DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

Prepared for
Manitou Springs 14

Number of respondents (#)
72

REPORT CONTENTS

How to read your report 1

Demographics 2

Report Overview 3

Results 6

- New Teacher Questions 6
- School Leadership 9
- Teacher Leadership 12
- Managing Student Conduct 14
- Instructional Practices and Support 16
- Professional Development 19
- Time 22
- Facilities and Resources 24
- Community Support and Involvement 26

REPORT CONTENTS (CONTINUED)

Overall Reflection 28

District Supports 30

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

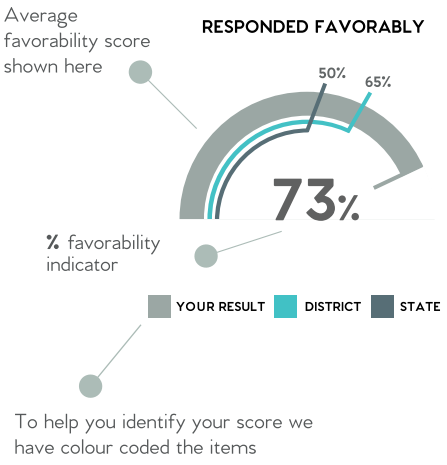
The survey is led by the Colorado Department of Education (CDE)and operated through a statewide collaborative that includes the Colorado Association of School Boards, Colorado Association of School Executives, Colorado Education Association, Colorado Education Initiative, Colorado League of Charter Schools,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

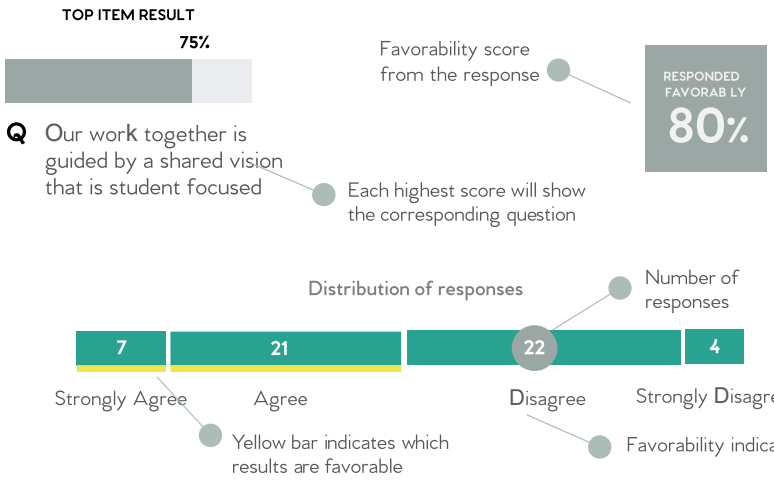
SCORING AND REFERENCE DATA

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





©2020 Cambridge Education

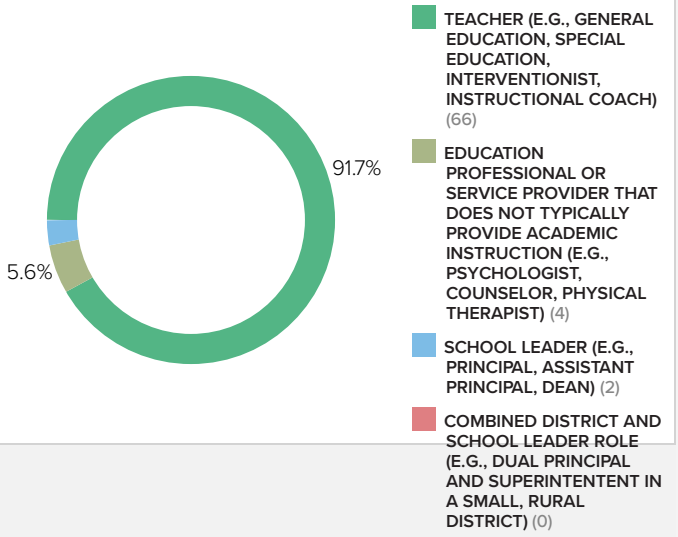
DEMOGRAPHICS

Who took the survey?

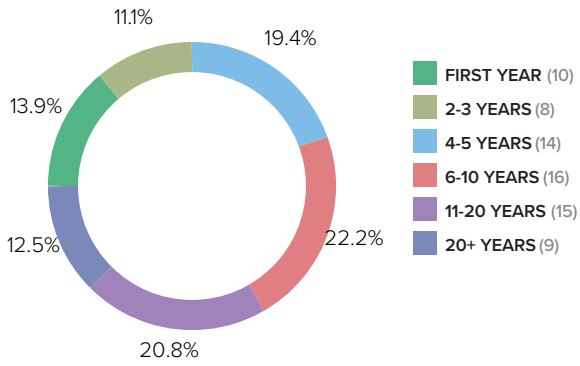
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.

72 total respondents

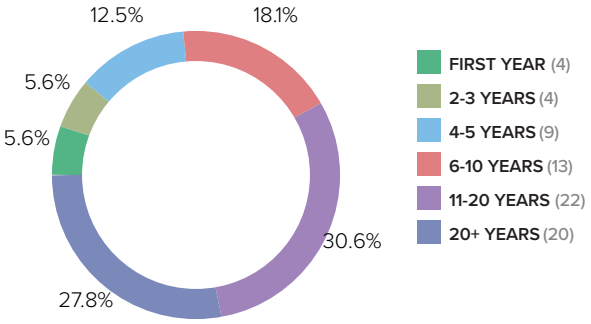
What is your current position at the school?



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?

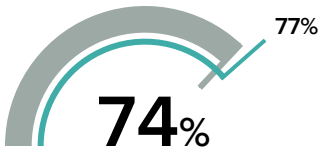


©2020 Cambridge Education

REPORT OVERVIEW

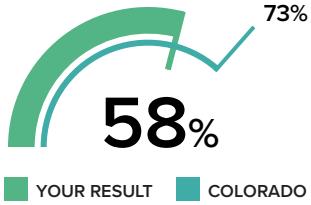
Your results at a glance

REPORT OVERALL FAVORABILITY

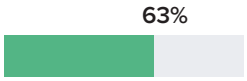


YOUR RESULTS

NQ New Teacher Questions

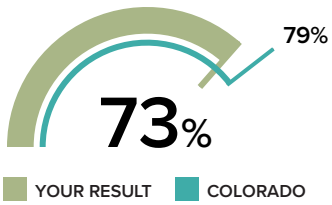


TOP ITEM RESULT



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

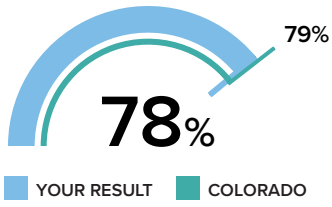
SL School Leadership



TOP ITEM RESULT

Q School staff show respect for each other.

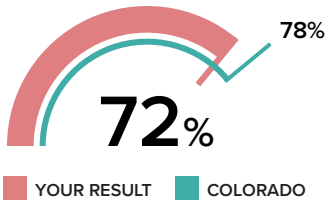
TL Teacher Leadership



TOP ITEM RESULT

Q Teachers have leadership opportunities in this school.

MC Managing Student Conduct



TOP ITEM RESULT

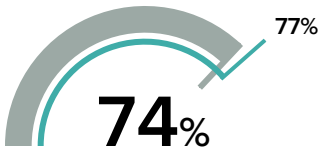
Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal...

©2020 Cambridge Education

REPORT OVERVIEW

Your results at a glance

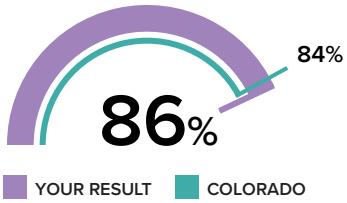
REPORT OVERALL FAVORABILITY



YOUR RESULTS

IS

Instructional Practices and Support

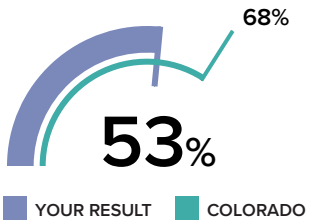


TOP ITEM RESULT

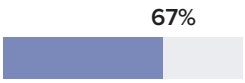
Q Teachers feel supported in trying new instructional strategies.

PD

Professional Development



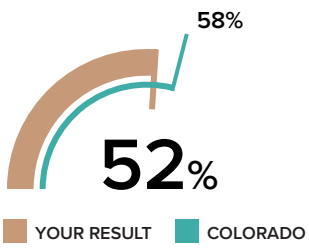
TOP ITEM RESULT



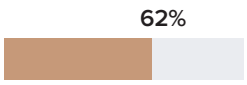
Q The school improvement plan (e.g., Unified Improvement Plan) influences teachers' professional learning choices.

T

Time



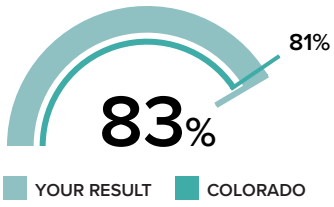
TOP ITEM RESULT



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

FR

Facilities and Resources



TOP ITEM RESULT

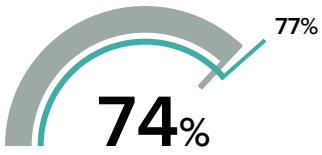
Q Our school is a safe place to work.

©2020 Cambridge Education

REPORT OVERVIEW

Your results at a glance

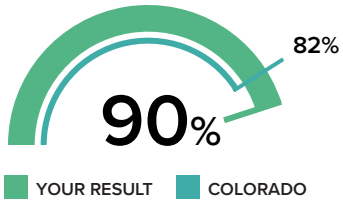
REPORT OVERALL FAVORABILITY



YOUR RESULTS

CI

Community Support and Involvement

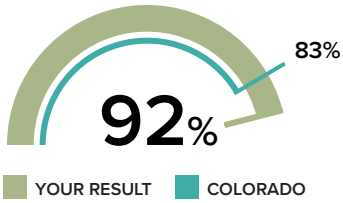


TOP ITEM RESULT

Q The broader community is supportive of the school.

OR

Overall Reflection



TOP ITEM RESULT

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

DS

District Supports

This construct did not receive the number of responses needed to appear in the results

©2020 Cambridge Education

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?

This item did not receive the number of responses needed to appear in the results

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

63%

73%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
1	9	6	0	0	16

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

Distribution of responses

Yes	No	I don't know	Total
15	1	1	17

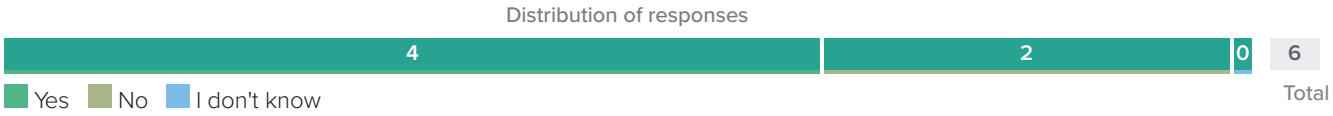
NQ More New Teacher Questions results on next page

©2020 Cambridge Education

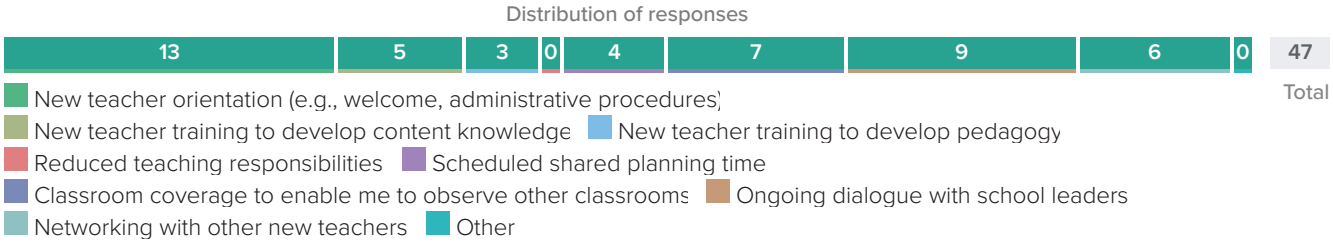
NQ New Teacher Questions (cont)

COMPARE RESULT

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



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



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)

This item did not receive the number of responses needed to appear in the results

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

This item did not receive the number of responses needed to appear in the results

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

This item did not receive the number of responses needed to appear in the results

NQ More New Teacher Questions results on next page

©2020 Cambridge Education

NQ New Teacher Questions (cont)

COMPARE RESULT

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

This item did not receive the number of responses needed to appear in the results

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

This item did not receive the number of responses needed to appear in the results

©2020 Cambridge Education

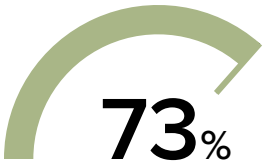
RESULTS

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. — **76%**

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
13	41	17	0	1	72

Q Our work together is guided by a shared vision that is student focused. — **89%**

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
18	44	7	1	2	72

Q School staff participate in the school's improvement planning process (e.g., Unified Improvement Plan, school based improvement) in a meaningful way. — **80%**

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	47	11	3	2	71

More School Leadership results on next page

©2020 Cambridge Education

SL School Leadership (cont)

COMPARE RESULT

Q School staff show respect for each other.

94%

89%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
28	40	4	0	0	72

Q Staff feel comfortable raising important issues with school leaders.

79%

77%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
19	38	13	2	0	72

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

59%

79%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
9	33	23	6	1	72

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

51%

73%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1	33	25	8	5	72

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

48%

71%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
2	30	27	8	5	72

SL More School Leadership results on next page

©2020 Cambridge Education

SL School Leadership (cont)

COMPARE RESULT

Q School leadership puts suggestions made by staff into operation.

75%

77%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
7	45	16	1	3	72

Q School leadership works to build trust among staff.

72%

77%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	42	16	3	3	72

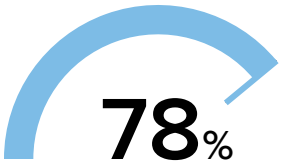
RESULTS

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



COMPARE RESULT

Q Teachers' professional expertise is valued.

89%

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.

74%

Distribution of responses

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

Q Teachers have leadership opportunities in this school.

89%

Distribution of responses

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

More Teacher Leadership results on next page

©2020 Cambridge Education

TL Teacher Leadership (cont)

COMPARE RESULT

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

59%

71%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
6	34	25	3	4	72

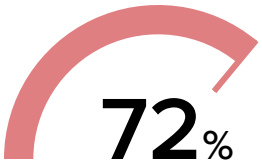
RESULTS

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%

Colorado 80%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
7	41	19	3	2	72

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

63%

Colorado 67%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	35	23	2	4	72

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

34%

Colorado 53%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
4	20	40	7	1	72

MC More Managing Student Conduct results on next page

©2020 Cambridge Education

MC Managing Student Conduct (cont)

COMPARE RESULT

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

94%

90%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
29	39	4	0	0	72

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

100%

97%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
34	34	0	0	4	72

©2020 Cambridge Education

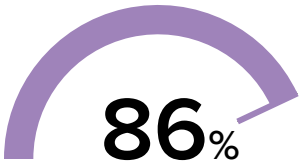
RESULTS

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.

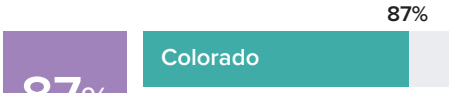
90%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
17	45	6	1	3	72

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

87%

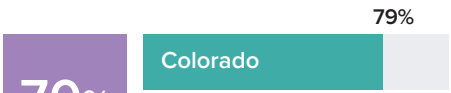


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
16	42	8	1	5	72

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

70%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
6	44	18	3	1	72

IS More Instructional Practices and Support results on next page

©2020 Cambridge Education

IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Students understand how class activities relate to learning objectives.

89%

Colorado 92%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
9	47	7	0	9	72

Q Instruction in this school encourages different cultural viewpoints.

88%

Colorado 84%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
11	46	6	2	7	72

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

67%

Colorado 69%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
7	37	20	2	6	72

Q English Learners are adequately supported in this school.

69%

Colorado 78%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
7	26	11	4	24	72

Q Students with disabilities are adequately supported in this school.

94%

Colorado 81%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
34	30	3	1	3	71

IS More Instructional Practices and Support results on next page

©2020 Cambridge Education

IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Gifted students are adequately supported in this school.

90%

74%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
19	36	5	1	11	72

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

87%

78%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
20	38	9	0	5	72

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

95%

88%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
38	25	3	0	6	72

Q Teachers feel supported in trying new instructional strategies.

96%

91%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
37	28	3	0	4	72

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

94%

97%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
25	38	4	0	3	70

©2020 Cambridge Education

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.

67%

74%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
2	31	15	1	19	68

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

43%

64%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
3	24	32	4	5	68

Q The effectiveness of professional development is assessed regularly.

40%

56%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
3	21	30	6	9	69

More Professional Development results on next page

©2020 Cambridge Education

PD Professional Development (cont)

COMPARE RESULT

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

65%

77%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
9	31	19	3	7	69

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

55%

69%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
7	30	24	6	2	69

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

54%

73%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
6	28	24	5	4	67

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

63%

67%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	35	22	3	1	69

PD More Professional Development results on next page

©2020 Cambridge Education

PD Professional Development (cont)

COMPARE RESULT

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

41%

68%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
3	23	30	7	6	69

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
16	9	9	5	20	7	6	10	11	7	14	12	30	15	12	25	208

RESULTS

Item level results from your report

Time

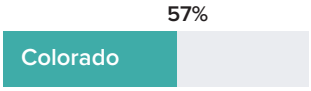
This area focuses on the availability of and use of time.

OVERALL FAVORABILITY

COMPARE RESULT

Q Teachers have adequate time to prepare for instruction.

58%

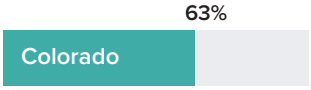


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	30	21	7	2	68

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

42%

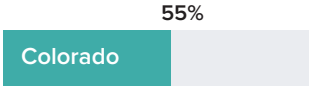


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
2	26	31	8	1	68

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

47%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
3	28	28	7	2	68

More Time results on next page

©2020 Cambridge Education

T Time (cont)

COMPARE RESULT

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

57%

53%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
3	35	24	5	1	68

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

62%

64%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
5	35	19	6	3	68

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

45%

53%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
3	24	27	6	8	68

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

56%

63%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
3	34	22	7	2	68

©2020 Cambridge Education

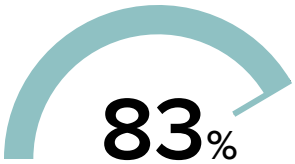
RESULTS

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.

80%

COMPARE RESULT

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
15	38	11	2	2	68

Q Instructional resources are adequate to support student learning.

74%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
11	39	15	3	0	68

Q Teachers have adequate physical space to work productively.

78%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
12	41	10	5	0	68

FR More Facilities and Resources results on next page

©2020 Cambridge Education

FR Facilities and Resources (cont)

COMPARE RESULT

Q Our school is a safe place to work.

100%

92%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
41	26	0	0	1	68

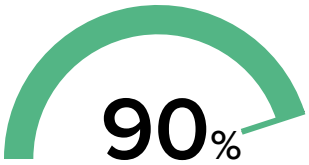
RESULTS

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.

100%

Colorado 86%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
30	34	0	0	4	68

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

89%

Colorado 78%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
16	40	7	0	4	67

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

72%

Colorado 73%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
14	27	14	2	11	68

CI More Community Support and Involvement results on next page

©2020 Cambridge Education

CI Community Support and Involvement (cont)

COMPARE RESULT

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

98%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
30	31	1	0	6	68

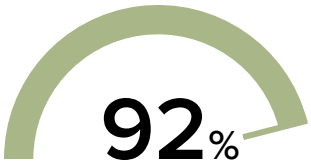
RESULTS

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.

100%

Colorado 86%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
26	39	0	0	2	67

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

98%

Colorado 88%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
22	42	1	0	2	67

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

77%

Colorado 74%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
22	27	14	1	3	67

More Overall Reflection results on next page

©2020 Cambridge Education

OR Overall Reflection (cont)

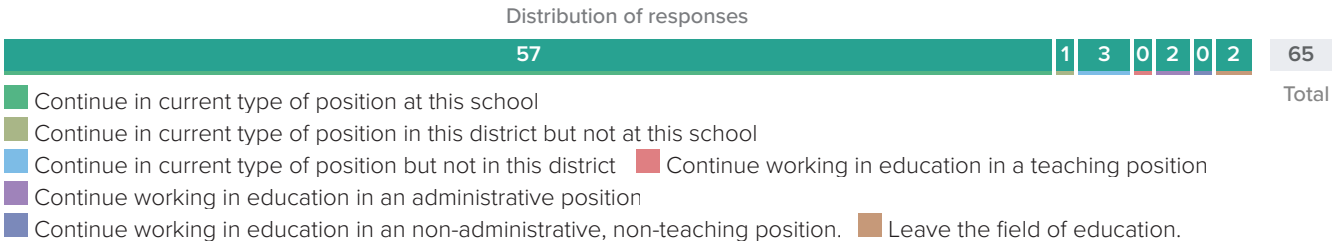
COMPARE RESULT

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.

COMPARE RESULT

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

This item did not receive the number of responses needed to appear in the results

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

This item did not receive the number of responses needed to appear in the results

Q The district clearly describes expectations for schools.

This item did not receive the number of responses needed to appear in the results

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

This item did not receive the number of responses needed to appear in the results

DS More District Supports results on next page

©2020 Cambridge Education

DS District Supports (cont)

COMPARE RESULT

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

This item did not receive the number of responses needed to appear in the results

Q The district makes principal professional development a priority.

This item did not receive the number of responses needed to appear in the results

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

This item did not receive the number of responses needed to appear in the results

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

This item did not receive the number of responses needed to appear in the results

Q District leadership takes steps to solve problems.

This item did not receive the number of responses needed to appear in the results

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

This item did not receive the number of responses needed to appear in the results

©2020 Cambridge Education