

OAK SPRINGS 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
Oak Springs EL 2005-06	*	*	*	*	*	*	*	*
Oak Springs EL 2006-07	3.06	3.03	3.28	3.27	2.77	3.25	3.11	3.11
Oak Springs EL 2007-08	2.93	2.66 ^â	3.12 ^â	3.08 ^â	2.72	3.03 ^â	3.10	2.81 ^â
All Elementary 2007-08	3.08	2.70	3.05	3.25	2.87	3.17	3.19	3.17

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*)¹. 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

	Oak Springs EL Avg 2005-06	Oak Springs EL Avg 2006-07	Oak Springs EL Avg 2007-08	All EL Average 2007-08
^a 4. The principal responds to pressure from parents.	*	2.21	2.30	2.23
^a 8. The school is vulnerable to outside pressures.	2.88	2.89	2.57 ^â	2.71
^a 19. Teachers feel pressure from the community.	3.21	3.16	2.94 ^â	2.88
^a 25. Select citizen groups are influential with the board.	3.09	3.12	2.71 ^â	2.72

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. ^aItem 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.

Collegial Leadership. This subscale consists of 7 items that address the degree to which the principal meets the social needs of the faculty as well as works toward achieving the goals of the school. Collegial leadership involves treating teachers and staff as professional colleagues, with openness, egalitarianism, and friendliness, but at the same time setting clear expectations and standards for performance.

Table 4. Results for Collegial Leadership

	Oak Springs EL Avg 2005-06	Oak Springs EL Avg 2006-07	Oak Springs EL Avg 2007-08	All EL Average 2007-08
1. The principal explores all sides of topics and admits that other opinions exist.	3.63	3.21	3.12	3.00
9. The principal puts suggestions made by faculty into operation.	*	3.03	2.94	2.70
10. The principal treats all faculty members as his or her equal.	3.33	3.00	3.12	2.93
16. The principal treats all faculty members as expected of them.	3.67	3.55	3.39^a	3.25
17. The principal is willing to make changes.	*	3.22	3.16	2.93
21. The principal maintains definite standards for performance.	*	3.59	3.28^a	3.22

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. ^aItem was reverse-scored such that a response of “Rarely Occurs” was scored as a 4. ^Δ ^Δ indicate increases and decreases from the previous year.

Achievement Press. This subscale consists of 8 items that describe the extent to which the school has set high but achievable academic standards and goals. Achievement press is marked by students who persist, strive to achieve, and are respected by each other and teachers for their academic successes. In addition, this subscale measures the extent to which parents, teachers, and principals exert pressure for high standards and school improvement.

Table 6. Results for Achievement Press

	Oak Springs EL Avg 2005-06	Oak Springs EL Avg 2006-07	Oak Springs EL Avg 2007-08	All EL Average 2007-08
2. The school sets high standards for academic performance.	*	3.70	3.44 ^á	3.47
5. Teachers in this school believe that their students have the ability to achieve academically.	*	3.30	3.44	3.40
6. Parents exert pressure to maintain high standards.	*	1.69	2.13 ^á	2.38
7. Academic achievement is recognized and acknowledged by the school.	*	3.79	3.49 ^á	3.26
12. Parents press for school improvement.	*	1.82	2.14 ^á	2.24
14. Students in this school can achieve the goals that have been set for them.	*	3.18	3.04 ^á	3.11
18. Students respect others who get good grades.	2.65	2.45	2.59	2.96
24. Students seek extra work so they can get good grades.	1.84	1.67	1.90 ^á	2.13
31. Students try hard to improve on previous work.	2.60	2.58	2.38 ^á	2.67
33. The learning environment is orderly and serious.	3.25	3.12	2.88 ^á	3.08
Achievement Press Subscale	*	2.77	2.72	2.87

General Climate. In addition to the OCI items, the survey also included 7 climate items that measure the extent to which all campus staff are friendly towards each other and work towards clear, common goals.

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. ^aItem was reverse-scored such that a response of “Rarely Occurs” was scored as a 4. ^á ^á indicate increases and decreases from the previous year.

Note: It is desirable to have an average response of *less than 2.0*, indicated in **bold** type. á â Indicate increases and

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

	Oak Springs EL Avg 2005-06	Oak Springs EL Avg 2006-07	Oak Springs EL Avg 2007-08	All EL Average 2007-08
Safety Subscale Score	*	3.11	2.81â	3.17

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?	Oak Springs EL Avg 2005-06	Oak Springs EL Avg 2006-07	Oak Springs EL Avg 2007-08	All EL Average 2007-08
45. ^a Commendable student behavior	3.60	3.14	3.10	3.25
46. ^a Staff reinforcement of commendable student behavior	3.73	3.26	3.16	3.27
To the best of your knowledge, how many students or staff exhibit the				

