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<b>Total</b>	<b>59</b>	<b>60</b>	<b>53</b>	<b>4,220</b>
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<sup>1</sup> Effect sizes (C)    13    15    7    773

## DOSS ELEMENTARY SCHOOL STAFF CLIMATE SURVEY RESULTS

Table 2. Subscale Scores for OCI and Additional Subscales

Overall Climate	External Influences	Collegial

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. Δ Δ indicate increases and decreases from the previous year.

**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

	Doss EL Avg 2005-06	Doss EL Avg 2006-07	Doss EL Avg 2007-08	All EL Average 2007-08
1. The principal explores all sides of topics and admits that other opinions exist.	<b>3.80</b>	<b>3.72</b>	<b>3.68</b>	<b>3.00</b>
9. The principal puts suggestions made by faculty into operation.	*	<b>3.07</b>	<b>3.25</b> <sup>á</sup>	2.70
10. The principal treats all faculty members as his or her equal.	<b>3.38</b>	<b>3.42</b>	<b>3.47</b>	2.93
15. The principal lets faculty know what is expected of them.	<b>3.78</b>	<b>3.75</b>	<b>3.87</b>	<b>3.25</b>
17. The principal is willing to make changes.	*	<b>3.48</b>	<b>3.56</b>	2.93
21. The principal maintains definite standards for performance.	*	<b>3.67</b>	<b>3.79</b>	<b>3.22</b>
34. The principal is friendly and approachable.	<b>3.69</b>	<b>3.67</b>	<b>3.77</b>	<b>3.21</b>
<b>Collegial Leadership Subscale</b>	*	<b>3.55</b>	<b>3.62</b>	<b>3.05</b>

**Professional Teacher Behavior.** This subscale consists of 8 items that address the degree to which there is respect for colleagues' competence, commitment to students, autonomous judgment, and mutual cooperation and support among the faculty.

Table 5. Results for Professional Teacher Behavior

	Doss EL Avg 2005-06	Doss EL Avg 2006-07	Doss EL Avg 2007-08	Average 2007-08
3. Teachers help and support each other.	*	<b>3.57</b>	<b>3.70</b>	<b>3.28</b>

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. <sup>á</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.

*Achievement Press.* This subscale consists of 8 items that d

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. á â indicate increases and decreases from the previous year.



**Safety.** The frequency and prevalence of undesirable student behaviors have been combined to form a score that indicates the overall staff perception of student behaviors. Scores have been converted to range from 1 (least desirable) to 4 (most desirable).

Table 10. Results for Safety Subscale Score

	Doss EL Avg 2005-06	Doss EL Avg 2006-07	Doss EL Avg 2007-08	All EL Average 2007-08
<b>Safety Subscale Score</b>	*	<b>3.66</b>	<b>3.45</b>	<b>3.17</b>

***Positive Student Behaviors and Staff Reinforcement of Positive Student Behaviors.***

This subscale measures the frequency and prevalence of positive student behavior and staff reinforcement of positive behaviors. Average scores for each item are shown in the table that follows.

Table 11. Results for Positive Student Behavior and Behavior Support

To the best of your knowledge, how often do the following events occur at your school?	Doss EL Avg 2005-06	Doss EL Avg 2006-07	Doss EL Avg 2007-08	All EL Average 2007-08
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