



Survey Report

The graphs below depict Overton'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, Overton staff rated **General Climate** the highest of all climate areas. Alternatively, Overton staff rated **Community Engagement** the lowest of all climate areas. In the appendix, you will find the individual items that make up **General Climate** and **Community Engagement**. 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

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5. Our school makes an effort to inform the community about our goals and achievement.	3.2
9. Our school is able to enlist community support when needed.	2.8
20. Teachers feel pressure from the community.	3.0
26. Select citizen groups are influential with the board.	2.6
31. Community members attend meetings to stay informed about our school.	2.6
38. Organized community groups (e.g. PTA, PTO) meet regularly to discuss school issues.	3.2
39. School staff are responsive to the needs and concerns expressed by community members.	3.0
Community Engagement subscale	2.9

Collegial Leadership Subscale Items	Overton			
	2007-08	2008-09	2009-10	
2. The principal explores all sides of topics and admits that other opinions exist.	2.9	3.4 	3.3	2.9
10. The principal puts suggestions made by faculty into operation.	2.5	2.9	3.0	2.8
11. The principal treats all faculty members as his or her equal.	2.8	3.2	3.2	2.9
16. The principal lets faculty know what is expected of them.	3.6	3.6	3.7	3.3
18. The principal is willing to make changes.	2.8	3.2	3.2	2.9
22. The principal maintains definite standards for performance.	3.6	3.7	3.7	3.3
35. The principal is friendly and approachable.	3.1	3.4	3.4	3.1
Collegial Leadership Subscale	3.1	3.3 	3.4	3.0

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Achievement Press Subscale Items	2007-08	Overton 2008-09	2009-10	All Elementary Schools
3. The school sets high standards for academic performance.	3.8	3.8	3.8	3.5
6. Teachers in this school believe that their students have the ability to achieve academically.	3.2	3.4 	3.6 	3.4
7. Parents exert pressure to maintain high standards.	1.8	2.2 	2.3	2.4
8. Academic achievement is recognized and acknowledged by the school.	3.4	3.6 	3.6 	3.3
13. Parents press for school improvement.	1.7	2.1 	2.3 	2.4
15. Students in this school can achieve the goals that have been set for them.	3.1	3.2	3.5 	3.1
19. Students respect others who get good grades.	2.7	3.1 	3.2	3.0
25. Students seek extra work so they can get good grades.	1.9	2.2 	2.3	2.3
32. Students try hard to improve on previous work.	2.4	2.9 	3.1 	2.7
34. The learning environment is orderly and serious.	3.0	3.4 	3.5	3.1
Achievement Press Subscale	2.7	3.0 	3.1	2.9

Note: It is desirable to have a response of at least 3.0.











Professional Teacher Behavior Subscale Items	2007-08	Overton 2008-09	2009-10	All Elementary Schools
4. Teachers help and support each other.	3.3	3.4	3.4	3.3
12. Teachers respect the professional competence of their colleagues.	3.0	3.2 	3.3	3.1
14. The interactions between faculty members are cooperative.	3.2	3.2	3.3	3.1
17. Teachers in this school exercise professional judgment.	3.1	3.4 	3.3	3.2
21. Teachers go the extra mile with their students.	3.6	3.5	3.8 	3.4
23. Teachers provide strong social support for colleagues.	3.1	3.0	3.1	3.1
33. Teachers accomplish their jobs with enthusiasm.	3.0	3.0	3.3 	3.1
36. Teachers show commitment to their students.	3.5	3.7 	3.6	3.5
Professional Teacher Behavior Subscale	3.2	3.3	3.4	3.2

Note: It is desirable to have a response of at least 3.0.



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General Climate Subscale Items	Overton			All Elementary Schools
	2007-08	2008-09	2009-10	
24. Campus staff are friendly to each other.	3.4	3.3	3.3	3.3
27. Campus staff exhibit pride in their affiliation with the school.	3.1	3.3 	3.5 	3.2
28. Campus staff are willing to go out of their way to help.	3.4	3.2 	3.5 	3.2
29. Campus staff accomplish their jobs with enthusiasm.	3.0	3.1	3.3 	3.0
30. Campus staff are committed to their jobs.	3.4	3.4	3.5	3.3
37. The goals of my school are made clear.	3.7	3.7	3.8	3.3
General Climate Subscale	3.3	3.3	3.5	3.2

Note: It is desirable to have a response of at least 3.0.

To the best of your knowledge, how often do the following events occur at your school?	Overton			All Elementary Schools
	2007-08	2008-09	2009-10	
50. Student racial tension	1.1	0.8 	1.0	0.9
51. Student bullying	2.3	1.8 	1.8	1.8
52. Widespread disorder in classrooms	1.8	1.2 	0.8 	1.0
53. Student acts of disrespect for Teachers	2.3	2.1 	1.6 	1.7
54. Student acts of disrespect for Nonteaching Professional or Administrative Staff	2.1	1.9 	1.4 	1.5
55. Student acts of disrespect for Classified or Support Staff	2.1	1.8 	1.3 	1.5
56. Gang activities	0.2	0.2	0.2	0.5

Note: It is desirable to have a response of **less than** 2.0

How satisfied are you with the way your campus addresses:	Overton		All Elementary Schools
	2008-09	2009-10	
57a. Student Behavior	3.0	3.3 	3.1
57b. Classroom Management	3.3	3.4	3.3
57c. Common Area Management	3.3	3.5	3.2
Behavior Management Subscale	3.2	3.4 	3.2

Note: It is desirable to have a response of at least 3.0.

To the best of your knowledge, how often do the following events occur at your school?	Overton				All Elementary Schools	
	2008-09		2009-10		No	Yes
	No	Yes	No	Yes	No	Yes
58. There is a behavior support team (other than PBS or IMPACT) on my campus.	n/a	n/a	11%	89%	25%	75%
59. I am regularly updated about PBS activities/progress.	n/a	n/a	9%	91%	27%	73%
60. I have used PBS strategies in the classroom/common area.	n/a	n/a	9%	91%	15%	86%
61. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School to Community Liaisons, etc.	4%	78%	6%	92%	8%	92%
62. I feel there is consistent reinforcement of commendable student behavior on my campus.	12%	67%	10%	90%	21%	80%
63. I know how to refer students to external agencies such as Communities in Schools (CIS), Safe Place, etc.	10%	73%	6%	94%	27%	73%
Average Percentage	7%	74%	8%	92%	26%	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	Overton 2009-10	All Elementary Schools
40. There are clear goals and structures for teaching and learning in AISD.	3.5	3.2
41. There is a clear vision for the use of data to inform education in AISD.	3.5	3.1
Total Data Use Subscale	3.5	3.2

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

Teacher Support. These eight items were new to the survey this year and addressed the extent to which teachers feel valued for their contributions on campus, for their hard work and generally supported on their campus. Response options ranged from strongly disagree (1) to strongly agree (4). High scores indicate higher levels of appreciation.

Teacher Support	Overton 2009-10	All Elementary Schools
42. My school values my contribution to its well-being.	3.5	3.2
43. My school appreciates my extra effort.	3.3	3.1
44. My school does not ignore my complaints.	3.2	3.0
45. My school really cares about my well-being.	3.2	3.1
46. My school acknowledges my good work.	3.2	3.1
47. My school cares about my general satisfaction at work.	3.1	3.0
48. My school shows a lot of concern for me.	3.1	3.0
49. My school takes pride in my accomplishments at work	3.2	3.0
Total Teacher Support Subscale	3.2	3.1

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

REFERENCES

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