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<b>Total</b>	<b>45</b>	<b>55</b>	<b>71</b>	<b>4,220</b>
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<sup>1</sup> Effect sizes (Cohen's d) were calculated using the means from 2006-2007 and 2007-2008. Effect sizes (Cohen's d) were calculated using the means from 2006-2007 and 2007-2008.

## HIGHLAND PARK ELEMENTARY SCHOOL STAFF CLIMATE SURVEY RESULTS

Table 2. Subscale Scores for OCI and Additional Subscales

The table content is redacted with a solid black box.

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. <sup>Δ</sup> <sup>Δ</sup> indicate increases and decreases from the previous year.



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. <sup>á</sup> <sup>â</sup> indicate increases and decreases from the previous year.

**Frequency of Selected Student Behaviors.** This subscale measures the frequency of selected undesirable student behaviors. The items were rated on a scale of 0 (*Never Happens*) to 4 (*Happens Daily*). Average scores for each item are shown in the table that follows.

Table 8. Results for Frequency of Undesirable Student Behaviors

To the best of your knowledge, how often do the following events occur at your school?	Highland Park EL Avg 2005-06	Highland Park EL Avg 2006-07	Highland Park EL Avg 2007-08	All EL Average 2007-08
38. Student racial tension	<b>0.38</b>	<b>0.44</b>	<b>0.53</b>	<b>0.88</b>
39. Student bullying	<b>1.51</b>	<b>1.57</b>	<b>1.35â</b>	<b>1.66</b>

Note: It is desirable to have an average response of *less than 2.0*, indicated in **bold** type. â â Indicate increases and decrease in the frequency of each behavior 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

	Highland Park EL Avg 2005-06	Highland Park EL Avg 2006-07	Highland Park EL Avg 2007-08	All EL Average 2007-08
<b>Safety Subscale Score</b>	*	<b>3.25</b>	<b>3.45<sup>a</sup></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?	Highland Park EL Avg 2005-06	Highland Park EL Avg 2006-07	Highland Park EL Avg 2007-08	All EL Average 2007-08
45. <sup>a</sup> Commendable student behavior	<b>3.93</b>	<b>3.39</b>	<b>3.47</b>	<b>3.25</b>
46. <sup>a</sup> Staff reinforcement of commendable student behavior	<b>3.75</b>	<b>3.47</b>	<b>3.43</b>	<b>3.27</b>

