DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

CAMBRIDGE EDUCATION

Prepared for
Montrose County RE-1J

Number of respondents (#)
392

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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

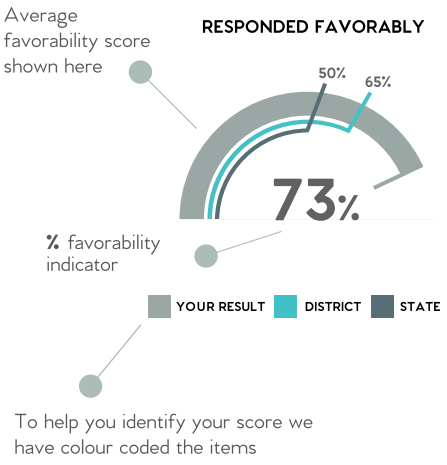
The survey is led by the Colorado Department of Education (CDE)and operated through a statewide collaborative that includes the Colorado Association of School Boards, Colorado Association of School Executives, Colorado Education Association, Colorado Education Initiative, Colorado League of Charter Schools,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

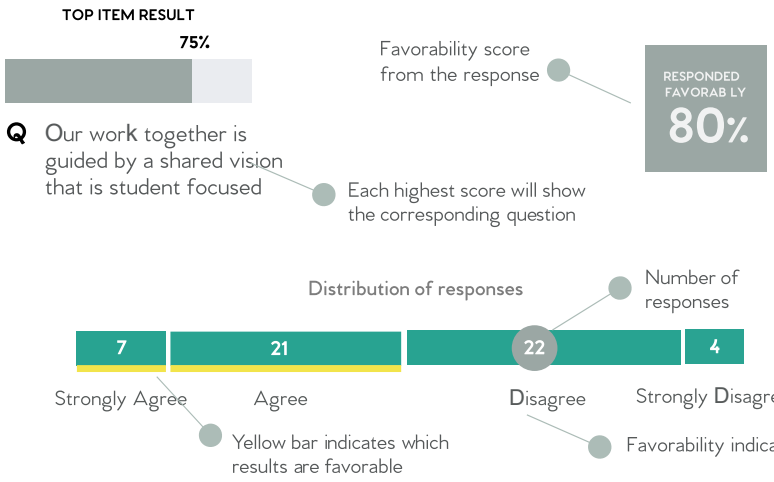
SCORING AND REFERENCE DATA

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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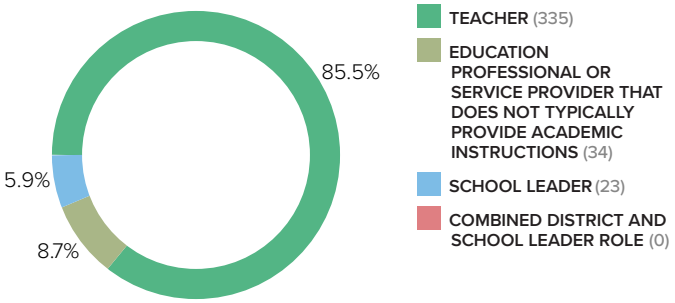
DEMOGRAPHICS

Who took the survey?

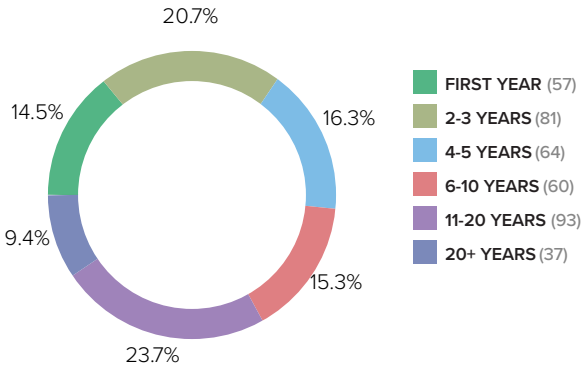
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.

392 total respondents

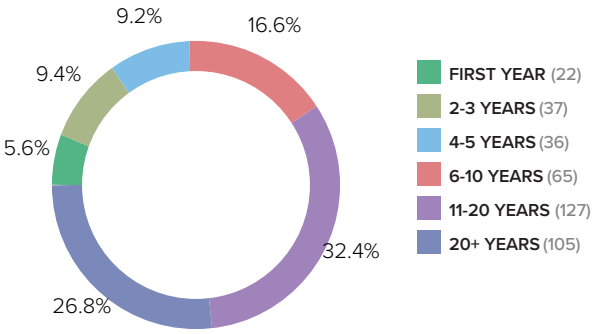
What is your current position at the school?



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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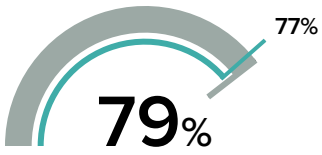
REPORT OVERVIEW

Your results at a glance

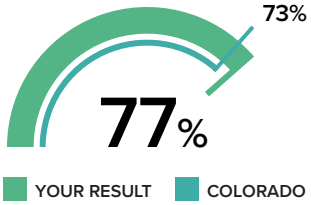
REPORT OVERALL FAVORABILITY



YOUR RESULTS

NQ

New Teacher Questions



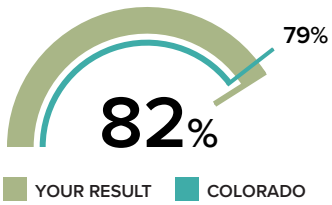
TOP ITEM RESULT

88%

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

SL

School Leadership



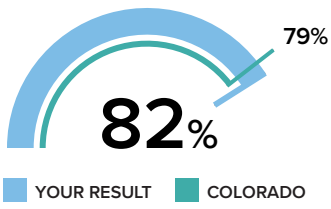
TOP ITEM RESULT

90%

Q School staff show respect for each other.

TL

Teacher Leadership



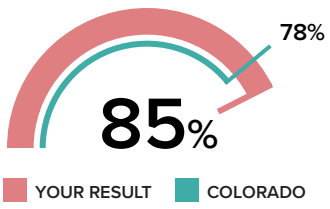
TOP ITEM RESULT

86%

Q Teachers' professional expertise is valued.

MC

Managing Student Conduct



TOP ITEM RESULT

98%

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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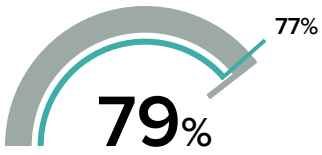
REPORT OVERVIEW

Your results at a glance

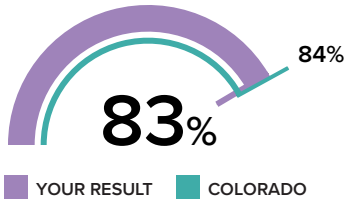
REPORT OVERALL FAVORABILITY



YOUR RESULTS

IS

Instructional Practices and Support

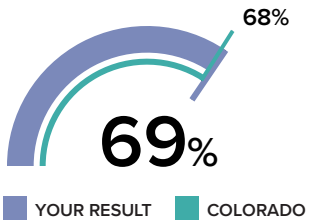


TOP ITEM RESULT

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

PD

Professional Development

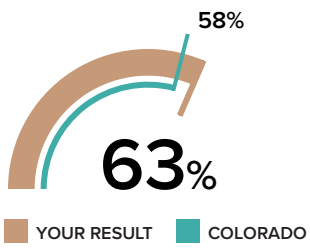


TOP ITEM RESULT

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

T

Time

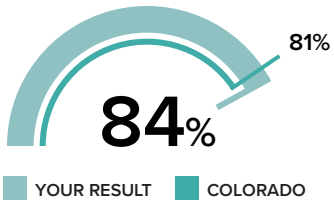


TOP ITEM RESULT

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

FR

Facilities and Resources



TOP ITEM RESULT

Q Our school is a safe place to work.

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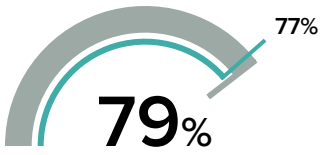
REPORT OVERVIEW

Your results at a glance

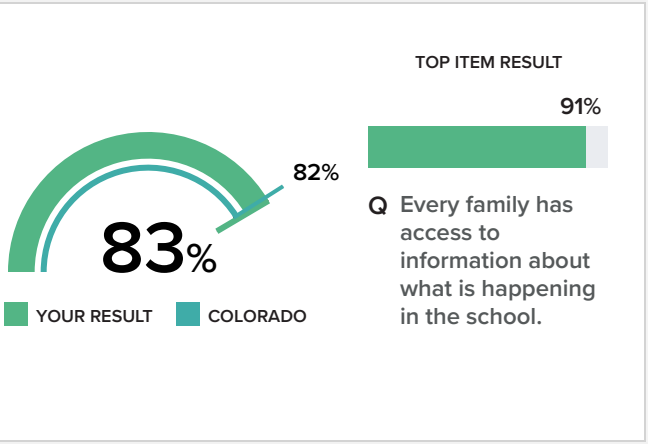
REPORT OVERALL FAVORABILITY



YOUR RESULTS

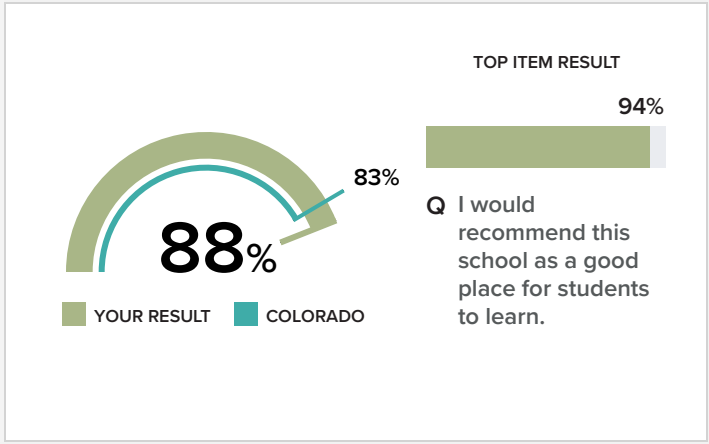
CI

Community Support and Involvement



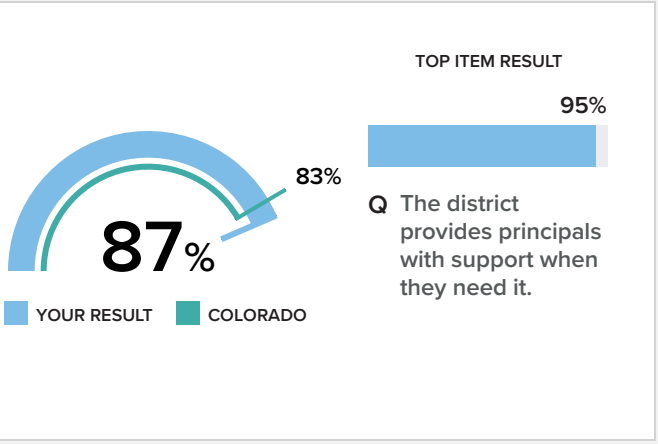
OR

Overall Reflection



DS

District Supports



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HISTORICAL RESULTS

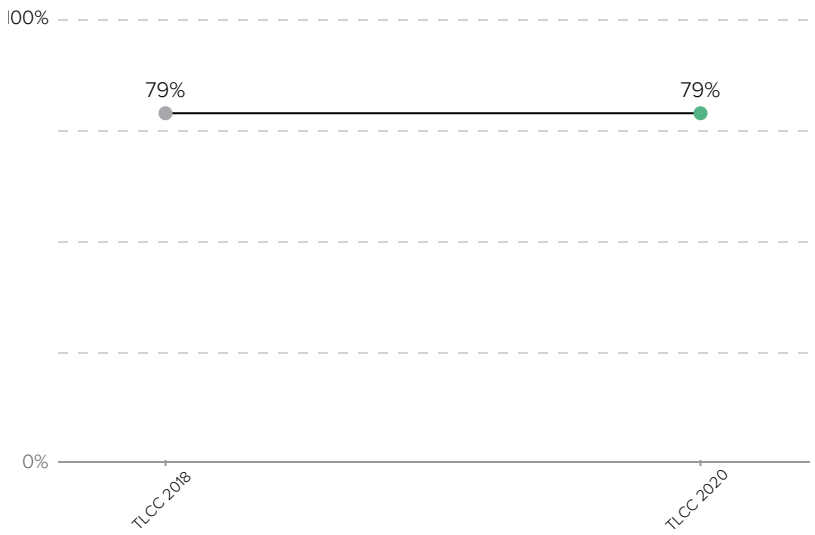
Measuring your growth

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

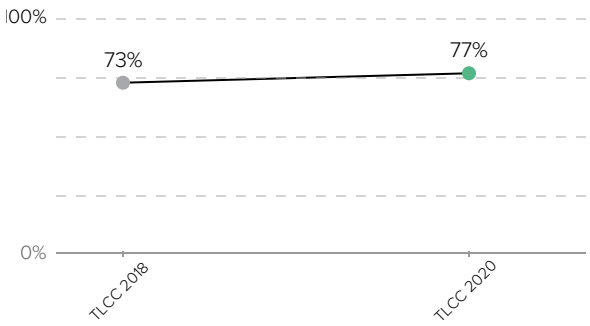
REPORT OVERALL

79%

No significant change since last administration.

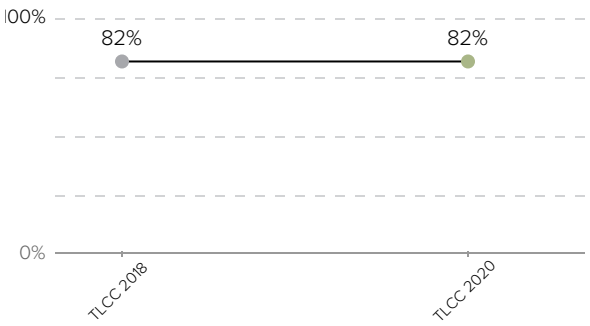


NQ New Teacher Questions



77% ▲4.0 point(s) higher than TLCC 2018 results

SL School Leadership



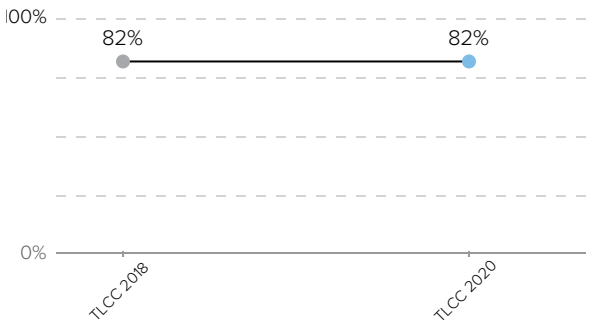
82% No significant change since last administration.

HISTORICAL RESULTS

Measuring your growth

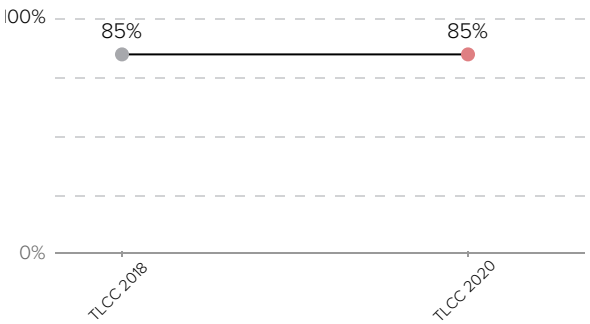
The following graphics display your results compared to your previous survey results.

TL Teacher Leadership



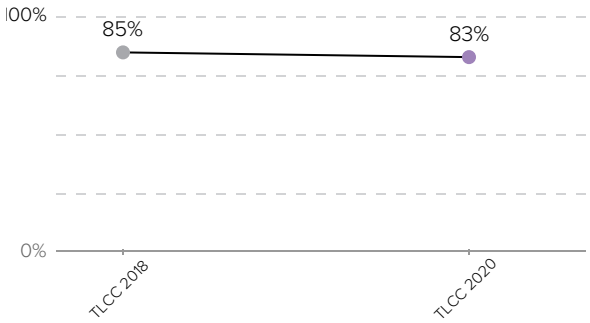
82% No significant change since last administration.

MC Managing Student Conduct



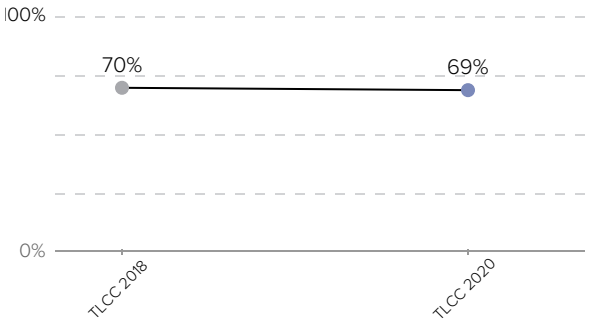
85% No significant change since last administration.

IS Instructional Practices and Support



83% ▼2.0 point(s) lower than TLCC 2018 results

PD Professional Development



69% ▼1.0 point(s) lower than TLCC 2018 results

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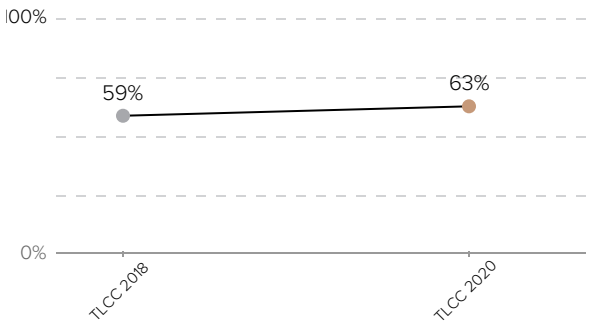
HISTORICAL RESULTS

Measuring your growth

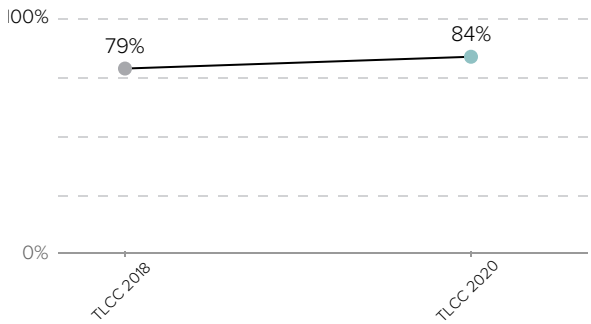
The following graphics display your results compared to your previous survey results.

T Time



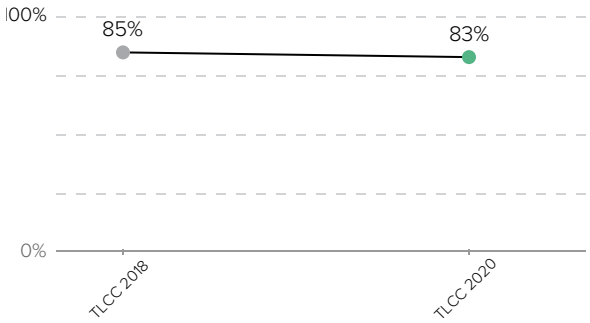
63% ▲4.0 point(s) higher than TLCC 2018 results

FR Facilities and Resources



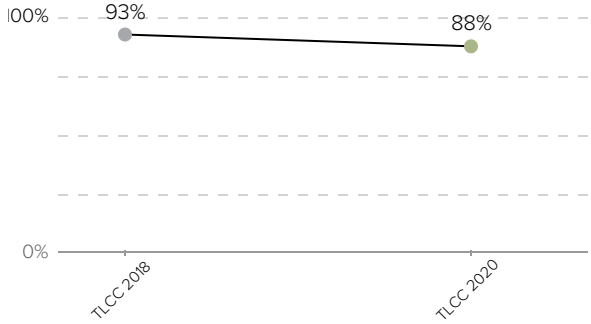
84% ▲5.0 point(s) higher than TLCC 2018 results

CI Community Support and Involvement



83% ▼2.0 point(s) lower than TLCC 2018 results

OR Overall Reflection



88% ▼5.0 point(s) lower than TLCC 2018 results

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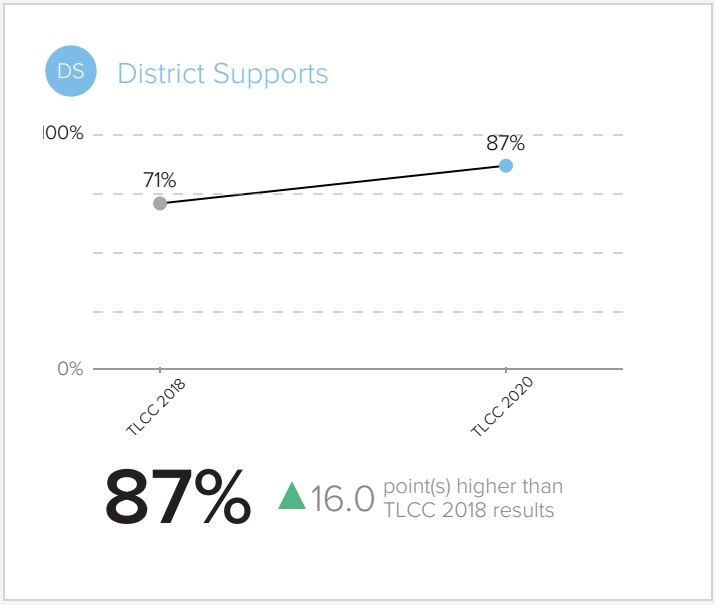
HISTORICAL RESULTS

Measuring your growth

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



INSIGHTS

Discover important aspects of your report

HOW INSIGHTS WORK

This page helps you track performance across your district. Each row within the table below shows the construct-level and the overall results for each qualifying participating school. This list is arranged by Overall Results.

	NQ	SL	TL	MC	IS	PD	T	FR	CI	Overall
FAVORABILITY AVERAGE	77%	82%	82%	85%	83%	69%	63%	84%	83%	79%
Vista Charter School	100%	100%	100%	98%	98%	99%	98%	100%	88%	98%
Peak Virtual Academy	N/A	100%	100%	100%	98%	95%	91%	91%	98%	97%
Centennial Middle School	65%	93%	96%	95%	91%	84%	68%	83%	86%	87%
Olathe Middle School	100%	97%	89%	93%	88%	84%	51%	86%	82%	85%
Columbine Middle School	63%	89%	87%	86%	90%	71%	65%	92%	83%	84%

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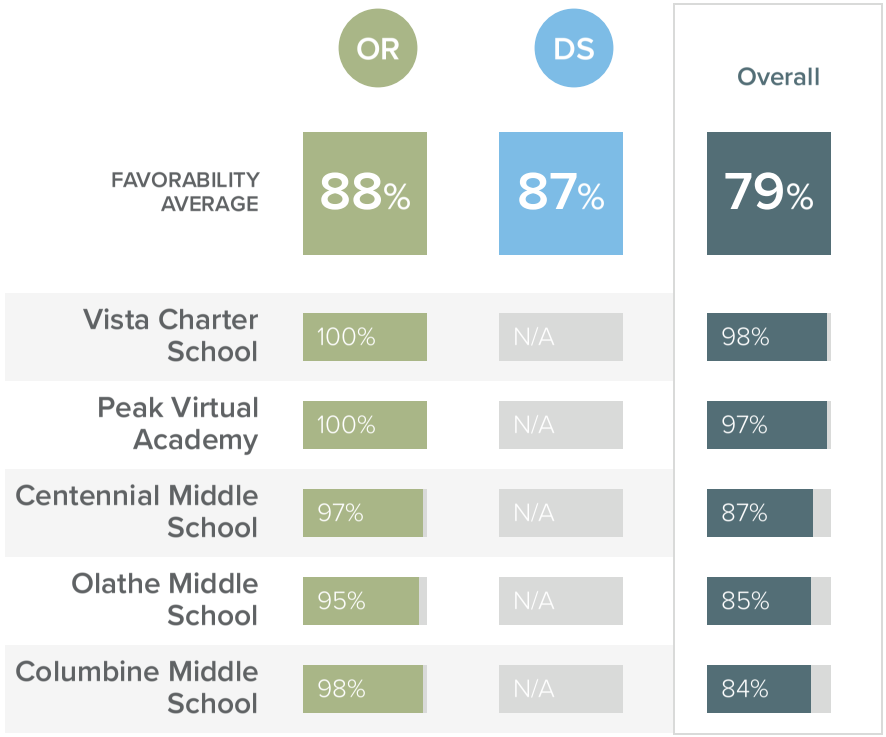

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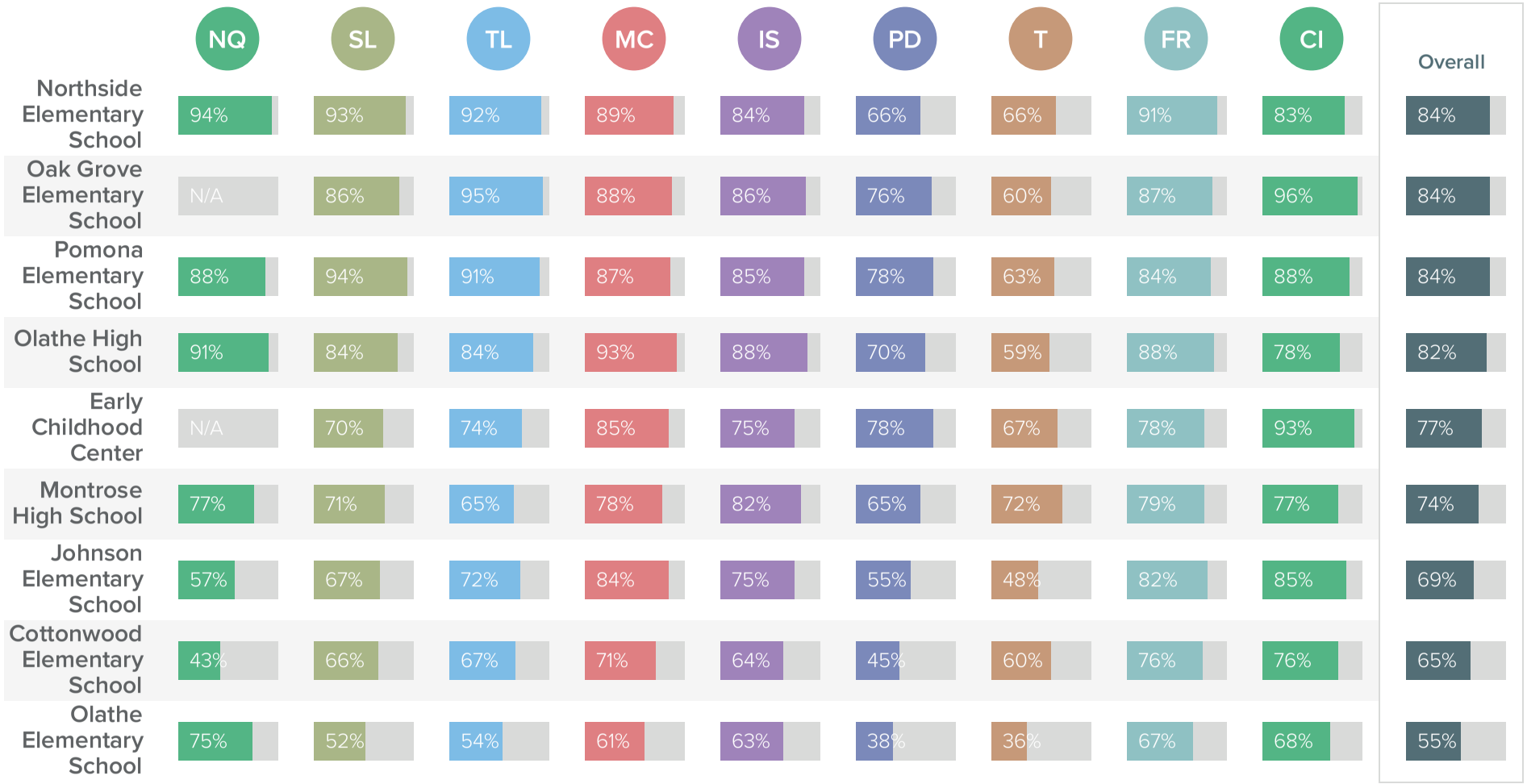

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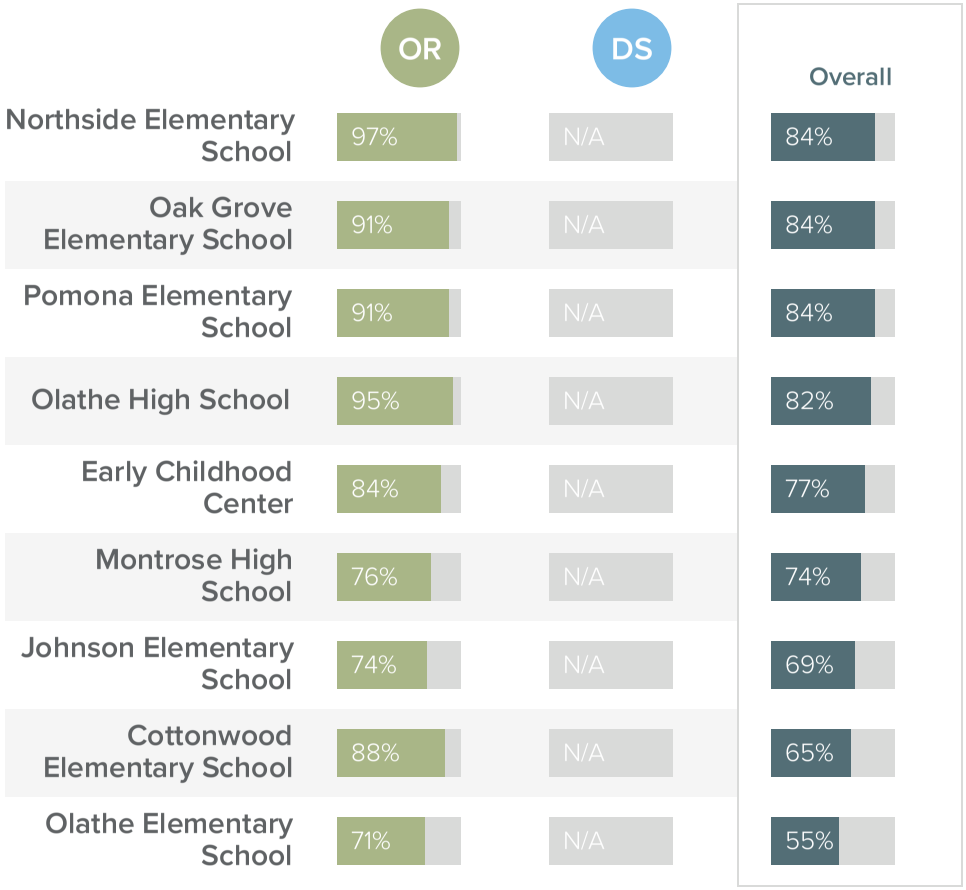

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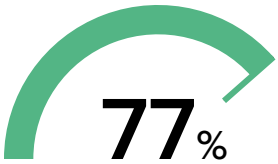
RESULTS

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?

76%

71%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
4	9	4	0	0	17

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

79%

73%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
51	39	19	5	3	117

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

Distribution of responses

Yes	No	I don't know	Total
85	28	5	118

NQ More New Teacher Questions results on next page

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NQ New Teacher Questions (cont)

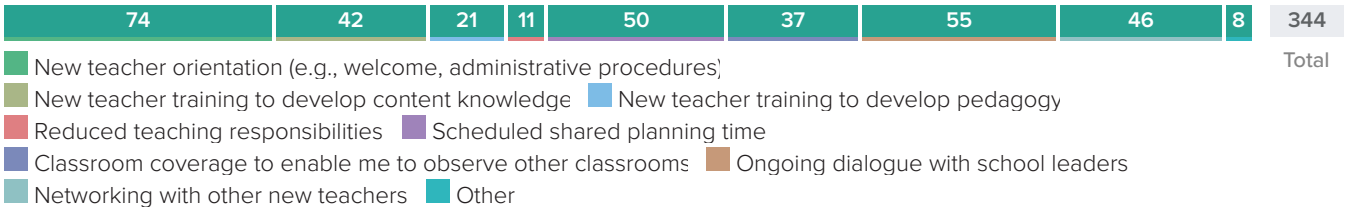
COMPARE RESULT

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

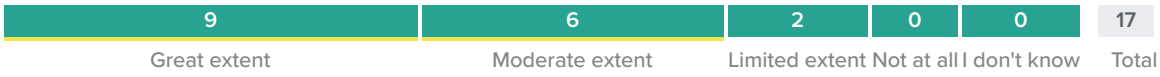


TO WHAT EXTENT DO YOU FOCUS ON THE FOLLOWING TYPES OF WORK WITH YOUR MENTOR?

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

88%

Distribution of responses



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

65%

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
7	6	4	0	0	17

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

50%

64%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
5	3	7	1	0	16

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

88%

72%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
4	11	1	1	0	17

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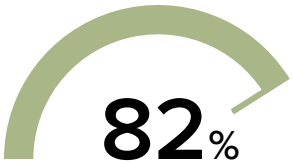
RESULTS

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. — 82%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
159	157	49	20	6	391

Q Our work together is guided by a shared vision that is student focused. — 88%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
158	185	33	13	3	392

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
118	179	66	10	19	392

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.

90%

Colorado 89%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
169	183	32	5	3	392

Q Staff feel comfortable raising important issues with school leaders.

81%

Colorado 77%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
153	163	44	29	3	392

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

85%

Colorado 79%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
120	204	49	9	7	389

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

75%

Colorado 73%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
78	204	65	29	15	391

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

74%

Colorado 71%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
76	202	69	27	17	391

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.

78%

77%
Colorado

Distribution of responses

96	182	58	19	36	391
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Q School leadership works to build trust among staff.

81%

77%
Colorado

Distribution of responses

134	171	46	25	13	389
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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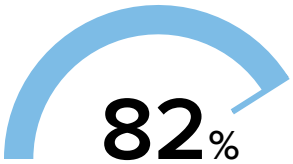
RESULTS

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.

86%

COMPARE RESULT

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
151	175	40	15	10	391

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

81%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
108	184	56	13	28	389

Q Teachers have leadership opportunities in this school.

84%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
142	178	47	12	12	391

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.

76%

Distribution of responses

93	182	65	23	28	391
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

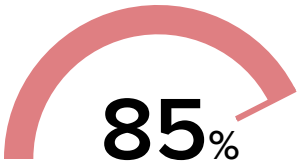
RESULTS

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.

92%

Colorado 80%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
125	229	26	5	5	390

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

75%

Colorado 67%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
85	202	85	11	7	390

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

66%

Colorado 53%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
70	181	113	18	7	389

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.

95%

90%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
167	199	15	3	6	390

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

98%

97%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
162	195	7	0	25	389

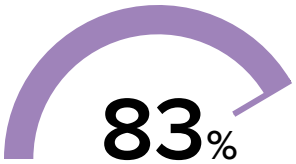
RESULTS

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.

93%

90%
Colorado

Distribution of responses

103	237	22	4	22	388
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.

90%

87%
Colorado

Distribution of responses

109	215	30	6	29	389
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

77%

79%
Colorado

Distribution of responses

78	211	73	12	15	389
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

IS More Instructional Practices and Support results on next page

IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Students understand how class activities relate to learning objectives.

94%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
81	259	20	2	27	389

Q Instruction in this school encourages different cultural viewpoints.

88%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
83	221	38	4	43	389

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
51	186	102	19	31	389

Q English Learners are adequately supported in this school.

54%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
53	140	122	40	35	390

Q Students with disabilities are adequately supported in this school.

82%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
107	195	47	20	20	389

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.

81%

74% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
70	210	54	13	42	389

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

79%

78% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
96	195	61	18	20	390

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

84%

88% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
179	141	41	20	8	389

Q Teachers feel supported in trying new instructional strategies.

91%

91% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
166	178	26	6	13	389

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

98%

97% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
171	202	9	0	7	389

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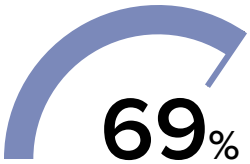
RESULTS

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.

78%

74%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
56	179	54	12	89	390

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

68%

64%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
54	192	99	19	25	389

Q The effectiveness of professional development is assessed regularly.

57%

56%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
39	148	112	28	63	390

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.

78%

Colorado 77%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
69	209	64	14	33	389

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

67%

Colorado 69%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
65	188	108	19	8	388

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

70%

Colorado 73%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
56	208	92	19	12	387

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

69%

Colorado 67%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
62	198	100	16	12	388

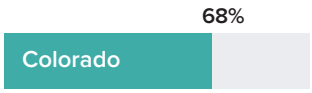
PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

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

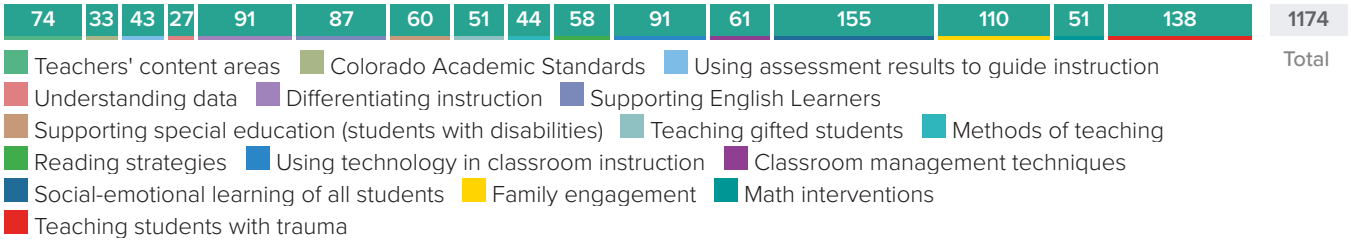
68%



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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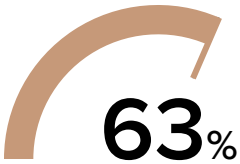
RESULTS

Item level results from your report

Time

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

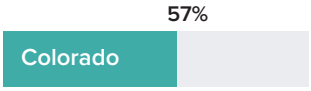
OVERALL FAVORABILITY



COMPARE RESULT

Q Teachers have adequate time to prepare for instruction.

63%

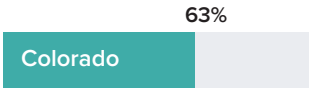


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
54	187	101	41	5	388

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

70%

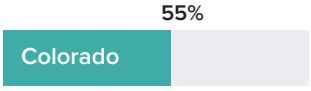


Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
58	203	74	40	14	389

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

58%



Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
45	171	123	35	12	386

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.

59%

53%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
50	167	120	32	17	386

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

69%

64%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
44	218	101	18	7	388

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

54%

53%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
32	154	114	44	43	387

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

66%

63%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
41	208	101	29	8	387

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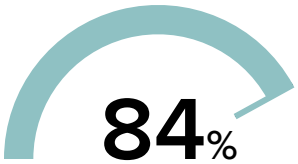
RESULTS

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.

77%

COMPARE RESULT

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
77	215	71	18	7	388

Q Instructional resources are adequate to support student learning.

79%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
67	229	63	15	14	388

Q Teachers have adequate physical space to work productively.

84%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
107	220	48	14	0	389

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.

95%

COMPARE RESULT

92%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
191	173	13	8	3	388

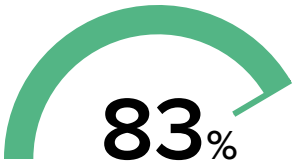
RESULTS

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.

90%

Colorado 86%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
78	242	35	2	31	388

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

77%

Colorado 78%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
51	212	65	14	45	387

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

73%

Colorado 73%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
40	195	72	13	69	389

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.

91%

Distribution of responses

105	223	25	7	29	389
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

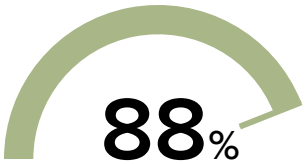
RESULTS

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.

91%

86%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
194	143	26	9	15	387

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

94%

88%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
169	188	18	3	10	388

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

79%

74%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
126	166	52	27	16	387

More Overall Reflection results on next page

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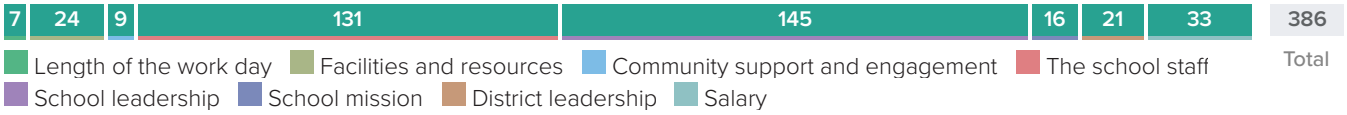
OR Overall Reflection (cont)

COMPARE RESULT

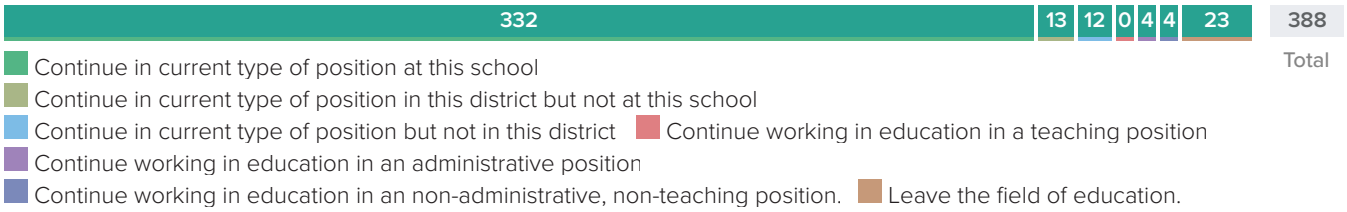
Q Which of the following most affects your decision about whether to continue working at this school?

Distribution of responses



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

Distribution of responses



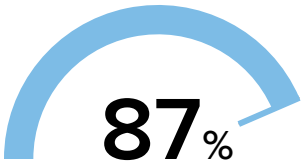
RESULTS

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.

90%

85%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
2	16	2	0	1	21

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

95%

85%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1	18	1	0	1	21

Q The district clearly describes expectations for schools.

84%

83%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1	15	3	0	2	21

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.

83%

80%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
0	15	3	0	3	21

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
1	16	1	0	3	21

Q The district makes principal professional development a priority.

79%

78%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
2	13	3	1	2	21

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

79%

82%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
3	12	4	0	2	21

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

85%

85%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
3	14	1	2	1	21

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.

90%

90%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1	18	2	0	0	21

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
6	6	1	0	1	0	2	0	3	3	8	12	42