DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

Prepared for
Pueblo City 60

Number of respondents (#)
872

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HOW TO READ YOUR REPORT

How to get the most from your report

ABOUT YOUR REPORT

The Teaching and Learning Conditions in Colorado (TLCC) Survey – formerly TELL Colorado survey - is a statewide survey of school-based staff (teachers and building leadership) on their perceptions of the teaching and learning conditions in their schools. Questions were asked about instructional support, professional development, managing student conduct, use of time, leadership, facilities and resources, family and community support, and future plans. Demographic questions were limited to ensure participant anonymity.

The TLCC results give you a powerful tool for understanding teachers and leaders' experience in their classrooms and schools. These results may confirm some of what you already know about classrooms and schools, may surprise you with details that you didn't know, and most likely will open up new questions about areas you want to explore further.

SURVEY DESIGN

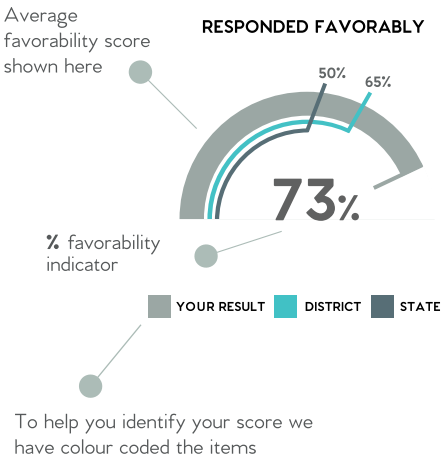
The survey is led by the Colorado Department of Education (CDE)and operated through a statewide collaborative that includes the Colorado Association of School Boards, Colorado Association of School Executives, Colorado Education Association, Colorado Education Initiative, Colorado League of Charter Schools, Colorado Rural Alliance and representatives from school districts, universities and researchers. APA Consulting developed the TLCC survey by working closely with the partner organizations, districts and educators in the field. Cambridge Education administered the inaugural launch the survey in January 2018.

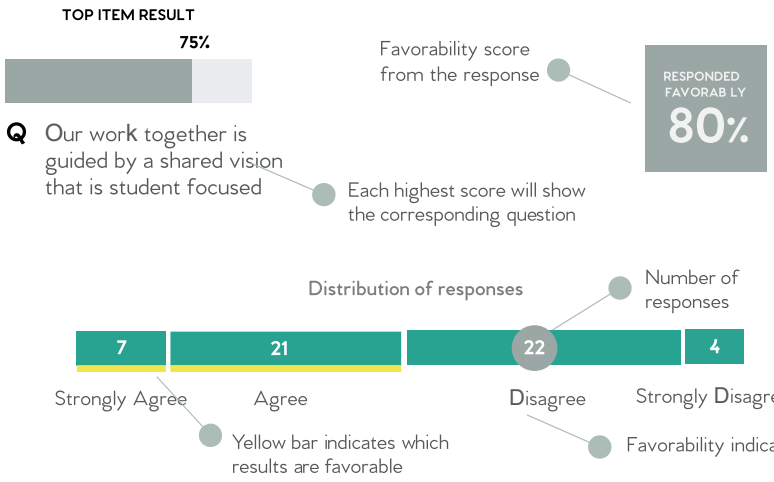
SCORING AND REFERENCE DATA

After responding to demographic questions, educators indicated one of four response options for each item on the survey. Scores in this report are percentages based on the proportion of students who replied “Agree” or “Strongly Agree.” Responses to “I don't Know” do not affect favorability ratings. You can see a full breakdown of how all educators responded in the “Results” section.

Items on the TLCC have varying levels of meaning by design, so it is not as easy as simply looking at the highest and lowest items to identify strengths and areas of improvement. When examining a school’s results, you should think carefully about the priorities of your school(s) and departments, and then identify relative strengths and weaknesses across teachers and schools.

USE OF CHARTS & LEGENDS





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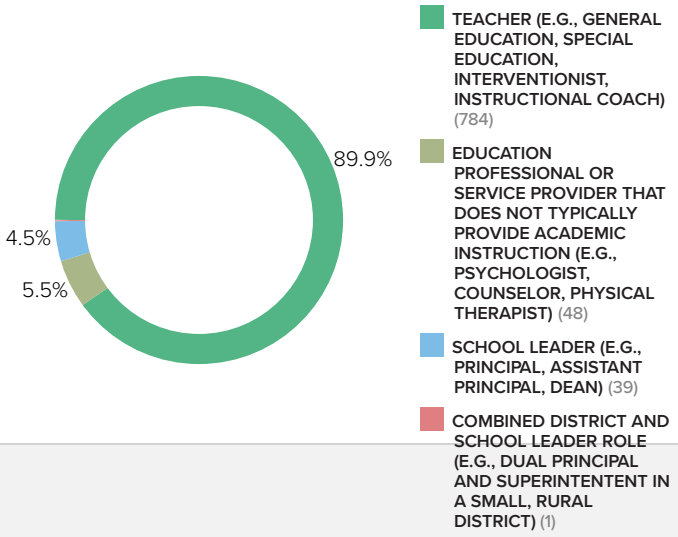
DEMOGRAPHICS

Who took the survey?

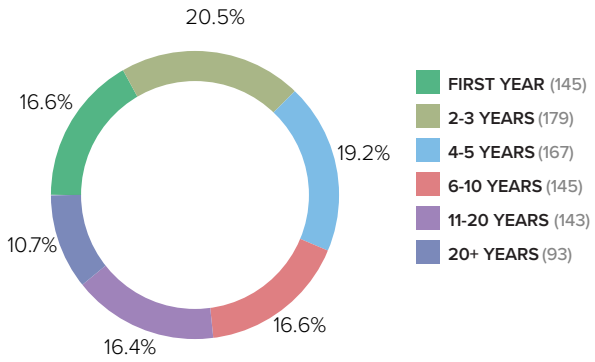
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.

872 total respondents

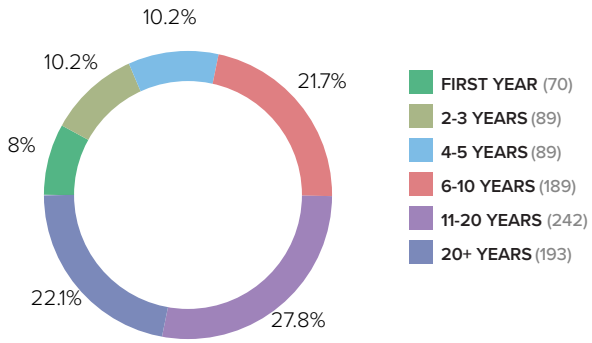
What is your current position at the school?



How many years have you worked at your present school in this position/role?



How many years have you worked in your career in this position/role?



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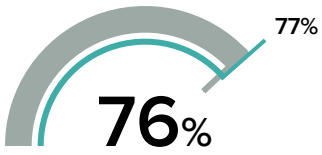
REPORT OVERVIEW

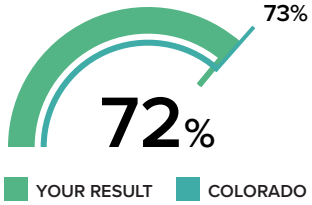
Your results at a glance

REPORT OVERALL FAVORABILITY



YOUR RESULTS

NQ New Teacher Questions



TOP ITEM RESULT

88%

Q Instructional and classroom support (e.g., ideas, resources, advice on instruction and planning)

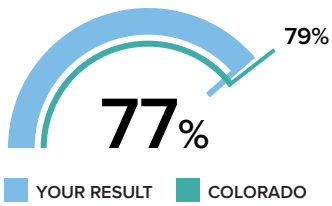
SL School Leadership

TOP ITEM RESULT

87%

Q Our work together is guided by a shared vision that is student focused.

TL Teacher Leadership

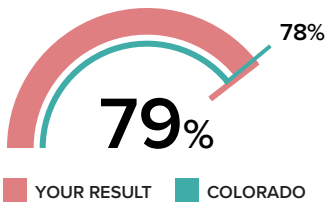


TOP ITEM RESULT

82%

Q Teachers have leadership opportunities in this school.

MC Managing Student Conduct



TOP ITEM RESULT

96%

Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal...

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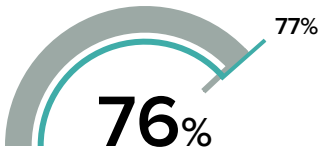
REPORT OVERVIEW

Your results at a glance

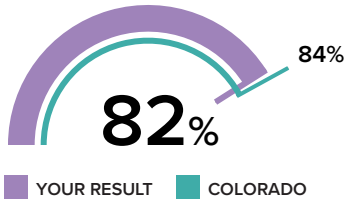
REPORT OVERALL FAVORABILITY



YOUR RESULTS

IS

Instructional Practices and Support

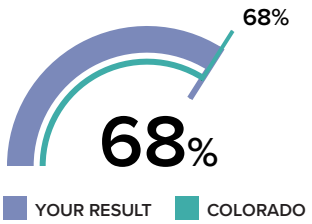


TOP ITEM RESULT

Q Teachers use formative assessment data to improve their students' learning.

PD

Professional Development

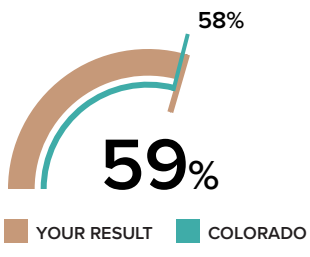


TOP ITEM RESULT

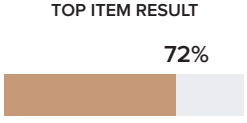
Q Teachers receive adequate professional development to effectively use student data (e.g., assessments, surveys).

T

Time



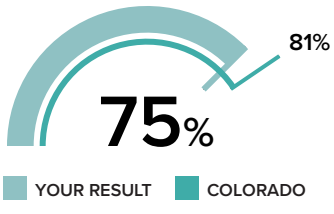
TOP ITEM RESULT



Q Teachers have adequate time to engage in professional learning (e.g., attend trainings, refine new techniques,...

FR

Facilities and Resources



TOP ITEM RESULT

Q Our school is a safe place to work.

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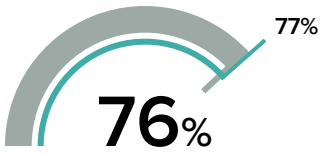
REPORT OVERVIEW

Your results at a glance

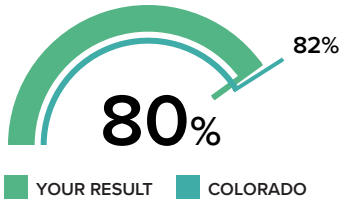
REPORT OVERALL FAVORABILITY



YOUR RESULTS

CI

Community Support and Involvement

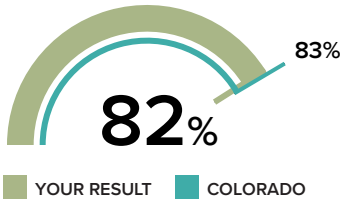


TOP ITEM RESULT

Q Every family has access to information about what is happening in the school.

OR

Overall Reflection

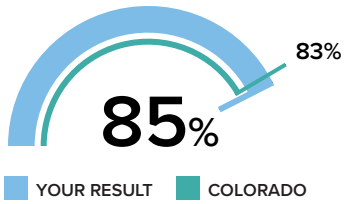


TOP ITEM RESULT

Q I would recommend this school as a good place for students to learn.

DS

District Supports



TOP ITEM RESULT

Q District leadership takes steps to solve problems.

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HISTORICAL RESULTS

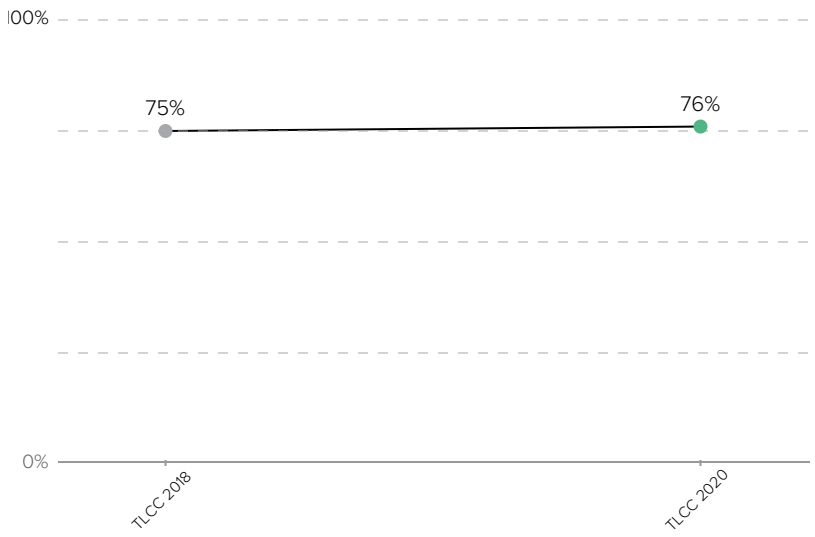
Measuring your growth

The following graphics display your results compared to your previous survey results.

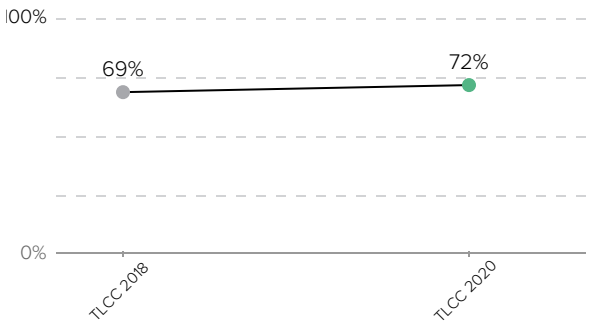
REPORT OVERALL

76%

▲ 1.0 point(s) higher than TLCC 2018 results

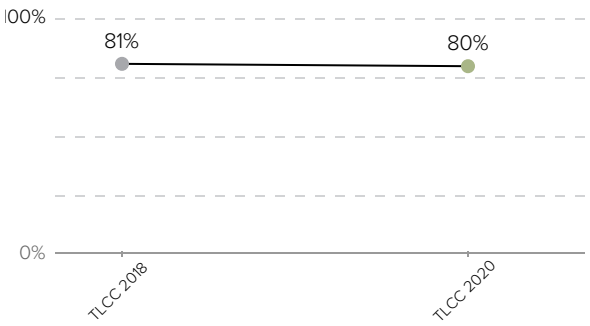


NQ New Teacher Questions



72% ▲ 3.0 point(s) higher than TLCC 2018 results

SL School Leadership



80% ▼ 1.0 point(s) lower than TLCC 2018 results

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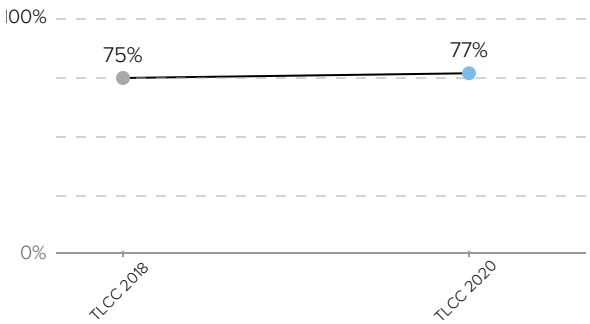
HISTORICAL RESULTS

Measuring your growth

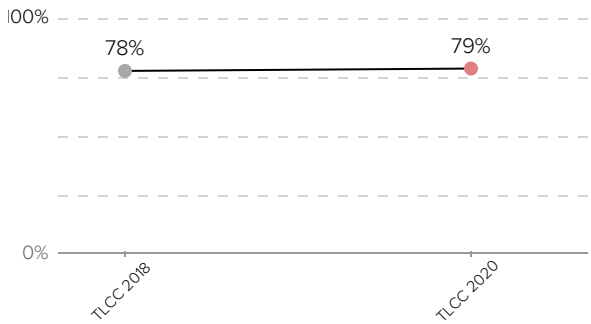
The following graphics display your results compared to your previous survey results.

TL Teacher Leadership



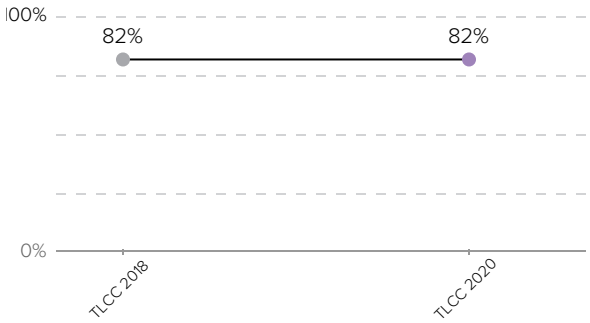
77% ▲2.0 point(s) higher than TLCC 2018 results

MC Managing Student Conduct



79% ▲1.0 point(s) higher than TLCC 2018 results

IS Instructional Practices and Support



82% No significant change since last administration.

PD Professional Development

68% No significant change since last administration.

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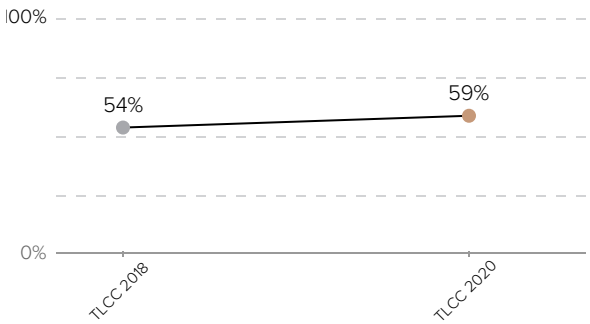
HISTORICAL RESULTS

Measuring your growth

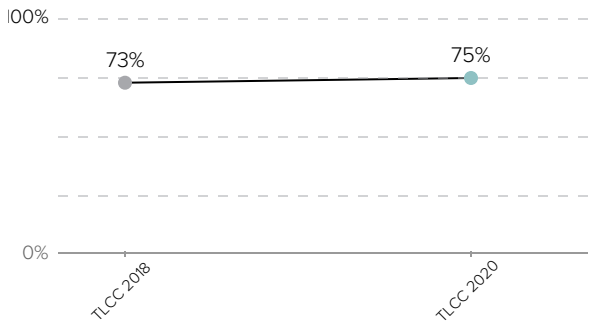
The following graphics display your results compared to your previous survey results.

T Time



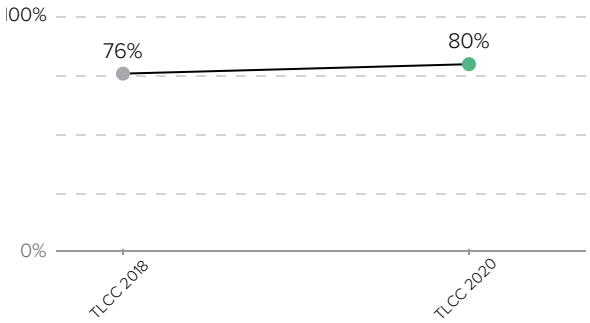
59% ▲5.0 point(s) higher than TLCC 2018 results

FR Facilities and Resources



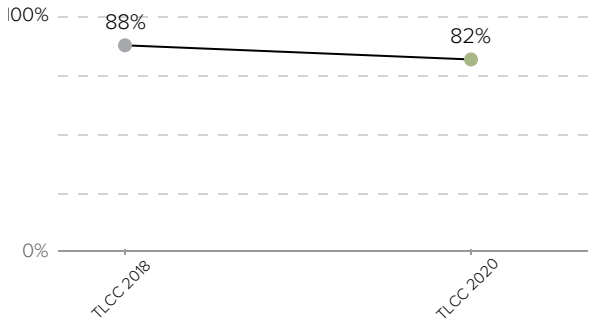
75% ▲2.0 point(s) higher than TLCC 2018 results

CI Community Support and Involvement



80% ▲4.0 point(s) higher than TLCC 2018 results

OR Overall Reflection



82% ▼6.0 point(s) lower than TLCC 2018 results

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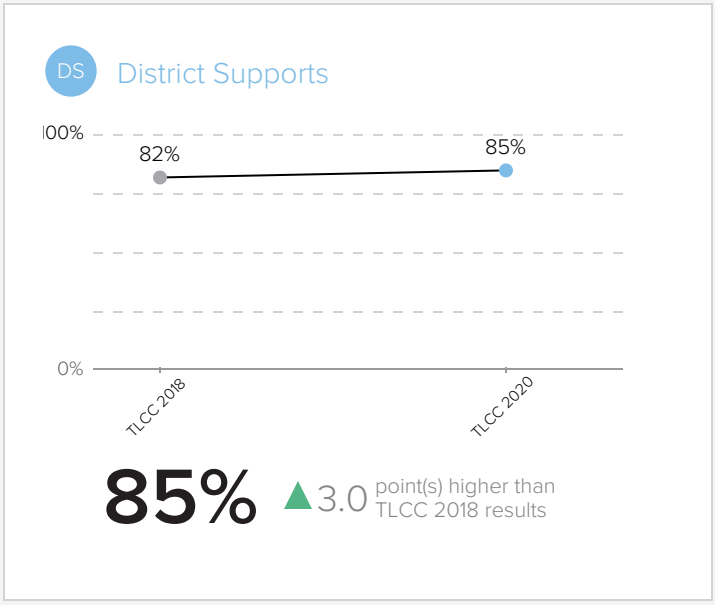
HISTORICAL RESULTS

Measuring your growth

The following graphics display your results compared to your previous survey results.



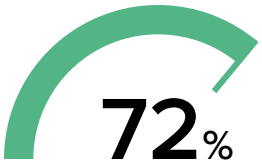
RESULTS

Item level results from your report

NQ New Teacher Questions

Only delivered to new teachers (e.g., years 1-3), these questions relate to specific supports for new teachers (e.g., supports, mentoring).

OVERALL FAVORABILITY



COMPARE RESULT

Q To what extent do you meet with your mentor teacher during a typical school week?

74%

71%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
21	16	12	1	0	50

Q To what degree do you feel that you have received adequate support as a new teacher at this school?

70%

73%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
102	113	78	12	6	311

Q Have you received any new teacher supports at this school?

Distribution of responses

Yes	No	I don't know	Total
199	87	31	317

More New Teacher Questions results on next page

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NQ New Teacher Questions (cont)

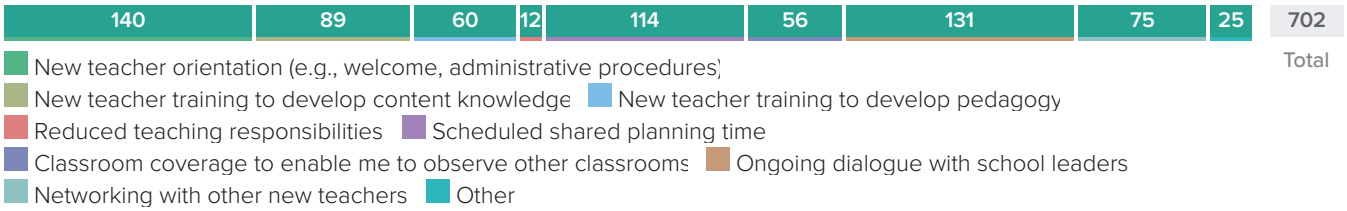
COMPARE RESULT

Q Have you been assigned a mentor teacher this school year?

Distribution of responses

Q Which of the following new teacher supports have you received at this school?

Distribution of responses

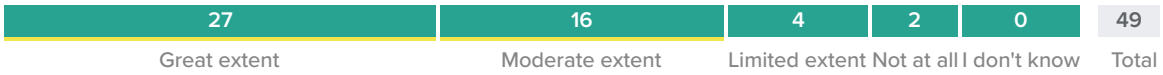


TO WHAT EXTENT DO YOU FOCUS ON THE FOLLOWING TYPES OF WORK WITH YOUR MENTOR?

Q Instructional and classroom support (e.g., ideas, resources, advice on instruction and planning)

88%

Distribution of responses



Q Personal support (e.g., social connections, help with stress)

59%

Distribution of responses

NQ More New Teacher Questions results on next page

NQ New Teacher Questions (cont)

COMPARE RESULT

Q Reflective support (e.g., helping you think about your work and how it is impacting students)

76%

78%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
24	13	9	3	0	49

Q Professional support (e.g., advice on career, professional networking)

65%

64%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
18	13	8	9	0	48

Q Evaluative support (e.g., formative evaluation feedback, advice related to evaluation expectations)

78%

72%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
19	19	9	2	0	49

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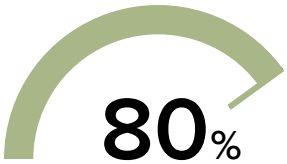
RESULTS

Item level results from your report

School Leadership

This area is aimed at the school leadership's role within the school, the vision provided and the culture of the building. These items refer to the team that leads the school; they are not limited to the principal.

OVERALL FAVORABILITY



COMPARE RESULT

Q This school is led by an effective team. — **83%**

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
296	412	101	48	14	871

Q Our work together is guided by a shared vision that is student focused. — **87%**

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
332	416	83	30	10	871

Q School staff participate in the school's improvement planning process (e.g., Unified Improvement Plan, school based improvement) in a meaningful way. — **79%**

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
198	444	128	39	60	869

More School Leadership results on next page

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SL School Leadership (cont)

COMPARE RESULT

Q School staff show respect for each other.

85%

Colorado 89%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
262	468	97	28	13	868

Q Staff feel comfortable raising important issues with school leaders.

79%

Colorado 77%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
318	351	117	60	23	869

Q Teachers are provided with informal feedback to improve their instruction.

84%

Colorado 79%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
253	461	109	29	15	867

Q Teachers' effectiveness is accurately assessed through the school's teacher evaluation process.

72%

Colorado 73%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
188	410	138	90	41	867

Q The teacher evaluation process provides teachers with actionable feedback for improvement.

72%

Colorado 71%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
167	435	149	80	37	868

SL More School Leadership results on next page

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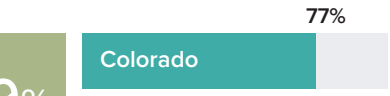
SL School Leadership (cont)

COMPARE RESULT

Q School leadership puts suggestions made by staff into operation.

79%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
204	428	121	48	67	868

Q School leadership works to build trust among staff.

78%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
250	402	127	56	34	869

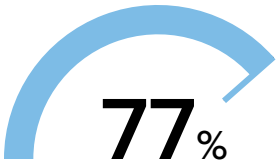
RESULTS

Item level results from your report

Teacher Leadership

This area focuses on the role of teachers as leaders within the school and the level of influence that teachers hold.

OVERALL FAVORABILITY



Q Teachers' professional expertise is valued.

81%

COMPARE RESULT

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
262	424	107	53	22	868

Q There is a process in place for collaborative problem solving in this school.

76%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
217	410	160	42	40	869

Q Teachers have leadership opportunities in this school.

82%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
248	438	120	26	37	869

More Teacher Leadership results on next page

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TL Teacher Leadership (cont)

COMPARE RESULT

Q Teachers have an adequate level of influence on important school decisions.

70%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
164	407	176	69	52	868

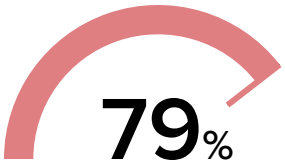
RESULTS

Item level results from your report

MC Managing Student Conduct

This area centers on school safety and expectations for student behavior.

OVERALL FAVORABILITY



COMPARE RESULT

Q Students know how they are expected to act in the school.

84%

80%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
291	439	87	47	4	868

Q Students have the behavioral supports needed to focus on learning.

66%

67%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
131	426	210	83	18	868

Q Rules for student behavior are enforced in a consistent manner.

61%

53%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
134	380	208	121	23	866

MC More Managing Student Conduct results on next page

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MC Managing Student Conduct (cont)

COMPARE RESULT

Q This school is a safe place for students to learn.

88%

90%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
296	452	72	33	16	869

Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.

96%

97%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
355	436	32	3	41	867

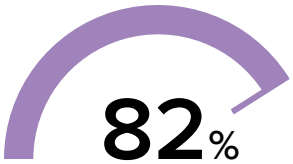
RESULTS

Item level results from your report

IS Instructional Practices and Support

This section is aimed at the instructional approach of the school and the intentional supports for various student groups.

OVERALL FAVORABILITY



COMPARE RESULT

Q Staff in this school consistently seek new and improved ways of providing instruction.

89%

90%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
224	516	82	8	34	864

Q Staff in this school hold themselves accountable for the academic growth of every child.

89%

87%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
214	514	84	10	43	865

Q The school provides opportunities for me to learn from other teachers.

75%

79%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
166	466	174	34	20	860

IS More Instructional Practices and Support results on next page

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IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Students understand how class activities relate to learning objectives.

92%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
160	596	57	7	43	863

Q Instruction in this school encourages different cultural viewpoints.

88%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
174	525	78	15	69	861

Q The diverse academic needs of our students are met by this school's current curriculum.

66%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
112	426	224	49	50	861

Q English Learners are adequately supported in this school.

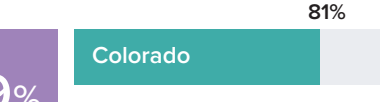
81%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
203	450	120	32	56	861

Q Students with disabilities are adequately supported in this school.

79%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
237	405	136	39	45	862

IS More Instructional Practices and Support results on next page

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IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Gifted students are adequately supported in this school.

67%

Colorado 74%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
120	393	201	50	97	861

Q Students' social and emotional learning is adequately supported in this school.

75%

Colorado 78%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
145	468	166	36	45	860

Q Teachers have the autonomy to make important decisions in their classrooms (e.g., pacing, materials, and/or pedagogy).

77%

Colorado 88%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
249	409	134	58	11	861

Q Teachers feel supported in trying new instructional strategies.

87%

Colorado 91%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
265	451	86	24	36	862

Q Teachers use formative assessment data to improve their students' learning.

98%

Colorado 97%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
340	487	20	1	12	860

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RESULTS

Item level results from your report

PD Professional Development

This section summarizes the school's general approach to professional development, including alignment with other work, adequacy and types of opportunities.

OVERALL FAVORABILITY

COMPARE RESULT

Q The school improvement plan (e.g., Unified Improvement Plan) influences teachers' professional learning choices.

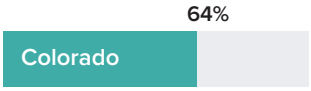
74%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
108	404	152	26	172	862

Q Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

59%

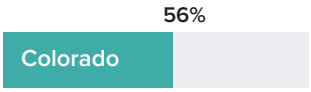


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
107	369	247	86	49	858

Q The effectiveness of professional development is assessed regularly.

60%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
106	343	223	76	112	860

More Professional Development results on next page

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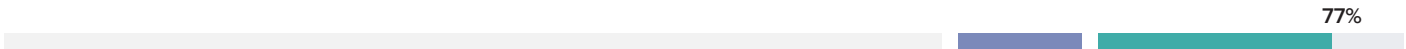
PD Professional Development (cont)

COMPARE RESULT

Q Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

77%

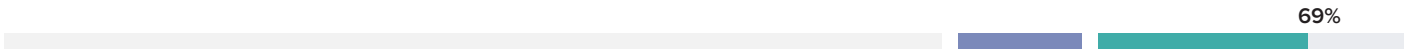


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
176	447	139	50	45	857

Q All teachers receive ongoing support and coaching to improve their practice.

70%

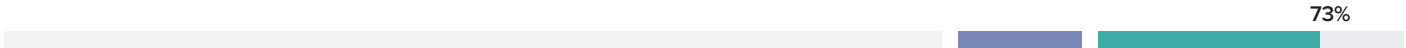


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
146	440	193	58	22	859

Q Teachers receive adequate professional development to effectively use student data (e.g., assessments, surveys).

77%

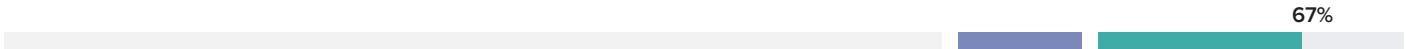


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
138	494	147	44	33	856

Q Teachers receive adequate professional development to support their students' social and emotional learning.

59%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
118	375	257	81	26	857

PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

69%

68%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
129	422	189	60	60	860

Q Which of the following would be most beneficial for teachers in this school to learn more about?

Distribution of responses

Teachers' content areas	Colorado Academic Standards	Using assessment results to guide instruction	Understanding data	Differentiating instruction	Supporting English Learners	Supporting special education (students with disabilities)	Teaching gifted students	Methods of teaching	Reading strategies	Using technology in classroom instruction	Classroom management techniques	Social-emotional learning of all students	Family engagement	Math interventions	Teaching students with trauma	Total
157	63	67	86	234	122	213	153	95	141	193	135	371	192	132	318	2672

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RESULTS

Item level results from your report

Time

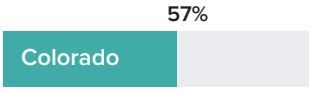
This area focuses on the availability of and use of time.

OVERALL FAVORABILITY

COMPARE RESULT

Q Teachers have adequate time to prepare for instruction.

58%

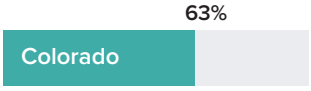


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
118	372	230	129	13	862

Q Teachers' time is protected from duties that take time away from teaching.

63%

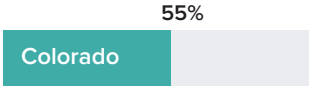


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
142	390	209	97	20	858

Q Teachers have adequate time to analyze and respond to student assessment data.

59%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
93	393	259	81	31	857

More Time results on next page

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T Time (cont)

COMPARE RESULT

Q Teachers have adequate time to support their students' social and emotional learning.

49%

53%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
75	330	319	108	26	858

Q Teachers have adequate time to communicate with their students' families.

63%

64%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
79	452	228	83	15	857

Q New initiatives (e.g., curriculum, assessments, instructional approach) are given enough time to determine their effectiveness.

47%

53%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
55	302	251	150	101	859

Q Teachers have adequate time to engage in professional learning (e.g., attend trainings, refine new techniques, collaborate with grade level teams).

72%

63%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
103	502	181	53	21	860

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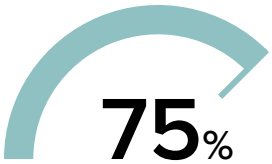
RESULTS

Item level results from your report

FR Facilities and Resources

This section focuses on student class size, instructional resources, and safety.

OVERALL FAVORABILITY



Q Class size(s) are reasonable.

68%

COMPARE RESULT

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
167	407	145	124	15	858

Q Instructional resources are adequate to support student learning.

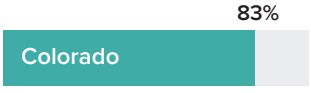
62%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
97	422	206	107	26	858

Q Teachers have adequate physical space to work productively.

79%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
192	486	115	62	5	860

FR More Facilities and Resources results on next page

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FR Facilities and Resources (cont)

Q Our school is a safe place to work.

90%

COMPARE RESULT

92%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
314	440	57	28	19	858

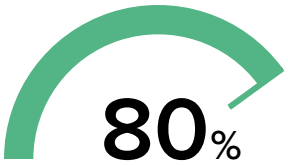
RESULTS

Item level results from your report

CI Community Support and Involvement

This section summarizes the school's approach to family and community support and engagement.

OVERALL FAVORABILITY



COMPARE RESULT

Q The broader community is supportive of the school.

81%

86%
Colorado

Distribution of responses

143	462	114	25	115	859
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Q The school's efforts to engage families are effective.

76%

78%
Colorado

Distribution of responses

125	478	164	31	59	857
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Q The school provides strategies that families can use at home to support their children's learning.

70%

73%
Colorado

Distribution of responses

114	415	184	39	106	858
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

CI More Community Support and Involvement results on next page

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CI Community Support and Involvement (cont)

COMPARE RESULT

Q Every family has access to information about what is happening in the school.

94%

91%
Colorado

Distribution of responses

290	483	44	9	32	858
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

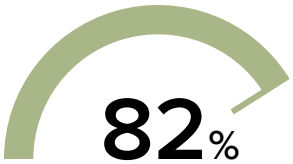
RESULTS

Item level results from your report

Overall Reflection

This area is gauges staff's overall impressions of the school, as well as future employment plans.

OVERALL FAVORABILITY



COMPARE RESULT

Q I would recommend this school as a good place to work.

86%

Colorado 86%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
310	389	79	38	41	857

Q I would recommend this school as a good place for students to learn.

88%

Colorado 88%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
307	412	72	30	38	859

Q I feel satisfied with the recognition I get for doing a good job.

74%

Colorado 74%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
230	378	139	78	32	857

More Overall Reflection results on next page

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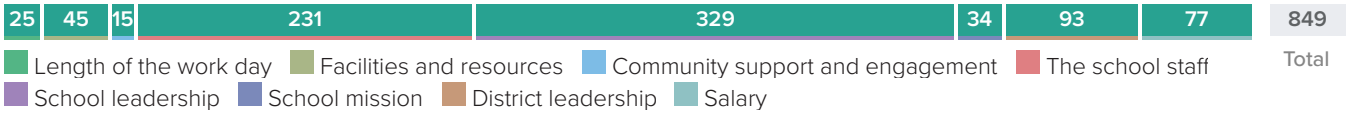
OR Overall Reflection (cont)

COMPARE RESULT

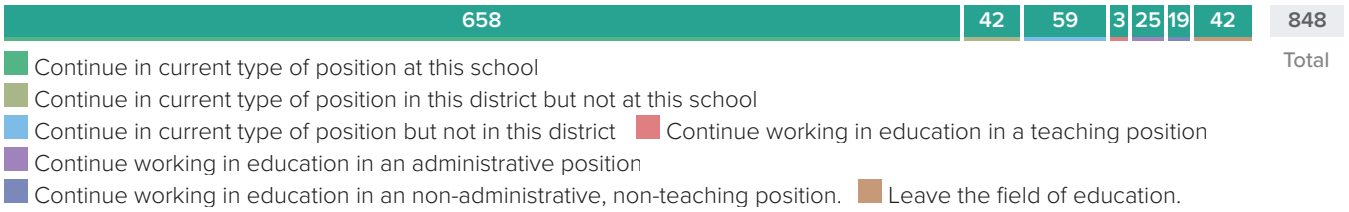
Q Which of the following most affects your decision about whether to continue working at this school?

Distribution of responses



Q Which of the following best describes your plans after the end of this school year?

Distribution of responses



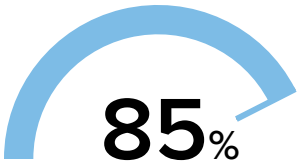
RESULTS

Item level results from your report

DS District Supports

Unique to building leaders, these questions ask about their impressions of the level of district support for the school.

OVERALL FAVORABILITY



COMPARE RESULT

Q There is an atmosphere of trust and mutual respect between district and school administrators.

76%

85%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
5	20	8	0	3	36

Q The district provides principals with support when they need it.

83%

85%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
9	20	6	0	2	37

Q The district clearly describes expectations for schools.

91%

83%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
11	21	3	0	2	37

DS More District Supports results on next page

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DS District Supports (cont)

COMPARE RESULT

Q The district provides constructive feedback to school leadership to improve performance.

91%

80%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
10	21	3	0	3	37

Q School leaderships' effectiveness is accurately assessed through the district's evaluation process.

94%

78%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	23	2	0	4	37

Q The district makes principal professional development a priority.

91%

78%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
10	22	3	0	2	37

Q My school receives instructional resources on par with other schools in the district.

63%

82%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
7	15	12	1	1	36

Q The district involves principals in decisions that directly impact the operations of their school.

80%

85%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
9	19	7	0	2	37

DS More District Supports results on next page

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DS District Supports (cont)

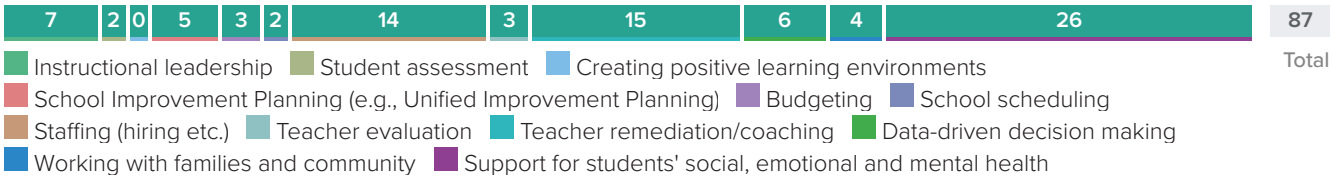
COMPARE RESULT

Q District leadership takes steps to solve problems.

94%

90%
Colorado

Distribution of responses

Q In which of the following areas (if any) do you need additional support to lead your school effectively?

Distribution of responses