DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

Prepared for
Cherry Creek 5

Number of respondents (#)
2048

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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

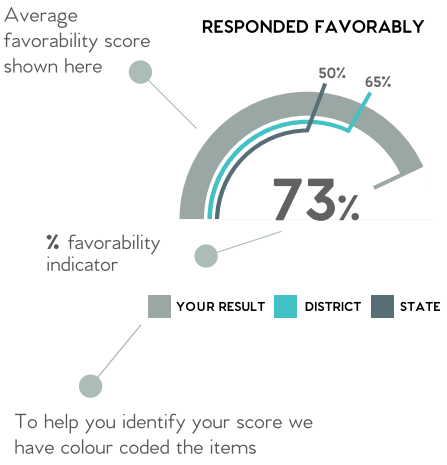
The survey is led by the Colorado Department of Education (CDE)and operated through a statewide collaborative that includes the Colorado Association of School Boards, Colorado Association of School Executives, Colorado Education Association, Colorado Education Initiative, Colorado League of Charter Schools, 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.

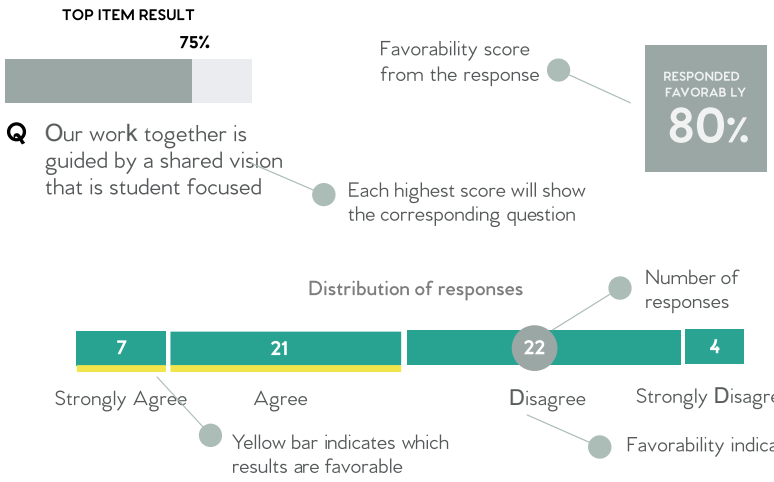
SCORING AND REFERENCE DATA

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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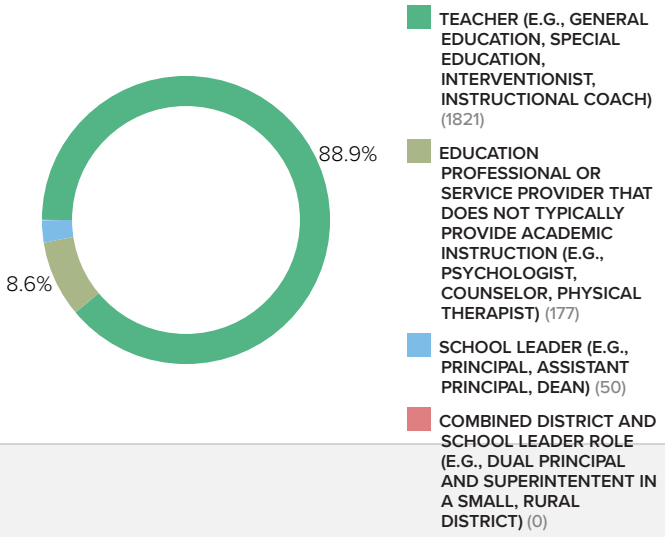
DEMOGRAPHICS

Who took the survey?

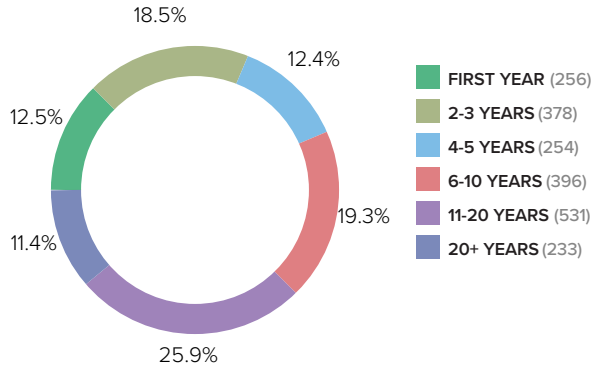
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.

2048 total respondents

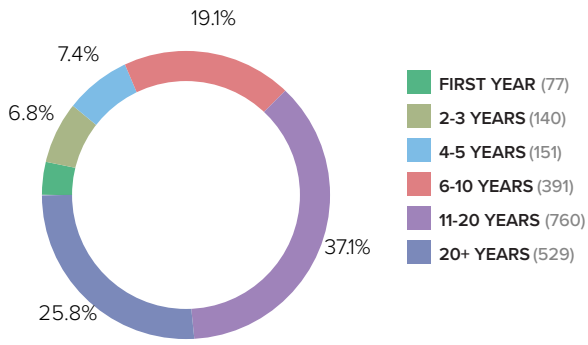
What is your current position at the school?



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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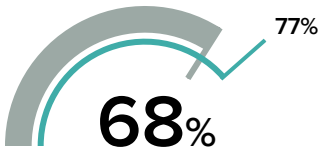
REPORT OVERVIEW

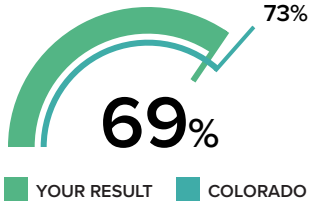
Your results at a glance

REPORT OVERALL FAVORABILITY



YOUR RESULTS

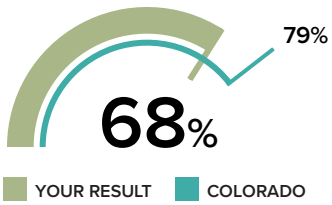
NQ New Teacher Questions



TOP ITEM RESULT

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

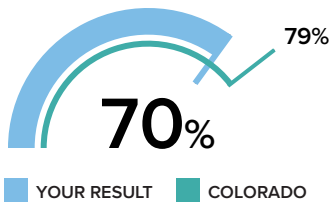
SL School Leadership



TOP ITEM RESULT

Q School staff show respect for each other.

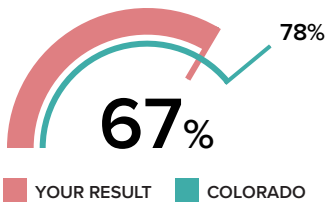
TL Teacher Leadership



TOP ITEM RESULT

Q Teachers have leadership opportunities in this school.

MC Managing Student Conduct



TOP ITEM RESULT

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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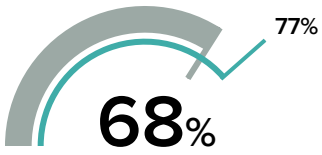
REPORT OVERVIEW

Your results at a glance

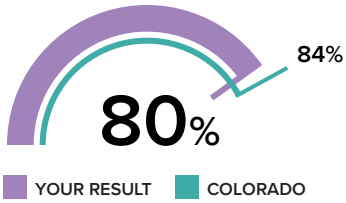
REPORT OVERALL FAVORABILITY



YOUR RESULTS

IS

Instructional Practices and Support

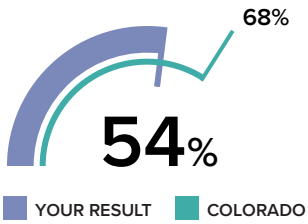


TOP ITEM RESULT

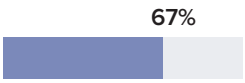
Q Teachers use formative assessment data to improve their students' learning.

PD

Professional Development



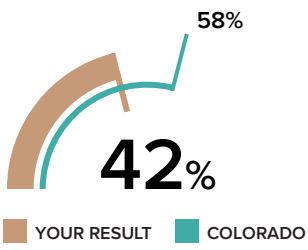
TOP ITEM RESULT



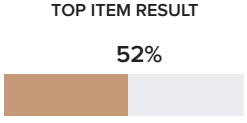
Q Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

T

Time



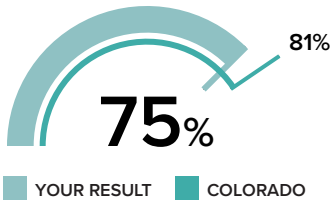
TOP ITEM RESULT



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

FR

Facilities and Resources



TOP ITEM RESULT

Q Our school is a safe place to work.

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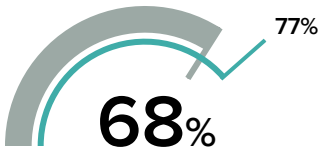
REPORT OVERVIEW

Your results at a glance

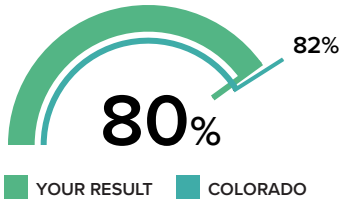
REPORT OVERALL FAVORABILITY



YOUR RESULTS

CI

Community Support and Involvement

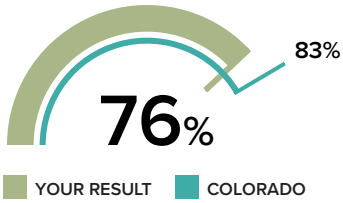


TOP ITEM RESULT

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

OR

Overall Reflection

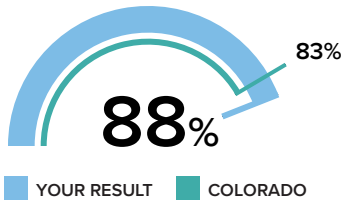


TOP ITEM RESULT

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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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?

84%

71%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
11	27	8	0	0	46

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

68%

73%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
143	228	151	23	8	553

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

Distribution of responses

Yes	No	I don't know	Total
350	182	28	560

NQ More New Teacher Questions results on next page

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NQ New Teacher Questions (cont)

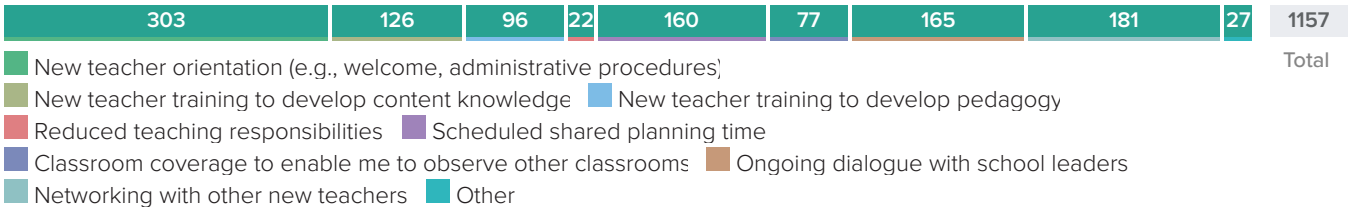
COMPARE RESULT

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%

85%
Colorado

Distribution of responses

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

72%

68%
Colorado

Distribution of responses

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)

78%

78%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
18	16	10	0	0	44

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

52%

64%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
11	12	19	3	0	45

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

60%

72%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
10	16	15	3	1	45

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RESULTS

Item level results from your report

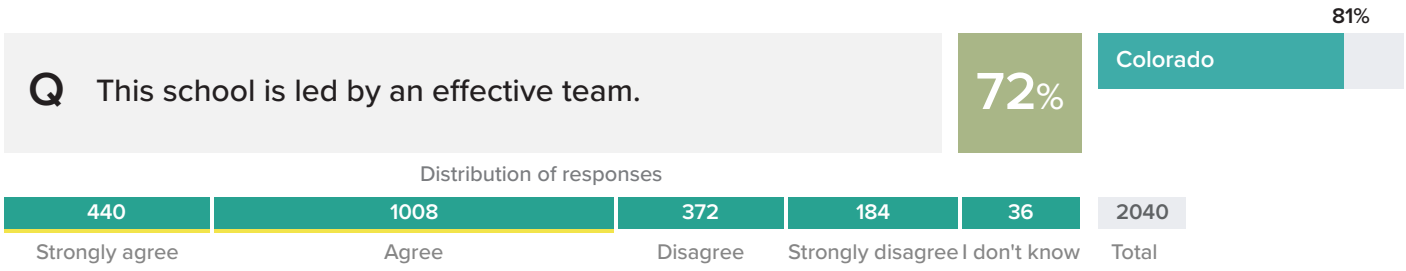
School Leadership

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

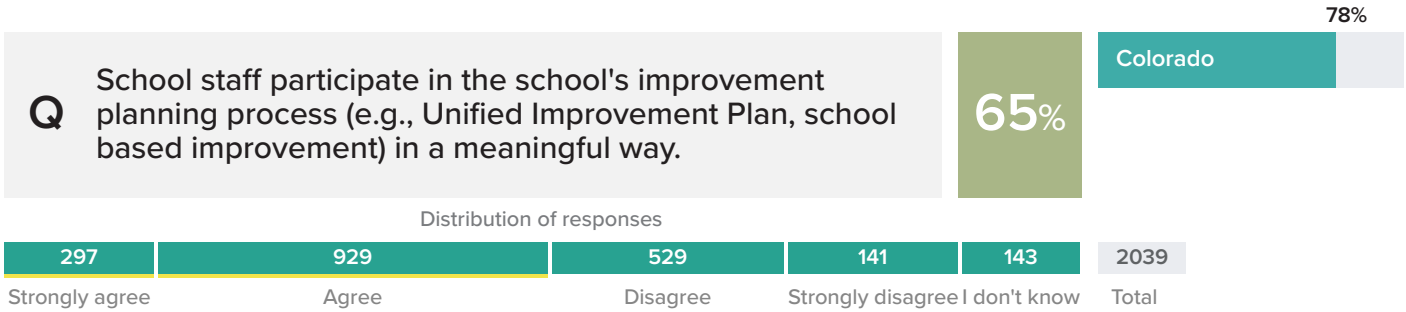
COMPARE RESULT

Q This school is led by an effective team. — **72%**



Q Our work together is guided by a shared vision that is student focused. — **79%**

Q School staff participate in the school's improvement planning process (e.g., Unified Improvement Plan, school based improvement) in a meaningful way. — **65%**



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
496	1227	236	60	19	2038

Q Staff feel comfortable raising important issues with school leaders.

67%

Colorado 77%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
464	870	397	252	52	2035

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

67%

Colorado 79%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
284	1050	508	147	47	2036

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

64%

Colorado 73%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
226	1009	491	208	101	2035

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

56%

Colorado 71%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
166	932	643	208	84	2033

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.

64%

77%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
265	899	461	194	221	2040

Q School leadership works to build trust among staff.

65%

77%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
362	911	468	208	89	2038

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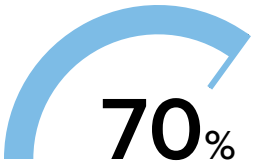
RESULTS

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.

74%

COMPARE RESULT

Distribution of responses

Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total

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

69%

Distribution of responses

Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total

Q Teachers have leadership opportunities in this school.

81%

Distribution of responses

Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total

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.

55%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
187	859	632	219	136	2033

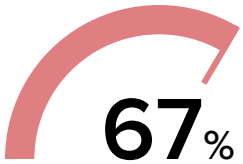
RESULTS

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.

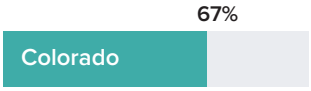
69%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
325	1069	396	217	16	2023

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

52%

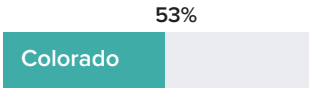


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
176	851	654	294	51	2026

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

38%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
136	626	740	468	55	2025

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.

82%

90%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
439	1186	268	86	50	2029

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

93%

97%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
555	1234	116	15	107	2027

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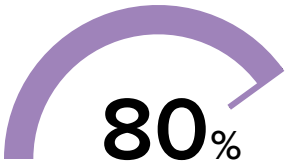
RESULTS

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.

86%

90%
Colorado

Distribution of responses

418	1226	246	31	98	2019
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

82%

87%
Colorado

Distribution of responses

413	1161	305	46	96	2021
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

73%

79%
Colorado

Distribution of responses

282	1153	458	79	49	2021
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

IS More Instructional Practices and Support results on next page

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IS Instructional Practices and Support (cont)

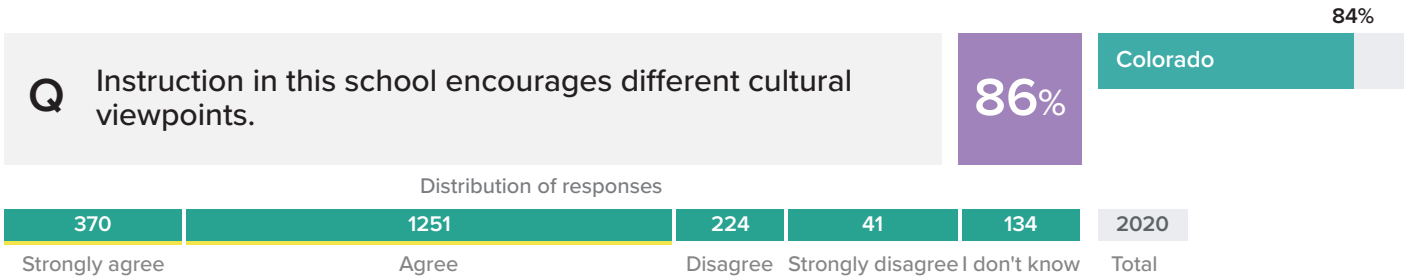
COMPARE RESULT

Q Students understand how class activities relate to learning objectives.

88%

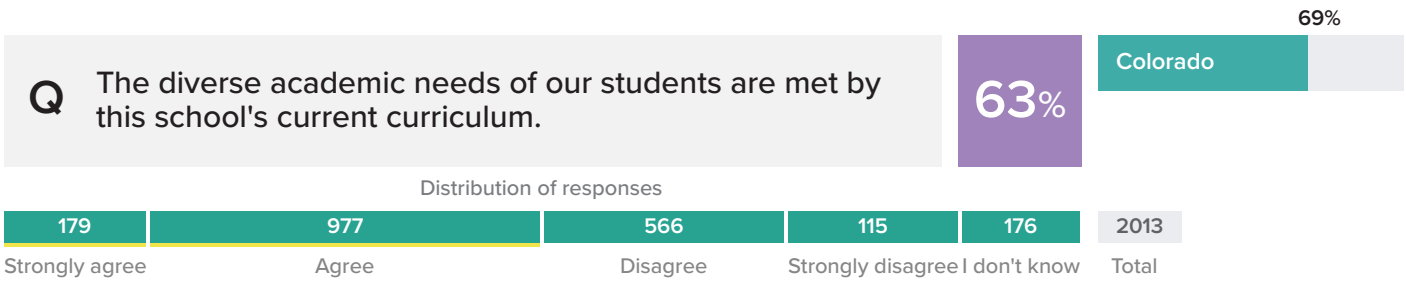
Q Instruction in this school encourages different cultural viewpoints.

86%



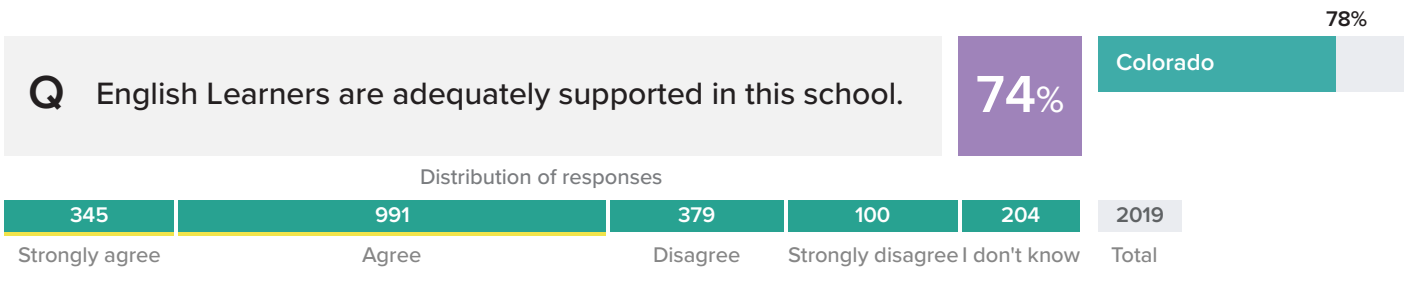
Q The diverse academic needs of our students are met by this school's current curriculum.

63%



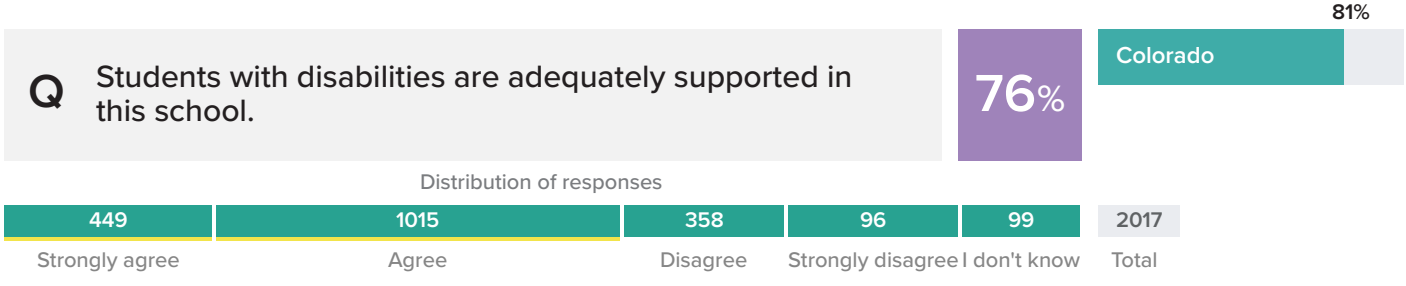
Q English Learners are adequately supported in this school.

74%



Q Students with disabilities are adequately supported in this school.

76%



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.

80%

74%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
412	1061	302	63	172	2010

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

62%

78%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
228	973	546	176	91	2014

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

87%

88%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
677	1053	192	59	38	2019

Q Teachers feel supported in trying new instructional strategies.

92%

91%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
642	1137	130	35	70	2014

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

97%

97%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
770	1142	49	9	48	2018

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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

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

57%

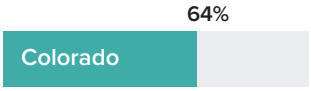
COMPARE RESULT

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
98	786	537	127	458	2006

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

56%

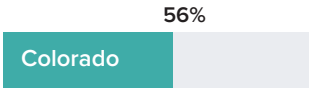


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
140	887	630	183	166	2006

Q The effectiveness of professional development is assessed regularly.

37%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
91	536	811	255	312	2005

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.

67%

77%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
216	1020	442	150	181	2009

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

54%

69%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
159	889	681	217	58	2004

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

57%

73%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
154	941	678	148	83	2004

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

48%

67%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
125	806	772	227	72	2002

PD More Professional Development results on next page

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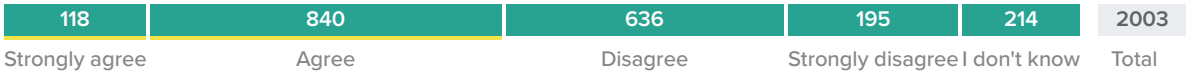
PD Professional Development (cont)

COMPARE RESULT

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

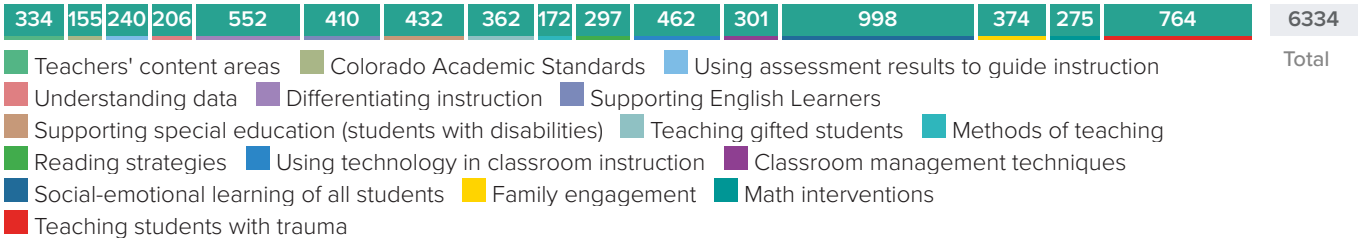
53%

Distribution of responses



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

Distribution of responses



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RESULTS

Item level results from your report

Time

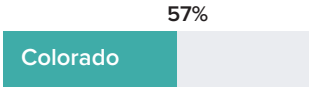
This area focuses on the availability of and use of time.

OVERALL FAVORABILITY

COMPARE RESULT

Q Teachers have adequate time to prepare for instruction.

44%

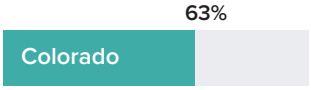


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
161	717	605	499	25	2007

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

48%

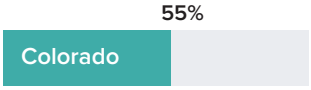


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
194	761	588	434	29	2006

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

38%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
85	650	811	399	59	2004

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.

35%

53%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
60	622	854	412	57	2005

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

52%

64%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
87	941	655	293	25	2001

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

34%

53%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
37	550	726	433	255	2001

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

45%

63%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
96	798	745	323	42	2004

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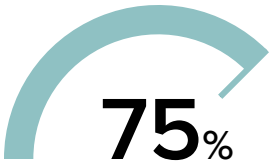
RESULTS

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.

59%

COMPARE RESULT

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
238	922	493	294	53	2000

Q Instructional resources are adequate to support student learning.

69%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
191	1148	441	150	70	2000

Q Teachers have adequate physical space to work productively.

81%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
414	1202	272	104	12	2004

FR More Facilities and Resources results on next page

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FR Facilities and Resources (cont)

COMPARE RESULT

Q Our school is a safe place to work.

88%

92%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
612	1121	173	64	36	2006

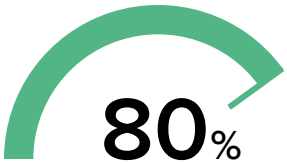
RESULTS

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.

88%

Colorado 86%

Distribution of responses

408	1145	174	29	249	2005
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

76%

Colorado 78%

Distribution of responses

257	1109	373	66	199	2004
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.

67%

Colorado 73%

Distribution of responses

160	930	462	71	377	2000
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

CI More Community Support and Involvement results on next page

CI Community Support and Involvement (cont)

COMPARE RESULT

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

89%

91%
Colorado

Distribution of responses

533	1089	178	29	177	2006
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

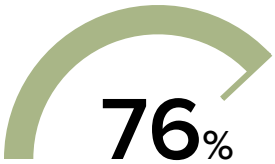
RESULTS

Item level results from your report

OR 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.

81%

86%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
566	979	274	88	95	2002

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

83%

88%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
527	1067	243	76	86	1999

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

65%

74%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
338	940	455	220	48	2001

OR More Overall Reflection results on next page

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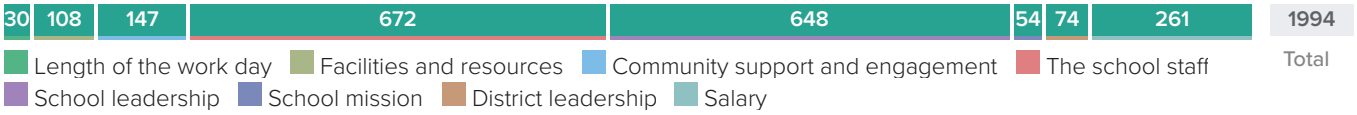
OR Overall Reflection (cont)

COMPARE RESULT

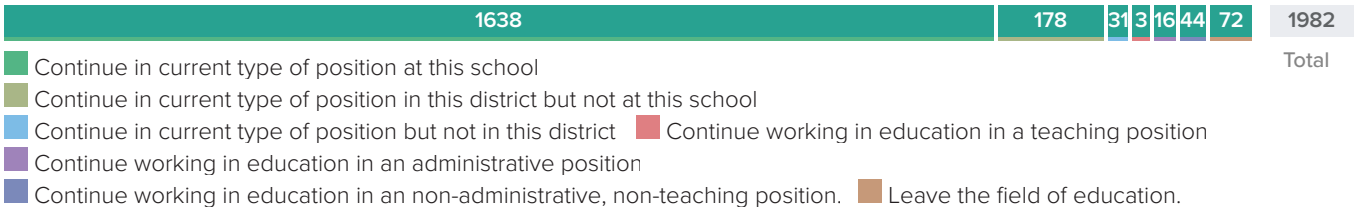
Q Which of the following most affects your decision about whether to continue working at this school?

Distribution of responses



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

Distribution of responses



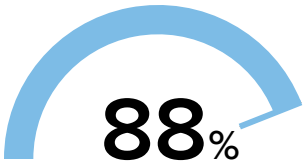
RESULTS

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.

89%

85% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
13	27	4	1	1	46

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

93%

85% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	31	3	0	4	46

Q The district clearly describes expectations for schools.

89%

83% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
12	29	4	1	0	46

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.

88%

Colorado 80%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
6	31	4	1	4	46

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

94%

Colorado 78%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
5	29	1	1	9	45

Q The district makes principal professional development a priority.

71%

Colorado 78%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
6	19	9	1	10	45

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

87%

Colorado 82%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
11	23	5	0	7	46

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

84%

Colorado 85%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
10	23	6	0	7	46

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.

95%

90%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
11	31	1	1	2	46

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

Distribution of responses

Instructional leadership	Student assessment	Creating positive learning environments	School Improvement Planning (e.g., Unified Improvement Planning)	Budgeting	School scheduling	Staffing (hiring etc.)	Teacher evaluation	Teacher remediation/coaching	Data-driven decision making	Working with families and community	Support for students' social, emotional and mental health	Total
9	4	6	4	6	1	10	5	12	7	6	23	93