DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

Prepared for
Johnstown-Milliken RE-5J

Number of respondents (#)
240

REPORT CONTENTS

REPORT CONTENTS (CONTINUED)

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.
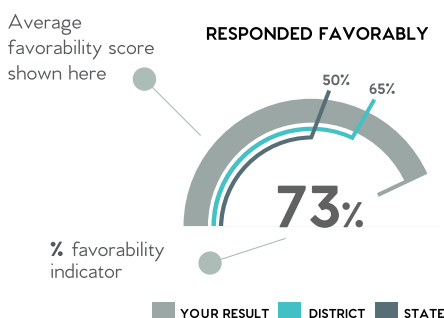
SURVEY DESIGN

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.

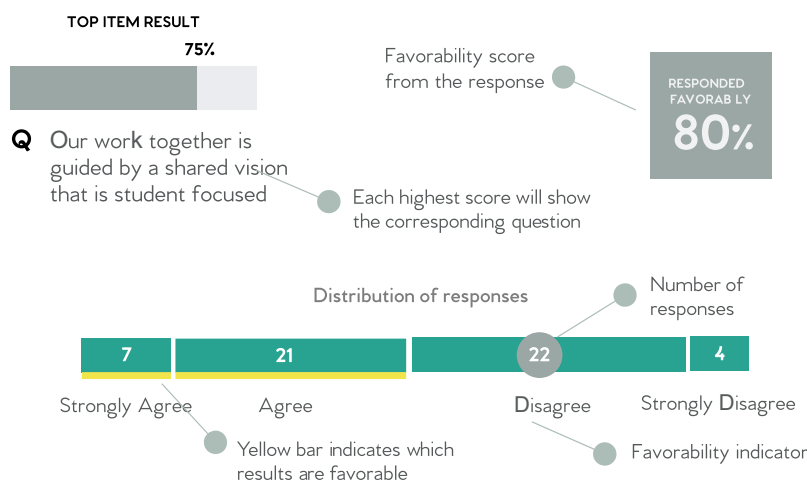## SCORING AND REFERENCE DATA

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

Average favorability score shown here

RESPONDED FAVORABLY

50%   65%

73%

% favorability indicator

YOUR RESULT   DISTRICT   STATE

To help you identify your score we have colour coded the items

TOP ITEM RESULT
75%

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

Each highest score will show the corresponding question

Favorability score from the response

RESPONDED FAVORAB LY
80%

Distribution of responses

Number of responses

7	21	22	4
Strongly Agree	Agree	Disagree	Strongly Disagree

Yellow bar indicates which results are favorable
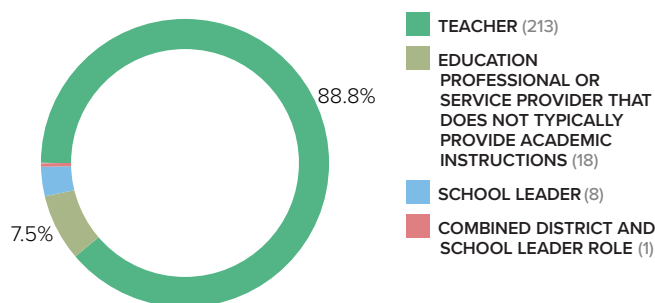
Favorability indicator

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.

240 total respondents

What is your current position at the school?

88.8%
7.5%

- TEACHER (213)
- EDUCATION PROFESSIONAL OR SERVICE PROVIDER THAT DOES NOT TYPICALLY PROVIDE ACADEMIC INSTRUCTIONS (18)
- SCHOOL LEADER (8)
- COMBINED DISTRICT AND SCHOOL LEADER ROLE (1)

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

15.8%
21.3%
11.3%
8.3%
20%
23.3%

- FIRST YEAR (51)
- 2-3 YEARS (38)
- 4-5 YEARS (27)
- 6-10 YEARS (48)
- 11-20 YEARS (56)
- 20+ YEARS (20)
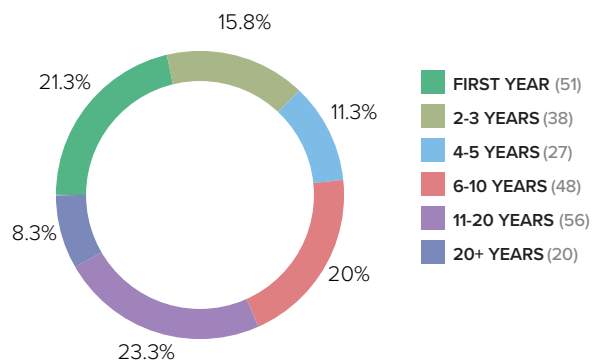
How many years have you worked in your career in this position/role?

8.3%
10%
11.3%
18.3%
16.3%
35.8%

- FIRST YEAR (27)
- 2-3 YEARS (24)
- 4-5 YEARS (20)
- 6-10 YEARS (44)
- 11-20 YEARS (86)
- 20+ YEARS (39)

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

68%
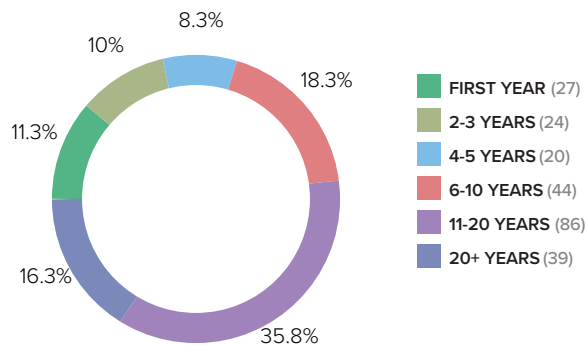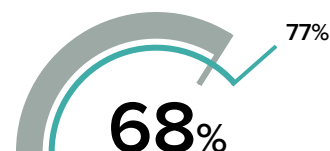
YOUR RESULTS

NQ
New Teacher Questions

TOP ITEM RESULT

94%

73%

75%

YOUR RESULT   COLORADO

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

SL
School Leadership

TOP ITEM RESULT

88%

79%

69%

YOUR RESULT   COLORADO

Q School staff show respect for each other.

TL
Teacher Leadership

TOP ITEM RESULT

86%

79%

69%

YOUR RESULT   COLORADO

Q Teachers have leadership opportunities in this school.

MC
Managing Student Conduct

TOP ITEM RESULT

97%

78%

78%

YOUR RESULT   COLORADO

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

TLCC

Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

68%

YOUR RESULTS

IS
Instructional Practices and Support

76%
84%

YOUR RESULT   COLORADO

TOP ITEM RESULT
96%

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

PD
Professional Development

51%
68%

YOUR RESULT   COLORADO

TOP ITEM RESULT
62%

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

T
Time

48%
58%

YOUR RESULT   COLORADO

TOP ITEM RESULT
59%

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

FR
Facilities and Resources

77%
81%

YOUR RESULT   COLORADO

TOP ITEM RESULT
85%

Q Our school is a safe place to work.

TLCC

Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

68%

YOUR RESULTS

CI
Community Support and Involvement

TOP ITEM RESULT

92%

77% 82%

■ YOUR RESULT ■ COLORADO

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

OR
Overall Reflection

TOP ITEM RESULT

83%

76% 83%

■ YOUR RESULT ■ COLORADO
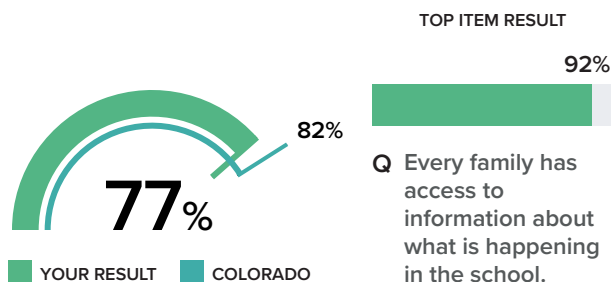
Q I would recommend this school as a good place for students to learn.
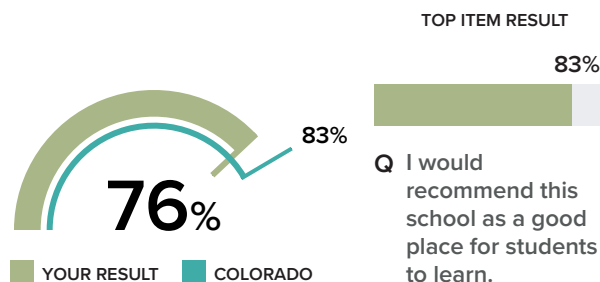
DS
District Supports

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

REPORT OVERVIEW - BREAKDOWN
Results Disaggregated by Subgroups

Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.

Results Disaggregated By: **Years of Experience**

NQ New Teacher Questions

75%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
83%	69%	Not Enough Data	64%	42%	Not Enough Data

SL School Leadership

69%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
76%	67%	67%	77%	67%	63%

TL Teacher Leadership

69%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
72%	67%	61%	73%	69%	67%

MC Managing Student Conduct

78%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
79%	73%	76%	79%	79%	75%

REPORT OVERVIEW - BREAKDOWN
Results Disaggregated by Subgroups

Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.

Results Disaggregated By: **Years of Experience**

IS Instructional Practices and Support
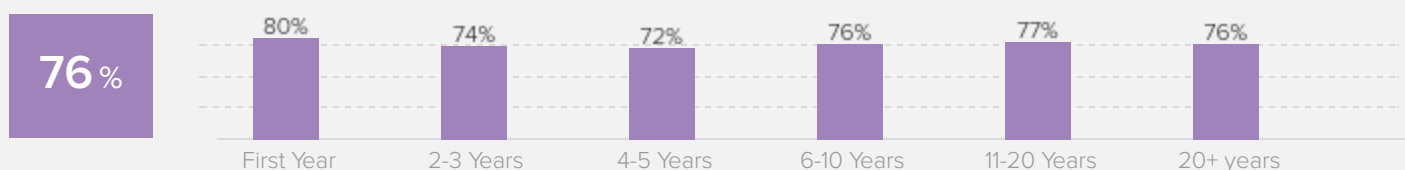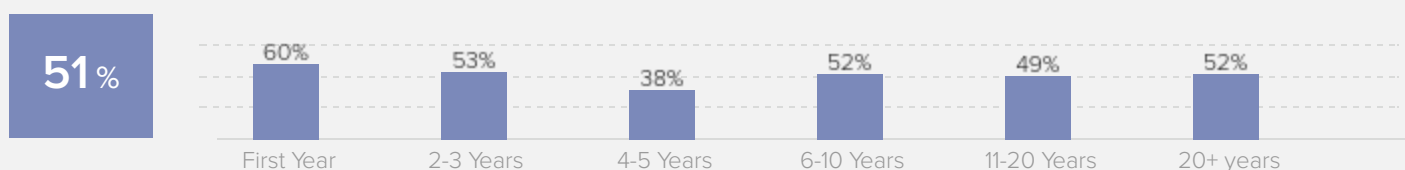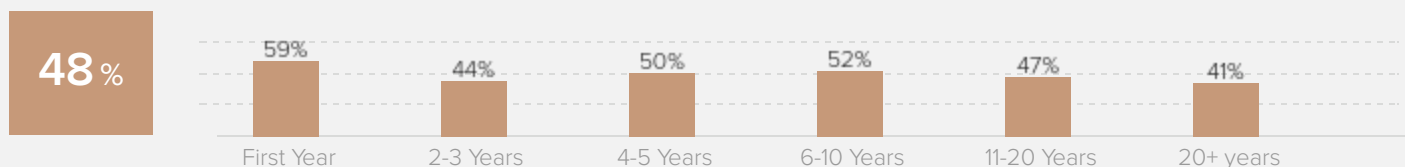
76 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
80%	74%	72%	76%	77%	76%

PD Professional Development

51 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
60%	53%	38%	52%	49%	52%

T Time

48 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
59%	44%	50%	52%	47%	41%

FR Facilities and Resources

77 %

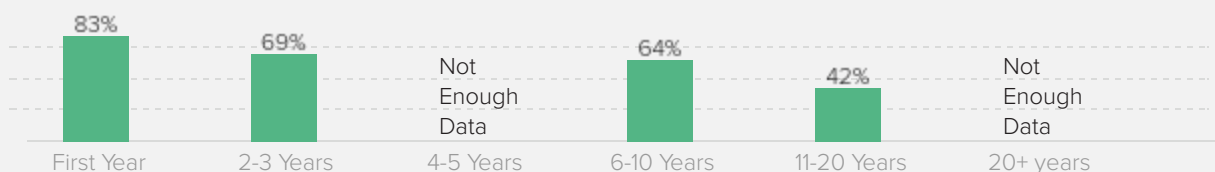| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
84%	69%	75%	77%	77%	77%

REPORT OVERVIEW - BREAKDOWN

Results Disaggregated by Subgroups

Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.
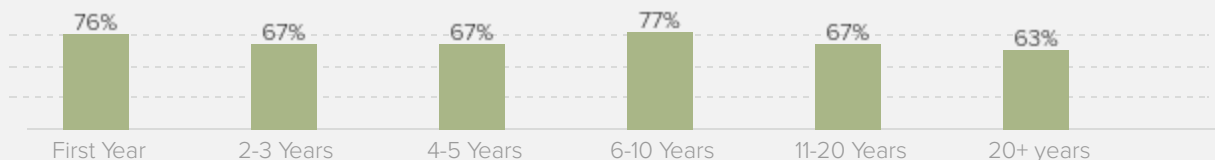
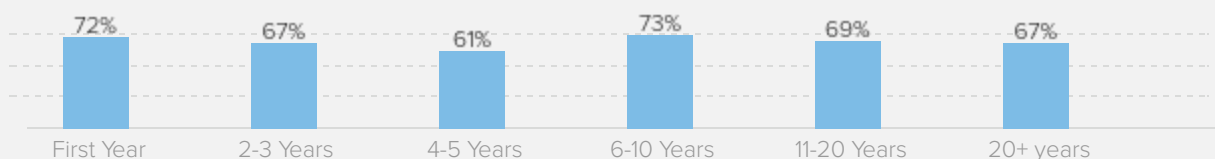Results Disaggregated By: **Years of Experience**

CI Community Support and Involvement

77 %

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	83%	78%	83%	77%	75%	76%

OR Overall Reflection

76 %

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	79%	70%	69%	78%	77%	76%

DS District Supports

N/A   Not Enough Data
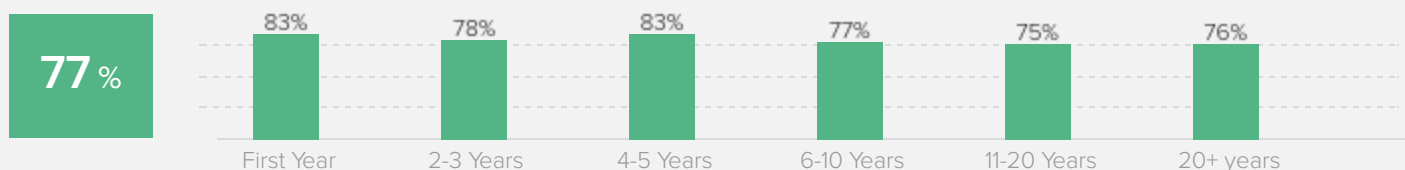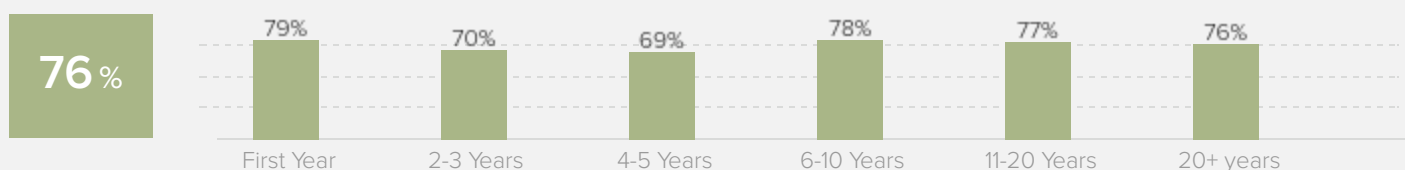
RESULTS
Item level results from your report

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

75%

COMPARE RESULT

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

87%

71%
Colorado

Distribution of responses

16	11	4	0	0	31
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
90%	80%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
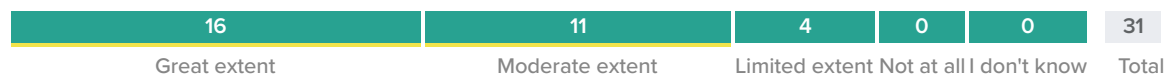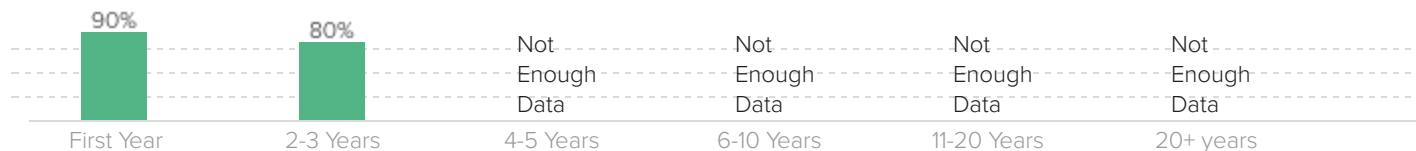
Q To what degree do you feel that you have received adequate support as a new teacher at this school?

65%

73%
Colorado

Distribution of responses

17	33	21	6	1	78
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
86%	57%	83%	64%	42%	Not Enough Data
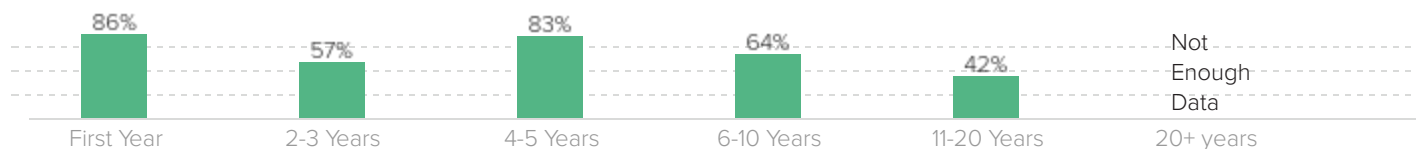
NQ More New Teacher Questions results on next page

NQ New Teacher Questions (cont)

COMPARE RESULT

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

Distribution of responses

59	15	6	**80**

🟩 Yes 🟨 No 🟦 I don't know

Total

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

Distribution of responses

31	3	1	**35**

🟩 Yes 🟨 No 🟦 I don't know

Total

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

Distribution of responses

51	17	13	5	31	22	34	28	11	**212**

Total

🟩 New teacher orientation (e.g., welcome, administrative procedures)
🟨 New teacher training to develop content knowledge 🟦 New teacher training to develop pedagogy
🟥 Reduced teaching responsibilities 🟪 Scheduled shared planning time
🟦 Classroom coverage to enable me to observe other classrooms 🟫 Ongoing dialogue with school leaders
🟦 Networking with other new teachers 🟦 Other

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

85%

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

94%

Colorado

Distribution of responses

16	13	2	0	0	**31**
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
95%	90%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data

NQ More New Teacher Questions results on next page

NQ **New Teacher Questions (cont)**

COMPARE RESULT

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

68%

68%
Colorado

Distribution of responses

11	10	9	1	0	31
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience**

71%	60%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

---

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

87%

78%
Colorado

Distribution of responses

11	16	3	1	0	31
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience**

86%	90%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

---

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

68%

64%
Colorado

Distribution of responses

7	14	8	2	0	31
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience**

71%	60%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

---

NQ New Teacher Questions (cont)

COMPARE RESULT

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

74%

72%

Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
10	13	7	1	0	31

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	60%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data

RESULTS

Item level results from your report

SL 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
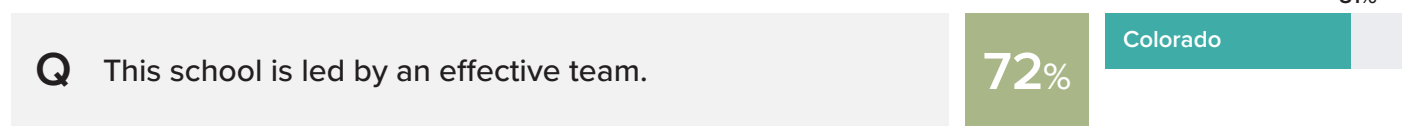
69%

COMPARE RESULT

Q This school is led by an effective team.

72%

81%

Colorado

Distribution of responses

61	106	46	19	8	240
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
78%	75%	68%	81%	68%	67%

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

79%

86%

Colorado

Distribution of responses

74	113	35	15	3	240
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	79%	72%	91%	76%	74%

SL More School Leadership results on next page

TLCC Teaching & Learning Conditions Colorado

M **M** CAMBRIDGE EDUCATION
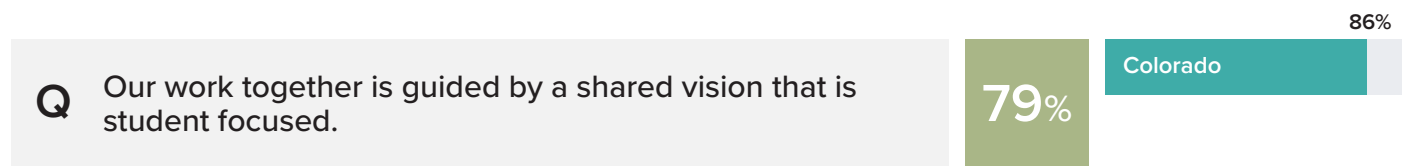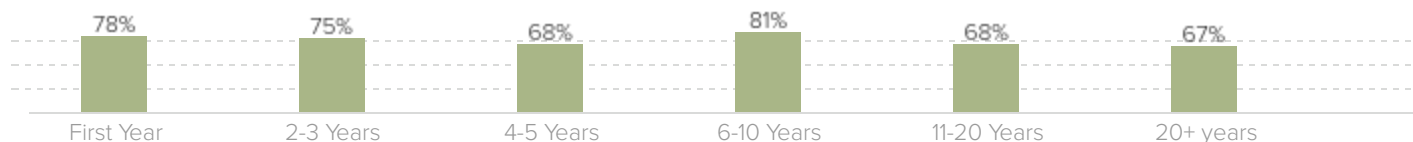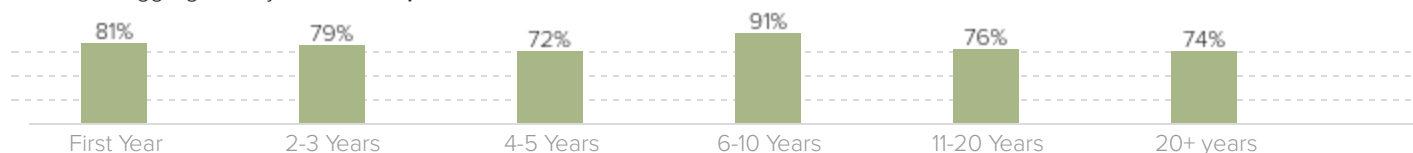
SL **School Leadership (cont)**

COMPARE RESULT

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

66%

78%
Colorado

Distribution of responses

40	108	55	20	16	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
84%	70%	67%	63%	63%	65%
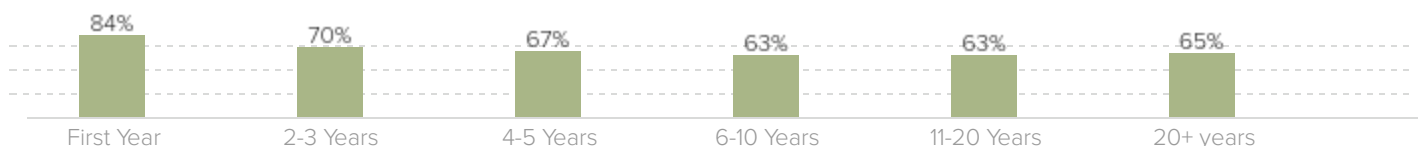
Q School staff show respect for each other.

88%

89%
Colorado

Distribution of responses

82	126	23	6	3	240
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
85%	83%	90%	95%	84%	92%
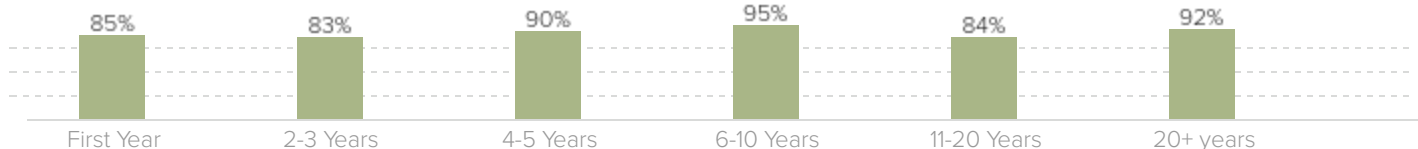
Q Staff feel comfortable raising important issues with school leaders.

68%

77%
Colorado

Distribution of responses

65	92	52	22	9	240
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
70%	63%	58%	81%	71%	54%

SL More School Leadership results on next page

M M
CAMBRIDGE EDUCATION

SL School Leadership (cont)

COMPARE RESULT

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

68%

79%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
41	117	53	21	7	239

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
63%	70%	63%	70%	71%	64%
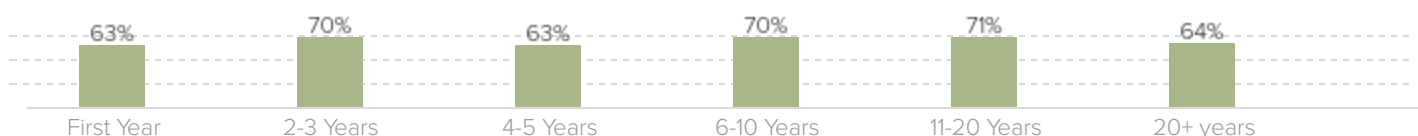
Q Teachers' effectiveness is accurately assessed through the school's teacher evaluation process.

56%

73%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
30	95	66	34	14	239

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
70%	52%	65%	59%	54%	45%
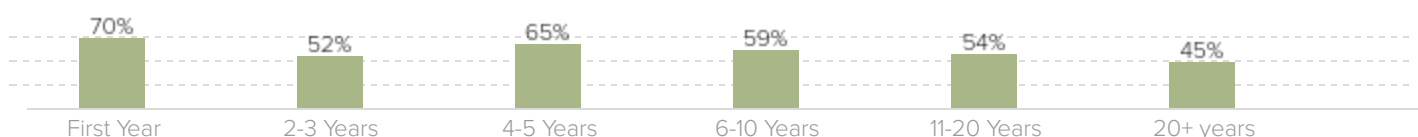
Q The teacher evaluation process provides teachers with actionable feedback for improvement.

58%

71%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
34	97	64	30	14	239

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
79%	54%	58%	62%	53%	55%
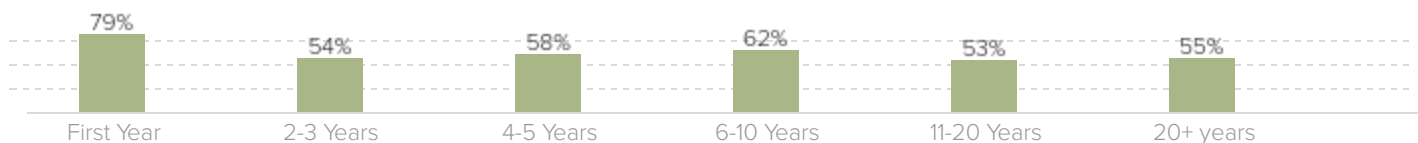
SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

Q School leadership puts suggestions made by staff into operation.

68%

77%

Colorado

Distribution of responses

44	104	45	24	22	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
83%	64%	58%	85%	64%	56%
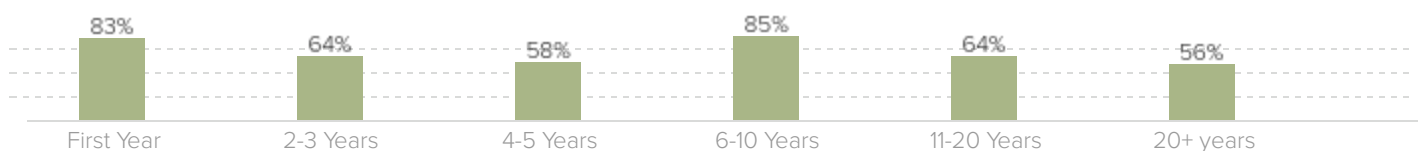
Q School leadership works to build trust among staff.

67%

77%

Colorado

Distribution of responses

62	92	50	25	11	240
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
69%	59%	68%	85%	63%	61%
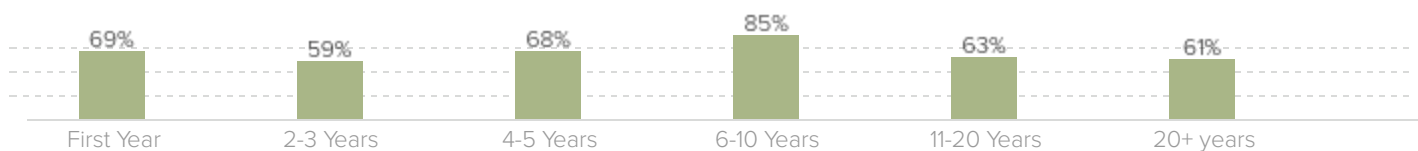
RESULTS
Item level results from your report

TL 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

69%

COMPARE RESULT

Q Teachers' professional expertise is valued.

69%

83%
Colorado

Distribution of responses

62	98	50	22	8	240
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
77%	70%	56%	74%	69%	64%
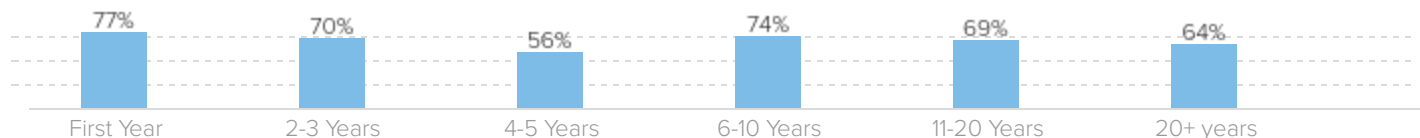
Q There is a process in place for collaborative problem solving in this school.

60%

78%
Colorado

Distribution of responses

43	89	66	22	18	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
70%	54%	47%	67%	59%	58%
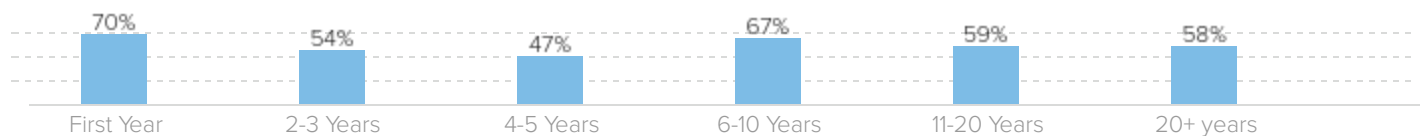
TL More Teacher Leadership results on next page

TL **Teacher Leadership (cont)**

COMPARE RESULT

Q Teachers have leadership opportunities in this school.

86%

85%

Colorado

Distribution of responses

73	128	25	9	5	240
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
73%	78%	94%	86%	88%	87%
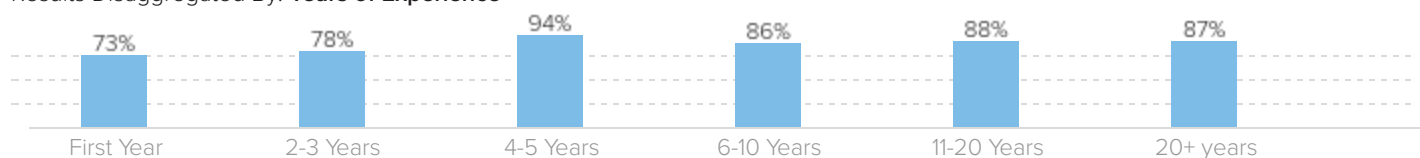
Q Teachers have an adequate level of influence on important school decisions.

61%

71%

Colorado

Distribution of responses

39	96	60	28	17	240
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
68%	65%	47%	64%	60%	57%

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION
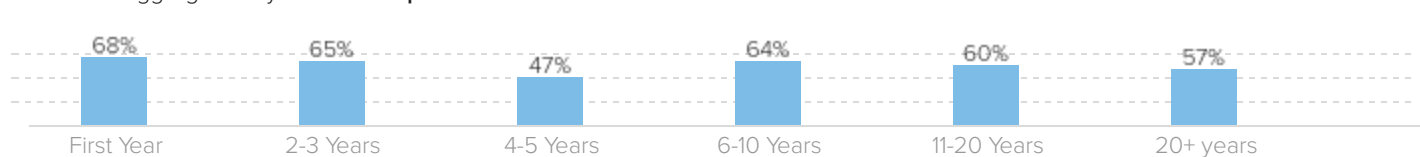
RESULTS
Item level results from your report

MC Managing Student Conduct
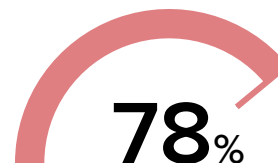
This area centers on school safety and expectations for student behavior.
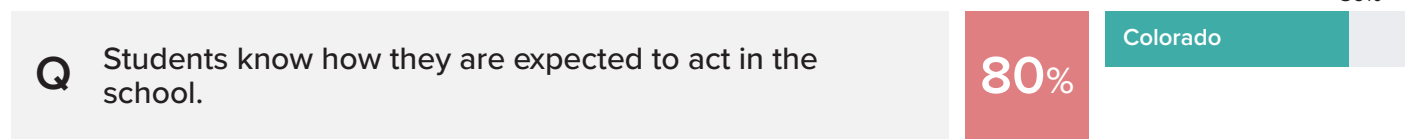
OVERALL FAVORABILITY

78%

COMPARE RESULT

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

80%

80%

Colorado

Distribution of responses

57	132	33	15	2	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

85%	75%	70%	79%	81%	82%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

62%

67%

Colorado

Distribution of responses

36	107	65	21	10	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

70%	57%	65%	64%	64%	53%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
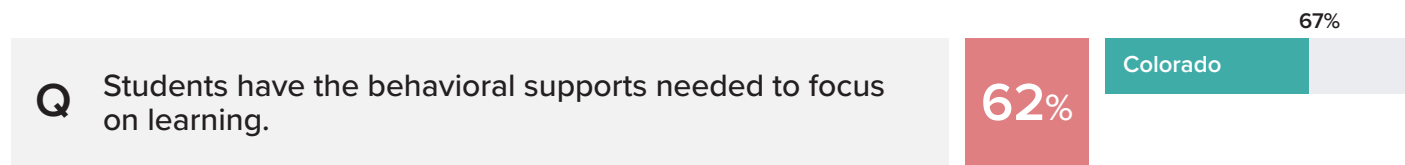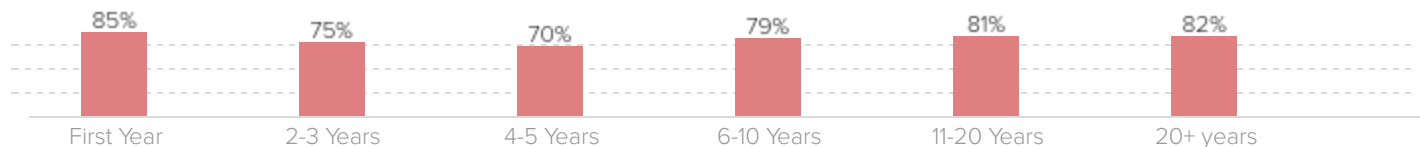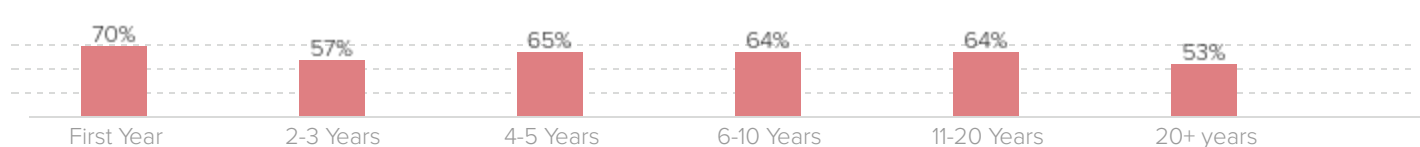
MC More Managing Student Conduct results on next page

MC **Managing Student Conduct (cont)**

COMPARE RESULT

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

56%

53%

Colorado

Distribution of responses

36	94	69	32	8	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

52%	58%	50%	55%	61%	51%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
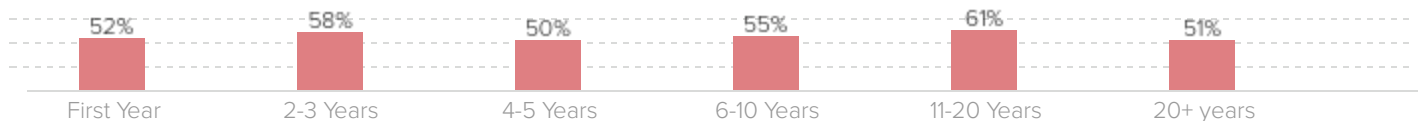
Q This school is a safe place for students to learn.

92%

90%

Colorado

Distribution of responses
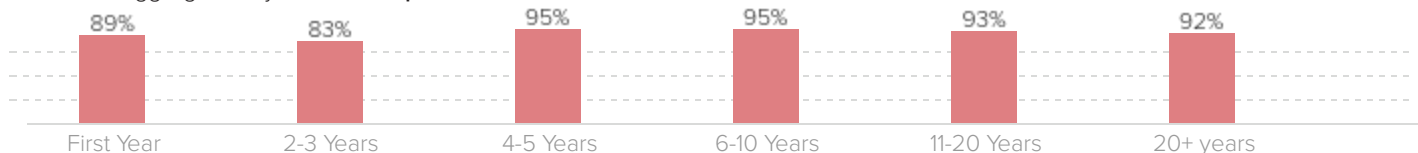
86	132	14	5	2	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

89%	83%	95%	95%	93%	92%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

97%

97%

Colorado

Distribution of responses

104	120	6	1	8	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

100%	92%	95%	100%	96%	97%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
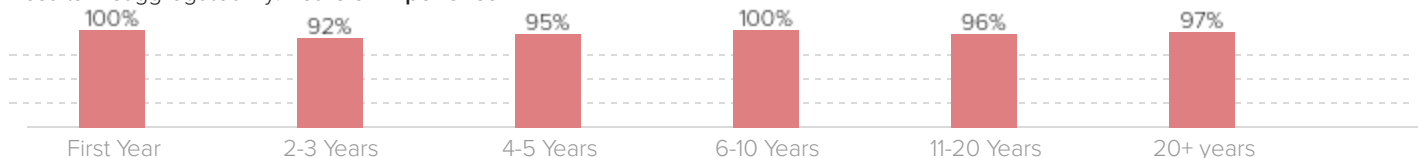
RESULTS
Item level results from your report

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

76%
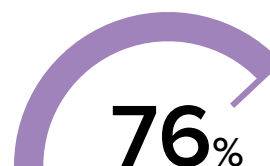
COMPARE RESULT

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

81%

90%
Colorado

Distribution of responses

65	112	33	9	20	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

77%	78%	76%	77%	85%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
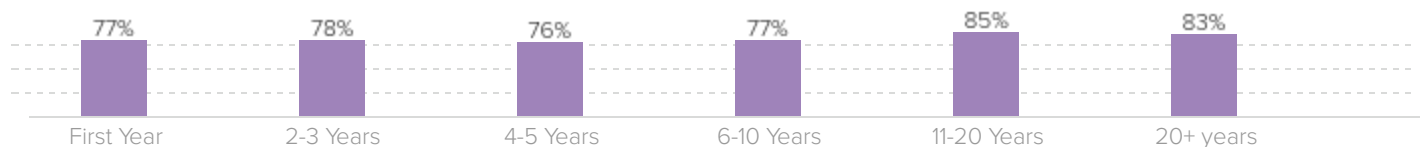
Q Staff in this school hold themselves accountable for the academic growth of every child.

82%

87%
Colorado

Distribution of responses
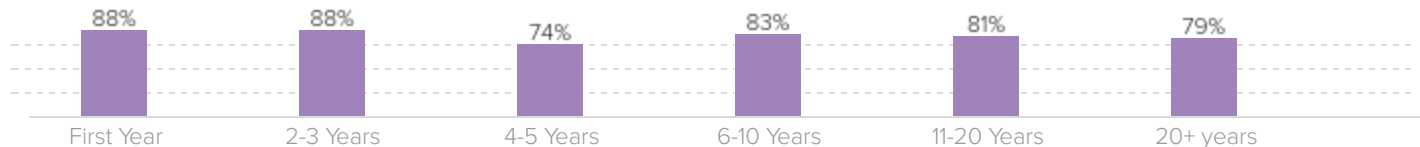
69	116	30	11	13	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

88%	88%	74%	83%	81%	79%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

IS More Instructional Practices and Support results on next page

IS **Instructional Practices and Support (cont)**

COMPARE RESULT

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

50%

79%

Colorado

Distribution of responses

32	80	84	28	14	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

70%	41%	50%	41%	50%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q Students understand how class activities relate to learning objectives.

84%

92%

Colorado

Distribution of responses

29	152	28	7	22	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

92%	75%	78%	87%	84%	82%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q Instruction in this school encourages different cultural viewpoints.

82%

84%

Colorado

Distribution of responses

39	131	33	4	31	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

76%	67%	89%	89%	85%	79%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
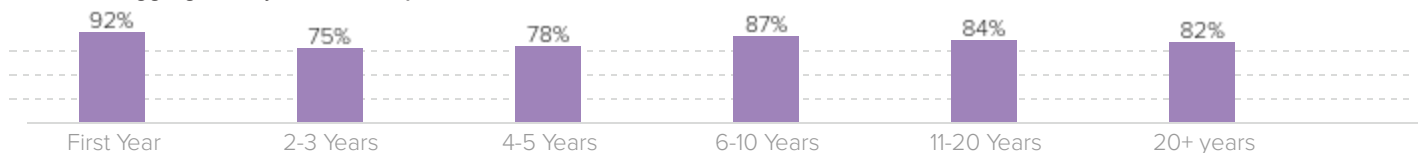
IS More Instructional Practices and Support results on next page

IS Instructional Practices and Support (cont)

COMPARE RESULT

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

55%

69%

Colorado

Distribution of responses

29	86	76	20	28	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

56%	57%	75%	61%	48%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
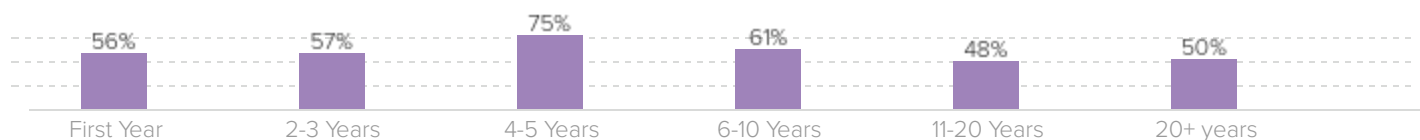
Q English Learners are adequately supported in this school.

79%

78%

Colorado

Distribution of responses

45	122	38	7	26	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

88%	70%	72%	75%	79%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
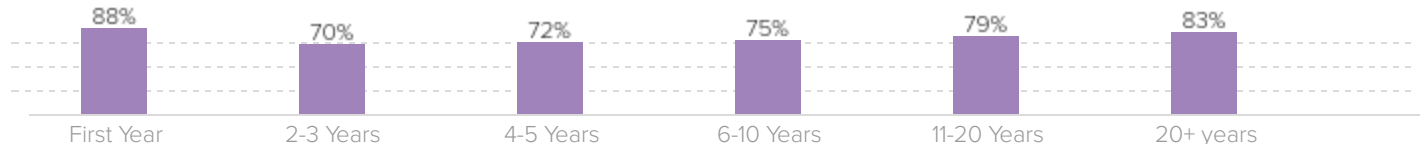
Q Students with disabilities are adequately supported in this school.

75%

81%

Colorado

Distribution of responses

53	117	45	12	11	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

81%	73%	70%	70%	78%	74%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
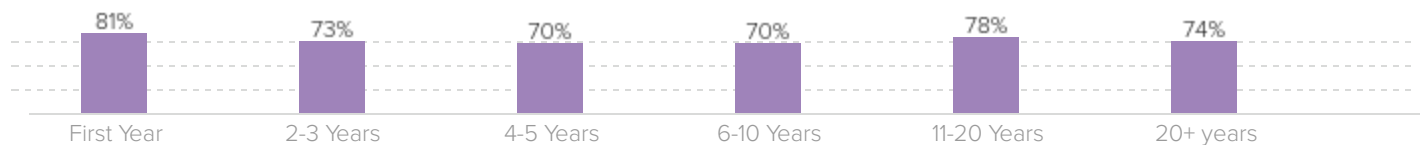
IS More Instructional Practices and Support results on next page
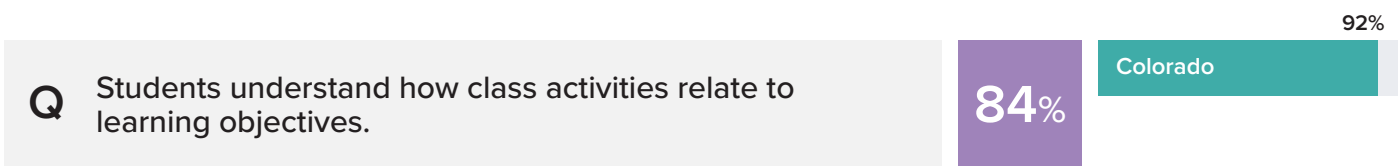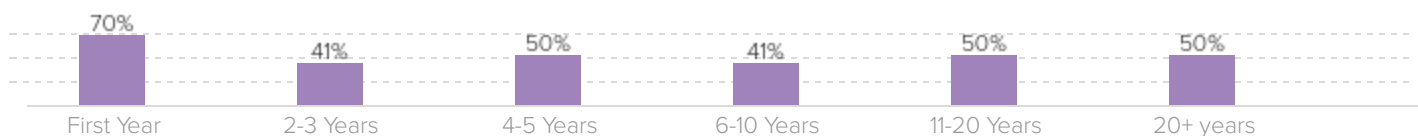
IS **Instructional Practices and Support (cont)**

COMPARE RESULT

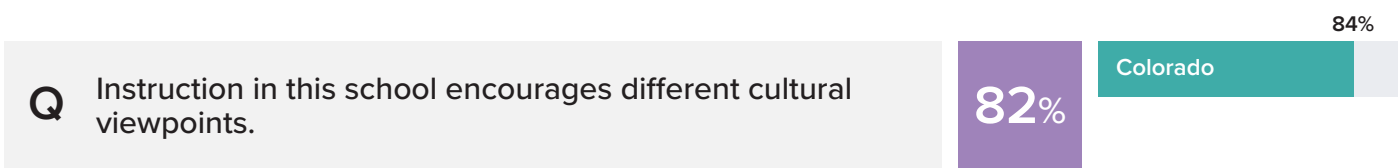**Q** Gifted students are adequately supported in this school.

63%

74%

Colorado

Distribution of responses

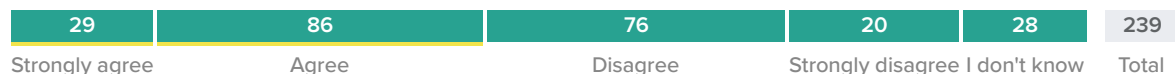| 36	90	60	14	38	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

73%	68%	50%	59%	65%	59%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
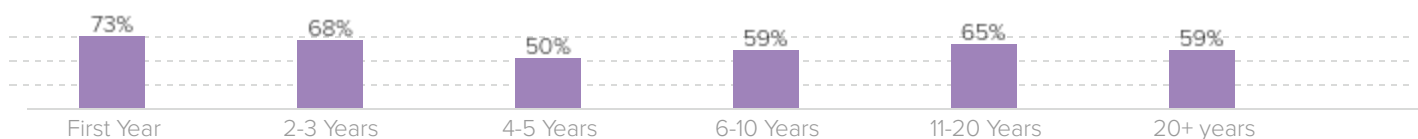
Q Students' social and emotional learning is adequately supported in this school.

69%

78%

Colorado

Distribution of responses

44	109	55	14	16	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

76%	65%	53%	74%	69%	69%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
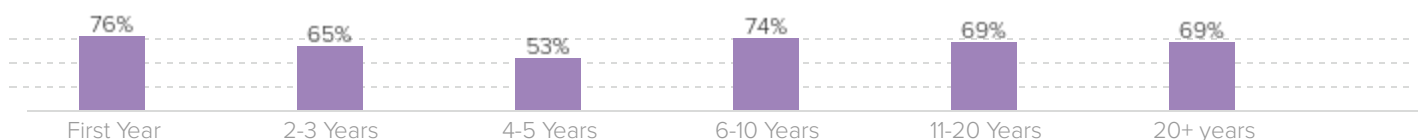
Q Teachers have the autonomy to make important decisions in their classrooms (e.g., pacing, materials, and/or pedagogy).

88%

88%

Colorado

Distribution of responses

95	108	15	14	6	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

85%	87%	79%	88%	90%	87%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

IS **Instructional Practices and Support (cont)**

COMPARE RESULT

Q Teachers feel supported in trying new instructional strategies.

89%

91%

Colorado

Distribution of responses

94	112	16	9	8	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
89%	87%	79%	90%	93%	86%

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

96%

97%

Colorado

Distribution of responses

97	122	7	2	11	239
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
92%	100%	94%	95%	96%	97%
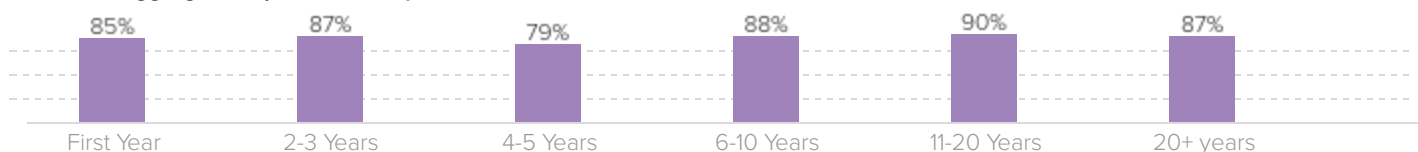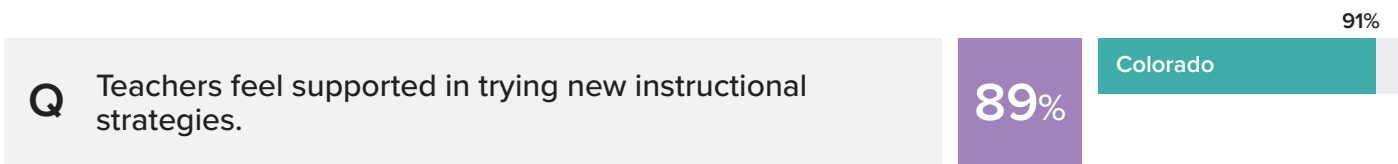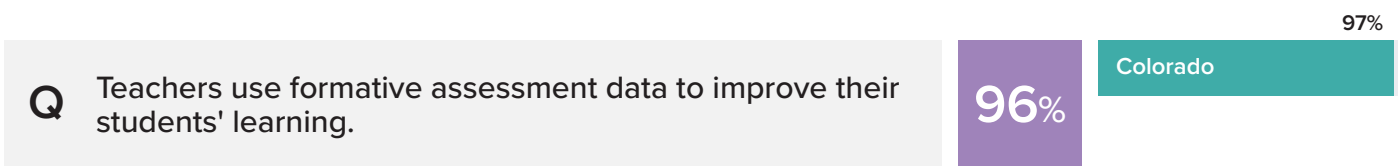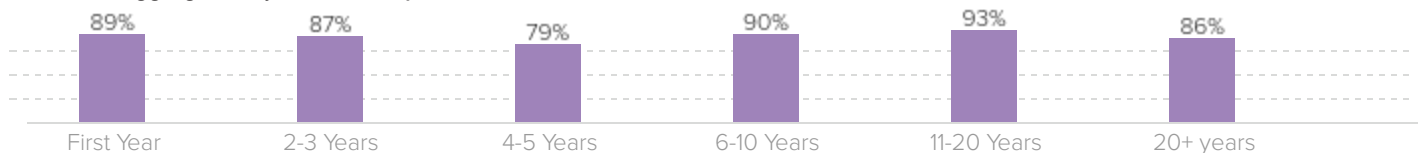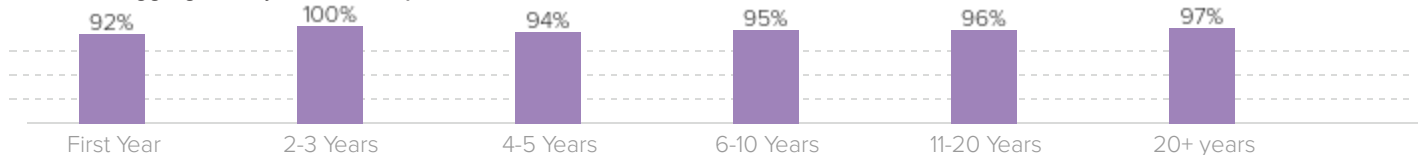
RESULTS
Item level results from your report

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

51%

COMPARE RESULT

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

62%
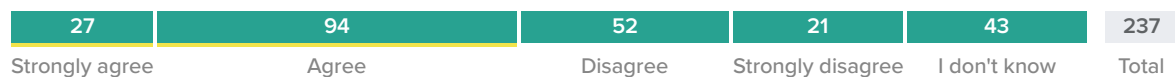
74%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
27	94	52	21	43	237

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
68%	67%	50%	66%	61%	61%
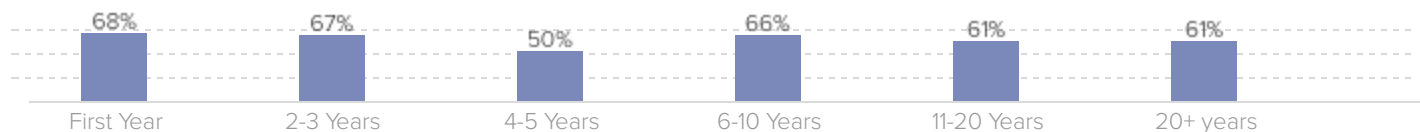
Q Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

53%

64%

Colorado

Distribution of responses
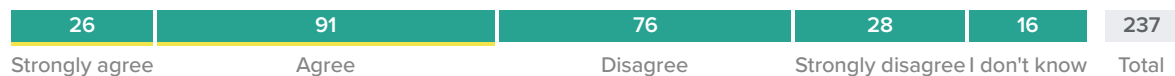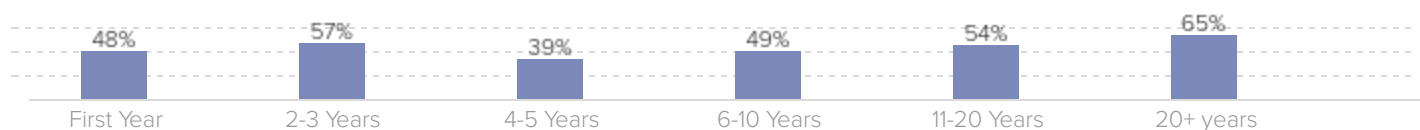
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
26	91	76	28	16	237

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
48%	57%	39%	49%	54%	65%

PD More Professional Development results on next page

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

PD **Professional Development (cont)**

COMPARE RESULT

Q The effectiveness of professional development is assessed regularly.

44%

56%
Colorado

Distribution of responses

17	71	73	40	37	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

50% First Year
45% 2-3 Years
39% 4-5 Years
47% 6-10 Years
38% 11-20 Years
50% 20+ years
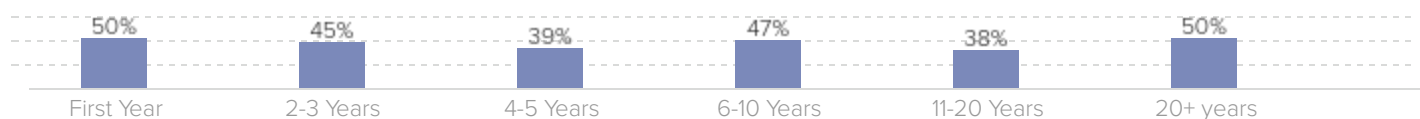
Q Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

55%

77%
Colorado

Distribution of responses

22	93	67	29	26	237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

71% First Year
45% 2-3 Years
42% 4-5 Years
61% 6-10 Years
55% 11-20 Years
47% 20+ years
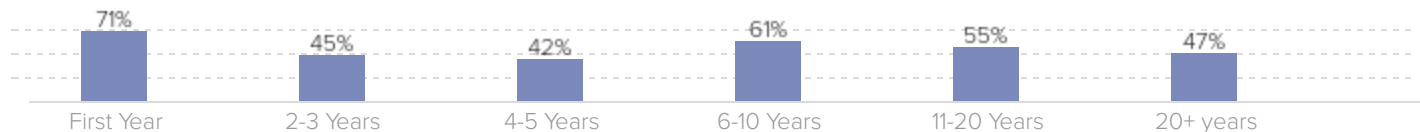
Q All teachers receive ongoing support and coaching to improve their practice.

50%

69%
Colorado

Distribution of responses

27	88	81	32	9	237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

65% First Year
55% 2-3 Years
35% 4-5 Years
49% 6-10 Years
52% 11-20 Years
43% 20+ years

PD More Professional Development results on next page

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE
EDUCATION

PD **Professional Development (cont)**

COMPARE RESULT

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

48%

73%

Colorado

Distribution of responses

28	80	85	32	12	237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

72%	48%	28%	46%	42%	57%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
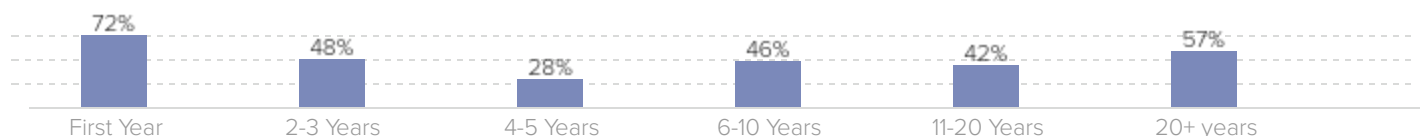
Q Teachers receive adequate professional development to support their students' social and emotional learning.

49%

67%

Colorado

Distribution of responses

23	90	86	31	7	237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

58%	48%	35%	58%	48%	45%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
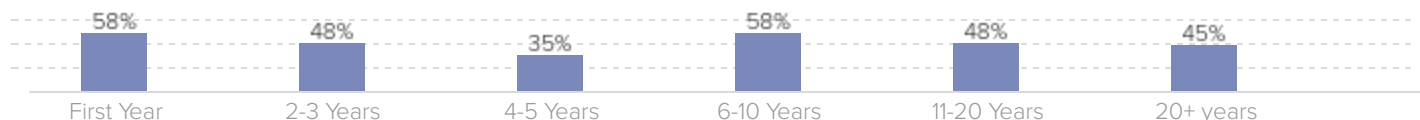
Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

44%

68%

Colorado

Distribution of responses
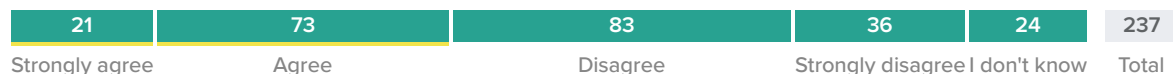
21	73	83	36	24	237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

48%	59%	39%	39%	41%	47%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
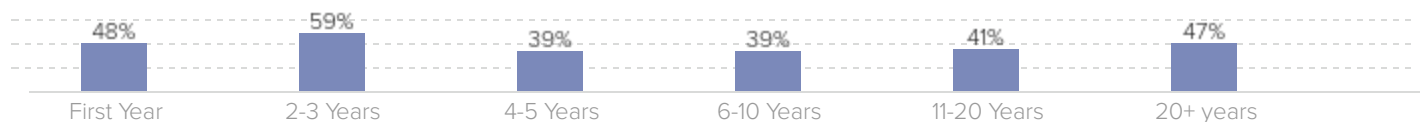
PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

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

Distribution of responses

| 44 | 51 | 48 | 67 | 54 | 35 | 48 | 30 | 26 | 54 | 57 | 39 | 101 | 52 | 52 | 47 | **805** |

Total

■ 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

RESULTS
Item level results from your report

T Time

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

OVERALL FAVORABILITY

48%

COMPARE RESULT

57%

Q Teachers have adequate time to prepare for instruction.

51%

Colorado

Distribution of responses

23	98	60	55	2	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
63%	43%	70%	55%	50%	37%

63%
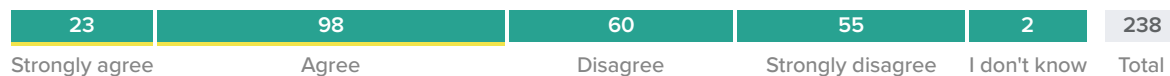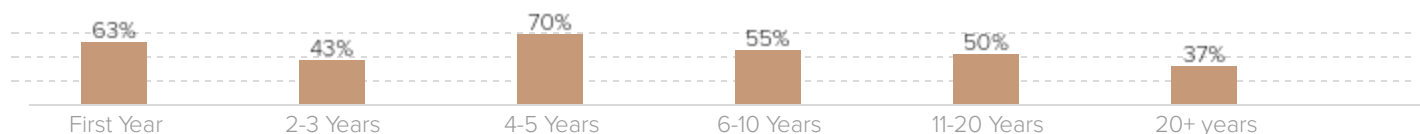
Q Teachers' time is protected from duties that take time away from teaching.

53%

Colorado

Distribution of responses

28	97	59	51	3	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
63%	55%	55%	52%	50%	53%

T More Time results on next page

T Time (cont)

COMPARE RESULT

55%
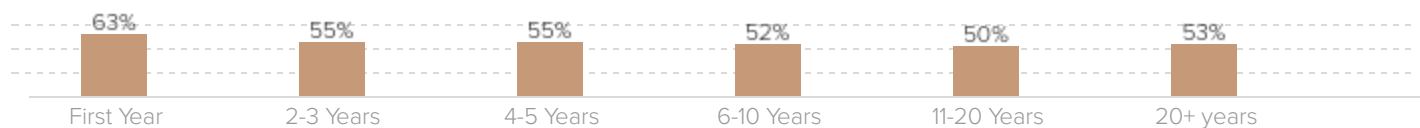
Q Teachers have adequate time to analyze and respond to student assessment data.

37%

Colorado

Distribution of responses

13	71	89	57	8	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

46%	35%	39%	40%	31%	37%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

53%
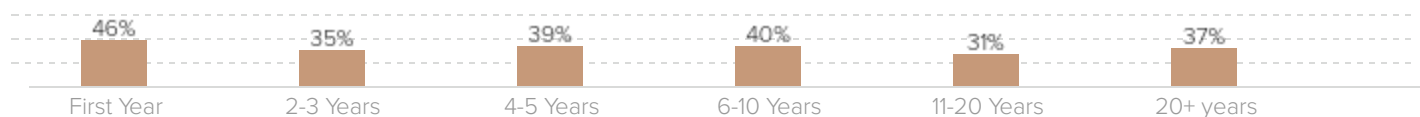
Q Teachers have adequate time to support their students' social and emotional learning.

45%
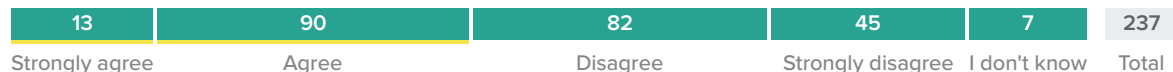
Colorado

Distribution of responses

13	90	82	45	7	237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

52%	33%	44%	50%	47%	37%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

64%

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

59%

Colorado

Distribution of responses

18	121	56	39	3	237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

78%	59%	63%	63%	58%	45%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
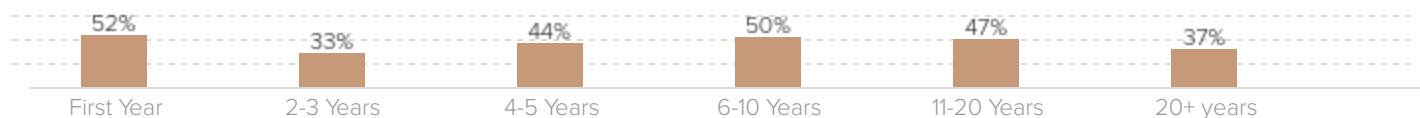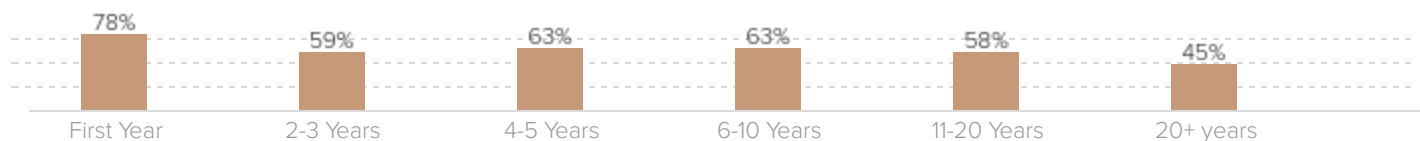
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

38%

53%

Colorado

Distribution of responses

16	62	73	55	32	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
47%	41%	25%	42%	41%	29%
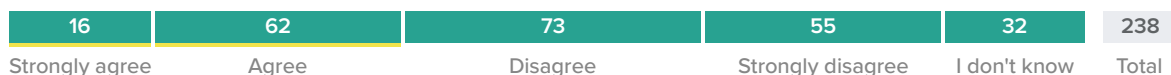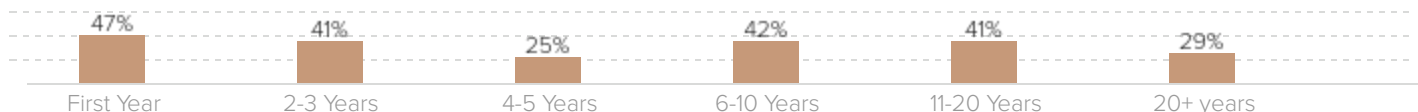
Q Teachers have adequate time to engage in professional learning (e.g., attend trainings, refine new techniques, collaborate with grade level teams).

52%

63%

Colorado

Distribution of responses

19	101	70	42	6	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
56%	43%	56%	56%	49%	53%
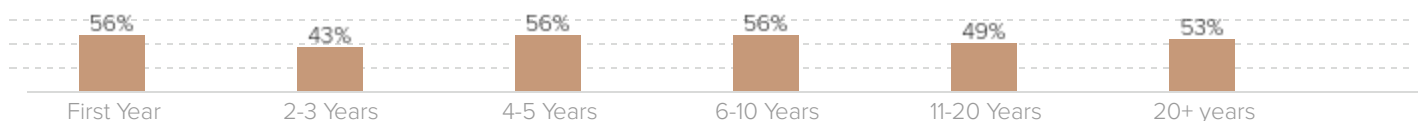
RESULTS
Item level results from your report

FR Facilities and Resources

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

OVERALL FAVORABILITY

77%
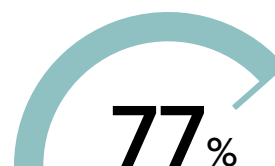
COMPARE RESULT

Q Class size(s) are reasonable.

78%

73%
Colorado

Distribution of responses

63	116	32	19	8	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	78%	80%	78%	77%	76%
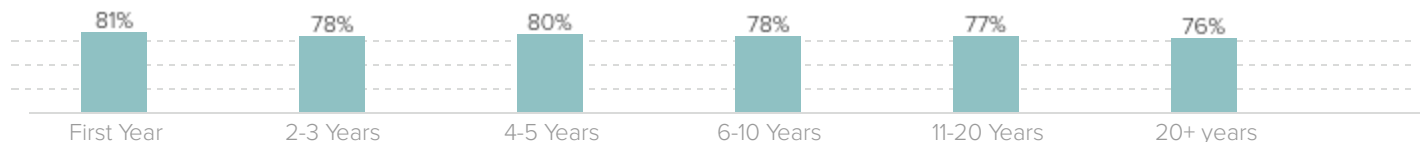
Q Instructional resources are adequate to support student learning.

66%

75%
Colorado

Distribution of responses

30	120	62	17	8	237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
76%	52%	68%	67%	61%	75%
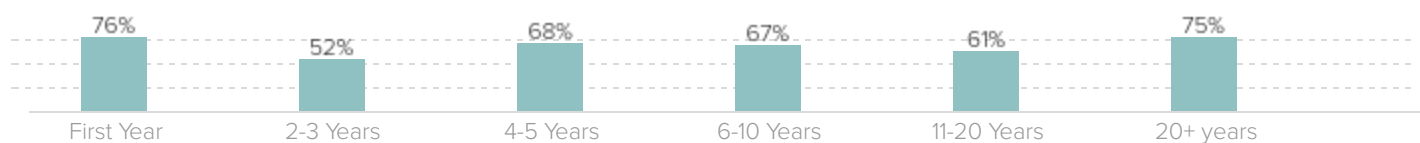
FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

COMPARE RESULT
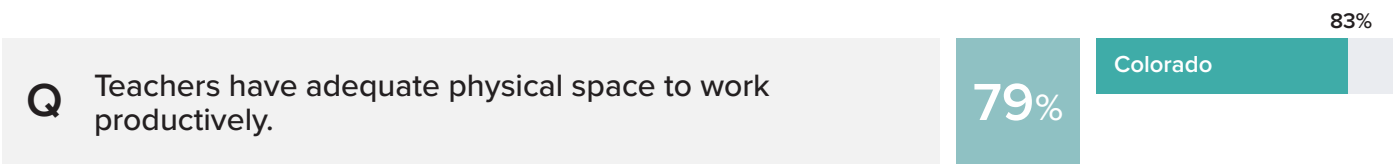
Q Teachers have adequate physical space to work productively.

79%

83%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
55	133	33	16	1	238

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
85%	67%	80%	81%	84%	71%

Q Our school is a safe place to work.

85%

92%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
90	108	25	11	4	238

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
93%	79%	70%	84%	88%	84%

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE
EDUCATION
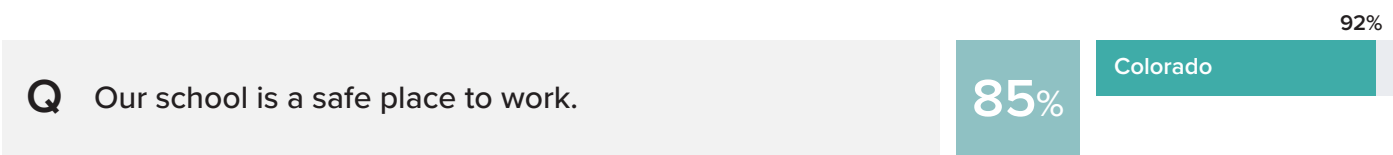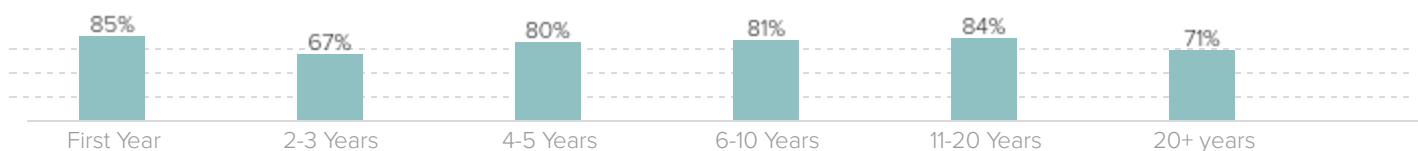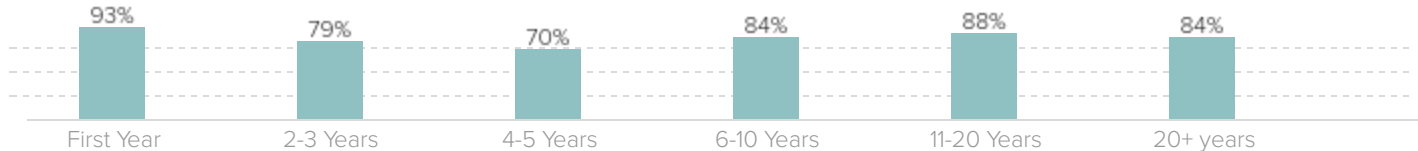
RESULTS
Item level results from your report

CI Community Support and Involvement

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

OVERALL FAVORABILITY

77%
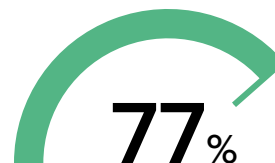
COMPARE RESULT

Q The broader community is supportive of the school.

75%

86%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
43	120	44	10	20	237

Results Disaggregated By: **Years of Experience**

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	72%	77%	82%	67%	74%	83%
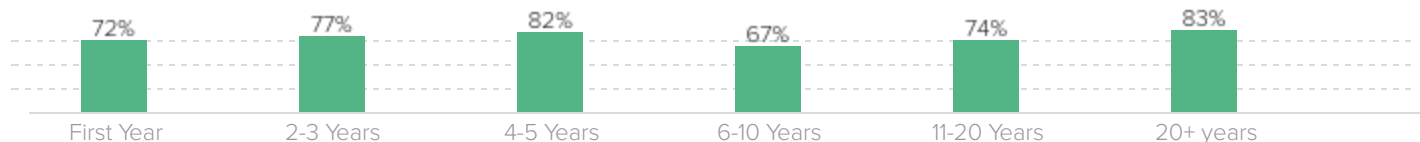
Q The school's efforts to engage families are effective.

74%

78%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
41	116	44	11	26	238

Results Disaggregated By: **Years of Experience**

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	91%	68%	76%	81%	73%	59%
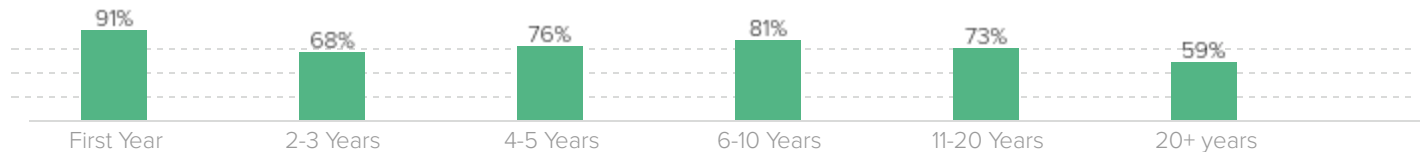
CI More Community Support and Involvement results on next page

CI Community Support and Involvement (cont)

COMPARE RESULT

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

67%

73%

| Colorado |

Distribution of responses

31	106	53	14	33	237
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
71%	68%	79%	66%	65%	65%

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

92%

91%

| Colorado |

Distribution of responses

80	125	13	5	15	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
96%	96%	94%	93%	88%	94%
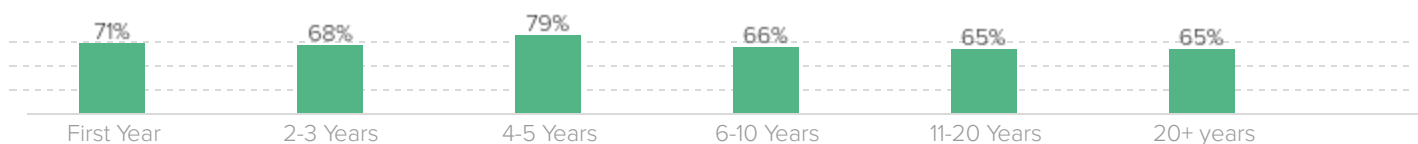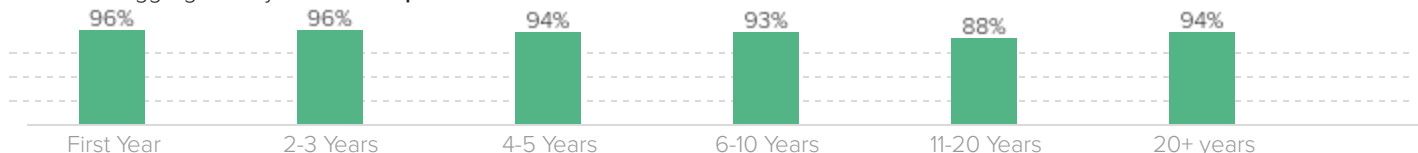
RESULTS
Item level results from your report

OR **Overall Reflection**

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

OVERALL FAVORABILITY

76%
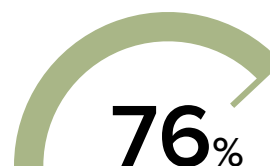
COMPARE RESULT

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

80%

86%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
71	108	24	20	15	238

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
85%	74%	76%	89%	79%	76%
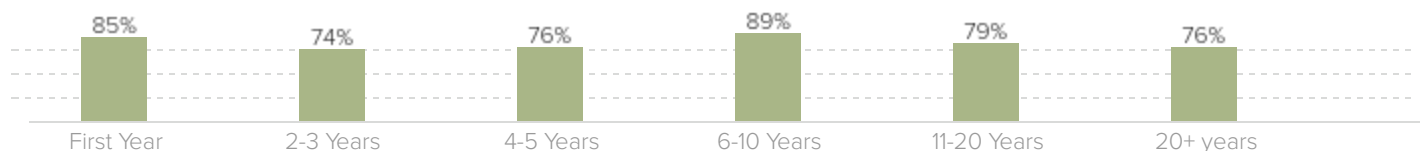
Q I would recommend this school as a good place for students to learn.

83%

88%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
63	127	29	9	10	238

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
85%	77%	79%	80%	85%	87%
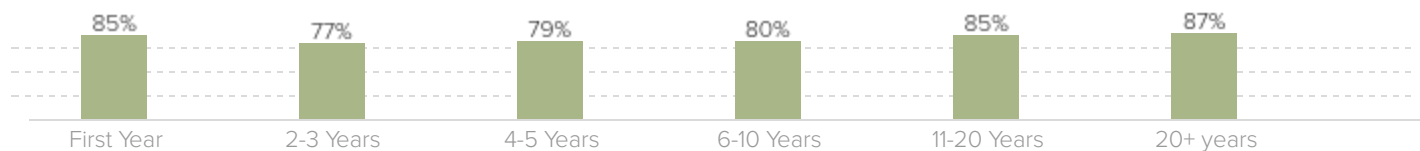
OR More Overall Reflection results on next page

OR Overall Reflection (cont)

COMPARE RESULT

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

64%

74%

Colorado

Distribution of responses

51	93	50	32	12	238
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
68%	58%	50%	65%	66%	65%
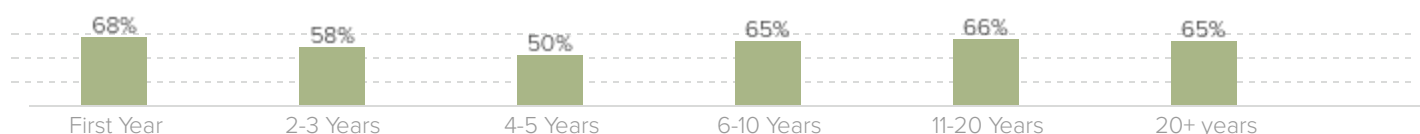
Q Which of the following most affects your decision about whether to continue working at this school?

Distribution of responses

4	11	8	56	67	2	69	21	238
								Total

- Length of the work day
- Facilities and resources
- Community support and engagement
- The school staff
- School leadership
- School mission
- District leadership
- Salary

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

Distribution of responses

169	8	35	0	2	9	15	238
							Total

- Continue in current type of position at this school
- Continue in current type of position in this district but not at this school
- Continue in current type of position but not in this district
- Continue working in education in a teaching position
- Continue working in education in an administrative position
- Continue working in education in an non-administrative, non-teaching position.
- Leave the field of education.

TLCC
Teaching & Learning Conditions Colorado

MM
CAMBRIDGE
EDUCATION

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.

57%

85%

Colorado

Distribution of responses

1	3	1	2	0	7
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

57%

85%

Colorado

Distribution of responses

1	3	1	2	0	7
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district clearly describes expectations for schools.

86%

83%

| Colorado |

Distribution of responses

1	5	0	1	0	7
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

71%

80%

| Colorado |

Distribution of responses

1	4	1	1	0	7
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

71%

78%

| Colorado |

Distribution of responses

1	4	0	2	0	7
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

DS District Supports (cont)

COMPARE RESULT

Q The district makes principal professional development a priority.

43%

78%
Colorado

Distribution of responses

1	2	3	1	0	7
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

100%

82%
Colorado

Distribution of responses

2	5	0	0	0	7
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

83%

85%
Colorado

Distribution of responses

1	4	0	1	1	7
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

DS District Supports (cont)

COMPARE RESULT

Q District leadership takes steps to solve problems.

83%

90%

Colorado

Distribution of responses

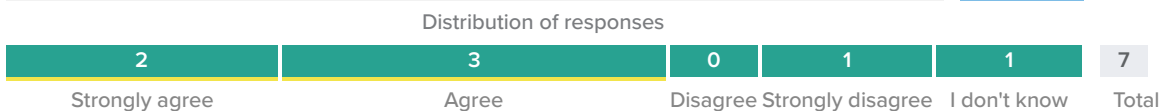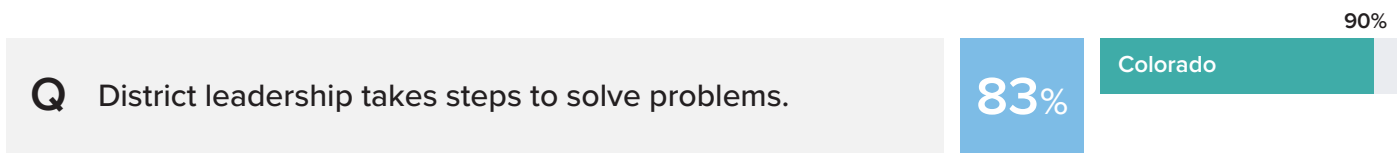| 2	3	0	1	1	7
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

Distribution of responses

4	0	2	1	1	1	0	1	2	2	2	0	16

Total

■ 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