

AISD



Survey Report

**AUSTIN INDEPENDENT SCHOOL DISTRICT
STAFF CLIMATE SURVEY RESULTS 2008-2009**

BLACKSHEAR ELEMENTARY

A healthy school climate is characterized by positive relationships among students, all

RESULTS FOR BLACKSHEAR ELEMENTARY

Survey results for Blackshear for the past 3 years are summarized here. To indicate which changes are most meaningful from year to year, statistically significant changes are flagged with up or down arrows (↑ ↓).⁸ To help put results in context, 2008-2009 results also are provided for all AISD elementary campus staff. Table 2 provides an overview of the results for Blackshear by subscale for the past 3 years.

Campuses with higher Overall Climate scores are characterized by more positive relationships among administrators, staff, teachers, and students. If Blackshear's Overall Climate score was over 3.0, the staff viewed the school environment positively. If Blackshear's Overall Climate score was below 2.5, the campus did not ha

SCHOOL CLIMATE DIMENSIONS

The first step in improving campus climate is to look at the score for each of the Climate subscales (Table 2). These scores can help in id

Collegial Leadership. Collegial Leadership involves treating teachers and staff as

Professional Teacher Behavior. This subscale consisted of 8 items that addressed the degree to which respondents indicated respect for colleagues’ competence, commitment to students, autonomous judgment, and mutual cooperation and support among the faculty. The individual item and average subscale scores for Blackshear and for all elementary schools are shown in Table 5.

Table 5. Professional Teacher Behavior for Blackshear and All Elementary Campuses

Professional Teacher Behavior	Blackshear			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
4. Teachers help and support each other.	3.13	3.55	3.38	3.29

General Climate. These items measure the extent to which all campus staff are friendly towards each other and work towards clear, common goals. The individual item and subscale averages for Blackshear and for all elementary schools are shown in Table 7.

Table 7. General Climate for Blackshear and All Elementary Campuses

General Climate	Blackshear			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
24. Campus staff are friendly to each other.	3.43	3.36	3.53^a	3.28
27. Campus staff exhibit pride in their affiliation with the school.	2.82	3.10^a	3.08	3.17
28. Campus staff are willing to go out of their way to help.	2.95	3.21^a	3.36^a	3.18
29. Campus staff accomplish their jobs with enthusiasm.	2.74	3.03^a	3.05	3.05
30. Campus staff are committed to their jobs.	3.25	3.64^a	3.45^a	3.30
37. The goals of my school are made clear.	3.32	3.46	3.33	3.32
General Climate subscale	3.09	3.34^a	3.29	3.21

Note. It is desirable to have a response of at least 3.0; responses of at least 3.0 are noted in bold.

SCHOOL SAFETY, BEHAVIOR MANAGEMENT, AND POSITIVE BEHAVIOR SUPPORT

The next section of the survey addressed the safety of the school environment for students and staff, including the prevalence of undesirable student behavior on campus, staff satisfaction

PBS. These items were new to the survey in 2008-2009 and addressed staff knowledge and behaviors related to PBS. Response options included *yes*, *no*, *don't know*, and *N/A*. For each item, the percentage of staff who answered *yes* and *no* are provided in Table 10, along with the average percentage of *yes* and *no* responses across the 4 items.

Table 10. Positive Behavior Support for Blackshear and All Elementary Campuses

Positive Behavior Support	Blackshear 2008-2009		All EL 2008-2009	
	No	Yes	No	Yes
56. I have taught students the guidelines for success in the form of rules/expectations for one or more settings.	0%	76%	10%	72%
57. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School to Community Liaisons, etc.	9%	79%	8%	75%
58. I feel there is consistent reinforcement of commendable student behavior on my campus.	14%	66%	14%	69%
59. I know how to refer students to external agencies such as Communities in Schools, Safe Place, etc.	3%	89%	23%	51%
Average percentage	9%	78%	14%	67%

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