Department of Education

NYC School Survey 2013-2014 Report

Harlem Link Charter School

Principal: Steven Evangelista/Margaret Ryan
School Type: Elementary School
School DBN: 84M329

Dear Members of the School Community,

The NYC School Survey Report shares parent, student, and teacher responses to the NYC School Survey. In this year's report, survey questions are organized and reported as they relate to the three broad categories of the Quality Review Rubric [Instructional Core, School Culture, and Systems for Improvement]. This report does not replace the Quality Review, but rather, the use of familiar language should help school communities use feedback to support a dialogue around school improvement.

Taking the time to reflect on our school's strengths and areas for growth is an important step in improving the teaching and learning environment in our schools. Please share, discuss, and reflect upon your school's report and use the information as you plan together for the continued success of your school.

Carmen Fariña
Chancellor

What do the colors mean?

These colors indicate how survey satisfaction at this school compares to the satisfaction of all Elementary Schools this year. Green indicates scores above the average, gray indicates average, and red indicates scores below the average.

This year, constituents generally reported high levels of satisfaction across the City. Therefore, it is possible to have positive survey responses and be below average compared to other schools. Readers should consider the survey responses in this report both on their own and in the context of responses from other schools.

Below Average | Average | Above Average

How do your school's responses in the following categories compare to all Elementary Schools?

	% Satisfaction	Citywide Satisfaction Average for all Elementary Schools
Instructional Core	*88%*	**92%**
Systems for Improvement	*78%*	**89%**
School Culture	*89%*	**91%**

How satisfied were participants at your school in the following categories?

	Parents	Teachers
Instructional Core	94%	83%
Systems for Improvement	91%	65%
School Culture	92%	85%

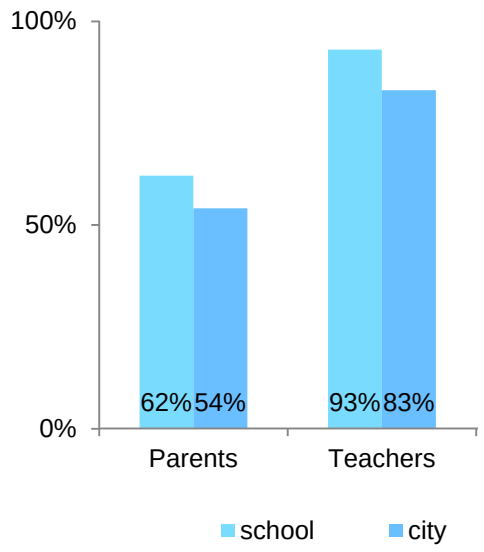
Department of Education

NYC School Survey 2013-2014 Report

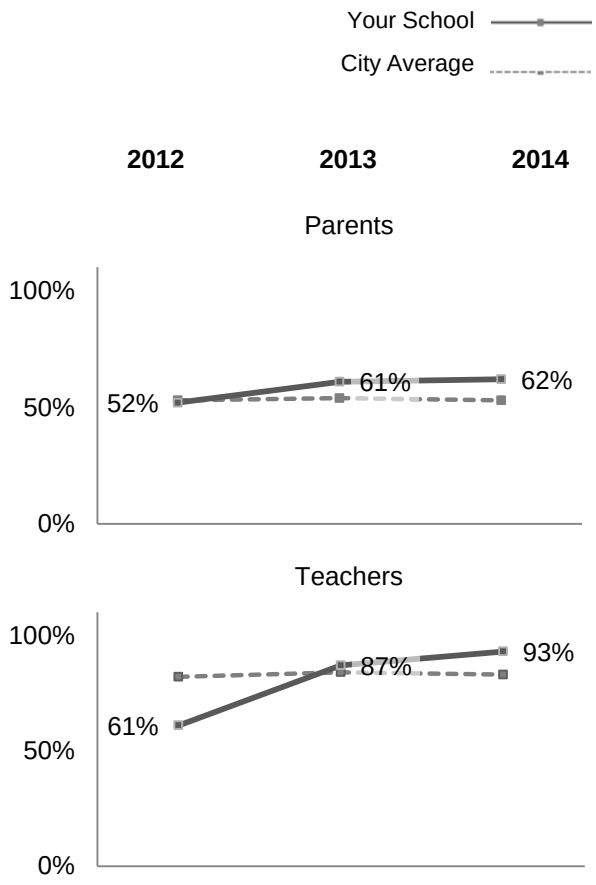
School Name: Harlem Link Charter School

School DBN: 84M329

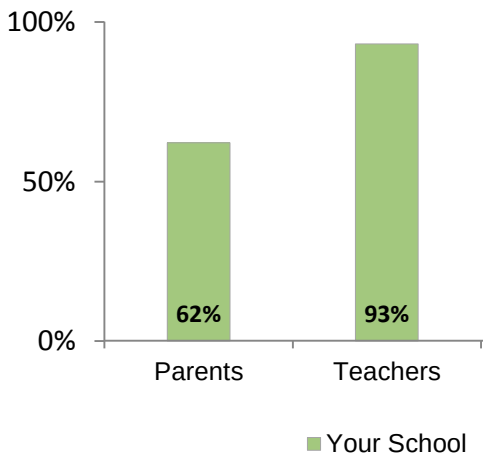
How do survey response rates at your school compare to the City average?



How have response rates at your school changed over time?



Who took the survey **online**?



For more information about response rates and survey results, go to www.nycschoolsurvey.org

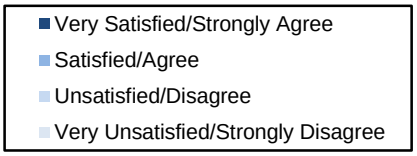
Department of Education

NYC School Survey 2013-2014 Report

School Name: Harlem Link Charter School

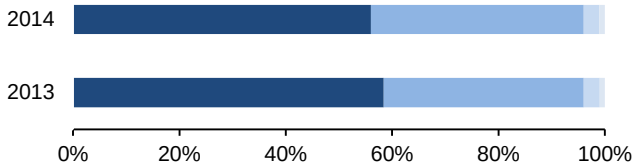
School DBN: 84M329

How has your school community answered certain important survey questions over time?

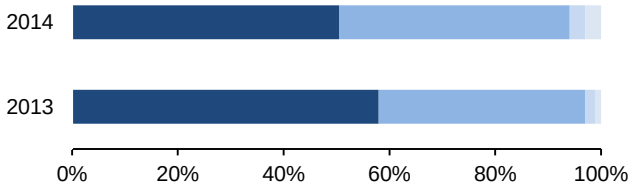


P How responses of parents at your school have changed:

How satisfied are you with the education your child has received this year?

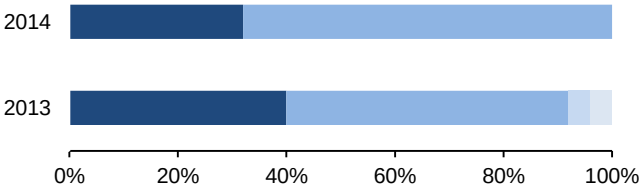


How satisfied are you with the response you get when you contact your child's school?

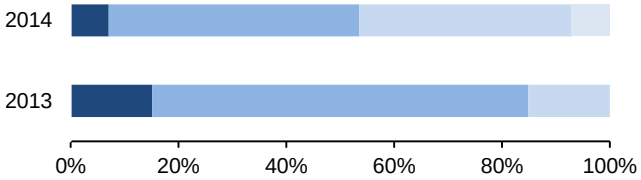


T How responses of teachers at your school have changed:

I am safe at my school.



I would recommend my school to parents seeking a place for their child.



NYC Department of Education NYC School Survey 2013-2014	Your School's Question-By-Question Survey Results	**Harlem Link Charter School** Principal: Steven Evangelista/Margaret Ryan School DBN: 84M329 Enrollment: 314 School Type: Elementary School

This report summarizes the responses that parents and teachers at your school provided on the 2014 NYC School Survey.

Questions are sorted into four categories: Instructional Core, Systems for Improvement, School Culture, and questions that are reported for informational purposes only.[1] Within each category, parent survey responses are listed first followed by teacher and student responses.

Responses to each question are reported as percentages. The most common response to each question is displayed in bold print. The positive responses are reported as a percentage to the right of each question.

Who took the survey at your school?

	Your School	City Average
P Parents	62% (164)	53%
T Teachers	93% (28)	83%

Please visit www.nycschoolsurvey.org to learn more about the School Survey.

P Instructional Core: *How do parents feel about the school's curriculum, instruction, and assessment practices?*

My child's school…	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree
gives my child meaningful assignments that help him or her learn. *(95)*	**57**	38	2	3

How satisfied are you with the following?	Percent % Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
The education my child has received this year. *(96)*	**56**	40	3	1
The overall quality of my child's teachers this year. *(98)*	**59**	39	1	1

Answer this question only if your child has an Individualized Education Plan (IEP).	Percent % Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
I am satisfied with the educational planning and IEP development process at my child's school. *(88)*	40	**48**	12	0

Answer this question only if your child has an Individualized Education Plan (IEP). My child's school…	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree
works to achieve the goals on my child's IEP. *(84)*	32	**52**	16	0

[1] A small number of questions that are scored for Community schools but are not scored for District 75 schools can be found within the scored sections of this report. For more information, please see the 2013 NYC School Survey Scoring Guide at www.nycschoolsurvey.org.

Your School's Question-By-Question Survey Results

School DBN: 84M329

T **Instructional Core**: *How do teachers feel about the school's curriculum, instruction, and assessment practices?*

The principal at my school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
communicates a clear vision for our school. *(82)*	11	**71**	18	0
understands how children learn. (82)	11	**71**	18	0

School leaders…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
place a high priority on the quality of teaching. *(89)*	18	**71**	11	0

My school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
educates students with disabilities in the least restrictive environment appropriate. *(89)*	18	**71**	7	4
has clear measures of progress for student achievement throughout the year. *(93)*	18	**75**	7	0
uses assessments that are relevant to my daily instruction. *(82)*	7	**75**	14	4
ensures English language learners receive the same curriculum as their non-English language learner peers with appropriate supports (e.g., scaffolds, native language, culturally responsive instruction). *(75)*	7	**68**	25	0

Teachers in my school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
use multiple forms of student achievement data to improve instructional decisions. *(96)*	43	**54**	4	0

My school does a good job…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
teaching students the social and emotional skills needed to succeed in and be prepared for their next grade level (i.e., how to persist through challenges and reflect on their learning). *(64)*	0	**64**	29	7
teaching students the organizational and study skills needed to succeed in and be prepared for their next grade level. *(71)*	7	**64**	29	0

Your School's Question-By-Question Survey Results	School DBN: 84M329

P **Systems for Improvement**: *How do parents feel about the school's use of resources to support continuous improvement?*

My child's school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
makes it easy for parents to attend meetings by holding them at different times of day, providing an interpreter, or in other ways. *(91)*	**57**	33	6	4
offers a wide enough variety of courses, extracurricular activities, and services to keep my child interested in school. *(88)*	**48**	40	9	2
gives my child extra help when he or she needs it. *(93)*	**59**	34	5	3
keeps me informed about my child's academic progress. *(98)*	**66**	32	1	2

Answer this question only if your child has an Individualized Education Plan (IEP). My child's school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
offers a wide enough variety of activities and services (including related services and assistive and adaptive technologies where appropriate) to help improve life outcomes for my child. *(80)*	20	**60**	20	0

T **Systems for Improvement**: *How do teachers feel about the school's use of resources to support continuous improvement?*

The principal at my school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
knows what's going on in my classroom. *(61)*	4	**57**	39	0
participates in instructional planning with teachers. *(43)*	0	43	**54**	4
makes clear to the staff his or her expectations for meeting instructional goals. *(75)*	7	**68**	25	0
is an effective manager who makes the school run smoothly. *(61)*	0	**61**	39	0

School leaders…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
provide time for collaboration among teachers. *(89)*	18	**71**	11	0
give me regular and helpful feedback about my teaching. (44)	0	44	**48**	7

Your School's Question-By-Question Survey Results

School DBN: 84M329

My school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
offers a wide enough variety of programs, classes, and activities to keep students engaged. *(64)*	4	**61**	36	0

Teachers in my school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
work together on teams to improve their instructional practice. *(96)*	43	**54**	4	0

Overall, my professional development experiences this school year have…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
been sustained and coherently focused, rather than short-term and unrelated. *(36)*	0	36	**46**	18
included opportunities to work productively with colleagues in my school. *(67)*	11	**56**	26	7
provided me with content support in my subject area. *(68)*	0	**68**	29	4

How much do you agree with the following statements?	Percent %				
	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply
Teachers and school leaders in my school use information from parents to improve instructional practices and meet student learning needs. *(68)*	4	**64**	32	0	0
I have sufficient materials, equipment, and assistive technology in good condition to teach my class(es). *(64)*	4	**61**	21	14	0

My school does a good job…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
providing students with the best courses and supports to achieve their postsecondary goals. *()*				

At my school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
there is a person or a program that helps students resolve conflicts. *(75)*	4	**71**	18	7

Your School's Question-By-Question Survey Results	School DBN: 84M329

P School Culture: *How do parents feel about the school's learning environment?*

My child's school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
keeps me informed about what my child is learning. *(95)*	**60**	36	3	2
keeps me informed about services for me or my child, such as tutoring, after-school programs, or workshops at school. *(94)*	**57**	37	4	2
makes me feel welcome. *(94)*	**61**	32	4	2
communicates with me in a language that I can understand. *(95)*	**62**	34	2	3
is responsive to parent feedback. *(93)*	**54**	39	5	2
has teachers who are interested and attentive when they discuss my child. *(93)*	**58**	35	5	2
has high expectations for my child. *(96)*	**60**	36	2	2
helps keep my child on track for college, career, and success in life after high school. *(90)*	**55**	34	8	2
communicates to me and my child what we need to do to prepare my child for college, career, and success in life after high school. *(90)*	**49**	40	8	2
is kept clean. *(96)*	**59**	37	1	3

At my child's school…	Percent %				
	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
my child is safe. *(95)*	**57**	36	2	3	2
there is an adult whom my child trusts and can go to for help with a problem. *(92)*	**46**	42	6	3	4
students with disabilities are included in all school activities (lunch, class trips, etc.) *(97)*	**34**	**34**	1	1	30
teachers and staff treat all students with respect. *(90)*	**47**	39	6	4	5

How often during this school year have you:	Percent %			
	5 or More Times	3-4 Times	1-2 Times	Never
been invited to an event at your child's school (workshop, program, performance, etc.)? *(70)*	**43**	27	23	7

How satisfied are you with the following?	Percent %			
	Very Satisfied	Satisfied	Dissatisfied	Very Dissatisfied
The response I get when I contact my child's school. *(95)*	**51**	44	3	3

Your School's Question-By-Question Survey Results	School DBN: 84M329

T School Culture: *How do teachers feel about the school's learning environment?*

The principal at my school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
encourages open communication on important school issues. *(89)*	32	**57**	4	7

My school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
sets appropriately high expectations for student work in their classes. *(93)*	21	**71**	7	0

In my school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
the professional staff believe that **all** students can learn, including English language learners and students with disabilities. *(96)*	**56**	41	4	0

To what extent do you feel supported by the following people?	Percent %				
	To a Great Extent	To Some Extent	To a Lesser Extent	To No Extent	Does Not Apply
Your principal. *(75)*	**54**	21	21	4	0
Assistant principals at your school. *(75)*	32	**43**	25	0	0
Other teachers at your school. *(96)*	**75**	21	4	0	0

Teachers in my school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
trust each other. *(93)*	26	**67**	7	0

Your School's Question-By-Question Survey Results

School DBN: 84M329

How much do you agree with the following statements?	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
I usually look forward to each working day at my school. *(79)*	14	**64**	18	4
I wouldn't want to work in any other school. *(43)*	0	**43**	39	18
I would recommend my school to parents seeking a place for their child. *(54)*	7	**46**	39	7

How much do you agree with the following statements?	Percent %				
	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply
My school communicates effectively with parents regarding students' behavior. *(71)*	18	**54**	21	7	0
My school communicates effectively with parents about their child's progress. *(82)*	14	**68**	18	0	0
My school encourages parents to participate in their child's education. *(82)*	18	**64**	14	4	0

At my school…	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
order and discipline are maintained. *(86)*	4	**82**	14	0
I can get the help I need to address student behavior issues. *(79)*	4	**75**	18	4
I am safe. *(100)*	32	**68**	0	0
crime and violence are a problem. *(96)*	0	4	39	**57**
students are often harassed or bullied in school. *(89)*	0	11	**71**	18
adults treat students with respect. *(82)*	4	**79**	18	0
most students treat adults with respect. *(86)*	4	**82**	11	4
students with disabilities are included in all school activities (lunch, class trips, etc.). *(93)*	39	**54**	7	0

Your School's Question-By-Question Survey Results

School DBN: 84M329

At my school…	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree
students' use of alcohol and illegal drugs or abuse of prescription drugs is a problem at my school. *(96)*	0	4	14	**82**
there are conflicts based on differences (race, color, creed, ethnicity, national origin, citizenship/immigration status, religion, gender, gender identity, gender expression, sexual orientation, disability or weight). *(89)*	0	11	**50**	39
gang activity is a problem in school. *(96)*	0	4	21	**75**

How much do you agree with the following statement?	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree
My school is kept clean. *(100)*	29	**71**	0	0

My school does a good job…	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree
providing information about the application/enrollment process to their next school level (middle, high, or college) to students. *(96)*	39	**57**	4	0
supporting students who are at risk for dropping out. *()*				
supporting students who aspire to go on to a 2- or 4- year college, career or technical training, or enter the workforce by helping them develop a plan to achieve those goals. *()*				

P **Informational Questions**: *These questions appeared on the survey, but answers did not affect the reported level of satisfaction on the front page of the NYC School Survey Report.*

How much do you agree with the following statements?	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree
I would recommend this school to other parents.	**57**	31	5	6
My child's school is headed in the right direction.	**57**	37	3	4

How often during this school year have you:	Percent % 5 or More Times	3-4 Times	1-2 Times	Never
attended a parent-teacher conference?	20	38	**40**	2
attended a Parent Association/Parent Teacher Association (PA/PTA) meeting?	15	18	**39**	28
communicated with school staff about your child's academic progress?	**50**	36	12	3

Your School's Question-By-Question Survey Results

School DBN: 84M329

At my child's school…	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
teachers and staff treat students **unfairly** due to racial, cultural, or other biases.	4	8	27	**47**	14
students get into physical fights.	4	8	34	**35**	20
there is gang activity.	3	3	26	**49**	20
students harass or bully other students.	4	12	30	**32**	22
students harass or bully each other based on differences (such as race, color, ethnicity, national origin, citizenship/immigration status, religion, gender, gender identity, gender expression, sexual orientation, disability or weight).	3	8	31	**36**	22
students drink alcohol, use illegal drugs, or abuse prescription drugs while at school.	4	2	21	**56**	17

What are the BEST ways for your child's school or teachers to get information to you about your child's education? *(Choose all that apply.)*

Percent %

4	ARIS Parent Link (arisparentlink.org)	53	E-Mail	41	Mail
60	Paper sent home with my child	16	Parent Association, Parent Teacher Association, or similar meetings	14	School staff
49	Parent teacher conferences and meetings	**74**	Phone	6	School website
45	Text messages				

Which of the following improvements would you MOST like your school to make? *(Choose ONE.)*

Percent %

11	More effective school leadership	8	More effective teaching	8	More hands-on learning	**21**	Stronger enrichment programs	14	Stronger arts programs
8	More rigorous curriculum	4	Better communication with parents	12	Smaller class size	14	More preparation for state tests	0	Less preparation for state tests

My child's school…	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree
helps me understand what the Common Core Learning Standards mean for my child…	41	**48**	6	5

Your School's Question-By-Question Survey Results

School DBN: 84M329

T **Informational Questions**: *These questions appeared on the survey, but answers did not affect the reported level of satisfaction on the front page of the NYC School Survey Report.*

School leaders…	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree
publicly recognize teachers for their accomplishments.	4	**64**	29	4
provide teachers with leadership opportunities.	11	**50**	25	14

Overall, my professional development experiences this school year have…	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree
helped me shift my practice to align to the Common Core Learning Standards.	7	**57**	32	4
helped me to meaningfully use technology in the classroom.	0	14	**50**	36

What grades do you primarily teach?

Percent %

100	Elementary (K-5)	0	Middle (6-8)	0	High (9-12)

This year, what percentage of your students had at least one parent attend your Parent-Teacher Conferences?

Percent %

0	0-25%	4	26-50%	25	51-75%	**68**	76-100%	4	Does Not Apply

How long have you been a teacher?

Percent %

0	Less than one year	32	1-3 years	**57**	4-10 years	11	11-15 years	0	More than 15 years

How much do you agree with the following statement?	Percent % Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply
Teachers at my school understand the key shifts in pedagogy that the Common Core Learning Standards require.	11	**78**	7	4	0

Your School's Question-By-Question Survey Results

School DBN: 84M329

Which of the following tools do you use to assist you in the transition to the Common Core Learning Standards? (check all that apply)

Percent %

14	Tasks, units, and student work on the Common Core Library	14	PD activities on the Common Core Library	7	The Common Core-aligned Periodic Assessments available in SchoolNet
11	NYC Performance Assessments used as a Measure of Student Learning for teacher evaluation	25	3rd party assessments used as a Measure of Student Learning for teacher evaluation	61	Resources on the Engage NY website
64	School designed curriculum resources	57	K-8 ELA and Math Core Curriculum resources	54	Other publisher created curriculum resources
0	ARIS Learn Learning Opportunities (e.g. PD activities) and ARIS Learn resources (e.g. self-assessments and learning plans)	39	Other resources not listed above		

Which content areas do you teach?

Percent %

32	Social Studies	7	Science	36	ELA
39	Math	**71**	All Subjects (e.g., elementary, self-contained)	4	Other

To what extent do your students engage in the following activities in math?

Percent %

	Often	Sometimes	Rarely	Students don't do this type of assignment
Students complete calculations with accuracy and speed.	40	**52**	0	8
Students write or speak about their understanding of math concepts.	**64**	28	4	4
Students apply math concepts to real-world situations.	28	**60**	8	4
Students learn content from the major work of the grade.	**68**	28	0	4
Students use other students as a resource for understanding content and checking their thinking.	33	**63**	0	4

Your School's Question-By-Question Survey Results

School DBN: 84M329

To what extent do your students engage in the following activities in science?	Percent %			
	Often	Sometimes	Rarely	Students don't do this type of assignment
Students read informational texts.	**67**	24	0	10
Students use evidence from text in written assignments.	**62**	19	5	14
Students use evidence from text during discussion.	**67**	19	5	10
Students read grade-appropriate texts.	**67**	19	5	10
Students build knowledge from text.	**67**	19	5	10
Students understand academic vocabulary	**57**	33	0	10
Students use other students as a resource for understanding content and checking their thinking.	**48**	43	0	10

To what extent do your students engage in the following activities in ELA?	Percent %			
	Often	Sometimes	Rarely	Students don't do this type of assignment
Students read informational texts.	0	**100**	0	0
Students use evidence from text in written assignments.	**100**	0	0	0
Students use evidence from text during discussion.	**100**	0	0	0
Students read grade-appropriate texts.	0	**100**	0	0
Students build knowledge from text.	**100**	0	0	0
Students understand academic vocabulary	0	**100**	0	0
Students use other students as a resource for understanding content and checking their thinking.	0	**100**	0	0

Your School's Question-By-Question Survey Results

School DBN: 84M329

To what extent do your students engage in the following activities in literacy?	Percent %			Students don't do this type of assignment
	Often	Sometimes	Rarely	
Students read informational texts.	**80**	20	0	0
Students use evidence from text in written assignments.	**84**	12	0	4
Students use evidence from text during discussion.	**92**	8	0	0
Students read grade-appropriate texts.	**100**	0	0	0
Students build knowledge from text.	**92**	4	4	0
Students understand academic vocabulary	**68**	32	0	0
Students use other students as a resource for understanding content and checking their thinking.	**68**	32	0	0

How much do you agree with the following statement?	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
Families at my school understand what the Common Core Learning Standards mean for their child.	4	**43**	**43**	11

How much do you agree with the following statement?	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
In my school, the teachers who are the most effective are recognized for their exemplary performance.	7	39	**46**	7
This school year, I have received feedback on my practice that helped me to improve my instructional performance.	14	**43**	36	7
This school year, I have received feedback on my practice that helped me to integrate Common Core Learning Standards into my instruction.	4	39	**54**	4
We spend too much time administering assessments.	**36**	32	32	0

Your School's Question-By-Question Survey Results

School DBN: 84M329

How useful are the following assessments in helping you make adjustments to instruction?	Percent %			
	Very Useful	Somewhat Useful	Not Useful	I don't use this type of assessment
Classroom-based checks for understanding	**86**	14	0	0
School/publisher designed end of unit assessments	21	**39**	14	25
Baseline assessments provided by Periodic Assessment	14	**21**	4	61
Benchmark assessments provided by Periodic Assessment	**25**	18	0	57
State assessments	14	**29**	18	39
NYC Performance Assessments used as a Measure of Student Learning for teacher evaluation	7	**14**	7	71
3rd party assessments used as a Measure of Student Learning for teacher evaluation	11	**25**	11	54

To what extent did PD at your school focus on the following areas?	Percent %				
	To a great extent	To some extent	To a lesser extent	To no extent	Does not apply
Shifts in classroom instruction	15	**41**	26	11	7
Danielson Framework and Measures of Teacher Practice	0	19	7	**26**	48
Measures of Student Learning	15	**56**	7	11	11
Access for all learners	7	**44**	30	15	4
The school's instructional focus	19	**67**	4	7	4
Common Core-aligned curriculum	26	**59**	7	4	4

Your School's Question-By-Question Survey Results

School DBN: 84M329

Please indicate the extent to which you agree with each of the following statements about the impact the Danielson Framework for Teaching has had on your work compared to previous years.	Percent %			
	Strongly Agree	Agree	Disagree	Strongly Disagree
I have been observed more frequently this school year.	8	**35**	**35**	23
I am receiving more frequent feedback about my performance.	12	35	**38**	15
I am receiving more actionable feedback about my performance.	4	**42**	38	15
I am collaborating with my school staff more often.	12	**58**	27	4
I have a better understanding of my performance expectations.	0	**62**	35	4
I am receiving professional development that is more tailored to my development needs.	4	23	**54**	19
I am analyzing and discussing student data with my school staff more often.	4	**73**	19	4
I am having more conversations about instructional practice.	8	**65**	23	4
The Framework for Teaching is helping to establish a common language for talking about teaching at my school.	0	35	**50**	15

Please indicate how useful you have found the following supports or tools as you have begun implementation of Advance this year:	Percent %				
	Extremely Useful	Useful	Somewhat useful	Not useful	N/A- I have not
Reading the Advance Guide for Educators	4	4	**8**	0	85
Using professional development resources on ARIS Learn	4	4	**8**	0	84
Communications from the NYC DOE about Advance in I Teach NYC	0	4	**8**	4	84
Using the Advance Intranet page to access resources (webinars, handbooks, etc.) and answers to questions (FAQ, etc.)	0	**8**	**8**	0	85
Support from the Advance Help Desk (AdvanceSupport@schools.nyc.gov)	4	**8**	**8**	0	81
Conversations with my principal or assistant principal	4	**27**	15	4	50
Conversations with colleagues at my school	12	**31**	8	0	50
School-based meetings and/or PD sessions (e.g. grade team or department meetings, conference days, faculty conferences, etc.)	0	**31**	12	8	50
Centrally-led trainings (e.g., Danielson Group sessions)	0	**15**	4	0	81