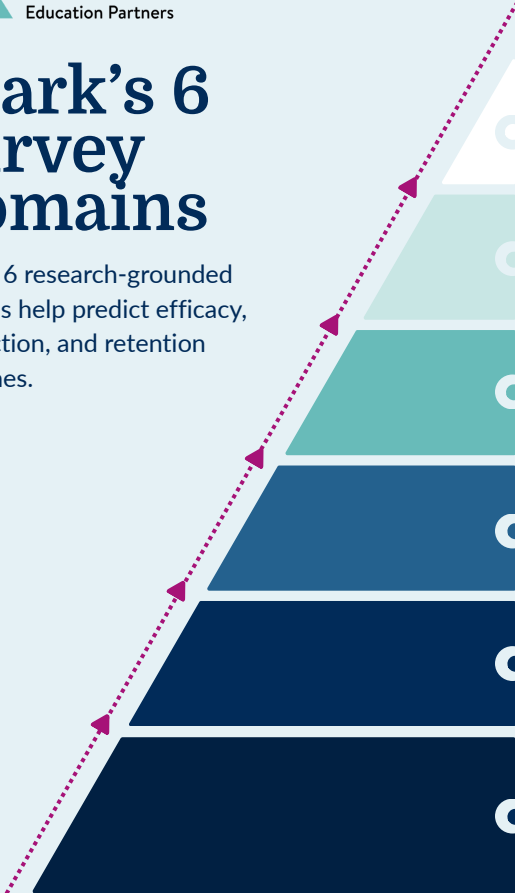


# Spark's 6 Survey Domains

Spark's 6 research-grounded domains help predict efficacy, satisfaction, and retention outcomes.



## Outcomes

The extent to which team members feel (and are) successful, are satisfied with the organization, intend to return, and return.

### Belonging

Feeling like an integral, respected member of the school community where the individual is connected, appreciated and understood, beyond routine professional interactions.

### Relationships & Teamwork

The extent to which adult culture promotes collaboration, meaningful collective contributions, and positive interactions that advance the organization's strategy.

### Growth & Advancement

Having opportunities to learn and grow in knowledge and skill with a path to advance within the organization.

### Basic Needs

Having the tools and resources (e.g., curricula, supplies, time, clearly outlined expectations, coaching support, etc.) needed to perform one's job successfully.

### Individual Purpose

The extent to which an individual finds meaning, purpose, and inspiration in their work and is motivated to contribute positively.

### Leadership Efficacy

The leadership team's ability to clearly define goals, cultivate a positive and reflective staff culture, communicate effectively, and drive improvements to instruction & student learning.

## LEARN

Diagnose with survey & focus groups

- Administer a validated staff survey (e.g., [Spark](#)) with a hierarchy of research-based domains.
- Benchmark results against other orgs.
- Go deeper: Facilitate [focus groups](#) and/or [empathy interviews](#) to deepen insights and better understand pain points.

## SHARE

Communicate findings + next steps

- Close the loop with staff within 2-3 weeks of survey close and before December break.
- Summarize key strengths, gaps, and actions in an [email](#), meeting, or video. Collaborate with staff as needed.
- Reinforce: "We heard you. Here's what we're doing."

## EVALUATE

Consider pulse checks and 360 evaluations for real-time progress monitoring or course-correction

- Check Progress: Run short (2-5 question) pulse surveys Jan-May. Can also leverage focus groups or empathy interviews. Focus on prioritized pain-point areas.
- Go Deeper: Conduct 360 evaluations of key leaders/managers.
- Adjust plan as data suggests.



## IDENTIFY

Prioritize 1-3 areas for immediate improvement

- [Debrief](#) the survey results with leadership team.
  - Generate potential focus areas using "How might we...?" questions.
  - Prioritize a very limited number of improvement efforts for the full org and each school to avoid initiative fatigue.
  - Address foundational gaps first (e.g., leadership efficacy, basic needs).
- Lift and learn from positive outliers inside and outside the org.
- Define clear steps, owners, due dates, and accountability mechanisms.

## TAKE ACTION

Implement the plan

- Launch improvement efforts as soon as possible, typically by early January.
- Monitor progress at least monthly and communicate progress to staff. Principal managers to track progress against commitments.

## NEXT CYCLE

Repeat and reset

- Repeat listening cycle leveraging surveys, focus groups, etc.
- Celebrate wins and identify new priorities.
- Communicate findings in end-of-year message.
- Leverage summer for leader development in key areas.

Access linked resources & more

