

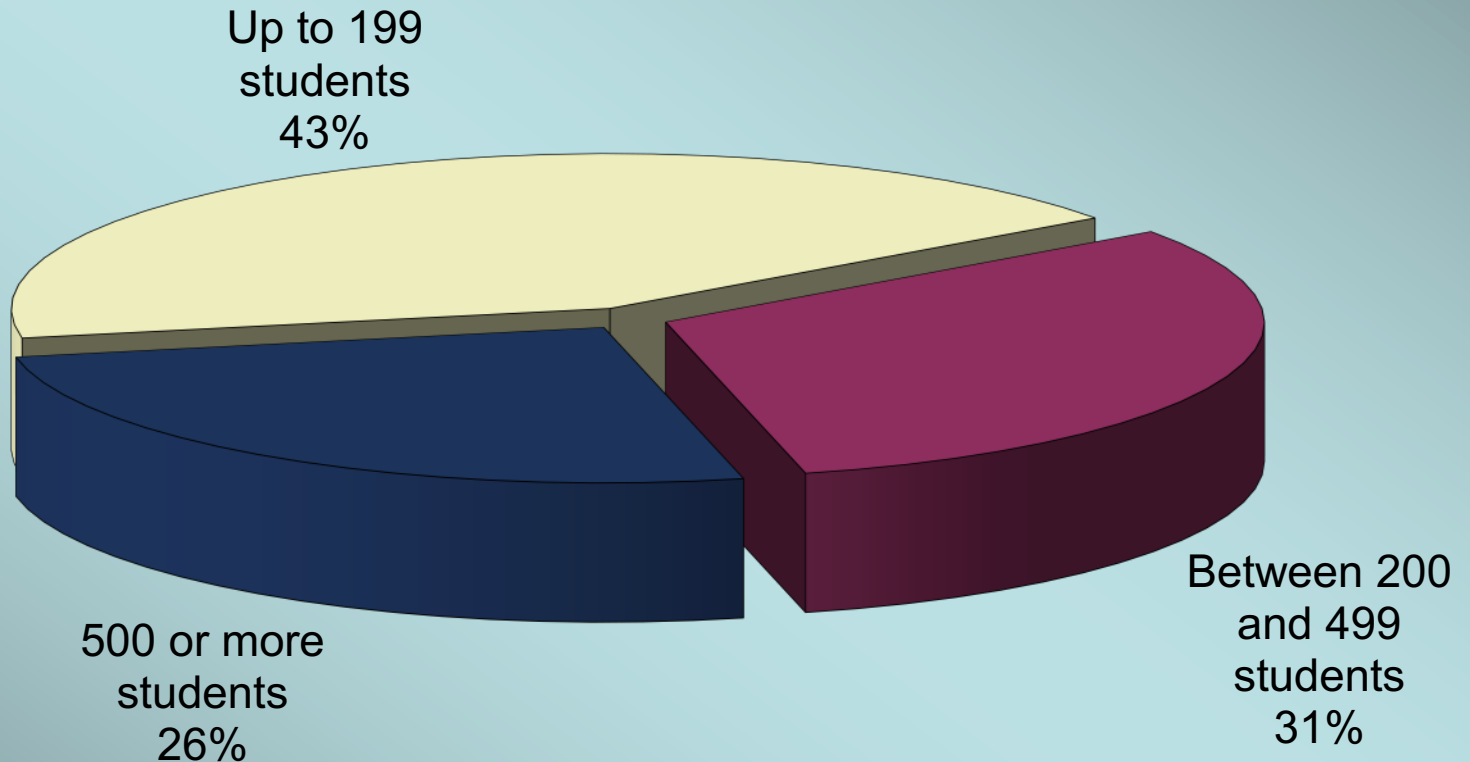
Pennsylvania Association of Independent Schools

Survey of School Heads 2023

During the second half of January, a questionnaire was completed by 109 school heads.

Highlights

How many students attend your school?

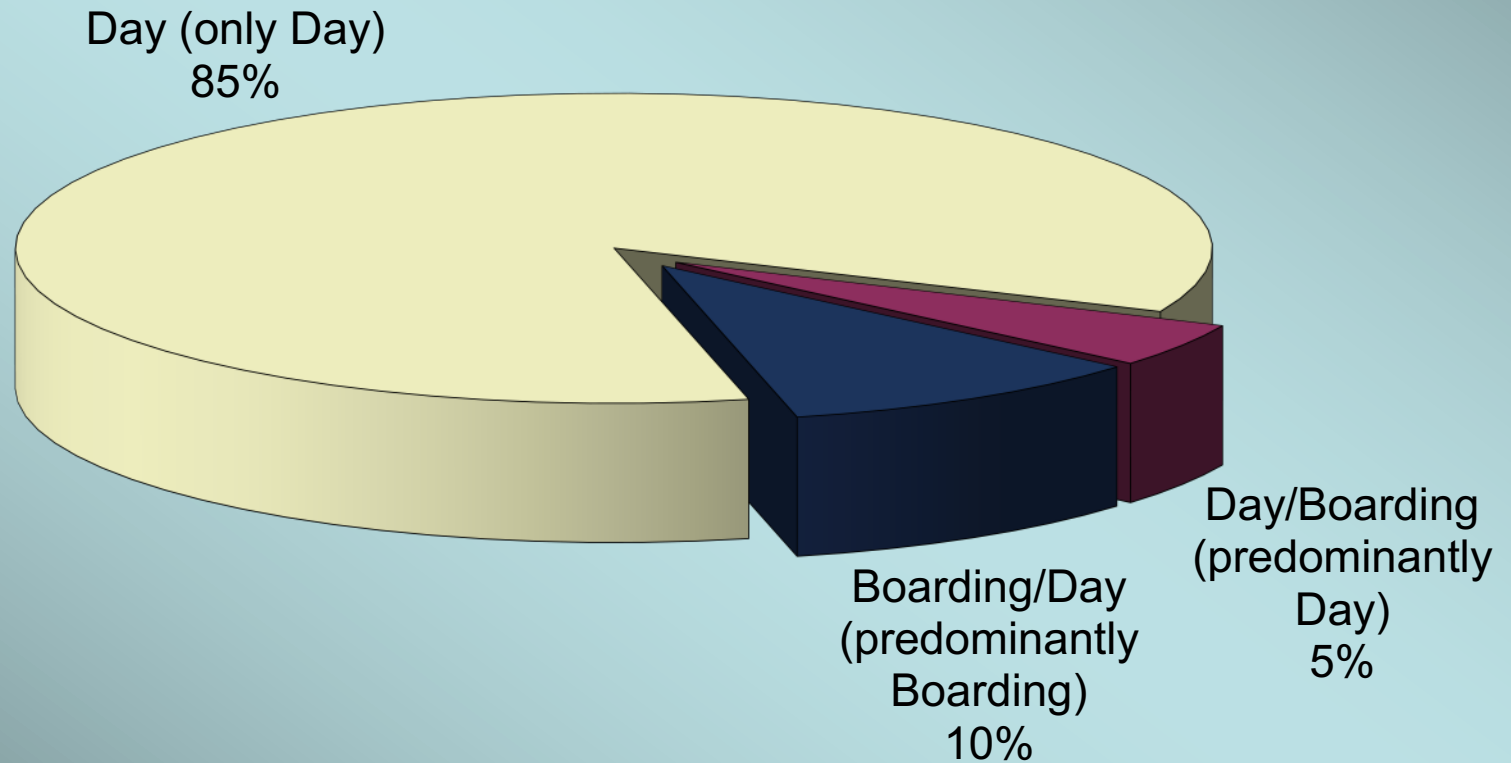


Weighted Average

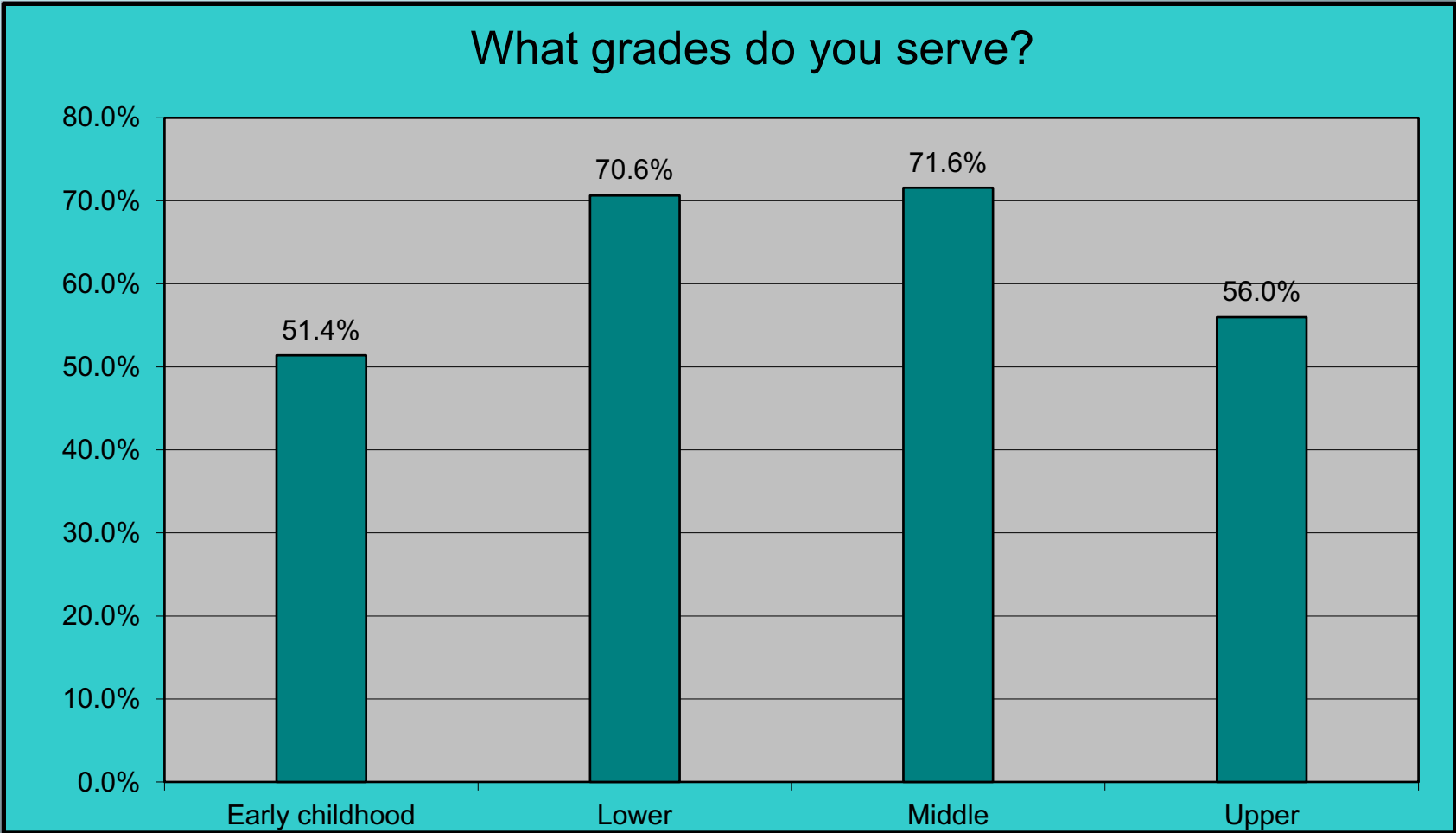
323 students

Highlights

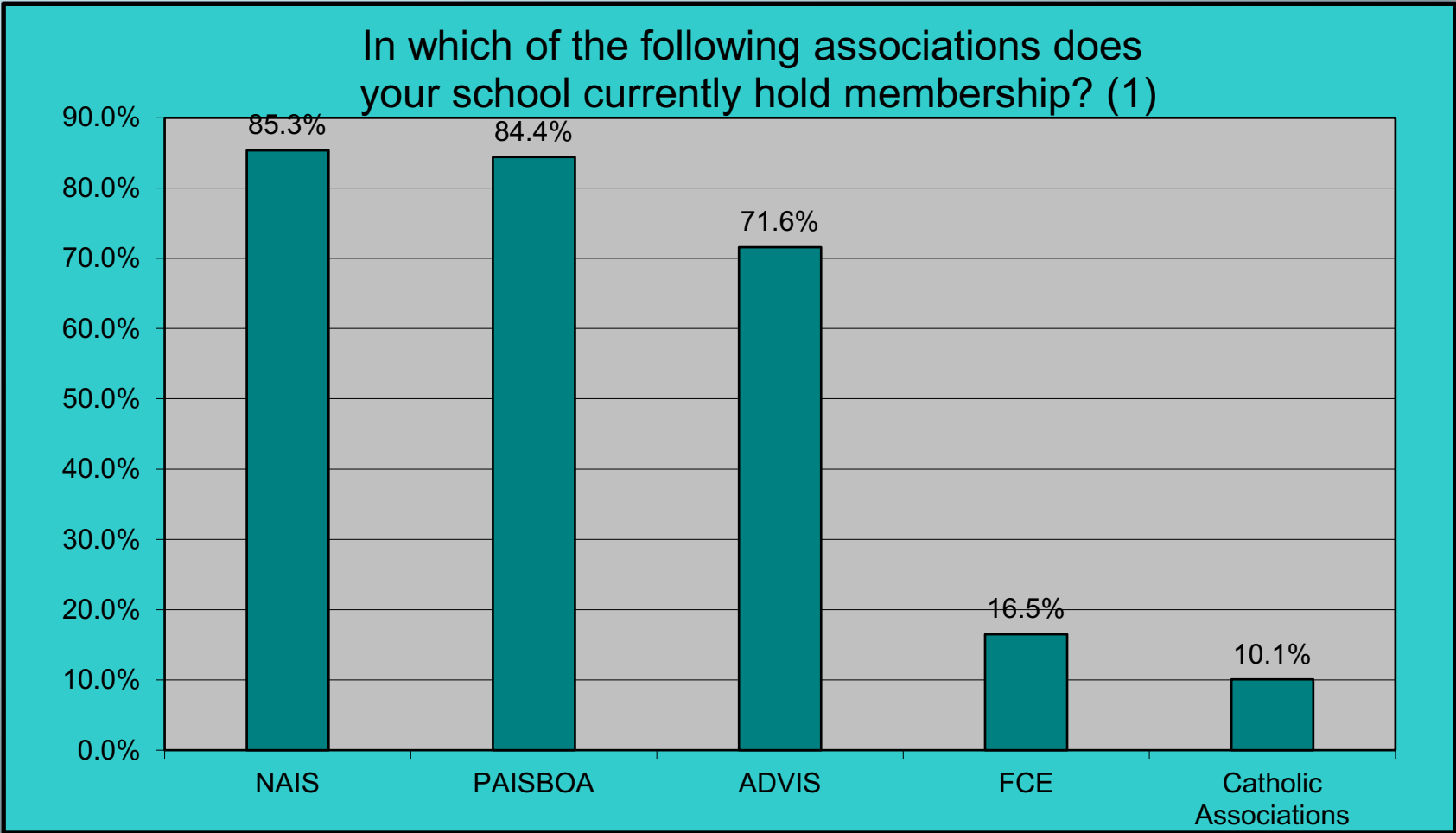
How would you classify your 'type' of school?



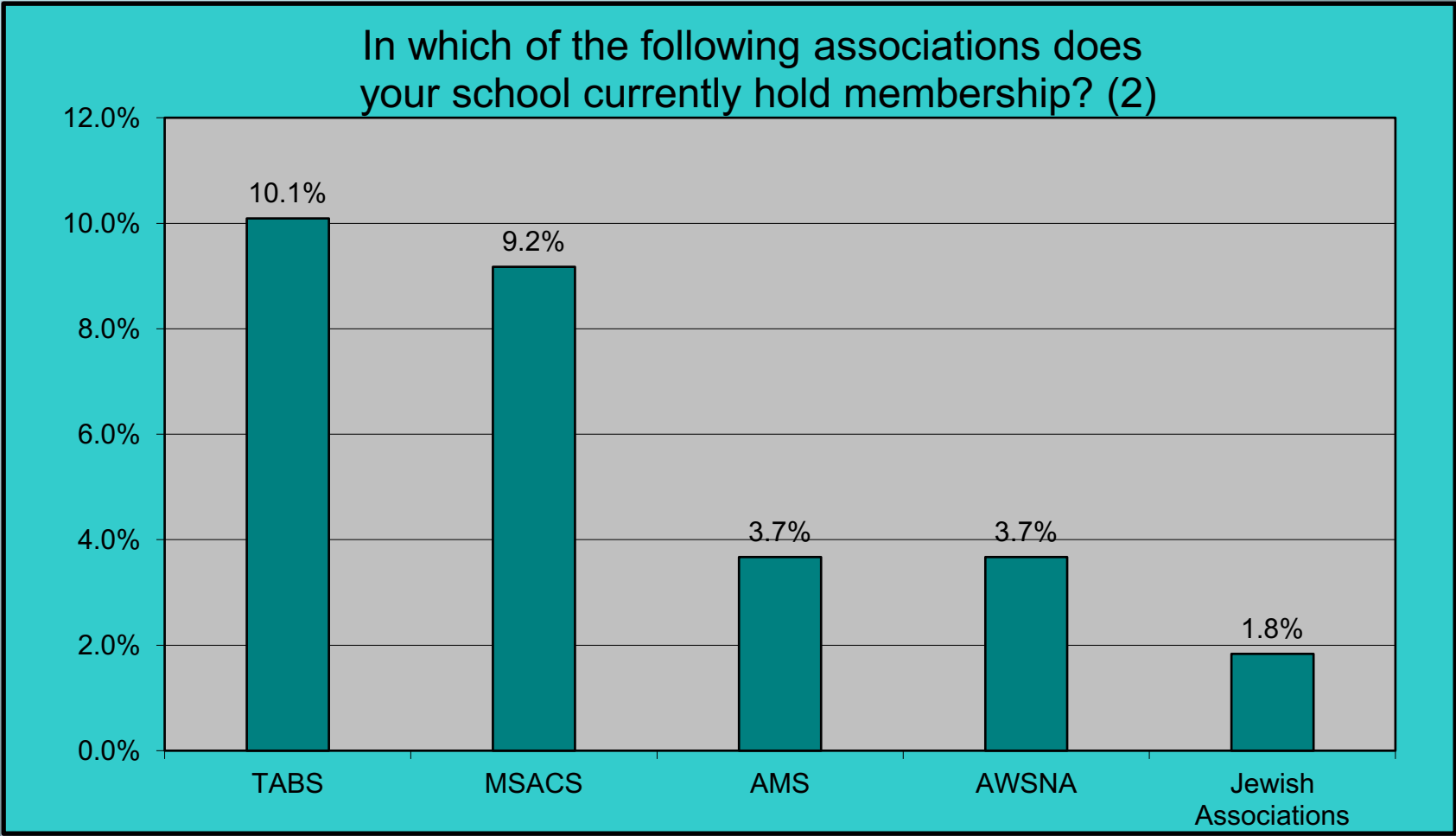
Highlights



Highlights

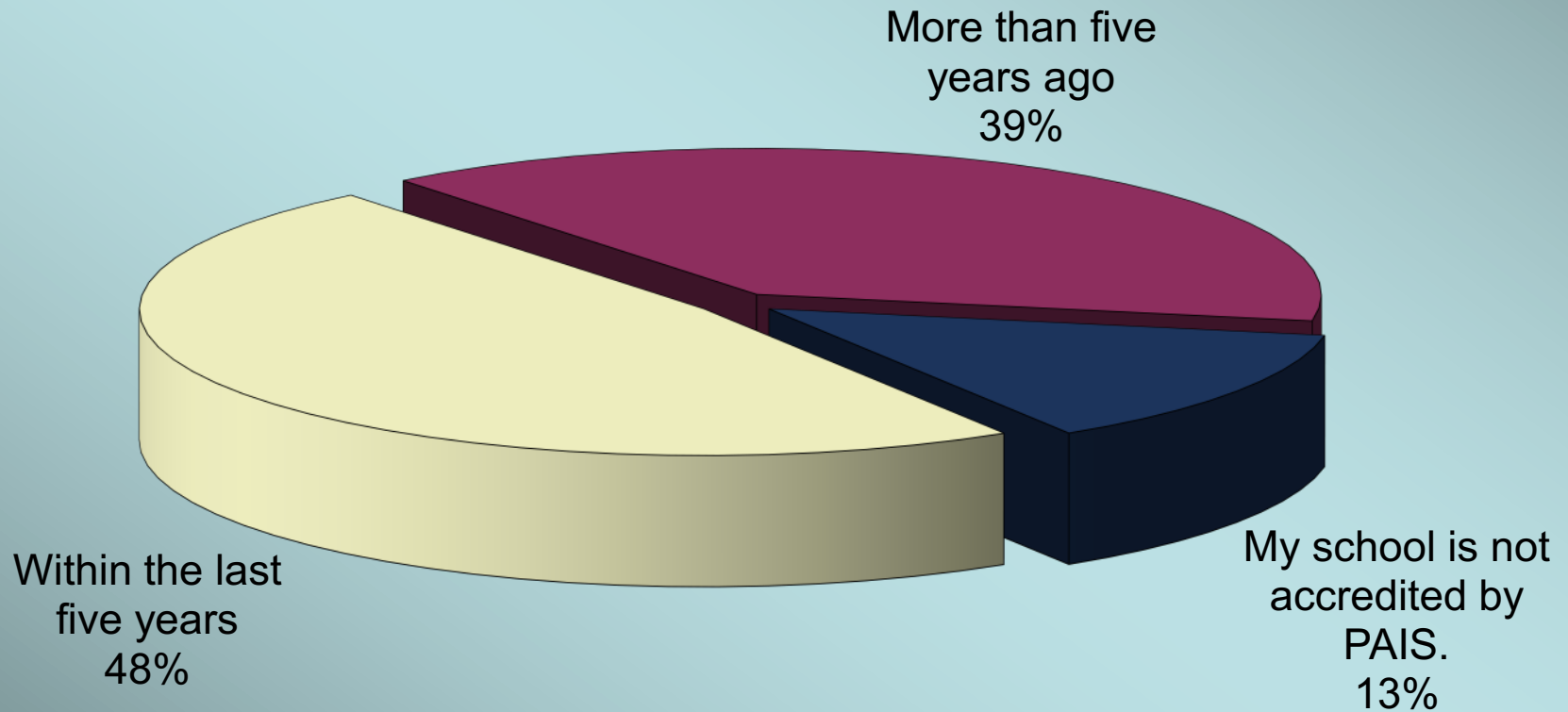


Highlights



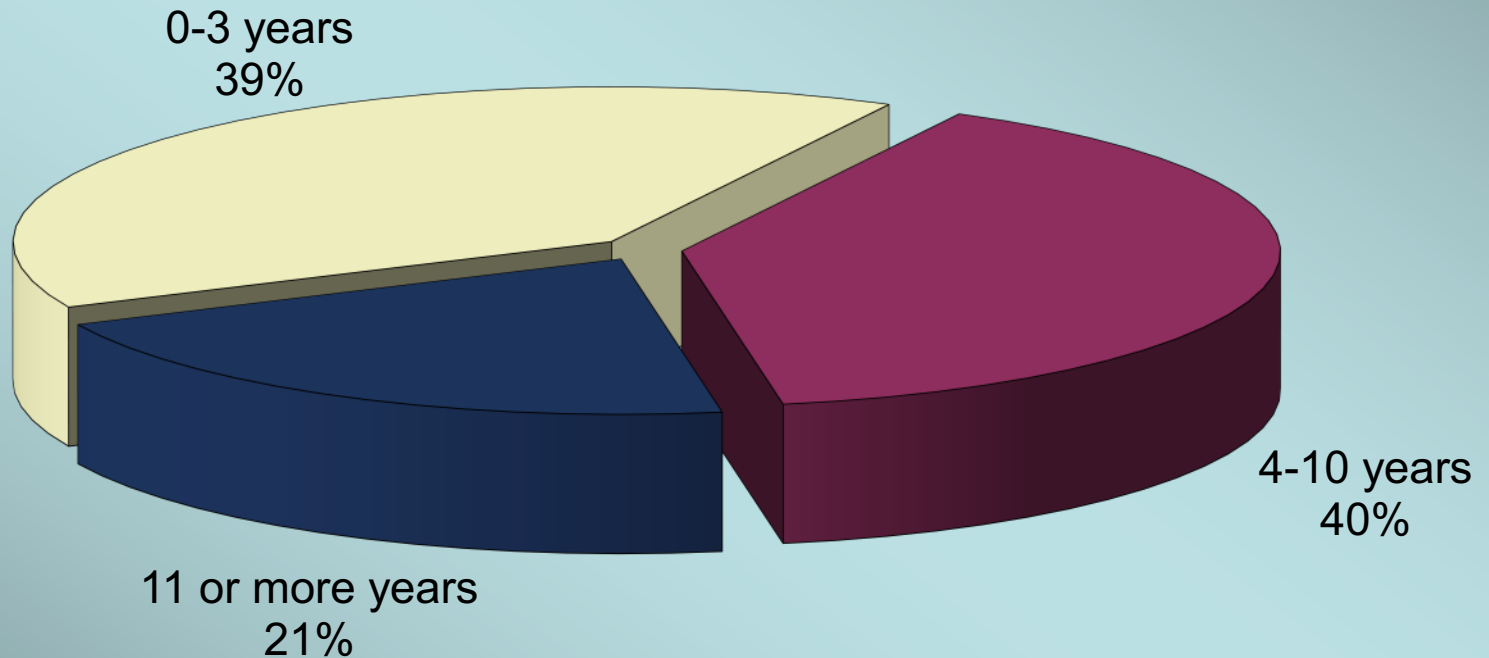
Highlights

When was your school last accredited (full-scale) by PAIS?



Highlights

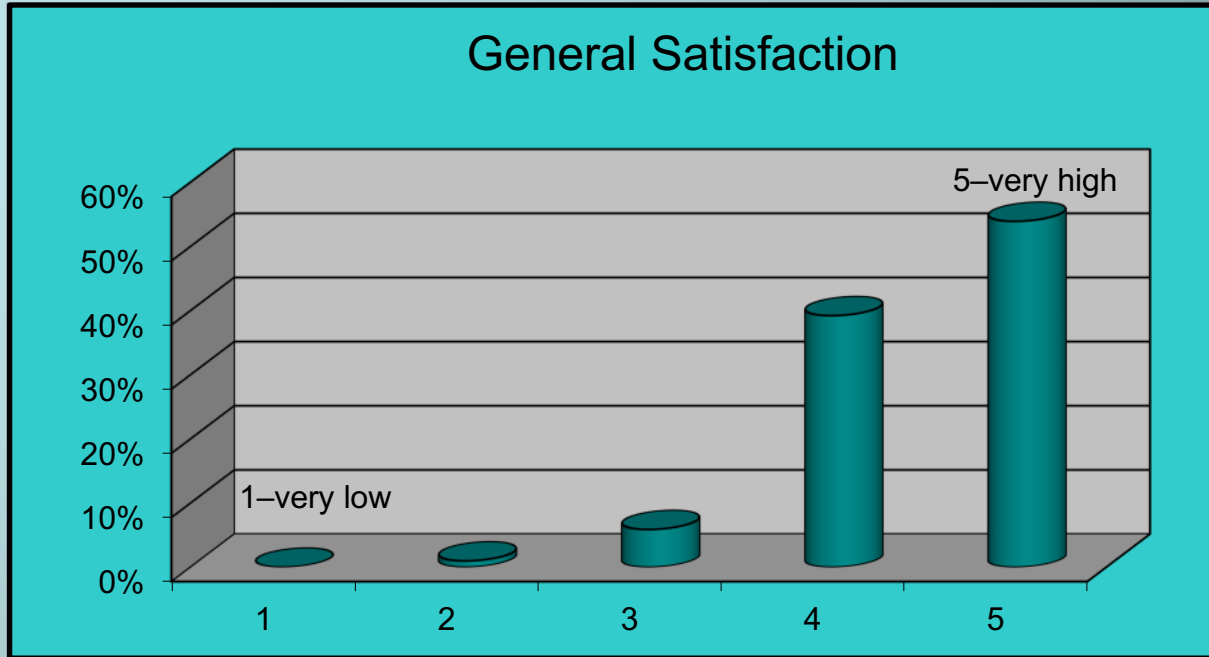
How many years have you held your current position?



Weighted Average

5.7 years

Highlights

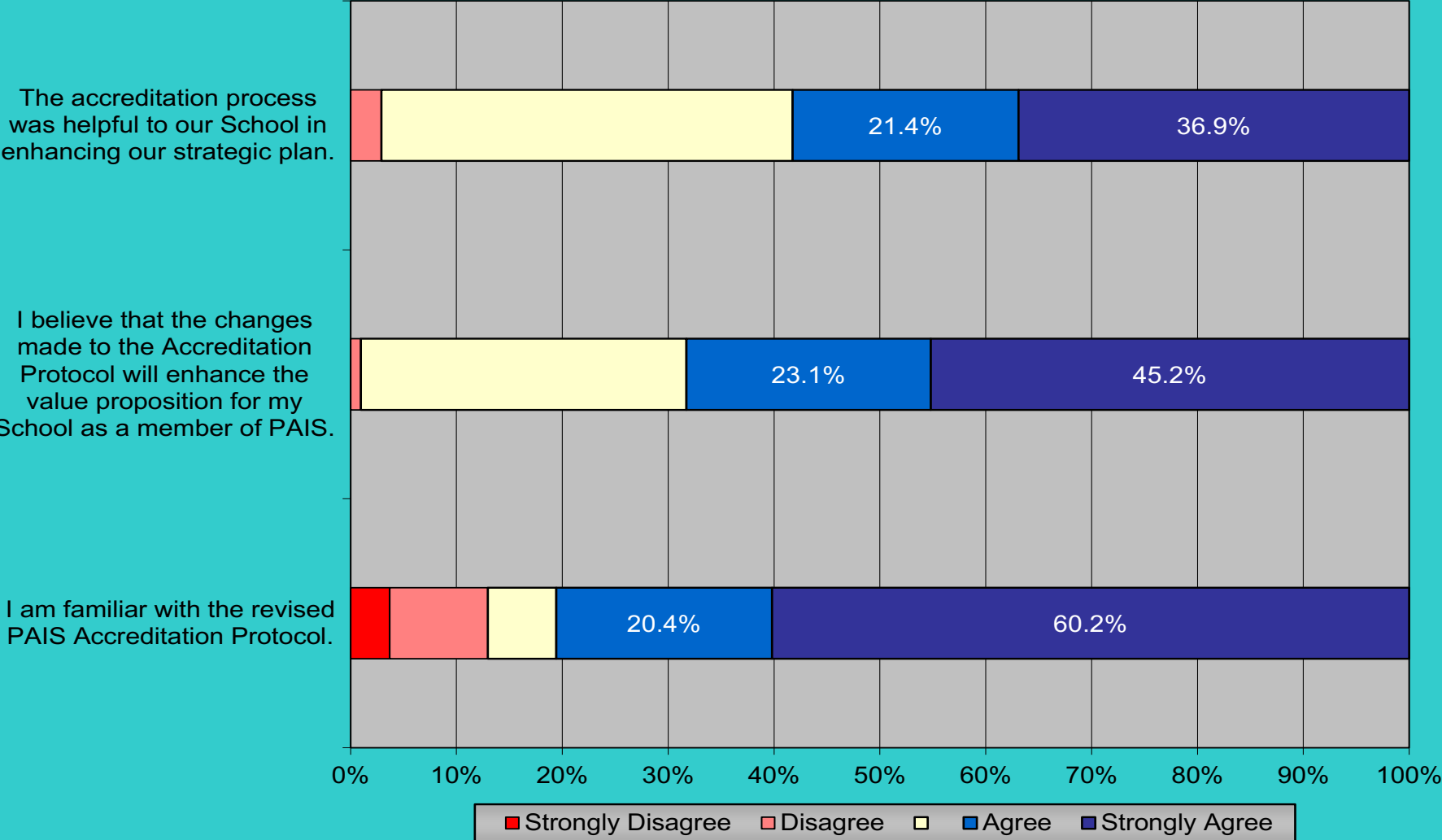


Generally, how would you rate your satisfaction with your school's membership in PAIS?

Very low	1	2	3	4	Very high	5	Total Answers	Weighted Average	Per Cent 4 or 5
0	1	6	40	55	102	4.5	93.1%		
0.0%	1.0%	5.9%	39.2%	53.9%					

Highlights

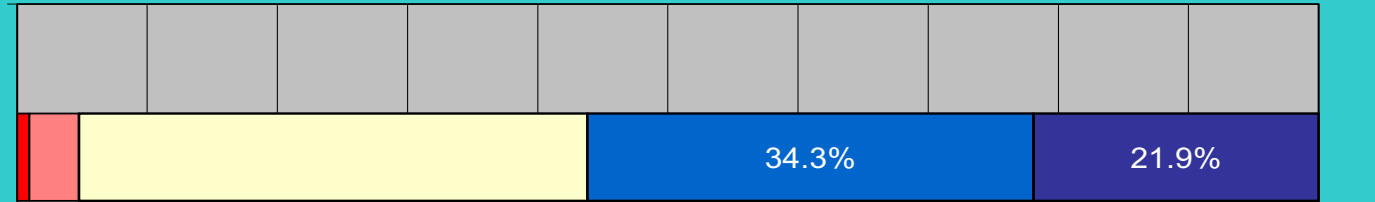
Accreditation (1)



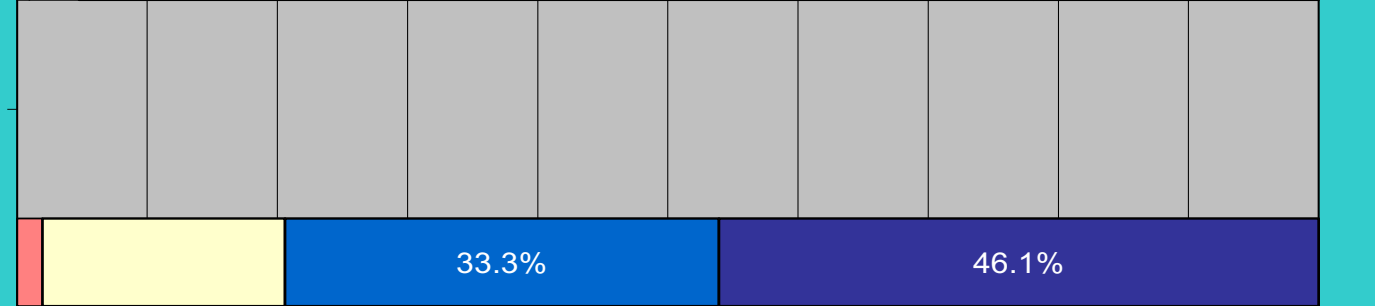
Highlights

Accreditation (2)

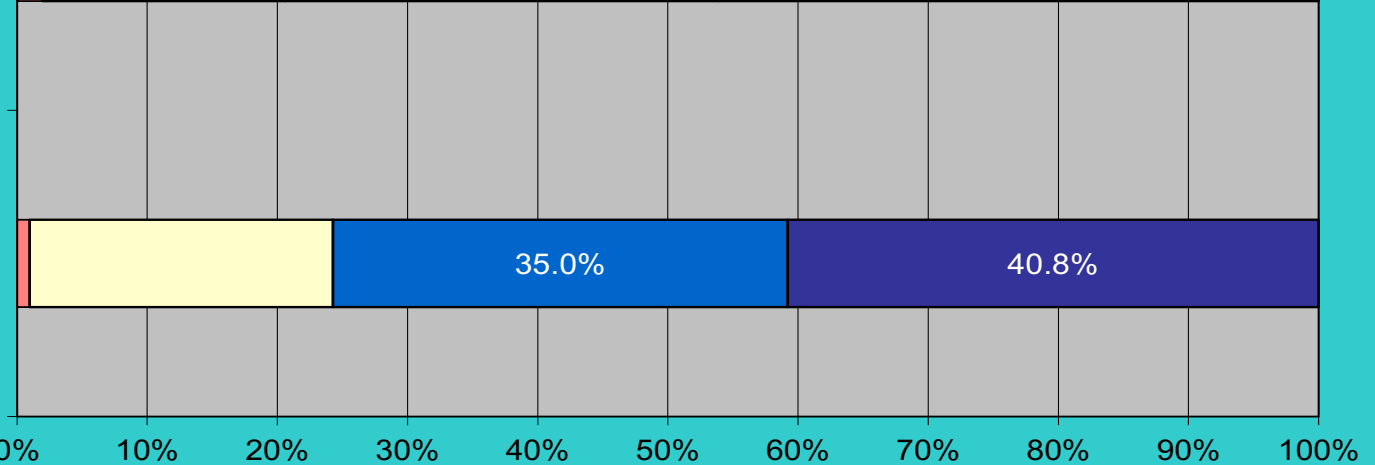
The accreditation exercise would benefit from PAIS connecting higher performing schools in mentoring relationships with those in need of improvement.



In the final analysis, the accreditation process adds significant value to our School.



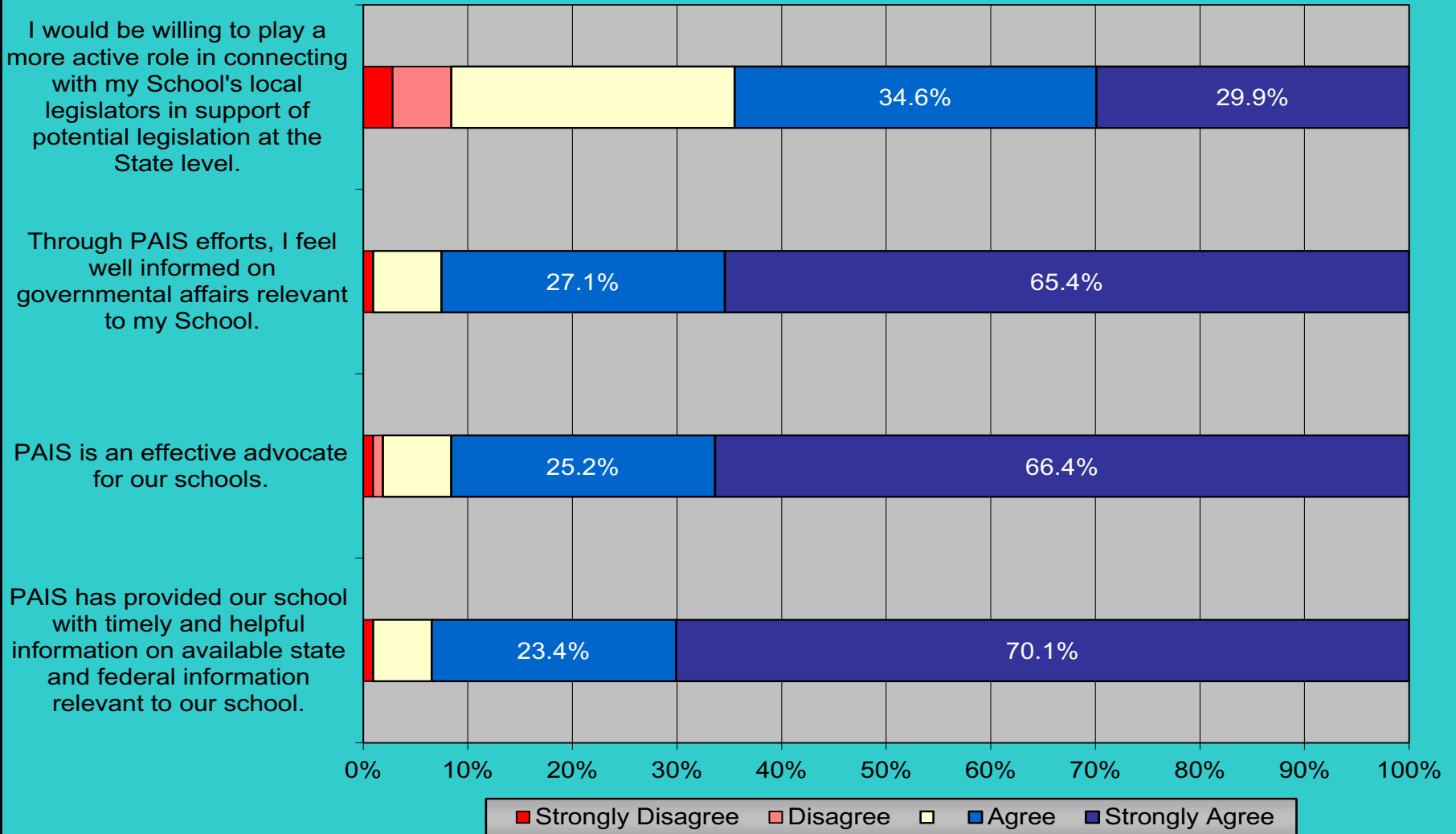
The total school engagement that the accreditation process involves can be transformative for my School.



Strongly Disagree Disagree Agree Strongly Agree

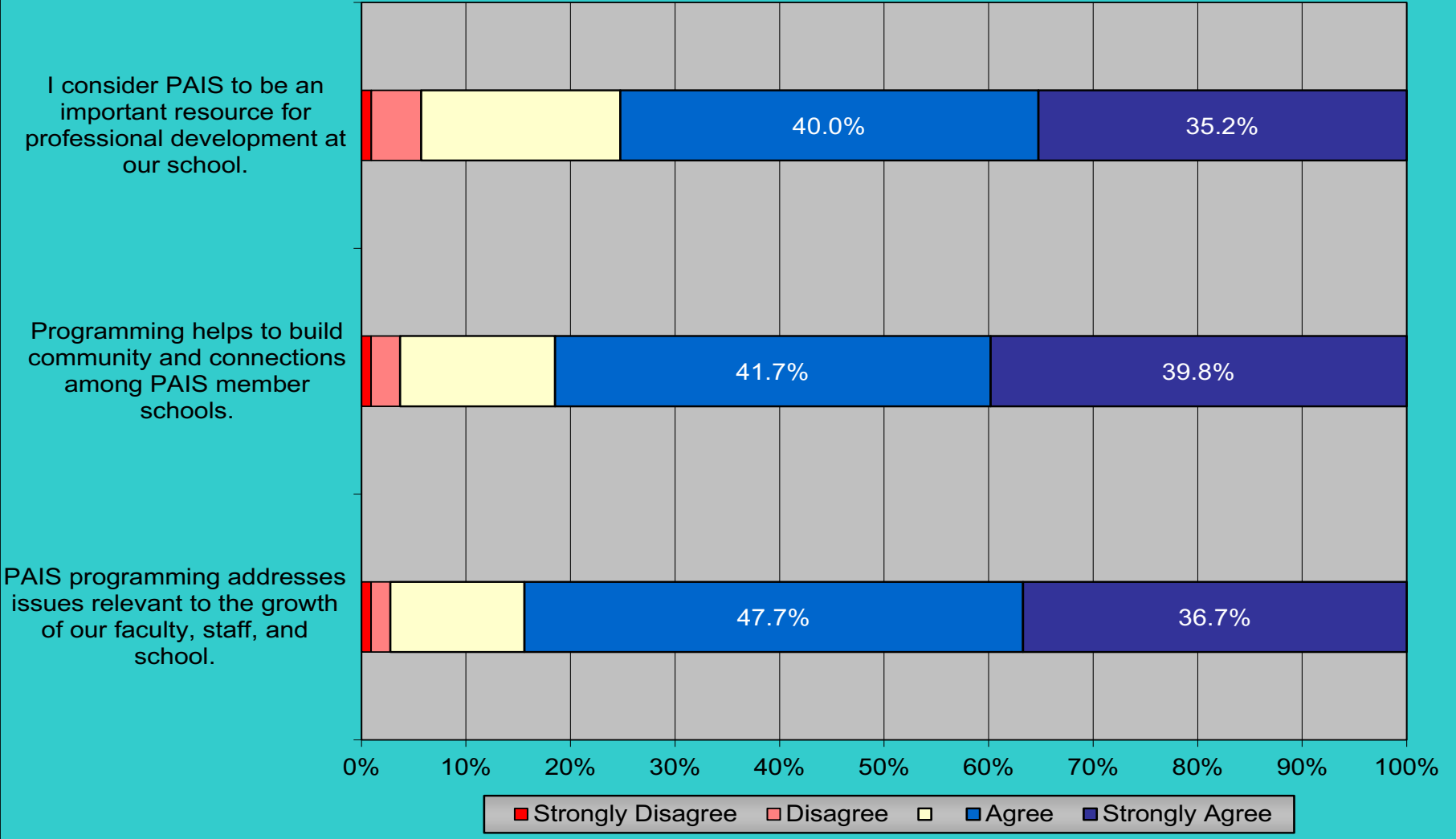
Highlights

Government Affairs



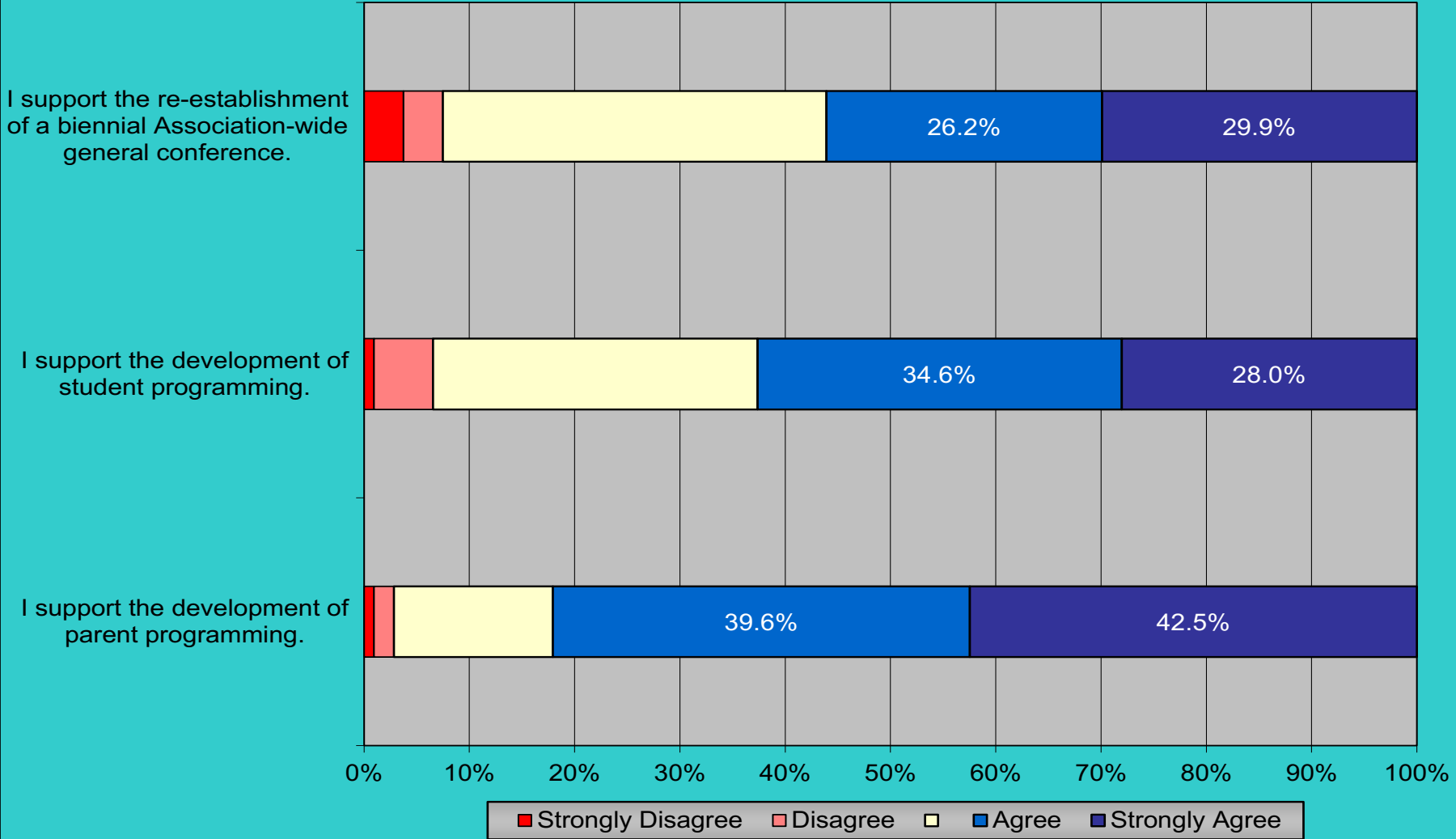
Highlights

Professional Learning (1)



Highlights

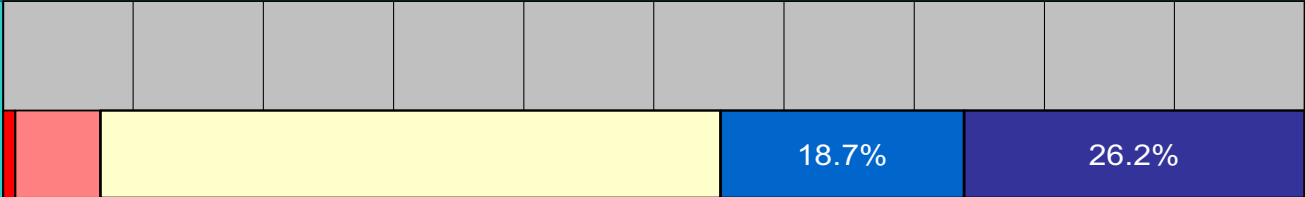
Professional Learning (2)



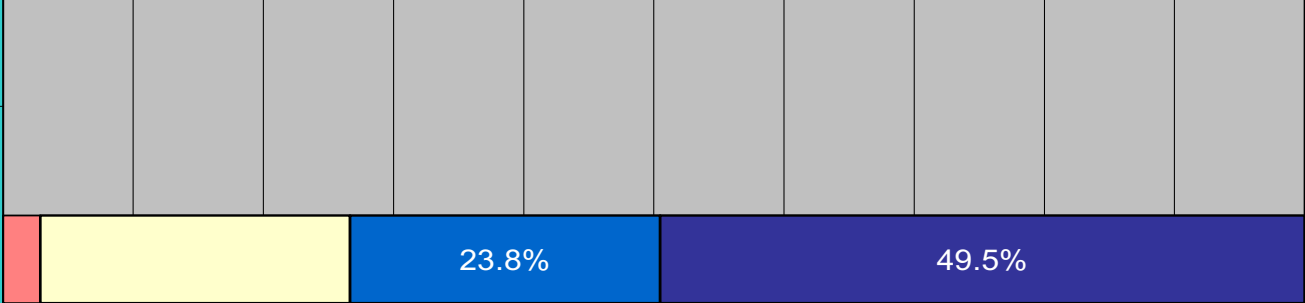
Highlights

Making Connections (1)

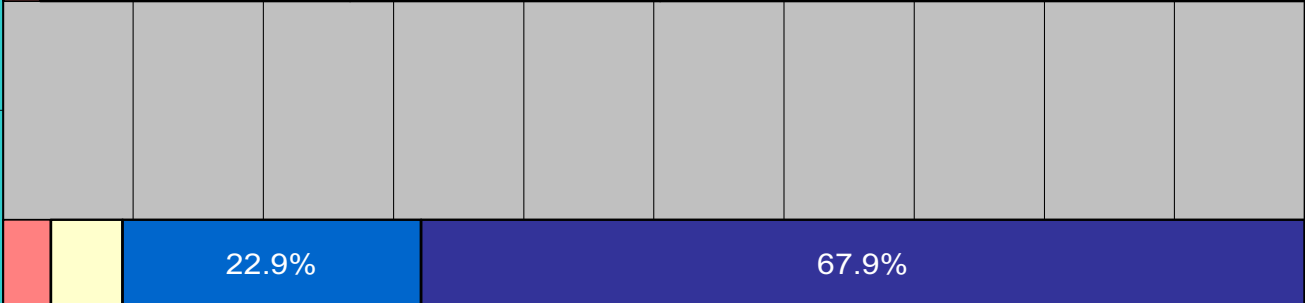
The Circle of Peers gatherings have created a good opportunity for our faculty and staff to connect with counterparts at other member schools.



The accreditation process has provided us with a good opportunity to connect with other educators.



PAIS staff have effectively reached out and/or visited in an effort to better know our school.

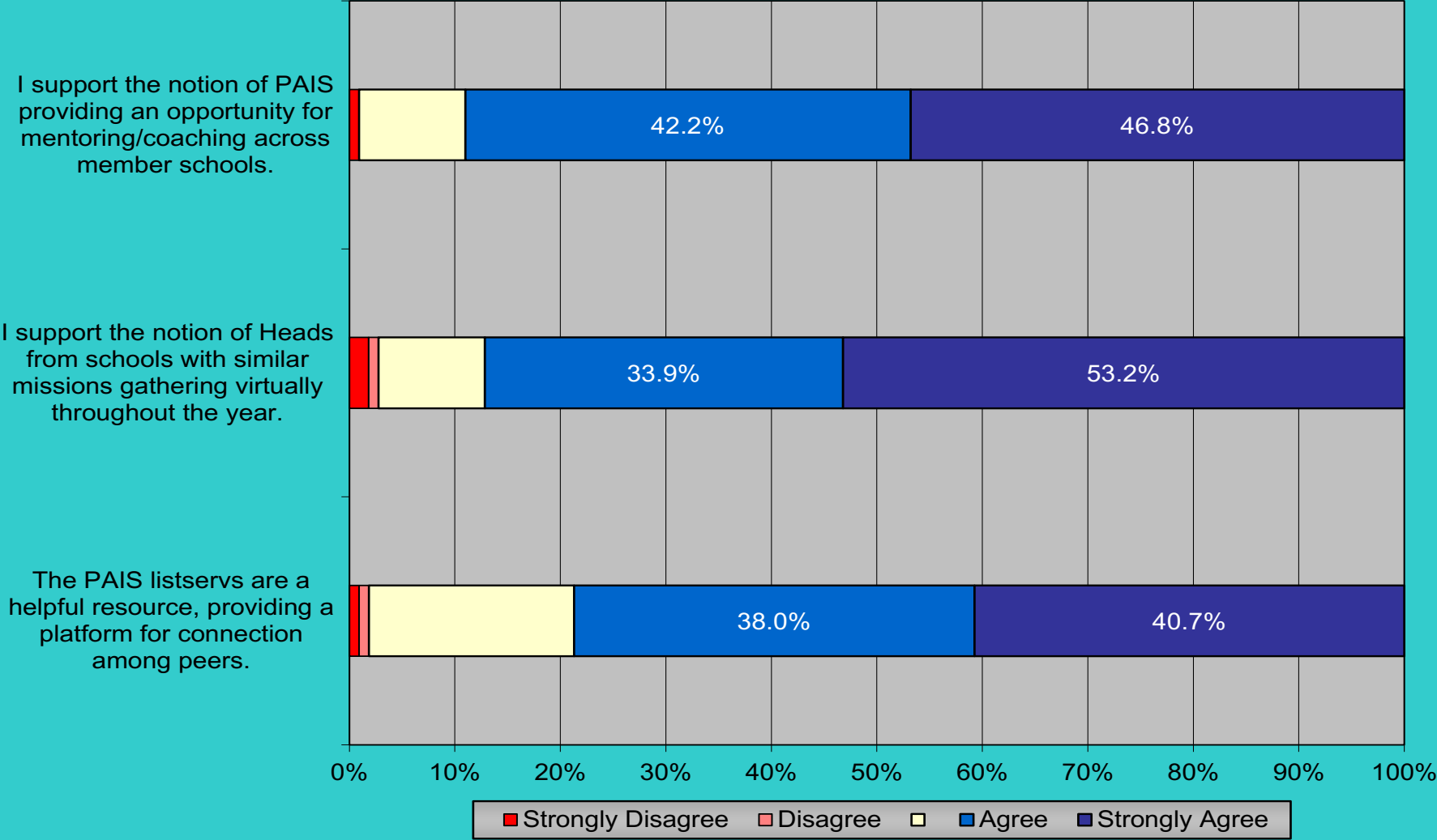


0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Strongly Disagree Disagree Agree Strongly Agree

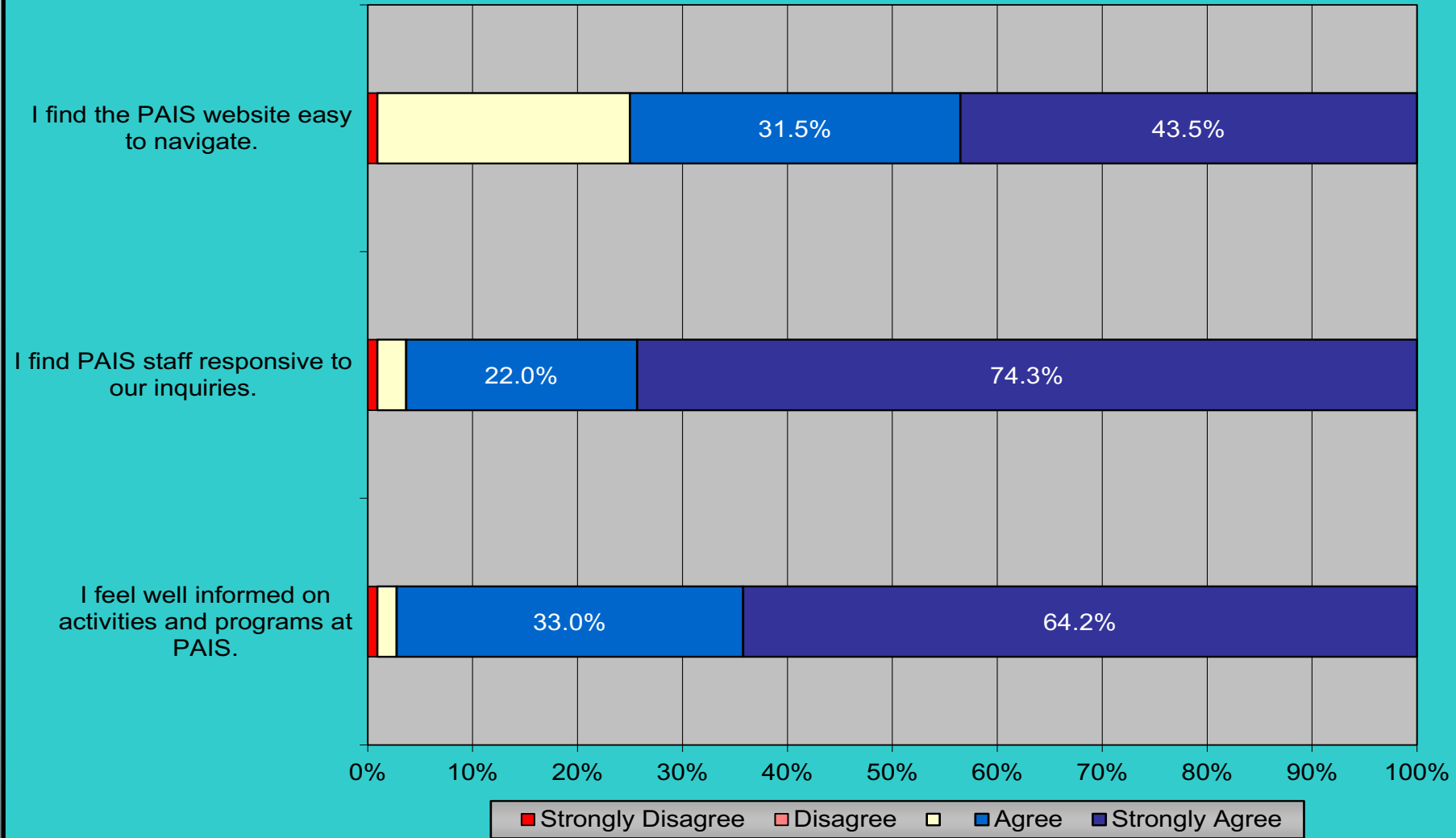
Highlights

Making Connections (2)



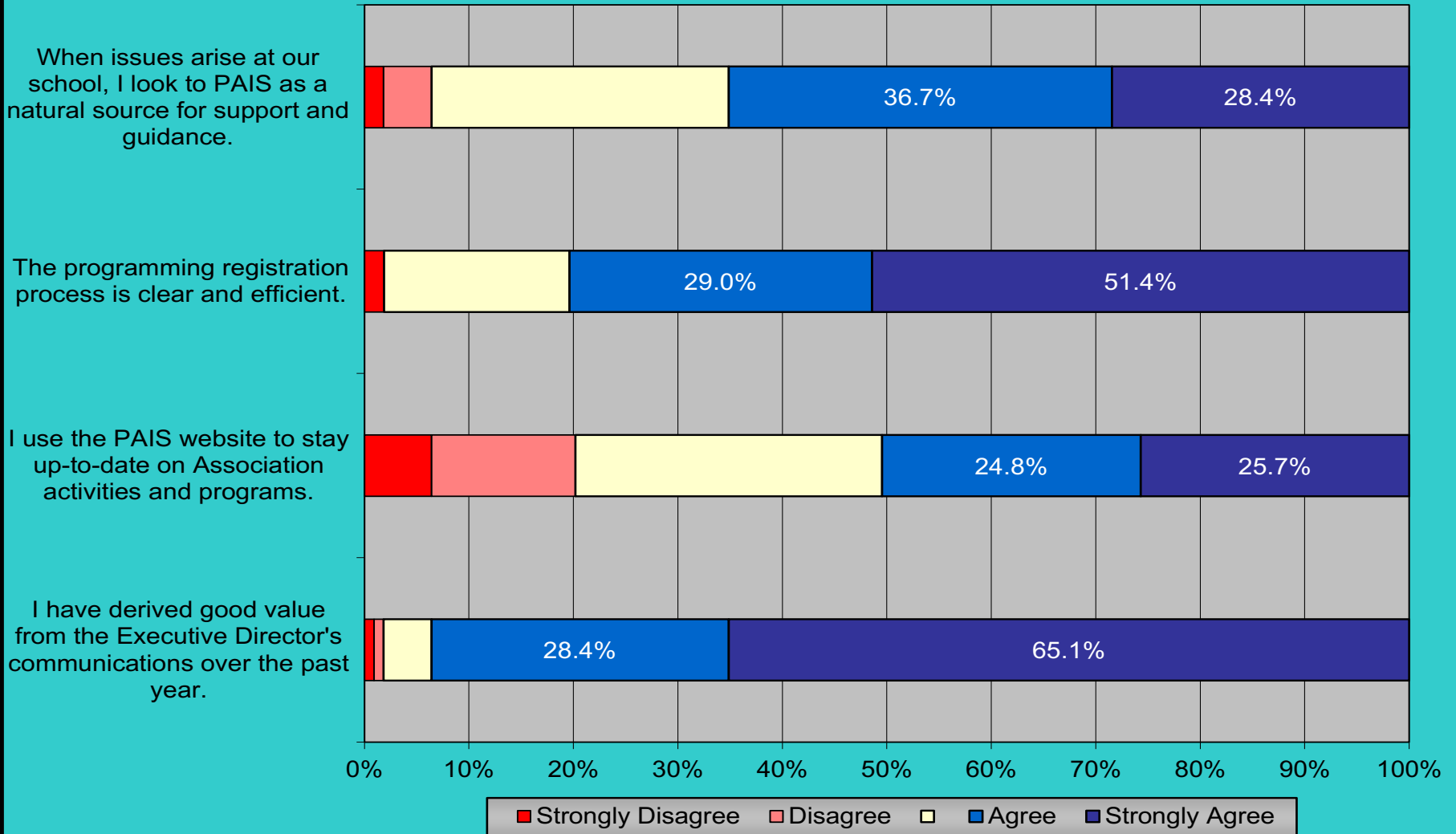
Highlights

Communications (1)

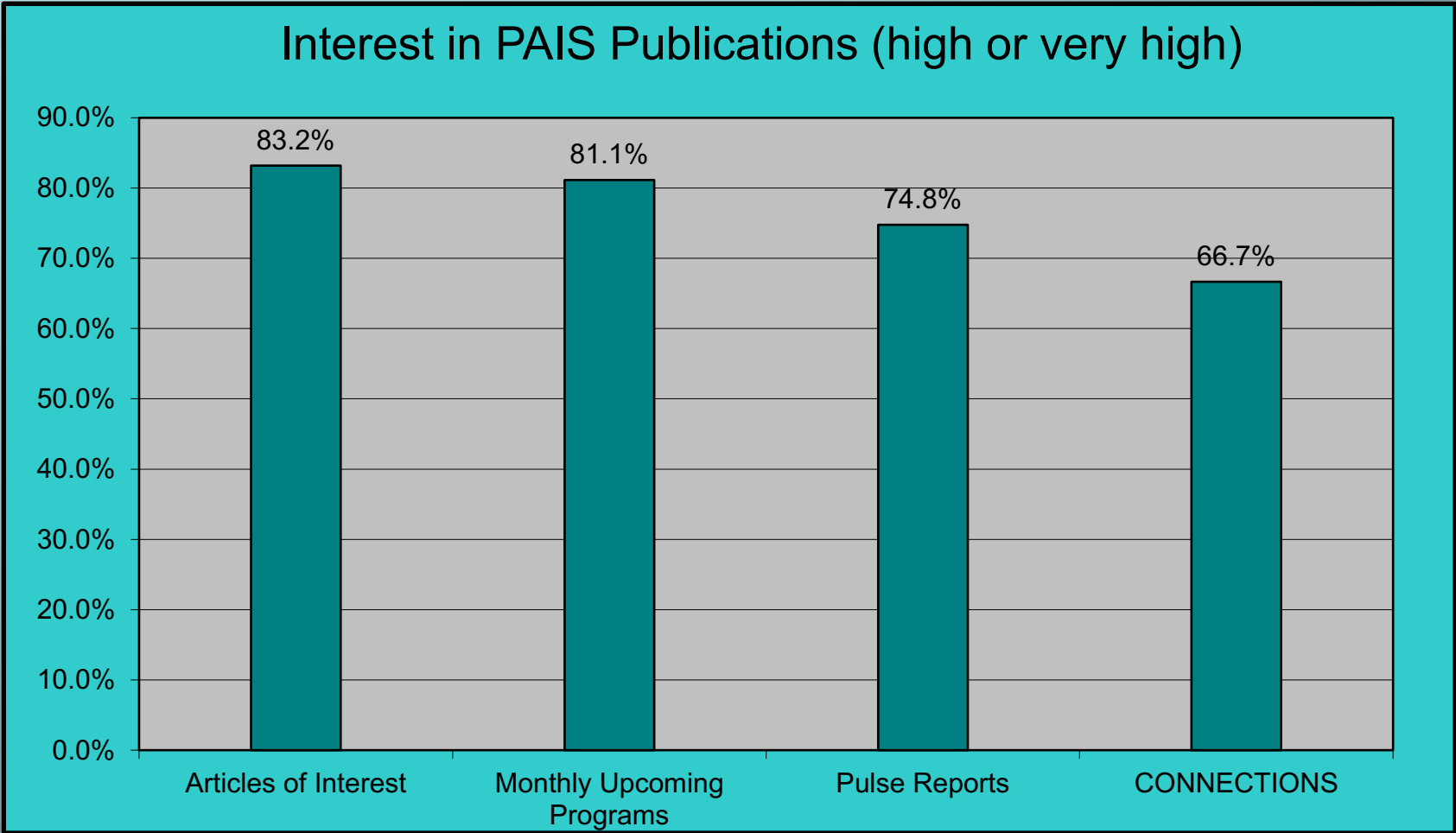


Highlights

Communications (2)

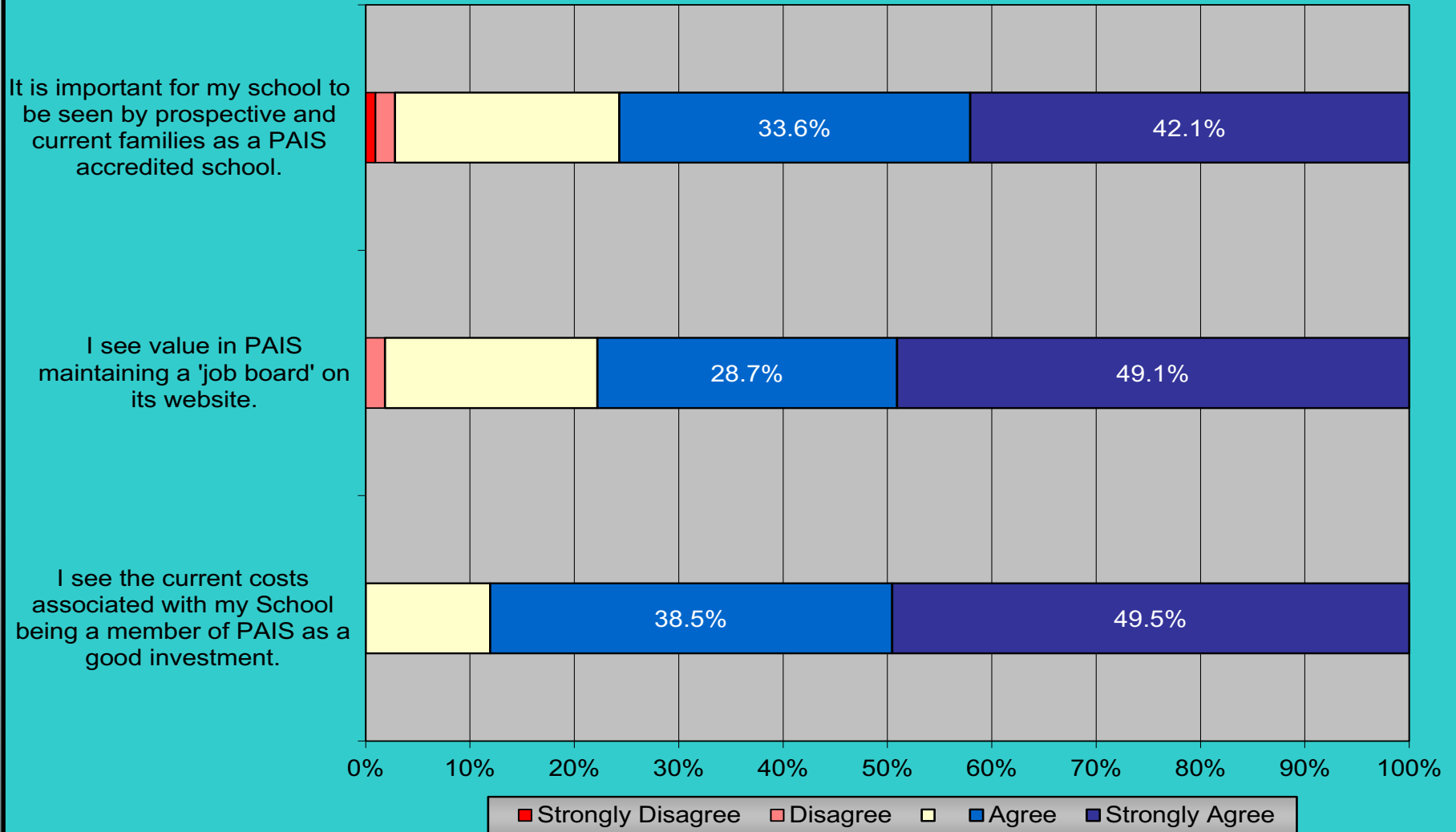


Highlights

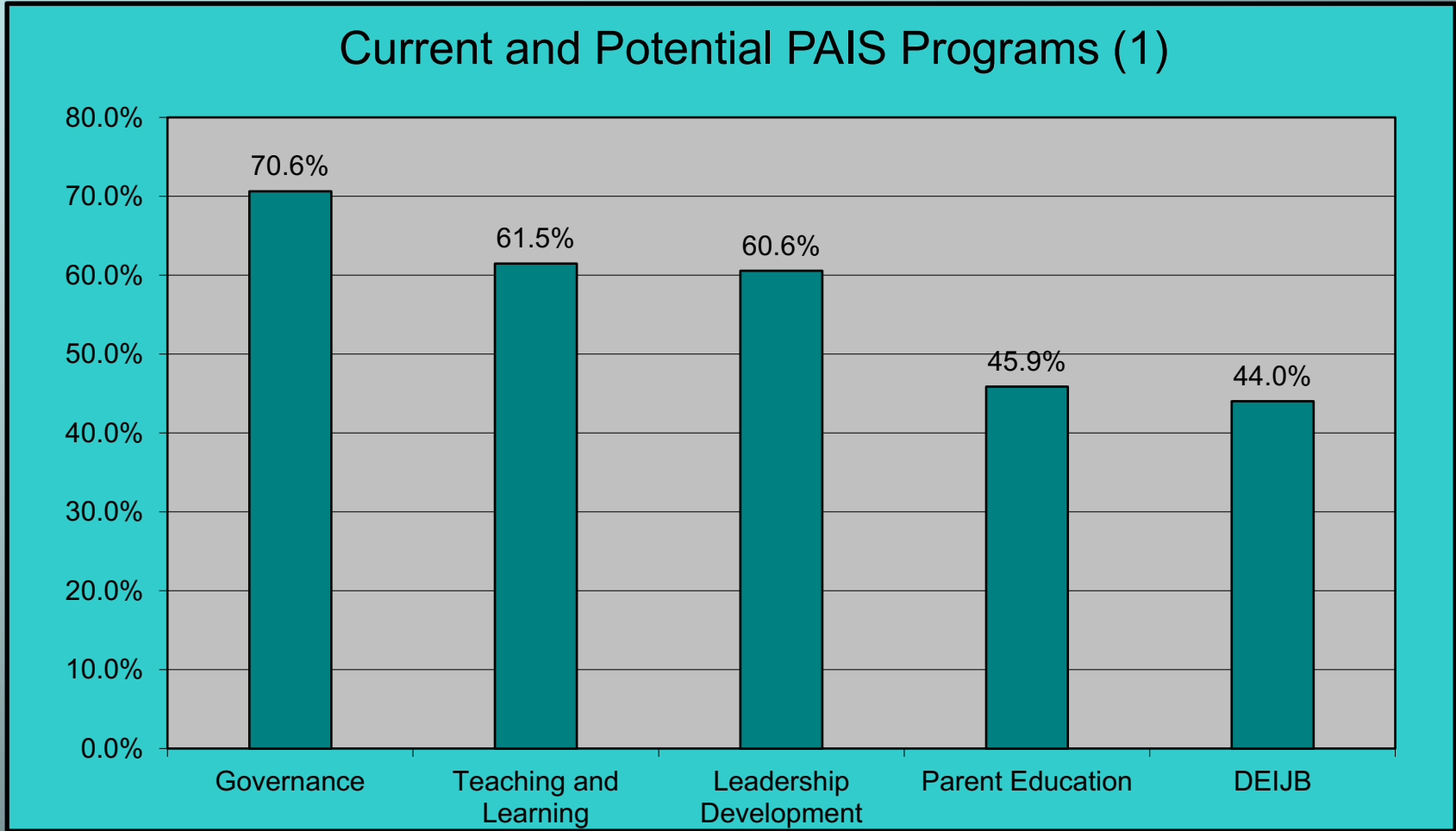


Highlights

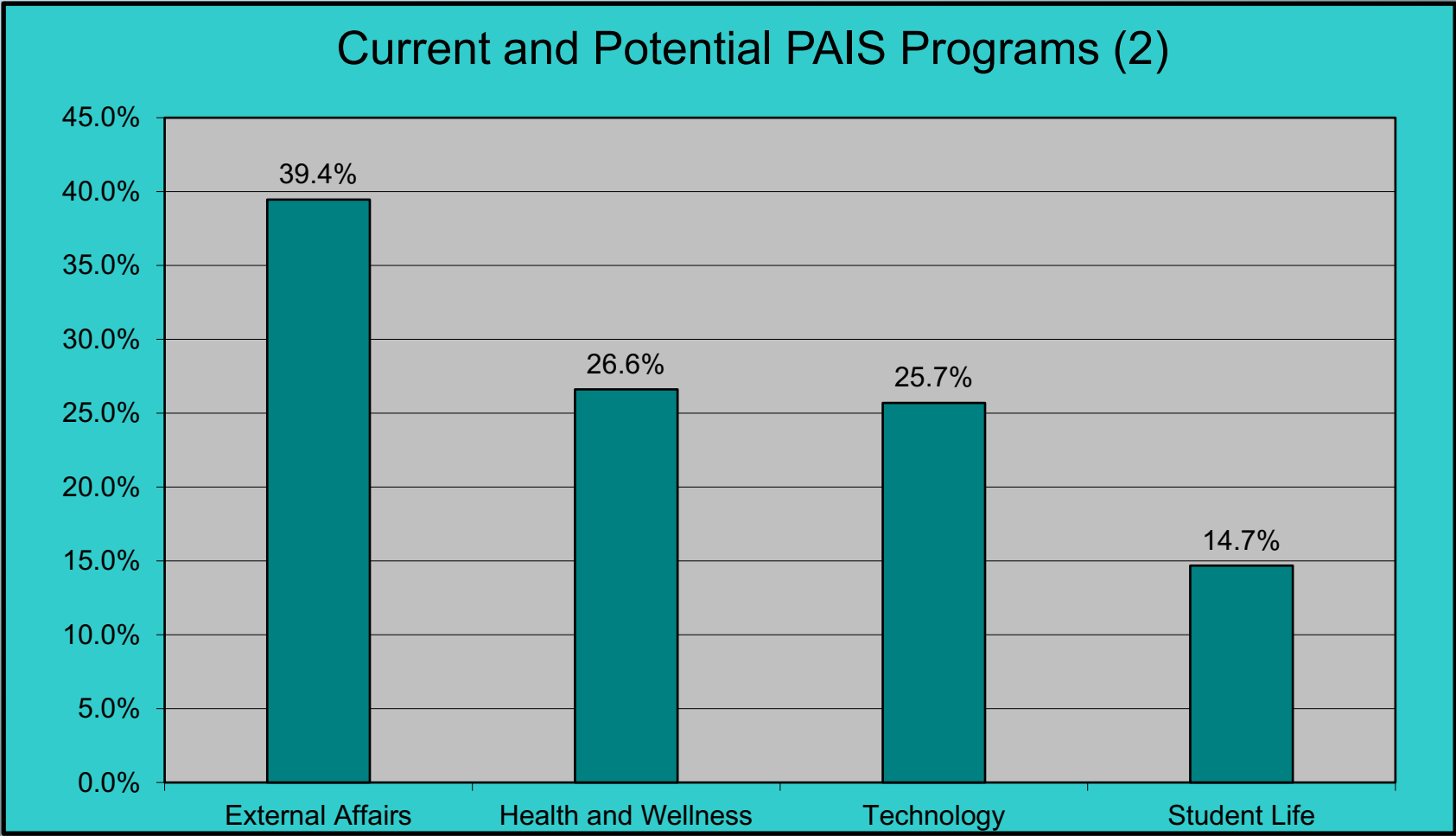
Attitudinal Agreement



Highlights



Highlights



Highlights (General Satisfaction)

In more than 500 parent, student, employee, and alumni surveys conducted by Lookout Management Inc., the practice in comparing lesser to greater satisfied respondents has been to separate respondents into three sub-groupings: the lesser satisfied (rating their overall satisfaction as 1, 2, or 3); the moderately satisfied (rating their overall satisfaction as 4); and the most satisfied (rating their overall satisfaction as 5). This comparison typically comprises a significant portion of the analysis report, guiding schools as they strive both to raise overall satisfaction and to narrow the gap between lesser and greater satisfied respondents.

Highlights (General Satisfaction)

In the case of this survey of PAIS Heads, however, such a comparison has not been possible because:

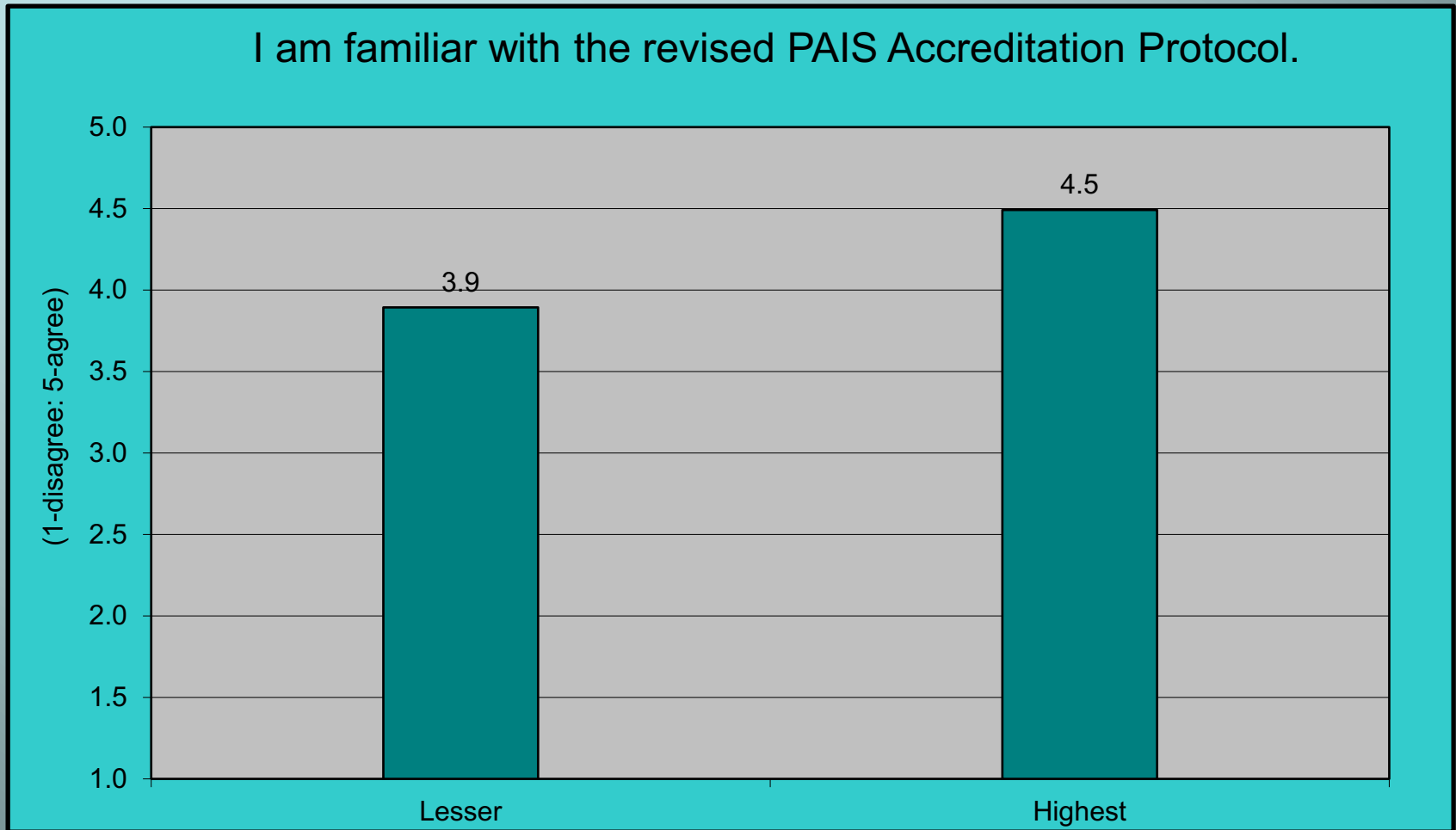
- zero respondents rated their overall satisfaction as 1
- only one respondent rated their overall satisfaction as 2
- and only six rated their overall satisfaction as 3

These seven respondents represent just 6.9% of the total response group, rendering such comparisons without any statistical value.

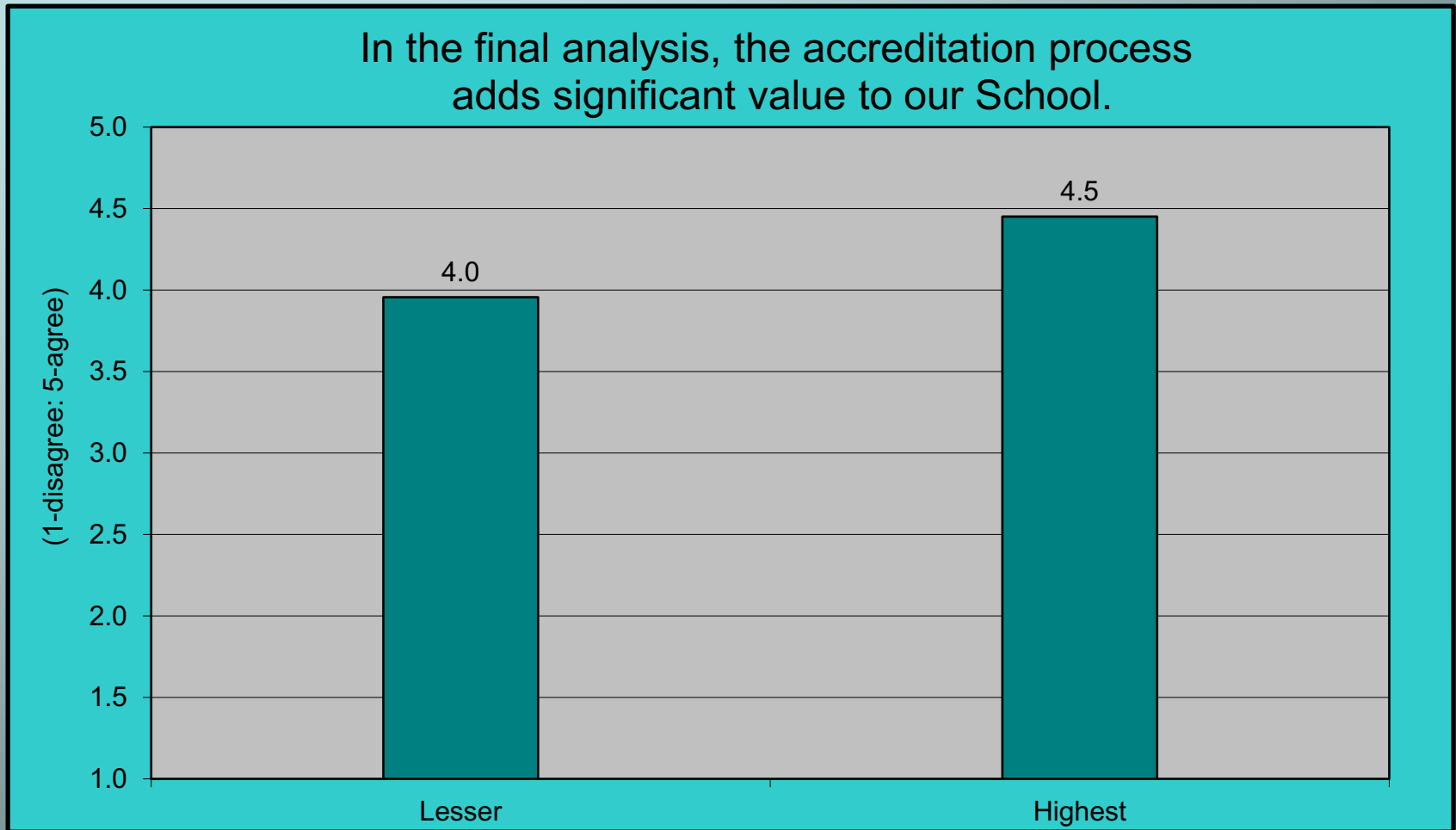
Highlights (General Satisfaction)

As a result, a comparison was drawn across 50 survey measures between the 47 respondents who rated their overall satisfaction between 1 and 4 on the 5-point scale and the 55 respondents who rated their overall satisfaction at 5 on this scale.

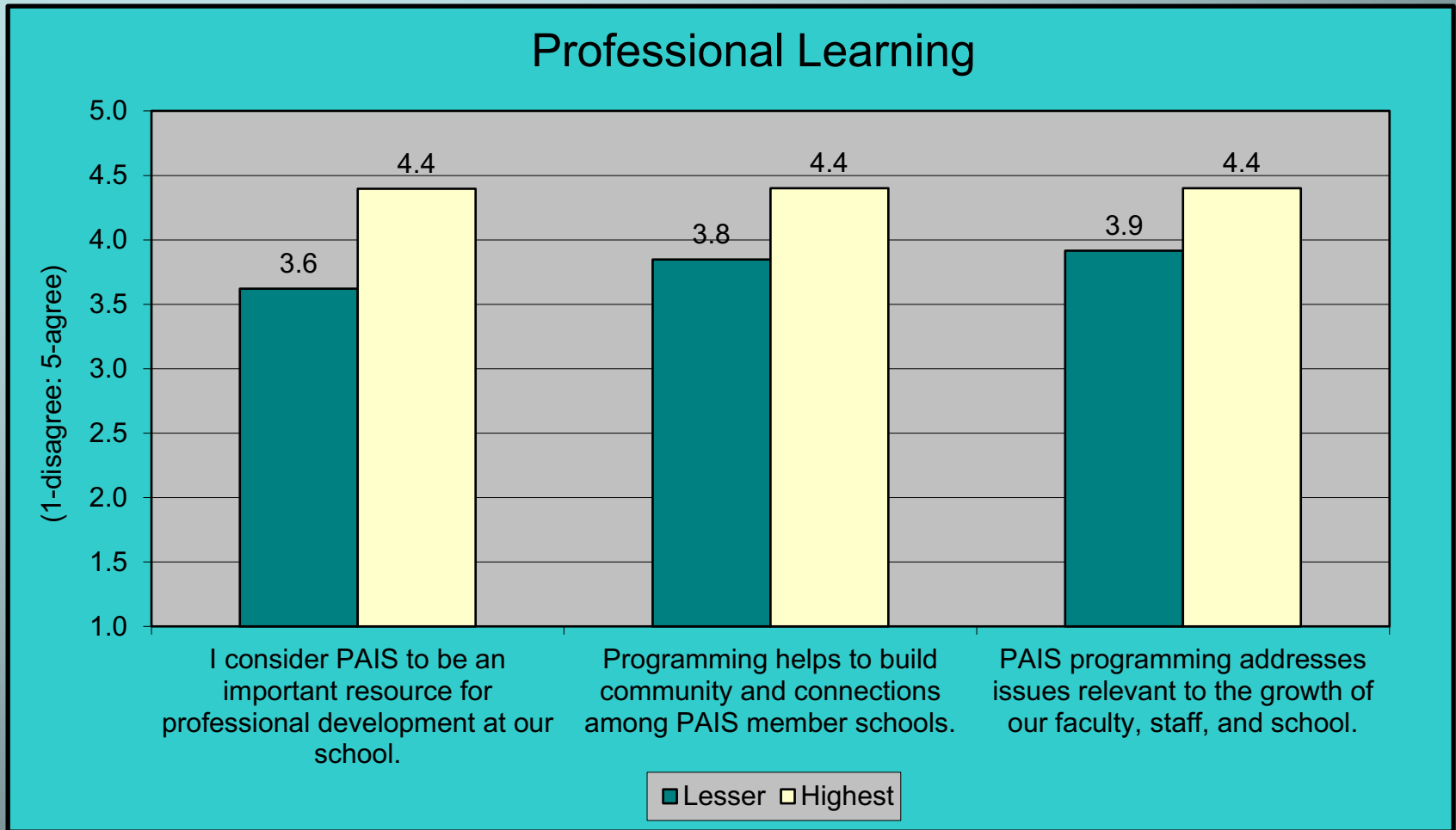
Highlights (General Satisfaction)



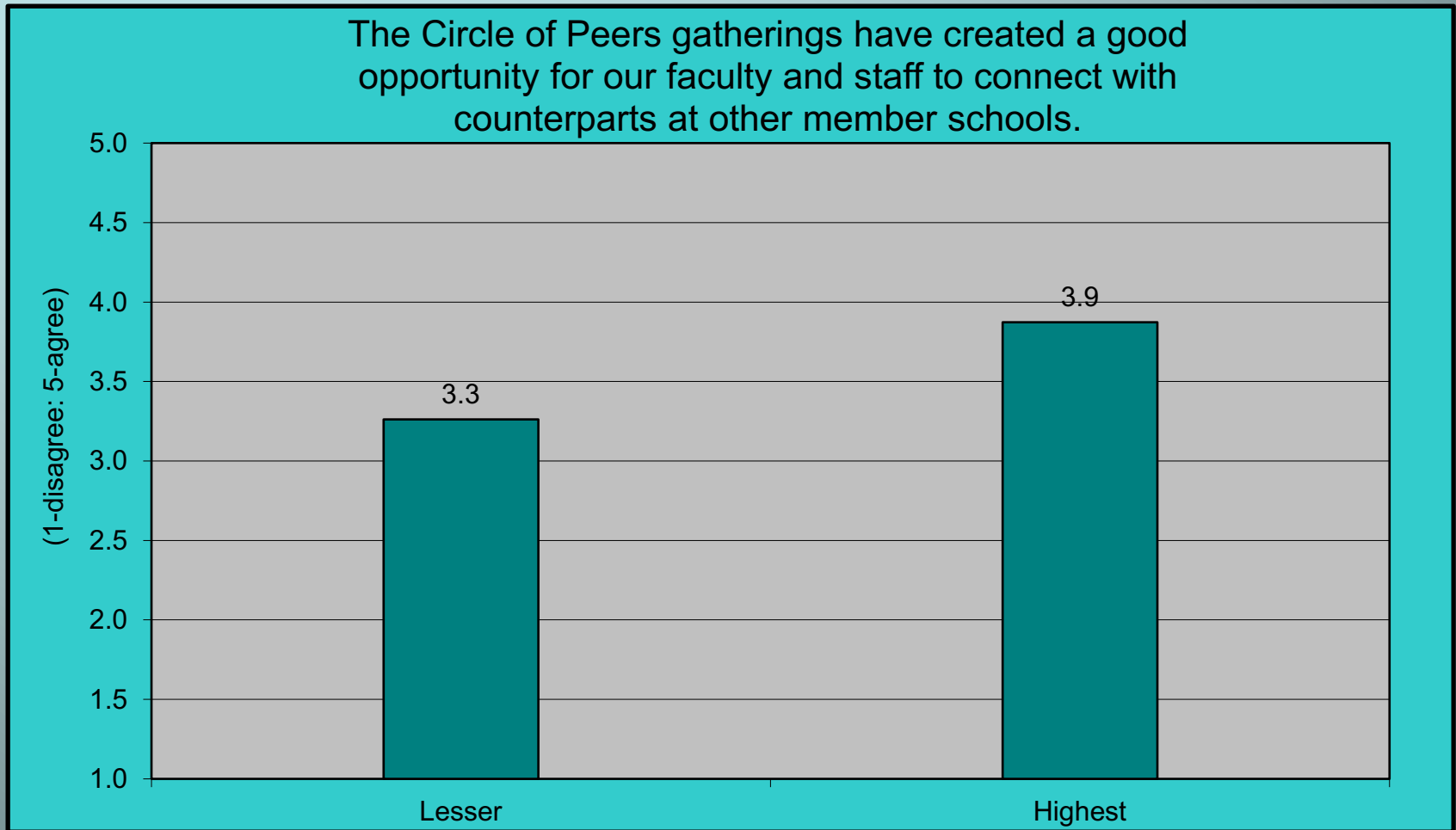
Highlights (General Satisfaction)



Highlights (General Satisfaction)



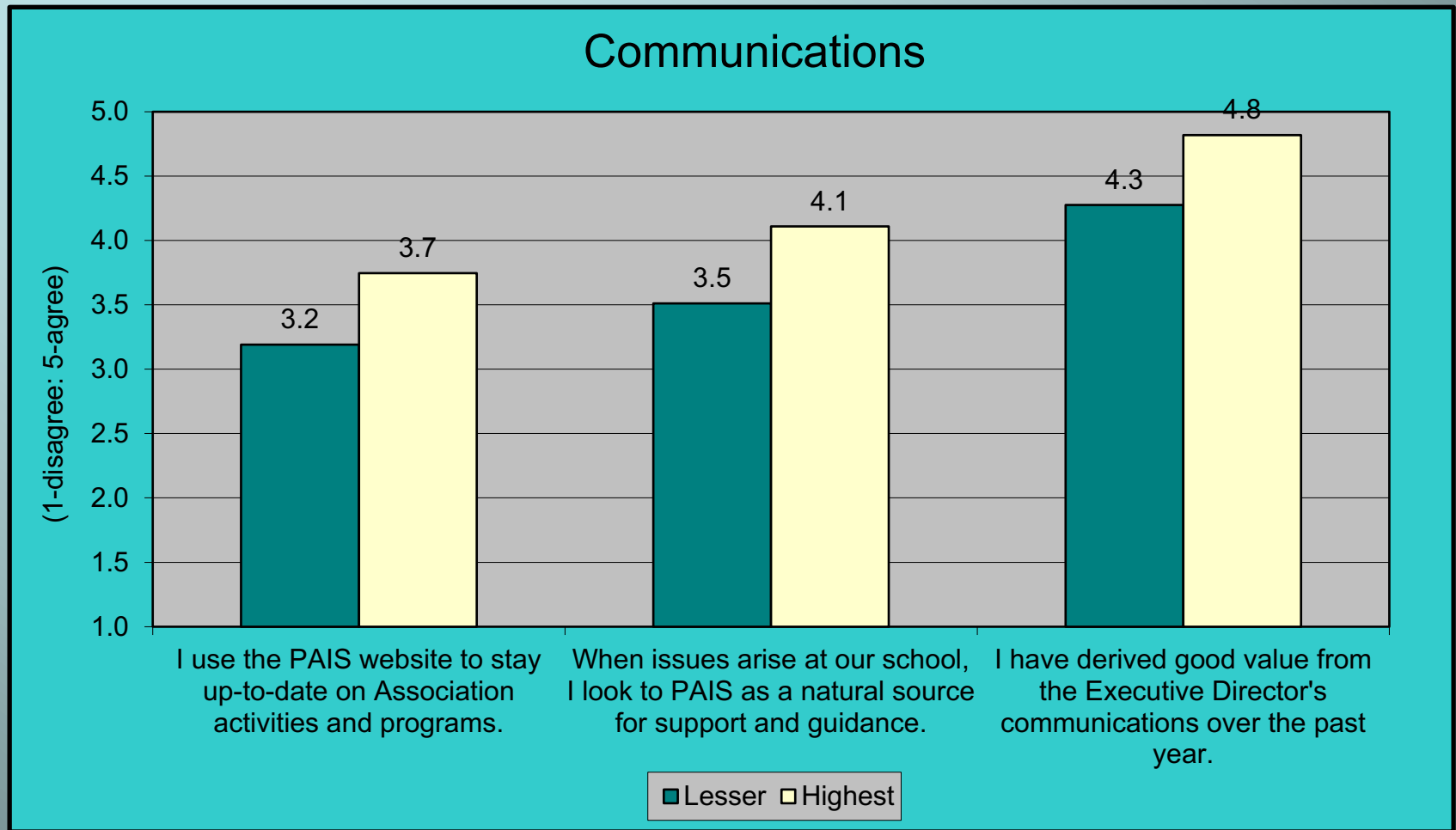
Highlights (General Satisfaction)



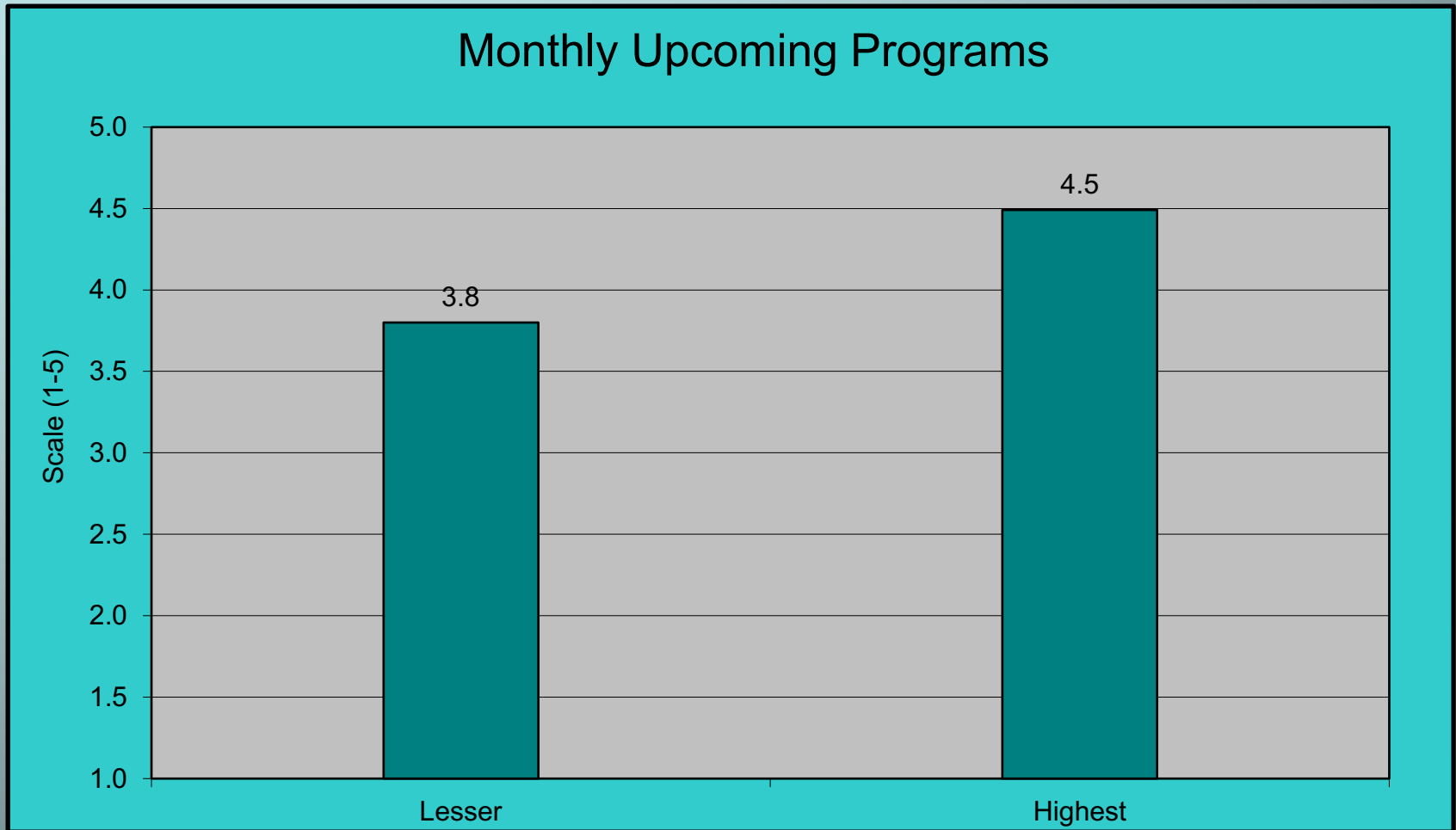
Highlights (General Satisfaction)



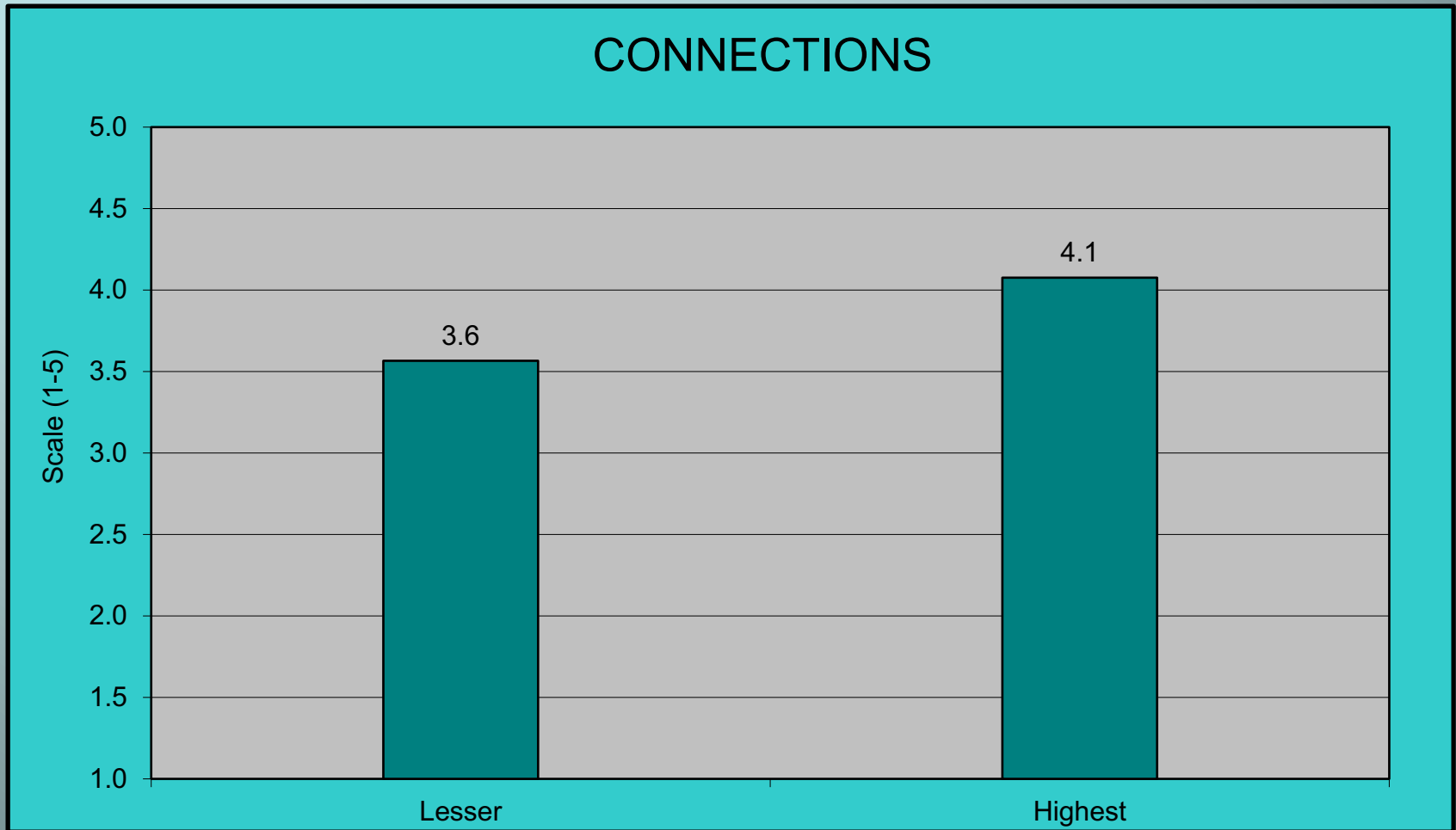
Highlights (General Satisfaction)



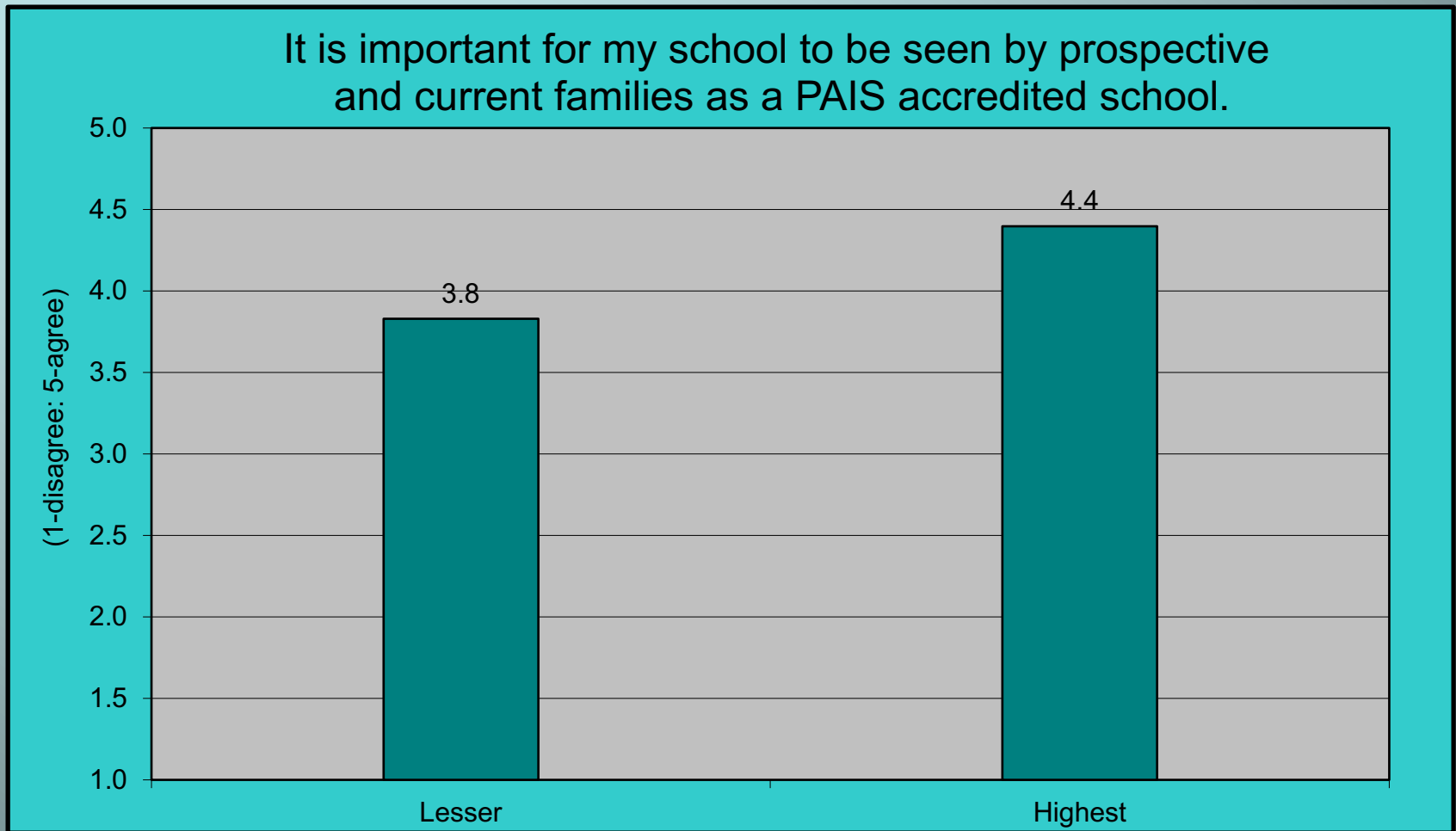
Highlights (General Satisfaction)



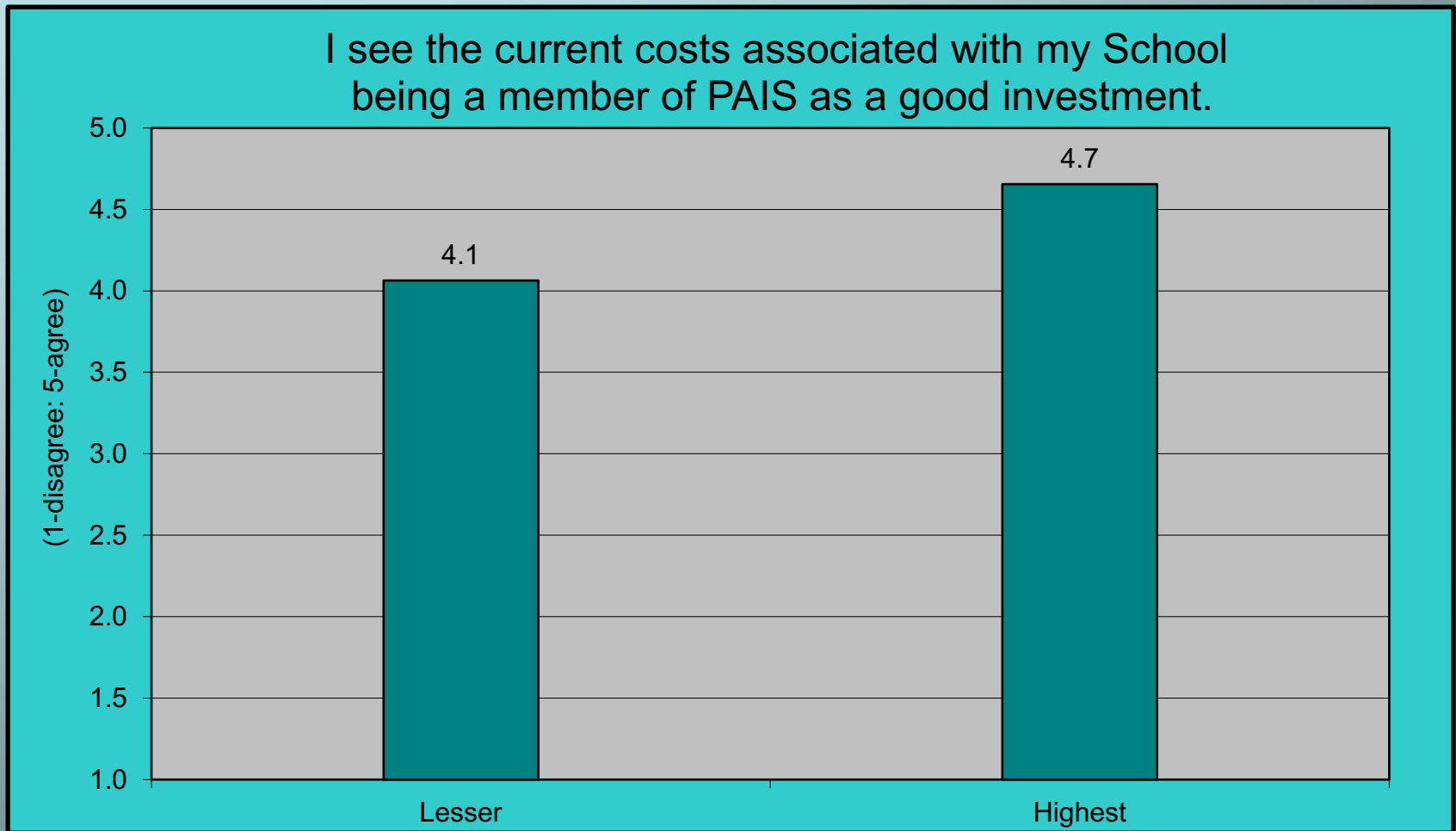
Highlights (General Satisfaction)



Highlights (General Satisfaction)



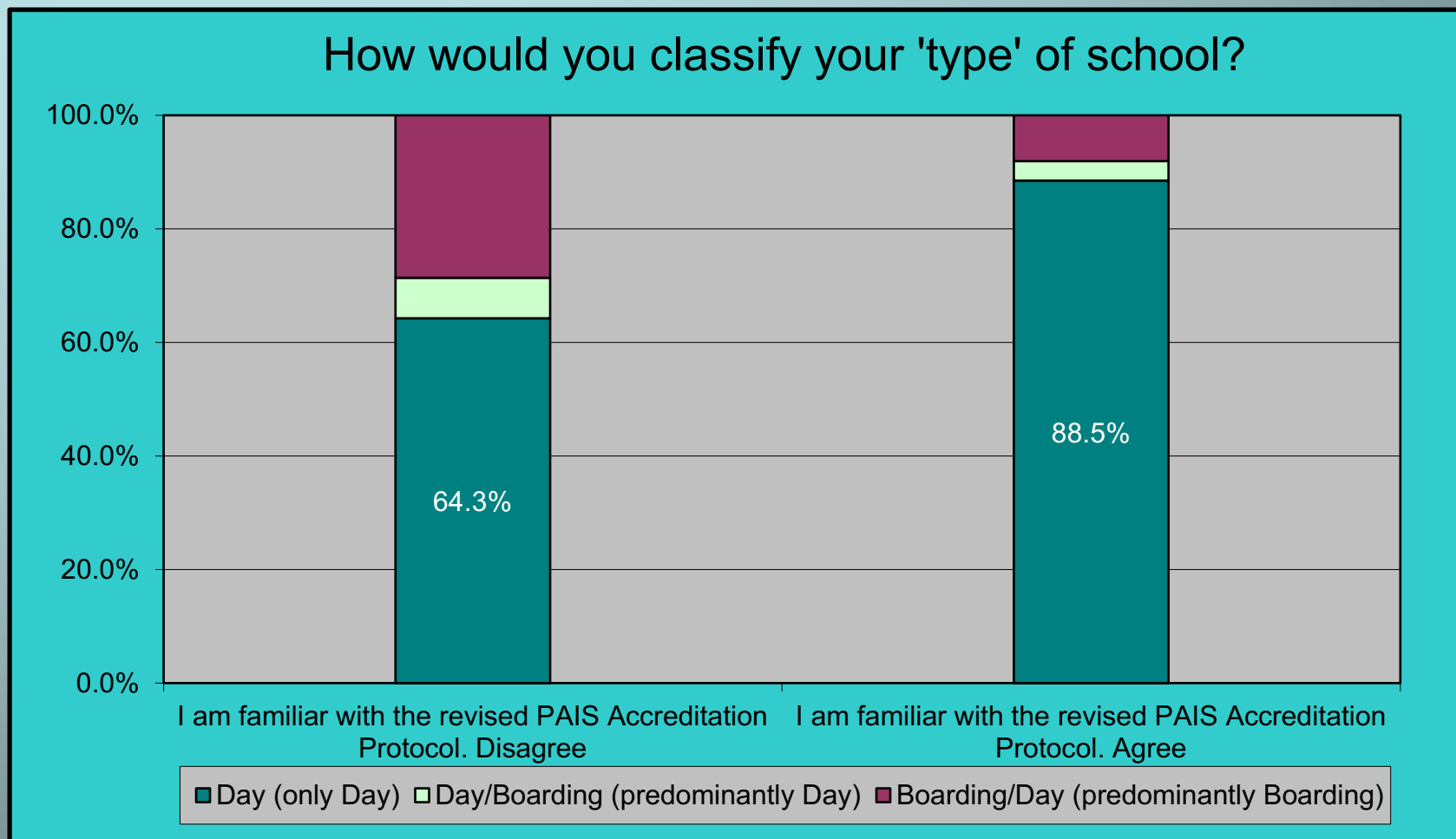
Highlights (General Satisfaction)



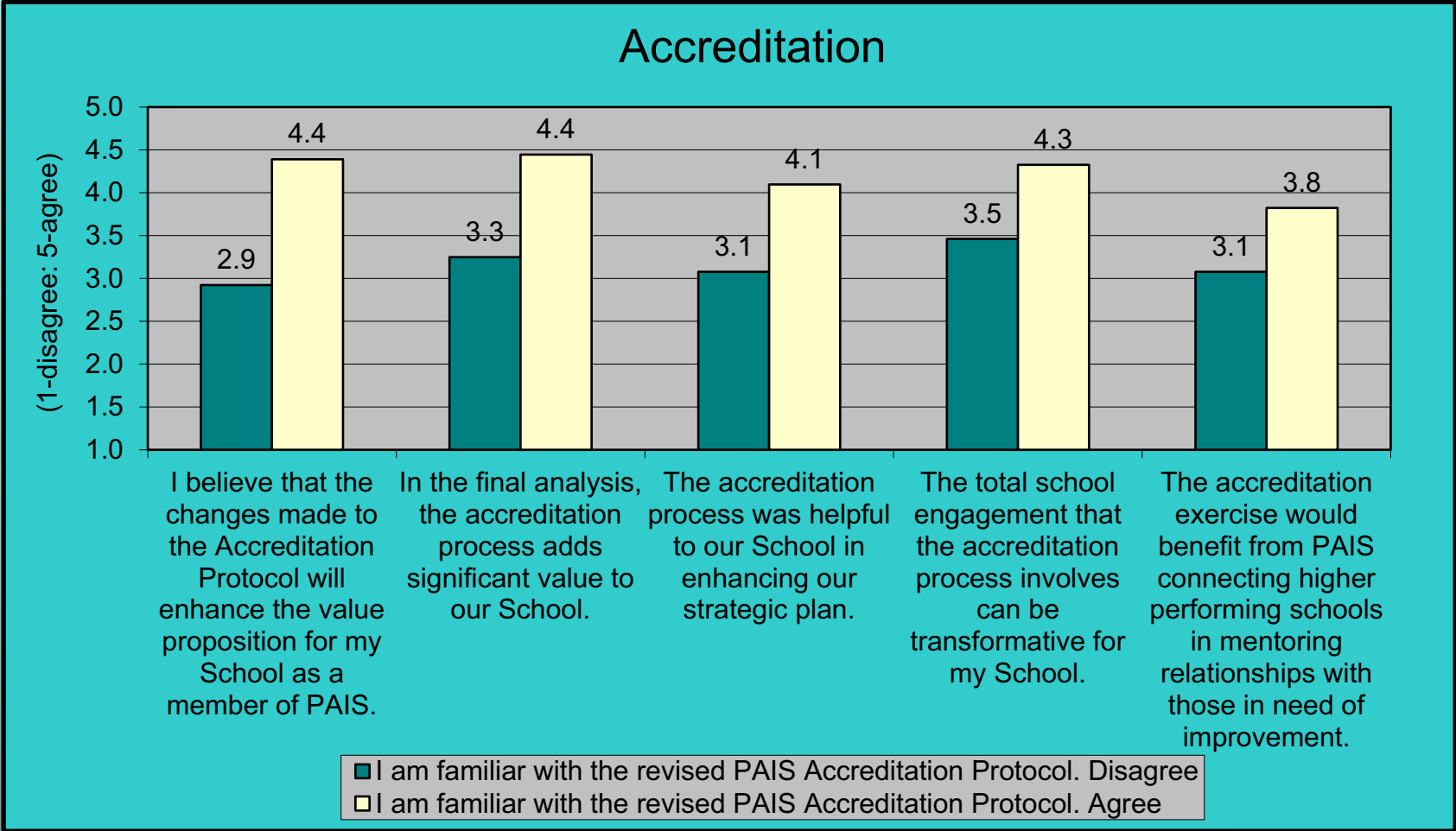
Other Highlights

It is typical in LMI surveys for a large number of attitudinal agreement measures to be broken down in comparisons between those who agree and those who disagree. Such comparisons regularly comprise several dozens of pages of detailed highlights in the Analysis of Findings report. In the case of this survey, however, agreement across measures was so consistently strong that only 2 of 32 attitudinal agreement measures lent themselves to this interpretive dissection.

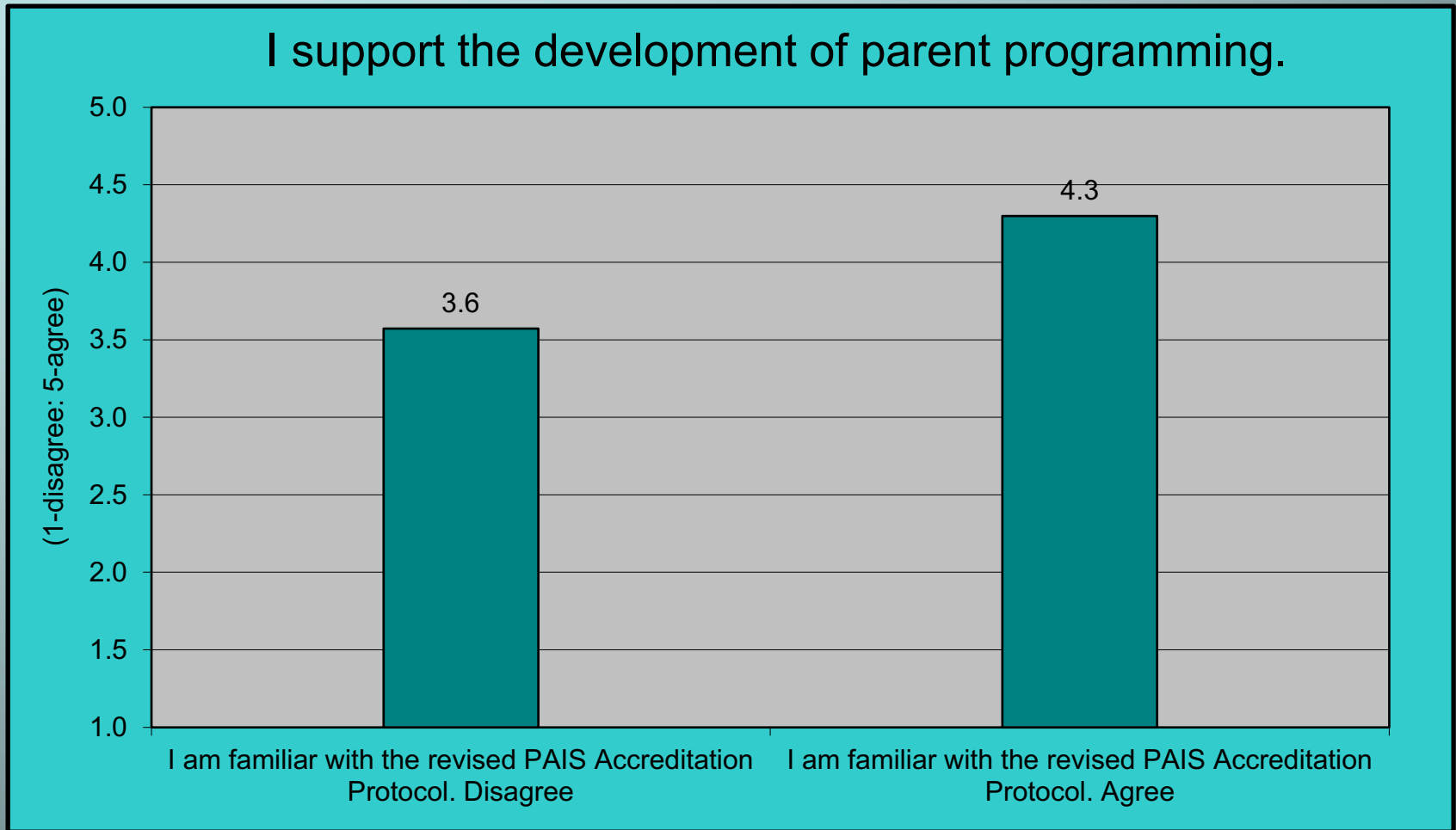
Highlights (I am familiar with the revised PAIS Accreditation Protocol)



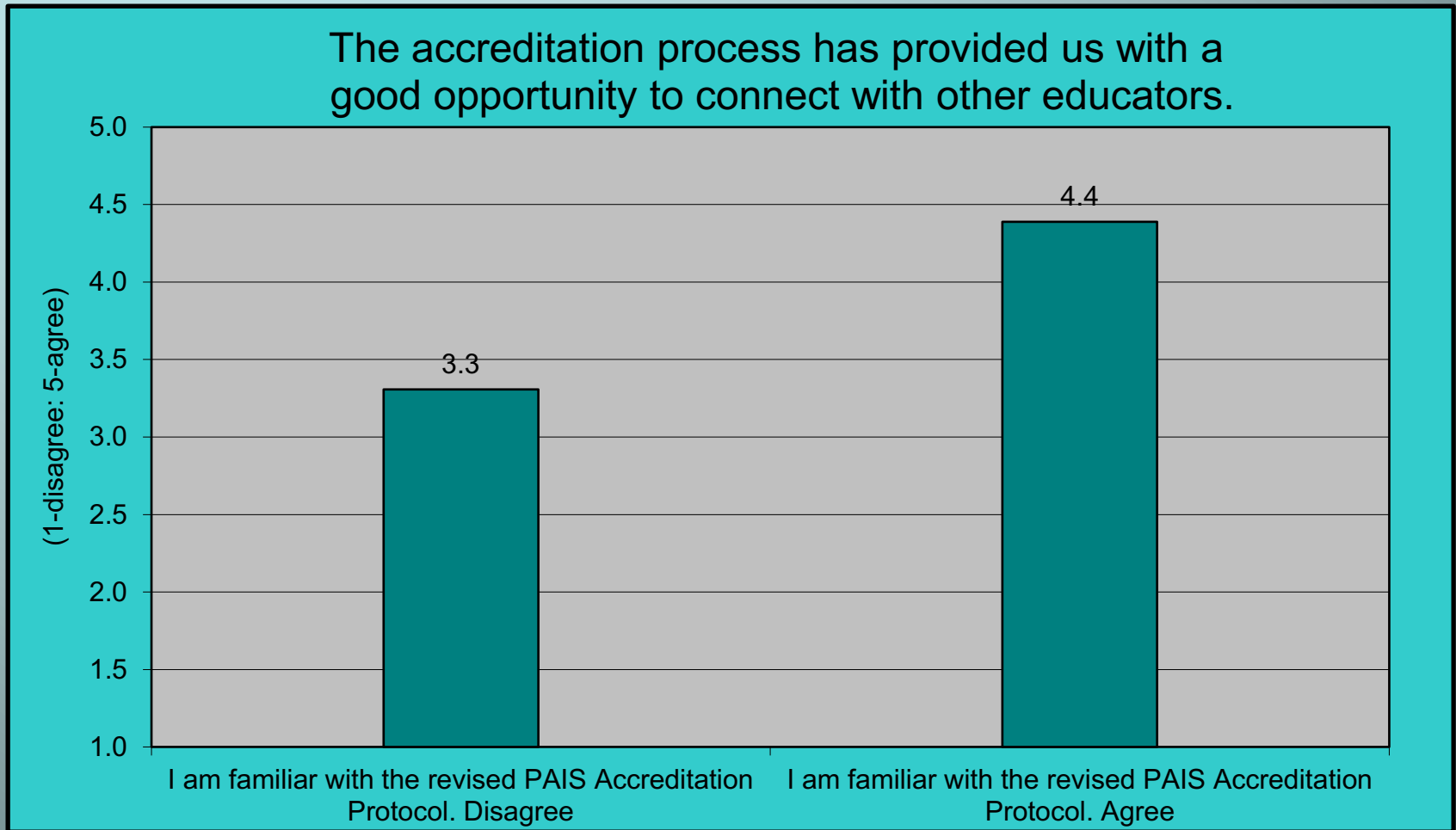
Highlights (I am familiar with the revised PAIS Accreditation Protocol)



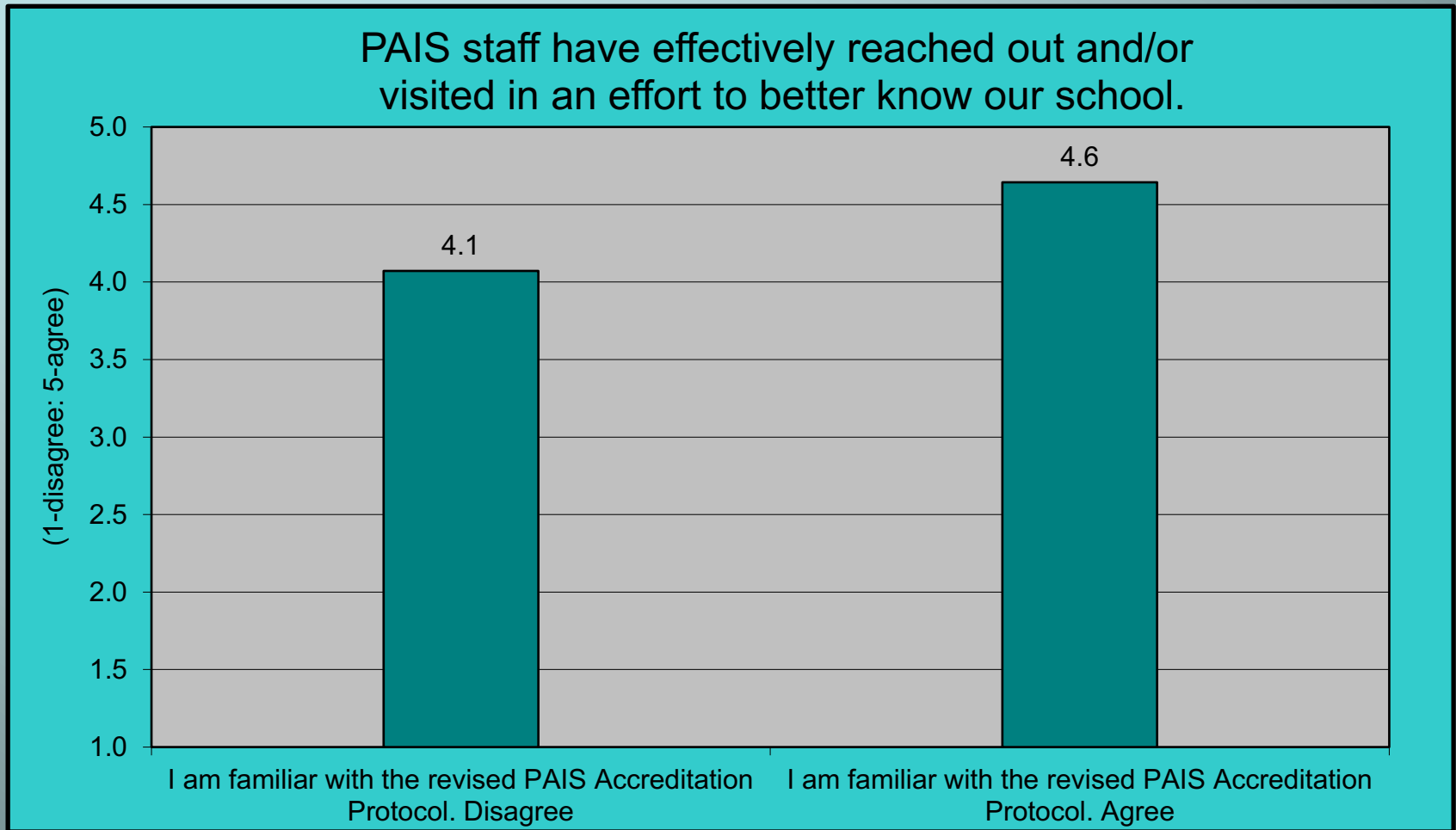
Highlights (I am familiar with the revised PAIS Accreditation Protocol)



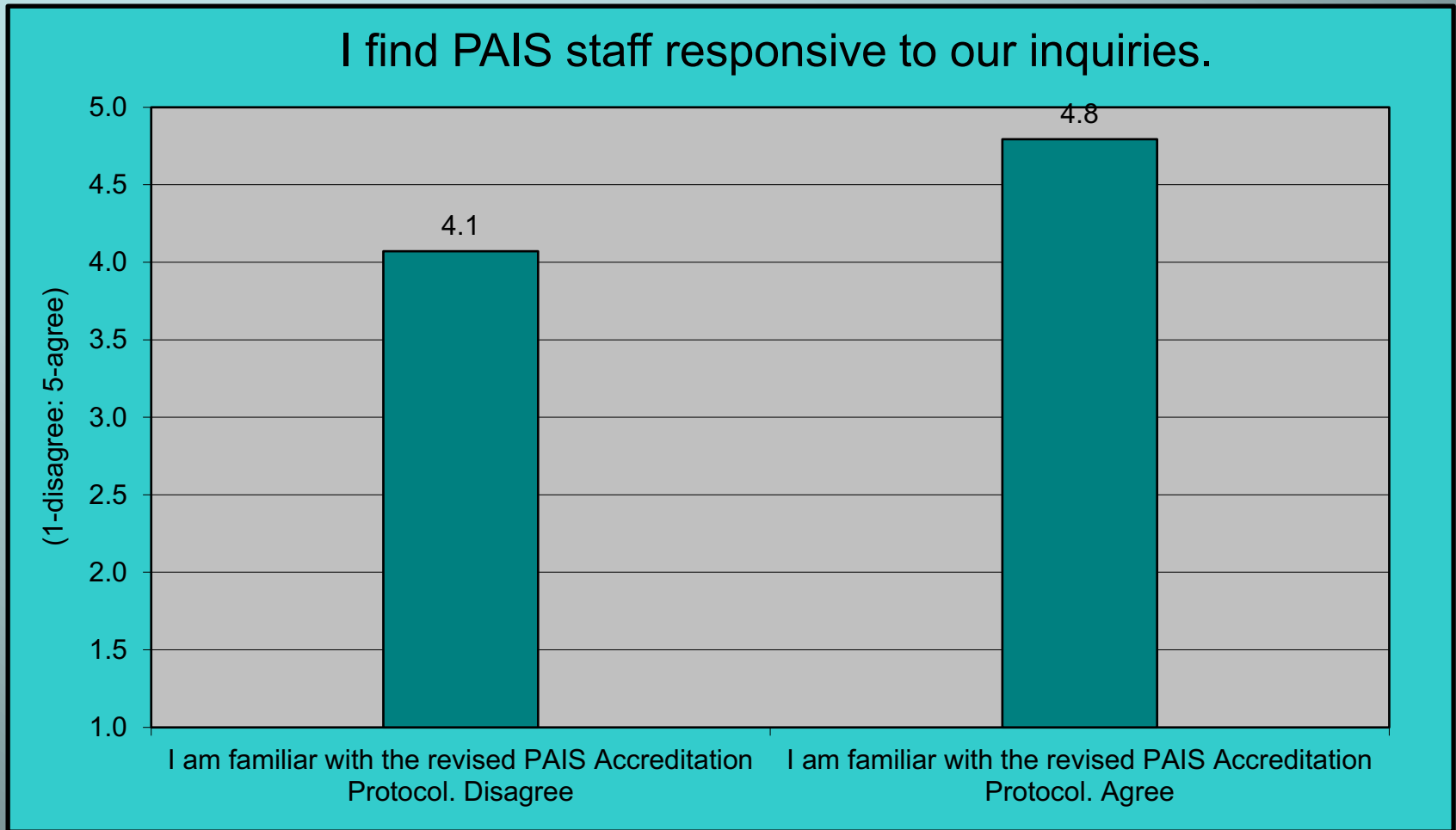
Highlights (I am familiar with the revised PAIS Accreditation Protocol)



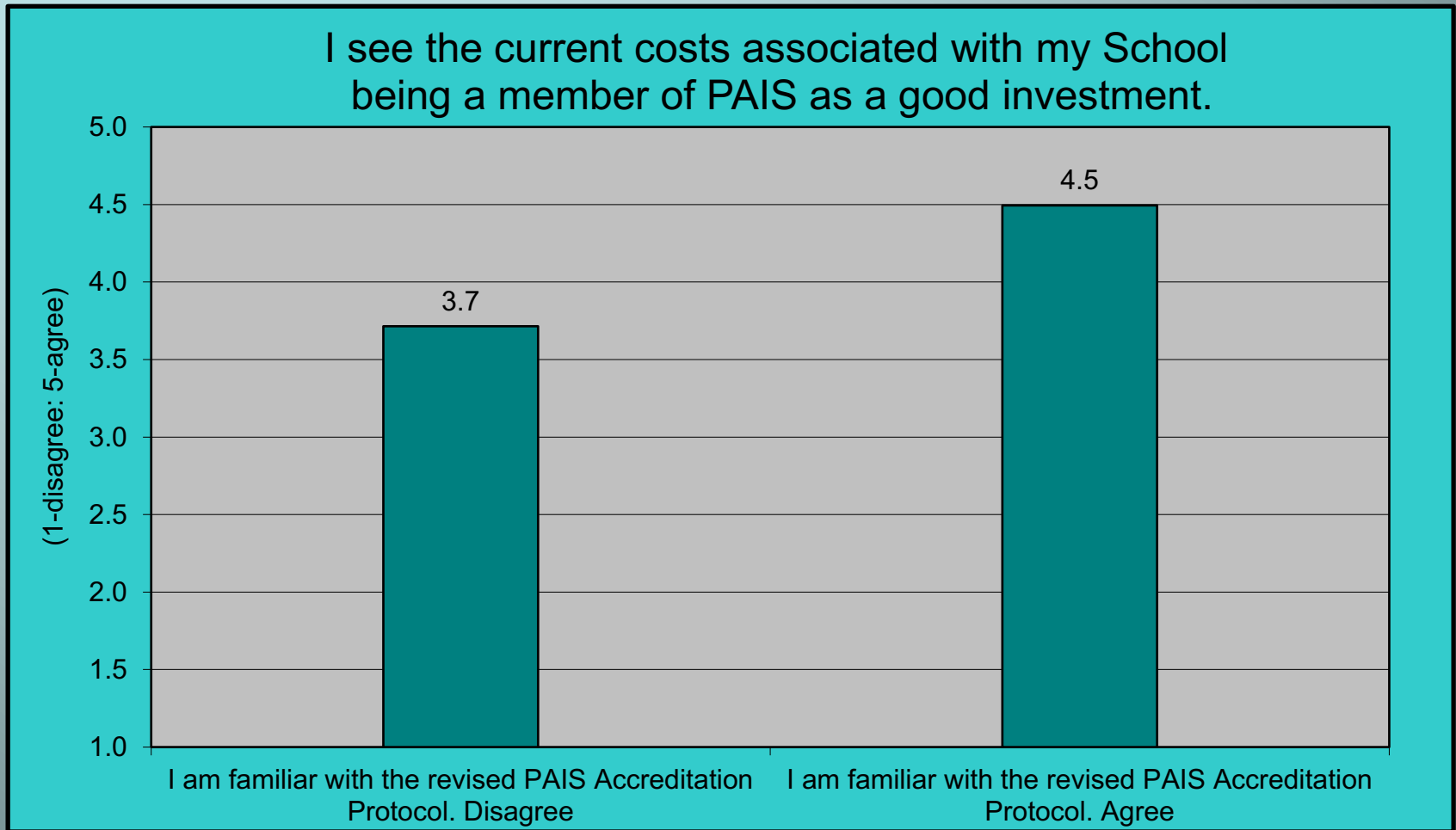
Highlights (I am familiar with the revised PAIS Accreditation Protocol)



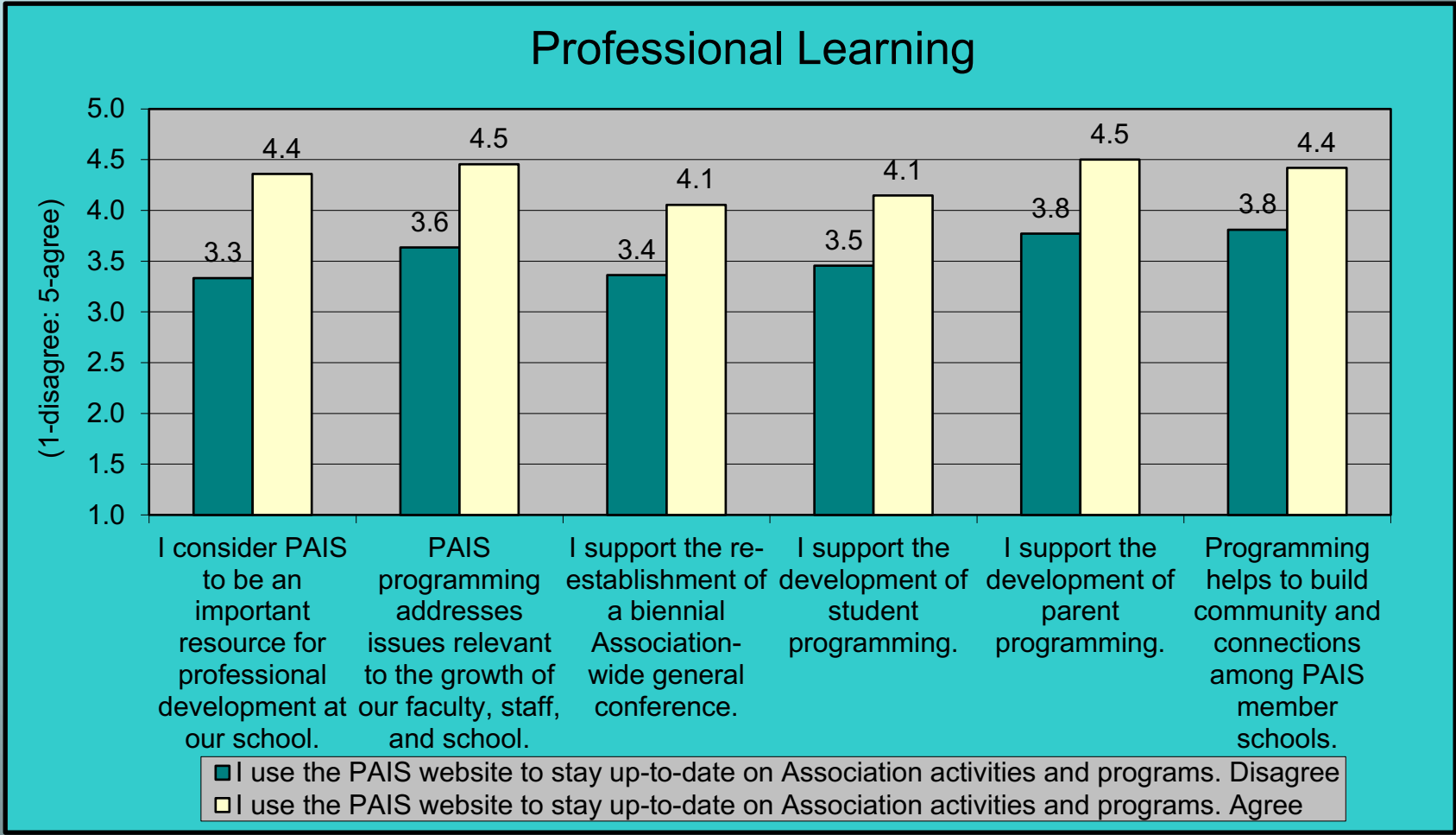
Highlights (I am familiar with the revised PAIS Accreditation Protocol)



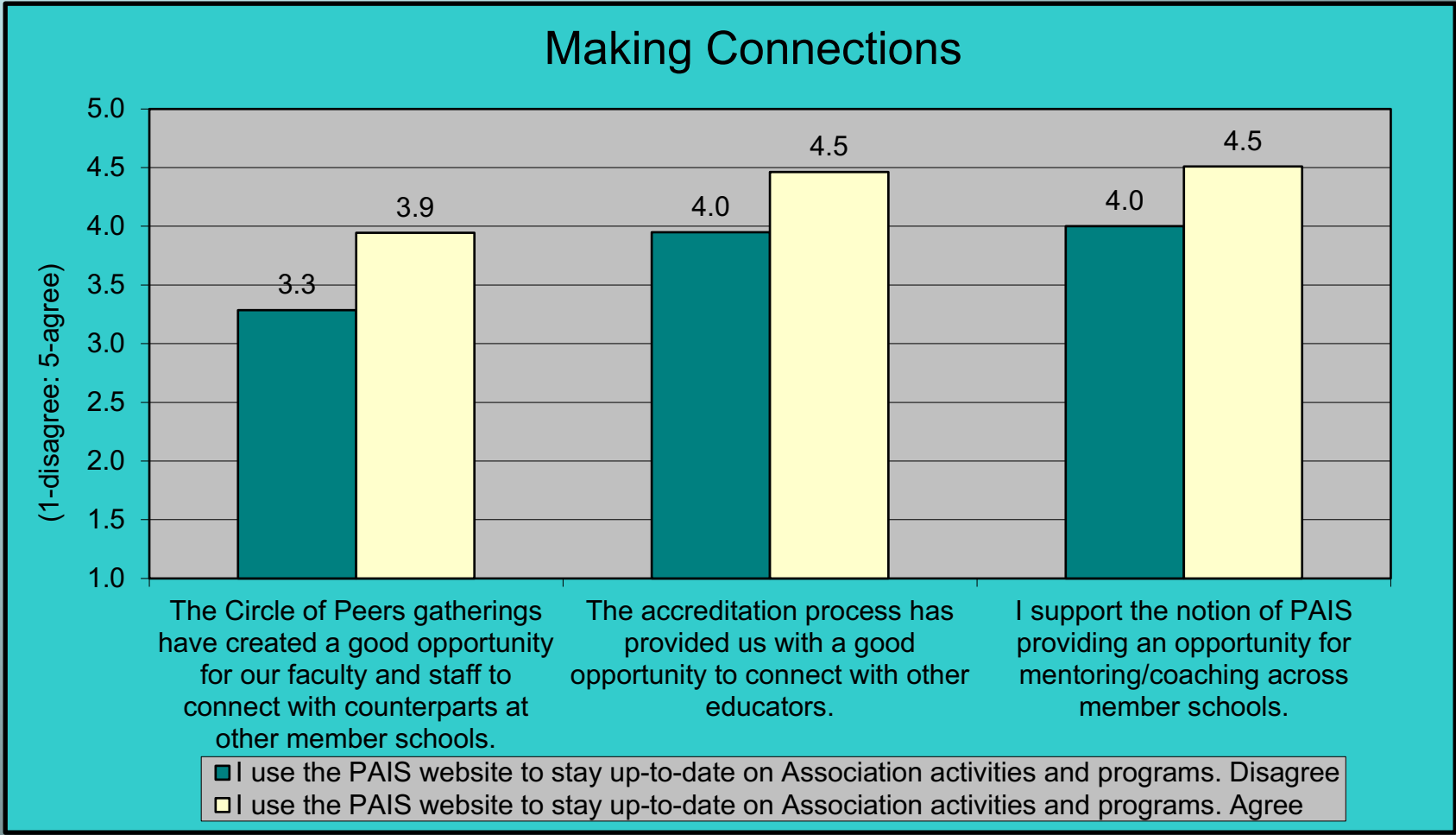
Highlights (I am familiar with the revised PAIS Accreditation Protocol)



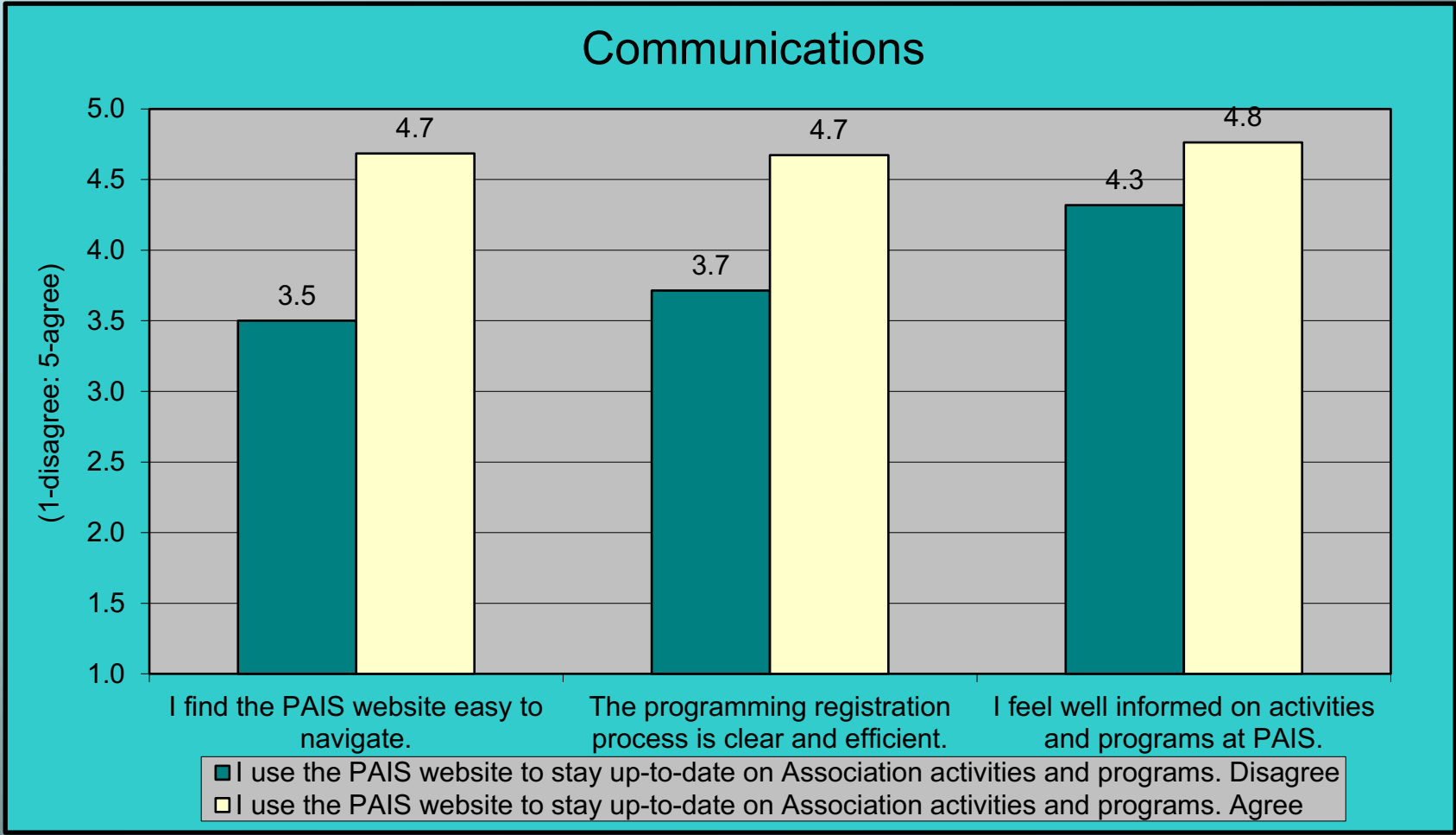
Highlights (I use the PAIS website to stay up-to-date on Association activities and programs)



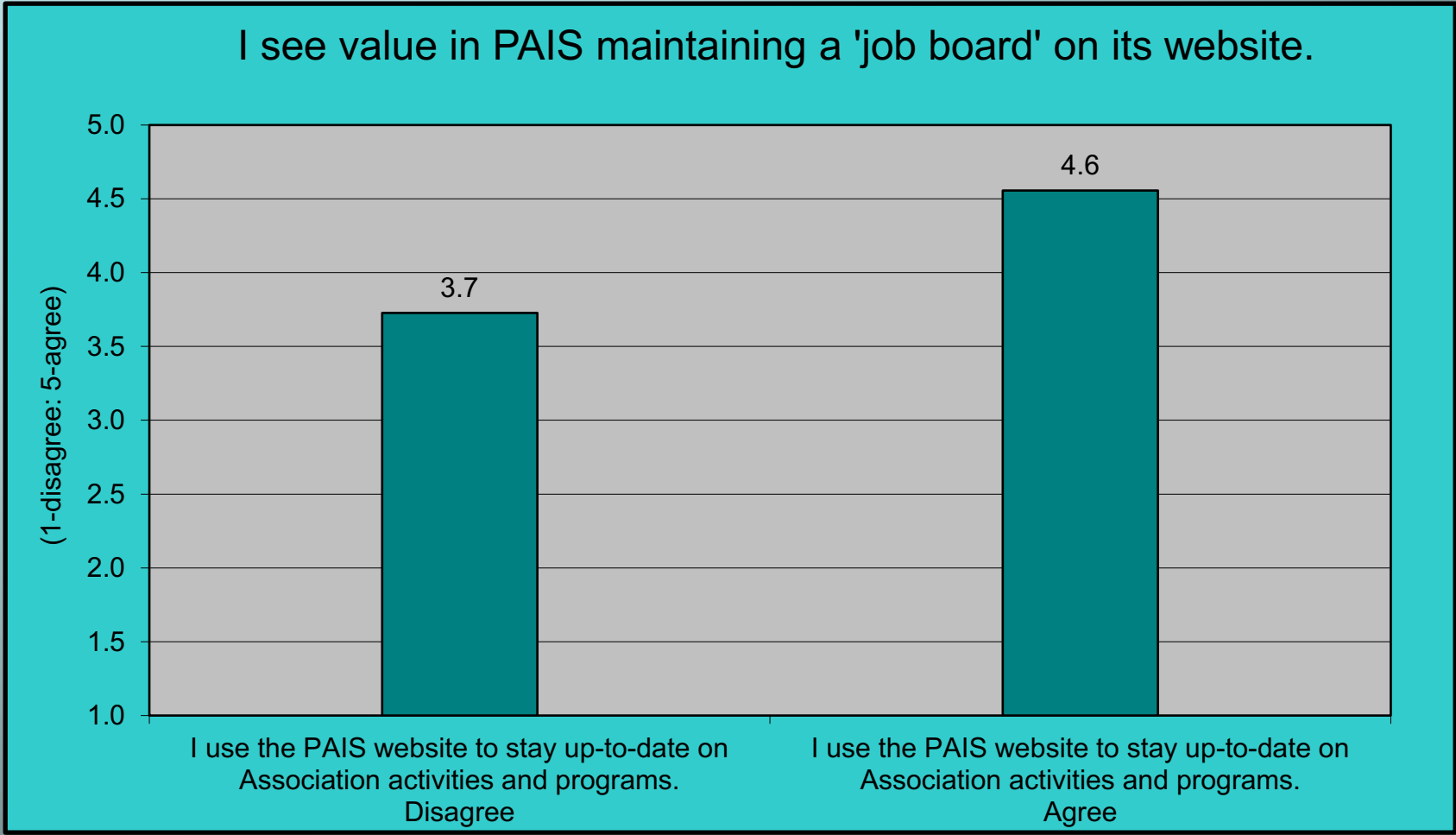
Highlights (I use the PAIS website to stay up-to-date on Association activities and programs)



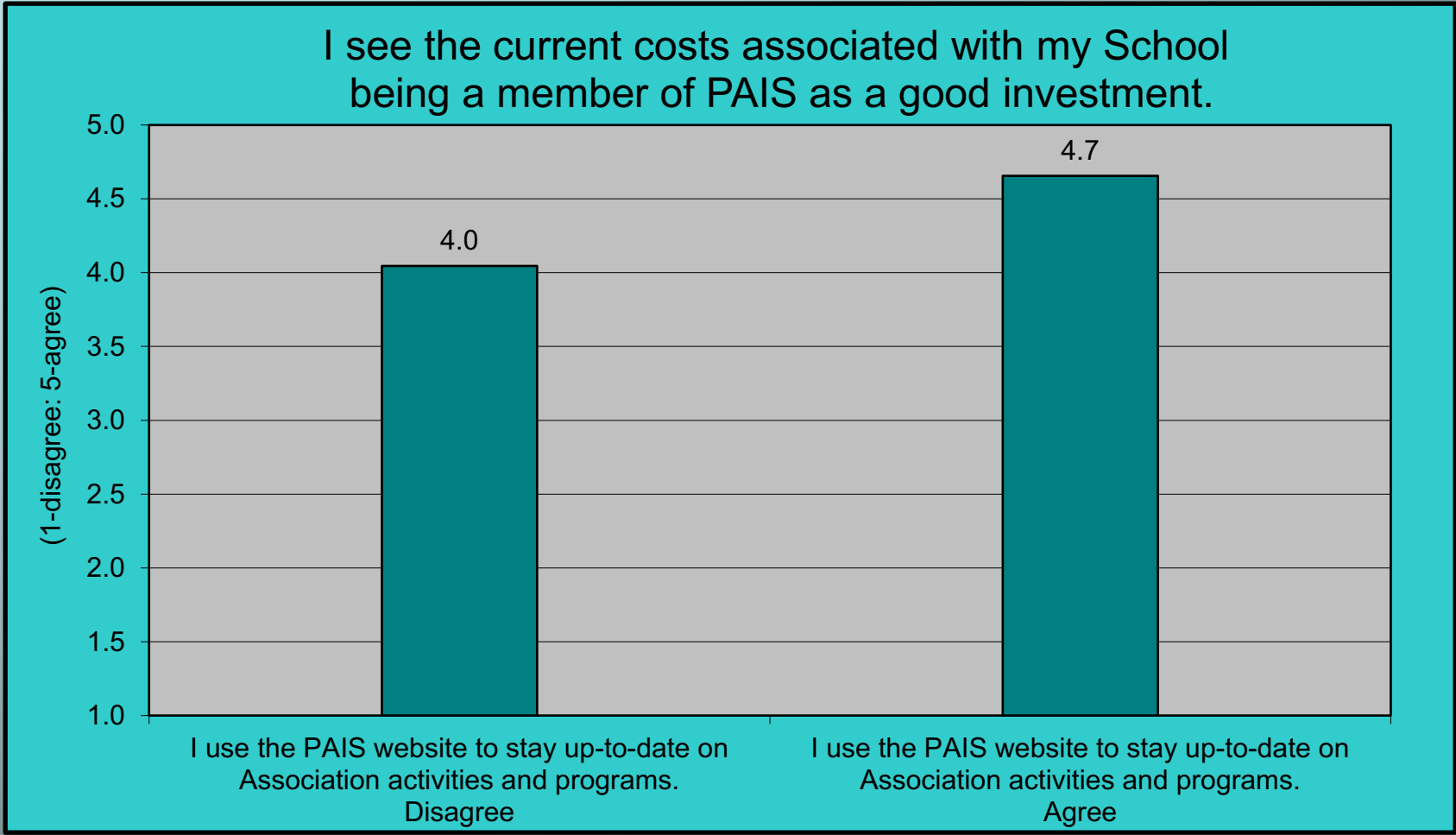
Highlights (I use the PAIS website to stay up-to-date on Association activities and programs)



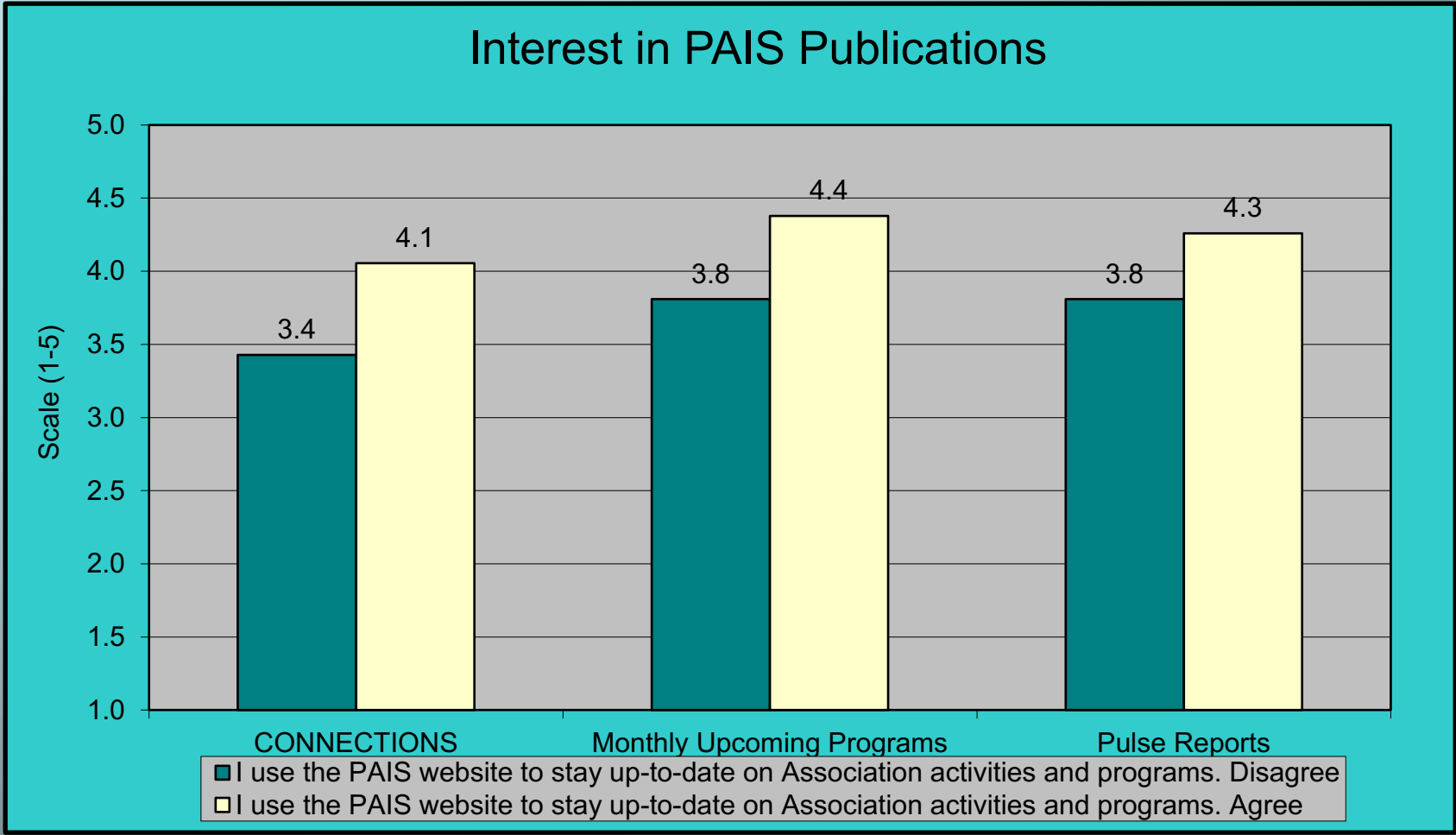
Highlights (I use the PAIS website to stay up-to-date on Association activities and programs)



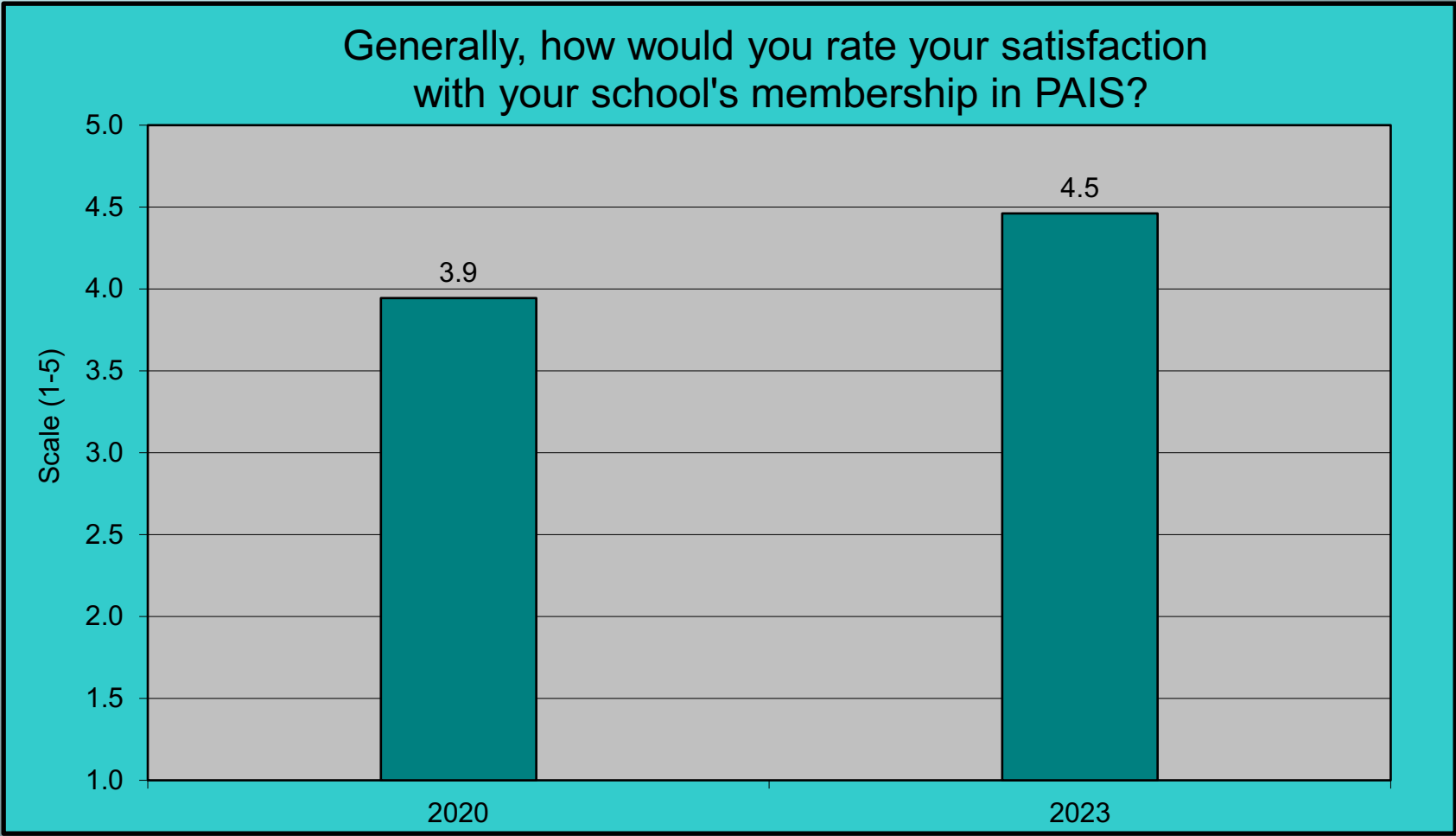
Highlights (I use the PAIS website to stay up-to-date on Association activities and programs)



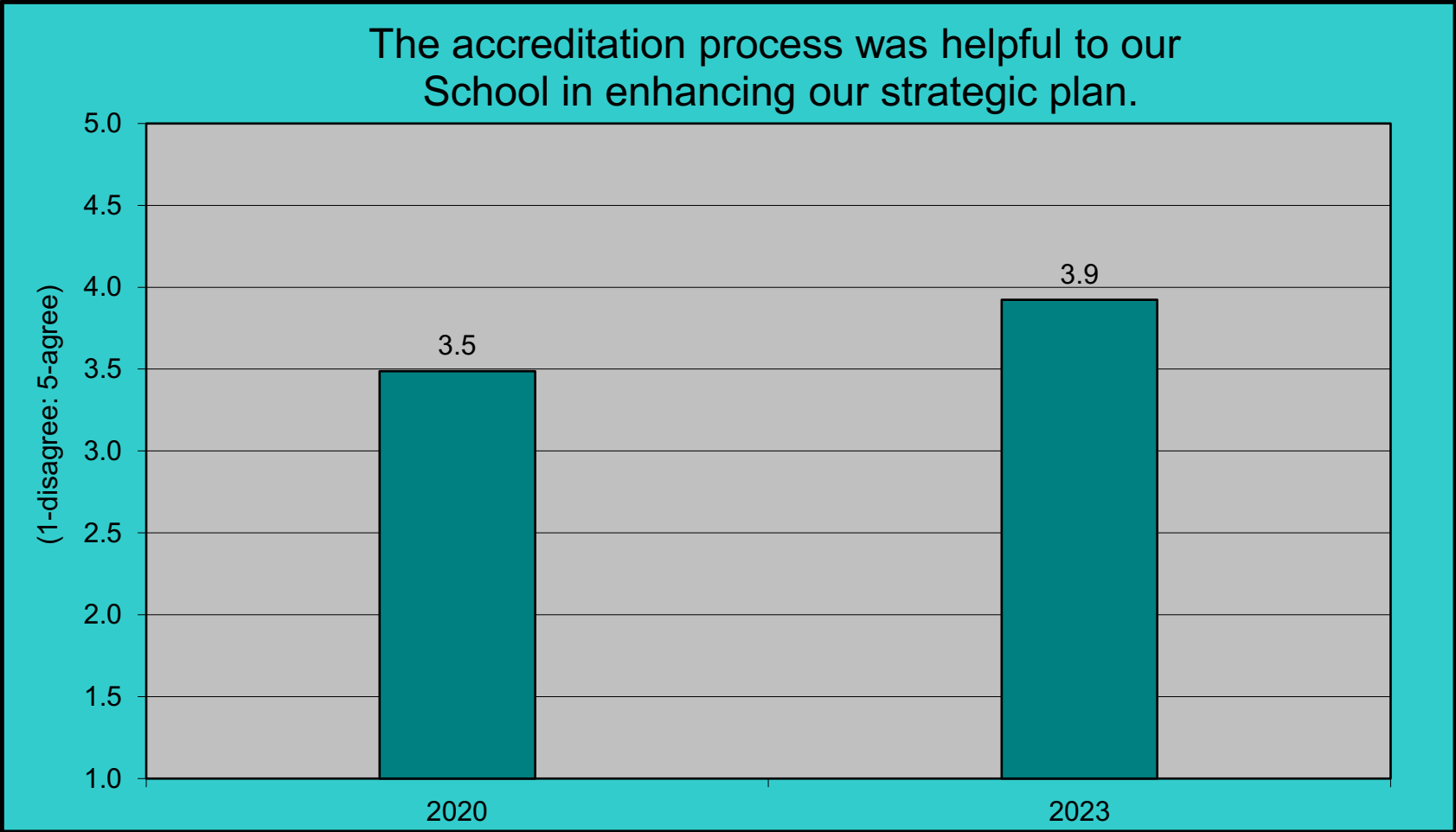
Highlights (I use the PAIS website to stay up-to-date on Association activities and programs)



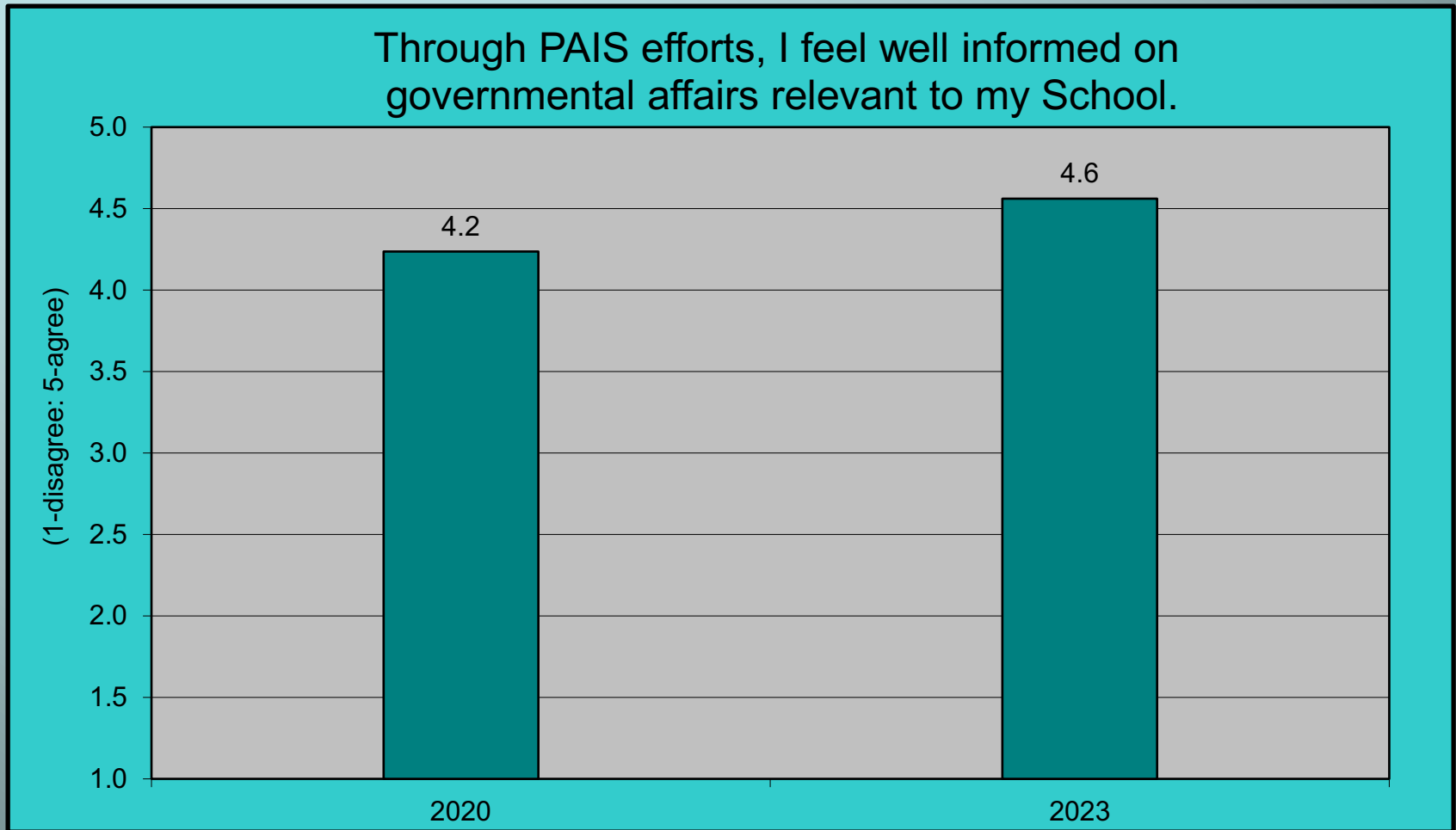
Highlights (Comparisons with Responses from the 2020 Survey of PAIS Heads)



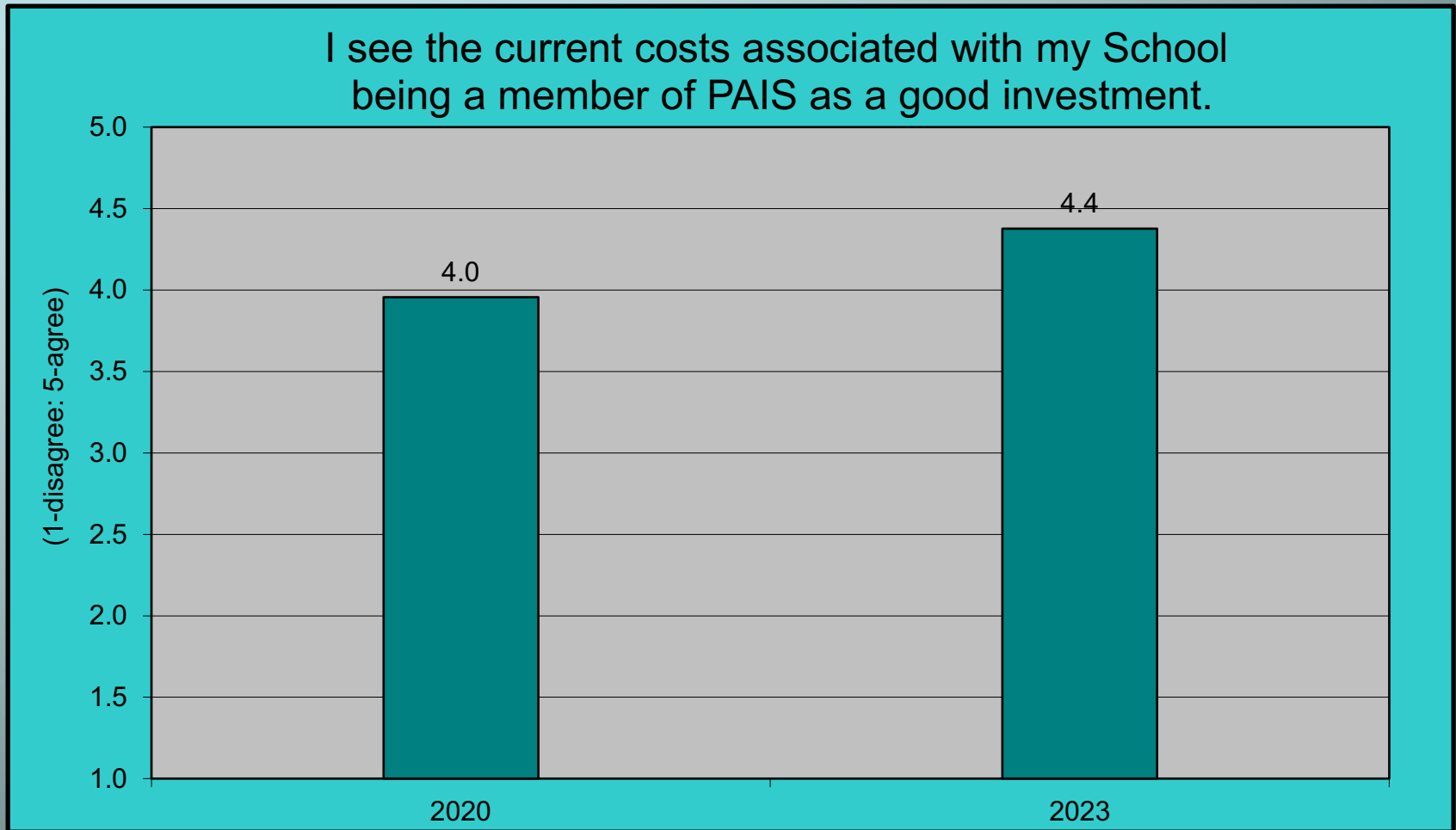
Highlights (Comparisons with Responses from the 2020 Survey of PAIS Heads)



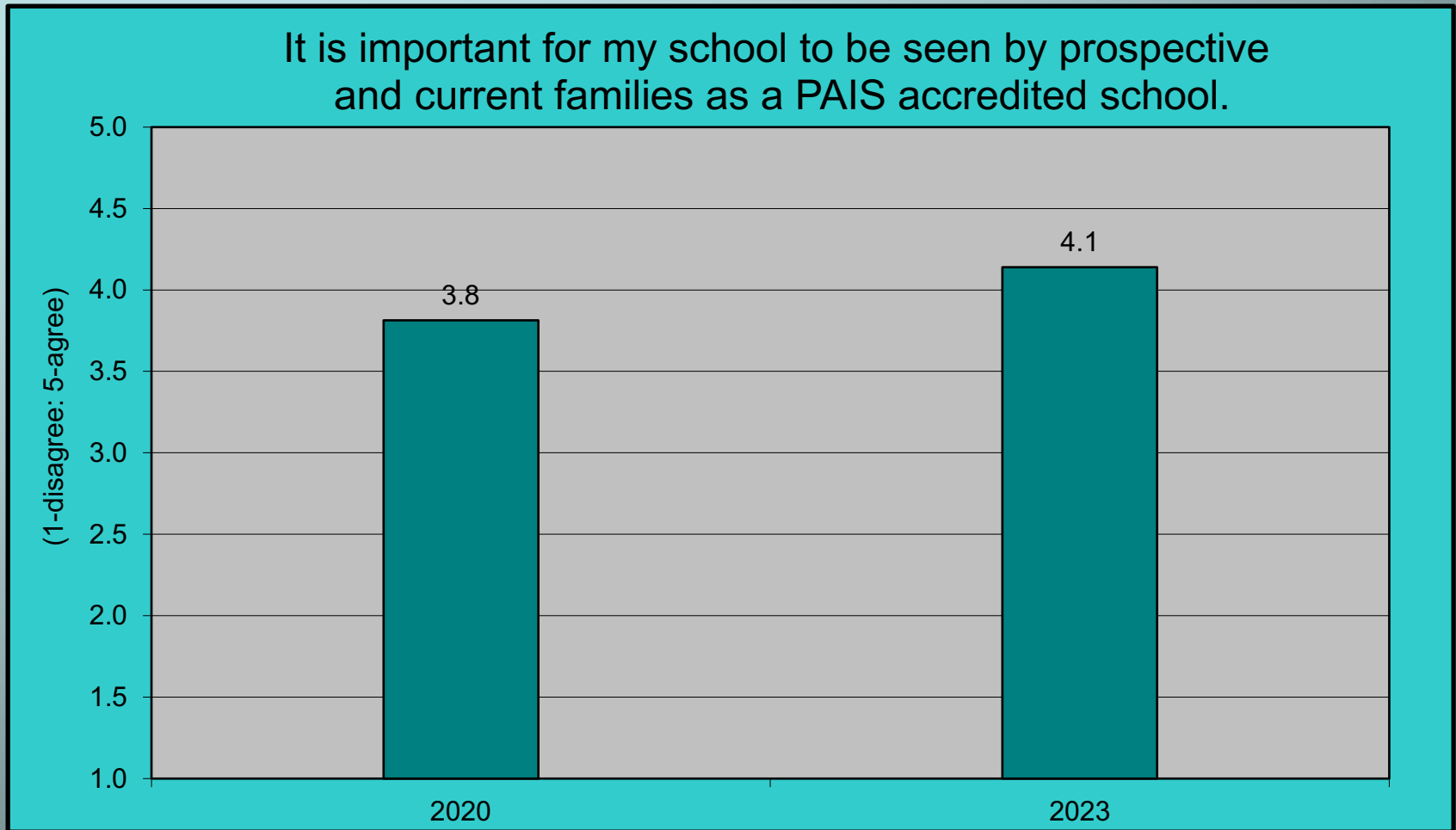
Highlights (Comparisons with Responses from the 2020 Survey of PAIS Heads)



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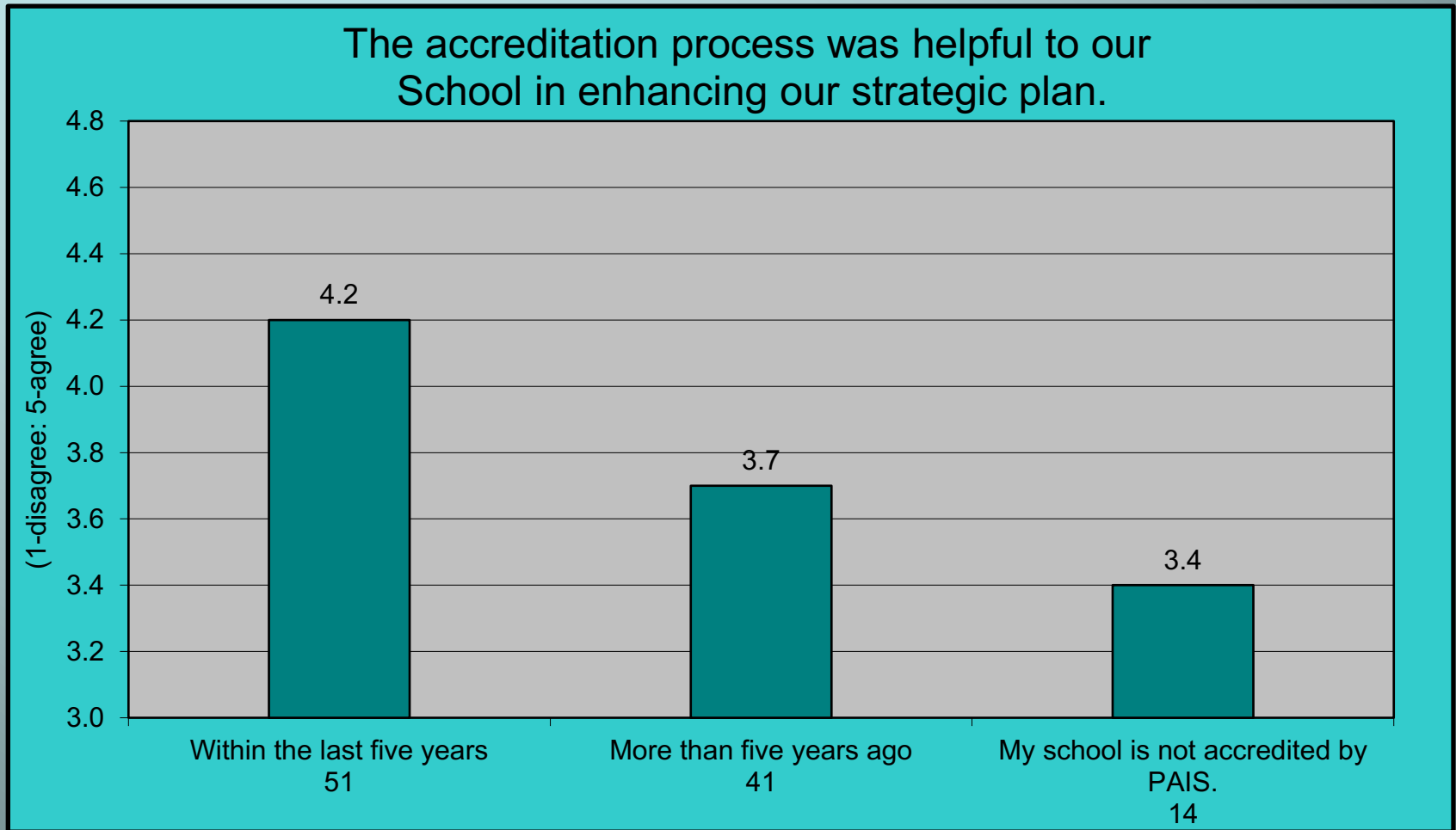
Highlights (Comparisons with Responses from the 2020 Survey of PAIS Heads)



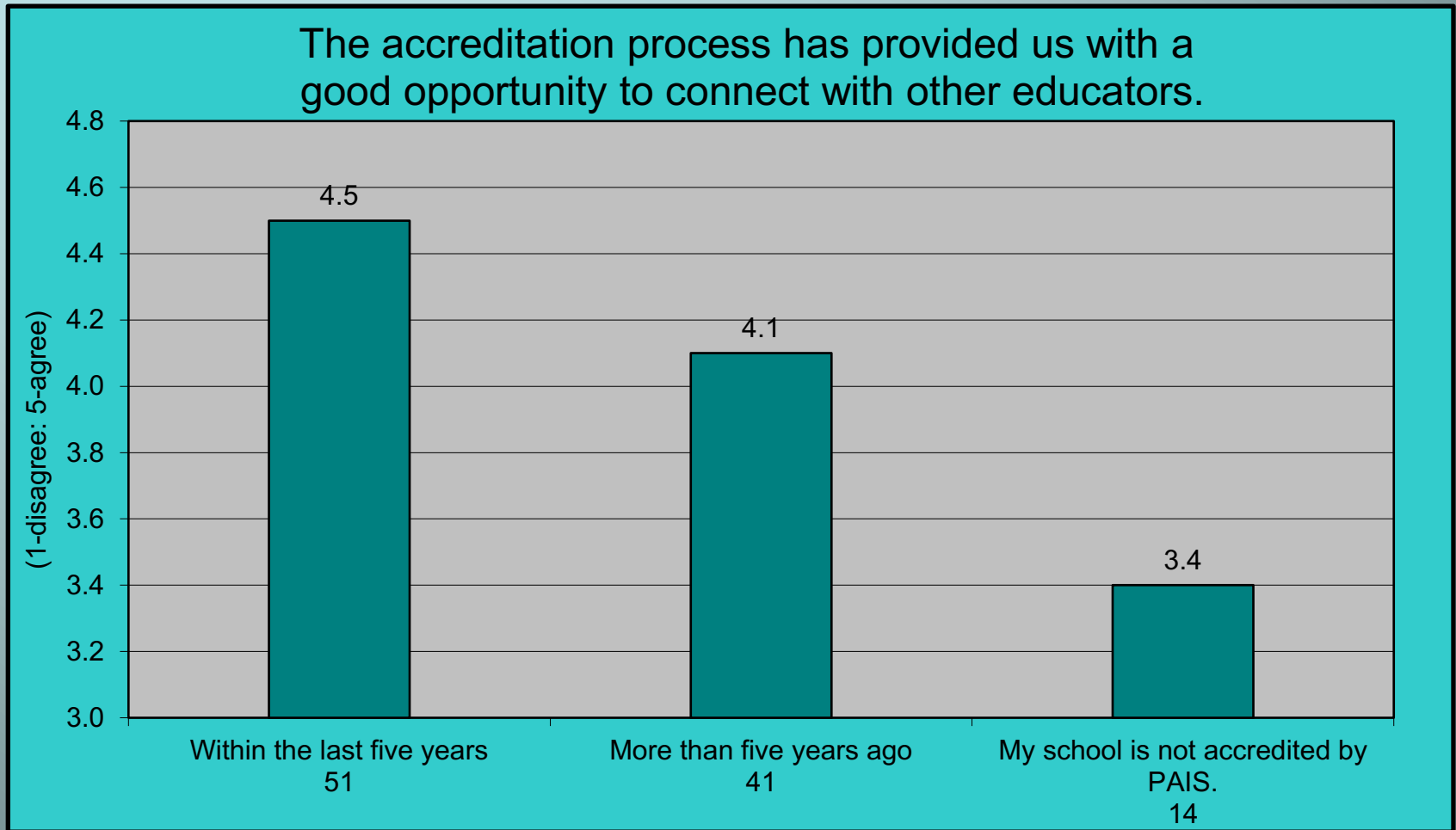
Highlights (Graphs)

More than 300 graphs were prepared, detailing answers across five demographic measures. These graphs are appended. Also appended are five sets of select graphs, detailing 27 distinctions of note. This is the group of graphs recommended for close review.

Highlights (Recency of Accreditation)



Highlights (Recency of Accreditation)



Highlights

A full set of 63 graphs is appended, crossed by *the number of students attending respondents' schools*. See the 4 appended select graphs for detail.

Highlights

A full set of graphs is appended, crossed by the *type of school*. Noting that the Day/Boarding and Boarding/Day schools represent very small numbers in this comparison, see the 10 appended select graphs for detail.

Highlights

A full set of graphs is appended, crossed by *grades served*. See the 2 appended select graphs for detail.

Highlights

A full set of graphs is appended, crossed by *tenure in current position*. See the 3 appended select graphs for detail.

Highlights (Ranked Correlation Tables)

Weighted Average Score - 4.5

Generally, how would you rate your satisfaction with your school's membership in PAIS?

	Correlation	P-values
Monthly Upcoming Programs	0.48562	0.00000030356688566104
I have derived good value from the Executive Director's communications over the past year.	0.46465	0.00000086676387318226
I see the current costs associated with my School being a member of PAIS as a good investment.	0.46063	0.00000110760026587203
I consider PAIS to be an important resource for professional development at our school.	0.42750	0.00001131563129330590
When issues arise at our school, I look to PAIS as a natural source for support and guidance.	0.40436	0.00002497670642083190
In the final analysis, the accreditation process adds significant value to our School.	0.39616	0.00006456757810864920
The accreditation process has provided us with a good opportunity to connect with other educators.	0.38204	0.00009537641184577480

* The p -value measures the likelihood that the observed difference between variables is due to chance. For the purposes of this analysis, p -values of $< .01$ reflect statistically significant associations.

Highlights (Ranked Correlation Tables)

Weighted Average Score - 3.9

The accreditation process was helpful to our School in enhancing our strategic plan.

Correlation P-values

The total school engagement that the accreditation process involves can be transformative for my School.	0.62133	0.00000000000321979400
In the final analysis, the accreditation process adds significant value to our School.	0.53055	0.00000001152352102733
I believe that the changes made to the Accreditation Protocol will enhance the value proposition for my School as a member of PAIS.	0.49757	0.00000010348914709027
The accreditation process has provided us with a good opportunity to connect with other educators.	0.46091	0.00000096155833055744

Highlights (Ranked Correlation Tables)

Weighted Average Score - 4.2

In the final analysis, the accreditation process adds significant value to our School.	Correlation	P-values
The total school engagement that the accreditation process involves can be transformative for my School.	0.73205	0.00000000000000000341
The accreditation process has provided us with a good opportunity to connect with other educators.	0.64171	0.00000000000036662844
I am familiar with the revised PAIS Accreditation Protocol.	0.57585	0.0000000024205958268
I believe that the changes made to the Accreditation Protocol will enhance the value proposition for my School as a member of PAIS.	0.53248	0.0000000996979308522
The accreditation process was helpful to our School in enhancing our strategic plan.	0.53055	0.00000001152352102733

Highlights (Ranked Correlation Tables)

Weighted Average Score - 4.6

PAIS is an effective advocate for our schools.

	Correlation	P-values
Through PAIS efforts, I feel well informed on governmental affairs relevant to my School.	0.72146	0.000000000000000000186
PAIS has provided our school with timely and helpful information on available state and federal information relevant to our school.	0.66329	0.0000000000000000699979
I find PAIS staff responsive to our inquiries.	0.60613	0.00000000000457532180
I have derived good value from the Executive Director's communications over the past year.	0.53067	0.00000000411668277851

Highlights (Ranked Correlation Tables)

Weighted Average Score - 4.0

I consider PAIS to be an important resource for professional development at our school.

	Correlation	P-values
PAIS programming addresses issues relevant to the growth of our faculty, staff, and school.	0.80898	0.00000000000000000000
Programming helps to build community and connections among PAIS member schools.	0.67206	0.000000000000000569710
The Circle of Peers gatherings have created a good opportunity for our faculty and staff to connect with counterparts at other member schools.	0.60205	0.00000000001735451781
The programming registration process is clear and efficient.	0.57666	0.00000000018327599143
I feel well informed on activities and programs at PAIS.	0.54704	0.00000000156182386474
When issues arise at our school, I look to PAIS as a natural source for support and guidance.	0.53281	0.00000000489209067842
I see the current costs associated with my School being a member of PAIS as a good investment.	0.53103	0.00000000562349017388
I support the notion of Heads from schools with similar missions gathering virtually throughout the year.	0.52046	0.00000001263686588608
The PAIS listservs are a helpful resource, providing a platform for connection among peers.	0.51240	0.00000002692535386910

Highlights (Ranked Correlation Tables)

Weighted Average Score - 4.6

I feel well informed on activities and programs at PAIS.

Correlation

P-values

I find PAIS staff responsive to our inquiries.	0.62838	0.00000000000025789638
The programming registration process is clear and efficient.	0.60193	0.00000000000700642829
I have derived good value from the Executive Director's communications over the past year.	0.55307	0.00000000044813791483
I consider PAIS to be an important resource for professional development at our school.	0.54704	0.00000000156182386474
PAIS programming addresses issues relevant to the growth of our faculty, staff, and school.	0.51748	0.00000000832075695619
Programming helps to build community and connections among PAIS member schools.	0.51536	0.00000001148925153472
PAIS staff have effectively reached out and/or visited in an effort to better know our school.	0.50840	0.00000001663830674987

Highlights (Ranked Correlation Tables)

Weighted Average Score - 4.7

I find PAIS staff responsive to our inquiries.

Correlation

P-values

PAIS staff have effectively reached out and/or visited in an effort to better know our school.	0.64078	0.00000000000006180445
I feel well informed on activities and programs at PAIS.	0.62838	0.00000000000025789638
I have derived good value from the Executive Director's communications over the past year.	0.60912	0.00000000000209854969
PAIS is an effective advocate for our schools.	0.60613	0.00000000000457532180
Through PAIS efforts, I feel well informed on governmental affairs relevant to my School.	0.60431	0.00000000000550600865
PAIS has provided our school with timely and helpful information on available state and federal information relevant to our school.	0.55417	0.00000000059275969831
I support the notion of PAIS providing an opportunity for mentoring/coaching across member schools.	0.51930	0.00000000722677342796
When issues arise at our school, I look to PAIS as a natural source for support and guidance.	0.50346	0.00000002405628935187

Highlights (Ranked Correlation Tables)

Weighted Average Score - 3.9

When issues arise at our school, I look to PAIS as a natural source for support and guidance.

	Correlation	P-values
The programming registration process is clear and efficient.	0.58443	0.00000000003874927890
I find the PAIS website easy to navigate.	0.54834	0.00000000080956612351
I use the PAIS website to stay up-to-date on Association activities and programs.	0.53544	0.00000000198786949199
I consider PAIS to be an important resource for professional development at our school.	0.53281	0.00000000489209067842
I support the notion of Heads from schools with similar missions gathering virtually throughout the year.	0.52715	0.00000000388791791848
I have derived good value from the Executive Director's communications over the past year.	0.51854	0.00000000766437601930
I see the current costs associated with my School being a member of PAIS as a good investment.	0.50752	0.00000001777672249223
The accreditation process has provided us with a good opportunity to connect with other educators.	0.50684	0.00000003448656973248
I find PAIS staff responsive to our inquiries.	0.50346	0.00000002405628935187

Highlights (Ranked Correlation Tables)

Weighted Average Score - 4.4

I see the current costs associated with my School being a member of PAIS as a good investment.

	Correlation	P-values
Monthly Upcoming Programs	0.53493	0.00000000348360381501
I consider PAIS to be an important resource for professional development at our school.	0.53103	0.00000000562349017388
When issues arise at our school, I look to PAIS as a natural source for support and guidance.	0.50752	0.00000001777672249223
PAIS programming addresses issues relevant to the growth of our faculty, staff, and school.	0.50525	0.00000002106769987530

Recommendation 1

The Association should:

Celebrate the very strong ratings by member Heads. This is a good news report.

Recommendation 2

Share a broad overview of this survey's results with member schools. These results should inform a number of productive conversations over the coming year.

Recommendation 3

Work from the strong foundation of understanding that member Heads do look to PAIS for all of: support and guidance; networking, mentoring, and coaching; accreditation; advocacy; and professional development.

Recommendation 4

Place high priority on its role in connecting member schools with each other. Success in this is meaningfully associated with numerous higher ratings throughout the survey.

Recommendation 5

Remain focused on communications, both responsive and pro-active, as a key driver of member satisfaction, both generally and across numerous measures of performance. Success in communications is highly correlated to success in every area of program offered by PAIS.

Any Questions?