

## Evidence of Impact: Warren County Public Schools

As part of our continuous improvement efforts, Relay provides opportunities for feedback of all program and coaching participants. This feedback is structured to ensure we push forward towards achieving Relay’s theory of change. 13 Warren County Public Schools leaders have completed 44 surveys throughout their partnership with Relay GSE through the North Carolina Instructional Leadership Academy (Table A). Table B shares the survey results for leaders that receive coaching from Relay GSE.

**Table A: North Carolina ILA Participant Survey Data (Warren County Public Schools)**

Construct	Description	Evidence of Impact
Satisfaction	Refers to the overall satisfaction experienced by program participants, measured by factors such as their perceived value of our programming and their overall experience with the program. This includes the quality of content/facilitation, how well the program met expectations, and the degree to which they believe it will contribute to their success in their roles.	<ul style="list-style-type: none"> <li>● <b>92%</b> are satisfied or very satisfied with Relay GSE programming.</li> <li>● <b>92%</b> agree or strongly agree Relay offers high-quality content.</li> <li>● <b>100%</b> agree or strongly agree that training from Relay will make them more effective in their role.</li> </ul>
Self-Efficacy	Self-efficacy refers to participants' belief in their own ability to execute key knowledge and skills and achieve desired outcomes with what they learn in our programming.	<ul style="list-style-type: none"> <li>● <b>93%</b> reported improved confidence to implement what they learned.</li> <li>● <b>97%</b> reported improved skill related to what they learned.</li> </ul>
Culturally Responsive	Represents the degree to which they perceive our content as being culturally-responsive to the needs of the students and families they serve.	<ul style="list-style-type: none"> <li>● <b>93%</b> agree or strongly agree that what they learn will help them center culturally-responsive and inclusive practices in their work.</li> </ul>
Preparedness	Measures whether participants felt ready with the necessary knowledge, skills, and resources to effectively implement what they've learned within the context of their role.	<ul style="list-style-type: none"> <li>● <b>100%</b> agree or strongly agree that they leave Relay training prepared to implement what they learned.</li> </ul>

### Participant Feedback

*“This session provided substantial information that will assist our school with having a profound impact on improving student outcomes. In addition, I also acquired knowledge to help me build capacity as a leader in facilitating weekly data meetings by creating the exemplars prior to the meetings.”*

*“This leadership program provides valuable content that will assist instructional leaders improve in their practices and more importantly improve student outcomes.”*

*“I have truly enjoyed the opportunity to have access to the playbooks and all the information for each session. I feel I have the right tools to finish off this year and start the next year even stronger!”*

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**Table B: Warren County Public Schools Coaching Survey Data**

Question <i>Please indicate how much you agree or disagree with the following statements:</i>	% Strongly Agree / Agree
Coaching from Relay leadership is a valuable use of my time.	<b>100%</b>
What I learn in coaching sessions will help me be a more effective leader.	<b>100%</b>
I leave coaching sessions prepared to implement what I learned in my school(s).	<b>100%</b>
I spend more time on instructional leadership tasks as a result of Relay's regional support coaching and site visits.  <i>(Includes planning, training, monitoring or coaching teachers to deepen data driven instructional practices and improve teaching practice through regular and frequent observation and feedback cycles)</i>	<b>86%</b>
I am confident that my work with Relay will lead to school improvement.	<b>86%</b>

### Participant Feedback

*"The coaching that I'm receiving is practical and I can use it immediately."*

*"Real-time and relevant support from a knowledgeable, yet teachable coach."*

*"He serves in the same capacity and understands the day to day grind and challenges that present themselves on a daily basis."*