

2009-2010 AISD Campus Staff Climate Survey Barton Hills Elementary School

A healthy school climate is characterized by positive relationships among students, all campus staff, and the community. School climate is a key factor in several important outcomes including student achievement, reduced violence, higher morale, and faculty trust (Hoy, Smith, & Sweetland, 2002). More specifically, research in AISD indicates that staff climate survey results are related to student Texas Assessment of Knowledge and Skills (TAKS) performance in both math and reading (Bush-Richards, Cornetto, & Schmitt, 2008; Schmitt, 2006). The figure below represents how campus climate can facilitate student academic growth.

The image below displays factors that are known to be related to student academic growth. In this report, we focus on Staff Climate (circled in red), which has been measured with seven survey subscales: Teacher Support, Community Engagement, Collegial Leadership, Professional Teacher Behavior, Achievement Press, General Climate and Data Vision.

The graphs below depict Barton Hills's staff climate ratings over time, as well staff climate ratings across all Elementary Schools in 2009-10. Scores over 3.0 are desirable, as indicated by the red dashed line in the graphs below. The first step in improving campus climate is to examine the score for each area (Figure 2).

For 2009-10, Barton Hills staff rated **Behavioral Management** the highest of all climate areas. Alternatively, Barton Hills staff rated **Data Vision** the lowest of all climate areas. In the appendix, you will find the individual items that make up **Behavioral Management** and **Data Vision**. Examine these items and consider possible areas for campus improvement. Make note of any item with an arrow, which indicates an average rating that is meaningfully higher or lower

Collegial Leadership Subscale Items	Barton Hills			
	2007-08	2008-09	2009-10	
2. The principal explores all sides of topics and admits that other opinions exist.	3.1		3.4	2.9
10. The principal puts suggestions made by faculty into operation.	2.6		3.2	2.8
11. The principal treats all faculty members as his or her equal.	2.7		3.2	2.9
16. The principal lets faculty know what is expected of them.	3.3		3.5	3.3
18. The principal is willing to make changes.	2.9		3.2	2.9
22. The principal maintains definite standards for performance.	3.4		3.3	3.3
35. The principal is friendly and approachable.	3.2		3.5	3.1
Collegial Leadership Subscale	3.0		3.3	3.0



3. The school sets high standards for academic performance.

APPENDIX

General Climate Subscale Items	Barton Hills			All Elementary Schools
	2007-08	2008-09	2009-10	
24. Campus staff are friendly to each other.	3.5	3.6	3.4	3.3
27. Campus staff exhibit pride in their affiliation with the school.	3.5	3.7	3.6	3.2
28. Campus staff are willing to go out of their way to help.	3.5	3.5	3.3	3.2
29. Campus staff accomplish their jobs with enthusiasm.	3.3	3.5	3.4	3.0
30. Campus staff are committed to their jobs.	3.5	3.5	3.6	3.3
37. The goals of my school are made clear.	3.5	3.6	3.6	3.3
General Climate Subscale	3.4	3.6	3.4	3.2

Note: It is desirable to have a response of at least 3.0.

To the best of your knowledge, how often do the following events occur at your school?	Barton Hills			All Elementary Schools
	2007-08	2008-09	2009-10	
50. Student racial tension	0.3	0.3	0.3	0.9
51. Student bullying	1.3	1.2	1.1	1.8
52. Widespread disorder in classrooms	0.3	0.4	0.3	1.0
53. Student acts of disrespect for Teachers	0.9	0.8	1.0	1.7
54. Student acts of disrespect for Nonteaching Professional or Administrative Staff	0.8	0.8	1.1	1.5
55. Student acts of disrespect for Classified or Support Staff	0.8	0.8	1.0	1.5
56. Gang activities	0.1	0.0	0.2	0.5

Note: It is desirable to have a response of less than 2.0

How satisfied are you with the way your campus addresses:	Barton Hills		All Elementary Schools
	2008-09	2009-10	
57a. Student Behavior	3.7	3.6	3.1
57b. Classroom Management	3.7	3.7	3.3
57c. Common Area Management	3.5	3.5	3.2
Behavior Management Subscale	3.6	3.6	3.2

Note: It is desirable to have a response of at least 3.0.

To the best of your knowledge, how often do the following events occur at your school?	Barton Hills		2009-10		All Elementary Schools	
	2008-09 No	2008-09 Yes	2009-10 No	2009-10 Yes	No	Yes
58. There is a behavior support team (other than PBS or IMPACT) on my campus.	n/a	n/a	43%	57%	25%	75%
59. I am regularly updated about PBS activities/progress.	n/a	n/a	71%	29%	47%	53%
60. I have used PBS strategies in the classroom/common area.	n/a	n/a	46%		15%	86%
61. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School to Community Liaisons, etc.	3%	81%	3%		8%	92%
62. I feel there is consistent reinforcement of commendable student behavior on my campus.	3%	86%	12%		21%	80%
63. I know how to refer students to external agencies such as Communities in Schools (CIS), Safe Place, etc.	28%	44%	18%		27%	73%
Average Percentage	11%	69%	32%		26%	74%

Data Vision These two items were new to the survey this year and addressed the extent to which teachers utilize student data in their work. Response options ranged from strongly disagree (1) to strongly agree (4). High scores indicate higher levels of data vision.

Data Vision	Barton Hills 2009-10	All Elementary Schools
40. There are clear goals and structures for teaching and learning in AISD.	3.2	3.2
41. There is a clear vision for the use of data to inform education in AISD.	3.1	3.1
Total Data Use Subscale	3.2	3.2

Note: It is desirable to have a response of 3.0 or higher.

REFERENCES

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