

	2005-2006 # of Lee EL Respondents	2006-2007 # of Lee EL Respondents	2007-2008 # of Lee EL Respondents	2007-2008 # of All EL Respondents
<b>Teacher</b>	25	28	24	2786
<b>Administrator or Other Non-Teaching Professional</b>	5	3	3	373
<b>Classified/Support Staff</b>	7	11	13	773
<b>Total</b>	<b>39</b>	<b>45</b>	<b>41</b>	<b>4,220</b>

<sup>1</sup> Effect sizes (Cohen's d) were calculated using the means from 2006-2007 and 2007-2008. Effect sizes are a measure of the magnitude of the difference between two means. Mean differences were flagged as meaningful where  $d \geq .18$ .

## LEE ELEMENTARY SCHOOL STAFF CLIMATE SURVEY RESULTS

Table 2. Subscale Scores for OCI and Additional Subscales

	Overall Climate	External Influences	Collegial Leadership	Professional Teacher Behavior	Achievement Press	General Climate	Positive Behavior Support	Safety
Lee EL 2005-06	*	*	*	*	*	*	*	*
Lee EL 2006-07	<b>3.41</b>	<b>3.08</b>	<b>3.11</b>	<b>3.69</b>	<b>3.34</b>	<b>3.57</b>	<b>3.49</b>	<b>3.49</b>
Lee EL 2007-08	<b>3.45</b>	<b>3.35</b> â	<b>3.02</b>	<b>3.62</b>	<b>3.35</b>	<b>3.56</b>	<b>3.61</b>	<b>3.58</b>
All Elementary 2007-08	<b>3.08</b>	2.70	<b>3.05</b>	<b>3.25</b>	2.87	<b>3.17</b>	<b>3.19</b>	<b>3.17</b>

Note: Overall Climate and individual subscale scores may be interpreted as follows: >3.0 is positive; 2.5 to 3.0 is fair; <2.5 is not positive. â â indicate increases and decreases from the previous year.

### ORGANIZATIONAL CLIMATE INDEX AND OTHER SUBSCALE RESULTS

Each item was rated on a scale from **1** (*Rarely Occurs*) to **4** (*Very Frequently Occurs*)<sup>1</sup>. Average scores for each item and a subscale score for your school are reflected in the tables below.

**External Influences.** This subscale consists of 5 items that describe the extent to which the school is affected by outside influences such as parents or citizen groups. High vulnerability suggests that both teachers and principals are unprotected from external demands.

Table 3. Results for External Influences

	Lee EL Avg 2005-06	Lee EL Avg 2006-07	Lee EL Avg 2007-08	All EL Average 2007-08
<sup>a</sup> 4. The principal responds to pressure from parents.	*	2.88	2.72â	2.23
<sup>a</sup> 8. The school is vulnerable to outside pressures.	<b>3.25</b>	<b>3.20</b>	<b>3.21</b>	2.71
<sup>a</sup> 19. Teachers feel pressure from the community.	<b>3.06</b>	2.86	<b>3.06</b> â	2.88
<sup>a</sup> 25. Select citizen groups are influential with the board.	2.69	2.83	<b>3.00</b> â	2.79

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. â â 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>





