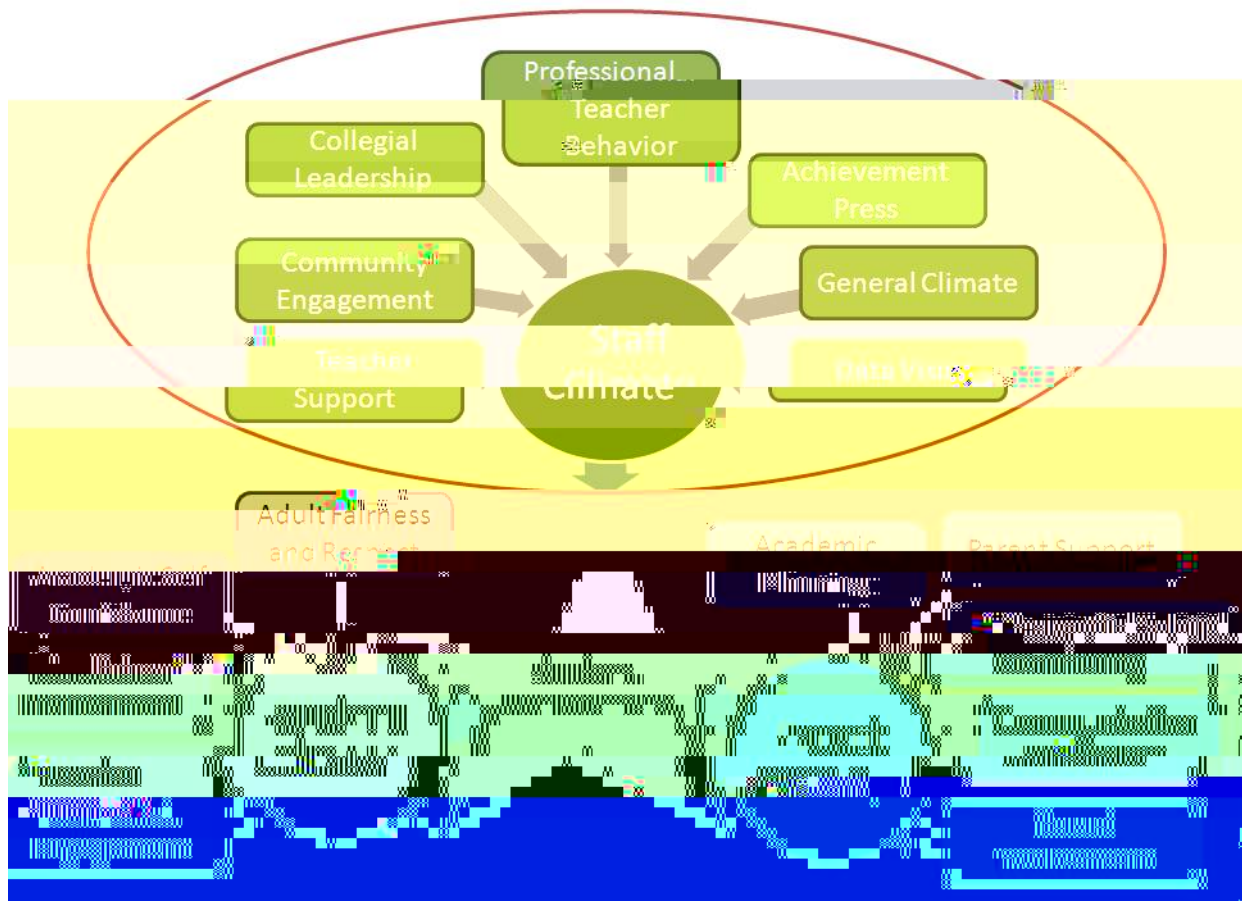


2009-2010 AISD Campus Staff Climate Survey

Kealing Middle School

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 figure below represents how campus climate can facilitate student academic growth.

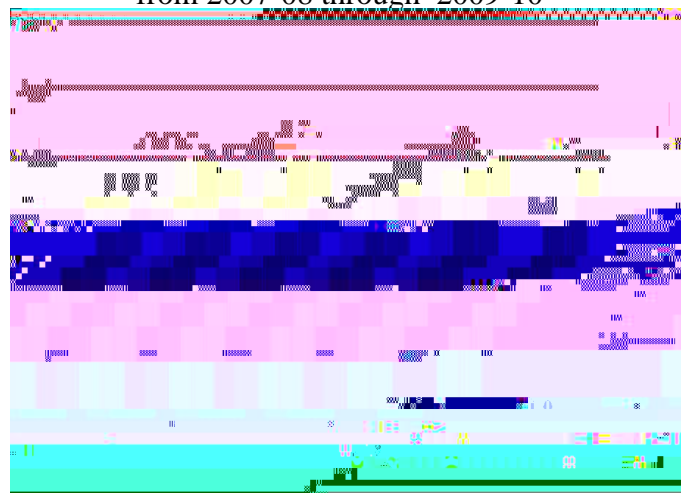
The image below displays factors that are known to be related to student academic growth. In this report, we focus on Staff Climate (circled in red), which has been measured with seven survey subscales: Teacher Support, Community Engagement, Collegial Leadership, Professional Teacher Behavior, Achievement Press, General Climate and Data Vision.



The graphs below depict Kealing’s staff climate ratings over time, as well staff climate ratings across all Middle 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).

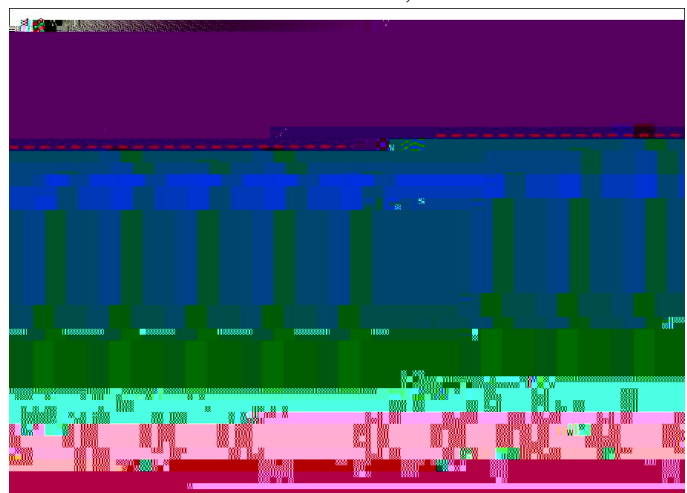
For 2009-10, Kealing staff rated **Professional Teacher Behavior** the highest of all climate areas. Alternatively, Kealing staff rated **Community Engagement** the lowest of all climate areas. In the appendix, you will find the individual items that make up **Professional Teacher Behavior** and **Community 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.

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



Kealing’s highest score on the 2009-10 staff climate survey was Professional Teacher Behavior, which measures the extent to which teachers respect their colleagues competence, are committed to students, and foster a cooperative community on their campus. High levels of Professional Teacher Behavior are associated with academic achievement.



Figure 3. Campus Climate Subscales for Kealing and all Middle Schools, 2009-10













Kealing’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: <http://www.turningpts.org/pdf/Family.pdf>

Note. The blue bars represent 2009-10 data for all Middle Schools and the green bars represent 2009-10 data for Kealing Middle School.

APPENDIX

Community Engagement Subscale Items	Kealing		All Middle Schools
	2008-09	2009-10	
5. Our school makes an effort to inform the community about our goals and achievement.	2.9	2.9	3.0
9. Our school is able to enlist community support when needed.	2.7	2.7	2.6
20. Teachers feel pressure from the community.	2.8	2.8	2.7
26. Select citizen groups are influential with the board.	2.4	2.3	2.4
31. Community members attend meetings to stay informed about our school.	2.4	2.3	2.3
38. Organized community groups (e.g. PTA, PTO) meet regularly to discuss school issues.	3.0	3.2 	2.9
39. School staff are responsive to the needs and concerns expressed by community members.	2.8	2.9 	2.8
Community Engagement subscale	2.7	2.7	2.7

Note: It is desirable to have a response of at least 3.0.

Collegial Leadership Subscale Items	Kealing			All Middle Schools
	2007-08	2008-09	2009-10	
2. The principal explores all sides of topics and admits that other opinions exist.	3.1 	2.9	2.9	2.7
10. The principal puts suggestions made by faculty into operation.	2.5 	2.7	2.6	2.5
11. The principal treats all faculty members as his or her equal.	2.5 	2.7 	2.8	2.6
16. The principal lets faculty know what is expected of them.	3.1	3.2	3.1	3.0
18. The principal is willing to make changes.	2.7 	2.9 	2.9	2.7
22. The principal maintains definite standards for performance.	3.2 	3.0 	3.0	3.0
35. The principal is friendly and approachable.	3.3 	3.3	3.2	2.8
Collegial Leadership Subscale	3.0 	3.0	2.9	2.7

Note: It is desirable to have a response of at least 3.0.

APPENDIX

Achievement Press Subscale Items	2007-08	Kealing 2008-09	2009-10	All Middle Schools
3. The school sets high standards for academic performance.	3.2	3.2	3.2	3.2
6. Teachers in this school believe that their students have the ability to achieve academically.	3.3	3.1	3.4	3.1
7. Parents exert pressure to maintain high standards.	2.3	2.5	2.4	2.3
8. Academic achievement is recognized and acknowledged by the school.	3.0	3.0	3.1	3.0
13. Parents press for school improvement.	2.8	2.5	2.4	2.2
15. Students in this school can achieve the goals that have been set for them.	2.8	2.9	3.0	2.9
19. Students respect others who get good grades.	2.0	2.4	2.5	2.4
25. Students seek extra work so they can get good grades.	2.1	2.0	2.4	2.1
32. Students try hard to improve on previous work.	2.5	2.2	2.5	2.3
34. The learning environment is orderly and serious.	2.6	2.6	2.7	2.7
Achievement Press Subscale	2.6	2.7	2.8	2.6





- 50. Student racial tension
- 51. Student bullying
- 52. Widespread disorder in classrooms
- 53. Student acts of disrespect for Teachers
- 54. Student acts of disrespect for Nonteaching



APPENDIX

To the best of your knowledge, how often do the following events occur at your school?	Kealing				All Middle Schools	
	2008-09		2009-10		No	Yes
	No	Yes	No	Yes	No	Yes
58. There is a behavior support team (other than PBS or IMPACT) on my campus.	n/a	n/a	10%	90%	19%	82%
59. I am regularly updated about PBS activities/progress.	n/a	n/a	15%	85%	29%	71%
60. I have used PBS strategies in the classroom/common area.	n/a	n/a	9%	91%	13%	87%
61. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School to Community Liaisons, etc.	10%	72%	16%	88%	12%	88%
62. I feel there is consistent reinforcement of commendable student behavior on my campus.	47%	33%	38%	62%	40%	60%
63. I know how to refer students to external agencies such as Communities in Schools (CIS), Safe Place, etc.	14%	69%	13%	87%	22%	78%
Average Percentage	22%	60%	17%	83%	30%	70%

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

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

Teacher Support. These eight items were new to the survey this year and addressed the extent to which teachers feel valued for their contributions on campus, for their hard work and generally supported on their campus. Response options ranged from strongly disagree (1) to strongly agree (4). High scores indicate higher levels of appreciation.

Teacher Support	Kealing 2009-10	All Middle Schools
42. My school values my contribution to its well-being.	2.9	3.0
43. My school appreciates my extra effort.	2.8	2.8
44. My school does not ignore my complaints.	2.8	2.8
45. My school really cares about my well-being.	2.9	2.8
46. My school acknowledges my good work.	2.8	2.8
47. My school cares about my general satisfaction at work.	2.7	2.7
48. My school shows a lot of concern for me.	2.6	2.7
49. My school takes pride in my accomplishments at work	2.7	2.8
Total Teacher Support Subscale	2.8	2.8

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

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Austin Independent School District

Superintendent of Schools
Meria Carstarphen, Ed.D.

Office of Accountability
William Caritj, Ed.D.

Department of Program Evaluation
Holly Williams, Ph.D.

Authors
Lindsay M. Lamb, Ph.D.
Lisa N. T. Schmitt, Ph.D.



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