DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

Prepared for
Delta County 50(J)

Number of respondents (#)
306

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.
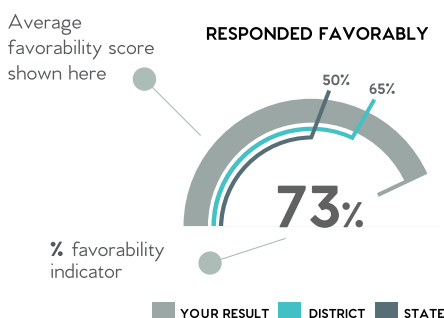
SURVEY DESIGN

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.
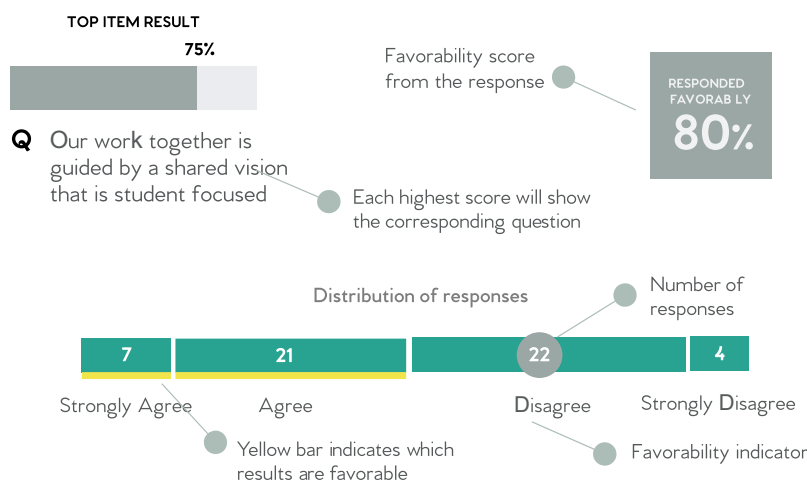
SCORING AND REFERENCE DATA

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 FAVORABLY
80%

Distribution of responses

Number of responses

7	21	22	4
Strongly Agree	Agree	Disagree	Strongly Disagree

Yellow bar indicates which results are favorable
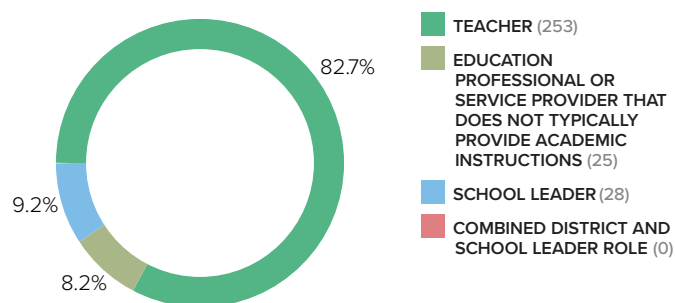
Favorability indicator

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.

306 total respondents

What is your current position at the school?

82.7%
9.2%
8.2%

- TEACHER (253)
- EDUCATION PROFESSIONAL OR SERVICE PROVIDER THAT DOES NOT TYPICALLY PROVIDE ACADEMIC INSTRUCTIONS (25)
- SCHOOL LEADER (28)
- COMBINED DISTRICT AND SCHOOL LEADER ROLE (0)

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

24.8%
16%
14.7%
6.9%
20.3%
17.3%

- FIRST YEAR (49)
- 2-3 YEARS (76)
- 4-5 YEARS (45)
- 6-10 YEARS (53)
- 11-20 YEARS (62)
- 20+ YEARS (21)
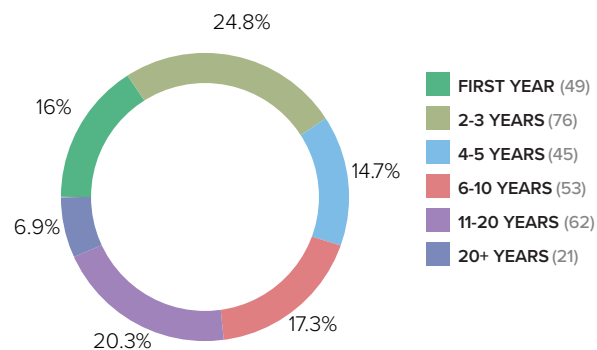
How many years have you worked in your career in this position/role?

12.7%
11.8%
18.6%
6.9%
20.9%
29.1%

- FIRST YEAR (21)
- 2-3 YEARS (36)
- 4-5 YEARS (39)
- 6-10 YEARS (57)
- 11-20 YEARS (89)
- 20+ YEARS (64)

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

79%
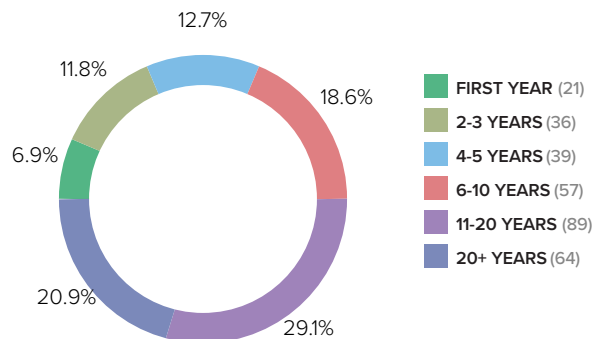
YOUR RESULTS

NQ New Teacher Questions
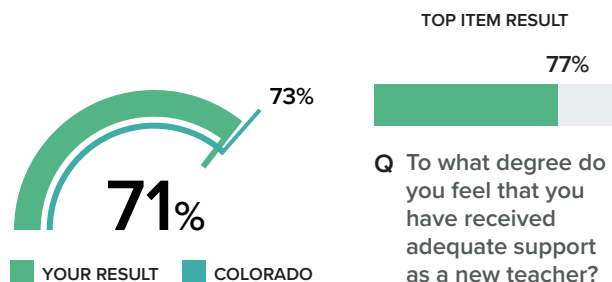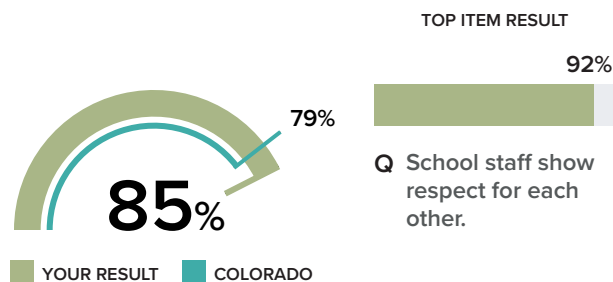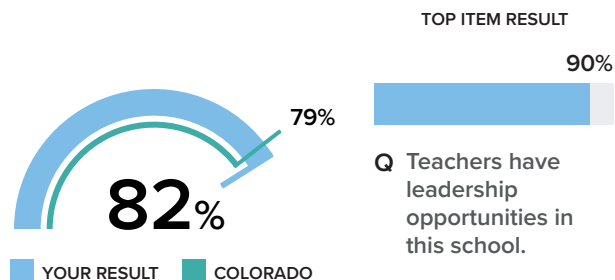
73%

71%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

77%

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

SL School Leadership

79%

85%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

92%

Q School staff show respect for each other.

TL Teacher Leadership

79%

82%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

90%

Q Teachers have leadership opportunities in this school.

MC Managing Student Conduct

78%

86%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

96%

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

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

79%
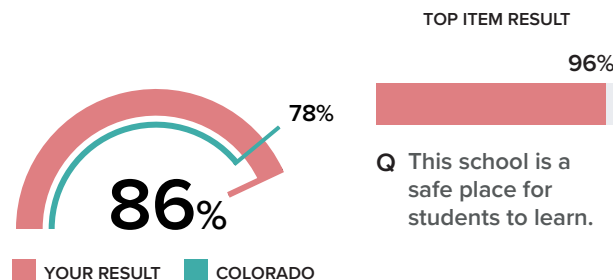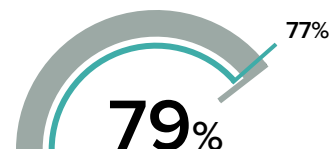
YOUR RESULTS

IS
Instructional Practices and Support
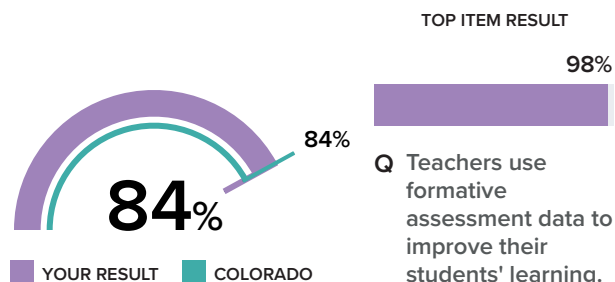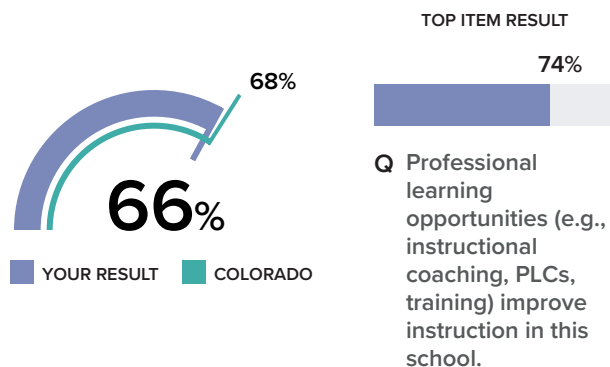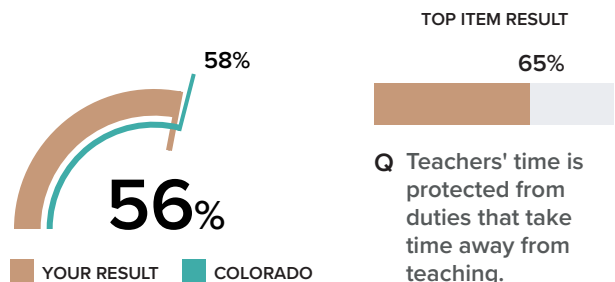
84%

84%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

98%

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

PD
Professional Development

68%

66%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

74%

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

T
Time

58%

56%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

65%

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

FR
Facilities and Resources

81%

88%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

96%

Q Our school is a safe place to work.

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

79%
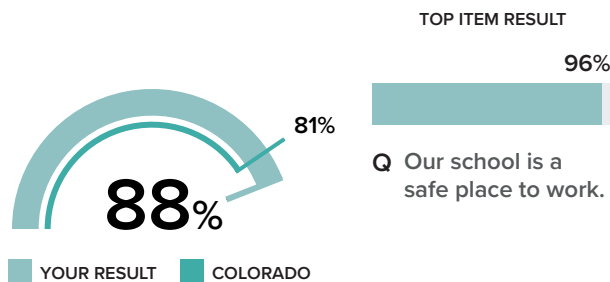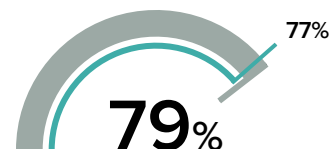
YOUR RESULTS

CI
Community Support and Involvement
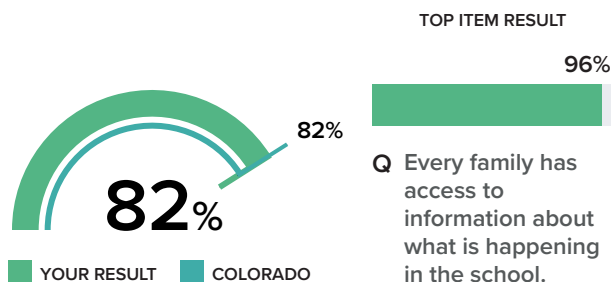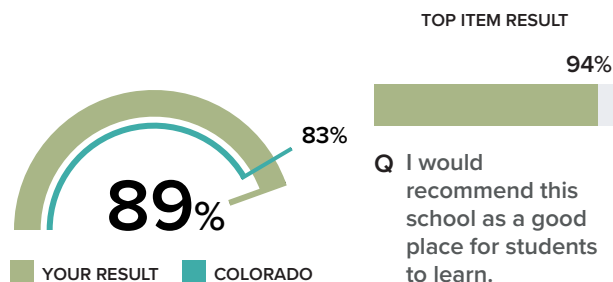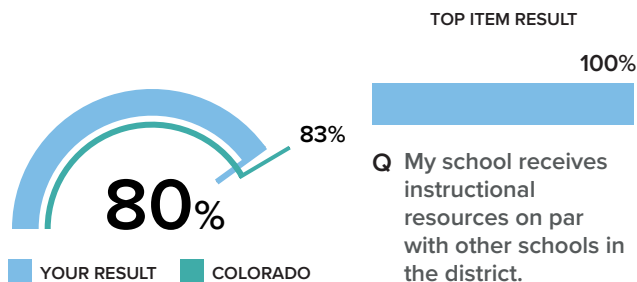
TOP ITEM RESULT

96%

82%

82%

YOUR RESULT   COLORADO

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

OR
Overall Reflection

TOP ITEM RESULT

94%

83%

89%

YOUR RESULT   COLORADO

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

DS
District Supports

TOP ITEM RESULT

100%

83%

80%

YOUR RESULT   COLORADO

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

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

71%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
63%	67%	90%	82%	81%	73%

SL School Leadership

85%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
94%	84%	85%	88%	85%	81%

TL Teacher Leadership

82%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
86%	76%	87%	85%	82%	79%

MC Managing Student Conduct

86%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
96%	88%	82%	88%	87%	83%

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
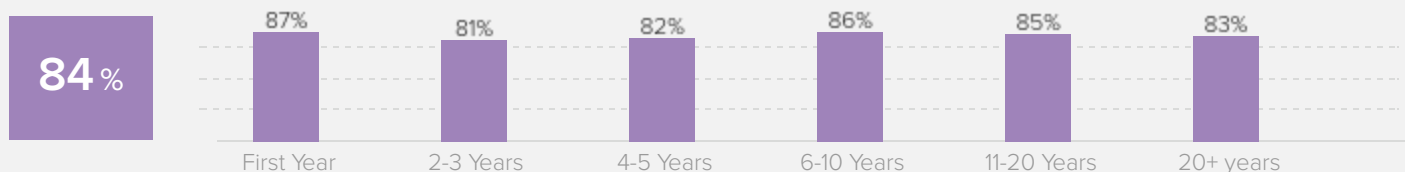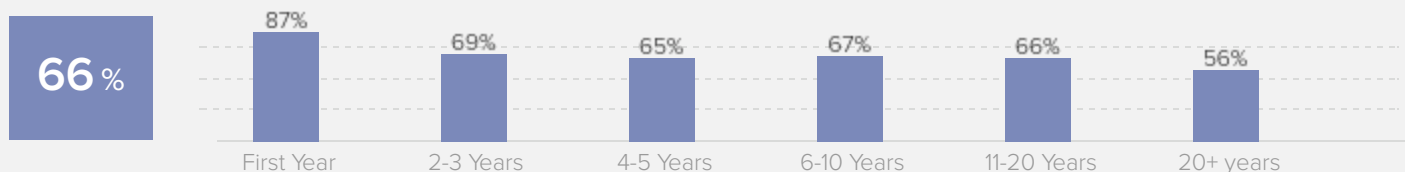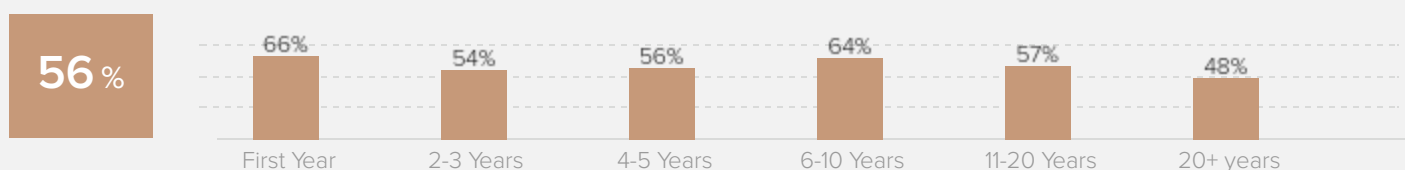
84 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
87%	81%	82%	86%	85%	83%

PD Professional Development

66 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
87%	69%	65%	67%	66%	56%

T Time

56 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
66%	54%	56%	64%	57%	48%

FR Facilities and Resources

88 %

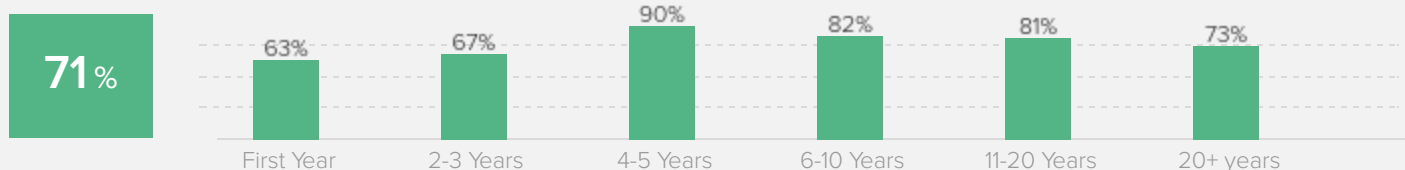| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
92%	87%	88%	88%	87%	88%

REPORT OVERVIEW - BREAKDOWN
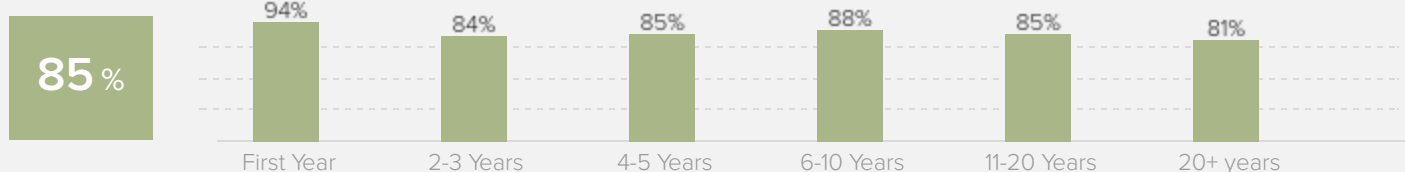Results Disaggregated by Subgroups

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.
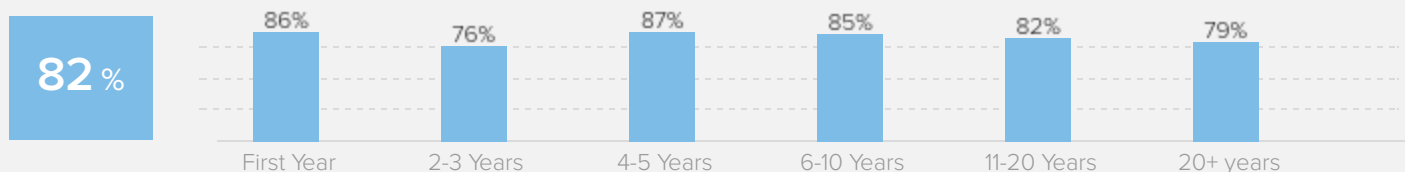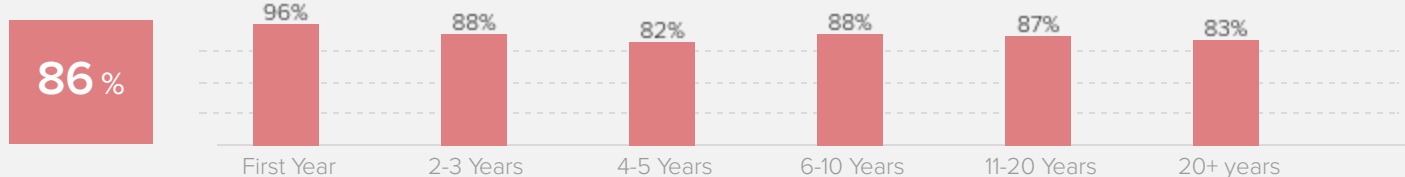
Results Disaggregated By: **Years of Experience**

CI Community Support and Involvement

82 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
90%	81%	78%	85%	82%	82%

OR Overall Reflection

89 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
96%	89%	88%	90%	89%	88%

DS District Supports

80 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
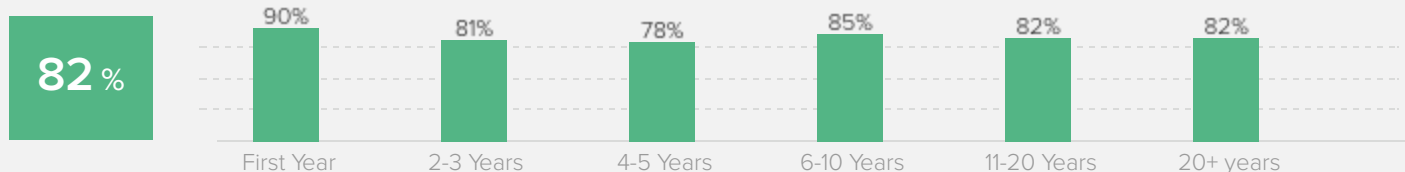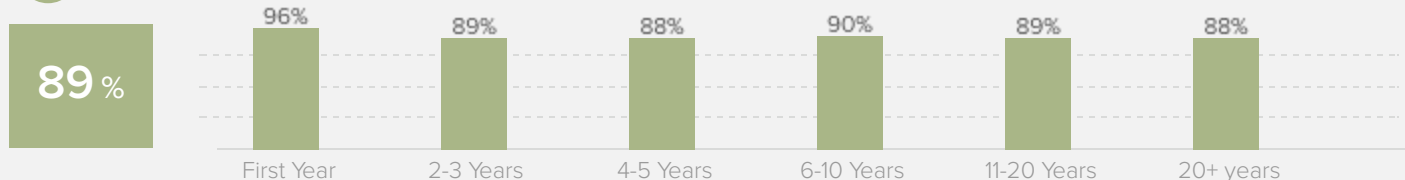
RESULTS
Item level results from your report

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

71%
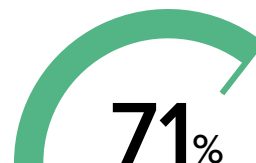
COMPARE RESULT

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

58%

71%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
0	7	5	0	0	12

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
50%	67%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
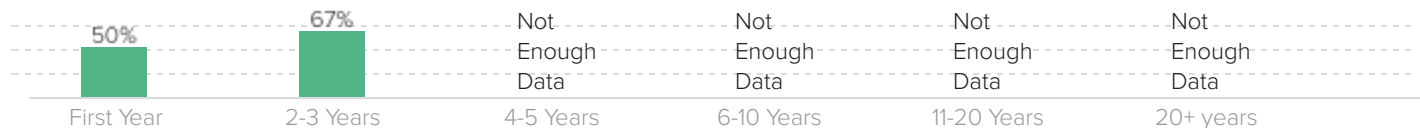
Q To what degree do you feel that you have received adequate support as a new teacher at this school?

77%

73%
Colorado

Distribution of responses
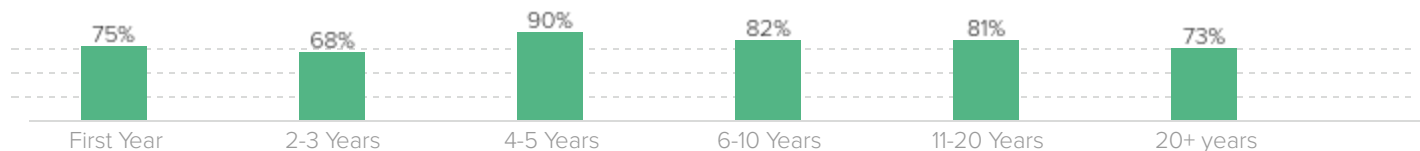
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
27	48	22	1	0	98

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
75%	68%	90%	82%	81%	73%

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

68	19	12	**99**

■ Yes ■ No ■ I don't know

Total

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

Distribution of responses

12	18	1	**31**

■ Yes ■ No ■ I don't know

Total

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

Distribution of responses

56	29	18	4	25	17	51	27	11	**238**

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)

75%

Colorado

Distribution of responses

6	3	1	2	0	**12**
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
67%	83%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data

NQ New Teacher Questions (cont)

COMPARE RESULT

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

67%

68%

| Colorado |

Distribution of responses

5	3	2	2	0	12
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
67%	67%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data

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

67%

78%

| Colorado |

Distribution of responses

4	4	3	1	0	12
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
67%	67%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data

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

58%

64%

| Colorado |

Distribution of responses

2	5	1	4	0	12
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
50%	67%	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

72%

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

50%

| Colorado |

Distribution of responses

4	2	4	2	0	12
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
50%	50%	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
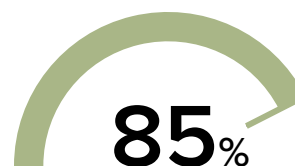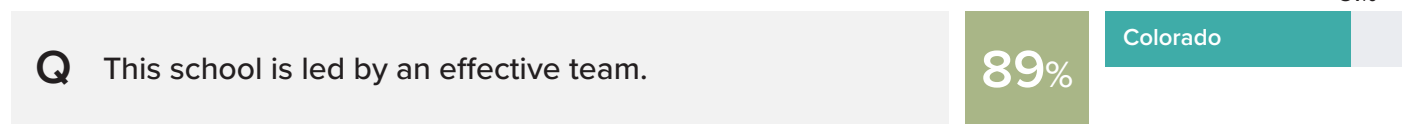
85%

COMPARE RESULT

Q This school is led by an effective team.

89%

81%

Colorado

Distribution of responses

128	140	27	6	4	305
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
100%	89%	87%	89%	88%	89%

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

89%

86%

Colorado

Distribution of responses

127	143	30	5	1	306
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
95%	94%	92%	89%	84%	86%
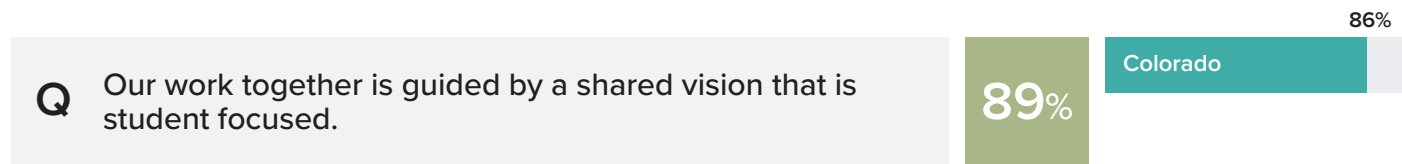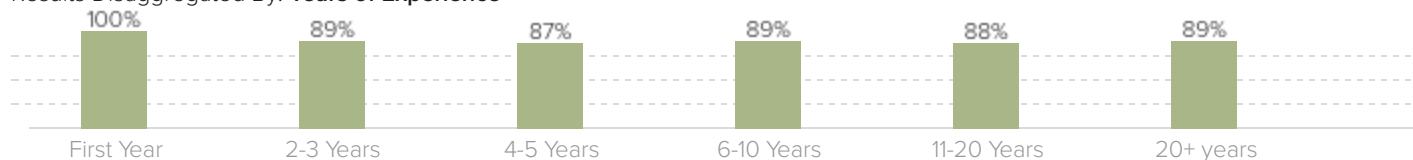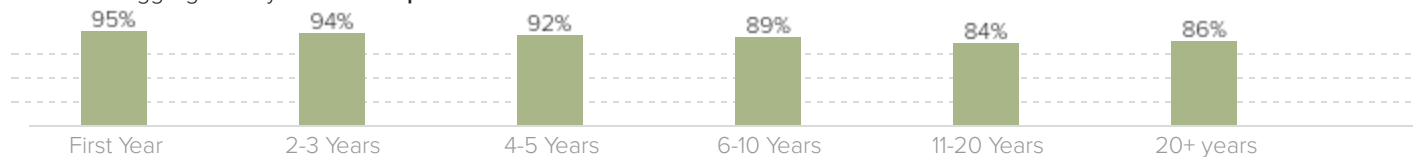
SL More School Leadership results on next page

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.

78%

78%
Colorado

Distribution of responses

62	168	55	8	13	306
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
95%	76%	79%	86%	80%	67%
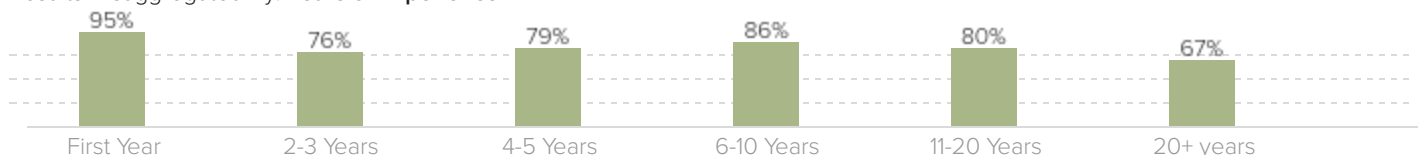
Q School staff show respect for each other.

92%

89%
Colorado

Distribution of responses

136	144	19	5	2	306
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
86%	97%	84%	91%	97%	91%
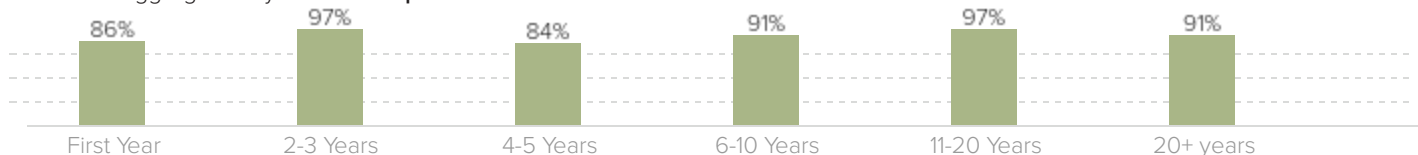
Q Staff feel comfortable raising important issues with school leaders.

87%

77%
Colorado

Distribution of responses
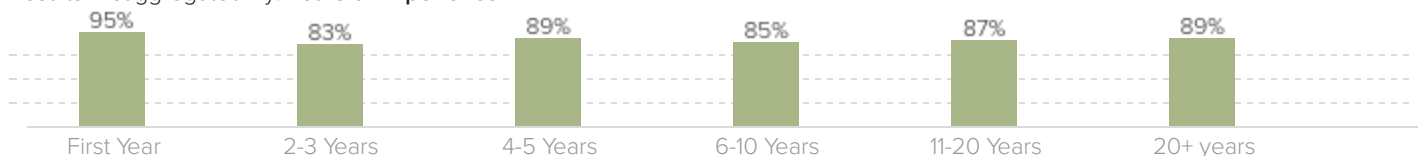
142	121	28	10	4	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
95%	83%	89%	85%	87%	89%

SL More School Leadership results on next page

SL **School Leadership (cont)**

COMPARE RESULT

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

85%

79%

Colorado

Distribution of responses

85	168	41	3	9	306
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
86%	77%	87%	94%	87%	77%
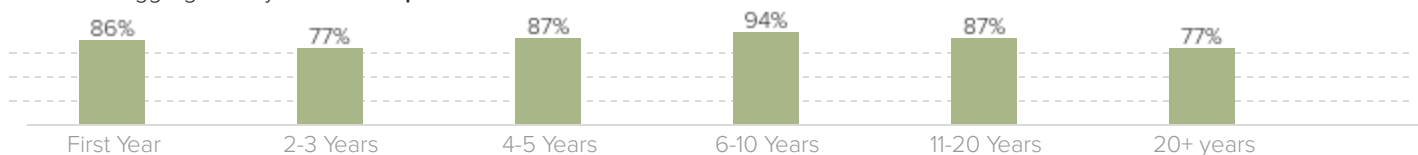
Q Teachers' effectiveness is accurately assessed through the school's teacher evaluation process.

83%

73%

Colorado

Distribution of responses

78	152	39	9	28	306
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
100%	88%	82%	87%	83%	72%
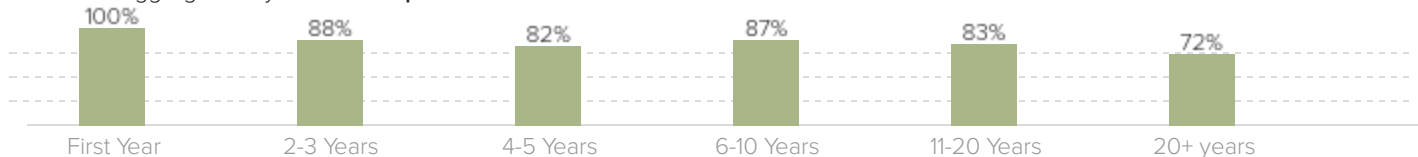
Q The teacher evaluation process provides teachers with actionable feedback for improvement.

79%

71%

Colorado

Distribution of responses

62	166	52	8	17	305
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
95%	82%	75%	87%	76%	72%

SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

Q School leadership puts suggestions made by staff into operation.

84%

77%

Colorado

Distribution of responses

83	161	37	8	16	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

94%	76%	87%	89%	84%	82%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q School leadership works to build trust among staff.

86%

77%

Colorado

Distribution of responses

113	140	34	7	8	302
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

90%	81%	83%	87%	86%	89%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

82%
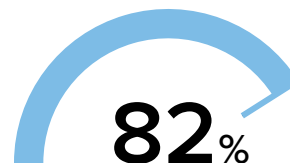
COMPARE RESULT

Q Teachers' professional expertise is valued.

86%

83%
Colorado

Distribution of responses

113	144	31	10	8	306
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

	90%	82%	92%	91%	83%	84%
	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
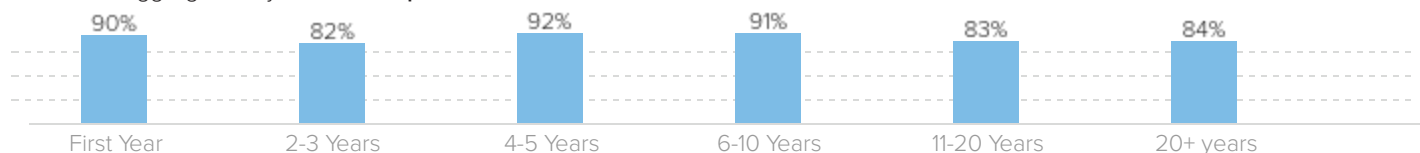
Q There is a process in place for collaborative problem solving in this school.

78%

78%
Colorado

Distribution of responses

67	157	57	7	17	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

	84%	74%	82%	77%	81%	73%
	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
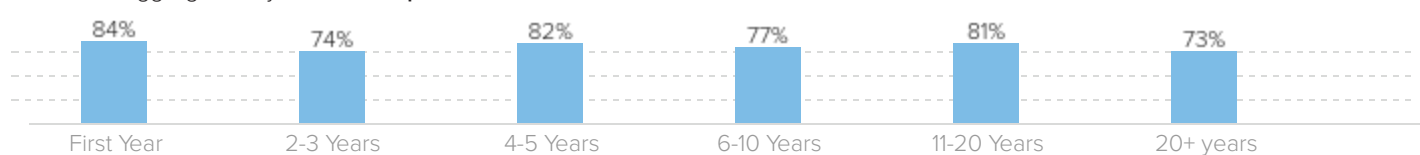
TL More Teacher Leadership results on next page

TL Teacher Leadership (cont)

COMPARE RESULT

Q Teachers have leadership opportunities in this school.

90%

85%

| Colorado |

Distribution of responses

102	164	28	2	9	305
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
79%	79%	97%	93%	90%	92%
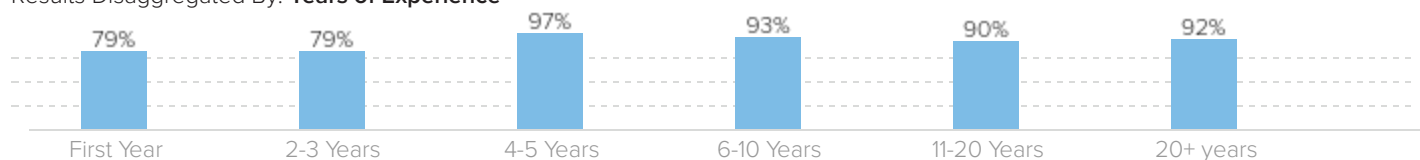
Q Teachers have an adequate level of influence on important school decisions.

75%

71%

| Colorado |

Distribution of responses

61	158	58	16	11	304
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%	70%	77%	80%	74%	69%

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION
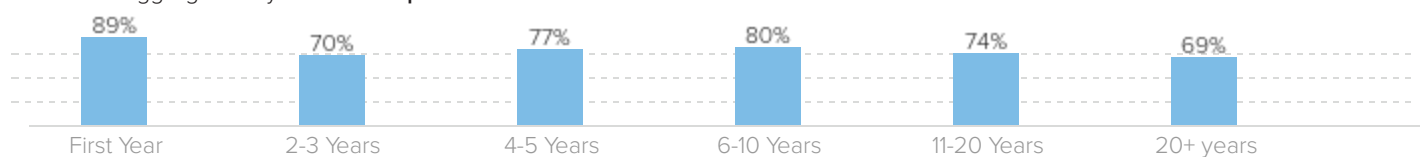
RESULTS
Item level results from your report

MC **Managing Student Conduct**

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

OVERALL FAVORABILITY

86%
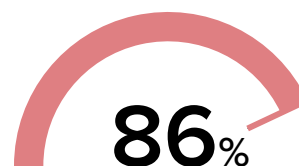
COMPARE RESULT

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

91%

80%
Colorado

Distribution of responses

85	190	24	3	4	306
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
100%	97%	95%	91%	91%	83%
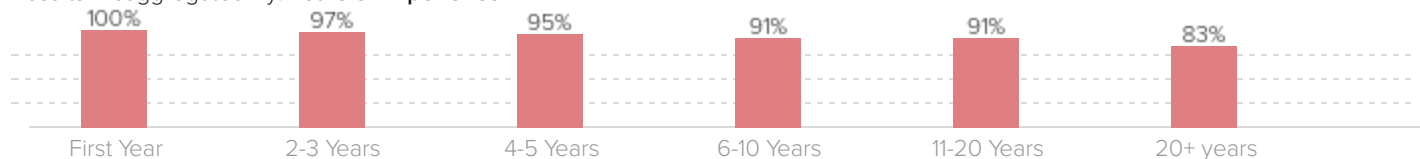
Q Students have the behavioral supports needed to focus on learning.

78%

67%
Colorado

Distribution of responses

56	174	59	6	10	305
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%	82%	56%	80%	84%	76%
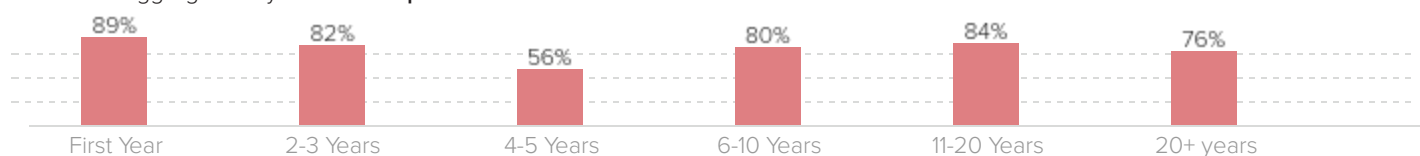
MC More Managing Student Conduct results on next page

TLCC Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION

MC Managing Student Conduct (cont)

COMPARE RESULT

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

71%

53%
Colorado

Distribution of responses

54	154	71	16	11	306
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%	69%	68%	74%	69%	66%
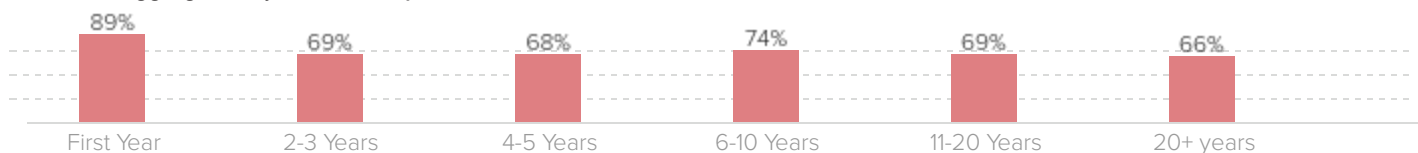
Q This school is a safe place for students to learn.

96%

90%
Colorado

Distribution of responses

121	166	11	1	6	305
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
100%	94%	97%	95%	95%	97%
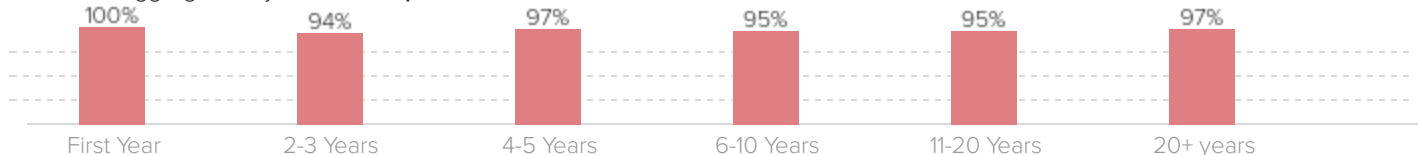
Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.

96%

97%
Colorado

Distribution of responses

143	138	11	1	13	306
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
100%	97%	92%	100%	94%	95%

CAMBRIDGE EDUCATION
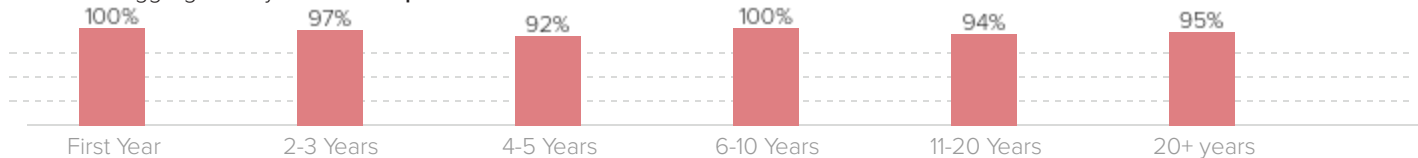
RESULTS
Item level results from your report

IS Instructional Practices and Support

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

OVERALL FAVORABILITY

84%
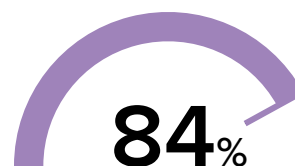
COMPARE RESULT

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

85%

| Colorado | 90% |

Distribution of responses

76	170	39	5	16	306
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%	80%	83%	87%	86%	84%
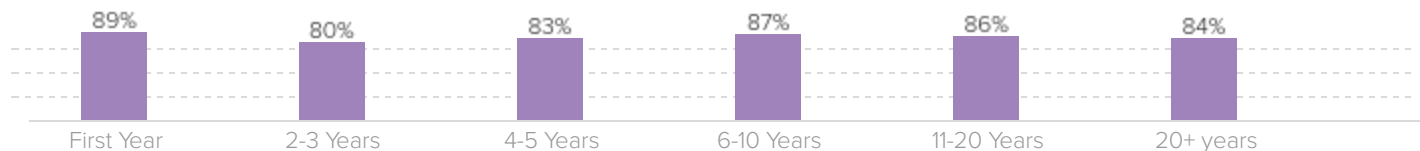
Q Staff in this school hold themselves accountable for the academic growth of every child.

91%

| Colorado | 87% |

Distribution of responses

90	174	24	2	15	305
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%	94%	92%	90%	93%	89%

IS More Instructional Practices and Support results on next page

TLCC Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION

IS Instructional Practices and Support (cont)

COMPARE RESULT

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

71%

79%
Colorado

Distribution of responses

56	157	76	10	7	306
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%	55%	68%	80%	67%	79%

Q Students understand how class activities relate to learning objectives.

94%

92%
Colorado

Distribution of responses

55	217	18	0	16	306
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
100%	91%	89%	96%	93%	95%

Q Instruction in this school encourages different cultural viewpoints.

80%

84%
Colorado

Distribution of responses

39	183	45	10	29	306
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%	73%	77%	84%	80%	81%

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.

74%

69%

Colorado

Distribution of responses

46	168	61	13	18	306
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

79%	76%	78%	73%	78%	66%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
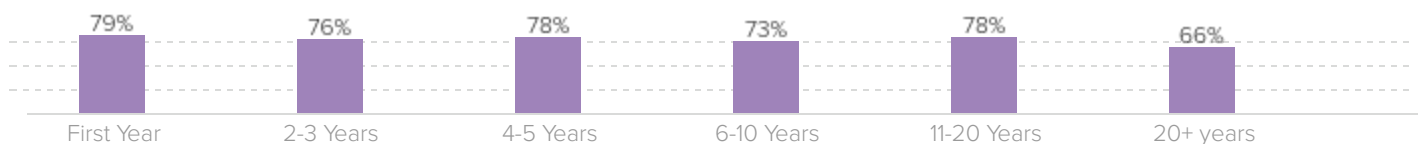
Q English Learners are adequately supported in this school.

82%

78%

Colorado

Distribution of responses

54	165	36	13	38	306
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

94%	84%	66%	84%	84%	81%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
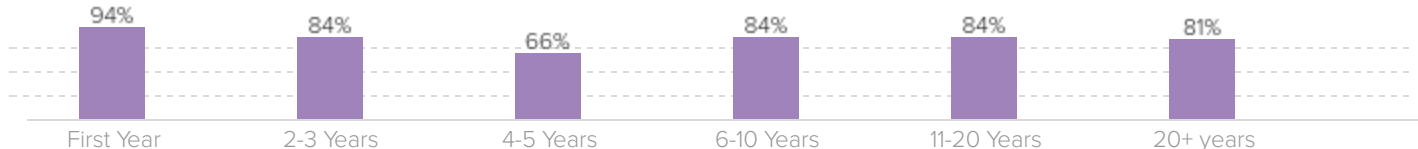
Q Students with disabilities are adequately supported in this school.

86%

81%

Colorado

Distribution of responses

99	148	32	8	16	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

95%	79%	82%	88%	88%	85%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
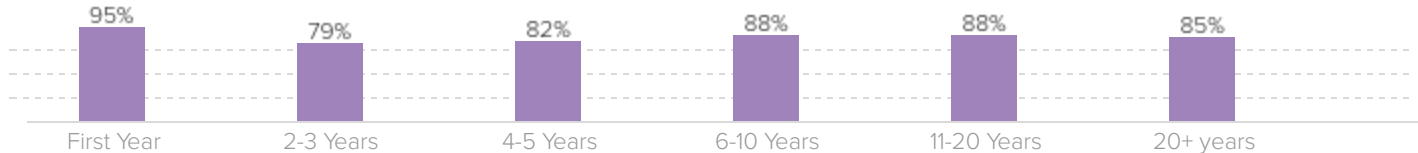
IS More Instructional Practices and Support results on next page
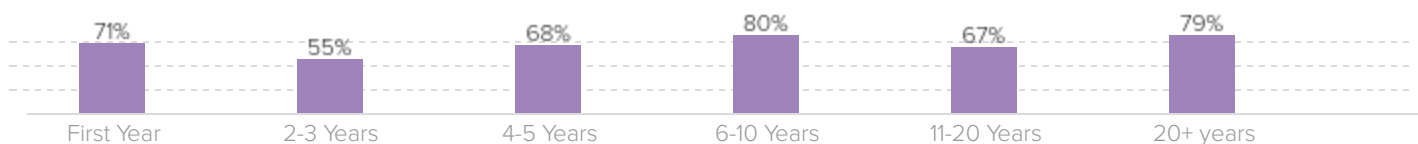
IS Instructional Practices and Support (cont)

COMPARE RESULT

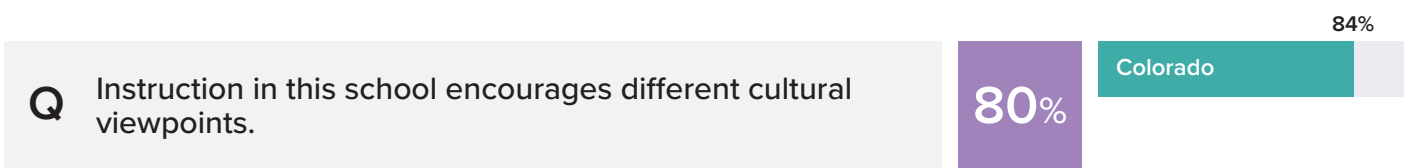**Q** Gifted students are adequately supported in this school.

71%

74%

Colorado

Distribution of responses

58	136	60	20	31	305
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%	69%	68%	73%	70%	67%
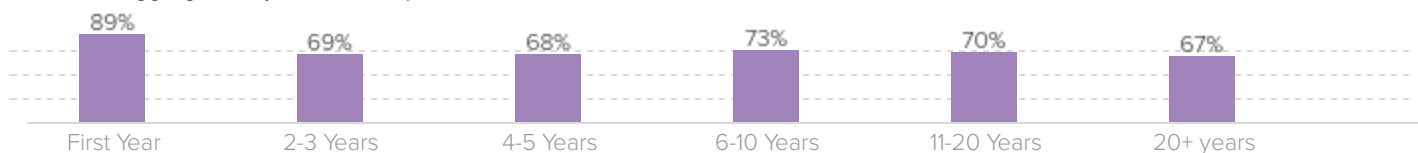
Q Students' social and emotional learning is adequately supported in this school.

84%

78%

Colorado

Distribution of responses

80	168	37	11	10	306
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
90%	80%	84%	80%	87%	82%
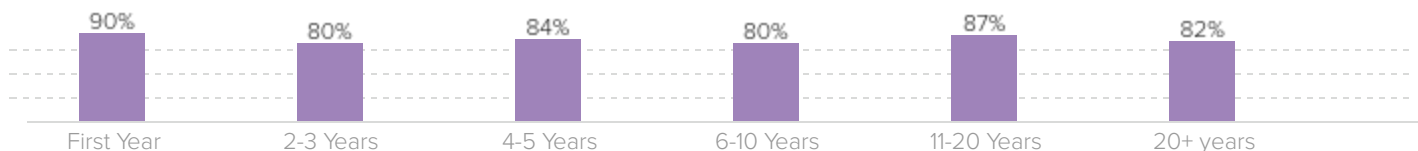
Q Teachers have the autonomy to make important decisions in their classrooms (e.g., pacing, materials, and/or pedagogy).

83%

88%

Colorado

Distribution of responses

122	127	38	14	5	306
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%	88%	84%	84%	83%	78%

IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Teachers feel supported in trying new instructional strategies.

92%

91%

Colorado

Distribution of responses

121	147	16	6	15	305
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%	94%	92%	94%	93%	92%

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

98%

97%

Colorado

Distribution of responses

131	156	6	0	13	306
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%	94%	97%	100%	99%	100%
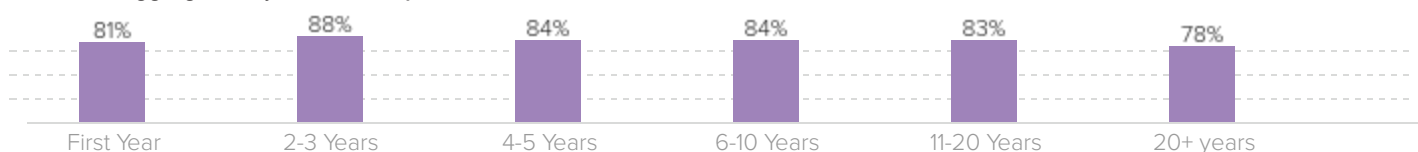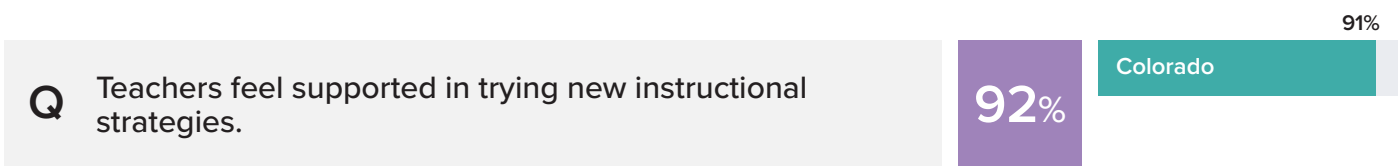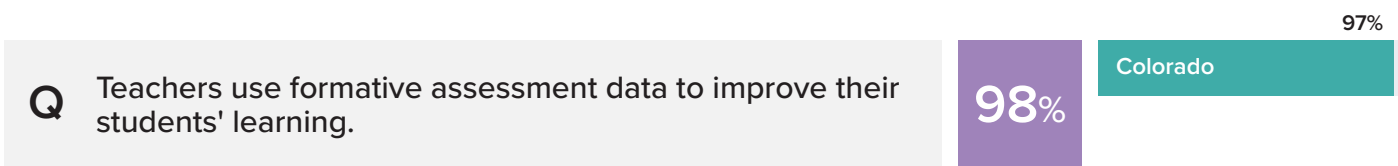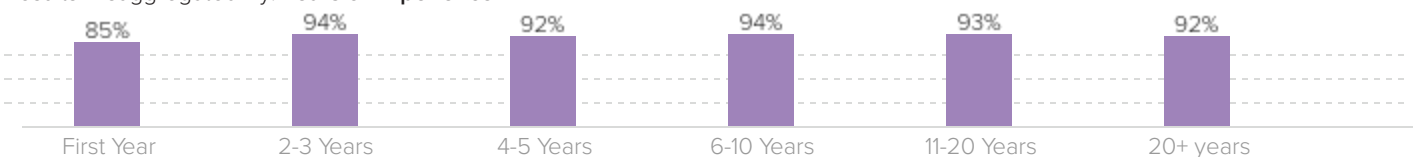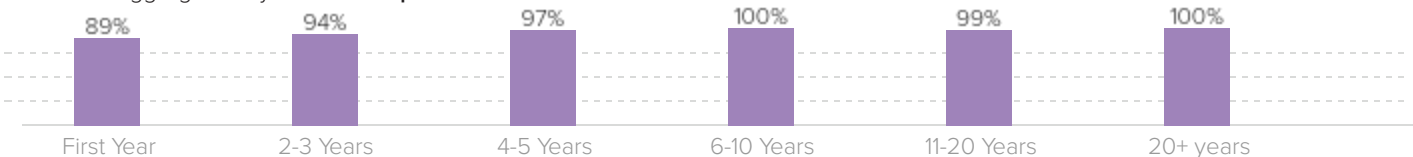
RESULTS

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

66%

COMPARE RESULT

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

69%

74%

| Colorado |

Distribution of responses

26	126	57	11	85	305
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%	68%	76%	69%	72%	57%
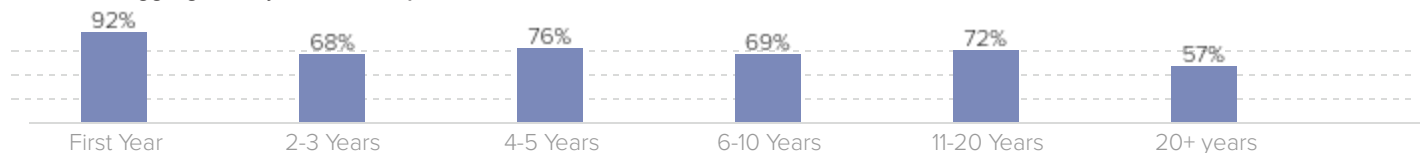
Q **Professional learning opportunities are personalized and aligned to teachers' needs and strengths.**

56%

64%

| Colorado |

Distribution of responses
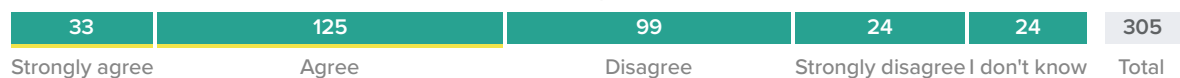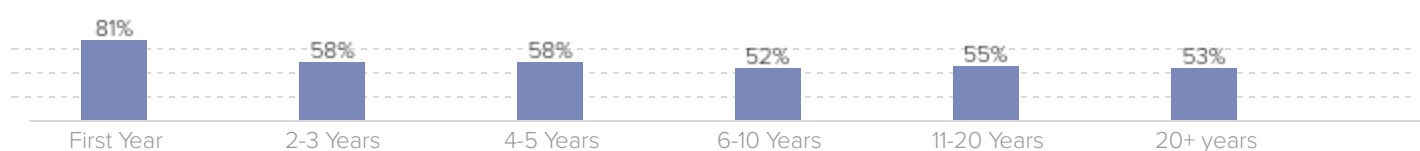
33	125	99	24	24	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	58%	58%	52%	55%	53%

PD More Professional Development results on next page

PD **Professional Development (cont)**

COMPARE RESULT

Q The effectiveness of professional development is assessed regularly.

54%

56%

Colorado

Distribution of responses
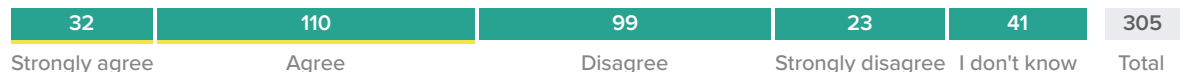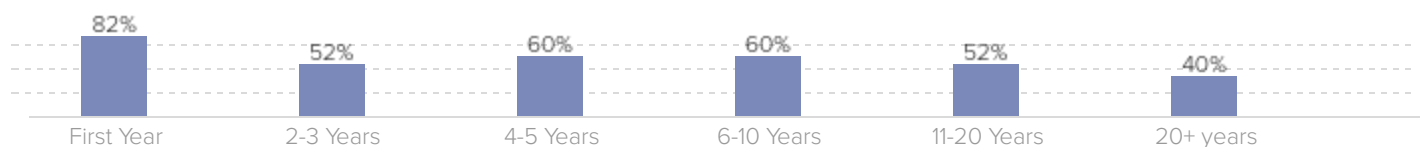
32	110	99	23	41	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

82%	52%	60%	60%	52%	40%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

74%

77%

Colorado

Distribution of responses

48	161	63	10	23	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

84%	79%	61%	78%	76%	69%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
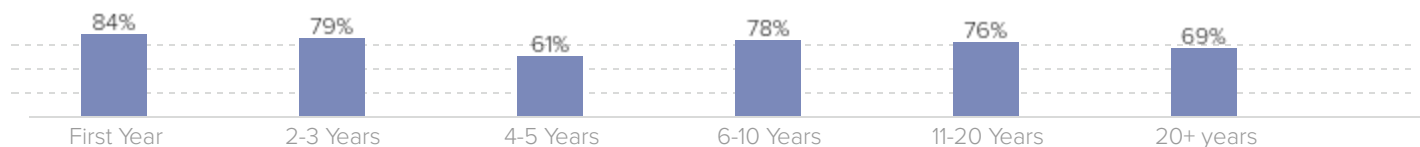
Q All teachers receive ongoing support and coaching to improve their practice.

71%

69%

Colorado

Distribution of responses
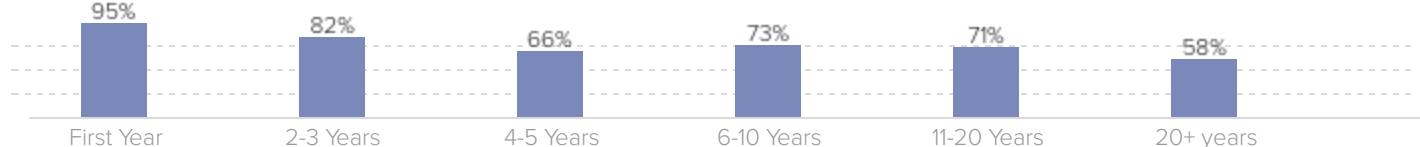
46	162	68	17	11	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

95%	82%	66%	73%	71%	58%
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 Teachers receive adequate professional development to effectively use student data (e.g., assessments, surveys).

72%

73%

| Colorado |

Distribution of responses

47	157	68	11	19	302
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
88%	76%	74%	72%	71%	66%
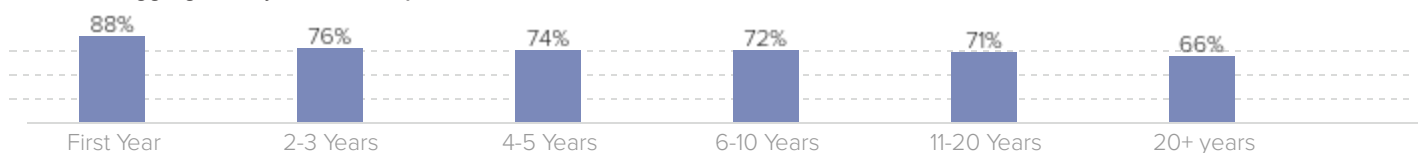
Q Teachers receive adequate professional development to support their students' social and emotional learning.

65%

67%

| Colorado |

Distribution of responses

54	137	83	22	7	303
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%	64%	59%	66%	65%	59%
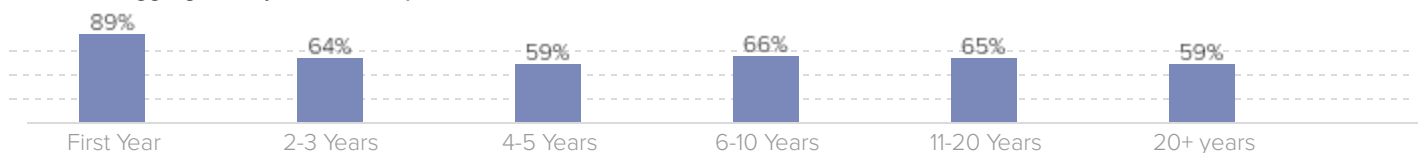
Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

65%

68%

| Colorado |

Distribution of responses

32	143	79	16	34	304
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
88%	70%	66%	67%	68%	48%
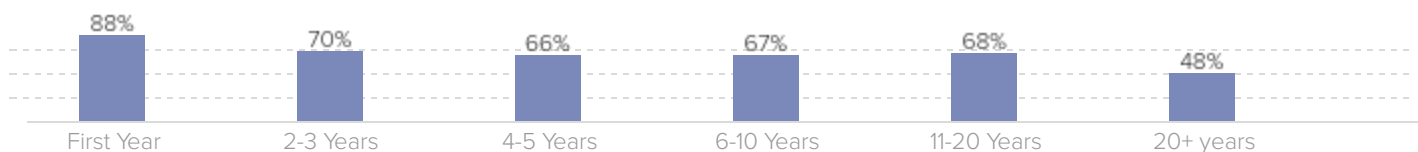
PD More Professional Development results on next page

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

59	27	36	25	94	38	55	57	31	67	46	49	125	91	51	132	983

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

56%
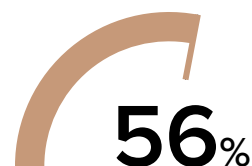
COMPARE RESULT

Q Teachers have adequate time to prepare for instruction.

58%

57%

| Colorado |

Distribution of responses

31	142	86	39	6	304
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
65%	57%	63%	62%	56%	52%
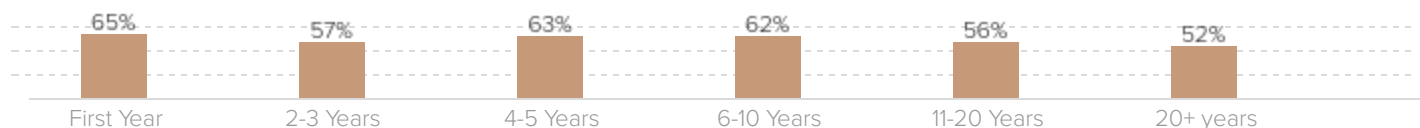
Q Teachers' time is protected from duties that take time away from teaching.

65%

63%

| Colorado |

Distribution of responses

45	146	74	31	8	304
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%	72%	61%	67%	61%	58%
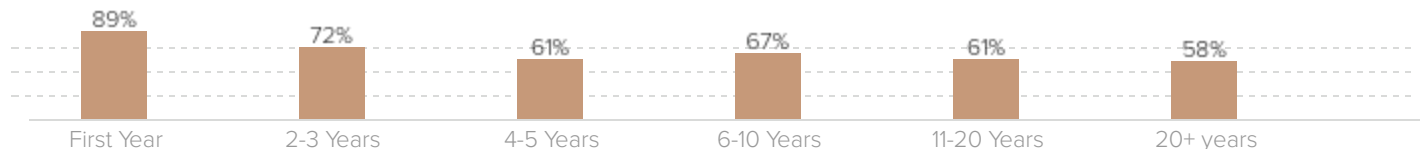
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

56%

55%
Colorado

Distribution of responses

23	140	101	25	15	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

50%	57%	63%	71%	57%	40%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

49%

53%
Colorado

Distribution of responses

24	119	122	28	11	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

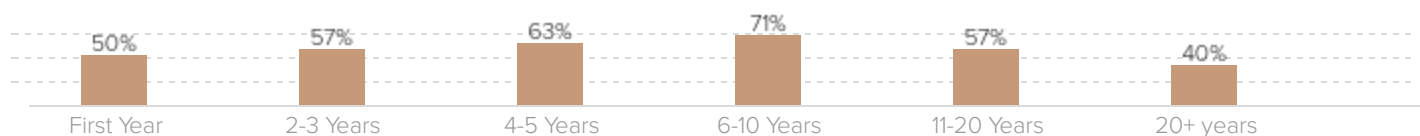| 67%	47%	42%	62%	49%	38%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
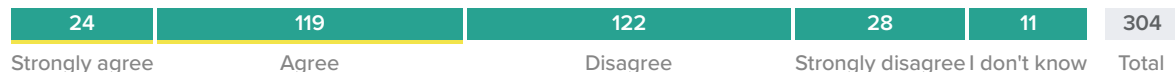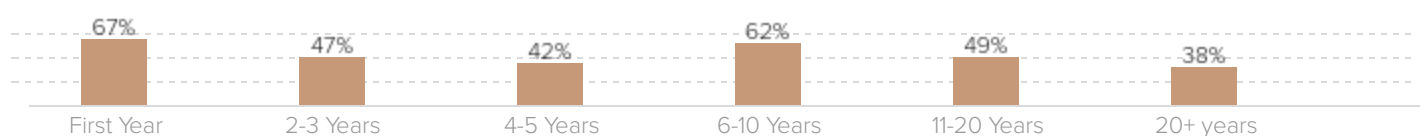
Q Teachers have adequate time to communicate with their students' families.

63%

64%
Colorado

Distribution of responses

23	166	87	22	6	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

63%	54%	64%	66%	68%	60%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

T More Time results on next page

TLCC
Teaching & Learning Conditions Colorado

M **M**
CAMBRIDGE EDUCATION

T **Time (cont)**

COMPARE RESULT

53%

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

40%

Colorado

Distribution of responses

22	83	106	53	39	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

64%	33%	33%	50%	38%	33%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

63%
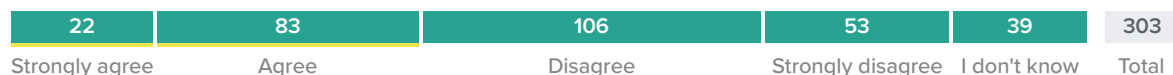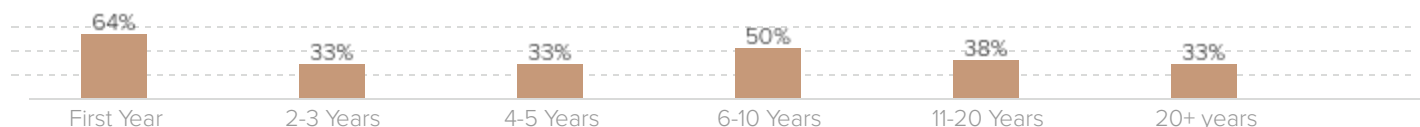
Q Teachers have adequate time to engage in professional learning (e.g., attend trainings, refine new techniques, collaborate with grade level teams).

62%

Colorado

Distribution of responses

30	156	96	16	6	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

65%	54%	61%	71%	68%	52%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
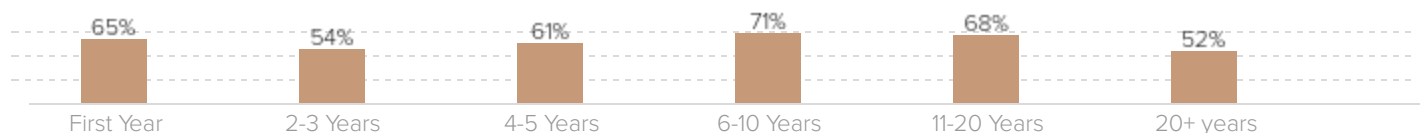
RESULTS
Item level results from your report

FR **Facilities and Resources**

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

OVERALL FAVORABILITY

88%
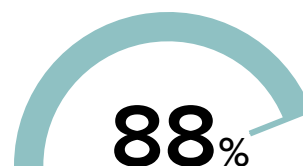
COMPARE RESULT

Q Class size(s) are reasonable.

90%

73%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
85	181	20	11	7	304

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
89%	97%	89%	87%	89%	89%
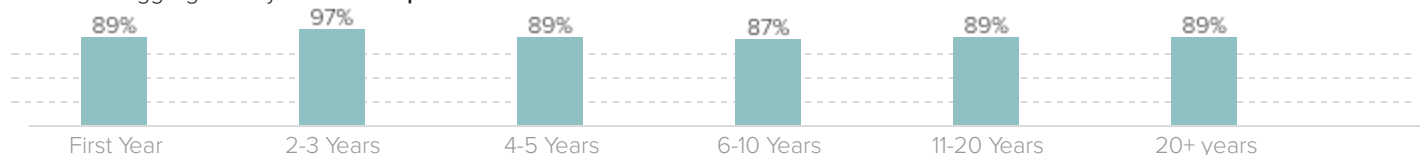
Q Instructional resources are adequate to support student learning.

81%

75%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
66	169	44	11	13	303

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
89%	82%	81%	81%	79%	80%
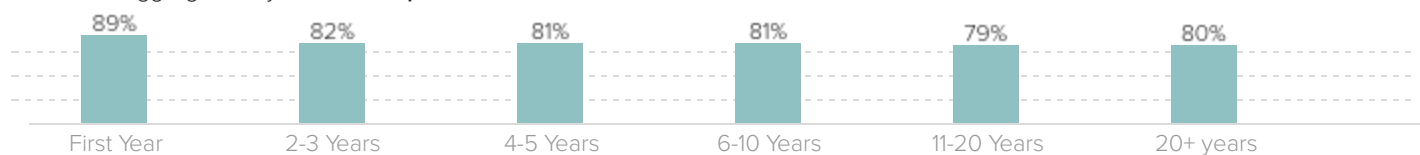
FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

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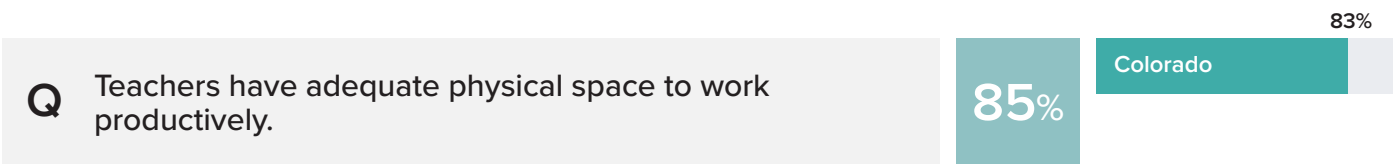
Q Teachers have adequate physical space to work productively.

85%

83%

Colorado

Distribution of responses

93	165	38	7	1	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

90%	72%	84%	86%	87%	89%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q Our school is a safe place to work.

96%

92%

Colorado

Distribution of responses

142	145	12	0	5	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

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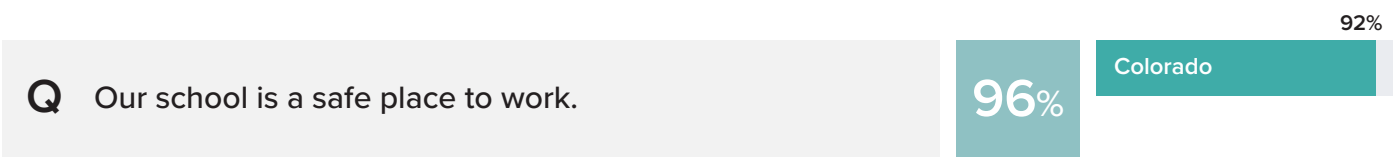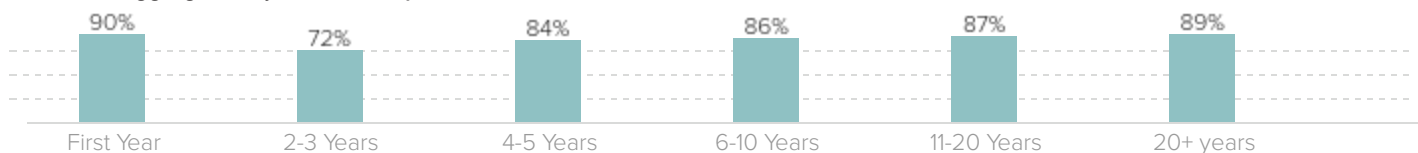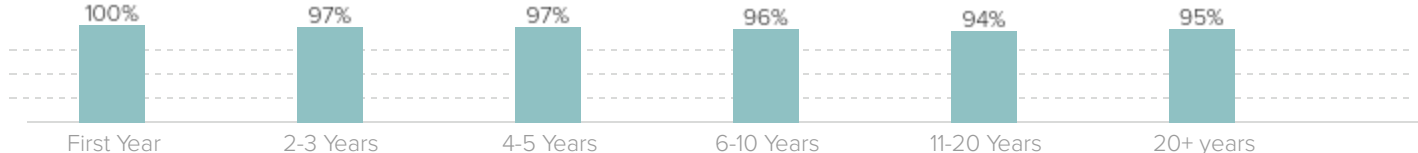
RESULTS
Item level results from your report

CI Community Support and Involvement

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

OVERALL FAVORABILITY

82%
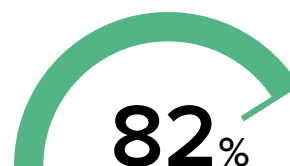
COMPARE RESULT

Q The broader community is supportive of the school.

84%

86%
Colorado

Distribution of responses

75	157	35	9	27	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

89%	74%	76%	90%	86%	85%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
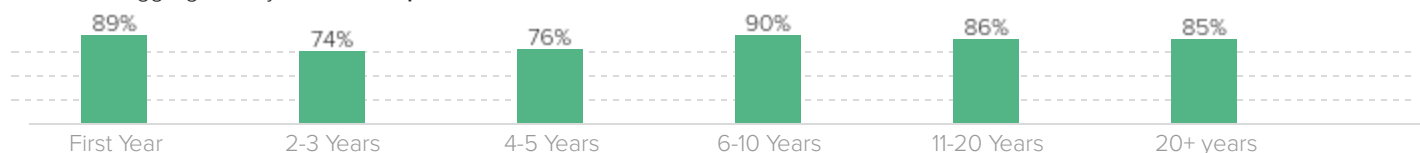
Q The school's efforts to engage families are effective.

75%

78%
Colorado

Distribution of responses

47	164	58	12	23	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

83%	80%	71%	77%	72%	75%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
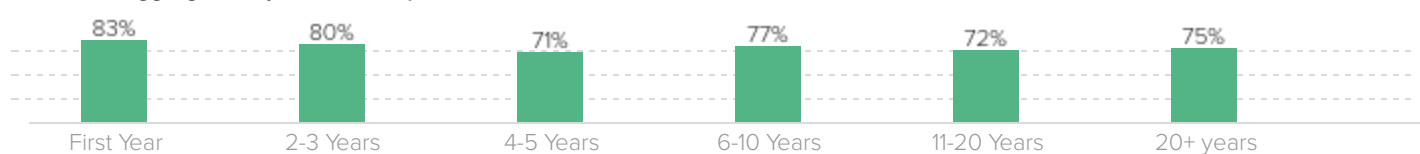
CI More Community Support and Involvement results on next page

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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.

73%

73%

Colorado

Distribution of responses

40	149	58	13	44	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

86%	71%	67%	71%	71%	77%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

96%

91%

Colorado

Distribution of responses

125	154	10	1	14	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

100%	97%	97%	98%	98%	90%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

89%

COMPARE RESULT

Q I would recommend this school as a good place to work. **92**%

86%
Colorado

Distribution of responses

144	121	21	1	15	302
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

95% First Year | 94% 2-3 Years | 89% 4-5 Years | 93% 6-10 Years | 92% 11-20 Years | 93% 20+ years
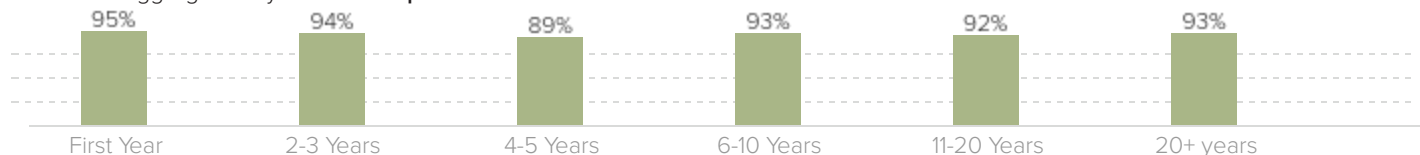
Q I would recommend this school as a good place for students to learn. **94**%

88%
Colorado

Distribution of responses

139	136	16	1	12	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

100% First Year | 91% 2-3 Years | 95% 4-5 Years | 93% 6-10 Years | 94% 11-20 Years | 95% 20+ years
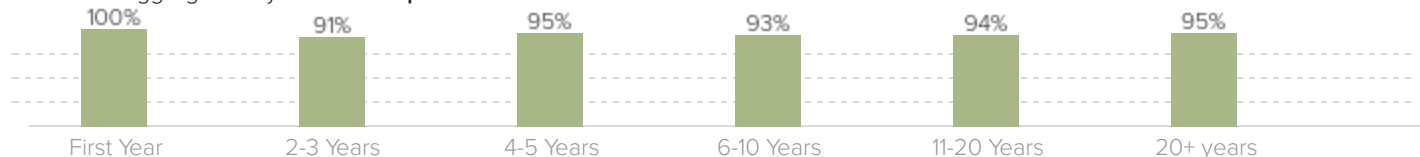
OR More Overall Reflection results on next page

OR Overall Reflection (cont)

COMPARE RESULT

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

82%

74%

Colorado

Distribution of responses

98	144	40	13	9	304
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
94%	83%	81%	86%	81%	77%
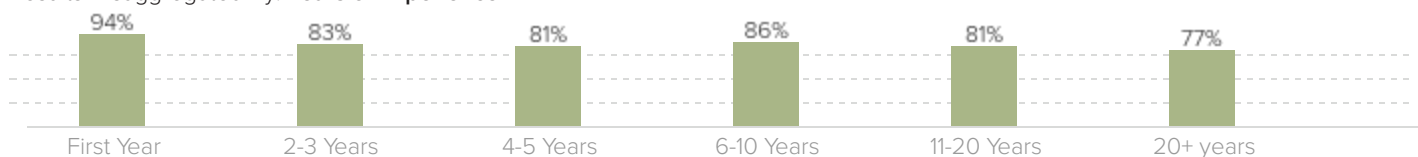
Q Which of the following most affects your decision about whether to continue working at this school?

Distribution of responses

13	10	8	88	91	16	16	58	300

🟩 Length of the work day 🟩 Facilities and resources 🟦 Community support and engagement 🟥 The school staff
🟪 School leadership 🟦 School mission 🟧 District leadership 🟩 Salary

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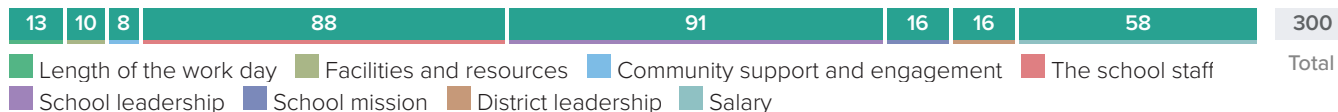
Q Which of the following best describes your plans after the end of this school year?

Distribution of responses

246	5	13	1	9	16	10	300

🟩 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.

Total

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

80%
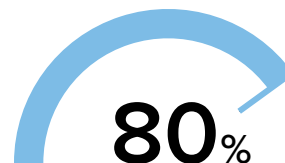
COMPARE RESULT

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

83%

85%

Colorado	

Distribution of responses

1	18	3	1	0	23
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
Not Enough Data	Not Enough Data	Not Enough Data	71%	Not Enough Data	Not Enough Data
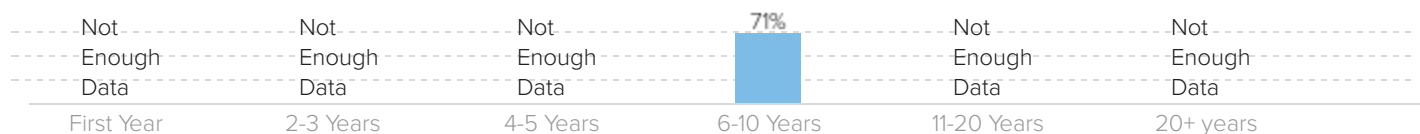
Q The district provides principals with support when they need it.

83%

85%

Colorado	

Distribution of responses

2	17	4	0	0	23
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
Not Enough Data	Not Enough Data	Not Enough Data	71%	Not Enough Data	Not Enough Data
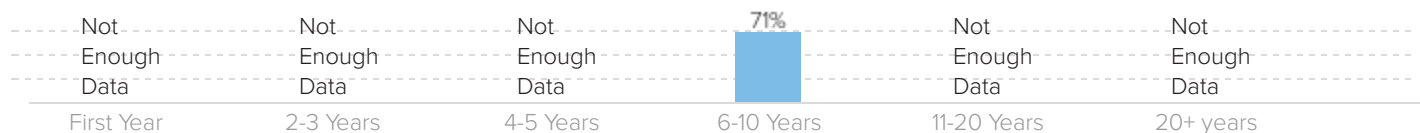
DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district clearly describes expectations for schools.

65%

83%

Colorado	

Distribution of responses

2	13	8	0	0	23
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	57%	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.

64%

80%

Colorado	

Distribution of responses

2	12	8	0	1	23
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

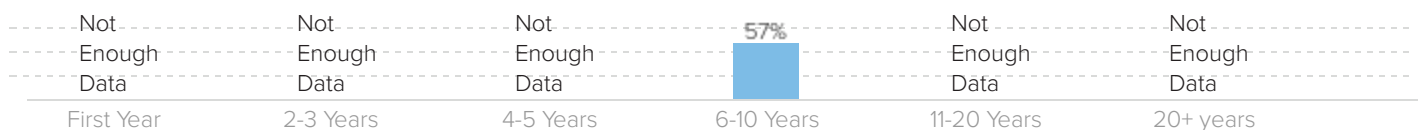| Not Enough Data	Not Enough Data	Not Enough Data	57%	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
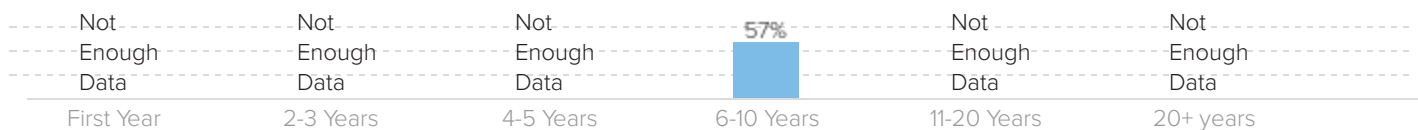
Q School leaderships' effectiveness is accurately assessed through the district's evaluation process.

70%

78%

Colorado	

Distribution of responses

0	14	6	0	3	23
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	67%	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
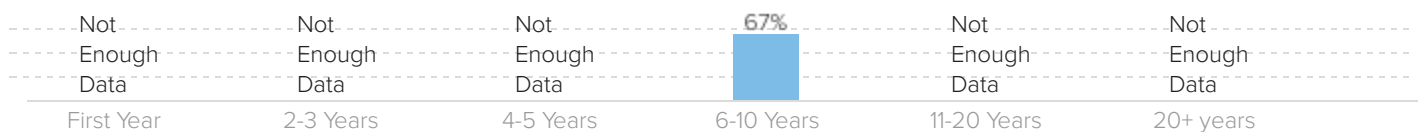
DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district makes principal professional development a priority.

76%

78%

Colorado	

Distribution of responses
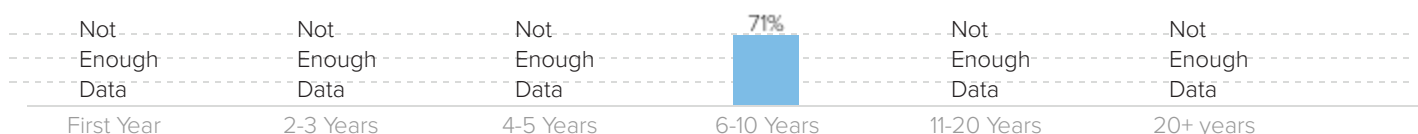
0	16	4	1	2	23
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	Not Enough Data	Not Enough Data	71%	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	20	0	0	1	23
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	100%	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
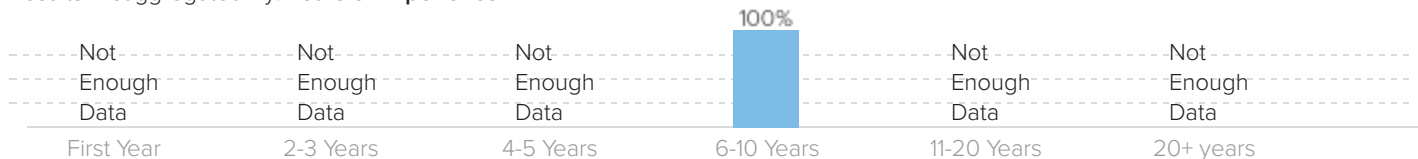
Q The district involves principals in decisions that directly impact the operations of their school.

86%

85%

Colorado	

Distribution of responses

2	17	2	1	1	23
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	83%	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.

91%

90%

Colorado

Distribution of responses

1	20	2	0	0	23
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

100%

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

6	0	0	3	2	3	8	3	10	3	4	11	53

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