

# 2013 Teacher and Staff Climate Survey

## Teacher and Staff Climate Survey Scale Scores

### All District Schools

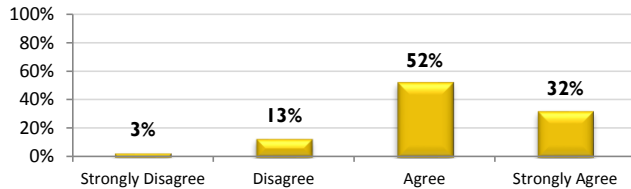
#### Response Rate

Your school returned 3397 staff climate surveys.

The response rate for your school is 53%.

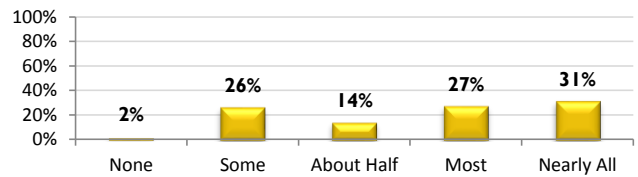
The charts on this page display the % of staff who marked each response option across all questions in a scale. The caption below each chart represents the percentage of "agree"/"strongly agree" or "most"/"nearly all" responses across all items in a scale. The tables on the next pages display the results of all survey questions and which items are included in each scale.

### Fairness and Respect



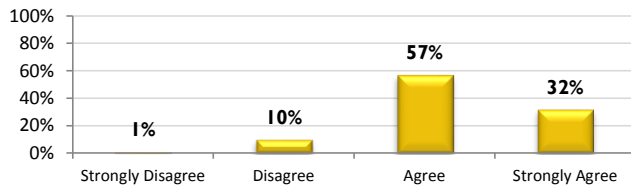
**84%** of staff agree that there is a strong culture of respect and fairness at the school site.

### Parent Involvement



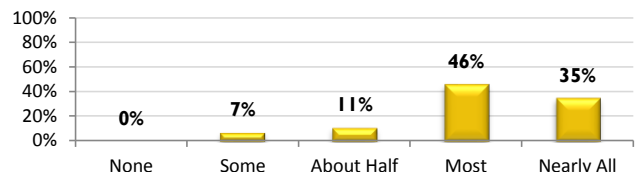
**58%** of staff agree that their students' parents are actively involved in their child's education.

### Home-School Communication



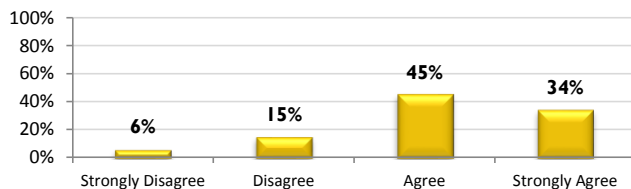
**89%** of teachers agree that the school does a good job communicating with parents about school activities and student progress.

### Instructional Focus



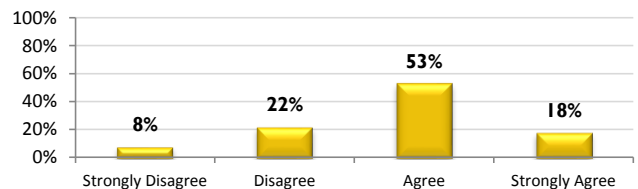
**81%** of teachers agree that a positive, differentiated instructional focus is the norm among teachers at their school.

### Staff Collaboration



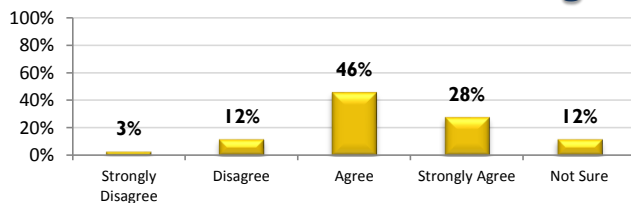
**79%** of staff agree that there is a positive sense of collaboration among school leadership and school staff.

### Early Release Wednesdays



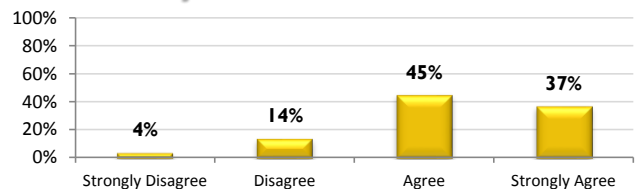
**70%** of teachers agree that early release Wednesdays are productive and useful.

### Social Emotional Learning



**83%** of staff agree that social emotional learning is a personal, school, and district priority. (excludes "Don't Know")

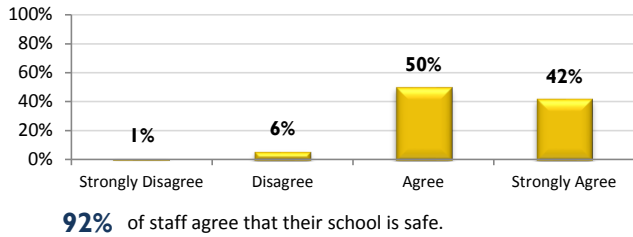
### Physical Environment



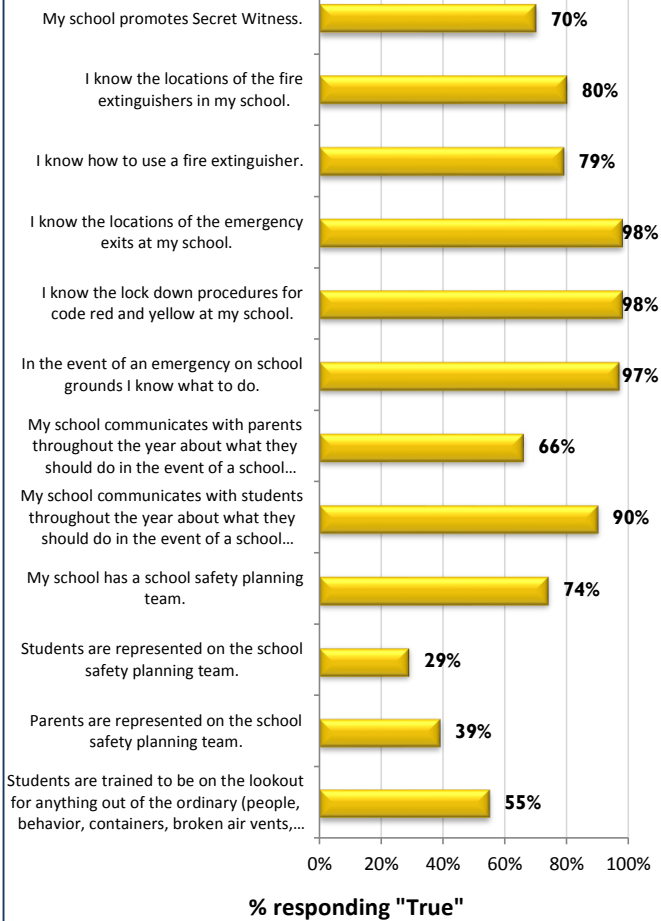
**82%** of staff agree that their school is clean and well-maintained.

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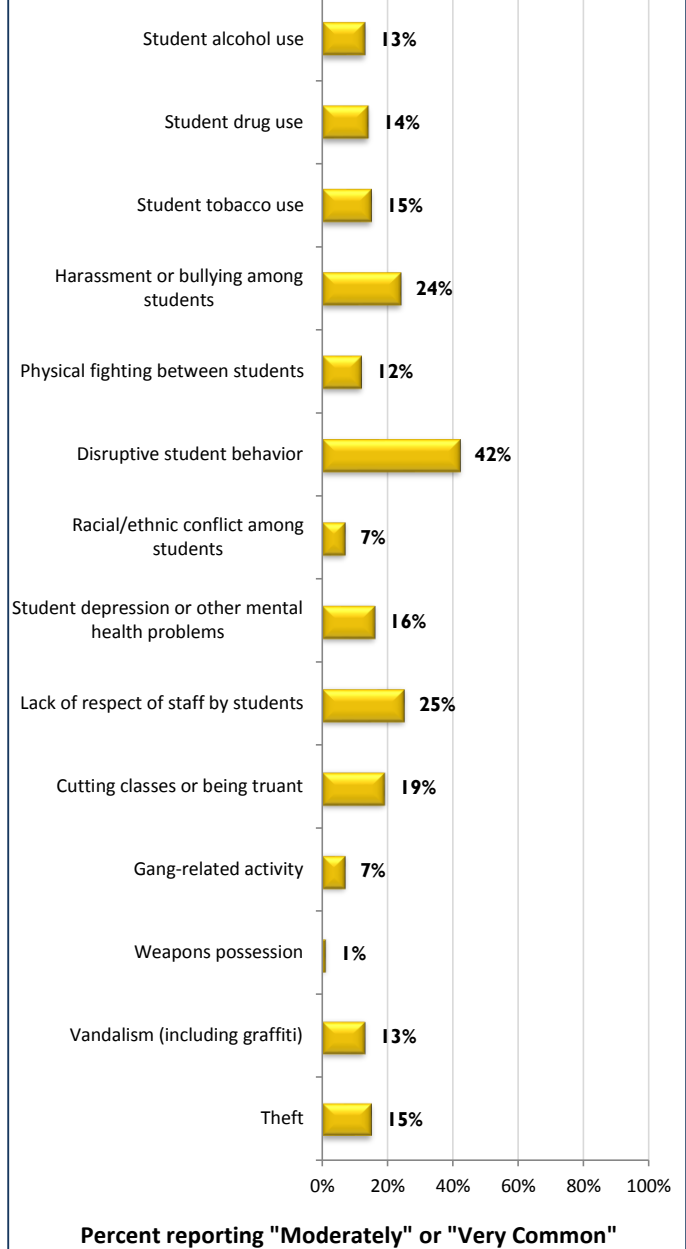
## Perception of Safety



## Safety Knowledge



## How common are the following behaviors at this school?



# 2013 Teacher and Staff Climate Survey

## Teacher and Staff Climate Individual Items

The tables below show the percentage of staff in your school who provided a response to each question on the survey across response categories.

Note: These questions should be reviewed along with your school's results on each scale on the previous page.

<b>Table 1. Expectations of Success</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
1a. Staff at my school care about every student.	1%	5%	47%	47%
1b. Staff at my school set high expectations for students' achievement.	1%	6%	47%	46%
1c. Staff at my school do not allow students to give up in class.	1%	11%	53%	35%
1d. Staff at my school work hard to motivate students who show low interest in school work.	1%	7%	51%	40%
1e. Staff at my school work hard to make sure that students stay in school.	1%	5%	47%	47%

<b>Table 2. Fairness and Respect</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
2a. Staff respect all students at my school.	1%	10%	52%	37%
2b. Staff are professional when speaking of each other and/or administrators.	4%	17%	52%	28%
2c. Students of different social backgrounds get along well at my school.	1%	9%	58%	32%
2d. The rules and expectations about how students should behave at my school are fair.	2%	6%	45%	47%
2e. The rules and expectations about student behavior are enforced equally by staff.	9%	27%	43%	21%
2f. Staff at my school listen to student ideas and opinions.	1%	9%	62%	27%

<b>Table 3. Parent Involvement (Asked Only of Teachers)</b>	<b>None</b>	<b>Some</b>	<b>About Half</b>	<b>Most</b>	<b>Nearly All</b>
3a. How many of your students' parents/guardians attended parent-teacher conferences when you requested them?	1%	12%	7%	29%	50%
3b. How many of your students' parents/guardians support your teaching efforts?	0%	15%	13%	41%	31%
3c. How many of your students' parents/guardians have asked you about ways they can support their child's learning at home?	7%	51%	17%	18%	7%
3d. How many of your students' parents/guardians know how well their child is doing in your class?	0%	25%	22%	33%	19%
3e. How many of your students' parents have you met?	0%	26%	11%	13%	49%

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<b>Table 4. Home-School Communication</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
4a. Staff at my school believe that parents are partners in the educational process.	1%	6%	51%	42%
4b. My school is welcoming to parents.	1%	4%	46%	48%
4c. When staff at my school contact parents, it is usually to discuss problems with their child's behavior or academic progress.	1%	17%	66%	16%
4d. Staff at my school are expected to provide parents with ways to support their child's learning at home.	1%	12%	61%	26%
4e. Staff at my school frequently update parents/guardians about their child's progress in their classrooms.	1%	10%	60%	29%

**Table 5. Instructional Focus (Asked Only of Teachers)**

<b>How many teachers in this school...</b>	<b>None</b>	<b>Some</b>	<b>About Half</b>	<b>Most</b>	<b>Nearly All</b>
5a. Emphasize teaching lessons in ways that are relevant to students.	0%	3%	9%	51%	37%
5b. Focus instruction on learning, not just remembering facts.	0%	4%	9%	48%	39%
5c. Take responsibility for ensuring that all students master grade level objectives.	0%	5%	10%	49%	37%
5d. Effectively differentiate instruction to meet the needs of students at all achievement levels.	0%	8%	16%	48%	28%
5e. Take responsibility for ensuring that the needs of students with special instructional requirements are addressed.	0%	7%	11%	47%	35%
5f. Communicate with each other to make student learning consistent across classes within the same grade level.	0%	10%	12%	41%	37%
5g. Communicate with each other to make student learning consistent across grade levels.	1%	12%	13%	42%	31%

<b>Table 6. Staff Collaboration</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
6a. There is a sense of teamwork among all school staff.	4%	18%	48%	29%
6b. The school leadership makes a sustained effort to address staff concerns.	7%	17%	43%	33%
6c. Staff at my school are recognized and appreciated for good work.	6%	18%	46%	31%
6d. The school leadership makes sure that staff are involved in making plans and decisions that affect this school.	7%	19%	45%	29%
6e. The school leadership makes sure that my administrative duties do not interfere with my essential role of educating students.	6%	17%	51%	26%
6f. I feel comfortable raising issues and concerns that are important to me at my school.	8%	17%	41%	34%
6g. I feel supported by my administrator.	8%	13%	36%	44%

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6h. My school provides me with the materials and resources needed to provide support for students of all abilities.	4%	16%	50%	30%
6i. I feel school leadership is clear about what my job is at this school.	5%	11%	46%	37%
6j. Staff are proud to work at this school.	4%	12%	44%	41%
6k. I look forward to coming to this school every day.	4%	11%	43%	42%

**Table 7. Early Release Wednesdays (Teachers Only)**

	Strongly Disagree	Disagree	Agree	Strongly Agree
7a. I am satisfied with the amount of time provided on early release Wednesdays.	6%	19%	59%	15%
7b. The time provided for early release Wednesdays is used productively.	9%	24%	47%	20%
7c. I apply the knowledge that I gain from participation in early release Wednesdays in my classroom practice.	6%	19%	55%	20%
7d. The discussion focus of early release Wednesdays is consistent over time.	9%	27%	49%	16%

**Table 8. Use of Early Release Wednesdays (Teachers Only)**

	10. How are you using the time?	11. What is the most useful?
Grade-Level Meetings	45%	35%
Department Meetings	31%	17%
Collaboration Within Disciplines	25%	16%
Committee Meetings	14%	2%
School-Wide Meetings	50%	12%
Mentor Meetings	4%	1%
Independent Work/Preparation Time	16%	17%
Trainings from Central Office	30%	4%
Other	9%	6%

**Table 9. Social and Emotional Learning Curriculum**

	Yes, in all grade levels	Yes, in some grade levels	No, not for any grade level	I don't know
9. Does your school follow an established written social and emotional learning curriculum?	16%	44%	10%	29%

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<b>Table 10. Social and Emotional Learning Support</b>	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>	<b>Don't Know</b>
10a. (Teachers Only; If yes to question 9) I feel confident in my ability to implement the social and emotional learning curriculum that has been adopted at my school.	2%	8%	48%	35%	7%
10a. (Principals/Assistant Principals Only; If yes to question 9) I feel confident in my teachers' abilities to implement the social and emotional learning curriculum.	1%	14%	44%	26%	15%
10a. The adults in this school interact with one another in a way that models social and emotional competence.	3%	10%	49%	33%	5%
10b. The adults in this school are expected to actively promote students' social and emotional development.	1%	7%	49%	34%	9%
10c. All staff are expected to address students' social and emotional needs.	2%	9%	49%	32%	9%
10d. The adults in this school interact with students in a way that supports students' social and emotional skills.	1%	7%	54%	30%	7%
10e. The culture at my school supports social and emotional learning.	2%	11%	48%	30%	8%
10f. The culture in the district supports the development of students' social and emotional skills.	3%	12%	47%	19%	17%
10g. My school has developed a vision for academic, social, and emotional learning.	3%	16%	37%	22%	21%
10h. The vision for academic, social and emotional learning has been communicated to all school staff.	6%	22%	33%	19%	19%

<b>Table 11. Exposure to Social and Emotional Learning</b>	<b>Yes</b>	<b>No</b>
11. Have you had exposure to WCSD's Social Emotional Learning standards? (Teachers Only)	28%	72%

**Table 12. Exposure to Social and Emotional Learning**

	<b>Very Consistently</b>	<b>Somewhat Consistently</b>	<b>Not at all Consistently</b>
12. (If yes to question 11) How consistently do you incorporate the WCSD standards into your daily classroom instruction?	54%	39%	7%

**Table 13. Commitment to Social and Emotional Learning**

	<b>Not at All Committed</b>	<b>Somewhat Committed</b>	<b>Moderately Committed</b>	<b>Extremely Committed</b>	<b>Not sure what SEL programming is</b>
13. How would you rate your own level of commitment to implementing social and emotional programming in your classroom or school?	1%	8%	22%	29%	39%

**Table 14. Physical Environment**

	<b>Strongly Disagree</b>	<b>Disagree</b>	<b>Agree</b>	<b>Strongly Agree</b>
14a. My school building is clean.	2%	9%	47%	42%
14b. The temperature in my school is comfortable all year round.	8%	24%	46%	23%
14c. The bathrooms in my school are clean.	4%	11%	53%	32%

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\*14d. There are a lot of broken windows, doors, or desks at my school. 54% 35% 7% 3%

\*14e. Vandalism of school property is a problem at my school. 33% 43% 19% 5%

*\*Items were reverse-coded to to build the "Physical Environment" scale score.*

**Table 15. Perception of Safety**

	Strongly Disagree	Disagree	Agree	Strongly Agree
15a. I feel safe inside my school.	1%	4%	50%	45%
15b. I feel safe outside around my school.	2%	8%	51%	39%

### Teacher and Staff Safety Individual Items

**Table 16. Student Behaviors**

	Not at All Common	Somewhat Common	Moderately Common	Very Common
<i>How common are the following behaviors at this school?</i>				
16a. student alcohol use	68%	19%	10%	3%
16b. student drug use	64%	21%	10%	4%
16c. student tobacco use	65%	20%	10%	5%
16d. harassment or bullying among students	24%	52%	18%	6%
16e. physical fighting between students	50%	38%	10%	2%
16f. disruptive student behavior	17%	42%	26%	16%
16g. racial/ethnic conflict among students	63%	29%	6%	1%
16h. student depression or other mental health problems	41%	42%	12%	4%
16i. lack of respect of staff by students	38%	37%	15%	10%
16j. cutting classes or being truant	53%	29%	11%	8%
16k. gang-related activity	70%	22%	5%	2%
16l. weapons possession	87%	11%	1%	0%
16m. vandalism (including graffiti)	59%	29%	9%	4%
16n. theft	48%	37%	11%	4%

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Table 17. Safety Knowledge	TRUE	FALSE
17a. My school promotes Secret Witness.	70%	30%
17b. I know the locations of fire extinguishers in my school.	80%	20%
17c. I know how to use a fire extinguisher.	79%	21%
17d. I know the locations of the emergency exits at my school.	98%	2%
17e. I know the lock down procedures for code red and yellow at my school.	98%	2%
17f. In the event of an emergency on school grounds I know what to do.	97%	3%
17g. My school communicates with parents throughout the year about what they should do in the event of a school emergency.	66%	34%
17h. My school communicates with students throughout the year about what they should do in the event of a school emergency.	90%	10%
17i. My school has a school safety planning team.	74%	26%
17j. Students are trained to be on the lookout for anything out of the ordinary (people, behavior, containers, broken air vents, vehicles, etc.).	55%	45%
17k. Students are represented on the school safety planning team.	29%	71%
17l. Parents are represented on the school safety planning team.	39%	61%