

AISD



Survey Report

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

GARZA HIGH SCHOOL

RESULTS FOR GARZA HIGH S

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 identifying areas in which staff ratings were higher or lower than the desired subscale scores.

For 2008-2009, **the highest Climate subscale for Garza was Behavior Management.** Examine the individual items that make up Behavior Management and identify those that are particularly positive. Make note of any item that has a score marked by an arrow that indicates it is statistically higher than scores for that item in previous years. Discuss this area of strength with staff and note the ways in which initiatives on campus have addressed these issues in particular during the current school year.

To improve campus climate, it is beneficial to focus on subscales with the lowest scores. For example, **for 2008-2009, the lowest Climate subscale for Garza was Community Engagement.** Examine the individual items contributing to Community Engagement in the table below. Examine these individual items and their average responses to determine possible areas for campus improvement. Often, improving climate in one dimension will have a positive effect on other dimensions.

Each of the climate items was rated on a scale from **1** (*rarely occurs*) to **4** (*very frequently occurs*). Respondents also had the option of marking *N/A*; these responses were not used to compute the item averages.

Community Engagement. This subscale was new in 2008-2009 and consisted of 7 items that described the extent to which the school is responsive to and supported by outside influences, such as parents or citizen groups. The individual item and average subscale scores for Garza and for all High Schools are shown in Table 3.

Table 3. Community Engagement for Garza and All High School Campuses

Community Engagement	Garza 2008-2009	All HS 2008-2009
5. Our school makes an effort to inform the community about our goals and achievement.	3.29	3.24
9. Our school is able to enlist community support when needed.	3.14	2.87
20. Teachers feel pressure from the community.	2.42	2.97
26. Select citizen groups are influential with the board.	2.88	2.63
31. Community members attend meetings to stay informed about our school.	2.15	2.60

Collegial Leadership. Collegial Leadership involves treating teachers and staff as professional colleagues, and with openness, egalitarianism, and friendliness, but at the same time setting clear expectations and standards for performance. This subscale consisted of 7 items that addressed the degree to which the principal met the social needs of the faculty and worked toward achieving the goals of the school. The individual item and average subscale scores for Garza and for all High Schools are shown in Table 4.

Table 4. Collegial Leadership for Garza and All High School Campuses

Collegial Leadership	Garza			All HS
	2006-2007	2007-2008	2008-2009	2008-2009
2. The principal explores all sides of topics and admits that other opinions exist.	2.81	2.87	3.65	3.05
10. The principal puts suggestions made by faculty into operation.	2.70	2.75	3.37	2.81
11. The principal treats all faculty members as his or her equal.	2.68	2.51	3.54	2.98
16. The principal lets faculty know what is expected of them.	3.32	3.26	3.74	3.30
18. The principal is willing to make changes.	3.08	3.06	3.74	2.99
22. The principal maintains definite standards for performance.	3.42	3.39	3.59	3.29
35. The principal is friendly and approachable.	3.12	3.07	3.67	3.23
Collegial Leadership Subscale	3.02	2.98	3.61	3.09

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

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

Achievement Press. Achievement press is marked by students who persist, strive to achieve, and are respected by each other and teachers for their academic successes. This subscale consisted of 8 items that described the extent to which Garza has set high but achievable academic standards and goals. In addition, this subscale measured the extent to which parents, teachers, and principals exert pressure for high standards and school improvement. The individual item and average subscale scores for Garza and for all High Schools are shown in Table 6.

Table 6. Achievement Press for Garza and All High School Campuses

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 Garza and for all High Schools are shown in Table 7.

Table 7. General Climate for Garza and All High School Campuses

General Climate	Garza			All HS
	2006-2007	2007-2008	2008-2009	2008-2009
24. Campus staff are friendly to each other.	3.55	3.72	3.67	3.28
27. Campus staff exhibit pride in their affiliation with the school.	3.65	3.68	3.76	3.17
28. Campus staff are willing to go out of their way to help.	3.69	3.79	3.76	3.18
29. Campus staff accomplish their jobs with enthusiasm.	3.45	3.55	3.50	3.05
30. Campus staff are committed to their jobs.	3.64	3.76	3.62	3.30
37. The goals of my school are made clear.	3.38	3.55	3.57	3.32
General Climate subscale	3.37	3.51	3.65	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.