

AISD



Survey Report

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

DOSS ELEMENTARY

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 AISD Staff Climate Survey was developed from the research-based Organizational Climate Inventory (OCI), which measures several dimensions of school climate (Hoy et al., 2002) including *Collegial Leadership*, *Professional Teacher Behavior*, and *Achievement Press*. In addition to these items from the OCI, the 2008-2009 AISD Staff Climate Survey included items developed by researchers to measure *Community Engagement* (Tschannen-Moran, Parish, & DiPaola, 2006); climate items designed for relevance to all campus staff; school safety items; and items measuring the implementation of Positive Behavior Support (PBS) on campus. Related items were grouped together in *subscales*, and the average across subscale items was computed as a *subscale score*.

In Fall 2008, 4,216 elementary school staff responded to the survey, representing approximately 77% of elementary campus staff. Table 1 provides a summary of respondents from Doss by position type for the past 3 years.

Table 1. Survey Respondents for Doss and All Elementary Campuses by Position Type, 2006-

RESULTS FOR DOSS ELEMENTARY

Survey results for Doss 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 (↑ ↓).²⁵ 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 Doss by subscale for the past 3 years.

SCHOOL C

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 Doss and for all elementary schools are shown in Table 7.

Table 7. General Climate for Doss and All Elementary Campuses

General Climate	Doss			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
24. Campus staff are friendly to each other.	3.44	3.59	3.68	3.28
27. Campus staff exhibit pride in their affiliation with the school.	3.53	3.71	3.75	3.17
28. Campus staff are willing to go out of their way to help.	3.47	3.62	3.56	3.18
29. Campus staff accomplish their jobs with enthusiasm.	3.30	3.48	3.40	3.05
30. Campus staff are committed to their jobs.	3.55	3.63	3.61	3.30
37. The goals of my school are made clear.	3.73	3.81	3.73	3.32
General Climate subscale	3.44	3.55	3.63	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 with how student behavior was managed on each campus, and staff familiarity with issues related to PBS.

Undesirable Student Behaviors. These items measured staff reports about the frequency of selected undesirable student behaviors on campus. The items were rated on a scale of 0 (*never happens*) to 4 (*happens daily*). The individual item and average subscale scores for Doss and for all elementary schools are shown in Table 8. Items with *high* average responses (above 2.0) should be prioritized for improvement.

Table 8. Undesirable Student Behaviors for Doss and All Elementary Campuses

To the best of your knowledge, how often do the following events occur at your school?	Doss			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
40. Student racial tension	0.59	0.49	0.49	.82
41. Student bullying	1.42	1.45	1.38	1.65
42. Widespread disorder in classrooms	0.42	0.42	0.42	.90

0.59619.9469185m

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*.