

# THE BUZZ



## WHOLE SCHOOL DIAGNOSTIC Report

AGGREGATED  
SUMMARY

A REPORT FOR  
SAMPLE SCHOOL

March 2023

# **THE BUZZ** SCHOOL DIAGNOSTIC

Dear School Leader,

## **What are the biggest questions keeping you awake at night?**

Is it ways to deal with the daunting amount of welfare and social issues walking in with the students you educate and care for? Is it thinking about how you'll communicate a new direction for your school? You might be worrying about a myriad of resourcing constraints, behavioural issues (students, staff AND parents!), bureaucratic balancing or administrative overwhelm...the list goes on!

## **In my experience, the biggest issue worrying leaders is: how do I move my staff?**

For me, leadership is about movement. It's only when we're moving that we're propelled forward into our learning zone, where problem solving and creativity are found. You want your school to be evolving, not stuck in its comfort zone. But how do you do that? Specifically, where do you start?

## **Use this report to move you from where you are now, to where you could be.**

It includes feedback from your staff regarding their own learning intelligence and contribution to the culture, as well as how they perceive your school. This information, along with my practical advice, will help you build your school's learning intelligence and growth, and gain committed collaboration from your staff to realise your school's potential.

My hope is that if you are reading this, and you have a staff learning culture that doesn't have 'The Buzz', or if the learning intelligence is just not as sharp as it needs to be, you'll be inspired to take action.

Our schools are full of positive and amazing educators, and high quality leaders (just like you!) who realise their role in focussing on the reason for their school's existence: the whole student and their learning.

By building learning intelligence in your school, you are arming all your educators with the skills and beliefs that create a strong, cohesive and effective professional learning culture focussed on growth and quality.

**In other words, you are making a difference.**

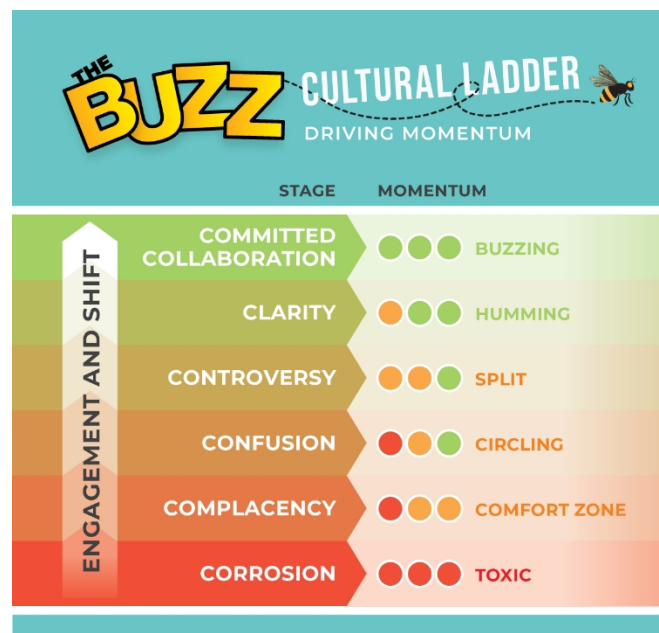
# THE BUZZ SCHOOL DIAGNOSTIC

## What's The Buzz?

When I started my business, I focussed on leadership development. I drew on my experience as a leader in schools and in business, devouring as much information as I could and learning about the latest global developments in leadership. The main focus of my work was improving emotional intelligence, resourcefulness and wellbeing. I learnt that understanding the mindsets, values and beliefs that drive behaviours are pivotal for high emotional intelligence.

Over time, I did more work connecting school leaders' development with their school's strategic direction. And something became very evident. Schools with a thriving professional learning community - what I call 'The Buzz' - were able to collaborate on their strategic work much more effectively. People took responsibility and accountability for their own work and their own learning. Stuff got done! Outcomes were better!

I know with certainty that The Buzz doesn't just happen. We work for it and evolve towards it, through six distinct stages. Using the answers your staff provided in 'The Buzz' diagnostic, I've prepared a personalised report for your school, specific to the stage of development your school is in.

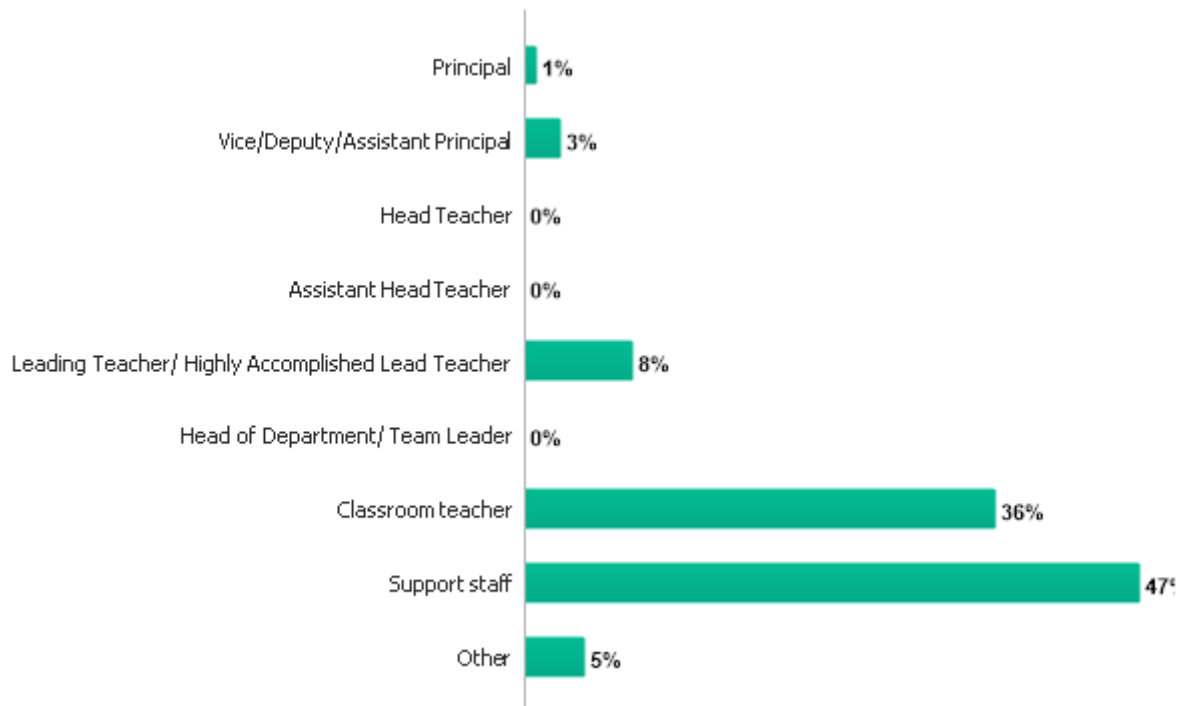


For a detailed explanation of these levels of development, see chapter 2 of The Buzz.

# Profile of Respondents From Your School

The best way to find out what is happening in your school is to ask staff how things are.

This report is based on the responses from **108 staff members**. The make-up of this staff group by role is below:

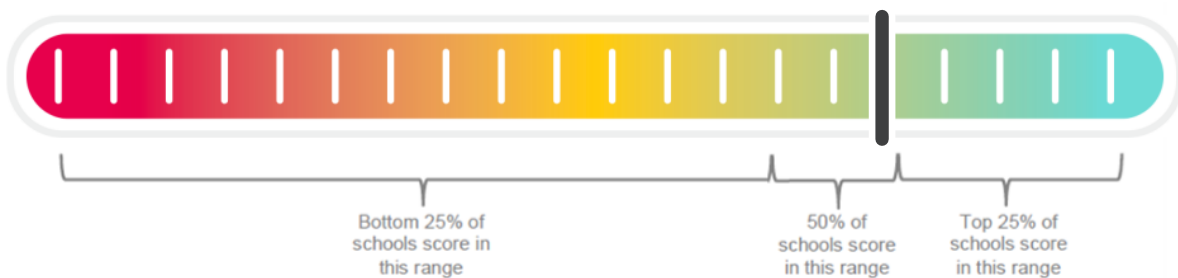


# THE BUZZ BENCHMARK



The Buzz diagnostic asked staff to rate your school's professional learning community across three areas – Mindset, Environment and Dialogue. These ratings are the basis for your overall Buzz Score. Your school's results have been compared to The Buzz benchmark, which has been calculated using survey results from over 8,000 educators from many hundreds of schools.

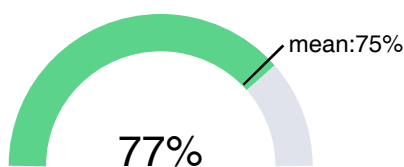
## Result for Sample School



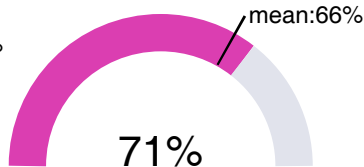
## Your Score is 75%

Your school's score is slightly above average. Your score appears in the mid-range along with half of all schools in the benchmark. The average across all schools in the benchmark is 71%.

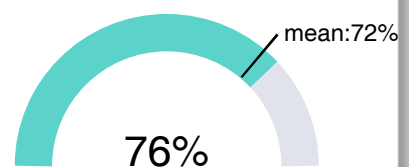
### Mindset



### Environment



### Dialogue



## Tracey's Recommendation

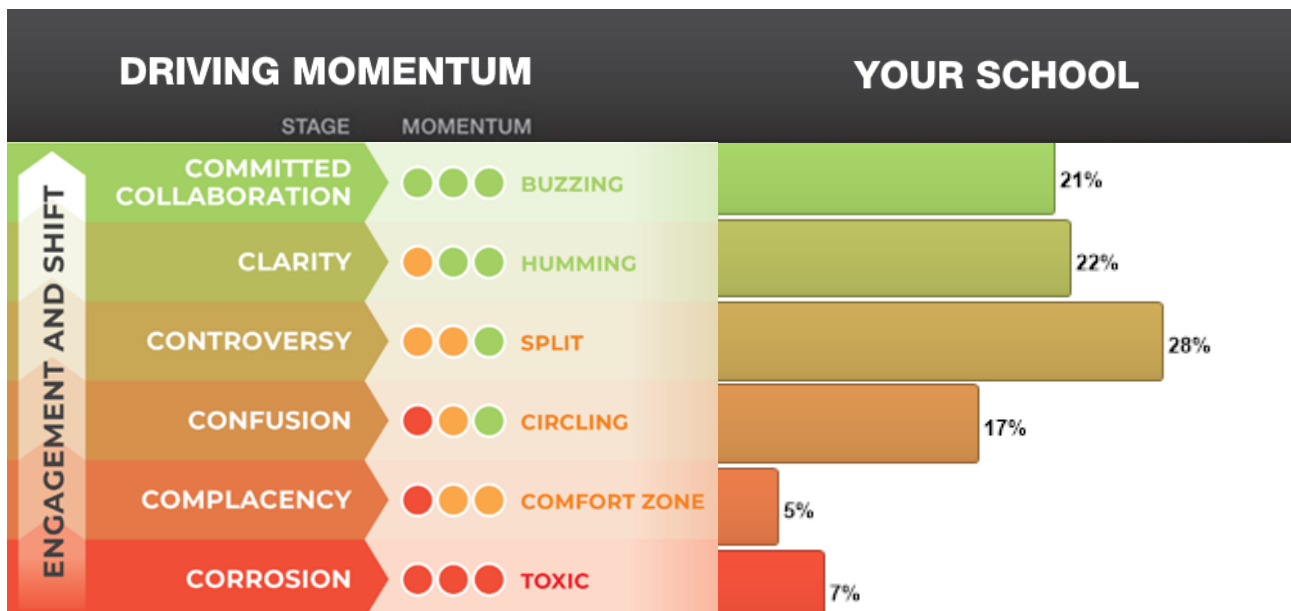
Your scores suggest that you are sitting around the average of all Buzz school results. Use the diagnostic to identify the main theme that should be focussed on first to improve.

# How Your Staff See Your School Learning Culture

The Buzz diagnostic asked staff how they perceive things to be in your school's professional learning community. For each staff member, the Buzz diagnostic uses their answers to determine where your school is sitting on the Buzz framework.

You might find that perceptions vary across the staff group, or that many staff see the school functioning in a similar way. Either way, this gives great insight into how aligned people see things.

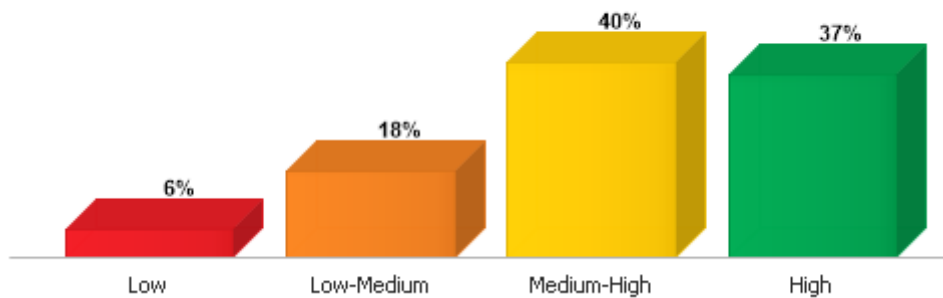
Here's the spread of results for the staff who participated from your school:



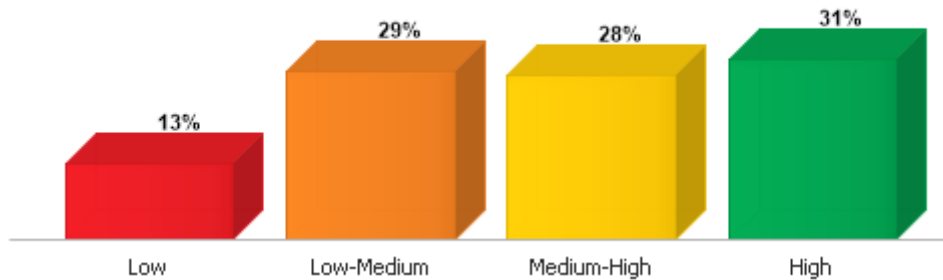
# 3 Factors That Make 'The Buzz'

The level of "Buzz" at your school is based on a combination of factors. You can see how staff rated the Mindset, Environment and Dialogue at your school below:

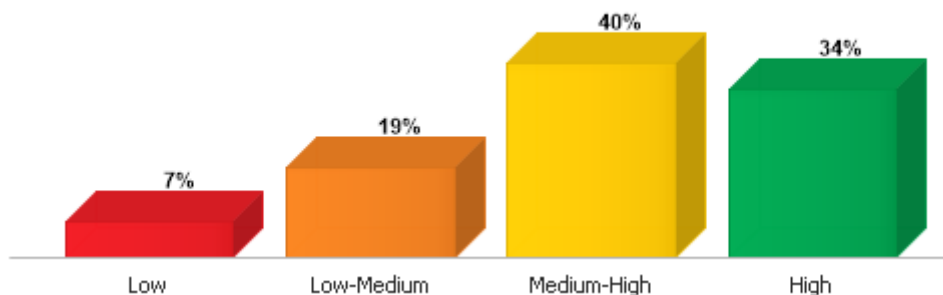
## MINDSET



## ENVIRONMENT



## DIALOGUE



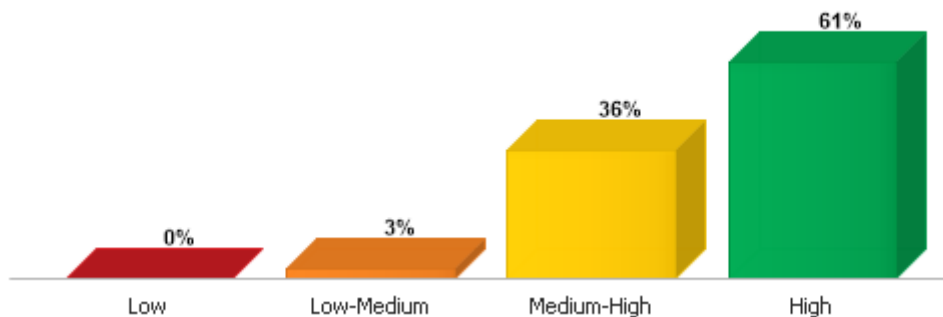
# How Your Staff See Themselves

One of the challenges for you as a leader is to know and understand the individuals that make up your staff group. Staff from your school recently completed the Buzz diagnostic. This is a summary of the results received:

## MINDSET



Our brains are very powerful. The way we perceive the world - our beliefs - shape our behaviours. Sometimes the beliefs we hold are positive: they help us grow. But some of our other beliefs are less useful and can hold us back. In the Buzz Diagnostic, staff answered a number of questions that unpack the way they think about their professional practice. This is a summary of results across the staff group:



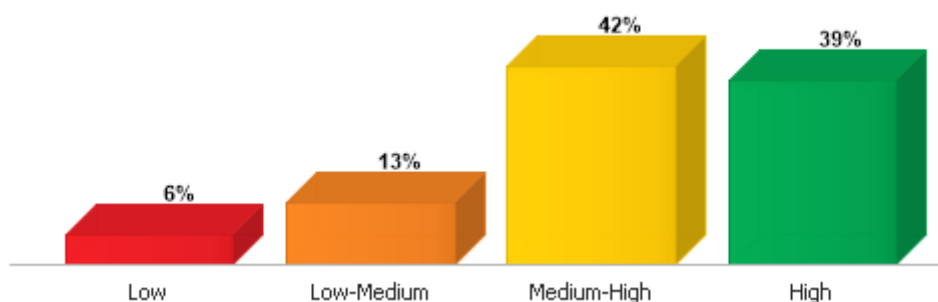


# ENVIRONMENT

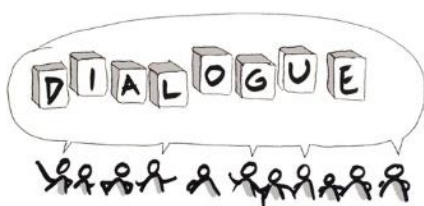


Compelling environments create an atmosphere that people want to be part of. They can drive us to do more, be more and contribute more. We each have a role to play in shaping our professional learning environment.

In the Buzz Diagnostic, staff answered a number of questions that unpack the way they contribute to their school environment. This is a summary of results across the staff group:

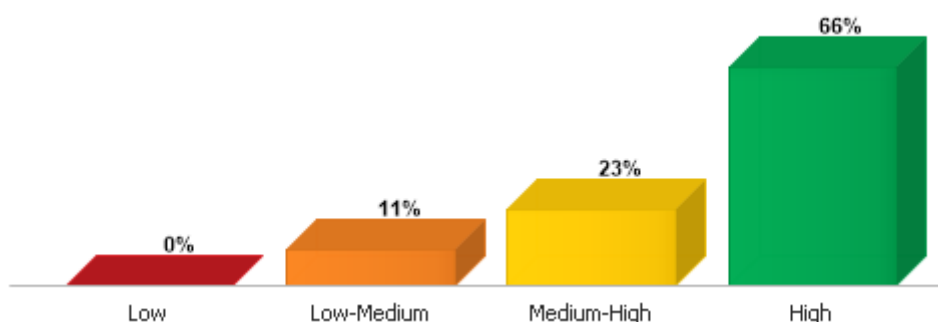


# DIALOGUE



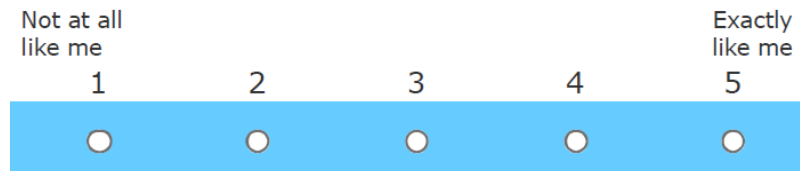
Authentic dialogue is respectful, dynamic, exciting and always focussed on collaborative teaching and learning in the classroom in our end game. The quality of our collaborative culture rests in the quality of our conversations.

In the Buzz Diagnostic, staff answered a number of questions that unpack the way they communicate. This is a summary of results across the staff group:



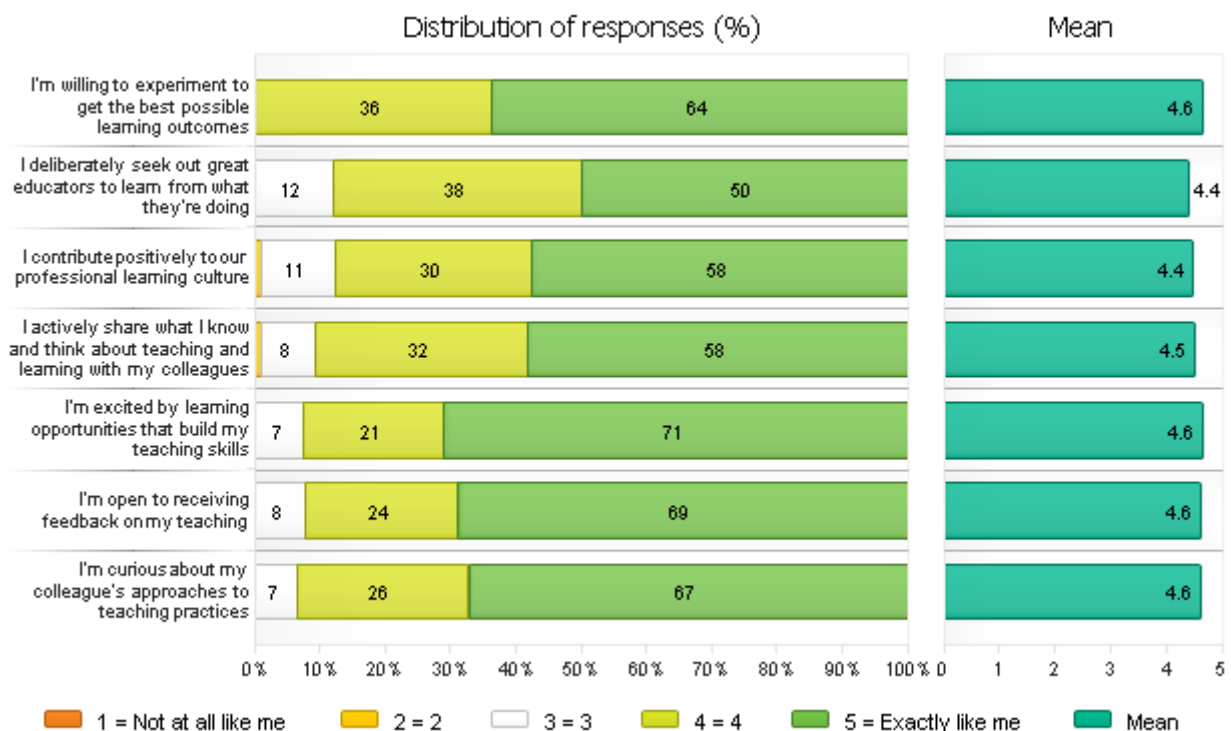
# Detailed Results - How Individuals Perceive Their Contribution

The first part of the Buzz diagnostic asks individuals about contribution to the learning culture within their school community. For each statement, staff have indicated how much the statement sounds like them, based on this scale:

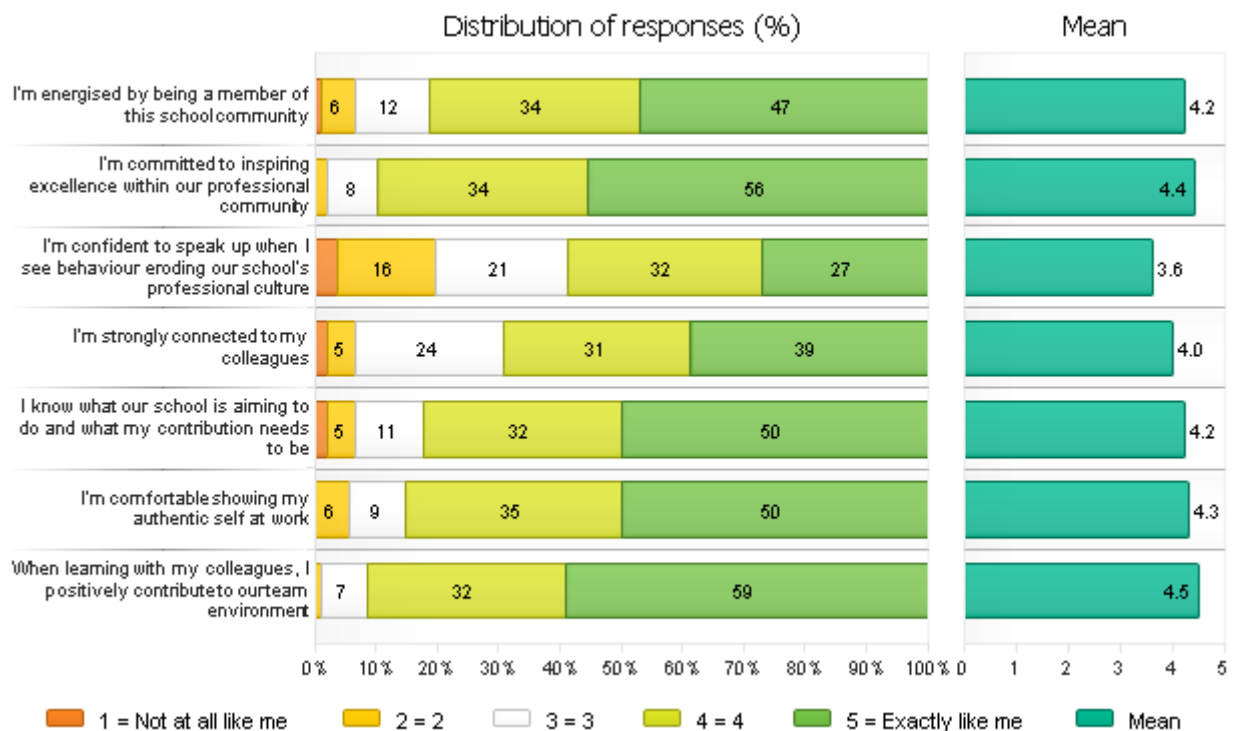


To help you unpack these results, take a look below to see how much staff feel that the individual statements in the Buzz diagnostic sound like them:

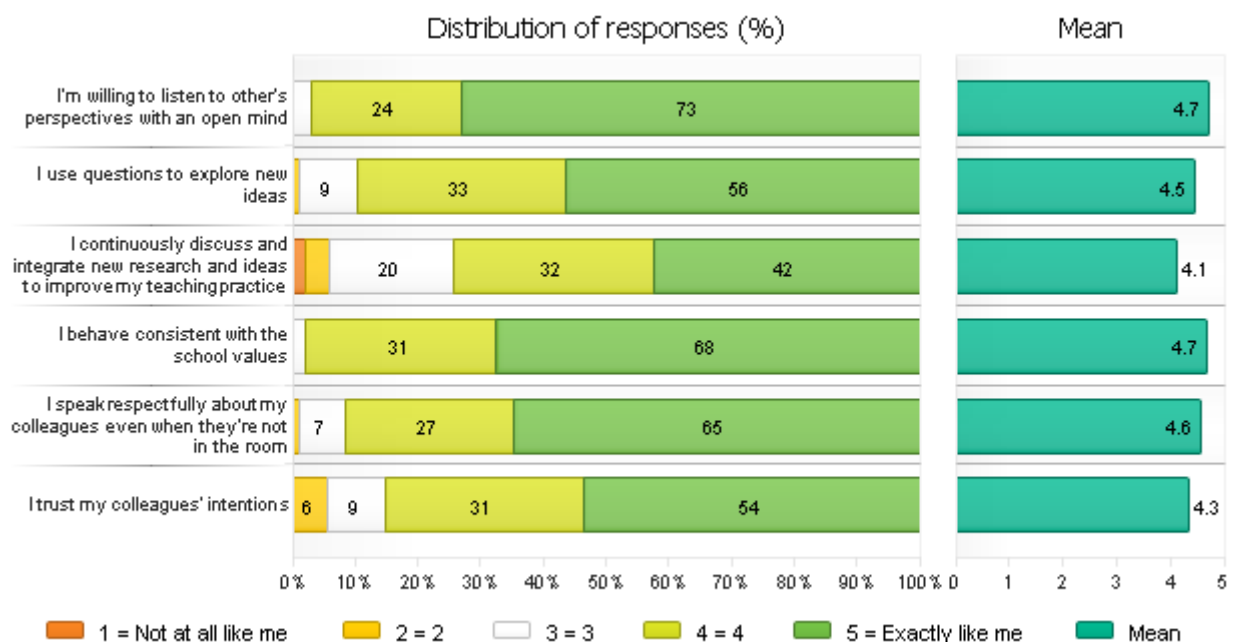
## MINDSET



# ENVIRONMENT

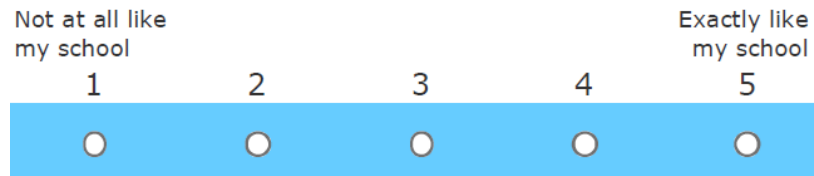


# DIALOGUE



# Detailed Results - How Individuals Perceive The School Learning Culture

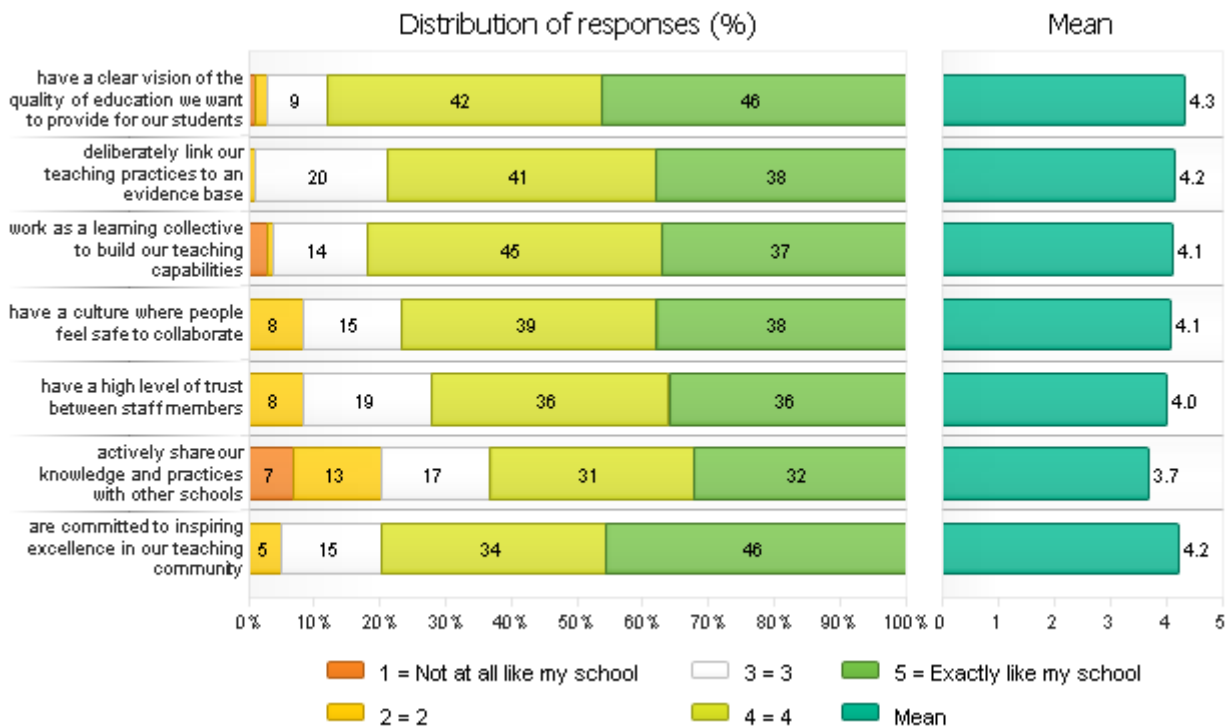
The second part of the Buzz diagnostic asks staff about the mindset, environment and dialogue in their school professional learning community. For each statement, staff have indicated how much the statement sounds like their school, based on this scale:



To help you unpack the results presented above, take a look below to see how much staff feel that the individual statements in the Buzz diagnostic sound like their school:

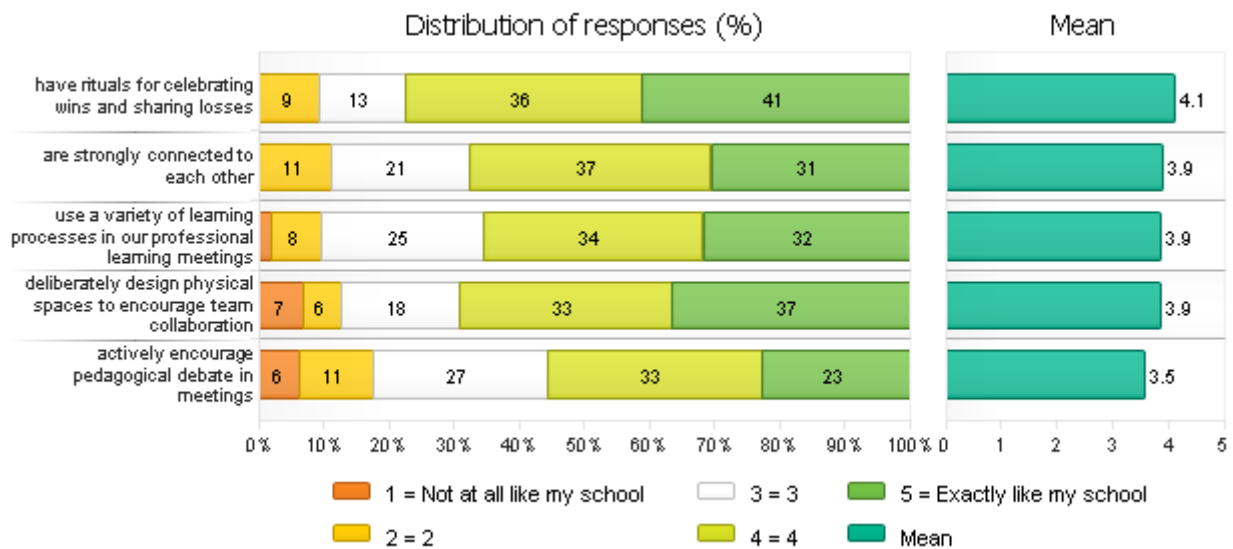
## MINDSET

As a school we...



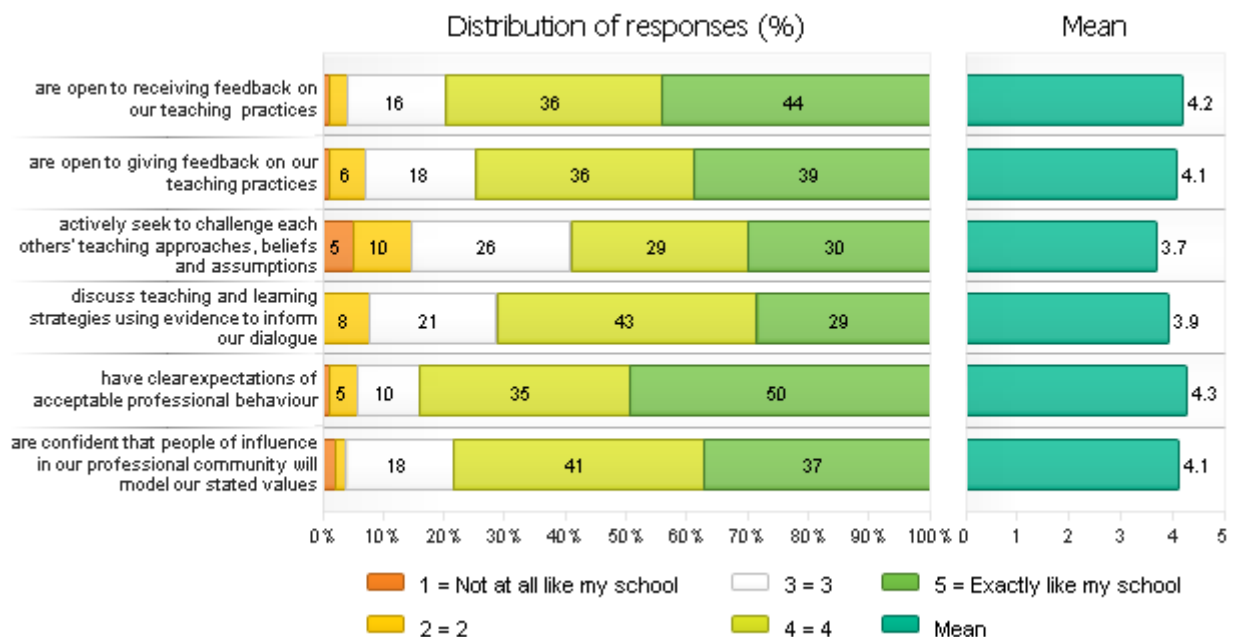
# ENVIRONMENT

As a school we...

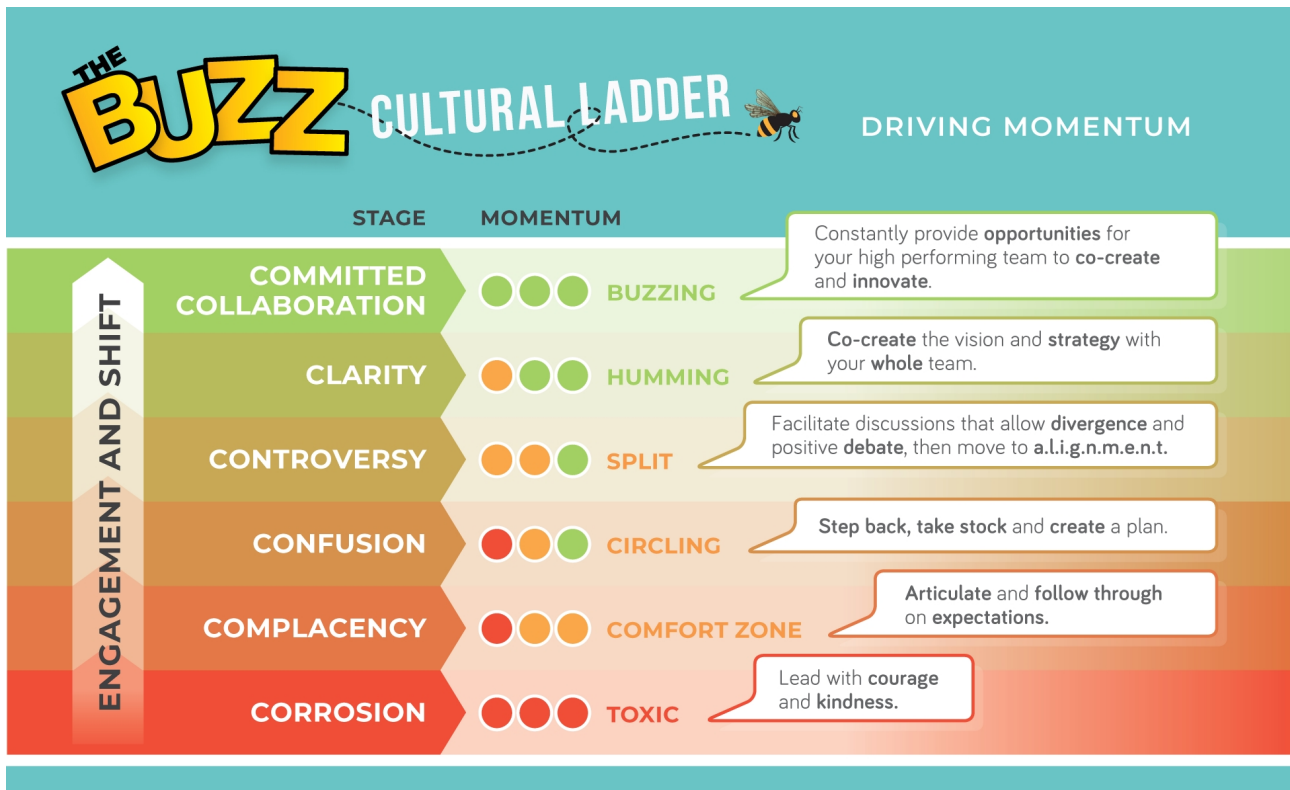


# DIALOGUE

As a school we...



This aggregated report provides a picture of what your staff think about your culture and the contribution they make to it. This report will assist you to plan a strategic approach to building the mindset, environment and dialogue required to strengthen the Buzz in your school. To discuss your results and the appropriate next steps, contact me by email or call me: 0417 317 563.



No matter where you are on the Buzz continuum, there is always opportunity to take the next steps towards extraordinary. More information on the 6 stages of The Buzz can be found in chapter 2 of The Buzz.



The Buzz Academy is an online community for schools and teams who are implementing the Buzz.

Your Membership gives you the resources, activities and community that will help you *build your school's professional learning culture and growth; gain committed collaboration from your team; and realise your school's potential.*

Your membership includes:

- Whole school access to Buzz Bites, 22 short, sharp videos that serve as a catalyst for further discussion and investigation at staff or team meetings, one-on-ones or leadership meetings
- Accompanying downloadable resources and activities for you to use. Links to readings and other resources
- Access to The Buzz Diagnostic, which will give you clear insights from your staff on how strong the Buzz is at your school
- Access to our Bonus Bites, a growing library of resources, videos, activities and more. These resources are created both by Tracey and our community
  - Access to The Buzz Community, where we come together to reflect, ask questions and share best practices. This also includes a live 30 minute virtual session each school term, where Tracey will answer questions and provide insights into the program
- Opportunity to nominate a remote or rural school to receive a complimentary membership

For more information on joining The Buzz Academy, contact [suzie@traceyward.com](mailto:suzie@traceyward.com).

# About Tracey



Tracey is known for her 'Ferocious Warmth' leadership approach and collaborative culture work. Tracey's collaborative framework for creating an environment of learning, trust and innovation is used in education and organisational systems throughout Australia. Her Buzz Diagnostic has been used by over 500 schools and has had over 11000 educators participate. Tracey has run leadership programs for education and system leaders for over 15 years in all education sectors in a number of states and in New Zealand

She has presented in conferences on programs alongside educational global leaders such as Professors John Hattie, Michael Fullan, Carol Dweck and Lynn Sharrat, Maggie Farrar and Pasi Sahlberg.

Tracey works extensively with principal and assistant principal networks throughout Australia.

As a speaker, author, educator and mentor, Tracey brings to any group she works with a range of models and positions that will spark the new thinking and discussion that needs to continue evolving in a complex and diverse global paradigm.

Tracey is an author of three books, 'The Buzz –Creating a Thriving and Collaborative Staff Learning Culture' designed for education leaders to support schools to bring about transformation in the classroom, 'Glue. The Stuff that Binds Us Together to do Extraordinary Work' for leaders across all sectors who want to lift beyond convention to create high performing teams. Her third book 'Ferocious Warmth - School Leaders Who Inspire and Transform' was released in March 2021.

Tracey has recently been awarded a 2020 National Fellowship by the Australian Council of Education Leaders (Vic). She is a Certified Speaking Professional, an accreditation of Professional Speakers Australia and was accredited in 2020 by eSpeakers as having high standards required for virtual presentations. '

Follow Tracey on LinkedIn or Twitter - @traceyezard