



***My Voice* at Captain Albert Stevens School: Case Study Highlights**

During the 2004–05 academic year, the *My Voice* Staff Survey was administered at Captain Albert Stevens School (CASS). After merging three schools and staff to create Captain Albert Stevens School, the principal looked to *My Voice* to help create a unified culture. After reviewing the survey results, school staff introduced new ideas and practices, while others were aimed at improving current practices. Only one year after implementing the program, in the 2005–06 academic year, the *My Voice* Survey was re-administered at Captain Albert Stevens School. Results of this second survey indicated improvement in key areas that foster staff belonging and positive perceptions of school culture.

Highlights of the *My Voice* administration at CASS are provided below; for comprehensive results, see the detailed case study.

About CASS

Belfast, Maine, the hometown of Captain Albert Stevens School, has the joint identity of a fishing community and a tourist community, both of which have been affected by economic downturns. Due to financial conditions, the town consolidated three elementary schools to create Captain Albert Stevens School.

Captain Albert Stevens School

Free and Reduced Lunch:	50%
Number of Students:	300

Initial *My Voice* Results

Merging staff and students from three different schools posed a series of challenges, as each school had its own mission, culture, and ideas about teaching and learning. The principal of this consolidated learning community introduced *My Voice* to unify staff and students. Initial results from the *My Voice* Staff Survey are displayed below (results shown from 2004–2005 school year).

- 50% felt valued for their unique skills and talents
- 39% said they felt confident voicing their honest opinions and concerns
- 29% said that they felt comfortable eating lunch in the teachers' room



Analysis

Staff began examining the school through the lens of the **8 Conditions**, asking questions such as:

- Which of our systems foster a sense of Belonging?
- How can we ensure that staff members feel valued for who they are and for the contributions they make to our school?
- What can we do to help staff become more confident sharing their ideas?

Improvement Plan

As a result of that analysis, staff developed the following plan to enhance their connectedness at Captain Albert Stevens School:

- Improve inter-staff communications through regular use of WikiNotes and creation of grade-level teams for sharing successes and areas for improvement
- Reinforce best teaching and learning practices through school-wide assemblies held to share relevant student work
- Develop supportive relationships for new teachers by implementing a mentoring program
- Refocus administration's communications with staff by holding open office hours and restructuring staff meetings to focus on students and learning
- Redesign professional development for staff so that sessions are teacher-directed

Improved My Voice Results

The following results after just one year of implementing improvement plans reveal a positive change in the staff's perceptions of the school culture ([download full case study for detailed results](#)):

- 63% of staff felt valued for their unique skills and talents (13% increase)
- 45% of staff said they felt confident voicing their honest opinions and concerns (6% increase)
- 66% of staff felt comfortable eating lunch in the teachers' room (37% increase)