

AISD



AUSTIN INDEPENDENT SCHOOL DISTRICT STAFF CLIMATE SURVEY RESULTS 2008-2009

Survey Report

WOOTEN ELEMENTARY

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, 4,216 elementary school staff responded to the survey, representing approximately 77% of elementary campus staff. Table 1 provides a summary of respondents from Wooten by position type for the past 3 years.

Table 1. Survey Respondents for Wooten and All Elementary Campuses by Position Type, 2006-2007 through 2008-2009

	Wooten			All EL 2008-2009
	2006-2007	2007-2008	2008-2009	
Teachers	35	40	42	2,849 (85%)
Administrators and non-teaching professional	7	6	6	378 (66%)

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

RESULTS FOR WOOTEN ELEMENTARY

Survey results for Wooten for the past 3 years are summarized here. To indicate which

Collegial Leadership. Collegial Leadership involves treating teachers and staff as professional colleagues, and with openness, egalitarianism, and friendliness, but at the same time setting clear expectations and standards for performance. This subscale consisted of 7 items that

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 Wooten and for all elementary schools are shown in Table 5.

Table 5. Professional Teacher Behavior for Wooten and All Elementary Campuses

Professional Teacher Behavior	Wooten			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
4. Teachers help and support each other.	3.14	3.21	3.12	3.29
12. Teachers respect the professional competence of their colleagues.	2.96	3.12	2.98	3.14
14. The interactions between faculty members are cooperative.	3.11	3.00	2.91	3.14
17. Teachers in this school exercise professional judgment.	3.24	3.08	3.17	3.26
21. Teachers “go the extra mile” with their students.	3.41	3.19	3.33	3.41
23. Teachers provide strong social support for colleagues.	2.98	2.92	2.95	3.10
33. Teachers accomplish their jobs with enthusiasm.	3.06	2.96	2.83	3.05
36. Teachers show commitment to their students.	3.54	3.35	3.42	3.47
Professional Teacher Behavior subscale	3.18	3.10	3.08	3.22

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

General Climate. These items measure the extent to which all campus staff are friendly towards each other and work towards clear, common goals. The individual item and subscale averages for Wooten and for all elementary schools are shown in Table 7.

Table 7. General Climate for Wooten and All Elementary Campuses

General Climate	Wooten			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
24. Campus staff are friendly to each other.	3.22	3.18	3.05	3.28
27. Campus staff exhibit pride in their affiliation with the school.	2.94	2.80	2.70	3.17
28. Campus staff are willing to go out of their way to help.	3.13	2.86	2.78	3.18
29. Campus staff accomplish their jobs with enthusiasm.	2.96	2.85	2.79	3.05
30. Campus staff are committed to their jobs.	3.36	3.10	3.20	3.30
37. The goals of my school are made clear.	3.44	3.21	3.30	3.32
General Climate subscale	3.16	2.92	2.96	3.21

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

PBS.