

## **2009-2010 AISD Campus Staff Climate Survey**

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

In Fall 2009, 79% of teachers from Brown responded to the survey. Figure 3 represents

The graphs below depict Brown’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, Brown staff rated **Professional Teacher Behavior** the highest of all climate areas. Alternatively, Brown staff rated **Collegial Leadership** the lowest of all climate areas. In the appendix, you will find the individual items that make up **Professional Teacher Behavior** and **Collegial Leadership**. 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 than that of the previous year. Discuss these areas of strength and challenge with staff, and note the ways in which initiatives on campus have addressed or could address these issues during the current or next school year.

Brown’s highest score on the 2009-10 staff climate survey was Professional Teacher Behavior, which measures the extent to which teachers respect their colleagues competence, are committed to students, and foster a cooperative community on their campus. High levels of Professional Teacher Behavior are associated with academic achievement.

Brown’s lowest subscale score on the 2009-10 staff climate survey was Collegial Leadership, which measures the extent to which principals treat teachers and staff with openness, egalitarianism, and friendliness and set clear expectations for performance. Collegial Leadership has been linked to student academic achievement. For tips on ways to improve this aspect of school climate, please visit:  
[http://www.calstatela.edu/centers/schoolclimate/research/#climate\\_research](http://www.calstatela.edu/centers/schoolclimate/research/#climate_research)

Figure 2. Campus Climate Subscales for Brown from 2007-08 through 2009-10

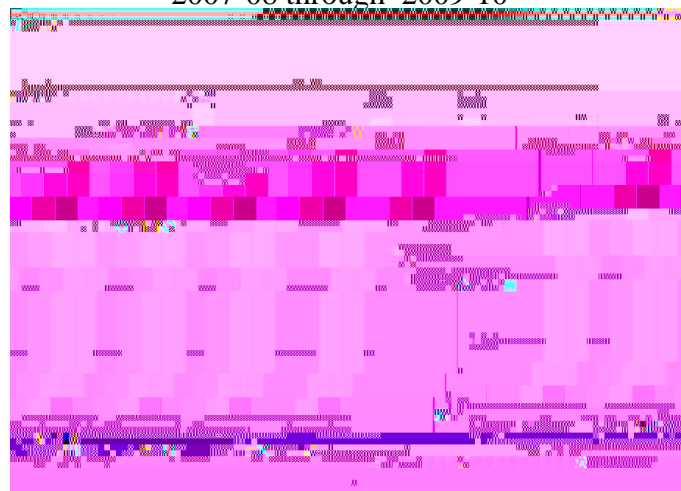
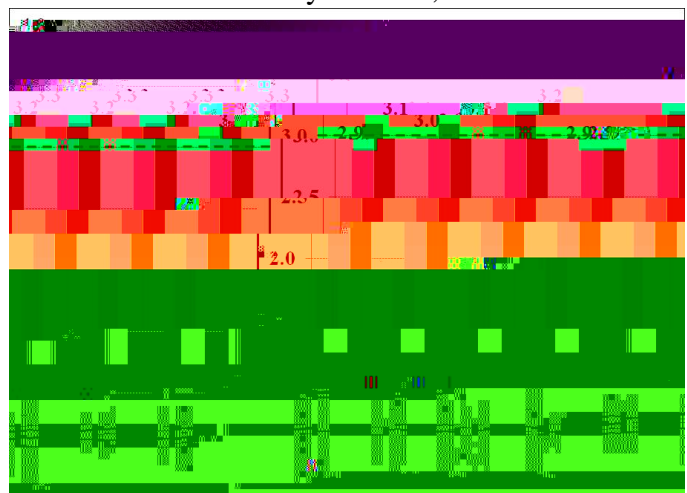



Figure 3. Campus Climate Subscales for Brown and all Elementary Schools, 2009-10



*Note.* The blue bars represent 2009-10 data for all Elementary Schools and the green bars represent 2009-10 data for Brown Elementary School.



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3. The school sets high standards for academic performance.
  6. Teachers in this school believe that their students have the ability to achieve academically.
  7. Parents exert pressure to maintain high standards.
  8. Academic achievement is recognized and acknowledged by the school.
  13. Parents press for school improvement.
  15. Students in this school can achieve the goals that have been set for them.
  19. Students respect others who get good grades.
  25. Students seek extra work so they can get good grades.
  32. Students try hard to improve on previous work.



## APPENDIX

General Climate Subscale Items	Brown			All Elementary Schools
	2007-08	2008-09	2009-10	
24. Campus staff are friendly to each other.	3.1	3.2	3.4	3.3
27. Campus staff exhibit pride in their affiliation with the school.	3.0	2.9	3.2	3.2
28. Campus staff are willing to go out of their way to help.	3.1	3.0	3.3	3.2
29. Campus staff accomplish their jobs with enthusiasm.	3.0	3.0	3.1	3.0
30. Campus staff are committed to their jobs.	3.3	3.1	3.4	3.3
37. The goals of my school are made clear.	3.3	3.2	3.3	3.3
<b>General Climate Subscale</b>	<b>3.1 </b>	<b>3.0 </b>	<b>3.3 </b>	<b>3.2</b>

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?	Brown			All Elementary Schools
	2007-08	2008-09	2009-10	
50. Student racial tension	0.5	0.8	0.8	0.9
51. Student bullying	1.1	1.4	1.1	1.8
52. Widespread disorder in classrooms	1.2	1.0	0.8	1.0
53. Student acts of disrespect for Teachers	1.4	1.4	1.0	1.7
54. Student acts of disrespect for Nonteaching Professional or Administrative Staff	1.1	1.2	0.9	1.5
55. Student acts of disrespect for Classified or Support Staff	1.0	1.1	1.0	1.5
56. Gang activities	0.2	0.2	0.5	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:	Brown		All Elementary Schools
	2008-09	2009-10	
57a. Student Behavior	2.9	3.1	3.1
57b. Classroom Management	3.1	3.4	3.3
57c. Common Area Management	3.1	3.3	3.2
Behavior Management Subscale	3.0	3.3	3.2

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



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To the best of your knowledge, how often do the following events occur at your school?	Brown				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	21%	79%	25%	75%
59. I am regularly updated about PBS activities/progress.	n/a	n/a	17%	83%	27%	73%
60. I have used PBS strategies in the classroom/common area.	n/a	n/a	8%	92%	15%	86%
61. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School to Community Liaisons, etc.	16%	65%	11%	92%	8%	92%
62. I feel there is consistent reinforcement of commendable student behavior on my campus.	14%	70%	17%	83%	21%	80%
63. I know how to refer students to external agencies such as Communities in Schools (CIS), Safe Place, etc.	41%	31%	45%	55%	27%	73%
Average Percentage	21%	60%	20%	80%	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	Brown 2009-10	All Elementary Schools
40. There are clear goals and structures for teaching and learning in AISD.	3.3	3.2
41. There is a clear vision for the use of data to inform education in AISD.	3.2	3.1
Total Data Use Subscale	3.3	3.2

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

**Teacher Support.** These eight items were new to the survey this year and addressed the extent to which teachers feel valued for their contributions on campus, for their hard work and generally supported on their campus. Response options ranged from strongly disagree (1) to strongly agree (4). High scores indicate higher levels of appreciation.

Teacher Support	Brown 2009-10	All Elementary Schools
42. My school values my contribution to its well-being.	3.4	3.2
43. My school appreciates my extra effort.	3.4	3.1
44. My school does not ignore my complaints.	3.2	3.0
45. My school really cares about my well-being.	3.4	3.1
46. My school acknowledges my good work.	3.4	3.1
47. My school cares about my general satisfaction at work.	3.3	3.0
48. My school shows a lot of concern for me.	3.3	3.0
49. My school takes pride in my accomplishments at work	3.3	3.0
Total Teacher Support Subscale	3.3	3.1

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

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## REFERENCES

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