

**PBS.** These items were new to the survey in 2008-2009 and addressed staff knowledge and behaviors related to PBS. Response options included *yes*, *no*, *don't know*, and *N/A*. For each item, the percentage of staff who answered *yes* and *no* are provided in Table 10, along with the average percentage of *yes* and *no* responses across the 4 items.

Table 10. Positive Behavior Support for Kealing and All Middle School Campuses

Positive Behavior Support	Kealing 2008-2009		All MS 2008-2009	
	No	Yes	No	Yes
<b>56. I have taught students the guidelines for success in the form of rules/expectations for one or more settings.</b>	17%	65%	10%	72%
<b>57. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School to Community Liaisons, etc.</b>	10%	72%	8%	75%
<b>58. I feel there is consistent reinforcement of commendable student behavior on my campus.</b>	47%	33%	14%	69%
<b>59. I know how to refer students to external agencies such as Communities in Schools, Safe Place, etc.</b>	14%	69%	23%	51%
<b>Average percentage</b>	<b>22%</b>	<b>60%</b>	<b>14%</b>	<b>67%</b>

## REFERENCES

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AISD



# AUSTIN INDEPENDENT SCHOOL DISTRICT STAFF CLIMATE SURVEY RESULTS 2008-2009

## Survey Report

### LAMAR 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 AISD Staff Climate Survey was developed from the research-based Organizational Climate Inventory (OCI), which measures several dimensions of school climate (Hoy et al., 2002) including *Collegial Leadership*, *Professional Teacher Behavior*, and *Achievement Press*. In addition to these items from the OCI, the 2008-2009 AISD Staff Climate Survey included items developed by researchers to measure *Community Engagement* (Tschannen-Moran, Parish, & DiPaola, 2006); climate items designed for relevance to all campus staff; school safety items; and items measuring the implementation of Positive Behavior Support (PBS) on campus. Related items were grouped together in *subscales*, and the average across subscale items was computed as a *subscale score*.

In Fall 2008, 1,322 middle school staff responded to the survey, representing approximately 64% of middle school campus staff. Table 1 provides a summary of respondents from Lamar by position type for the past 3 years.

Table 1. Survey Respondents for Lamar and All Middle School Campuses by Position Type, 2006-2007 through 2008-2009

	2006-2007	Lamar 2007-2008	2008-2009	All MS 2008-2009
<b>Teachers</b>	40	36	42	<b>870 (73%)</b>
<b>Administrators and non-teaching professional</b>	7	5	6	<b>112 (55%) D</b>

*Source:* Department of Program Evaluation survey records, district Human Resources data, and Public Education Information Management System (PEIMS) records.



**SCHOOL CLIMATE DIMENSIONS**

The first step in improving campus climate is to look at the score for each of the Climate subscales (Table 2). These scores can help in id

**Collegial Leadership.** Collegial Leadership involves treating teachers and staff as professional colleagues, and with

**Professional Teacher Behavior.** This subscale consisted of 8 items that addressed the degree to which respondents indicated respect for colleagues’ competence, commitment to students, autonomous judgment, and mutual cooperation and support among the faculty. The individual item and average subscale scores for Lamar and for all Middle School schools are shown in Table 5.

Table 5. Professional Teacher Behavior for Lamar and All Middle School Campuses

Professional Teacher Behavior	Lamar			All MS
	2006-2007	2007-2008	2008-2009	2008-2009
<b>4. Teachers help and support each other.</b>	<b>3.05</b>	2.83	<b>3.00</b>	<b>3.29</b>
<b>12. Teachers respect the professional competence of their colleagues.</b>	2.89	2.66	2.80	<b>3.14</b>
<b>14. The interactions between faculty members are cooperative.</b>	2.89	2.67	2.87	<b>3.14</b>
<b>17. Teachers in this school exercise professional judgment.</b>	<b>3.00</b>	2.94	2.91	<b>3.26</b>
<b>21. Teachers “go the extra mile” with their students.</b>	<b>3.06</b>	<b>3.17</b>	<b>3.13</b>	<b>3.41</b>
<b>23. Teachers provide strong social support for colleagues.</b>	2.72	2.63	2.88	<b>3.10</b>
<b>33. Teachers accomplish their jobs with enthusiasm.</b>	2.74	2.62	2.70	<b>3.05</b>
<b>36. Teachers show commitment to their students.</b>	<b>3.27</b>	<b>3.11</b>	<b>3.20</b>	<b>3.47</b>
<b>Professional Teacher Behavior subscale</b>	2.97	2.83	2.93	<b>3.22</b>

*Note.* It is desirable to have a response of at least 3.0; responses of at least 3.0 are noted in bold.

**Achievement Press.** Achievement press is marked by students who persist, strive to achieve, and are respected by each other and teachers for their academic successes. This subscale consisted of 8 items that described the extent to which Lamar has set high but achievable academic standards and goals. In addition, this subscale measured the extent to which parents, teachers, and principals exert pressure for high standards and school improvement. The individual item and average subscale scores for Lamar and for all Middle School schools are shown in Table 6.

Table 6. Achievement Press for Lamar and All Middle School Campuses

Achievement Press	Lamar			All MS
	2006-2007	2007-2008	2008-2009	2008-2009
<b>3. The school sets high standards for academic performance.</b>		<b>3.21</b>		

**General Climate.** These items measure the extent to which all campus staff are friendly towards each other and work towards clear,



**SCHOOL SAFETY, BEHAVIOR MANAGEMENT, AND POSITIVE BEHAVIOR SUPPORT**

The next section of the survey addressed the safety of the school environment for students and staff, including the prevalence of undesirable student behavior on campus, staff satisfaction with how student behavior was managed on each campus, and staff familiarity with issues related to PBS.

**Undesirable Student Behaviors.** These items measured staff reports about the frequency of selected undesirable student behaviors on campus. The items were rated on a scale of 0 (*never happens*) to 4 (*happens daily*). The individual item and average subscale scores for Lamar and for all Middle School schools are shown in Table 8. Items with *high* average responses (above 2.0) should be prioritized for improvement.

Table 8. Undesirable Student Behaviors for Lamar and All Middle School Campuses

To the best of your knowledge, how often do the following events occur at your school?	Lamar			All MS
	2006-2007	2007-2008	2008-2009	2008-2009
<b>40. Student racial tension</b>	1.23	1.90		

**PBS.**