



## What is KEYS?

KEYS 2.0 is a comprehensive, research-based, and data driven continuous school improvement program grounded on **42 Indicators of School Quality** that are clustered around six “Keys.”

- *Shared Understanding and Commitment to High Goals* (5 Indicators)
- *Open Communication and Collaborative Problem Solving* (9 Indicators)
- *Continuous Assessment for Teaching and Learning* (5 Indicators)
- *Personal and Professional Learning* (11 Indicators)
- *Resources to Support Teaching Learning* (5 Indicators)
- *Curriculum and Instruction* (7 Indicators)

## The KEYS Data

At the heart of the NEA’s KEYS program is a survey that gathers the perception from all school stakeholders on how their school stacks up against every indicator in each “Key” area. School results are presented in bar graphs that illustrate the level of consensus among survey takers, how the school compares with all schools that took the survey, as well as with schools that are at the 90<sup>th</sup> percentile of the scale. Survey results belong to the school and are held *strictly confidential*. The decisions on what, to whom, when, and how to share the results rest on the hands of the district and school leadership teams made up of district, school, and association leaders acting in accordance with previously agreed upon guidelines memorialized in a memorandum of understanding.

## The KEYS Process

Stakeholders can use KEYS either as a complete step-by-step guide for improvement or as the assessment component of an improvement program that a school already has in place. To begin the KEYS process:

- Potential KEYS users contact the NEA state affiliate and/or local office
- NEA staff or state KEYS coaches provide training to school KEYS coordinators and facilitators

- Districts register their schools and school KEYS facilitators complete the school's demographic form
- School community (educators, ESPs, administrators) takes the online KEYS survey in either English or Spanish. Parents including community members with no children in school take the parents and community surveys in either English or Spanish that are also online. All survey questions have been normed and all indicators correlate positively with conditions present in high performing schools. **All survey participants enjoy complete anonymity.**
- Surveys close 21 days after being opened to receive input by at least 80% of expected respondents. Surveys can be re-opened for an extra 10 days when requested.
- System automatically generates survey results in bar graph form for analysis and use as basis for action and decision-making.

## **The Power of KEYS**

### **To Turn Around Priority Schools:**

- Provides baseline data essential for measuring long-term continuous school improvement
- Helps schools establish priorities and target efforts on areas needing improvement.

### **To Promote and Strengthen Positive Relationship within the School Community:**

- Offers a partnership opportunity among all school stake-holders in addressing issues of mutual concern
- Builds trust between and among school/district management and staff
- Gives a voice to all members of the school community in the school improvement process.
- Promotes buy-in and collaborative effort in decision-making and problem-solving

**NEA's KEYS program demonstrates and promotes the association's deep commitment to school improvement.**

**FOR MORE INFORMATION ON KEYS, LOGON TO [www.keysonline.org](http://www.keysonline.org)**

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