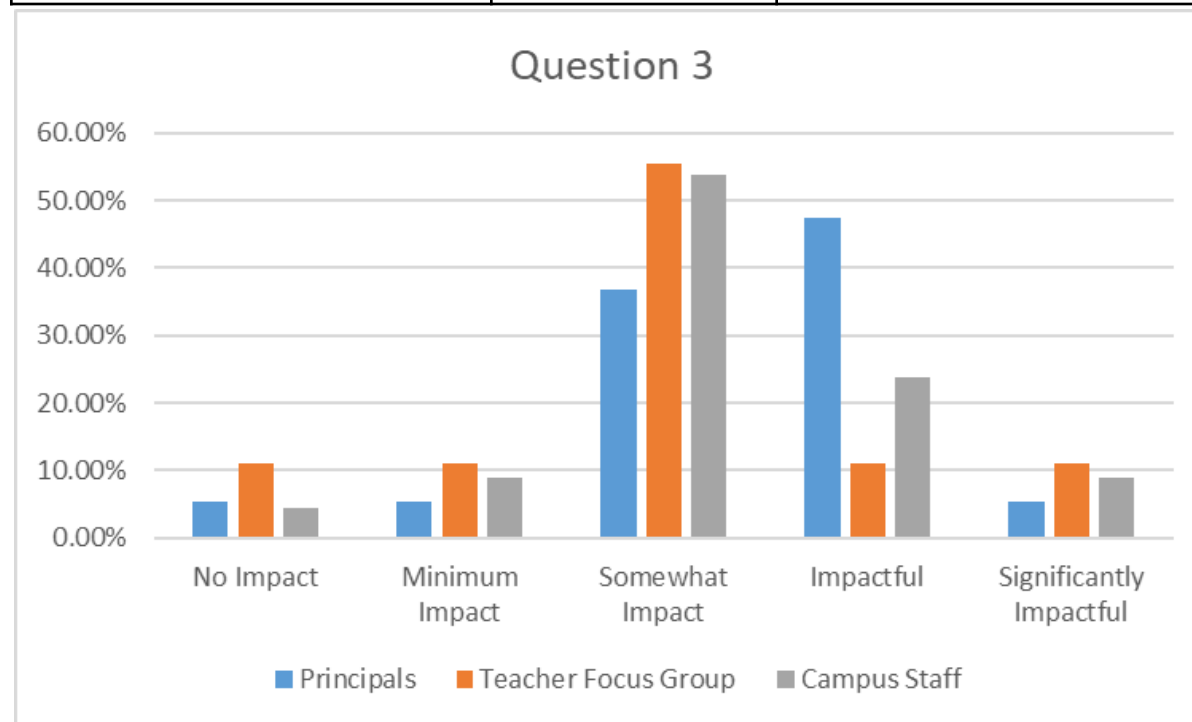
	Principals	Teacher Focus Group	Campus Staff
No Impact	0%	0%	2.99%
Minimum Impact	10.53%	22.22%	11.94%
Somewhat Impact	21.05%	22.22%	44.78%
Impactful	63.16%	44.44%	28.36%
Significantly Impactful	5.26%	11.11%	11.94%



Question 3: In your opinion, how much impact will the Knowledge-Base model (TIL Graduate program) have on developing and retaining teacher-leaders at Wayside.

Responses

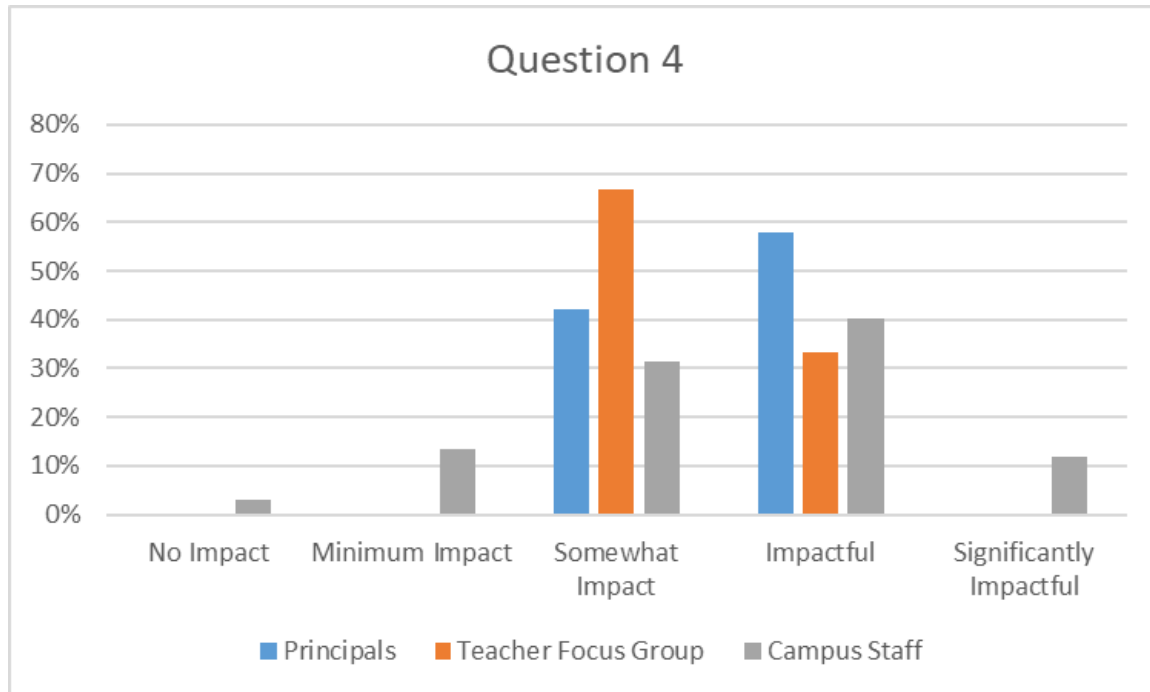
	Principals	Teacher Focus Group	Campus Staff
No Impact	5.26%	11.11%	4.48%
Minimum Impact	5.26%	11.11%	8.96%
Somewhat Impact	36.84%	55.56%	53.73%
Impactful	47.37%	11.11%	23.88%
Significantly Impactful	5.26%	11.11%	8.96%



Question 4: In your opinion, how much impact will the Knowledge-Base model (TIL Graduate program) have on promoting effective teacher practices at Wayside.

Responses

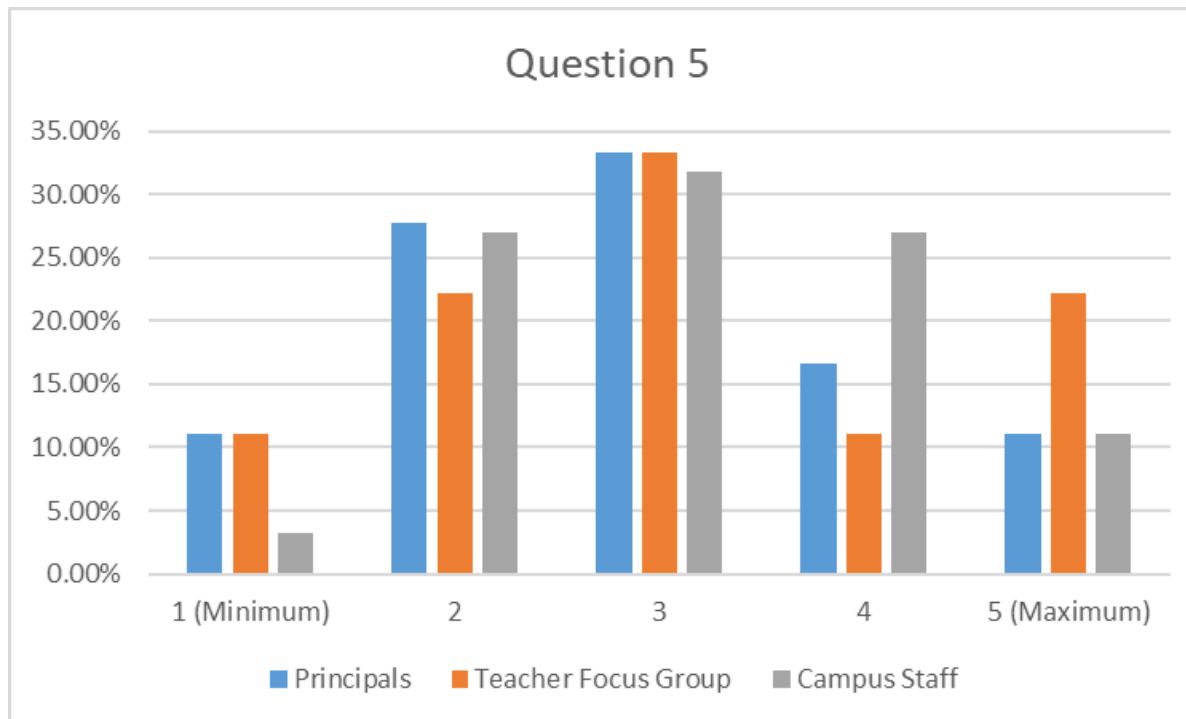
	Principals	Teacher Focus Group	Campus Staff
No Impact	0%	0%	2.99%
Minimum Impact	0%	0%	13.43%
Somewhat Impact	42.11%	66.67%	31.43%
Impactful	57.89%	33.33%	40.3%
Significantly Impactful	0%	0%	11.94%



Question 5: Using the scale below, indicate Wayside teachers' level of understanding related to the potential benefits of a TIA (Teacher Incentive Allotment) designation.

Responses

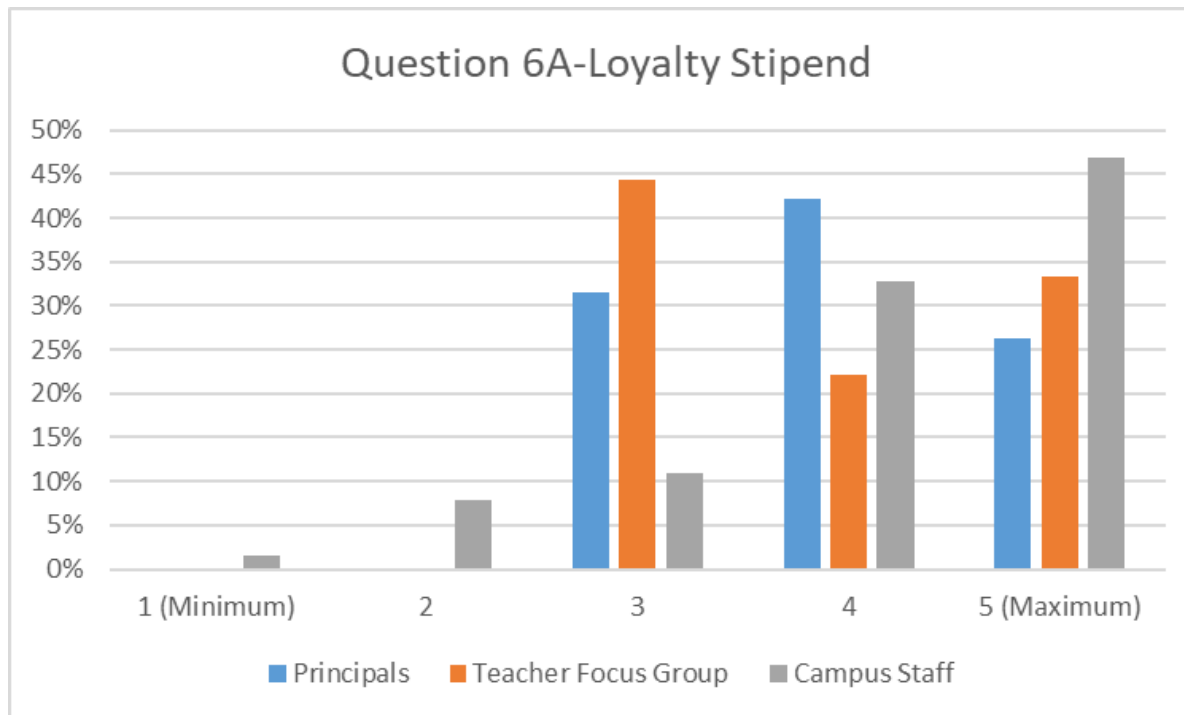
	Principals	Teacher Focus Group	Campus Staff
1 (Minimum)	11.11%	11.11%	3.17%
2	27.78%	22.22%	26.98%
3	33.33%	33.33%	31.75%
4	16.67%	11.11%	26.98%
5 (Maximum)	11.11%	22.22%	11.11%



**Question 6A: Do you believe the proposed Add-On/Targeted Pay model will effectively increase Wayside's talent pool?
(Loyalty Stipend)**

Responses–Loyalty Stipend

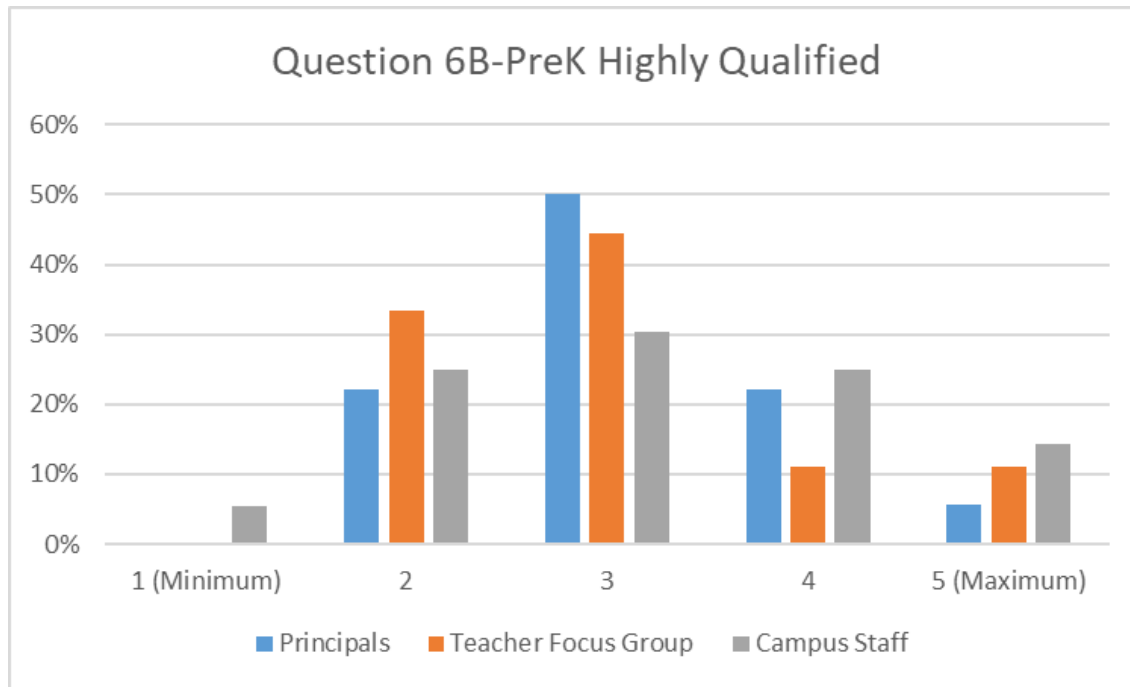
	Principals	Teacher Focus Group	Campus Staff
1 (Minimum)	0%	0%	1.56%
2	0%	0%	7.81%
3	31.58%	44.44%	10.94%
4	42.11%	22.22%	32.81%
5 (Maximum)	26.32%	33.33%	46.88%



**Question 6B: Do you believe the proposed Add-On/Targeted Pay model will effectively increase Wayside's talent pool?
(PreK Highly Qualified Designation)**

Responses—PreK Highly Qualified Designation

	Principals	Teacher Focus Group	Campus Staff
1 (Minimum)	0%	0%	5.36%
2	22.22%	33.33%	25%
3	50%	44.44%	30.36%
4	22.22%	11.11%	25%
5 (Maximum)	5.56%	11.11%	14.26%



**Question 6C: Do you believe the proposed Add-On/Targeted Pay model will effectively increase Wayside's talent pool?
(Current ESL Endorsement on TX Licensure)**

Responses—Current ESL Endorsement on TX Licensure

	Principals	Teacher Focus Group	Campus Staff
1 (Minimum)	0%	0%	1.75%
2	25%	33.33%	17.54%
3	33.33%	16.67%	36.84%
4	25%	33.33%	24.56%
5 (Maximum)	16.67%	16.67%	19.3%

