DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION

Prepared for
Cherry Creek 5

Number of respondents (#)
2048

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

TLCC
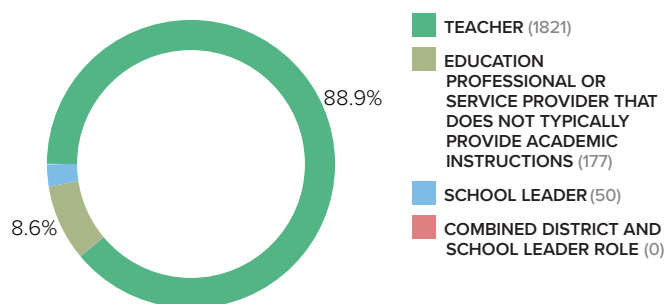Teaching & Learning Conditions Colorado

M M
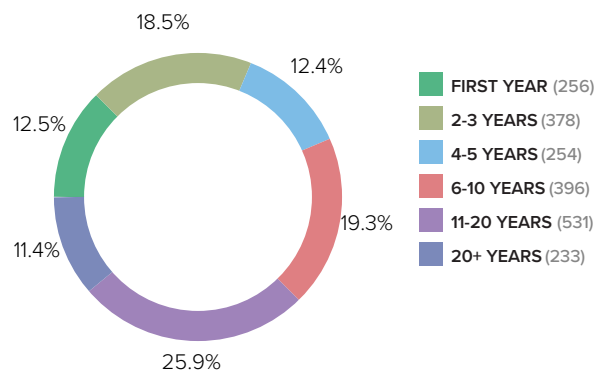CAMBRIDGE EDUCATION

DEMOGRAPHICS
Who took the survey?

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

2048 total respondents

What is your current position at the school?

88.9%
8.6%

TEACHER (1821)
EDUCATION PROFESSIONAL OR SERVICE PROVIDER THAT DOES NOT TYPICALLY PROVIDE ACADEMIC INSTRUCTIONS (177)
SCHOOL LEADER (50)
COMBINED DISTRICT AND SCHOOL LEADER ROLE (0)

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

18.5%
12.4%
12.5%
19.3%
11.4%
25.9%

FIRST YEAR (256)
2-3 YEARS (378)
4-5 YEARS (254)
6-10 YEARS (396)
11-20 YEARS (531)
20+ YEARS (233)

How many years have you worked in your career in this position/role?

19.1%
7.4%
6.8%
37.1%
25.8%

FIRST YEAR (77)
2-3 YEARS (140)
4-5 YEARS (151)
6-10 YEARS (391)
11-20 YEARS (760)
20+ YEARS (529)

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

68%
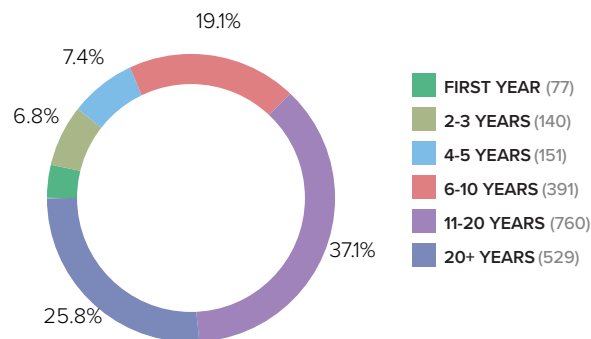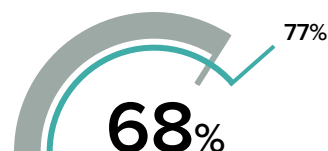
YOUR RESULTS

NQ
New Teacher Questions

73%

69%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

88%

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

SL
School Leadership

79%

68%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

85%

Q School staff show respect for each other.

TL
Teacher Leadership

79%

70%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

81%

Q Teachers have leadership opportunities in this school.

MC
Managing Student Conduct

78%

67%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

93%

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

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REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

68%

YOUR RESULTS

IS
Instructional Practices and Support

TOP ITEM RESULT

97%

84%

80%

YOUR RESULT   **COLORADO**

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

PD
Professional Development

TOP ITEM RESULT

67%

68%

54%

YOUR RESULT   **COLORADO**

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

T
Time

TOP ITEM RESULT

52%

58%

42%

YOUR RESULT   **COLORADO**

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

FR
Facilities and Resources

TOP ITEM RESULT

88%

81%

75%

YOUR RESULT   **COLORADO**

Q Our school is a safe place to work.

TLCC

Teaching & Learning Conditions Colorado

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REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

68%

YOUR RESULTS

CI

Community Support and Involvement

TOP ITEM RESULT

89%

82%

80%

YOUR RESULT   **COLORADO**

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

OR

Overall Reflection

TOP ITEM RESULT

83%

83%

76%

YOUR RESULT   **COLORADO**

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

DS

District Supports

TOP ITEM RESULT

95%

83%

88%

YOUR RESULT   **COLORADO**
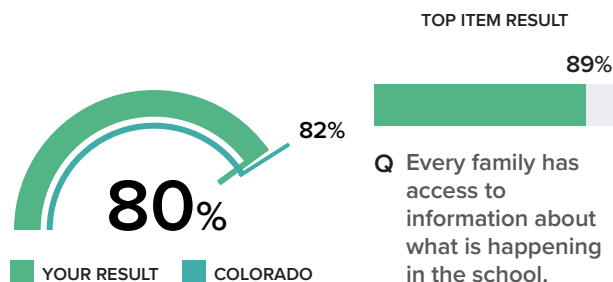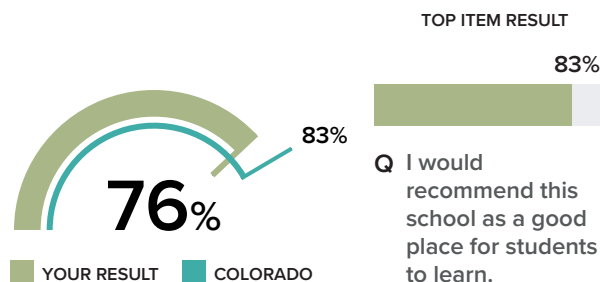
Q District leadership takes steps to solve problems.

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

69%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
73%	66%	77%	62%	71%	68%

SL School Leadership

68%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
76%	76%	70%	70%	67%	66%

TL Teacher Leadership

70%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
77%	77%	68%	70%	69%	69%

MC Managing Student Conduct

67%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
74%	72%	65%	64%	66%	68%

REPORT OVERVIEW - BREAKDOWN
Results Disaggregated by Subgroups

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Results Disaggregated By: **Years of Experience**

IS Instructional Practices and Support
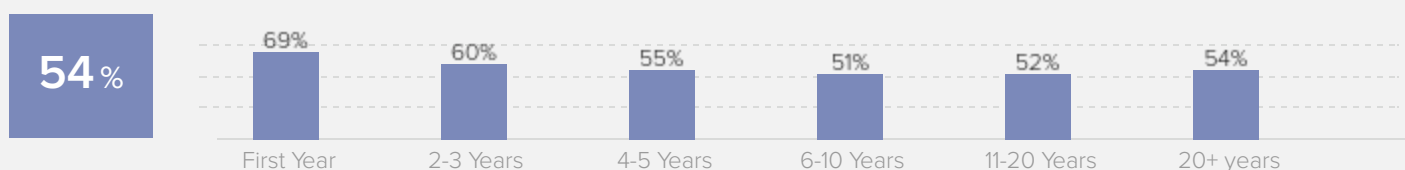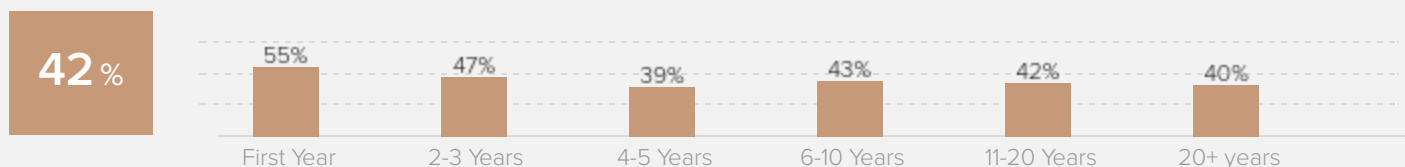
80 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
82%	82%	77%	78%	81%	82%

PD Professional Development

54 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
69%	60%	55%	51%	52%	54%

T Time

42 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
55%	47%	39%	43%	42%	40%

FR Facilities and Resources

75 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
80%	77%	72%	73%	75%	74%

TLCC
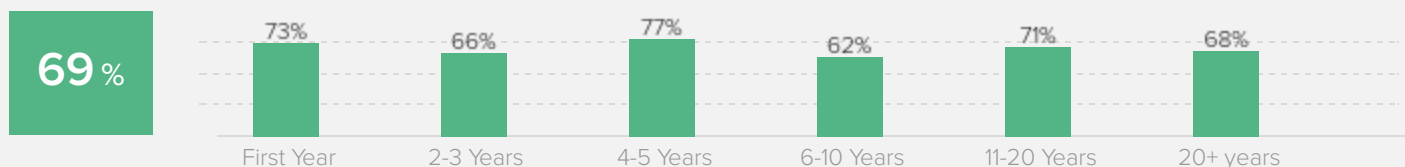Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

REPORT OVERVIEW - BREAKDOWN
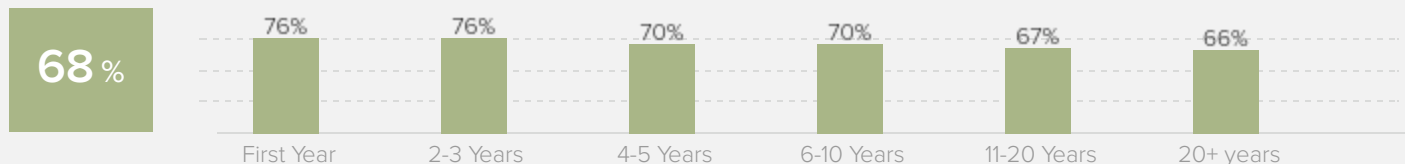## Results Disaggregated by Subgroups

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.

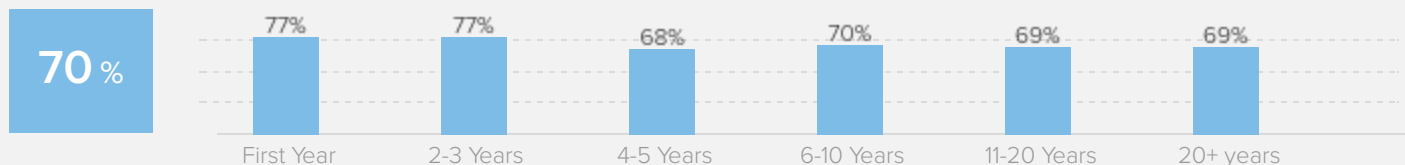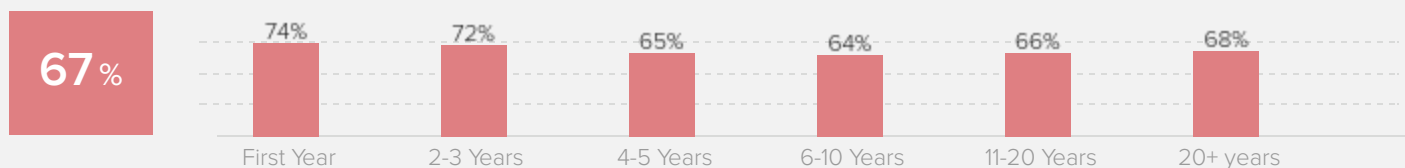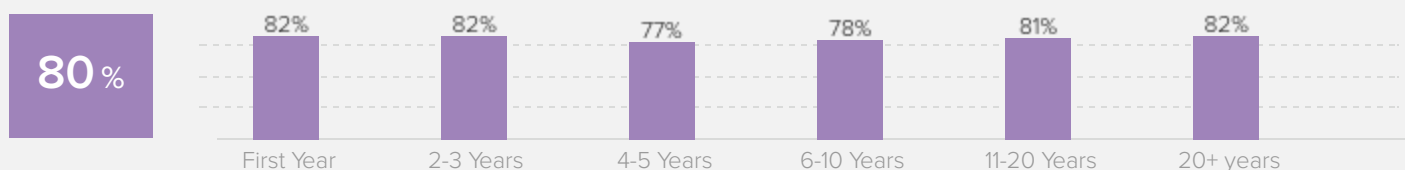Results Disaggregated By: **Years of Experience**

CI   Community Support and Involvement

80 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
84%	81%	78%	78%	81%	81%

OR   Overall Reflection

76 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
83%	78%	73%	77%	76%	76%

DS   District Supports

88 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	88%	Not Enough Data	89%	84%	Not Enough Data
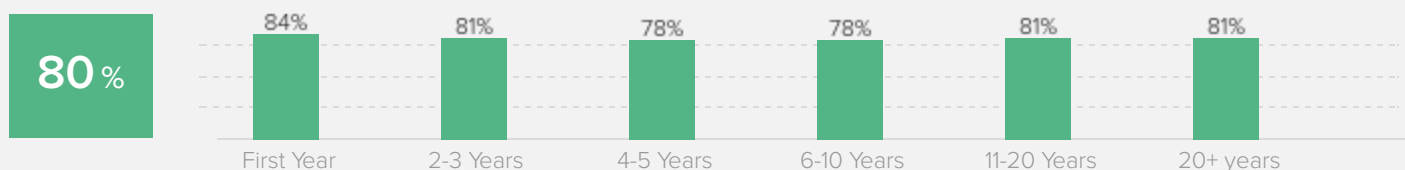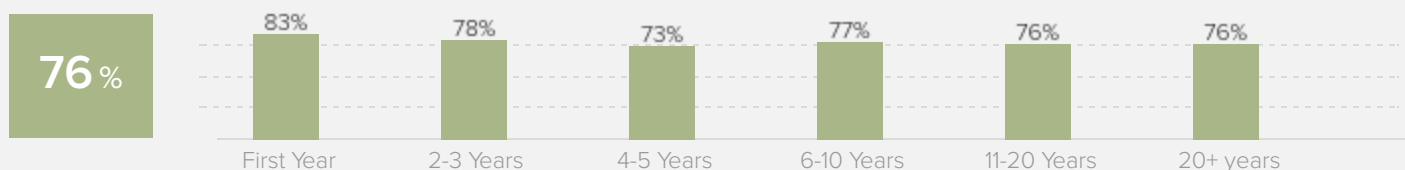
RESULTS
Item level results from your report

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

69%

COMPARE RESULT

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

84%

71%
Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
89%	74%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
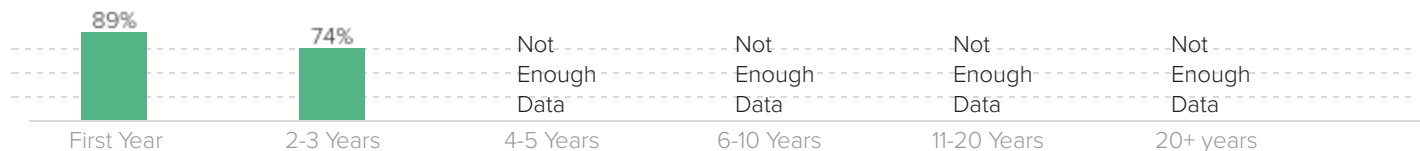
Q To what degree do you feel that you have received adequate support as a new teacher at this school?

68%

73%
Colorado

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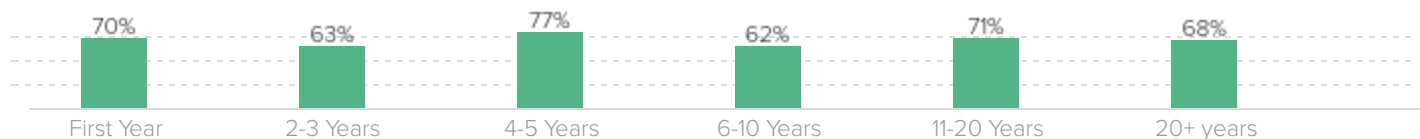
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
143	228	151	23	8	553

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
70%	63%	77%	62%	71%	68%

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

| 350 | 182 | 28 | **560** |

■ Yes ■ No ■ I don't know

Total

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

Distribution of responses

| 46 | 72 | 0 | **118** |

■ Yes ■ No ■ I don't know

Total

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

Distribution of responses

| 303 | 126 | 96 | 22 | 160 | 77 | 165 | 181 | 27 | **1157** |

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)

88%

| Colorado |

Distribution of responses

| 17 | 22 | 5 | 1 | 0 | **45** |
| Great extent | Moderate extent | Limited extent | Not at all | I don't know | Total |

Results Disaggregated By: **Years of Experience**

| 93% | 80% | 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 Personal support (e.g., social connections, help with stress)

72%

68%

Colorado

Distribution of responses

11	21	12	1	0	45
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
78%	63%	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)

78%

78%

Colorado

Distribution of responses

18	16	10	0	0	44
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
81%	73%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data

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

52%

64%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

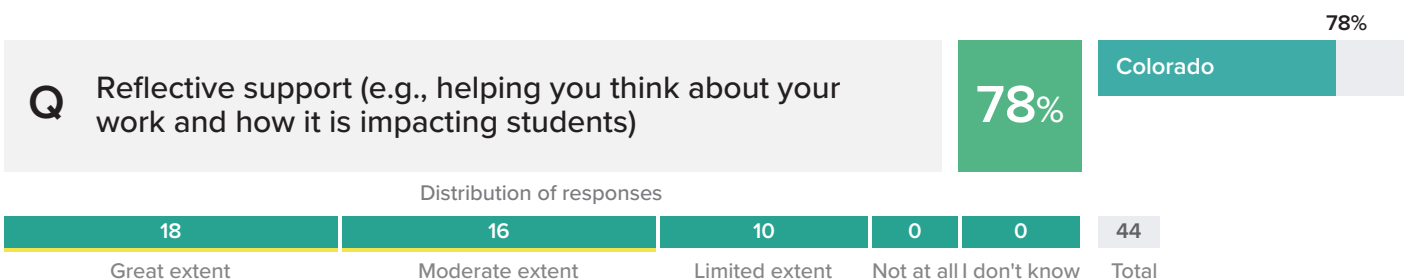| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
48%	57%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data

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)

60%

| Colorado |

Distribution of responses

10	16	15	3	1	45
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
58%	63%	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

68%

COMPARE RESULT

Q This school is led by an effective team.

72%

81%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
440	1008	372	184	36	2040

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
78%	83%	72%	75%	70%	70%
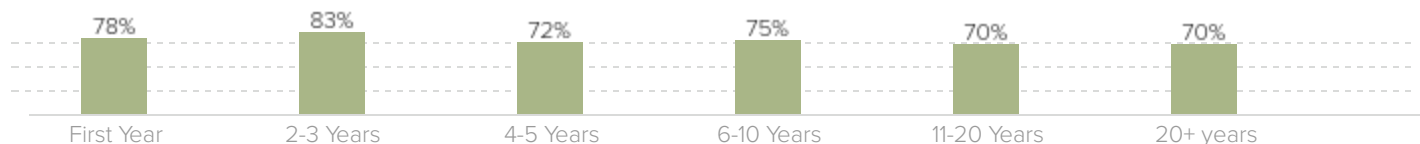
Q Our work together is guided by a shared vision that is student focused.

79%

86%
Colorado

Distribution of responses
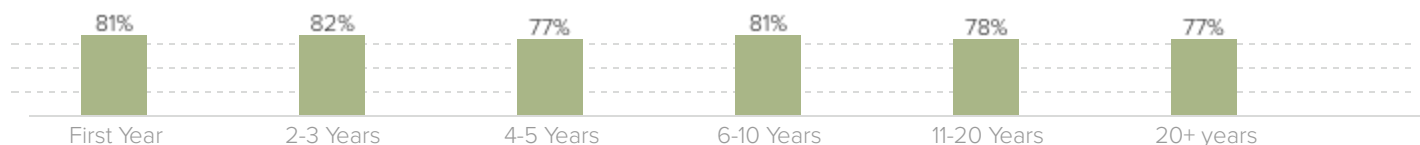
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
490	1099	321	110	18	2038

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	82%	77%	81%	78%	77%

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.

65%

78%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
297	929	529	141	143	2039

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
76%	69%	66%	62%	65%	63%
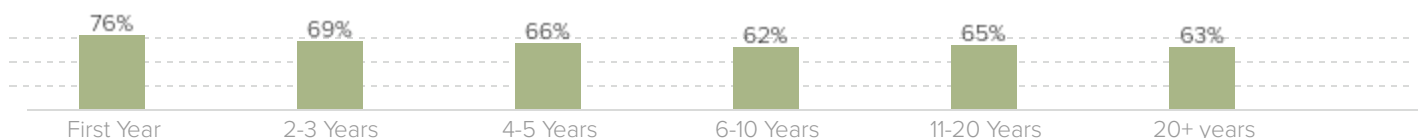
Q School staff show respect for each other.

85%

89%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
496	1227	236	60	19	2038

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
85%	88%	83%	86%	85%	85%
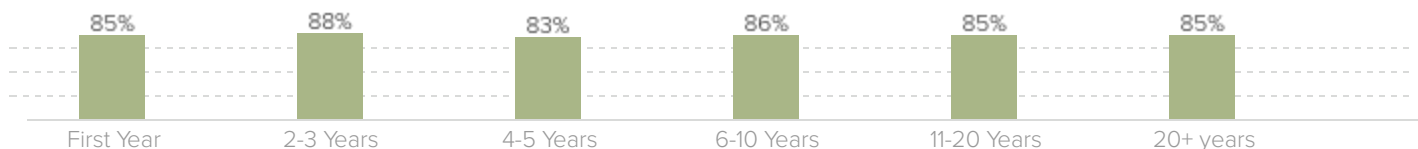
Q Staff feel comfortable raising important issues with school leaders.

67%

77%

Colorado

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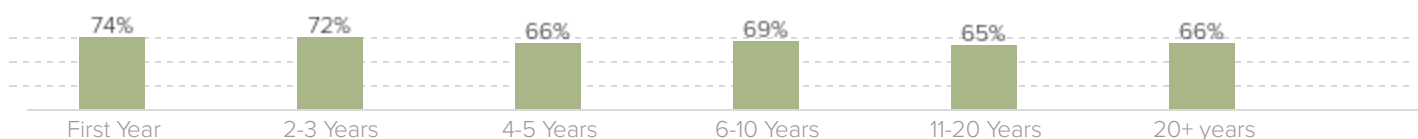
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
464	870	397	252	52	2035

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
74%	72%	66%	69%	65%	66%

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.

67%

79%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
68%	73%	69%	64%	67%	67%

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

64%

73%

Colorado

Distribution of responses

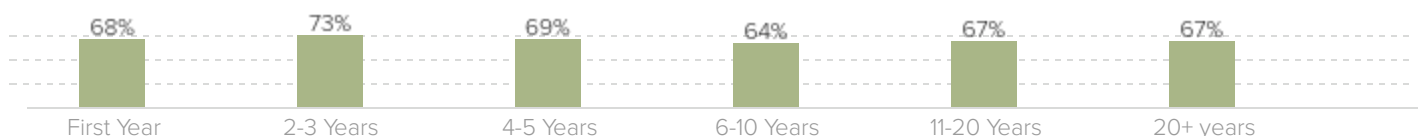| Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
226	1009	491	208	101	2035

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
73%	73%	73%	67%	61%	59%
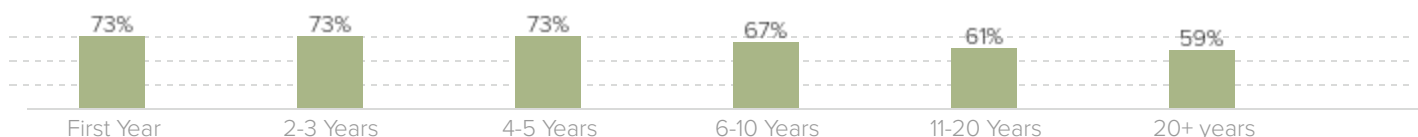
Q The teacher evaluation process provides teachers with actionable feedback for improvement.

56%

71%

Colorado

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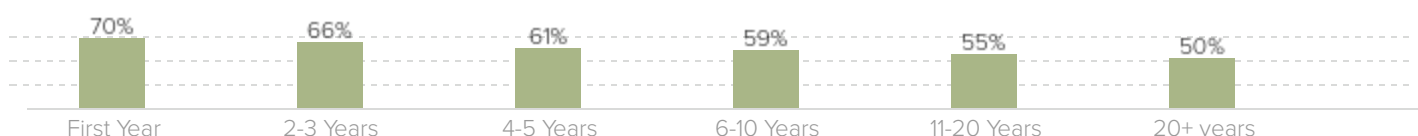
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
166	932	643	208	84	2033

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
70%	66%	61%	59%	55%	50%

SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

Q School leadership puts suggestions made by staff into operation.

64%

77%

Colorado

Distribution of responses

265	899	461	194	221	2040
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%	75%	65%	67%	62%	60%
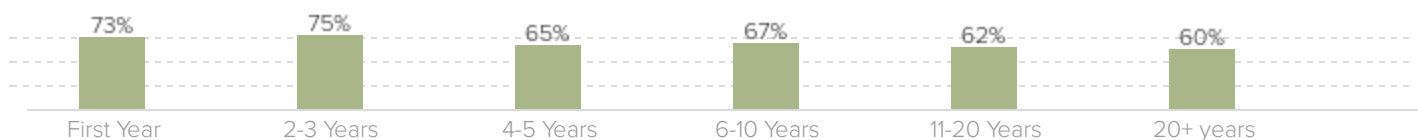
Q School leadership works to build trust among staff.

65%

77%

Colorado

Distribution of responses

362	911	468	208	89	2038
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%	75%	69%	68%	61%	64%
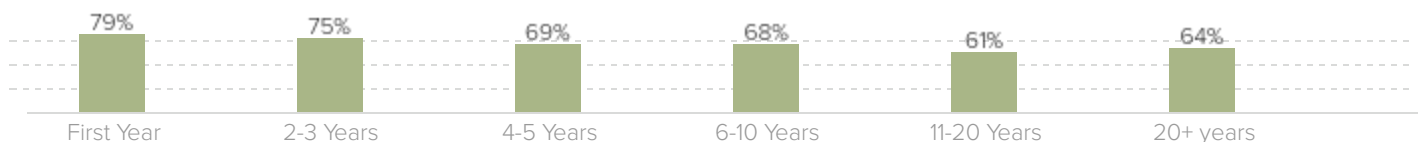
RESULTS

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

70%

COMPARE RESULT

Q Teachers' professional expertise is valued.

74%

83%

Colorado

Distribution of responses

441	1033	362	145	49	2030
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%	83%	73%	74%	72%	74%
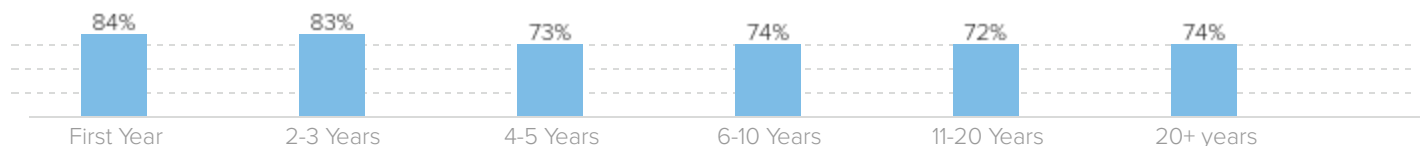
Q There is a process in place for collaborative problem solving in this school.

69%

78%

Colorado

Distribution of responses

299	1029	460	133	110	2031
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%	78%	64%	70%	68%	67%
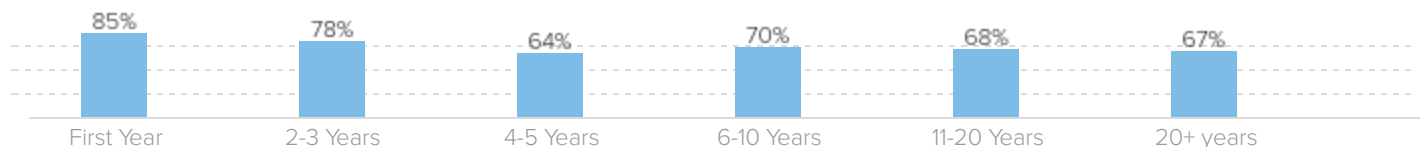
TL More Teacher Leadership results on next page

TL **Teacher Leadership (cont)**

COMPARE RESULT
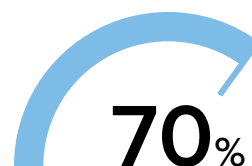
Q Teachers have leadership opportunities in this school.

81%

85%

| Colorado |

Distribution of responses

486	1115	287	76	67	2031
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
67%	79%	78%	81%	83%	83%
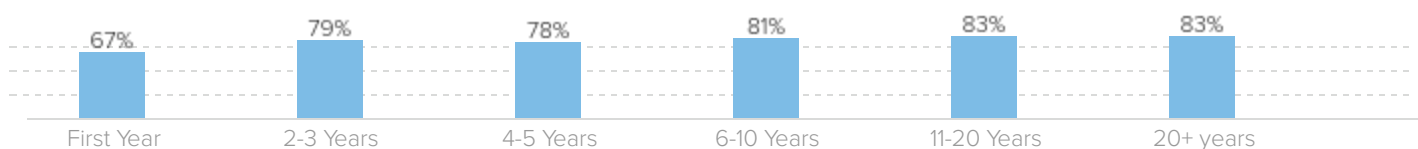
Q Teachers have an adequate level of influence on important school decisions.

55%

71%

| Colorado |

Distribution of responses

187	859	632	219	136	2033
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
72%	66%	56%	54%	54%	51%
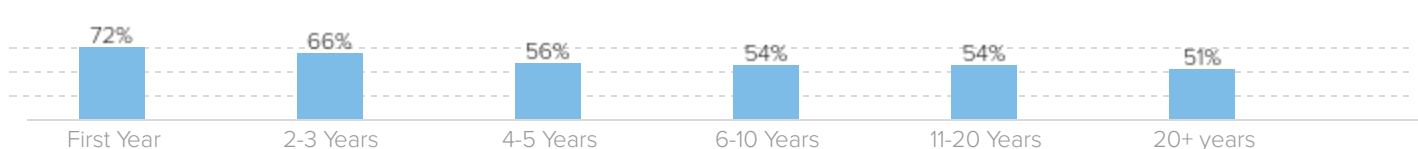
RESULTS
Item level results from your report

MC **Managing Student Conduct**

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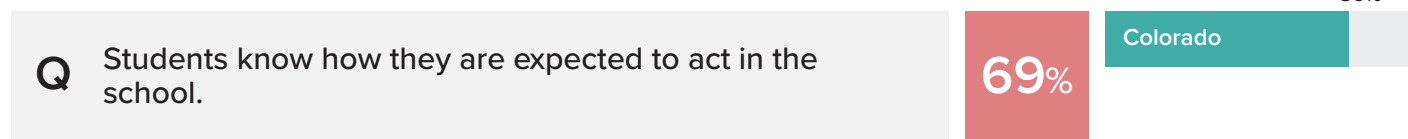
OVERALL FAVORABILITY

67%

COMPARE RESULT

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

69%

80%

Colorado

Distribution of responses

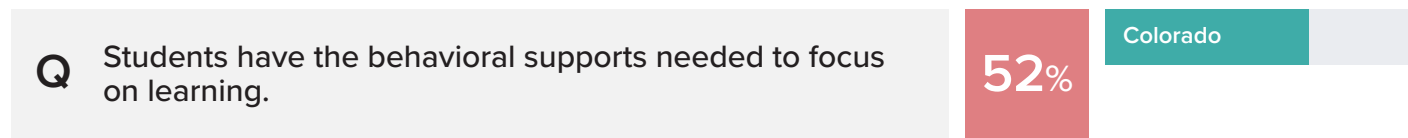| Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
325	1069	396	217	16	2023

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
77%	78%	63%	66%	70%	69%

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

52%

67%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
63%	57%	51%	46%	51%	55%
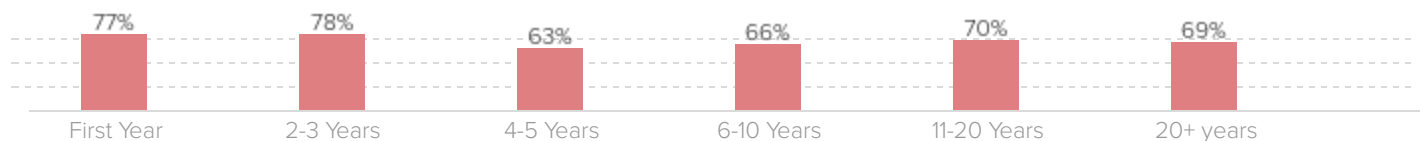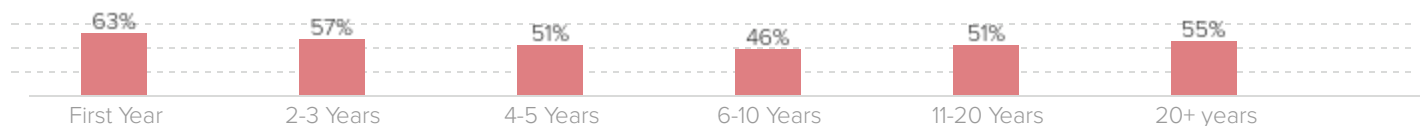
MC More Managing Student Conduct results on next page

MC Managing Student Conduct (cont)

COMPARE RESULT

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

38%

53%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

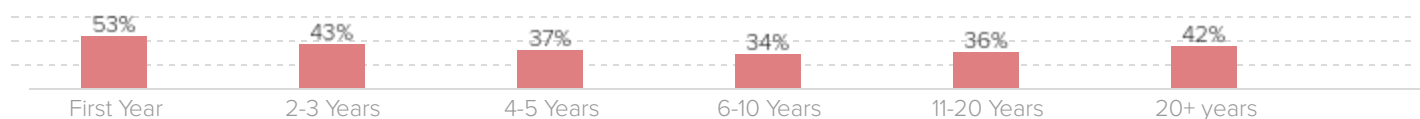| 53%	43%	37%	34%	36%	42%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

82%

90%

Colorado

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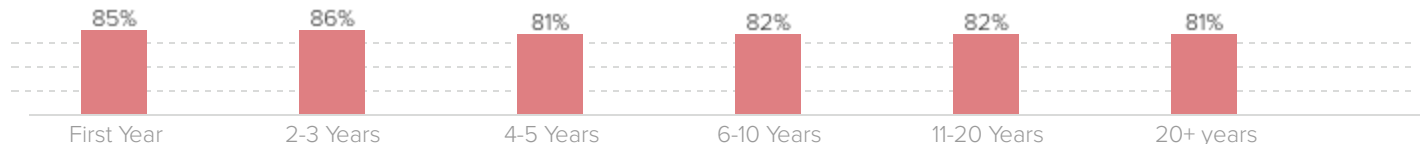
439	1186	268	86	50	2029
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

85%	86%	81%	82%	82%	81%
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.

93%

97%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

93%	98%	93%	93%	93%	93%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
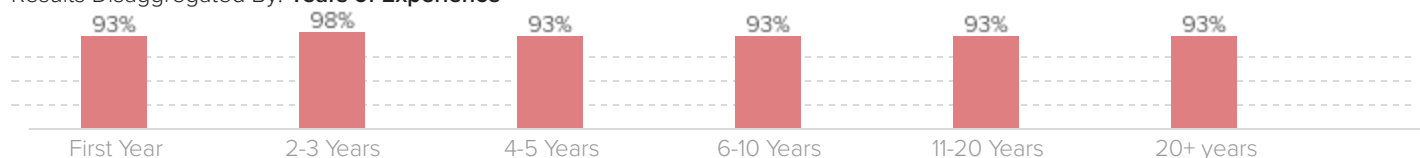
RESULTS
Item level results from your report

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

80%

COMPARE RESULT

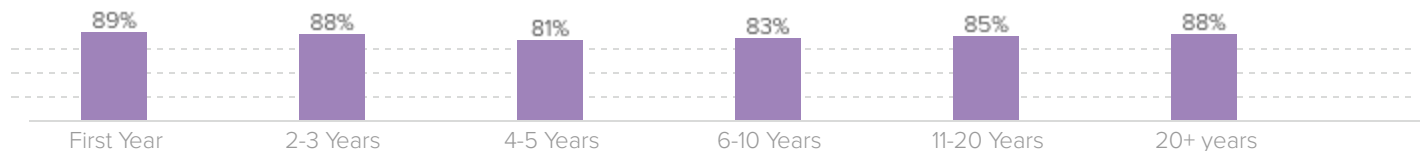**Q** **Staff in this school consistently seek new and improved ways of providing instruction.**

86%

90%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
89%	88%	81%	83%	85%	88%

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

82%

87%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
89%	84%	78%	80%	80%	85%

IS More Instructional Practices and Support results on next page

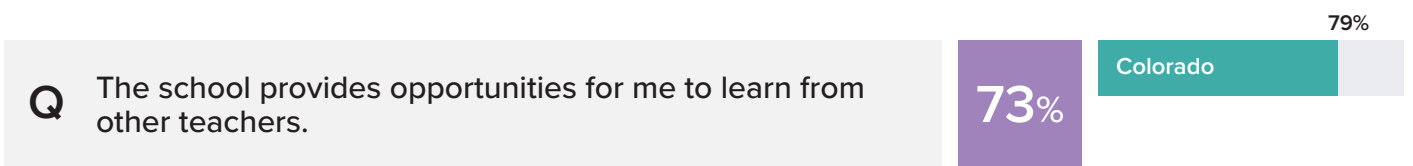**IS Instructional Practices and Support (cont)**

COMPARE RESULT

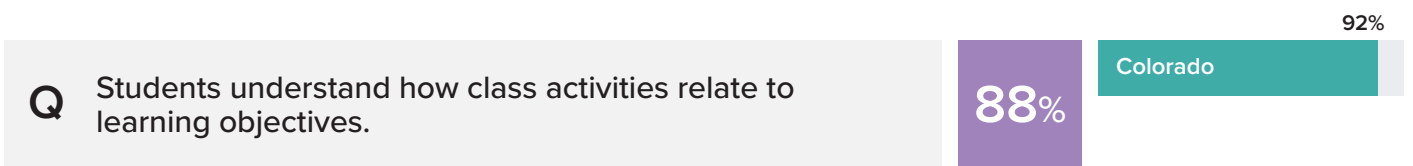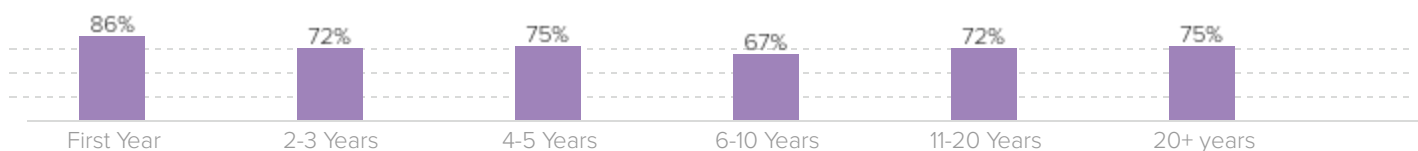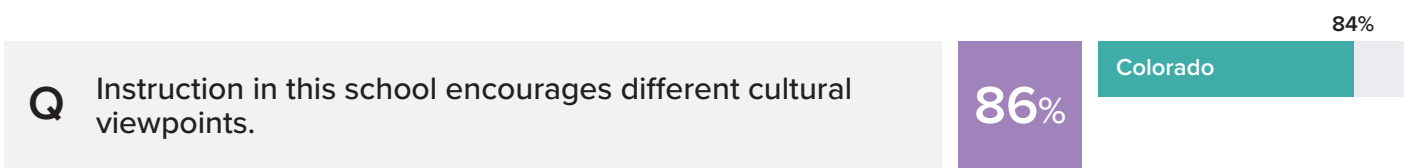**Q** The school provides opportunities for me to learn from other teachers.

73%

79%

Colorado

Distribution of responses

282	1153	458	79	49	2021
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%	72%	75%	67%	72%	75%

Q Students understand how class activities relate to learning objectives.

88%

92%

Colorado

Distribution of responses

207	1444	198	17	153	2019
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%	88%	87%	87%	89%	89%

Q Instruction in this school encourages different cultural viewpoints.

86%

84%

Colorado

Distribution of responses

370	1251	224	41	134	2020
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
82%	92%	82%	84%	85%	88%

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

63%

69%

Colorado

Distribution of responses

179	977	566	115	176	2013
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

58%	62%	58%	56%	63%	68%
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.

74%

78%

Colorado

Distribution of responses

345	991	379	100	204	2019
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

79%	72%	66%	68%	75%	77%
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.

76%

81%

Colorado

Distribution of responses

449	1015	358	96	99	2017
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

76%	76%	70%	76%	75%	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
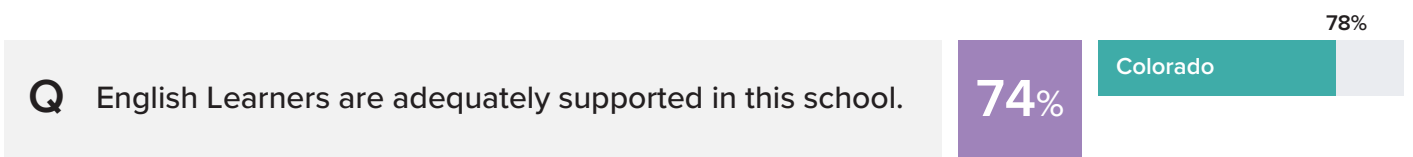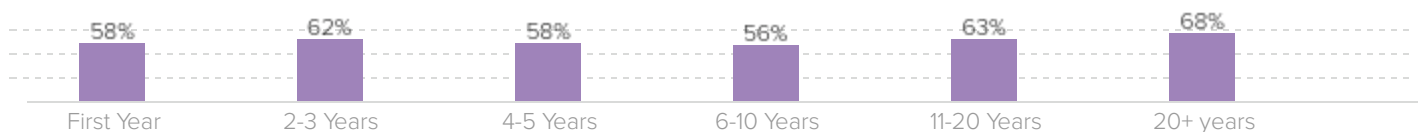
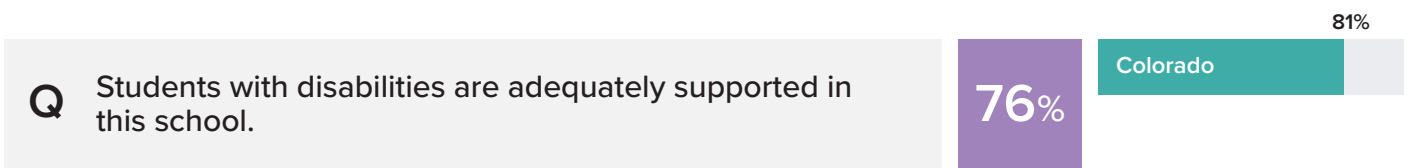## IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Gifted students are adequately supported in this school.

80%

74%

Colorado

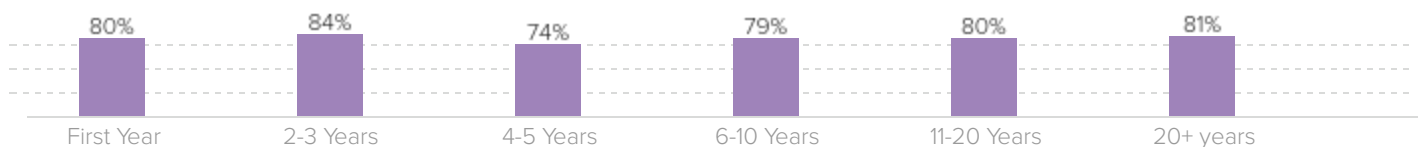### Distribution of responses

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

Results Disaggregated By: **Years of Experience**

80%	84%	74%	79%	80%	81%
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.

62%

78%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

69%	70%	56%	54%	63%	66%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
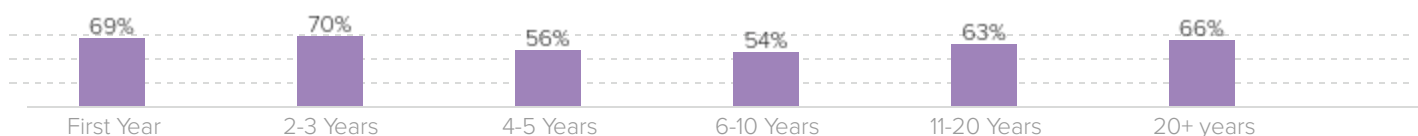
Q Teachers have the autonomy to make important decisions in their classrooms (e.g., pacing, materials, and/or pedagogy).

87%

88%

Colorado

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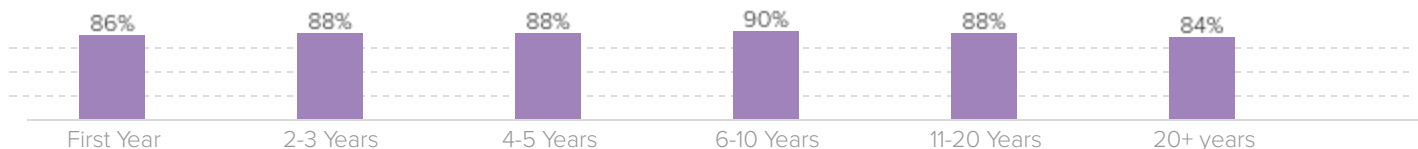
677	1053	192	59	38	2019
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

86%	88%	88%	90%	88%	84%
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.

92%

91%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

87%	95%	88%	93%	92%	91%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

97%

97%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

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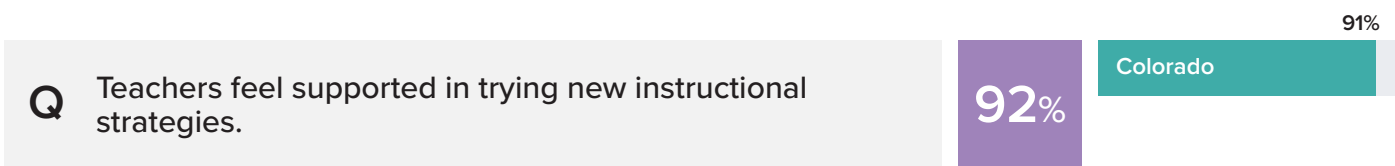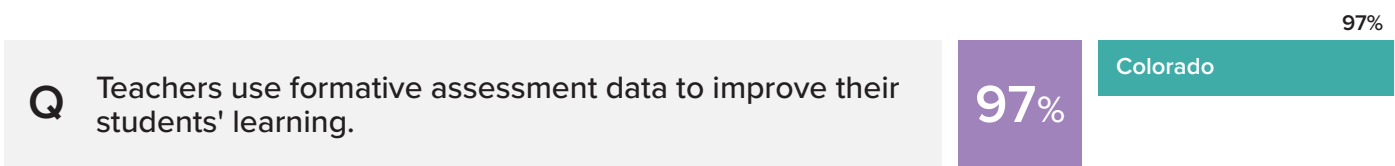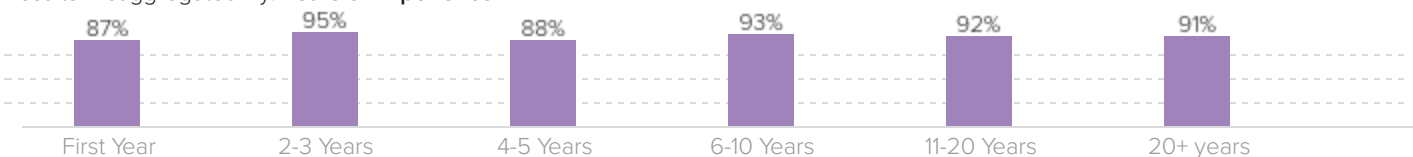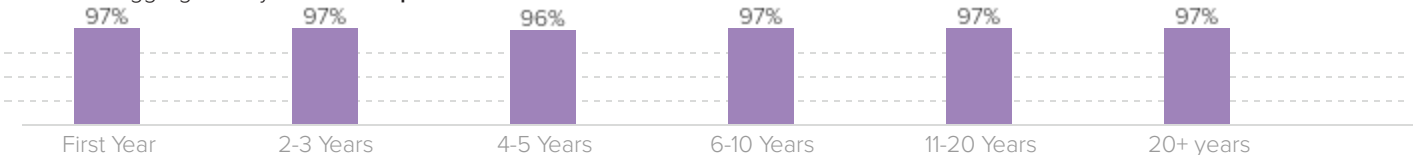
RESULTS
Item level results from your report

PD Professional Development

This section summarizes the school's general approach to professional development, including alignment with other work, adequacy and types of opportunities.
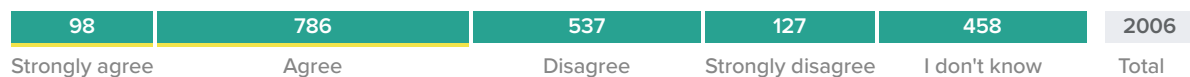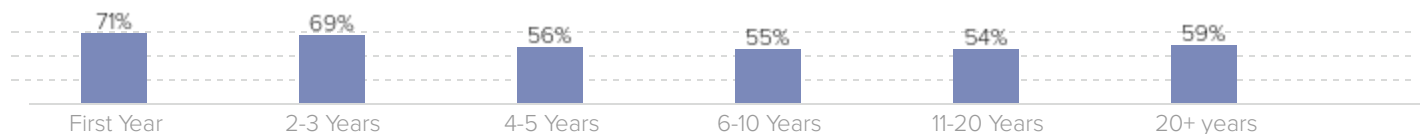
OVERALL FAVORABILITY

54%

COMPARE RESULT

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

57%

74%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

71%	69%	56%	55%	54%	59%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

56%

64%

Colorado

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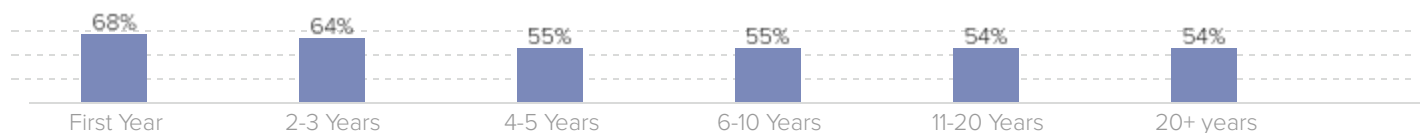
140	887	630	183	166	2006
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

68%	64%	55%	55%	54%	54%
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 The effectiveness of professional development is assessed regularly.

37%

56%

Colorado

Distribution of responses

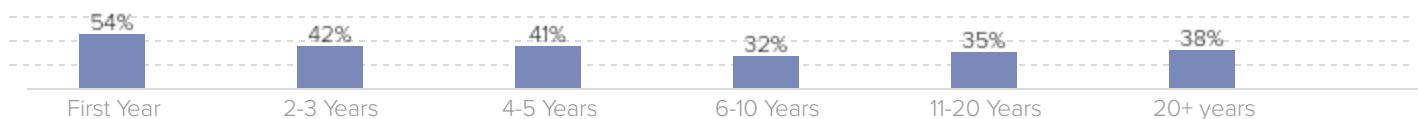| 91	536	811	255	312	2005
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

54%	42%	41%	32%	35%	38%
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.
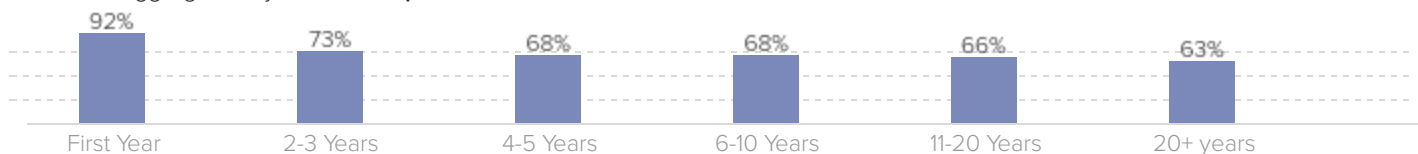
67%

77%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

92%	73%	68%	68%	66%	63%
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.

54%

69%

Colorado

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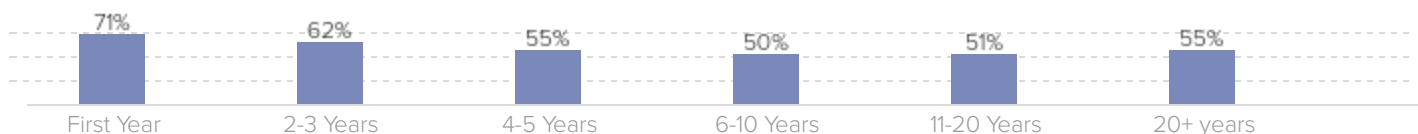
159	889	681	217	58	2004
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

71%	62%	55%	50%	51%	55%
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).
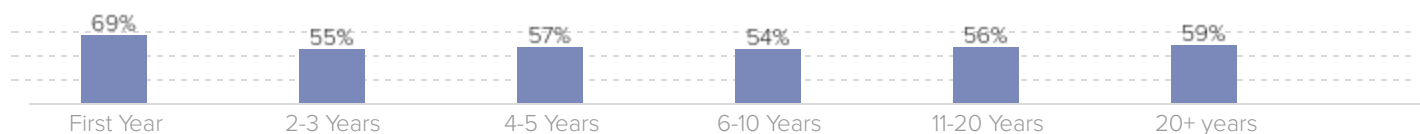
57%

73%

Colorado	

Distribution of responses

154	941	678	148	83	2004
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%	55%	57%	54%	56%	59%

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

48%

67%

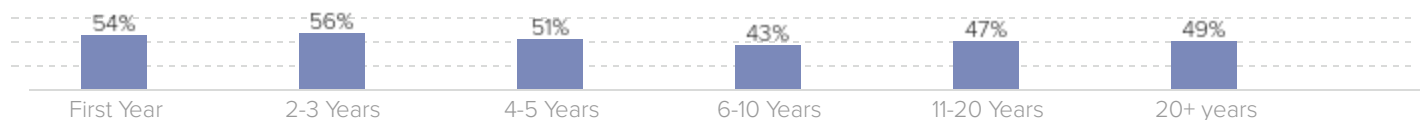| Colorado	

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

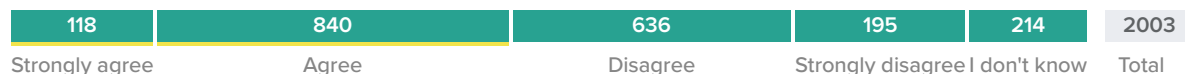| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
54%	56%	51%	43%	47%	49%

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

53%

68%

Colorado	

Distribution of responses
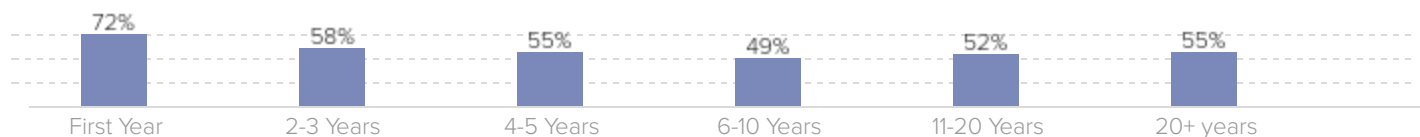
118	840	636	195	214	2003
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
72%	58%	55%	49%	52%	55%

PD More Professional Development results on next page

PD **Professional Development (cont)**

COMPARE RESULT
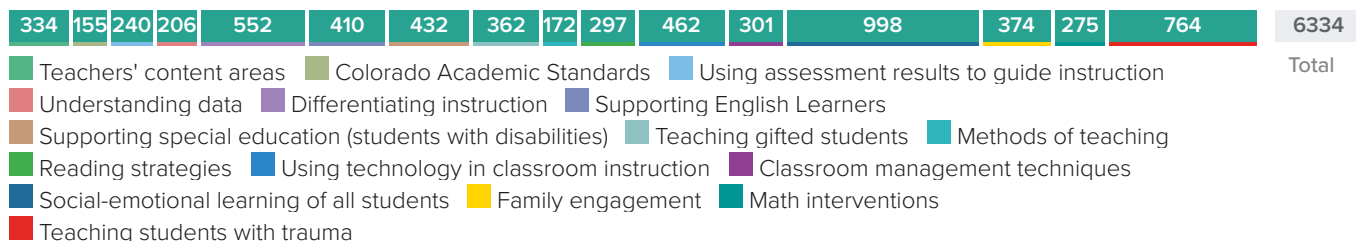

Q Which of the following would be most beneficial for teachers in this school to learn more about?

Distribution of responses

334	155	240	206	552	410	432	362	172	297	462	301	998	374	275	764	**6334**

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

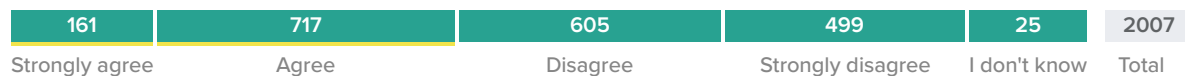This area focuses on the availability of and use of time.
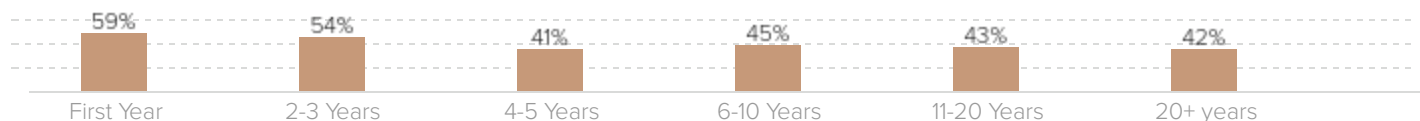
OVERALL FAVORABILITY

42%

COMPARE RESULT

Q Teachers have adequate time to prepare for instruction.

44%

57%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

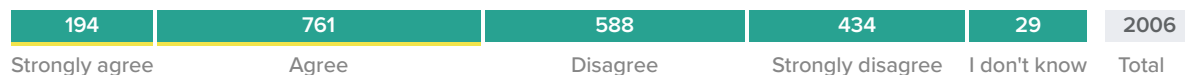| 59%	54%	41%	45%	43%	42%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

48%

63%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

55%	46%	48%	48%	49%	46%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
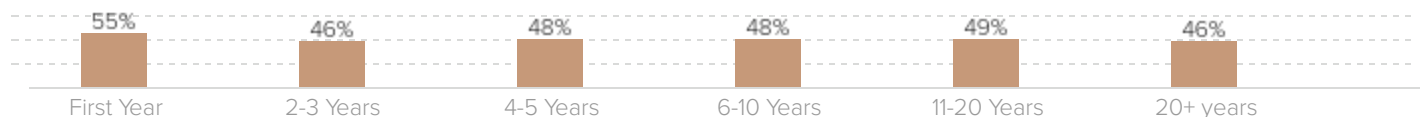
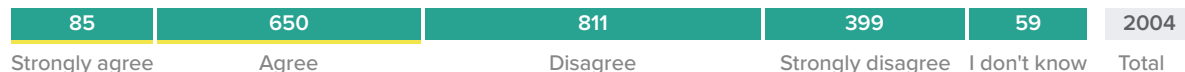T More Time results on next page

T Time (cont)

COMPARE RESULT

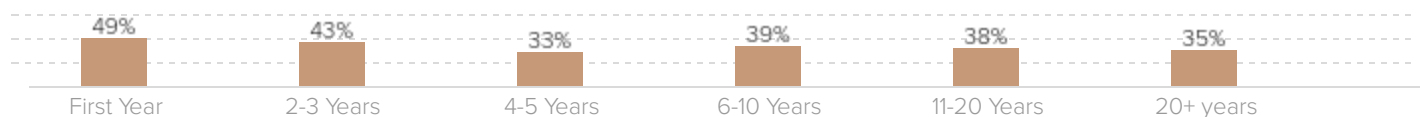**Q** Teachers have adequate time to analyze and respond to student assessment data.

38%

55%
Colorado

Distribution of responses

85	650	811	399	59	2004
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
49%	43%	33%	39%	38%	35%

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

35%

53%
Colorado

Distribution of responses

60	622	854	412	57	2005
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
40%	44%	33%	37%	34%	32%
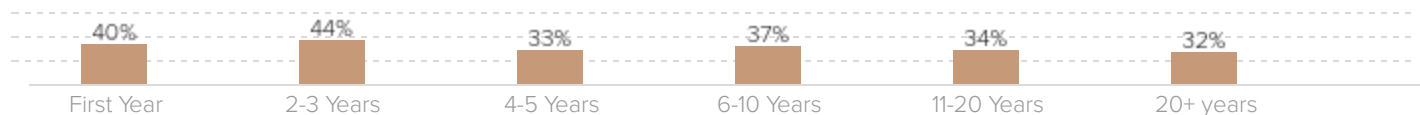
Q Teachers have adequate time to communicate with their students' families.

52%

64%
Colorado

Distribution of responses

87	941	655	293	25	2001
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
62%	55%	41%	55%	52%	51%
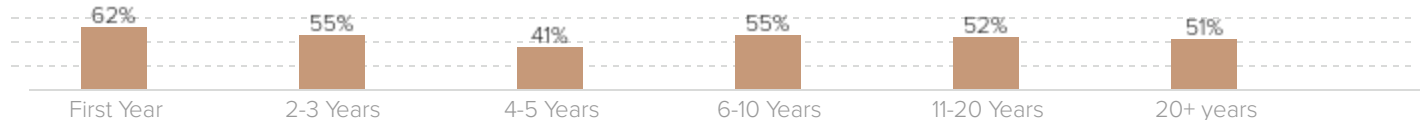
T More Time results on next page

T Time (cont)

COMPARE RESULT

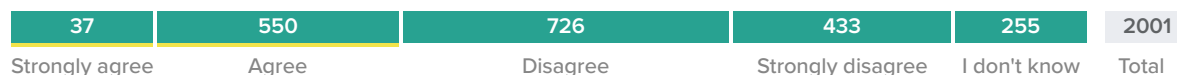**Q** New initiatives (e.g., curriculum, assessments, instructional approach) are given enough time to determine their effectiveness.

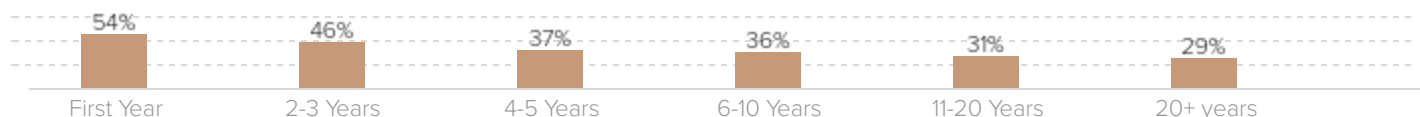**34**%

53%

Colorado

Distribution of responses

37	550	726	433	255	2001
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
54%	46%	37%	36%	31%	29%

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

45%

63%

Colorado

Distribution of responses

96	798	745	323	42	2004
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
64%	40%	41%	43%	45%	48%

CAMBRIDGE EDUCATION
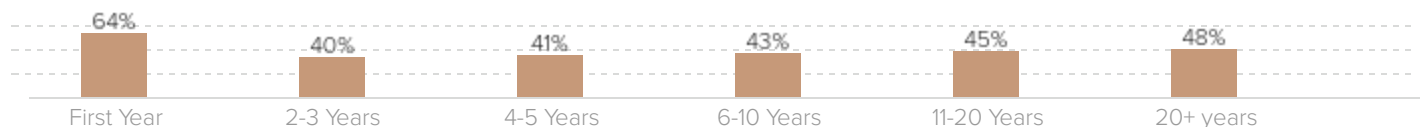
RESULTS
Item level results from your report

FR Facilities and Resources

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

OVERALL FAVORABILITY

75%

COMPARE RESULT

Q Class size(s) are reasonable.

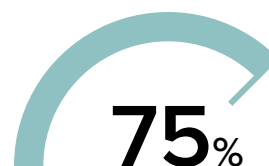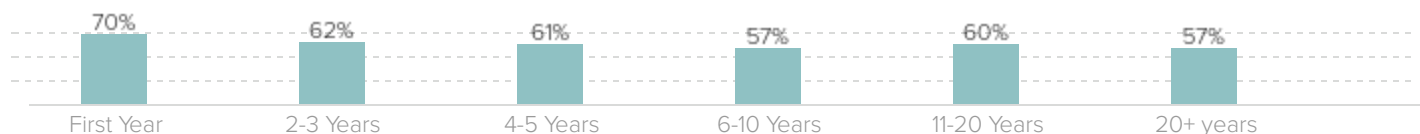**59**%

73%

Colorado

Distribution of responses

238	922	493	294	53	2000
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%	62%	61%	57%	60%	57%

Q Instructional resources are adequate to support student learning.

69%

75%

Colorado

Distribution of responses

191	1148	441	150	70	2000
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%	75%	64%	66%	69%	71%
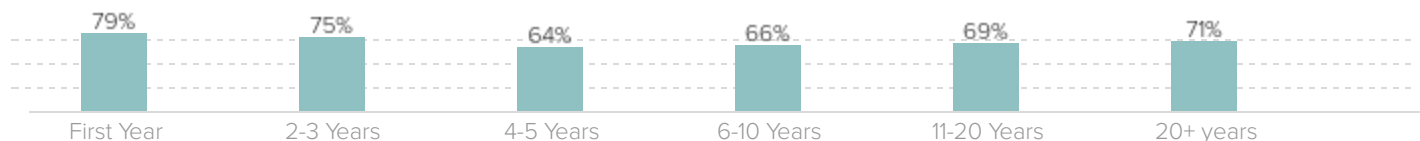
FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

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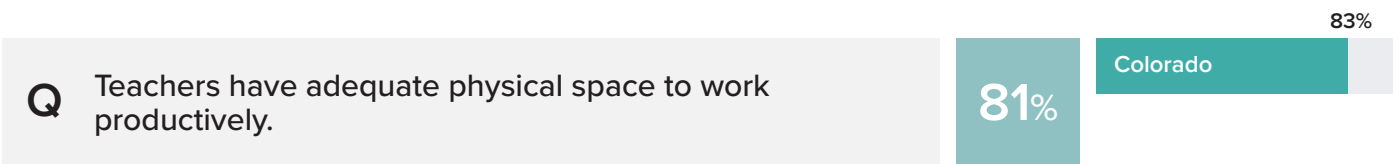
Q Teachers have adequate physical space to work productively.

81%

83%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

80%	78%	76%	82%	82%	81%
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.

88%

92%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

89%	90%	85%	88%	87%	89%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
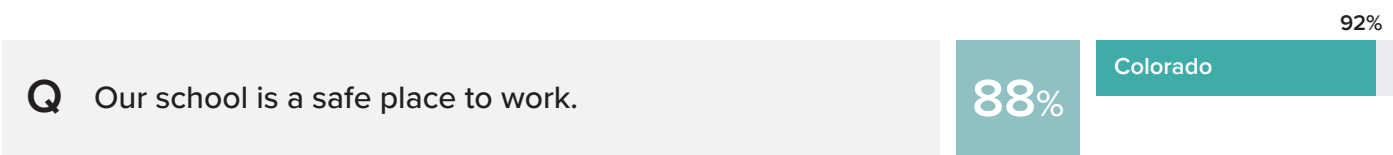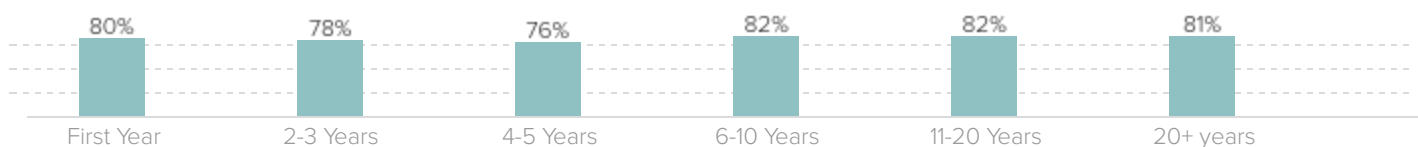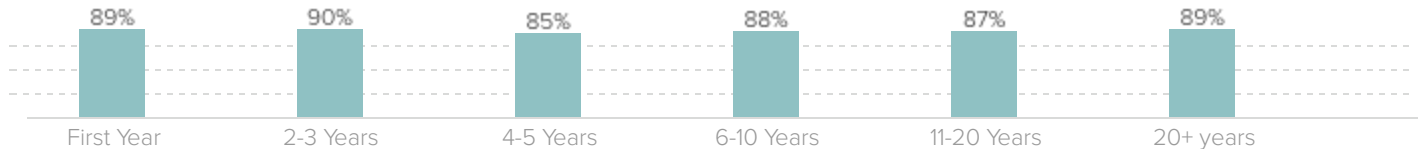
RESULTS
Item level results from your report

CI **Community Support and Involvement**

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

OVERALL FAVORABILITY

80%

COMPARE RESULT

Q The broader community is supportive of the school.

88%

86%
Colorado

Distribution of responses

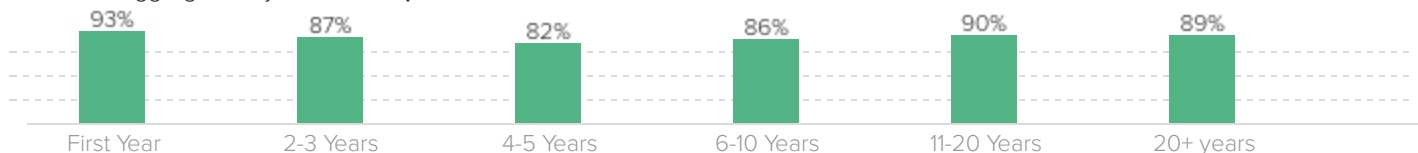| 408	1145	174	29	249	2005
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
93%	87%	82%	86%	90%	89%

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

76%

78%
Colorado

Distribution of responses

257	1109	373	66	199	2004
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%	80%	73%	77%	75%	74%
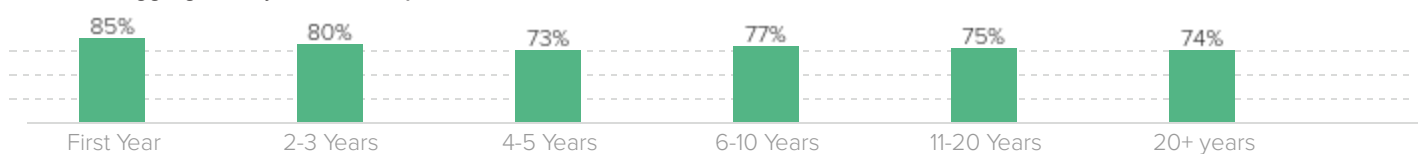
CI More Community Support and Involvement results on next page

CI **Community Support and Involvement (cont)**

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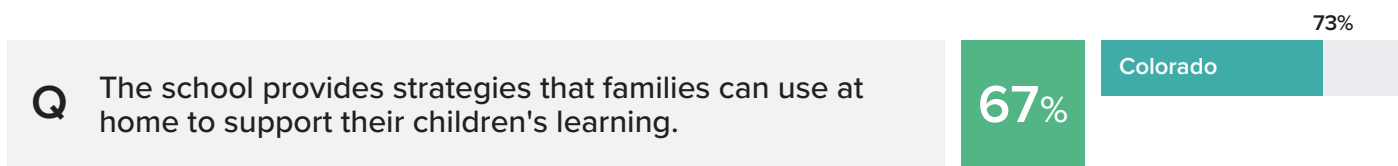
Q The school provides strategies that families can use at home to support their children's learning.

67%

73%

Colorado

Distribution of responses

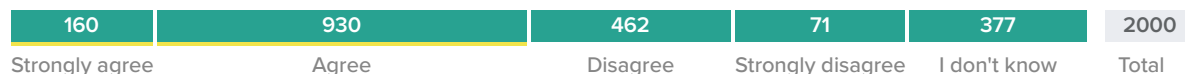| 160	930	462	71	377	2000
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

64%	68%	67%	65%	66%	70%
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.

89%

91%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

92%	90%	89%	84%	91%	88%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
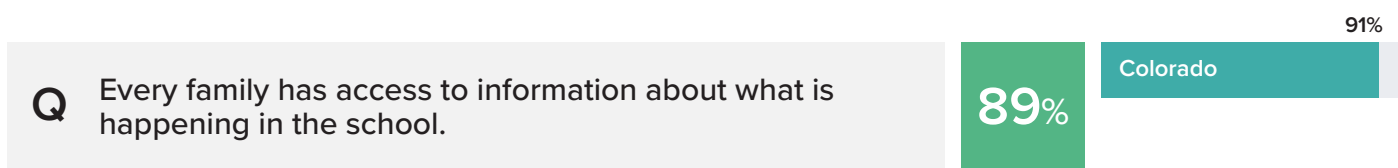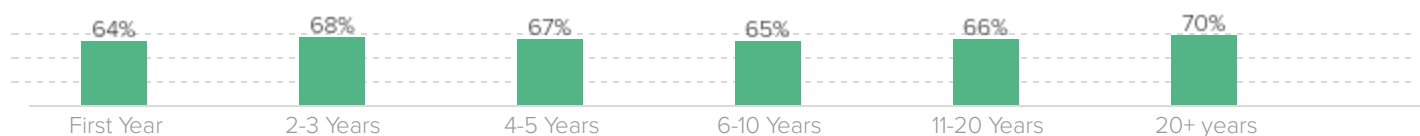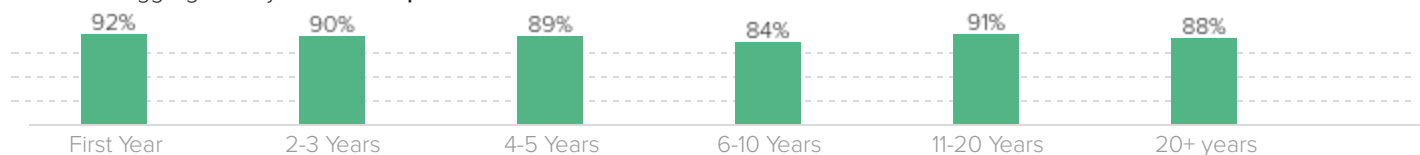
RESULTS
Item level results from your report

OR Overall Reflection

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

OVERALL FAVORABILITY

76%

COMPARE RESULT

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

81%

86%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

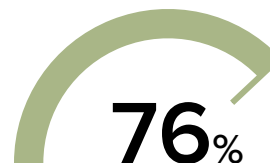| 83%	84%	78%	82%	81%	80%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
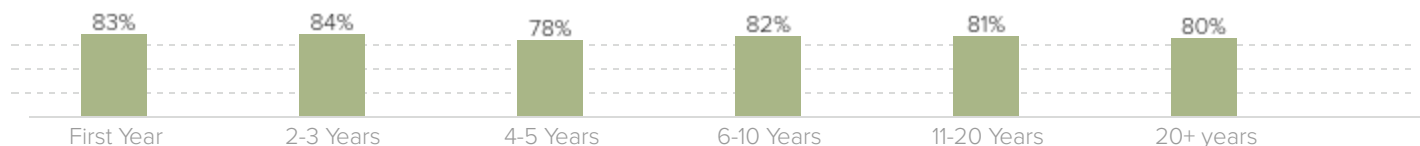
Q I would recommend this school as a good place for students to learn.

83%

88%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

85%	88%	78%	82%	83%	84%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
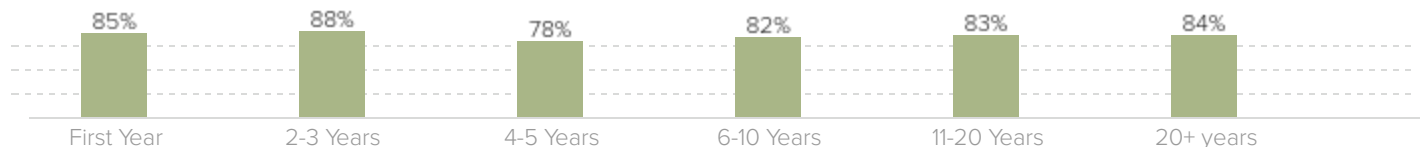
OR More Overall Reflection results on next page

OR **Overall Reflection (cont)**

COMPARE RESULT

74%

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

65%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

80%	64%	63%	68%	64%	65%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

Distribution of responses

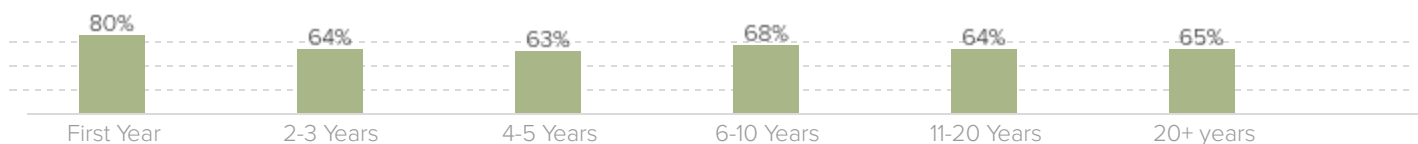| 30	108	147	672	648	54	74	261	1994

■ 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

1638	178	31	3	16	44	72	1982

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.

RESULTS
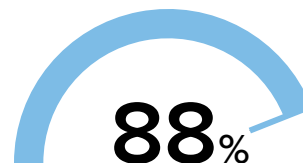Item level results from your report

DS **District Supports**

Unique to building leaders, these questions ask about their impressions of the level of district support for the school.

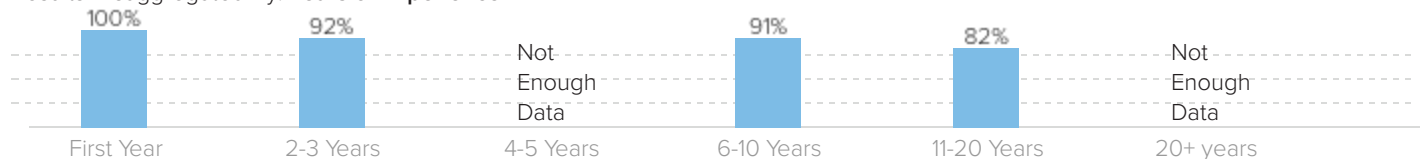**OVERALL FAVORABILITY**

88%

COMPARE RESULT

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

89%

85%
Colorado

Distribution of responses

13	27	4	1	1	46
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%	92%	Not Enough Data	91%	82%	Not Enough Data

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

93%

85%
Colorado

Distribution of responses

8	31	3	0	4	46
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%	92%	Not Enough Data	90%	91%	Not Enough Data
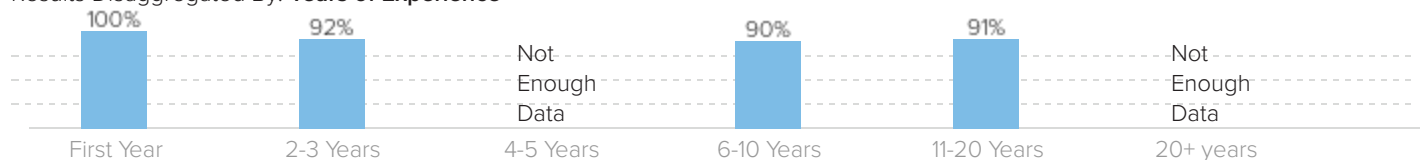
DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district clearly describes expectations for schools.

89%

83%
Colorado

Distribution of responses

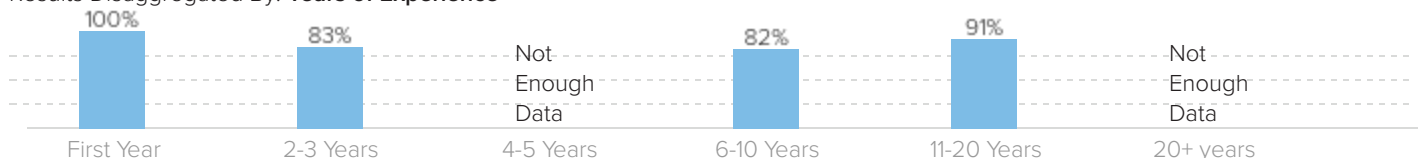| 12	29	4	1	0	46
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
100%	83%	Not Enough Data	82%	91%	Not Enough Data

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

88%

80%
Colorado

Distribution of responses

6	31	4	1	4	46
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%	80%	Not Enough Data	100%	73%	Not Enough Data
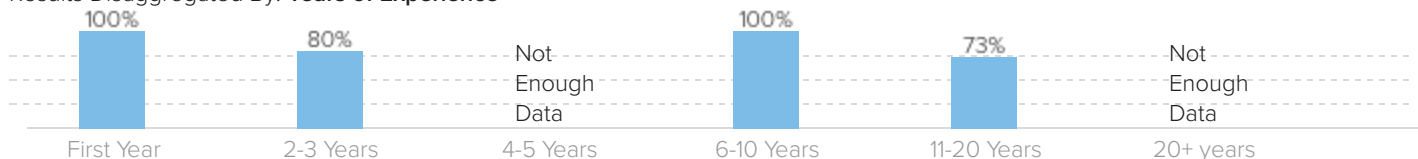
Q School leaderships' effectiveness is accurately assessed through the district's evaluation process.

94%

78%
Colorado

Distribution of responses

5	29	1	1	9	45
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%	100%	Not Enough Data	100%	80%	Not Enough Data
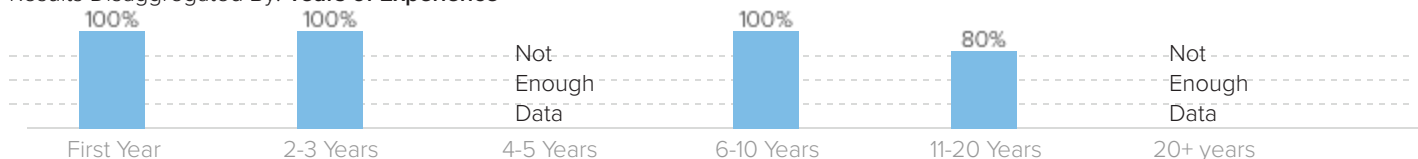
DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

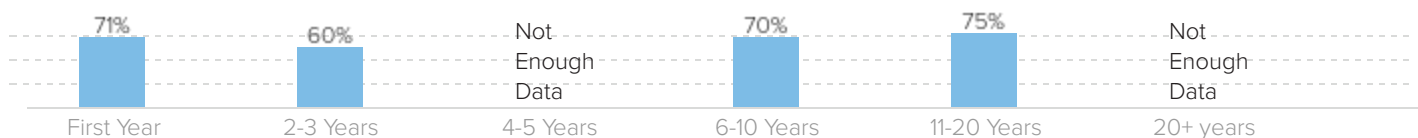**Q** The district makes principal professional development a priority.

71%

78%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

71%	60%	Not Enough Data	70%	75%	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
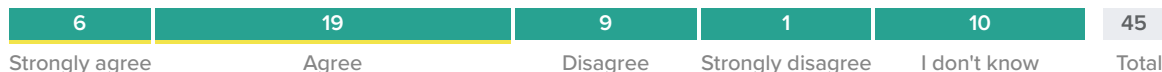
Q My school receives instructional resources on par with other schools in the district.

87%

82%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

56%	91%	Not Enough Data	90%	89%	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
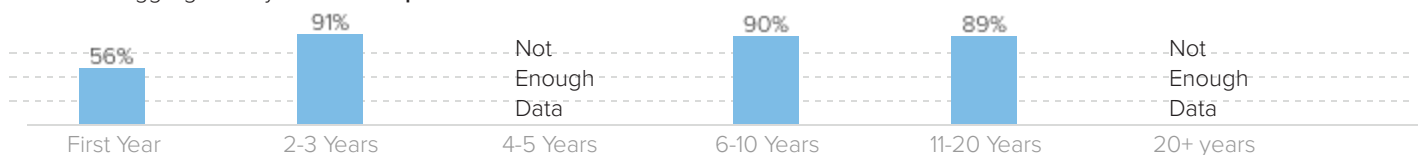
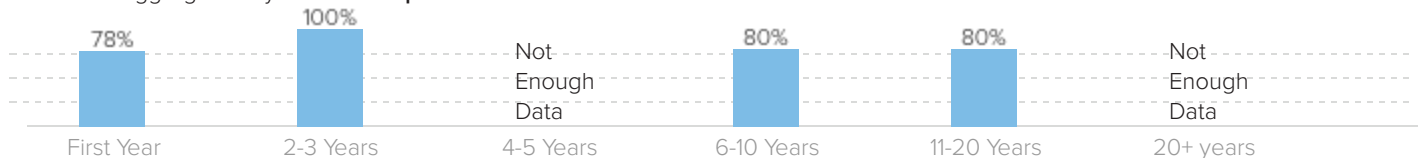**Q** The district involves principals in decisions that directly impact the operations of their school.

84%

85%

Colorado

Distribution of responses

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

Results Disaggregated By: **Years of Experience**

78%	100%	Not Enough Data	80%	80%	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.

95%

90%

Colorado

Distribution of responses

11	31	1	1	2	46
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%	Not Enough Data	100%	91%	Not Enough Data
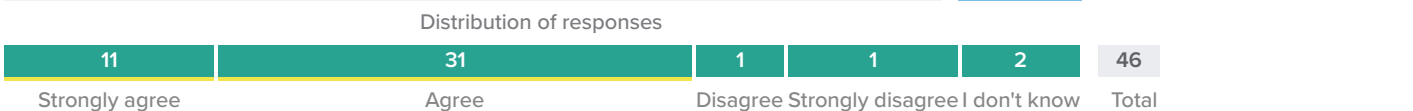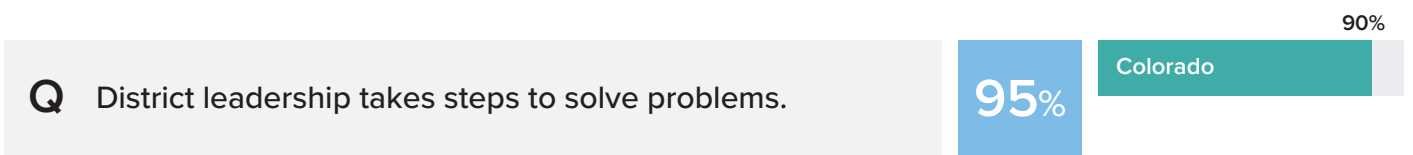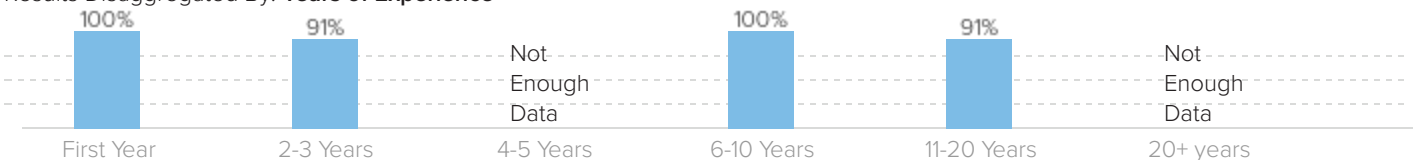
Q In which of the following areas (if any) do you need additional support to lead your school effectively?

Distribution of responses

9	4	6	4	6	1	10	5	12	7	6	23	93

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