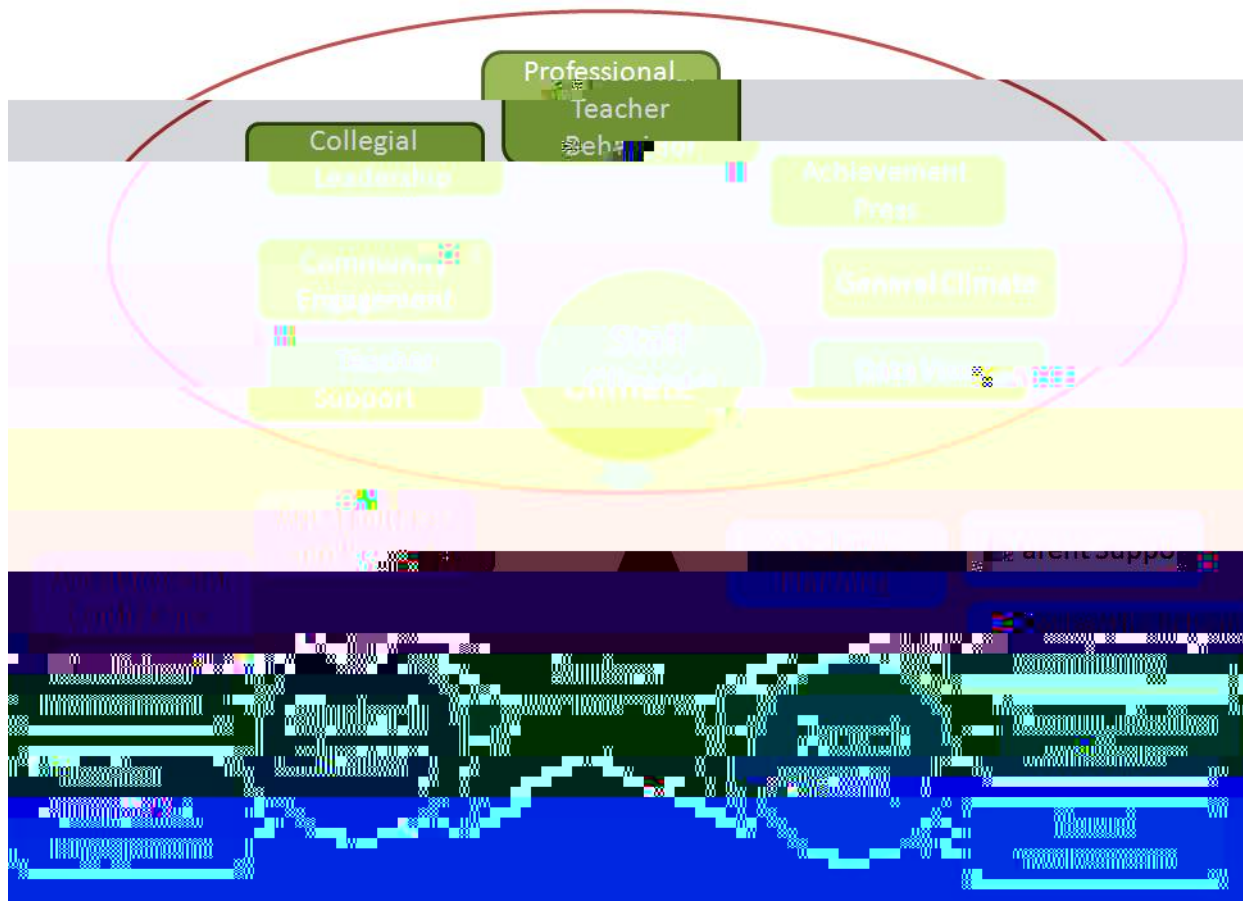


2009-2010 AISD Campus Staff Climate Survey

Kiker Elementary 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 Kiker'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, Kiker staff rated **General Climate** the highest of all climate areas. Alternatively, Kiker staff rated **Achievement Press** the lowest of all climate areas. In the appendix, you will find the individual items that make up **General Climate** and **Achievement Press**. 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.

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

Kiker's lowest subscale score on the 2009-10 staff climate survey was Achievement Press, which measures the degree to which students, parents, teachers, and principals foster a climate of high academic rigor on their campuses. Achievement Press has been linked to student achievement and teacher engagement in AISD. For more research on achievement press and ways to improve your campus' ratings, please visit: <http://csr.uchicago.edu>





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



Figure 3. Campus Climate Subscales for Kiker 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 Kiker Elementary School.

Collegial Leadership Subscale Items	Kiker			
	2007-08	2008-09	2009-10	
2. The principal explores all sides of topics and admits that other opinions exist.	3.8 	3.7	3.5 	2.9
10. The principal puts suggestions made by faculty into operation.	3.5	3.3	3.4	2.8
11. The principal treats all faculty members as his or her equal.	3.5	3.5	3.2	2.9
16. The principal lets faculty know what is expected of them.	3.8 	3.7	3.7	3.3
18. The principal is willing to make changes.	3.5	3.5	3.4	2.9
22. The principal maintains definite standards for performance.	3.9	3.8	3.8	3.3
35. The principal is friendly and approachable.	3.7	3.6	3.5	3.1
Collegial Leadership Subscale	3.6 	3.6	3.4	3.0

APPENDIX

Achievement Press Subscale Items	2007-08	Kiker 2008-09	2009-10	All Elementary Schools
3. The school sets high standards for academic performance.	4.0	3.9	3.9	3.5
6. Teachers in this school believe that their students have the ability to achieve academically.	3.9	3.9	3.9	3.4
7. Parents exert pressure to maintain high standards.	3.5	3.3	3.6	2.4
8. Academic achievement is recognized and acknowledged by the school.	3.9	3.7	3.8	3.3
13. Parents press for school improvement.	3.2	3.4	3.2	2.4
15. Students in this school can achieve the goals that have been set for them.	3.8	3.7	3.7	3.1
19. Students respect others who get good grades.	3.6	3.6	3.4	3.0
25. Students seek extra work so they can get good grades.	2.4	2.7	2.5	2.3
32. Students try hard to improve on previous work.	3.2	3.1	3.2	2.7
34. The learning environment is orderly and serious.	3.7	3.5	3.5	3.1
Achievement Press Subscale	3.5	3.5	3.4	2.9

Professional Teacher Behavior Subscale Items	2007-08	2008-09	2009-10	All Elementary Schools
4. Teachers help and support each other.	3.8 	3.8	3.7	3.3
12. Teachers respect the professional competence of their colleagues.	3.7	3.8	3.7	3.1
14. The interactions between faculty members are cooperative.	3.7	3.8	3.6	3.1
17. Teachers in this school exercise professional judgment.	3.8	3.8	3.6	3.2
21. Teachers go the extra mile with their students.	3.9	3.9	3.9	3.4
23. Teachers provide strong social support for colleagues.	3.5	3.6	3.6	3.1
33. Teachers accomplish their jobs with enthusiasm.	3.6	3.6	3.6	3.1
36. Teachers show commitment to their students.	3.9	3.9	3.8	3.5
Professional Teacher Behavior Subscale	3.8	3.8	3.6	3.2

Note



To the best of your knowledge, how often do the following events occur at your school?	2008-09	All Elementary Schools
58. There is a behavior support team (other than PBS or IMPACT) on my campus.		75%
59. I am regularly updated about PBS activities/progress.		73%
60. I have used PBS strategies in the classroom/common area.		86%
61. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School to Community Liaisons, etc.		92%
62. I feel there is consistent reinforcement of commendable student behavior on my campus.		80%
63. I know how to refer students to external agencies such as Communities in Schools (CIS), Safe Place, etc.		73%
Average Percentage		74%

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	Kiker 2009-10	All Elementary Schools
40. There are clear goals and structures for teaching and learning in AISD.	3.6	3.2
41. There is a clear vision for the use of data to inform education in AISD.	3.3	3.1
Total Data Use Subscale	3.4	3.2

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

REFERENCES

- Bush-Richards, A., Cornetto, K., & Schmitt, L. (2008). Summary of 2005-2006 through 2007-2008 AISD staff climate survey results (Publication 07.23). Austin, TX: Austin Independent School District Department of Program Evaluation.
- Hoy, W. K., Smith, P. A., & Sweetland, S. R. (2002). The development of the organizational climate index for high schools: Its measure and relationship to faculty trust. *The High School Journal*, 86, 38-49.
- Schmitt, L. (2006). E-Team report: How does school climate related to academic achievement in AISD, and what can we learn from these relationships? (Publication 06.02). Austin, TX: Austin Independent School District Department of Program Evaluation.
- Schmitt, L., Cornetto, K., & Lamb, L. (2009). Austin ISD 2008-09 board level reports (No. 08.86, 08.87, 08.88). Austin, TX: Austin Independent School District
- Tschannen-Moran, M., Parish, J., & DiPaola, M. F. (2006). School climate: The interplay between interpersonal relationships and student achievement. *Journal of School Leadership*, 16, 386-415.

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.



Board of Trustees
Mark Williams, President
Vincent Torres, M.S., Vice President
Lori Moya, Secretary
Cheryl Bradley
Annette LoVoi, M.A.
Christine Brister
Robert Schneider
Karen Dulaney Smith
Sam Guzman