

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

The graphs below depict Garza's staff climate ratings over time, as well staff climate ratings across all High 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, Garza staff rated **General Climate** the highest of all climate areas. Alternatively, Garza staff rated **Community Engagement** the lowest of all climate areas. In the appendix, you will find the individual items that make up **General Climate** and **Community Engagement**. 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.

Garza's highest score on the 2009-10 staff climate survey was General Climate, which measures general work attitudes and affiliation among campus staff. High levels of General Climate are often associated with academic achievement



2. The principal explores all sides of topics and admits that other opinions exist.	2.9	
10. The principal puts suggestions made by faculty into operation.	2.7	
11. The principal treats all faculty members as his or her equal.	2.5wN8ly and	
16. The principal lets faculty know what is expected of them.		
18. The principal is willing to make changes.		
22. The principal maintains definite standards for performance.		
35. The principal is friendly and approachable.		
Collegial Leadership Subscale		

Achievement Press Subscale Items	All High Schools
3. The school sets high standards for academic performance.	3.2
6. Teachers in this school believe that their students have the ability to achieve academically.	3.1
7. Parents exert pressure to maintain high standards.	2.4
8. Academic achievement is recognized and acknowledged by the school.	3.2
13. Parents press for school improvement.	2.4
15. Students in this school can achieve the goals that have been set for them.	2.9
19. Students respect others who get good grades.	2.7
25. Students seek extra work so they can get good grades.	2.3
32. Students try hard to improve on previous work.	2.4
34. The learning environment is orderly and serious.	2.8
Achievement Press Subscale	2.7



50. Student racial tension

To the best of your knowledge, how often do the following events occur at your school?	2008-09	All High Schools
58. There is a behavior support team (other than PBS or IMPACT) on my campus.		84%
59. I am regularly updated about PBS activities/progress.		46%
60. I have used PBS strategies in the classroom/common area.		63%
61. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School to Community Liaisons, etc.		84%
62. I feel there is consistent reinforcement of commendable student behavior on my campus.		65%
63. I know how to refer students to external agencies such as Communities in Schools (CIS), Safe Place, etc.		77%
Average Percentage		

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	Garza 2009-10	All High Schools
40. There are clear goals and structures for teaching and learning in AISD.	3.4	3.1
41. There is a clear vision for the use of data to inform education in AISD.	3.3	2.9
Total Data Use Subscale	3.3	3.0

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

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