

**SUMMARY OF 2005-2006 THROUGH 2007-2008  
AISD STAFF CLIMATE SURVEY RESULTS**

**MENDEZ 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 such as student achievement, reduced violence, higher morale, and faculty trust (Hoy, Smith, & Sweetland, 2002). More specifically, research in Austin ISD indicates that staff climate survey results are related to student TAKS performance in both math and reading (Schmitt, 2006; Bush-Richards, Cornetto, & Schmitt, 2008). The AISD Staff Climate Survey was developed from the research-based Organizational Climate Inventory (OCI), which measures four sub-dimensions of climate (Hoy et al., 2002) called *External Influences*, *Collegial Leadership*, *Professional Teacher Behavior*, and *Achievement Press*. In addition to the published OCI items, the staff climate survey includes a series of climate items and safety items designed for relevance to all campus staff. Related items are grouped together in *subscales*, and the average across the items is computed as a *subscale score*. Subscale scores have been averaged to provide an overall climate score.

While changes between years 2006-2007 and 2007-2008 were not statistically significant, some patterns in the data were noted. Compared to last year, responses across all middle schools were more favorable in 2007-08 for *Collegial Leadership* and *General Climate*. However, high schools staff perceptions of *Positive Behavior Support* declined, while *Overall Climate*, *Professional Teacher Behavior*, *Achievement Press*, and *Safety* remained unchanged. Your







scale measures the frequency of selected undesirable behaviors on a scale of 0 (*Never Happens*) to 4 (*Happens Daily*). Average scores for 2006-07 and 2007-08 are shown below. **2007-08 scores are in bold type.** ↑ ↓ Indicate increases and decreases in the frequency of each behavior from the previous year.

g Undesirable Student Behaviors

Mendez MS Avg 2006-07	Mendez MS Avg 2007-08	All MS Average 2007-08
<b>1.29</b>	<b>1.43</b>	<b>1.63</b>
2.24	2.42	2.35
<b>1.60</b>	2.01	<b>1.60</b>
2.78	3.05	2.42
2.44	2.89	2.27
2.36	2.79	2.16
<b>1.90</b>	2.45	<b>1.63</b>

scale measures the prevalence of selected undesirable behaviors on a scale of 0 (*None*) to 5 (*All*). Average scores for 2006-07 and 2007-08 are shown below. **2007-08 scores are in bold type.** ↑ ↓ Indicate increases and decreases in the prevalence of each behavior from the previous year.

h Undesirable Student Behaviors

Mendez MS Avg 2006-07	Mendez MS Avg 2007-08	All MS Average
<b>1.45</b>	<b>1.53</b>	<b>1.56</b>

in 2.0, indicated in **bold type**. ↑ ↓ Indicate increases and decreases 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

	Mendez MS Avg 2005-06	Mendez MS Avg 2006-07	Mendez MS Avg 2007-08	All MS Average 2007-08
<b>Safety Subscale Score</b>	*	<b>3.10</b>	2.39 <sup>â</sup>	<b>2.63</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?	Mendez MS Avg 2005-06	Mendez MS Avg 2006-07	Mendez MS Avg 2007-08	All MS Average 2007-08
45. <sup>a</sup> Commendable student behavior	<b>3.37</b>	<b>3.22</b>	2.83 <sup>â</sup>	<b>3.16</b>
46. <sup>a</sup> Staff reinforcement of commendable student behavior	<b>3.42</b>	<b>3.28</b>	2.73 <sup>â</sup>	<b>3.09</b>
To the best of your knowledge, how many students or staff exhibit the following behaviors?				
54. <sup>b</sup> Commendable student behavior	2.92	2.84	2.53 <sup>â</sup>	2.86
55. <sup>b</sup> Staff reinforcement of commendable student behaviors	<b>3.56</b>	<b>3.53</b>	<b>3.15<sup>â</sup></b>	<b>3.35</b>
<b>Positive Behavior Support Subscale Score*</b>	*	<b>3.10</b>	2.80 <sup>â</sup>	<b>3.02</b>

Note: It is desirable to have an average response of *greater than 3.0*, indicated in **bold** type. <sup>â</sup> <sup>â</sup> Indicate increases and decreases in the frequency of each behavior from the previous year.<sup>a</sup> Items were rated on a scale of 0 (

