

2006-2007 # of Allan EL Respondents	2007-2008 # of Allan EL Respondents	2007-2008 # of All EL Respondents
	9	2786
	3	373
	6	773
	<b>25</b>	<b>4,220</b>

Effect sizes (Cohen's  $d$ ) are a  
 measure of the magnitude of the difference  
 where  $d = \frac{\text{mean difference}}{\text{SD}}$ .

Note: It is desirable to have an average response of at least 3.0, indicated in

**Collegial Leadership.** This subscale consists of 7 items that address the degree to which the principal meets the social needs of the faculty as well as works toward achieving the goals of the school. Collegial leadership involves treating teachers and staff as professional colleagues, with openness, egalitarianism, and friendliness, but at the same time setting clear expectations and standards for performance.

Table 4. Results for Collegial Leadership

	Allan EL Avg 2005-06	Allan EL Avg 2006-07	Allan EL Avg 2007-08	All EL Average 2007-08
1. The principal explores all sides of topics and admits that other opinions exist.				

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. <sup>a</sup>Item was reverse-scored such that a response of “Rarely Occurs” was scored as a 4. <sup>Δ</sup> <sup>Δ</sup> indicate increases and decreases from the previous year.

***Achievement Press.*** This subscale consists of 8 items that describe the extent to which the school has set high but achievable academic standards and goals. Achievement press is marked by students who persist,

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. <sup>a</sup>Item was reverse-scored such that a response of “Rarely Occurs” was scored as a 4. <sup>á</sup> <sup>â</sup> indicate increases and decreases from the previous year.





The first step in improving campus climate is to look at your school's score for each of the climate subscales (shown in Table 2 on page 2). These will help you to identify areas where