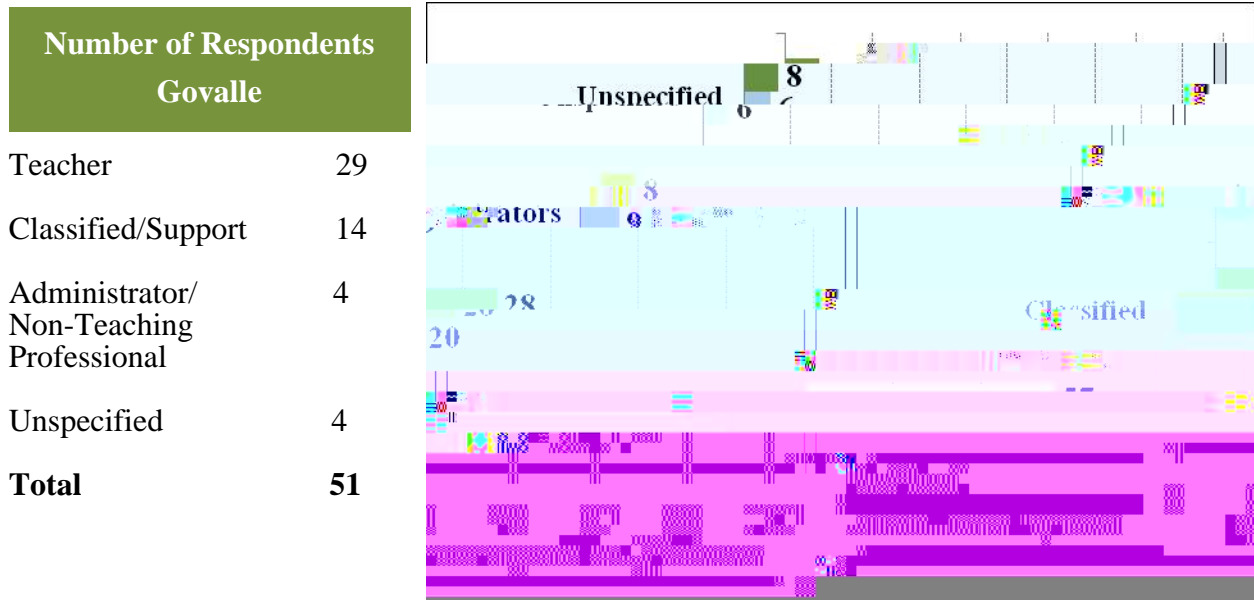


## **2009-2010 AISD Campus Staff Climate Survey**

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,

In Fall 2009, 91% of teachers from Govalle responded to the survey. Figure 3 represents the percentage of respondents at Govalle (depicted in dark green) and across all Elementary Schools (light blue) who identified themselves as teachers, classified/support staff, or administrators and non-teaching professionals, plus the number who did not specify a staff role. This information will help you to generalize the findings to the rest of your campus community.

Figure 3. Percentage of Respondents at Govalle in 2009-10 by group and level



Staff results for Govalle for the 2009-10 school year year are highlighted on the next page. Please pay close attention to the call-out boxes that appear in red and green as they highlight specific campus climate areas that Govalle can improve, as well as areas in which Govalle excels. You may visit the following websites for resources and tips on how to improve campus climate in general, and specific resources for improving the area of Govalle's lowest subscale score are provided on the next page.

- <http://www.schoolclimate.org/climate/council.php>
- <http://www.turningpts.org/pdf/Family.pdf>
- <http://www.schoolsecurity.org/>
- <http://ccsr.uchicago.edu>

The appendix provides you with more detailed information regarding Govalle's campus climate from 2007-08 through 2009-10. Please review the individual items on each subscale with particular attention to how Govalle's average ratings have changed or remained consistent over time. To indicate which changes are most meaningful from year to year, statistically meaningful changes are flagged with up or down arrows. Please share the results of this report with all campus staff and your Campus Advisory Council to inform campus improvement planning.

The graphs below depict Govalle’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, Govalle staff rated **Behavioral Management** the highest of all climate areas. Alternatively, Govalle staff rated **Community Engagement** the lowest of all climate areas. In the appendix, you will find the individual items that make up **Behavioral Management** 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.

Govalle’s highest score on the 2009-10 Campus Climate Survey was Behavioral Management, which measures how your campus addresses student behavior and classroom management. Positive ratings of Behavioral Management are associated with academic achievement. We encourage your campus to keep fostering a positive learning environment.

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

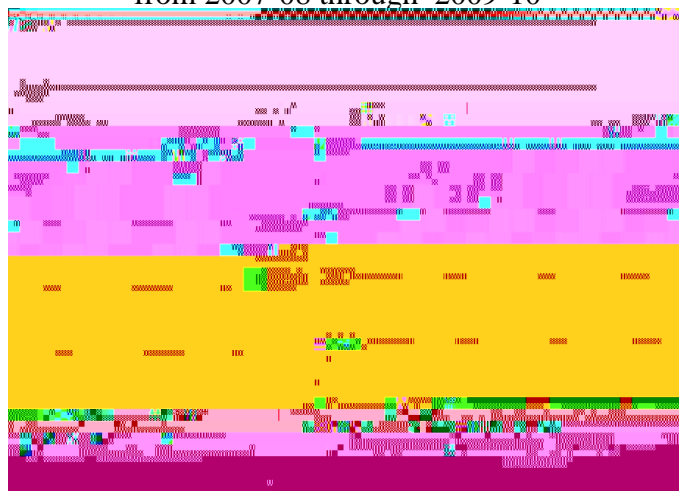
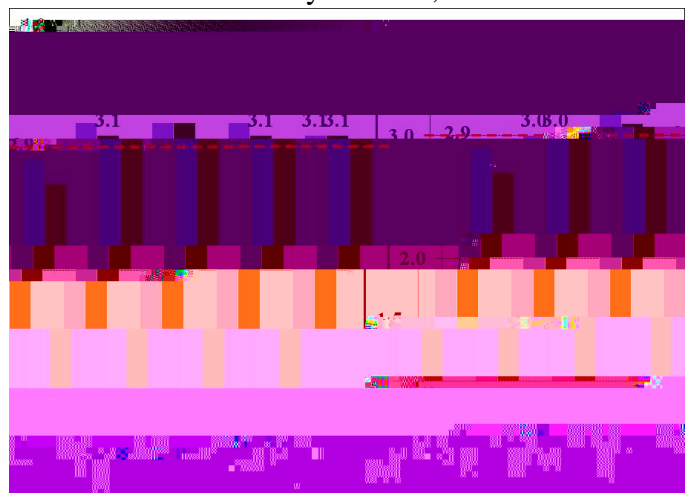


Figure 3. Campus Climate Subscales for Govalle and all Elementary Schools, 2009-10



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

Govalle’s lowest subscale score on the 2009-10 staff climate survey was Community Engagement, which measures a school’s relationship with its community, parental involvement, and the degree to which the school provides the community with information about its accomplishments. Community Engagement has been found to contribute to both academic achievement and teacher engagement. For more resources on Community Engagement, please visit:



2. The principal explores all sides of topics and admits that other opinions exist.





10. The principal puts suggestions made by faculty into operation.

11. The principal treats all faculty members as his or her equal.

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**APPENDIX**

Achievement Press Subscale Items	2007-08	Govalle 2008-09	2009-10	All Elementary Schools
3. The school sets high standards for academic performance.	2.9	3.1	3.3	3.5
6. Teachers in this school believe that their students have the ability to achieve academically.	3.1	3.2	3.2	3.4
7. Parents exert pressure to maintain high standards.	1.7	1.7	2.1	2.4
8. Academic achievement is recognized and acknowledged by the school.	2.9	3.0	2.9	3.3
13. Parents press for school improvement.	1.9	1.8	2.2 	2.4
15. Students in this school can achieve the goals that have been set for them.	2.6	2.6	2.9	3.1
19. Students respect others who get good grades.	2.6	2.6	2.7	3.0
25. Students seek extra work so they can get good grades.	1.8	1.8	2.1	2.3
32. Students try hard to improve on previous work.	2.2	2.4	2.5	2.7
34. The learning environment is orderly and serious.	3.0	2.8	3.2	3.1
Achievement Press Subscale	2.5	2.5	2.7 	2.9

- 4. Teachers help and support each other.
- 12. Teachers respect the professional competence of their colleagues.
- 14. The interactions between faculty members are cooperative.
- 17. Teachers in this school exercise professional judgment.
- 21. Teachers go the extra mile with their students.
- 23. Teachers provide strong social support for colleagues.
- 33. Teachers accomplish their jobs with



3.0  
1.8  
2.2  
3.0

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3.2



	2007-08		All Elementary Schools
50. Student racial tension			0.9
51. Student bullying			1.8
52. Widespread disorder in classrooms			1.0
53. Student acts of disrespect for Teachers			1.7
54. Student acts of disrespect for Nonteaching Professional or Administrative Staff			1.5
55. Student acts of disrespect for Classified or Support Staff			1.5
56. Gang activities			0.5

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58. There is a behavior support team (other than PBS or IMPACT) on my campus.

59. I am regularly updated about PBS activities/progress.

60. I have used PBS strategies in the classroom/common area.

61. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School

**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	Govalle 2009-10	All Elementary Schools
40. There are clear goals and structures for teaching and learning in AISD.	3.1	3.2
41. There is a clear vision for the use of data to inform education in AISD.	3.1	3.1
Total Data Use Subscale	3.1	3.2

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

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