

**APPLICATION FOR RESEARCH REVIEW
LOWELL PUBLIC SCHOOLS DISTRICT INSTRUCTIONAL REVIEW BOARD
2019-2020**

NAME:	Evy Woodsmith
LOCATION OF EMPLOYMENT	Employed at Winnacunnet High School Working through the University of the Cumberland to obtain a PhD
APPROVAL FROM IRB (ORGANIZATION OR EDUCATIONAL INSTITUTION) *Please list name and attach approval letter*	Obtained from the University of the Cumberland
RESEARCH INFORMATION	
1. Description of Study:	This applied qualitative relationship research aims to address the problem of teacher retention. It looks to determine if there is a statistically significant difference in teacher retention between leadership styles. In particular, this study will analyze the difference between transformational, transactional, and Laissez-faire leadership.
2. Participants in the project:	
a. Unit of Study: (Teachers, students, etc.)	Teachers
b. Estimated amount of Participants:	All faculty will be invited to volunteer
c. Place an X in the box next to any of the following special populations involved in this study, if applicable.	<input type="checkbox"/> Minors <input type="checkbox"/> Students with disabilities <input type="checkbox"/> Other vulnerable populations- please identify *If working with students, please see #5
d. Age ranges:	Adult
e. Gender of Participants (check all that apply):	Male (X) Female (X)
f.	
3. Research Methodology:	

<p>a. How will this research be beneficial in advancing knowledge in the district?</p>	<p>This research examines what leadership techniques are the most effective for retaining teachers. Experienced teachers have higher levels of student achievement, so determining the most effective way to retain educators is essential to having high-achieving schools (Young, 2018).</p> <p>Young, S. (2018). Teacher Retention and Student Achievement: How to Hire and Retain Effective Teachers. Delta Kappa Gamma Bulletin, 84(3), 16–21.</p>
<p>b. Will this research create a strain on the district’s staff and/or resources? Please describe.</p>	<p>This research will not strain the staff or resources. The volunteers would complete a 10-15-minute-long online survey. This survey can be done at their convenience and can be completed in more than one session if necessary.</p>

c. Describe the procedures involved in the collection or review of the data in sufficient detail so that the IRB can evaluate safety and risks to human participants.

If necessary, please review the attached NIH “Protecting Human Research Participants” PDF for additional info.

This online survey is completed anonymously by the volunteers through the Mind Garden website. The only identifying data collected is the name of the school where they are employed. This information is only available to the researcher and will not be included in the published study

d. What form of data collection will this research take? Check all that apply:

- Survey
 - Experiment
 - Interview (Group)
 - Interview (Individual)
 - Existing Records
 - Observation
 - Other (Explain): _____
- *If using a survey, please see #8**

<p>e. Anonymity / Confidentiality.</p> <p>1) If the responses are to be anonymous, explain the procedure you will follow so that participants' responses are in fact anonymous.</p> <p>2) If the responses are NOT anonymous, explain the procedure you will follow so that the responses will held in confidence.</p>	<p>Is your study anonymous? (X) yes () no</p> <p>If not anonymous, is your study confidential? () yes () no</p> <p>The surveys are completed through Mind Garden, which does not record the volunteer's personal information. The only information provided to the researcher is the name of the school and the survey responses. These responses do not include any questions that would allow for identifying the individual or school.</p>
<p>f. Data Safety and Reporting:</p>	<p>The data collected by Mind Garden will be stored on their Secure Sockets Layer (SSL) encrypted servers, and access will be limited to essential staff. After one year, the data will be deleted to ensure its security. All downloaded data will be stored on a password-protected laptop with a backup in a secure cloud location. The data will be deleted three years from when the dissertation has been successfully completed. The cumulative results of the responses will be used in the published dissertation.</p>
<p>4. Level of Review:</p>	
<p>a. Researcher's classification of the project. (See Guidelines): (The IRB will make the final determination.)</p>	<p>(X) No Risk () Minimal Risk () Risk</p> <p>[Is there any potential harm for research participants or the district?]</p>
<p>b. If MINIMAL RISK or RISK, identify the potential risks:</p>	<p>None</p>

<p>5. Informed Consent Form. If any risks are identified, you must submit an Informed Consent Form for approval.</p> <p>*Parental Consent Forms MUST be used if minors are included in study, in predominant language of parent.*</p>	<p><input checked="" type="checkbox"/> See attached (either at the end of this form, or as a separate file attachment on the electronic submission website)</p> <p><input type="checkbox"/> Not applicable</p>
<p>6. Will deception (purposefully misleading participants as to the purpose of the study) be used?</p> <p>YES () NO (X)</p> <p>If yes:</p> <ul style="list-style-type: none"> a. Describe the deception. b. Justify the use of deception. c. Explain how participants will be debriefed as to the real purpose of the study. d. Attach a copy of the debriefing statement or script. 	
<p>7. List all other institutions co-operating in the project. Attach <u>written permission from each to your application.</u></p>	

<p>8. <u>A</u>ttach a copy of the survey or interview questions associated with your project.</p>	<p>(X) See attached (Appendix #)</p> <p>() Not applicable</p>
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