DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

Prepared for
Center 26 JT

Number of respondents (#)
41

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
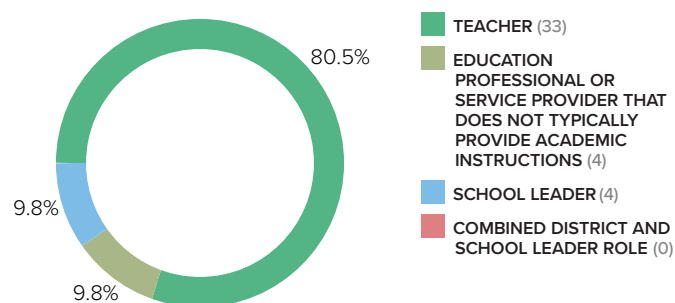
Favorability indicator
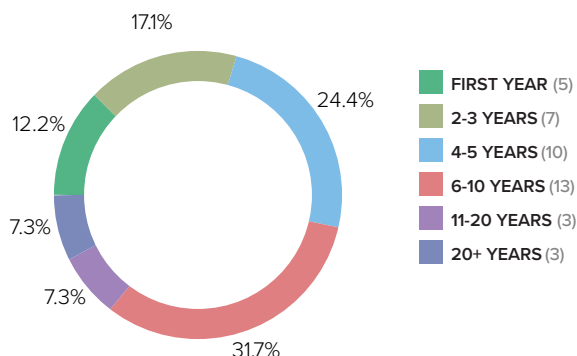
DEMOGRAPHICS

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.

41 total respondents

What is your current position at the school?

80.5%
9.8%
9.8%

- TEACHER (33)
- EDUCATION PROFESSIONAL OR SERVICE PROVIDER THAT DOES NOT TYPICALLY PROVIDE ACADEMIC INSTRUCTIONS (4)
- SCHOOL LEADER (4)
- COMBINED DISTRICT AND SCHOOL LEADER ROLE (0)

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

17.1%
24.4%
12.2%
7.3%
7.3%
31.7%

- FIRST YEAR (5)
- 2-3 YEARS (7)
- 4-5 YEARS (10)
- 6-10 YEARS (13)
- 11-20 YEARS (3)
- 20+ YEARS (3)

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

26.8%
12.2%
4.9%
14.6%
17.1%
24.4%

- FIRST YEAR (2)
- 2-3 YEARS (5)
- 4-5 YEARS (11)
- 6-10 YEARS (10)
- 11-20 YEARS (7)
- 20+ YEARS (6)

CAMBRIDGE EDUCATION

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

71%

YOUR RESULTS

NQ New Teacher Questions

TOP ITEM RESULT

78%

73%

59%

YOUR RESULT   COLORADO

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

SL School Leadership

TOP ITEM RESULT

78%

79%

61%

YOUR RESULT   COLORADO

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

TL Teacher Leadership

TOP ITEM RESULT

78%

79%

64%

YOUR RESULT   COLORADO

Q Teachers have leadership opportunities in this school.

MC Managing Student Conduct

TOP ITEM RESULT

98%

78%

82%

YOUR RESULT   COLORADO

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

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

71%

YOUR RESULTS

IS
Instructional Practices and Support
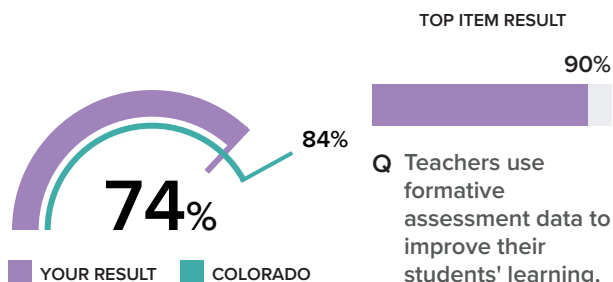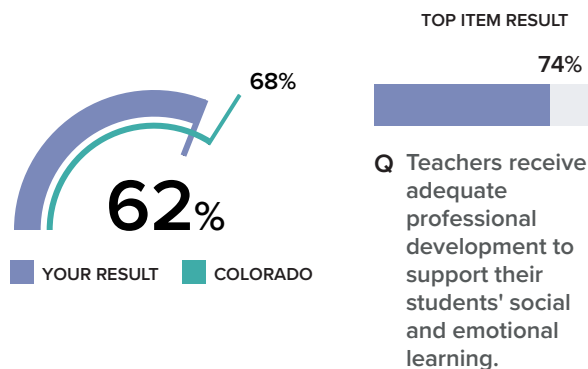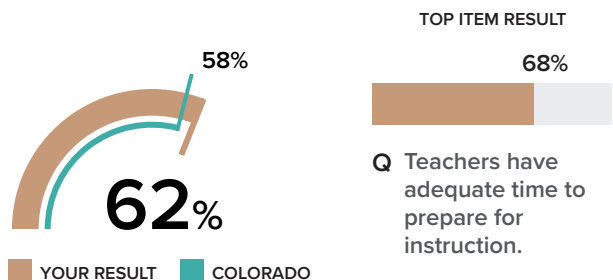
TOP ITEM RESULT

90%

84%

74%

■ YOUR RESULT   ■ COLORADO

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

PD
Professional Development

TOP ITEM RESULT

74%

68%

62%

■ YOUR RESULT   ■ COLORADO

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

T
Time

TOP ITEM RESULT

58%

68%

62%

■ YOUR RESULT   ■ COLORADO

Q Teachers have adequate time to prepare for instruction.

FR
Facilities and Resources

TOP ITEM RESULT

98%

81%

89%

■ YOUR RESULT   ■ COLORADO

Q Our school is a safe place to work.

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

71%
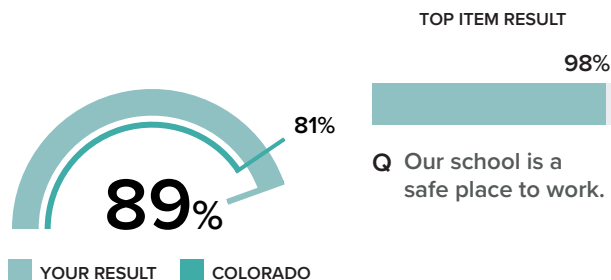
YOUR RESULTS

CI
Community Support and Involvement

82%

YOUR RESULT   COLORADO

82%

TOP ITEM RESULT

88%

Q The broader community is supportive of the school.

OR
Overall Reflection

79%

YOUR RESULT   COLORADO

83%

TOP ITEM RESULT

87%

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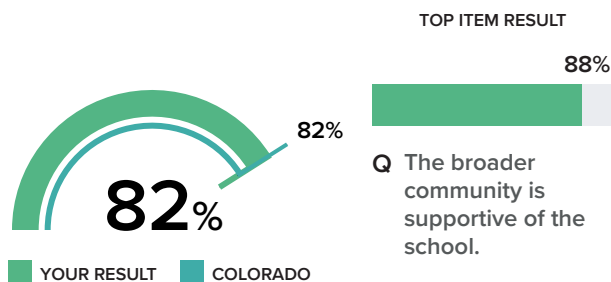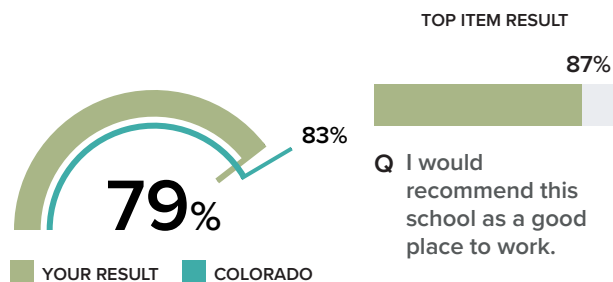
DS
District Supports

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

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

59%	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

SL School Leadership

61%	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	Not Enough Data	Not Enough Data	59%	52%	Not Enough Data	Not Enough Data

TL Teacher Leadership

64%	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	Not Enough Data	Not Enough Data	56%	58%	Not Enough Data	Not Enough Data

MC Managing Student Conduct

82%	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	Not Enough Data	Not Enough Data	82%	80%	Not Enough Data	Not Enough Data

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

74 %
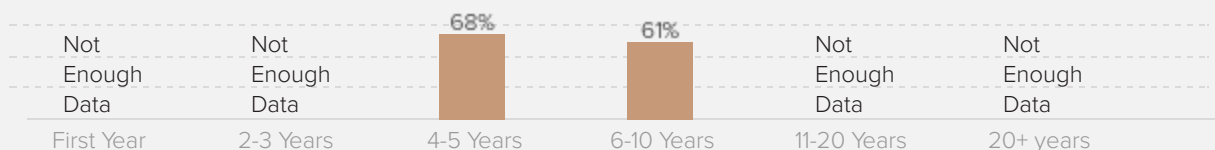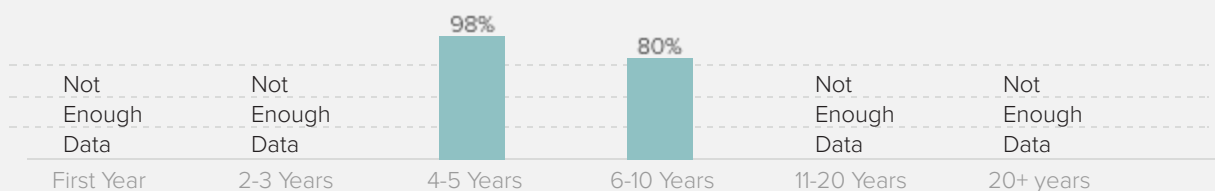
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	Not Enough Data	68%	72%	Not Enough Data	Not Enough Data

PD Professional Development

62 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	Not Enough Data	57%	59%	Not Enough Data	Not Enough Data

T Time

62 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	Not Enough Data	68%	61%	Not Enough Data	Not Enough Data

FR Facilities and Resources

89 %

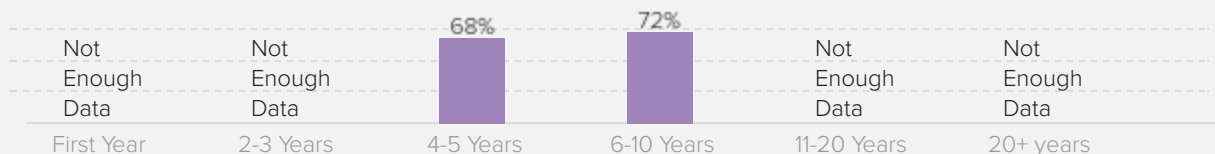| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	Not Enough Data	98%	80%	Not Enough Data	Not Enough Data

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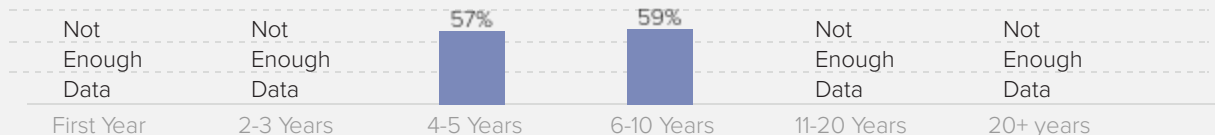
Results Disaggregated By: **Years of Experience**

CI Community Support and Involvement

82 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	Not Enough Data	84%	74%	Not Enough Data	Not Enough Data

OR Overall Reflection

79 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
Not Enough Data	Not Enough Data	66%	80%	Not Enough Data	Not Enough Data

DS District Supports

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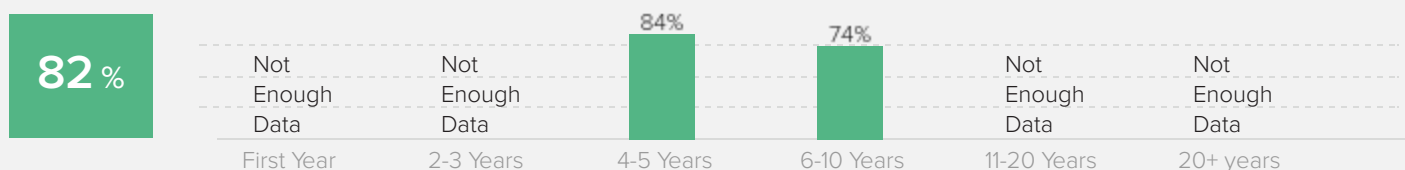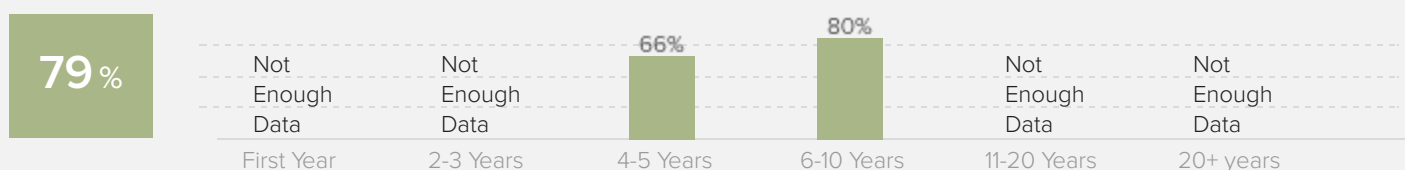
RESULTS
Item level results from your report

NQ New Teacher Questions

Only delivered to new teachers (e.g., years 1-3), these questions relate to specific supports for new teachers (e.g., supports, mentoring).

OVERALL FAVORABILITY

59%

COMPARE RESULT

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

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

---

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

78%

73%

Colorado

Distribution of responses

4	3	1	1	1	10
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
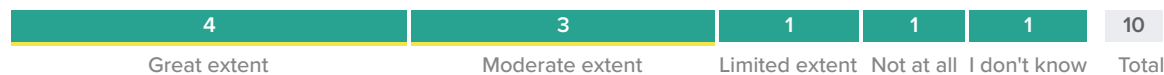
Results Disaggregated By: **Years of Experience**

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

---

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

Distribution of responses

7	2	1	10

■ Yes ■ No ■ I don't know   Total

NQ More New Teacher Questions results on next page

NQ **New Teacher Questions (cont)**

COMPARE RESULT

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

Distribution of responses

3	2	0	**5**
			Total

■ Yes ■ No ■ I don't know

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

Distribution of responses

5	6	4	1	3	5	6	3	1	**34**
									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?

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

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

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

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

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

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

NQ **New Teacher Questions (cont)**

COMPARE RESULT

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

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

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

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

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

61%

COMPARE RESULT

Q   This school is led by an effective team.

59%

81%

Colorado

Distribution of responses

9	15	10	7	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

	100%	55%	40%	71%	33%
Not Enough Data					
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
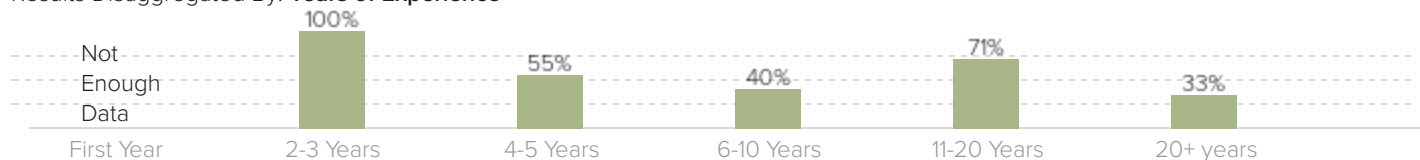
Q   Our work together is guided by a shared vision that is student focused.

78%

86%

Colorado

Distribution of responses

10	22	7	2	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

	100%	73%	80%	71%	67%
Not Enough Data					
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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.

46%

78%

| Colorado |

Distribution of responses

10	8	19	2	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	60%	55%	20%	67%	33%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q School staff show respect for each other.

78%

89%

| Colorado |

Distribution of responses

4	27	7	2	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	73%	70%	83%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q Staff feel comfortable raising important issues with school leaders.

58%

77%

| Colorado |

Distribution of responses

10	13	8	9	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	45%	60%	71%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

SL School Leadership (cont)

COMPARE RESULT

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

60%

79%

Colorado

Distribution of responses

9	15	8	8	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	100%	64%	40%	57%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
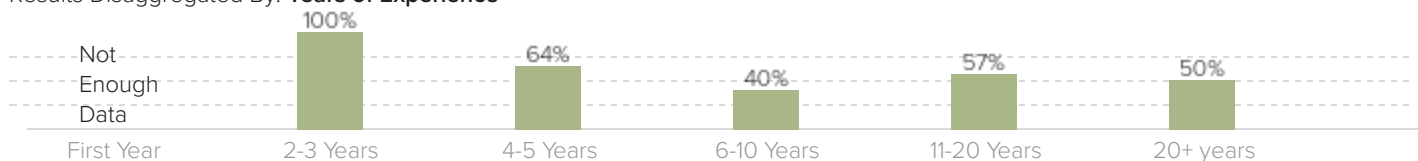
Q Teachers' effectiveness is accurately assessed through the school's teacher evaluation process.

63%

73%

Colorado

Distribution of responses

8	17	6	9	0	40
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	73%	40%	50%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
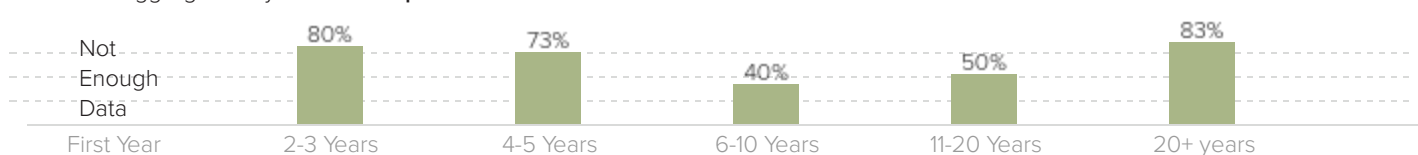
Q The teacher evaluation process provides teachers with actionable feedback for improvement.

66%

71%

Colorado

Distribution of responses
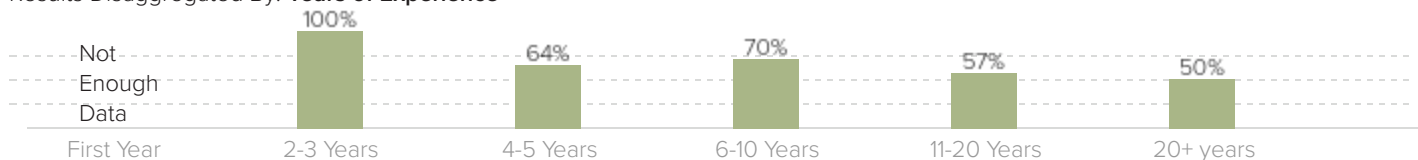
9	18	6	8	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

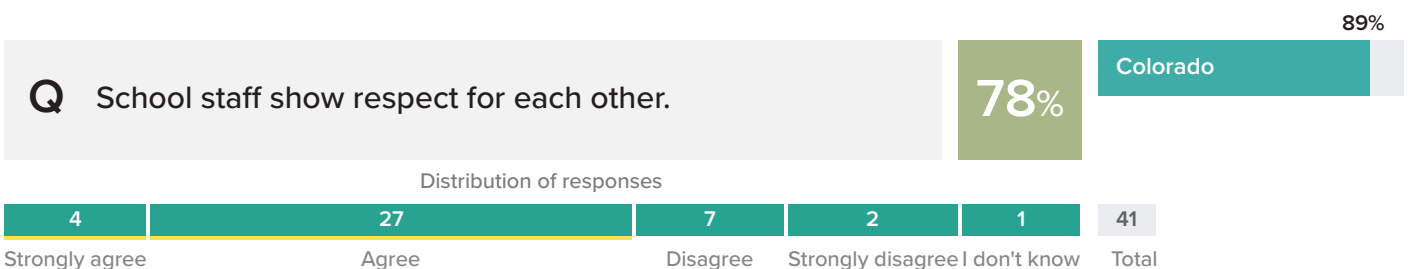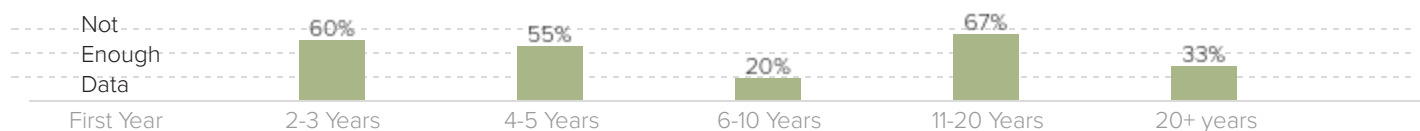| Not Enough Data	100%	64%	70%	57%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT
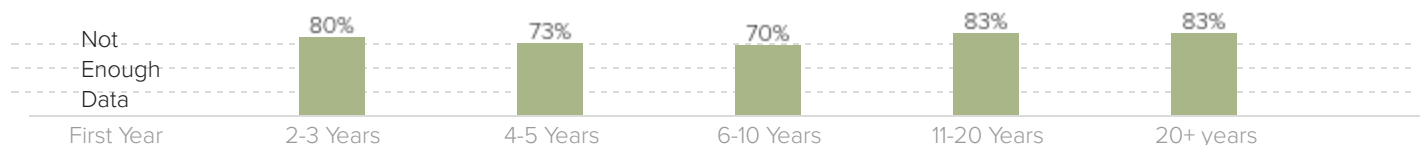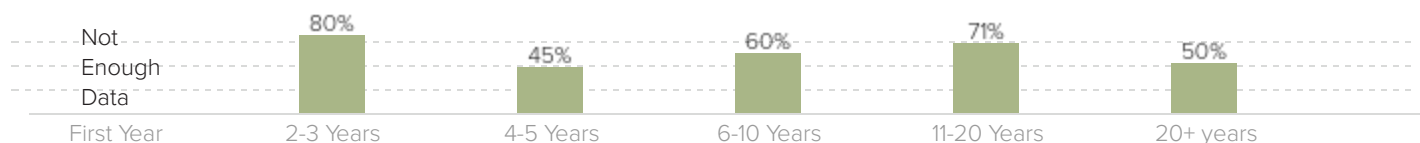
Q School leadership puts suggestions made by staff into operation.

53%

77%

Colorado

Distribution of responses

6	15	11	8	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	45%	50%	57%	33%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
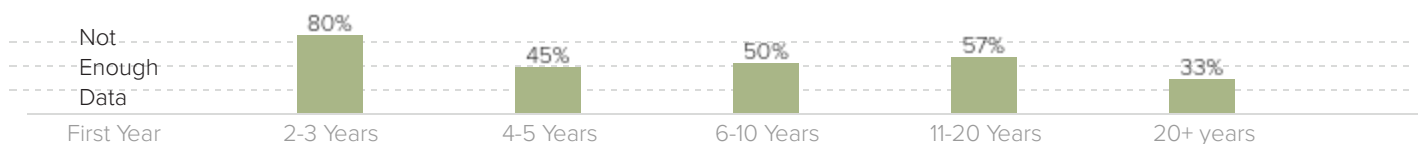
Q School leadership works to build trust among staff.

53%
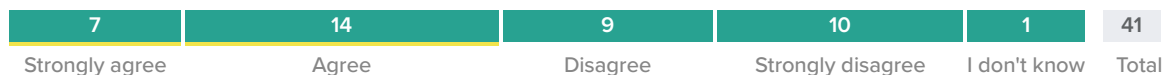
77%

Colorado

Distribution of responses

7	14	9	10	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	45%	44%	57%	33%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
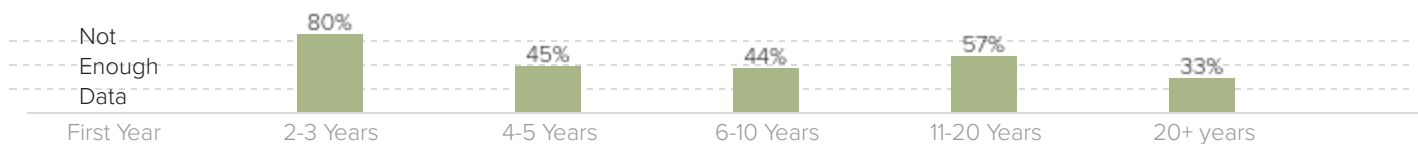
RESULTS

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

64%

COMPARE RESULT

Q Teachers' professional expertise is valued.

71%

83%

| Colorado |

Distribution of responses

7	22	4	8	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	64%	70%	71%	67%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
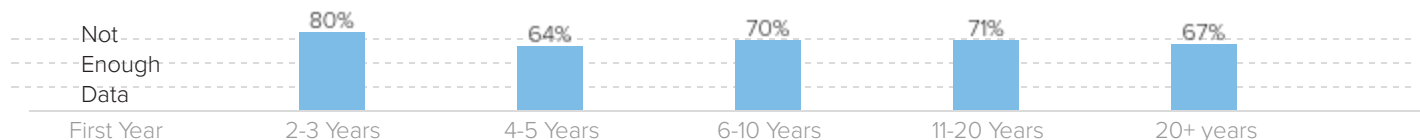
Q There is a process in place for collaborative problem solving in this school.

60%

78%

| Colorado |

Distribution of responses

5	19	9	7	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	50%	50%	71%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
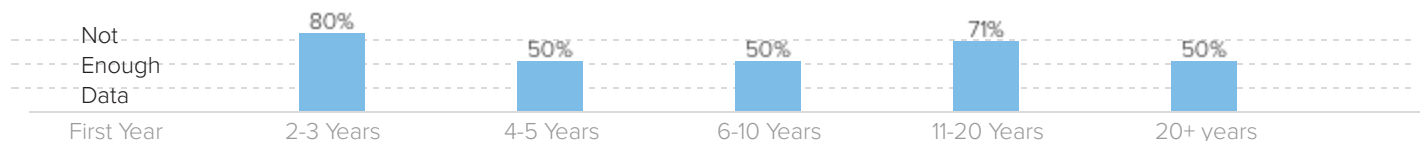
TL More Teacher Leadership results on next page

TL Teacher Leadership (cont)

COMPARE RESULT

Q Teachers have leadership opportunities in this school.

78%

85%

Colorado

Distribution of responses

10	21	7	2	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	80%	64%	80%	100%	83%
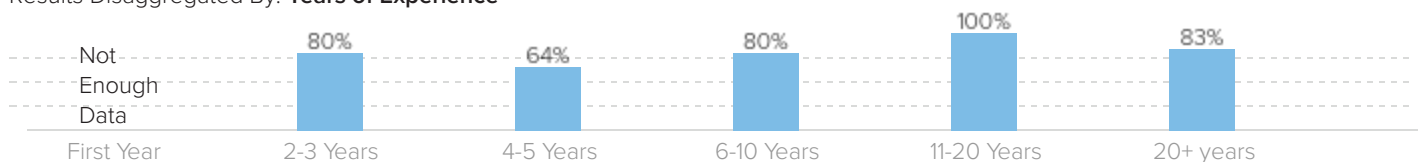
Q Teachers have an adequate level of influence on important school decisions.

49%

71%

Colorado

Distribution of responses

6	13	12	8	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	45%	30%	57%	33%
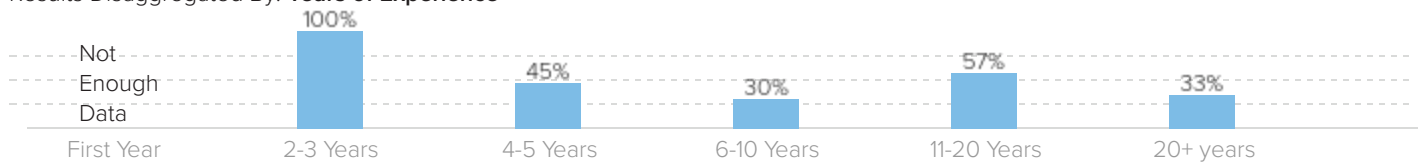
RESULTS
Item level results from your report

MC **Managing Student Conduct**

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

OVERALL FAVORABILITY

82%
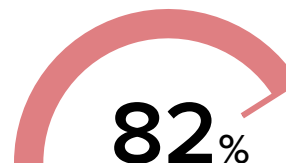
COMPARE RESULT

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

83%

80%
Colorado

Distribution of responses

9	24	4	3	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data — First Year
100% — 2-3 Years
82% — 4-5 Years
90% — 6-10 Years
71% — 11-20 Years
67% — 20+ years
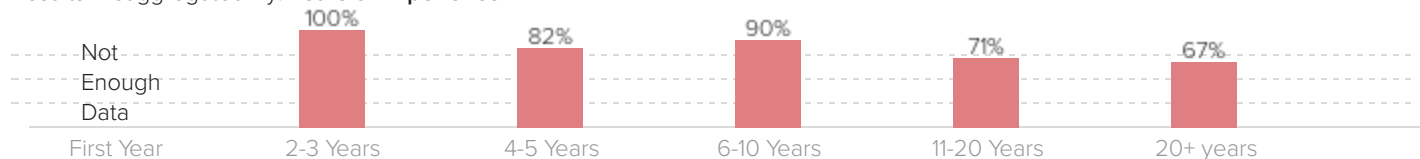
Q Students have the behavioral supports needed to focus on learning.

80%

67%
Colorado

Distribution of responses

9	23	7	1	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data — First Year
100% — 2-3 Years
64% — 4-5 Years
90% — 6-10 Years
100% — 11-20 Years
67% — 20+ years
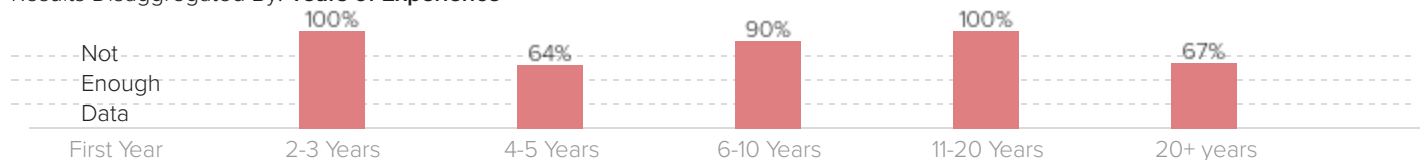
MC More Managing Student Conduct results on next page

MC **Managing Student Conduct (cont)**

COMPARE RESULT

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

55%

53%
Colorado

Distribution of responses

7	15	15	3	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	60%	64%	40%	43%	67%
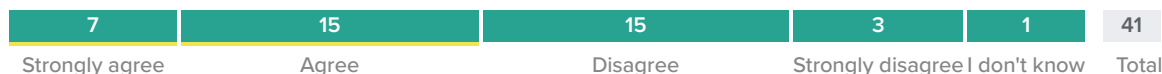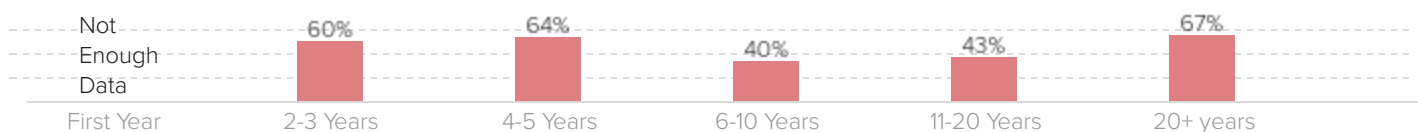
Q This school is a safe place for students to learn.

95%

90%
Colorado

Distribution of responses
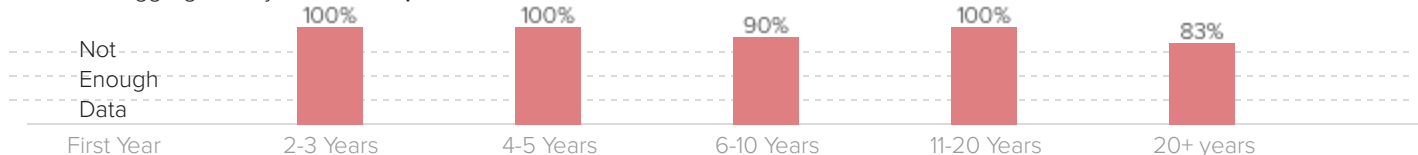
14	24	1	1	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	100%	90%	100%	83%

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

98%

97%
Colorado

Distribution of responses

18	21	1	0	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	100%	90%	100%	100%
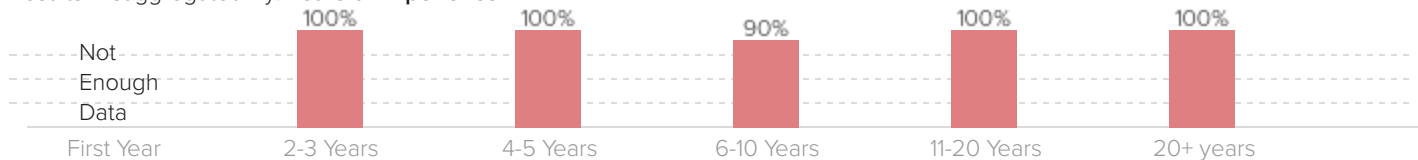
RESULTS
Item level results from your report

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

74%

COMPARE RESULT

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

66%

90%
Colorado

Distribution of responses

8	19	12	2	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	73%	60%	57%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
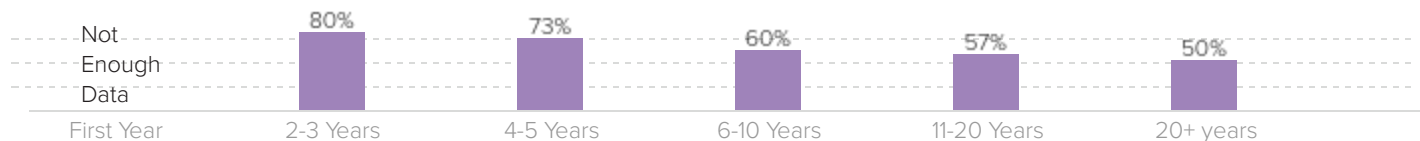
Q Staff in this school hold themselves accountable for the academic growth of every child.

76%

87%
Colorado

Distribution of responses

7	24	10	0	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	73%	70%	86%	67%
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

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.

79%

79%
Colorado

Distribution of responses

9	22	4	4	1	40
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data — First Year; 80% 2-3 Years; 80% 4-5 Years; 80% 6-10 Years; 57% 11-20 Years; 100% 20+ years

Q Students understand how class activities relate to learning objectives.

85%

92%
Colorado

Distribution of responses

8	26	6	0	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data — First Year; 100% 2-3 Years; 60% 4-5 Years; 90% 6-10 Years; 100% 11-20 Years; 83% 20+ years

Q Instruction in this school encourages different cultural viewpoints.

78%

84%
Colorado

Distribution of responses

11	20	8	1	0	40
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data — First Year; 60% 2-3 Years; 73% 4-5 Years; 80% 6-10 Years; 86% 11-20 Years; 80% 20+ years
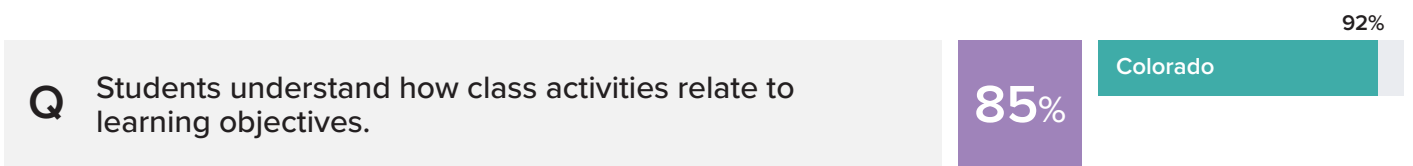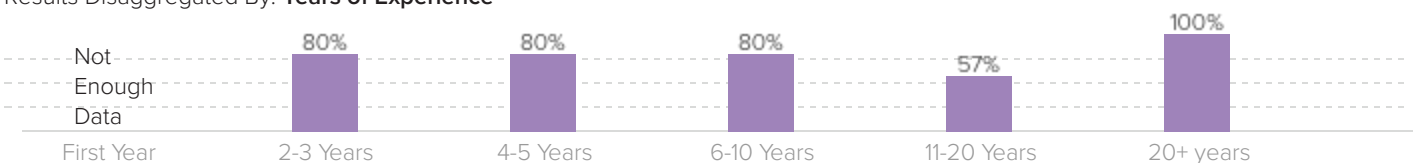
IS More Instructional Practices and Support results on next page
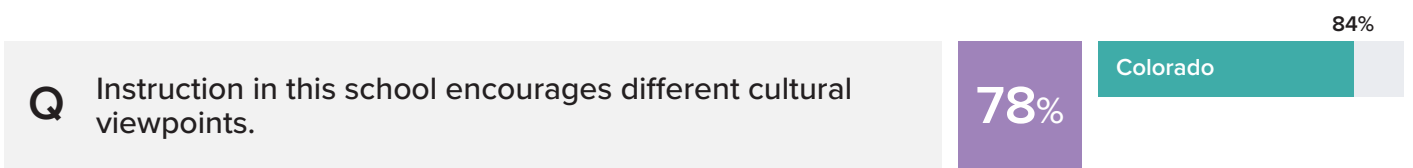
IS **Instructional Practices and Support (cont)**

COMPARE RESULT

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

61%

69%

Colorado

Distribution of responses

7	18	14	2	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	64%	50%	43%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
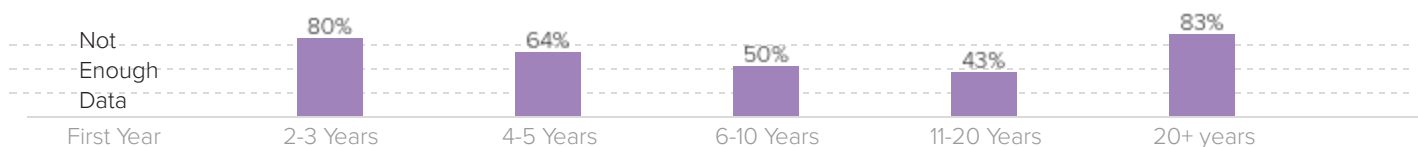
Q English Learners are adequately supported in this school.

71%

78%

Colorado

Distribution of responses

12	17	9	3	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	80%	55%	80%	86%	67%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
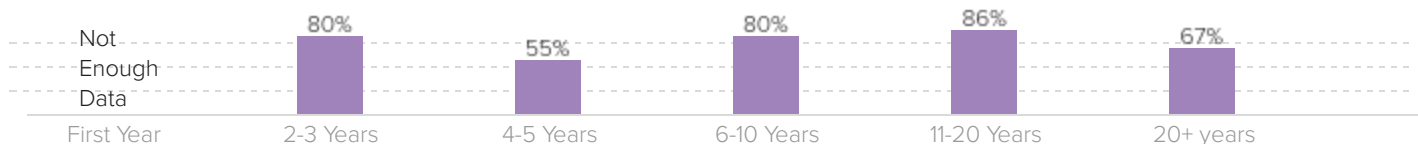
Q Students with disabilities are adequately supported in this school.

76%

81%

Colorado

Distribution of responses

10	21	6	4	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	100%	55%	80%	86%	83%
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
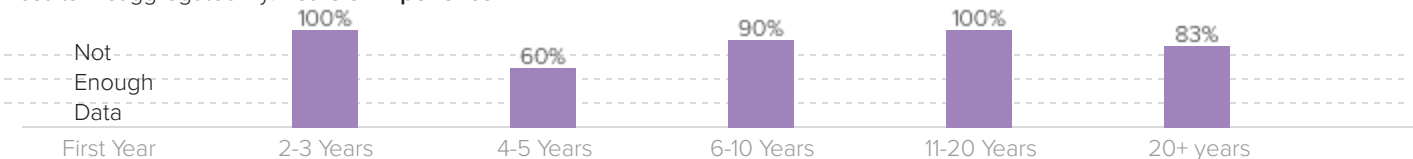
IS Instructional Practices and Support (cont)

COMPARE RESULT

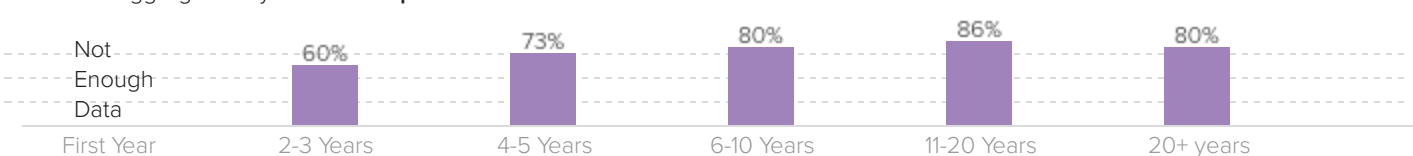**Q** Gifted students are adequately supported in this school.

42%

74%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
8	8	16	6	3	41

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	60%	50%	20%	43%	60%

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

79%

78%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
9	22	6	2	2	41

Results Disaggregated By: **Years of Experience**
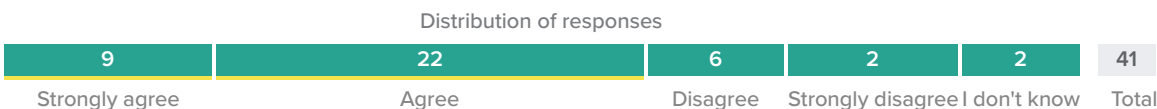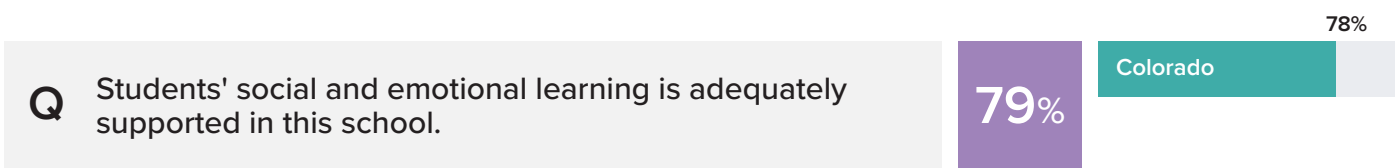
Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	80%	78%	70%	86%	83%

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

85%

88%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
12	22	4	2	1	41

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	82%	90%	71%	83%

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 Teachers feel supported in trying new instructional strategies.

78%

91%

Colorado

Distribution of responses

7	24	7	2	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	64%	80%	83%	83%

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

90%

97%

Colorado

Distribution of responses

13	22	4	0	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	80%	80%	100%	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

62%

COMPARE RESULT

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

71%

74%
Colorado

Distribution of responses

6	21	10	1	3	41
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	75%	55%	89%	71%	60%
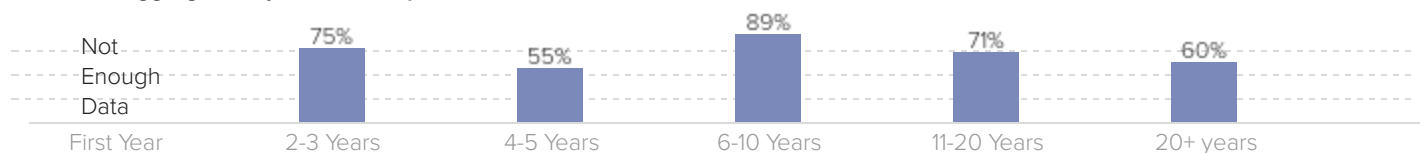
Q Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

60%

64%
Colorado

Distribution of responses
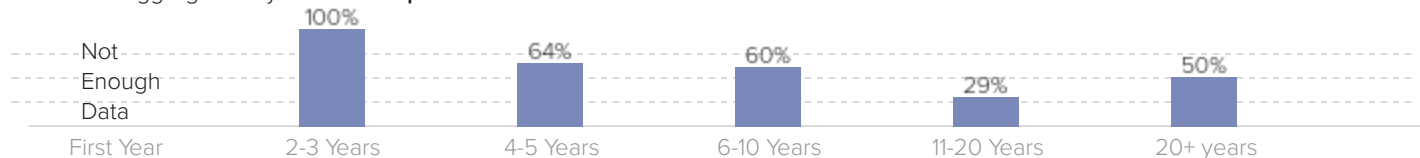
6	18	9	7	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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	100%	64%	60%	29%	50%

PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

Q The effectiveness of professional development is assessed regularly.

62%

56%

| Colorado | |

Distribution of responses

7	17	11	4	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	75%	70%	60%	43%	50%
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.

61%

77%

| Colorado | |

Distribution of responses

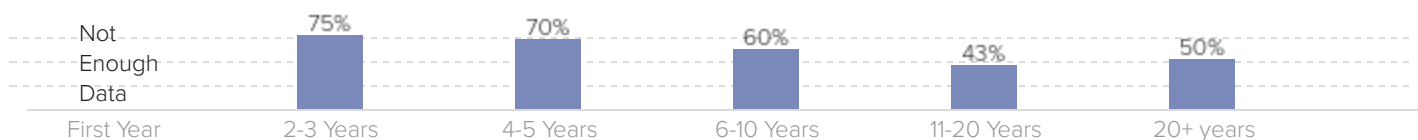| 5	18	12	3	3	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	100%	55%	60%	57%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
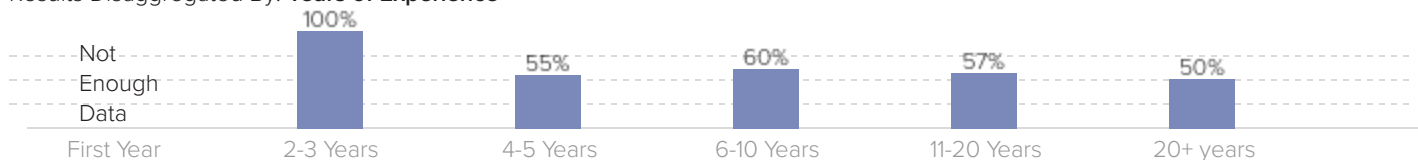
Q All teachers receive ongoing support and coaching to improve their practice.

49%

69%

| Colorado | |

Distribution of responses
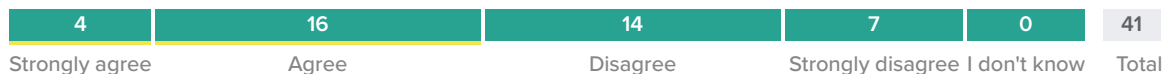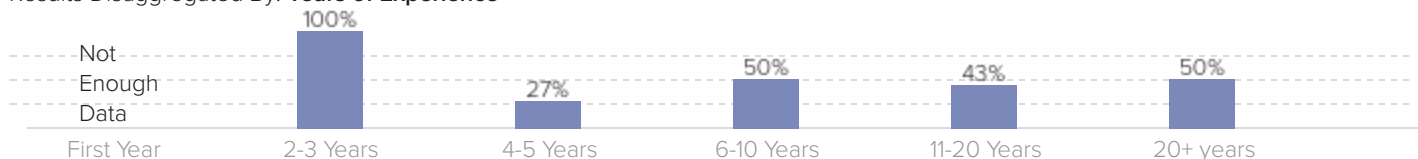
4	16	14	7	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	100%	27%	50%	43%	50%
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).

70%

73%

Colorado

Distribution of responses

8	20	9	3	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

	Not Enough Data	100%	70%	70%	71%	50%
	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

74%

67%

Colorado

Distribution of responses

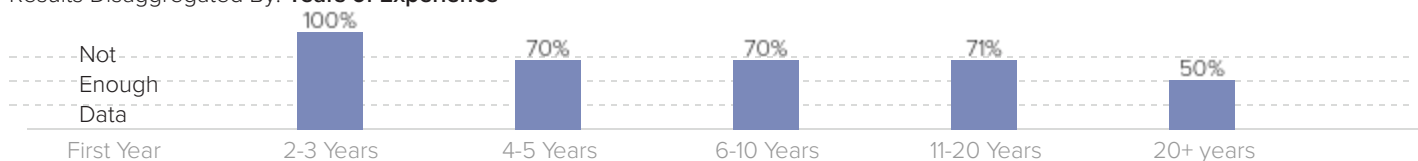| 7	22	8	2	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

	Not Enough Data	100%	70%	50%	86%	80%
	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
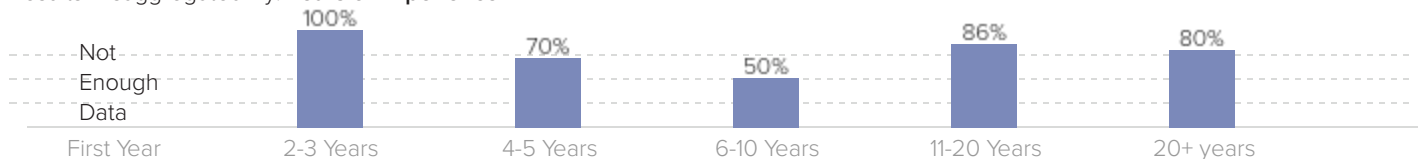
Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

49%

68%

Colorado

Distribution of responses
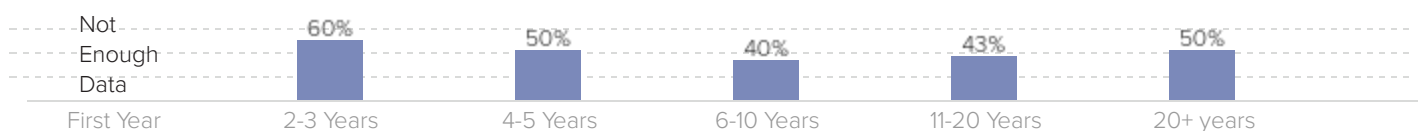
6	13	15	5	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

	Not Enough Data	60%	50%	40%	43%	50%
	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

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

Distribution of responses

| 8 | 4 | 11 | 9 | 14 | 14 | 9 | 9 | 4 | 7 | 8 | 9 | 2 | 13 | 11 | 4 | **136** |

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

62%
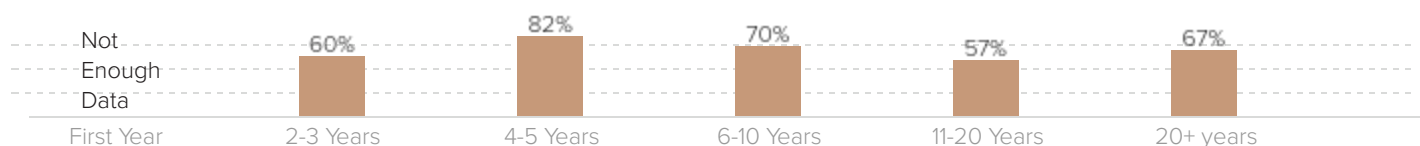
COMPARE RESULT

Q Teachers have adequate time to prepare for instruction.

68%

57%

Colorado	

Distribution of responses

5	23	8	5	0	41
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	60%	82%	70%	57%	67%

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

54%

63%

Colorado	

Distribution of responses

6	16	12	7	0	41
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	60%	55%	30%	57%	67%

T More Time results on next page

(T) Time (cont)

COMPARE RESULT

55%
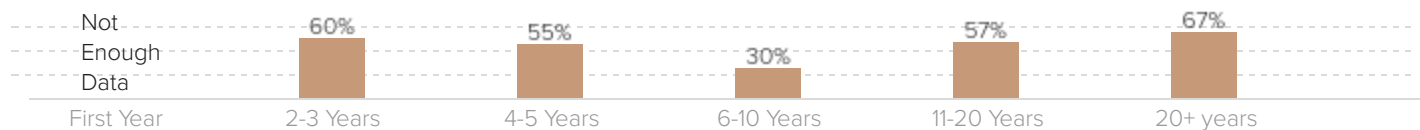
Q Teachers have adequate time to analyze and respond to student assessment data.
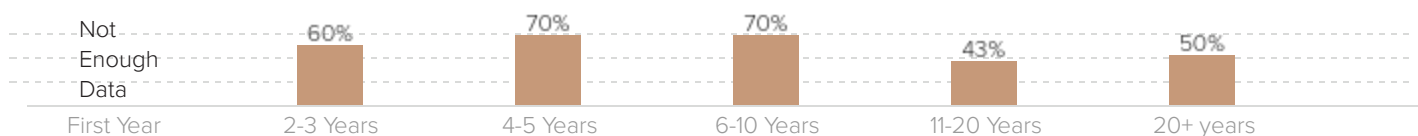
59%

Colorado	

Distribution of responses

4	19	11	5	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	60%	70%	70%	43%	50%

53%

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

58%

Colorado	

Distribution of responses

5	17	14	2	3	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	56%	60%	57%	40%

64%
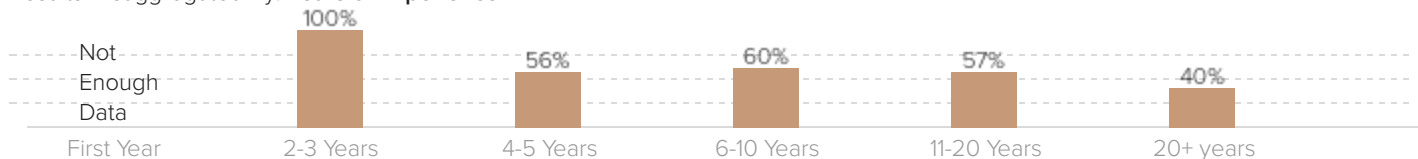
Q Teachers have adequate time to communicate with their students' families.

66%

Colorado	

Distribution of responses

6	21	12	2	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	60%	73%	60%	57%	67%

(T) More Time results on next page

T   Time (cont)

COMPARE RESULT

53%
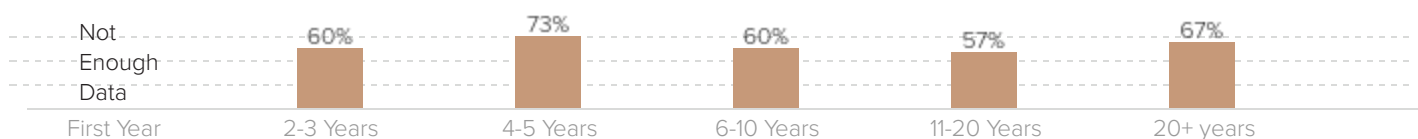
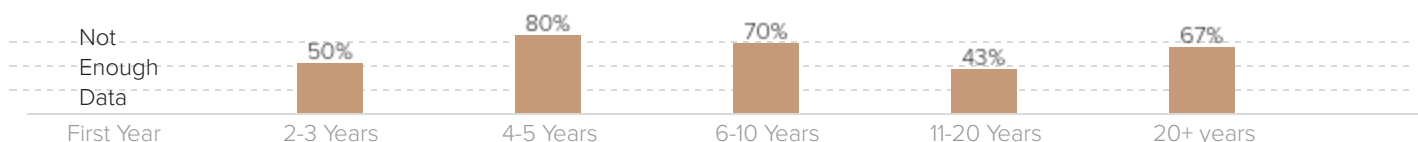| Q	New initiatives (e.g., curriculum, assessments, instructional approach) are given enough time to determine their effectiveness.	66%	Colorado

Distribution of responses

8	17	6	7	3	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	50%	80%	70%	43%	67%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

63%

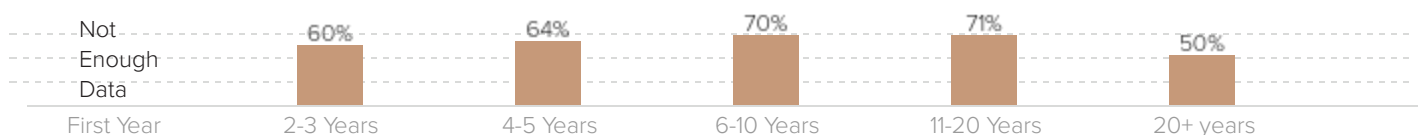| Q	Teachers have adequate time to engage in professional learning (e.g., attend trainings, refine new techniques, collaborate with grade level teams).	65%	Colorado

Distribution of responses

8	18	10	4	0	40
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data	60%	64%	70%	71%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

RESULTS
Item level results from your report

FR **Facilities and Resources**

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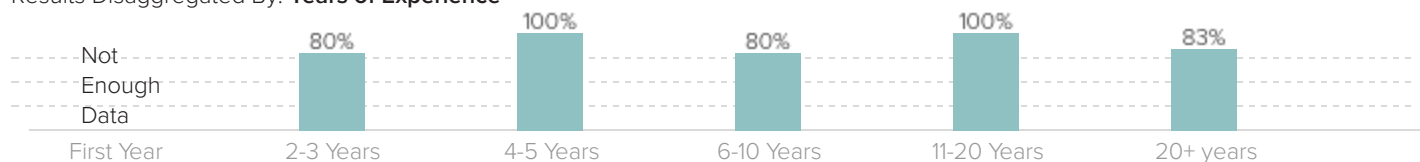
OVERALL FAVORABILITY

89%

COMPARE RESULT

Q Class size(s) are reasonable.

88%

73%

Colorado

Distribution of responses

18	18	4	1	0	41
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	80%	100%	80%	100%	83%

Q Instructional resources are adequate to support student learning.

87%

75%

Colorado

Distribution of responses

9	25	4	1	2	41
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	100%	100%	80%	71%	83%
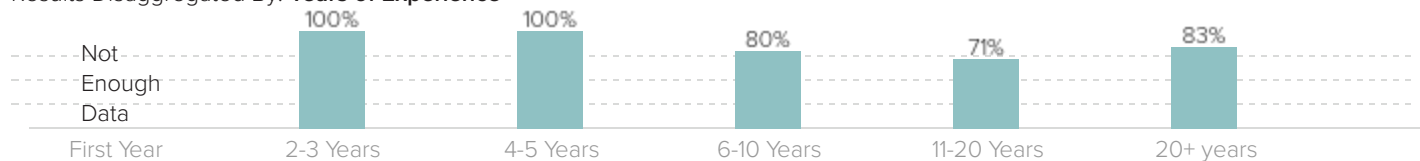
FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

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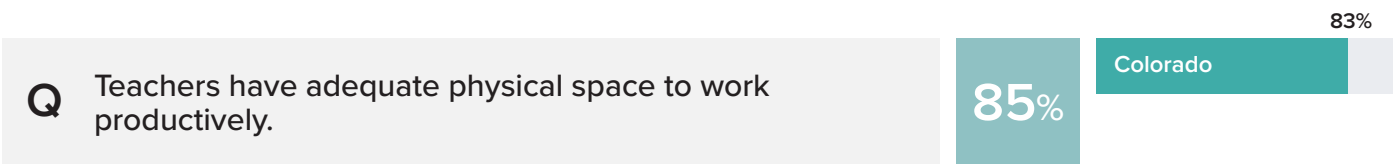
Q Teachers have adequate physical space to work productively.

85%

83%

Colorado

Distribution of responses

19	16	3	3	0	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	91%	70%	100%	83%

Q Our school is a safe place to work.

98%

92%

Colorado

Distribution of responses

19	20	1	0	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

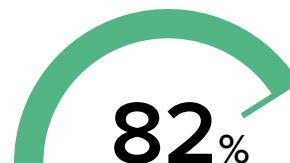| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	100%	90%	100%	100%
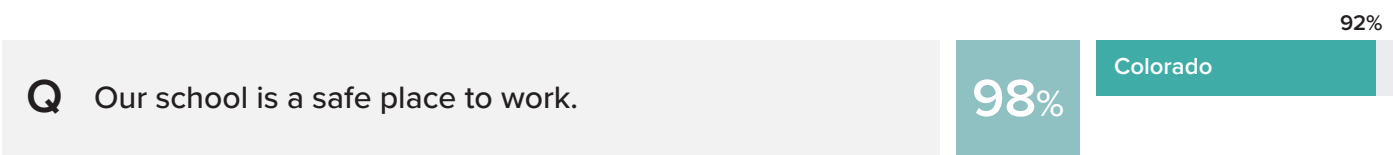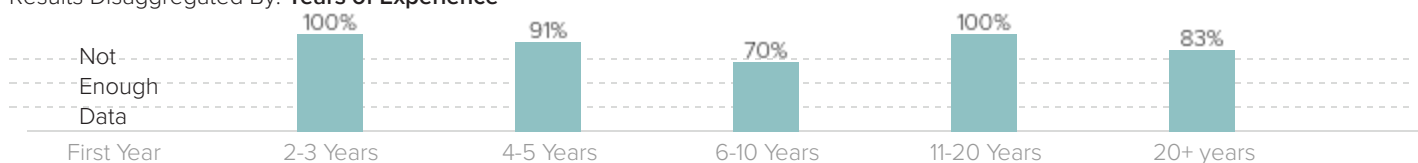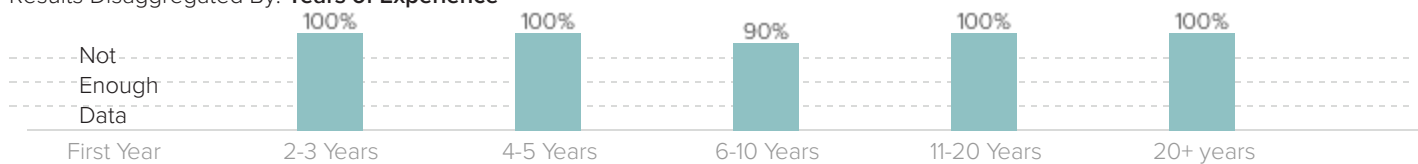
RESULTS
Item level results from your report

CI Community Support and Involvement

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

OVERALL FAVORABILITY
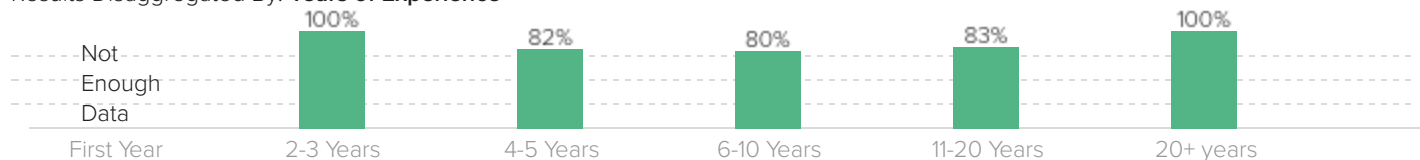
82%

COMPARE RESULT

Q	The broader community is supportive of the school.	**88**%

86%
Colorado

Distribution of responses

12	23	4	1	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

	Not Enough Data	100%	82%	80%	83%	100%
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.	**85**%

78%
Colorado

Distribution of responses

14	19	6	0	2	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

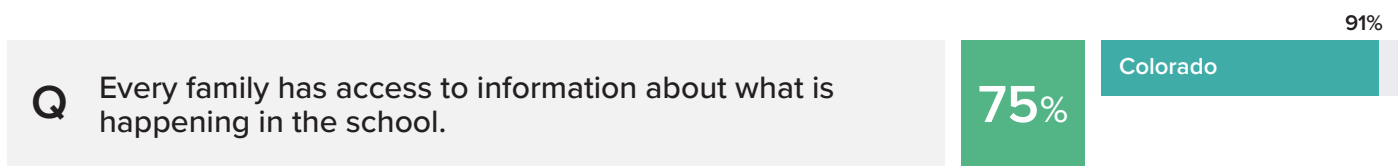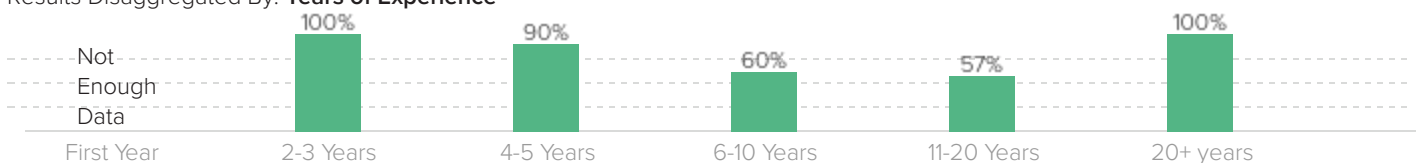|	Not Enough Data	80%	100%	78%	57%	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
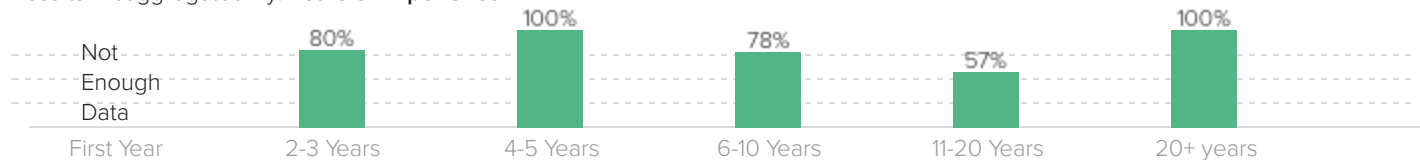
CI More Community Support and Involvement results on next page

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.

80%

73%

Colorado	

Distribution of responses

9	23	7	1	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	90%	60%	57%	100%

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

75%

91%

Colorado	

Distribution of responses

11	19	9	1	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

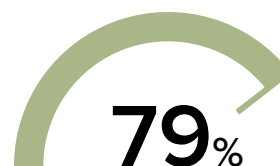| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	100%	64%	80%	71%	67%

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.
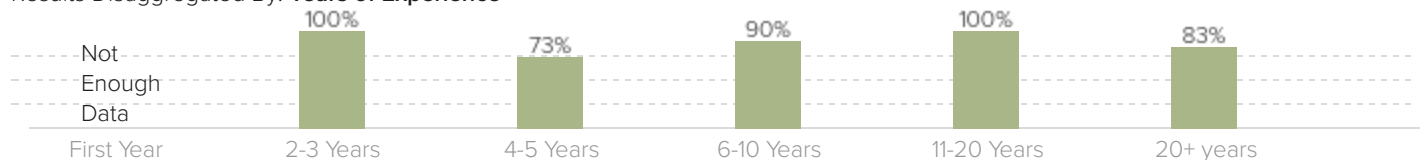
OVERALL FAVORABILITY

79%

COMPARE RESULT

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

87%

86%

Colorado

Distribution of responses

18	15	3	2	3	41
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	100%	73%	90%	100%	83%

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

83%

88%

Colorado

Distribution of responses

12	17	5	1	6	41
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	100%	70%	80%	100%	80%
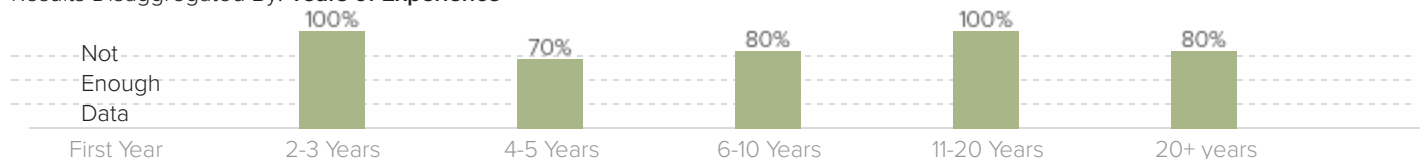
OR More Overall Reflection results on next page

OR Overall Reflection (cont)

COMPARE RESULT

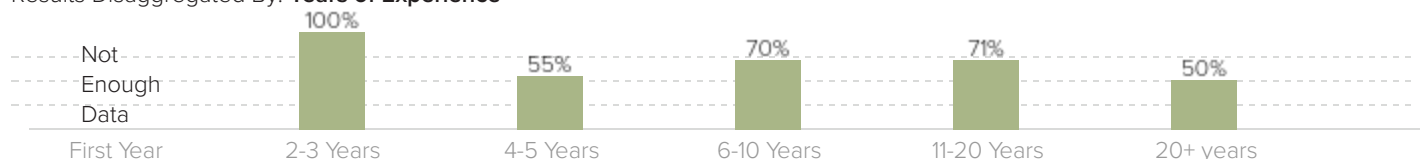**Q** I feel satisfied with the recognition I get for doing a good job.

68%

74%

Colorado

Distribution of responses

11	16	9	4	1	41
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience**

Not Enough Data

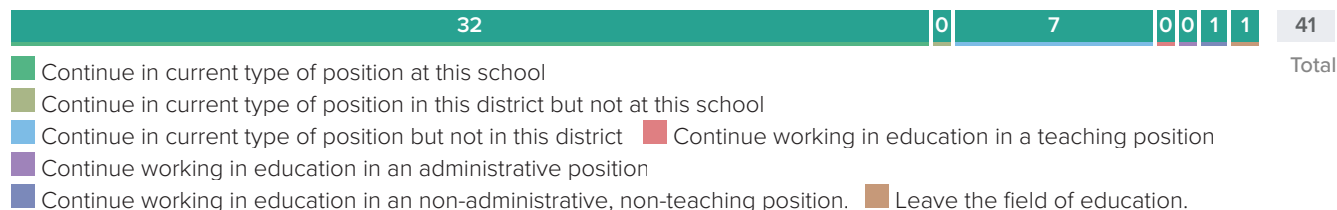|	100%	55%	70%	71%	50%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

Distribution of responses

0	1	2	9	16	2	2	9	41

Total

- Length of the work day
- Facilities and resources
- Community support and engagement
- The school staff
- School leadership
- School mission
- District leadership
- Salary
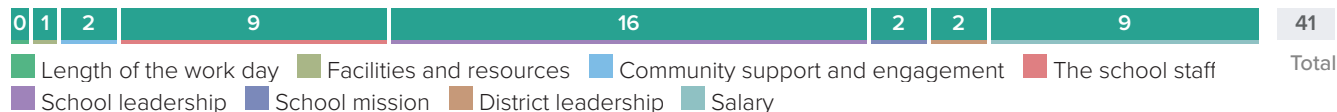
Q Which of the following best describes your plans after the end of this school year?

Distribution of responses

32	0	7	0	0	1	1	41

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.

COMPARE RESULT

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

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

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

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

Q The district clearly describes expectations for schools.

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

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

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

DS More District Supports results on next page

DS District Supports (cont)

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

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

Q The district makes principal professional development a priority.

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

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

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

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

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

Q District leadership takes steps to solve problems.

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

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

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