DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

Prepared for
Douglas County Re 1

Number of respondents (#)
3096

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.
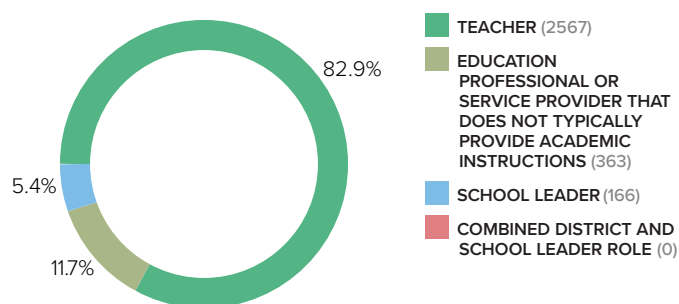
USE OF CHARTS & LEGENDS

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.

3096 total respondents

What is your current position at the school?

82.9%
5.4%
11.7%

- TEACHER (2567)
- EDUCATION PROFESSIONAL OR SERVICE PROVIDER THAT DOES NOT TYPICALLY PROVIDE ACADEMIC INSTRUCTIONS (363)
- SCHOOL LEADER (166)
- COMBINED DISTRICT AND SCHOOL LEADER ROLE (0)

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

20.2%
17.2%
17.2%
6.6%
18.6%
20.3%

- FIRST YEAR (531)
- 2-3 YEARS (625)
- 4-5 YEARS (531)
- 6-10 YEARS (630)
- 11-20 YEARS (576)
- 20+ YEARS (203)
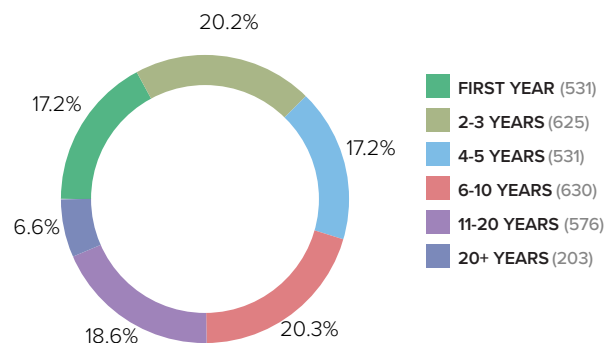
How many years have you worked in your career in this position/role?

10.7%
10.1%
5.7%
22.7%
28.7%
22.1%

- FIRST YEAR (175)
- 2-3 YEARS (313)
- 4-5 YEARS (332)
- 6-10 YEARS (685)
- 11-20 YEARS (889)
- 20+ YEARS (702)

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

83%
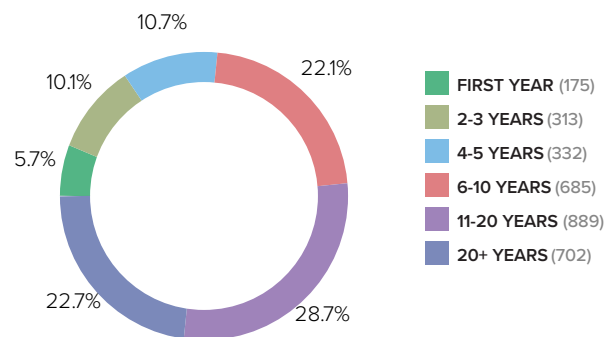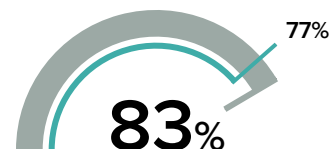
YOUR RESULTS

NQ New Teacher Questions

TOP ITEM RESULT

73%

82%

YOUR RESULT COLORADO

90%

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

SL School Leadership

TOP ITEM RESULT

79%

84%

YOUR RESULT COLORADO

92%

Q School staff show respect for each other.

TL Teacher Leadership

TOP ITEM RESULT

79%

83%

YOUR RESULT COLORADO

88%

Q Teachers' professional expertise is valued.

MC Managing Student Conduct

TOP ITEM RESULT

78%

84%

YOUR RESULT COLORADO

99%

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

TLCC
Teaching & Learning Conditions Colorado

M
M
CAMBRIDGE EDUCATION

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

83%

YOUR RESULTS

IS
Instructional Practices and Support
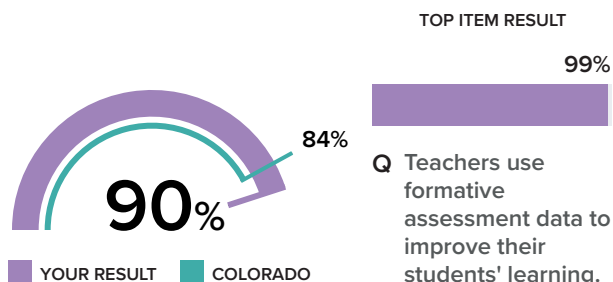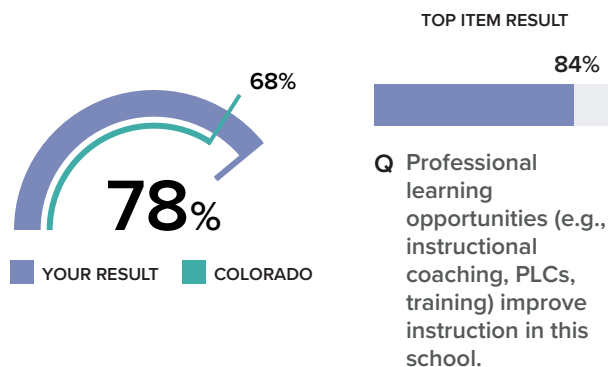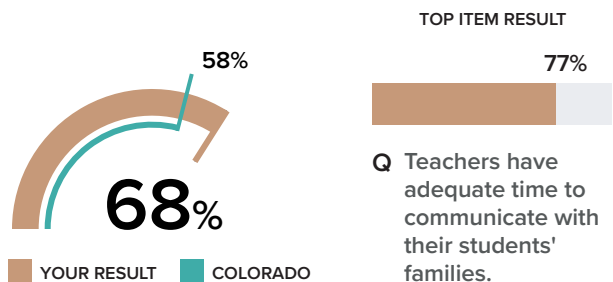
TOP ITEM RESULT

99%

84%

90%

■ YOUR RESULT ■ COLORADO

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

PD
Professional Development

TOP ITEM RESULT

84%

68%

78%

■ YOUR RESULT ■ COLORADO

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

T
Time

TOP ITEM RESULT

77%

58%

68%

■ YOUR RESULT ■ COLORADO

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

FR
Facilities and Resources

TOP ITEM RESULT

96%

81%

85%

■ YOUR RESULT ■ COLORADO

Q Our school is a safe place to work.

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

83%
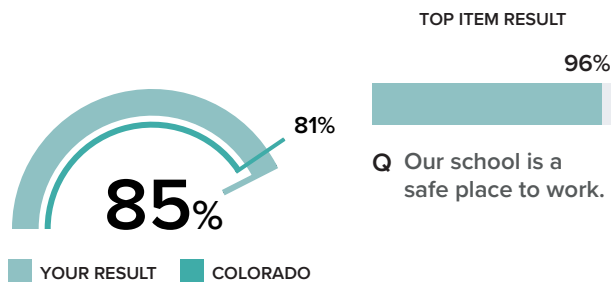
YOUR RESULTS

CI
Community Support and Involvement

TOP ITEM RESULT

98%

82%

93%

■ YOUR RESULT   ■ COLORADO

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

OR
Overall Reflection

TOP ITEM RESULT

96%

83%

89%

■ YOUR RESULT   ■ COLORADO

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

DS
District Supports

TOP ITEM RESULT

88%

83%

79%

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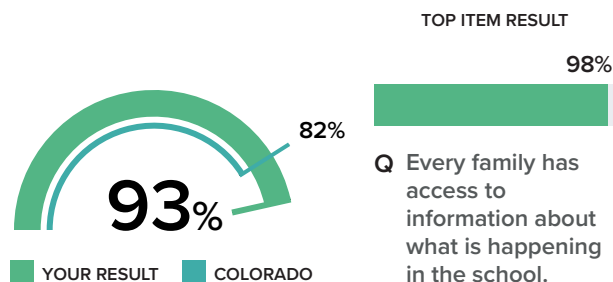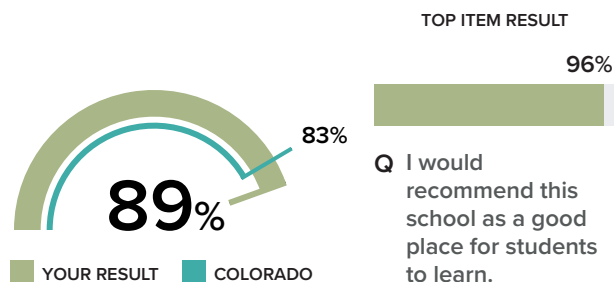
Q District leadership takes steps to solve problems.

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 Worked at Current School & Position**

NQ New Teacher Questions

82 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
82%	81%	Not Enough Data	94%	68%	Not Enough Data

SL School Leadership

84 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
91%	85%	79%	82%	82%	82%

TL Teacher Leadership

83 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
87%	84%	81%	83%	84%	82%

MC Managing Student Conduct

84 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
89%	84%	81%	84%	84%	83%

REPORT OVERVIEW - BREAKDOWN
Results Disaggregated by Subgroups

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

Results Disaggregated By: **Years Worked at Current School & Position**

IS Instructional Practices and Support
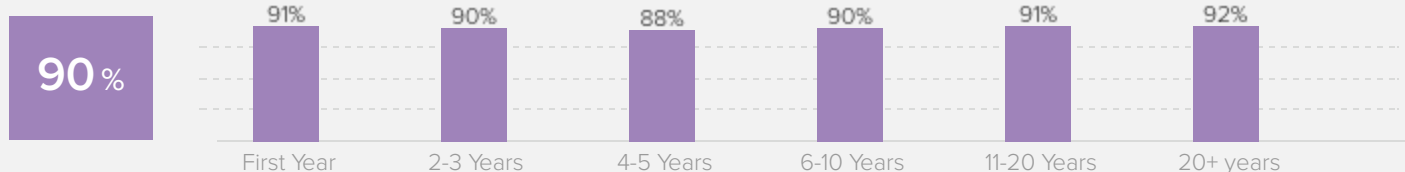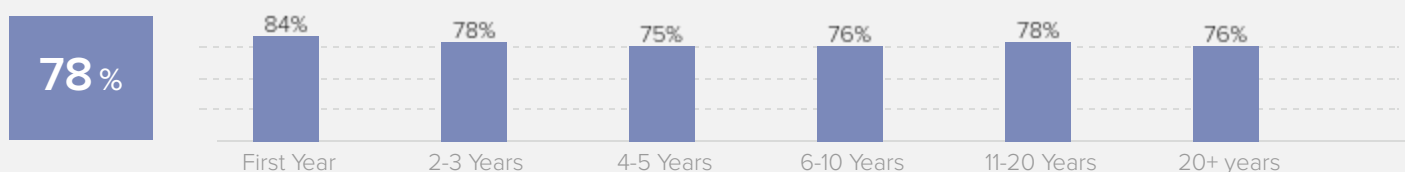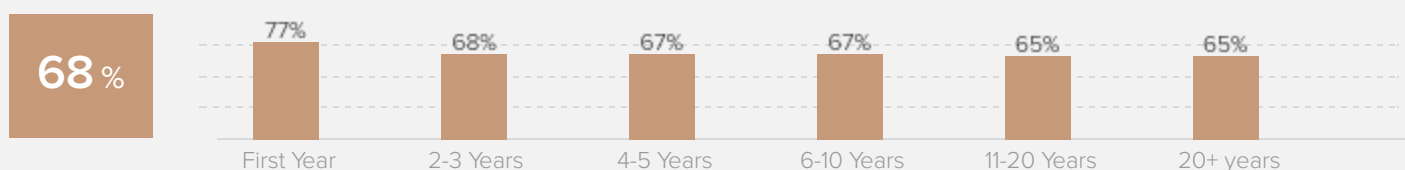
90 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
91%	90%	88%	90%	91%	92%

PD Professional Development

78 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
84%	78%	75%	76%	78%	76%

T Time

68 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
77%	68%	67%	67%	65%	65%

FR Facilities and Resources

85 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
86%	84%	84%	85%	86%	83%

REPORT OVERVIEW - BREAKDOWN
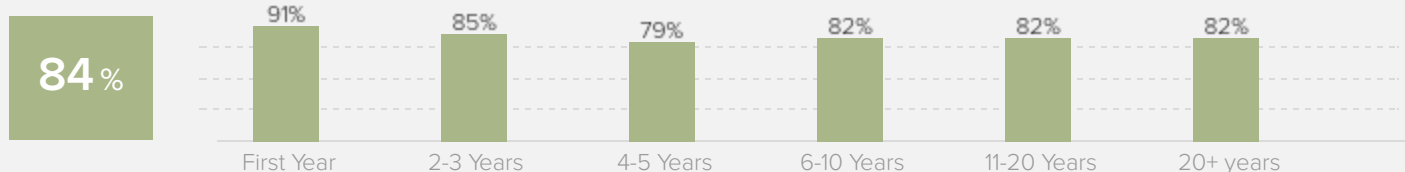## Results Disaggregated by Subgroups

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

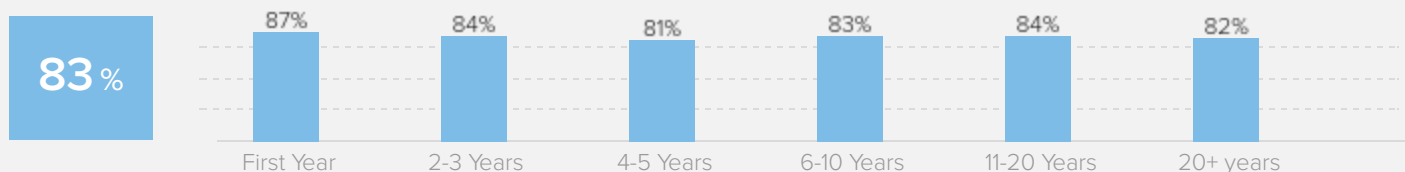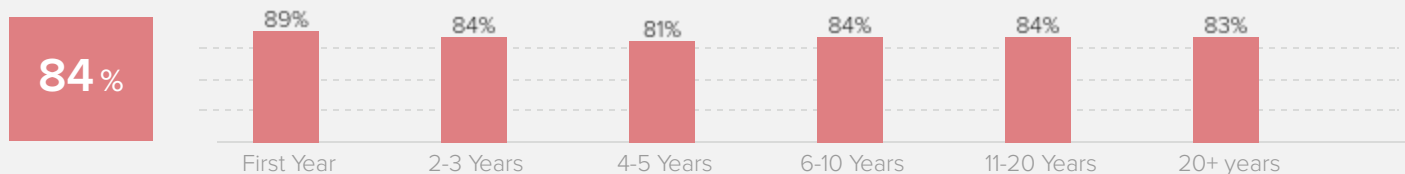Results Disaggregated By: **Years Worked at Current School & Position**

CI Community Support and Involvement

93 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
94%	92%	91%	92%	94%	91%

OR Overall Reflection

89 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
92%	89%	87%	88%	89%	89%

DS District Supports

79 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
85%	78%	78%	76%	82%	Not Enough Data
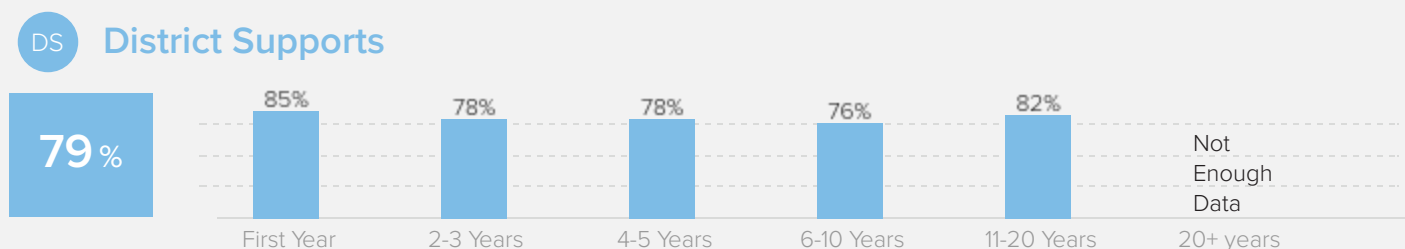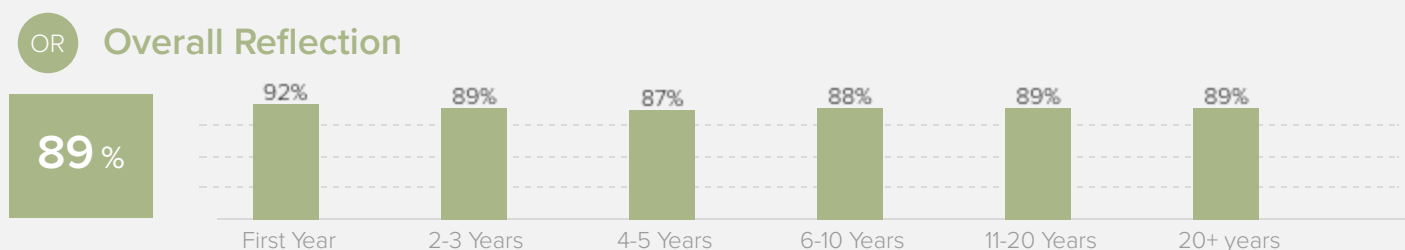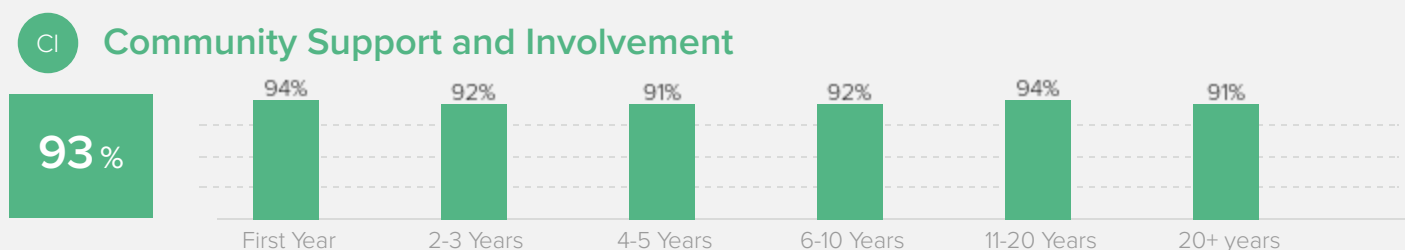
RESULTS
Item level results from your report

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

82%
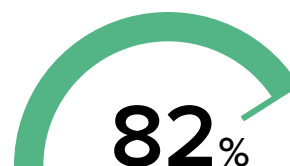
COMPARE RESULT

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

82%

71%

Colorado

Distribution of responses

62	81	24	7	2	176
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	83%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
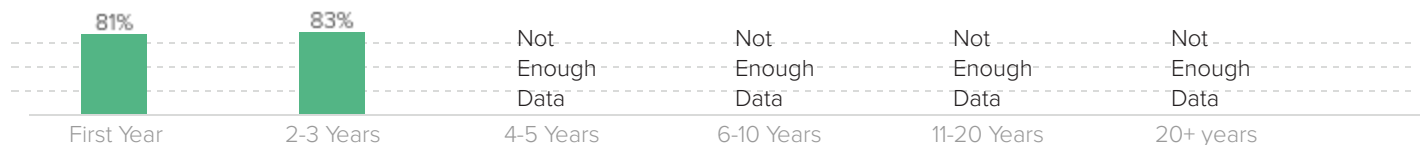
Q To what degree do you feel that you have received adequate support as a new teacher at this school?

84%

73%

Colorado

Distribution of responses
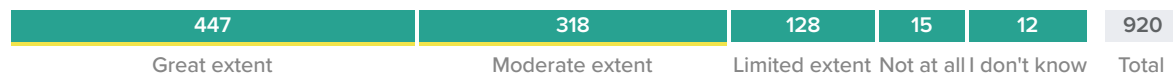
447	318	128	15	12	920
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
85%	84%	86%	91%	69%	Not Enough Data
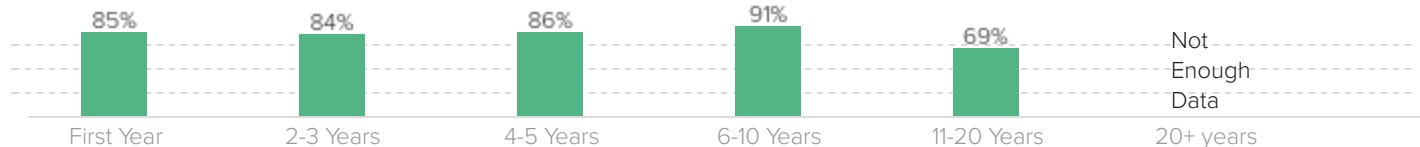
NQ More New Teacher Questions results on next page

NQ New Teacher Questions (cont)

COMPARE RESULT

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

Distribution of responses

| 801 | 108 | 21 | **930** |

■ Yes ■ No ■ I don't know

Total

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

Distribution of responses

| 176 | 135 | 9 | **320** |

■ Yes ■ No ■ I don't know

Total

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

Distribution of responses

| 721 | 401 | 362 | 66 | 432 | 269 | 542 | 404 | 82 | **3279** |

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)

90%

| Colorado |

Distribution of responses

| 99 | 52 | 15 | 1 | 0 | **167** |
| Great extent | Moderate extent | Limited extent | Not at all | I don't know | Total |

Results Disaggregated By: **Years Worked at Current School & Position**

| 94% | 86% | 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)

74%

68%

Colorado

Distribution of responses

69	55	32	11	0	**167**
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

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

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

79%

78%

Colorado

Distribution of responses

80	51	26	9	1	**167**
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

80%	78%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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

68%

64%

Colorado

Distribution of responses

61	53	35	18	0	**167**
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

66%	70%	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 More New Teacher Questions results on next page

NQ New Teacher Questions (cont)

COMPARE RESULT

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

81%

72%

Colorado

Distribution of responses

74	61	21	11	0	167
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
82%	79%	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
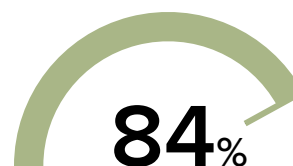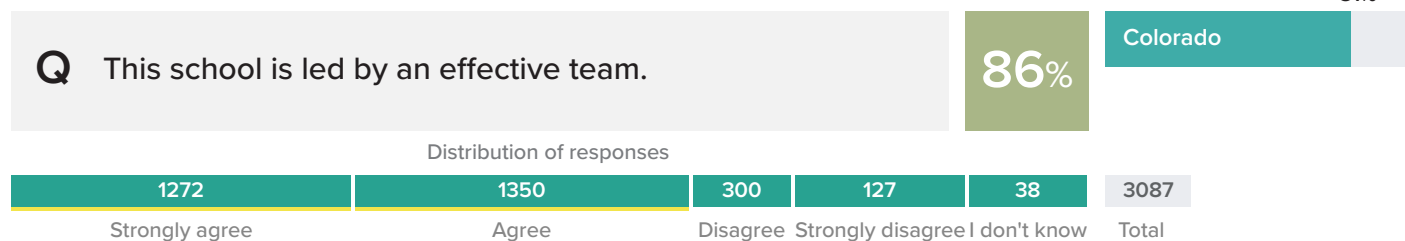
84%

COMPARE RESULT

Q This school is led by an effective team.

86%

81%
| Colorado |

Distribution of responses

1272	1350	300	127	38	3087
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

93%	87%	81%	86%	85%	83%
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.

90%

86%
| Colorado |

Distribution of responses

1397	1378	222	70	19	3086
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

95%	91%	88%	90%	89%	88%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
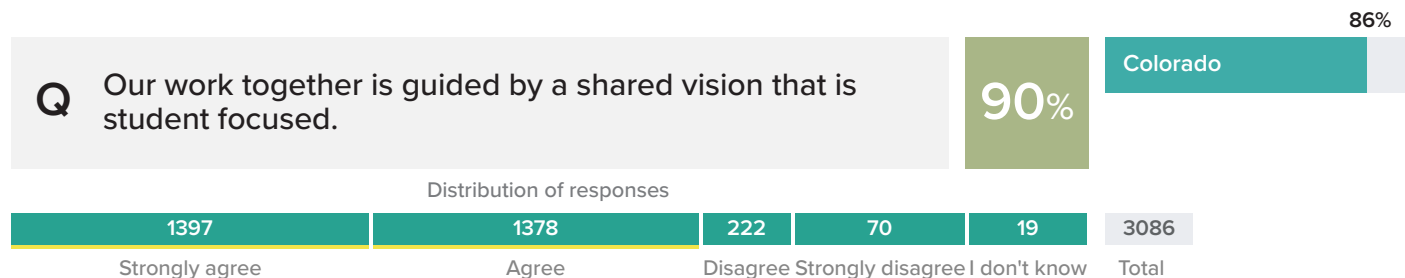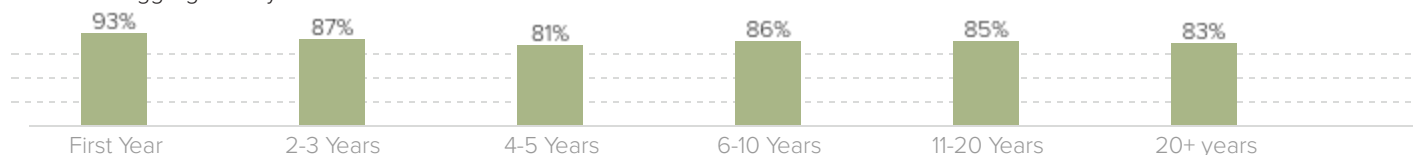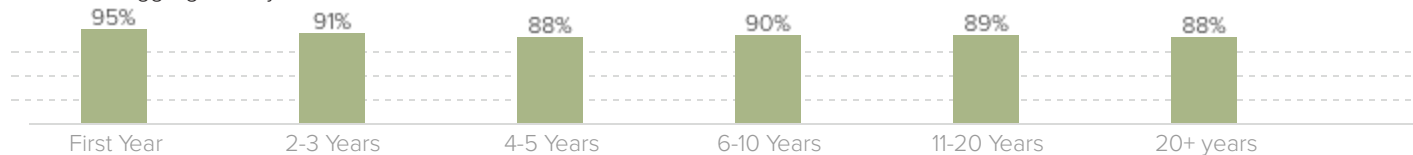
SL More School Leadership results on next page

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.

84%

78%

Colorado

Distribution of responses

806	1598	385	90	205	3084
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

90%	85%	79%	81%	84%	81%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
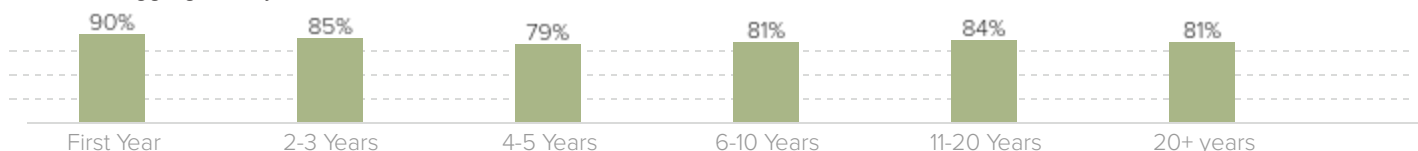
Q School staff show respect for each other.

92%

89%

Colorado

Distribution of responses

1223	1578	211	47	24	3083
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

93%	91%	90%	92%	93%	89%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
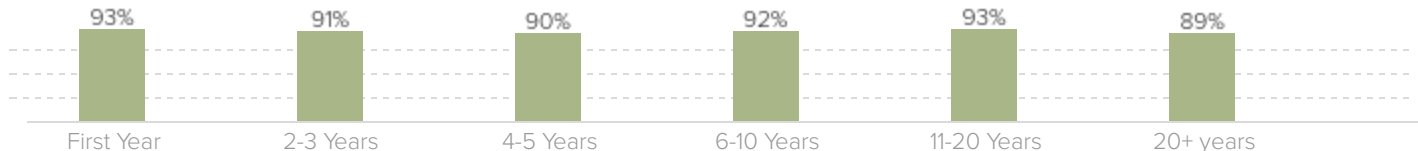
Q Staff feel comfortable raising important issues with school leaders.

80%

77%

Colorado

Distribution of responses

1148	1285	412	179	60	3084
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

87%	81%	77%	79%	80%	78%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
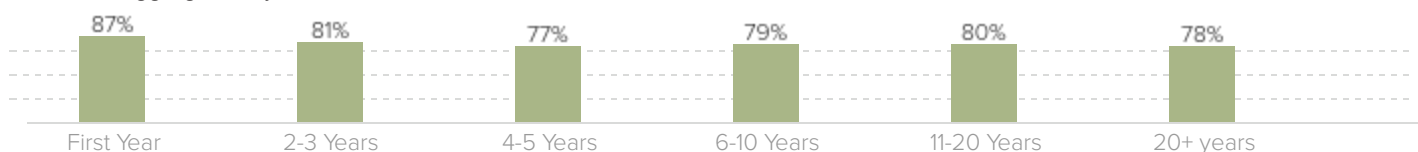
SL **School Leadership (cont)**

COMPARE RESULT

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

84%

79%

Colorado

Distribution of responses

942	1609	417	81	35	3084
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

91%	85%	78%	80%	84%	86%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
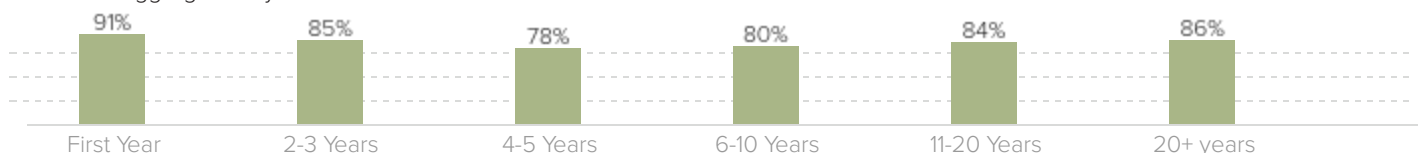
Q Teachers' effectiveness is accurately assessed through the school's teacher evaluation process.

79%

73%

Colorado

Distribution of responses

708	1615	476	151	133	3083
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

90%	82%	72%	75%	76%	80%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
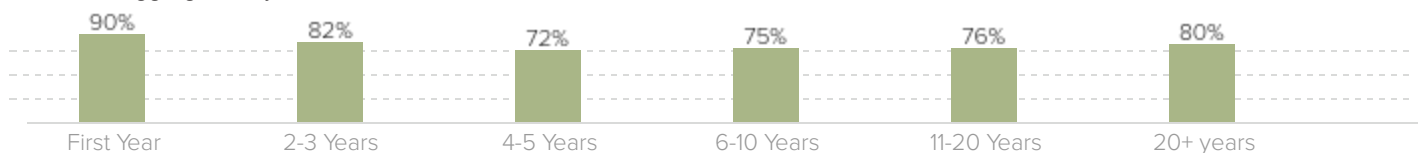
Q The teacher evaluation process provides teachers with actionable feedback for improvement.

77%

71%

Colorado

Distribution of responses

650	1629	561	131	113	3084
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

90%	81%	71%	72%	74%	73%
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.

82%

77%

Colorado

Distribution of responses

811	1495	405	112	259	3082
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
90%	81%	79%	82%	79%	79%

Q School leadership works to build trust among staff.

82%

77%

Colorado

Distribution of responses

1094	1364	386	136	105	3085
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
91%	83%	79%	80%	81%	81%
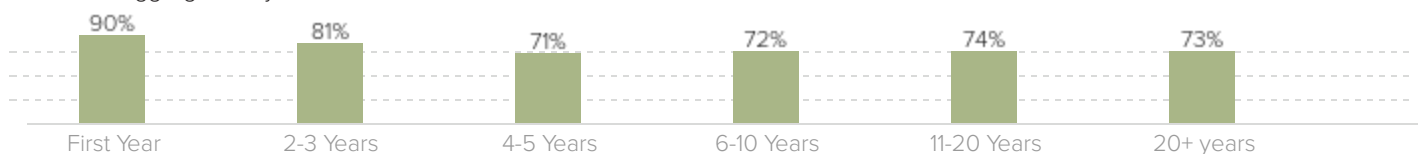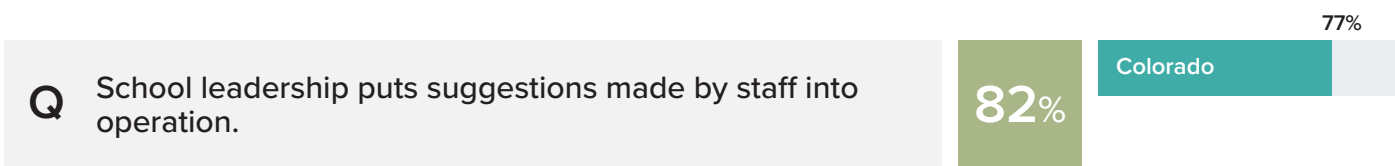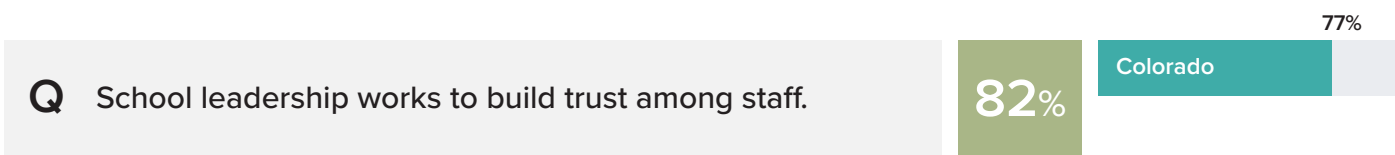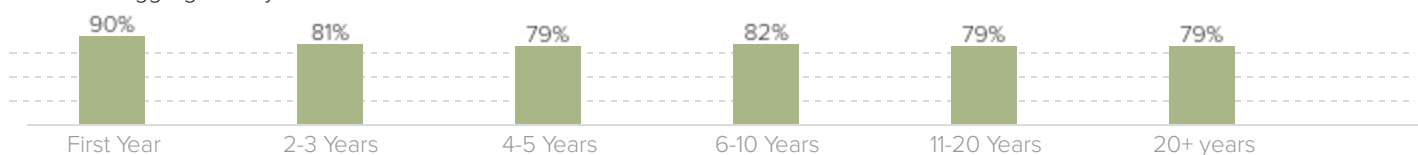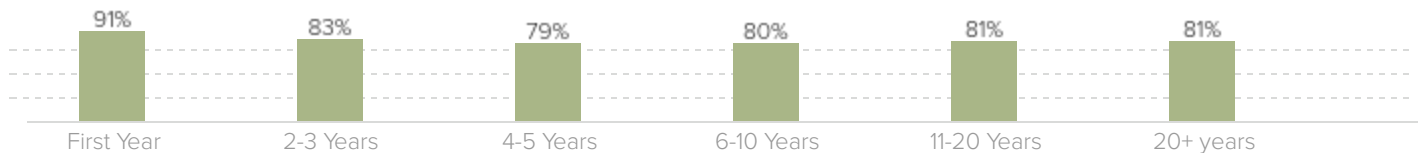
RESULTS
Item level results from your report

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
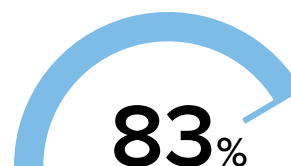
83%

COMPARE RESULT

Q	Teachers' professional expertise is valued.	**88%**	83%
			Colorado

Distribution of responses

1207	1439	275	103	56	3080
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
92%	88%	84%	87%	87%	84%
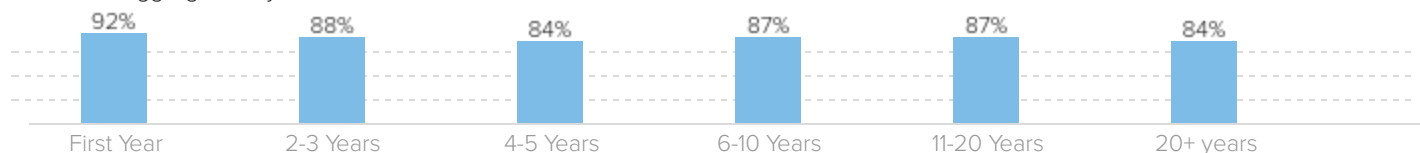
Q	There is a process in place for collaborative problem solving in this school.	**82%**	78%
			Colorado

Distribution of responses

838	1532	426	84	192	3072
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
91%	83%	77%	80%	82%	80%
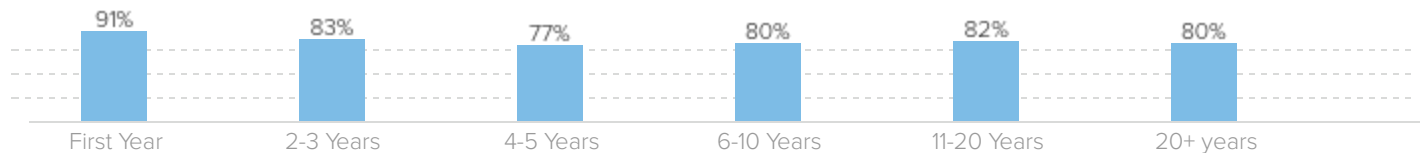
TL More Teacher Leadership results on next page

TL Teacher Leadership (cont)

COMPARE RESULT

Q Teachers have leadership opportunities in this school.

87%

85%

Colorado

Distribution of responses

1073	1528	333	51	92	3077
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

80%	84%	89%	90%	90%	91%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
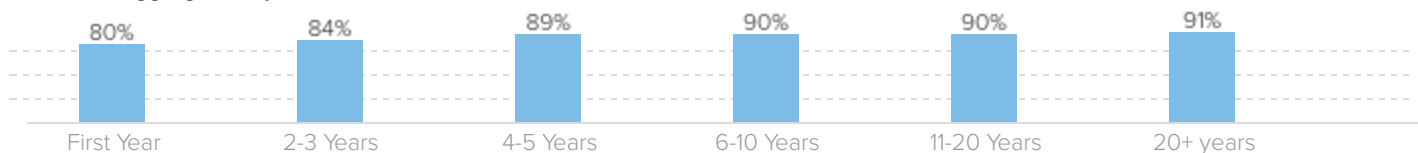
Q Teachers have an adequate level of influence on important school decisions.

77%

71%

Colorado

Distribution of responses

678	1529	547	123	203	3080
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

86%	78%	73%	73%	76%	74%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
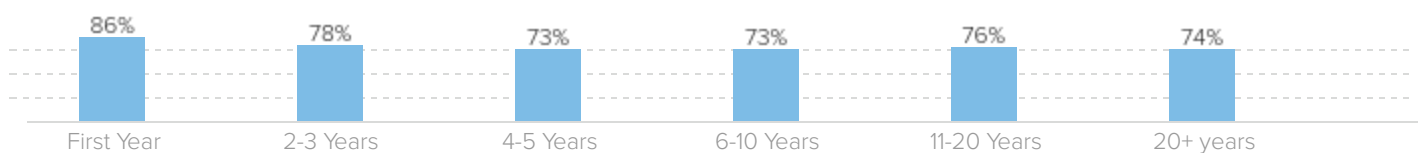
RESULTS
Item level results from your report

MC Managing Student Conduct

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

OVERALL FAVORABILITY

84%
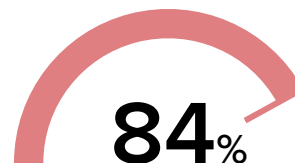
COMPARE RESULT

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

85%

80%

| Colorado |

Distribution of responses

811	1783	368	85	21	3068
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**
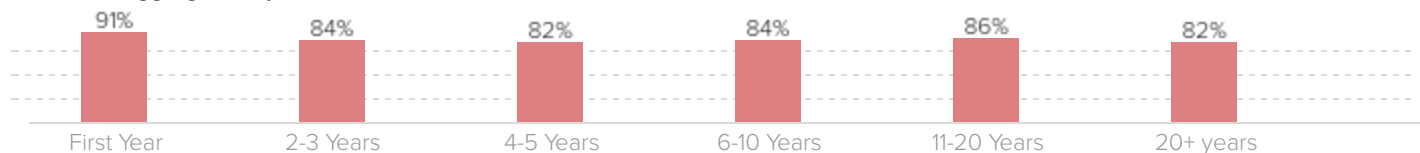
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
91%	84%	82%	84%	86%	82%

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

82%

67%

| Colorado |

Distribution of responses

707	1740	479	74	70	3070
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
87%	78%	79%	80%	82%	84%
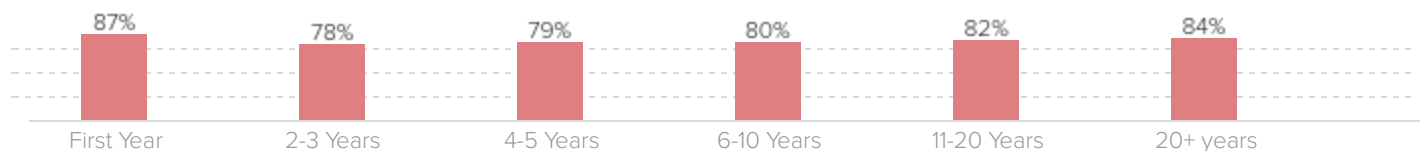
MC More Managing Student Conduct results on next page

MC Managing Student Conduct (cont)

COMPARE RESULT

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

59%

53%

Colorado

Distribution of responses

423	1326	925	276	119	3069
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
71%	60%	51%	59%	57%	58%
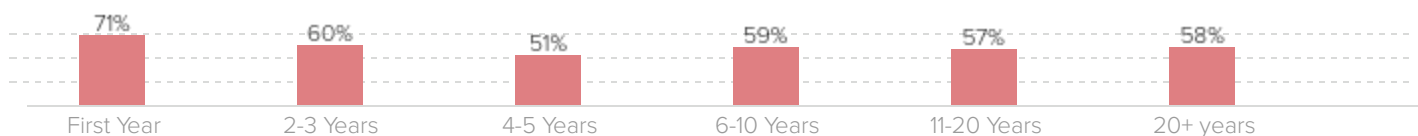
Q This school is a safe place for students to learn.

97%

90%

Colorado

Distribution of responses

1363	1590	72	22	24	3071
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
98%	98%	97%	97%	97%	94%
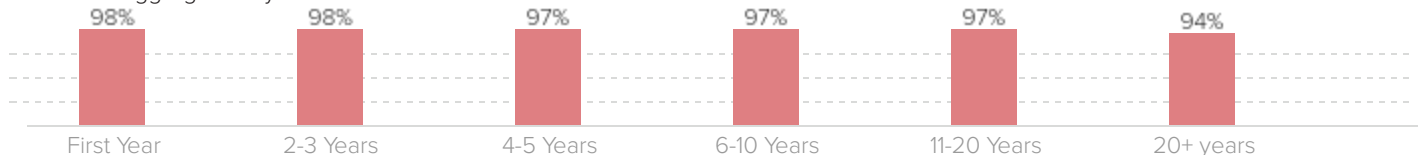
Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.

99%

97%

Colorado

Distribution of responses

1603	1348	33	6	84	3074
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
99%	99%	98%	99%	99%	98%
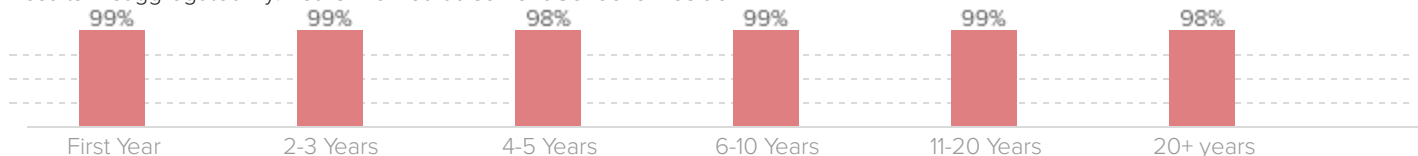
RESULTS
Item level results from your report

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

90%
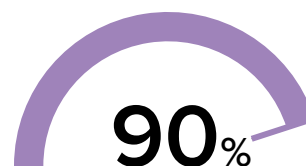
COMPARE RESULT

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

91%

90%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1010	1670	226	27	132	3065

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
91%	89%	89%	93%	93%	95%
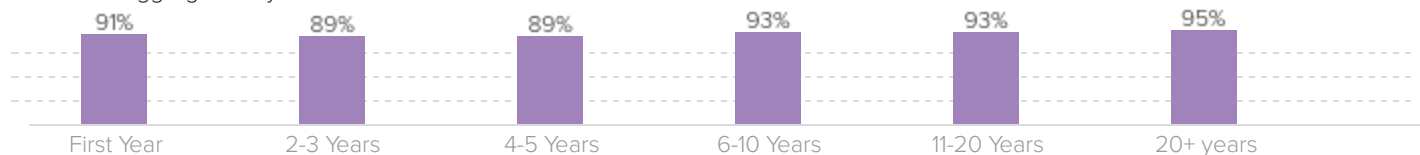
Q Staff in this school hold themselves accountable for the academic growth of every child.

90%

87%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1009	1641	268	27	124	3069

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
94%	89%	87%	89%	90%	94%

IS More Instructional Practices and Support results on next page

TLCC Teaching & Learning Conditions Colorado

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

COMPARE RESULT

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

87%

79%
Colorado

Distribution of responses

901	1709	343	37	71	3061
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

89%	84%	86%	88%	88%	90%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q **Students understand how class activities relate to learning objectives.**

94%

92%
Colorado

Distribution of responses

713	1982	159	12	205	3071
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

94%	92%	93%	95%	95%	96%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

Q **Instruction in this school encourages different cultural viewpoints.**

83%

84%
Colorado

Distribution of responses

519	1758	423	53	313	3066
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

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

IS More Instructional Practices and Support results on next page

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

COMPARE RESULT

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

80%

69%
Colorado

Distribution of responses

578	1693	495	62	231	3059
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	81%	75%	82%	81%	87%
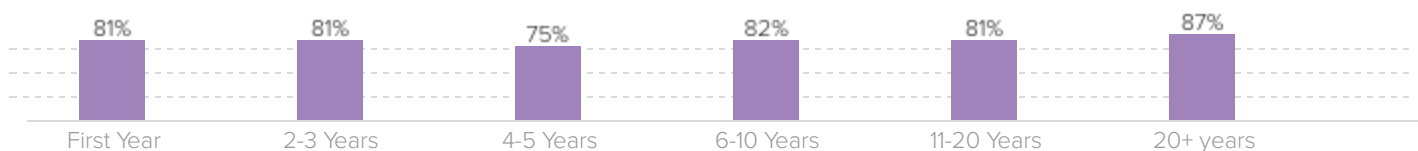
Q English Learners are adequately supported in this school.

92%

78%
Colorado

Distribution of responses

972	1504	189	29	376	3070
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
92%	93%	91%	93%	91%	91%
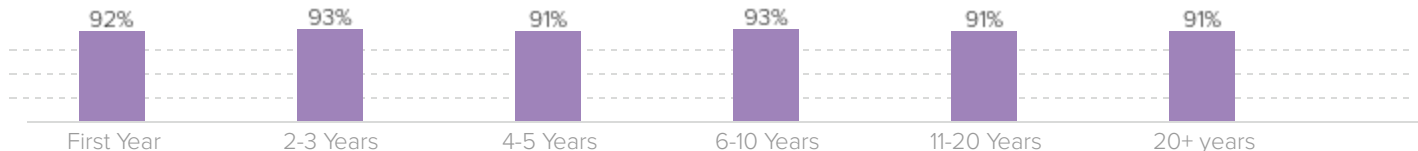
Q Students with disabilities are adequately supported in this school.

90%

81%
Colorado

Distribution of responses

1253	1416	239	49	110	3067
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
93%	90%	88%	90%	92%	89%

IS More Instructional Practices and Support results on next page

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

COMPARE RESULT

Q Gifted students are adequately supported in this school.

85%

74%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
827	1518	366	63	291	3065

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
88%	84%	80%	84%	85%	88%
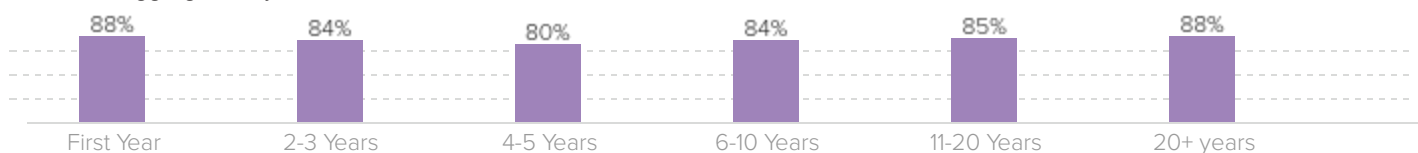
Q Students' social and emotional learning is adequately supported in this school.

89%

78%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1025	1637	278	44	81	3065

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
90%	90%	87%	90%	89%	86%
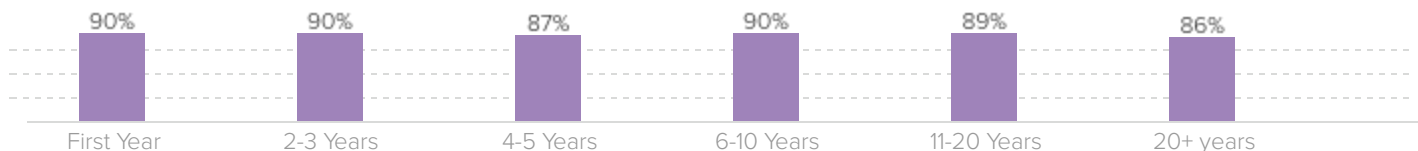
Q Teachers have the autonomy to make important decisions in their classrooms (e.g., pacing, materials, and/or pedagogy).

95%
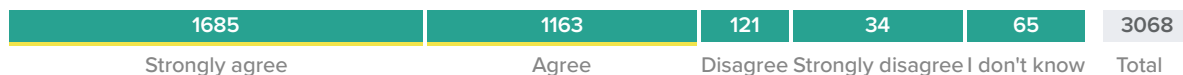
88%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1685	1163	121	34	65	3068

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
93%	96%	95%	95%	95%	95%
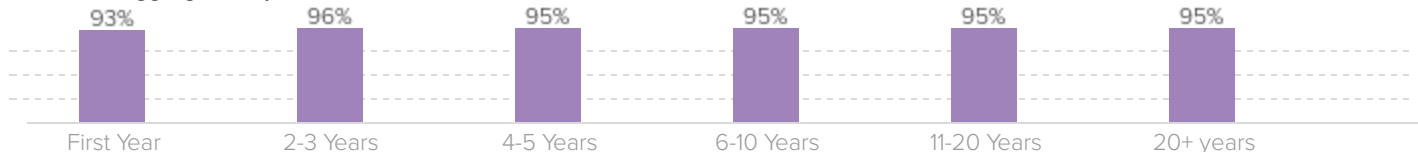
IS More Instructional Practices and Support results on next page

IS Instructional Practices and Support (cont)
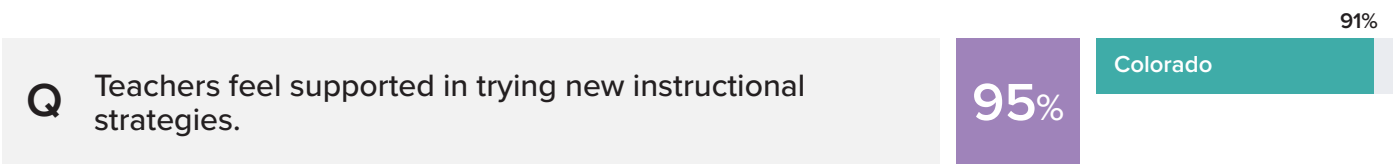
COMPARE RESULT

Q Teachers feel supported in trying new instructional strategies.

95%

91%

Colorado

Distribution of responses

1626	1227	115	25	75	3068
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
94%	96%	96%	96%	95%	95%

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

99%

97%

Colorado

Distribution of responses

1527	1448	30	4	58	3067
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
99%	99%	99%	99%	99%	99%

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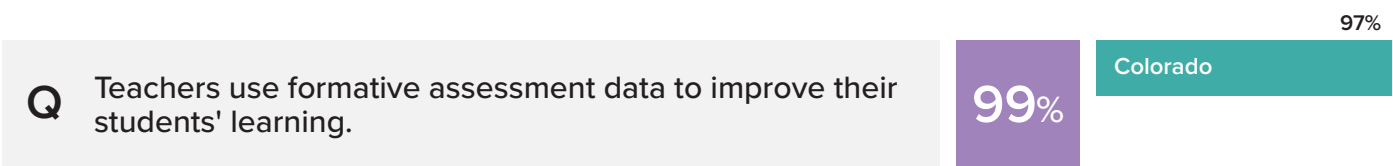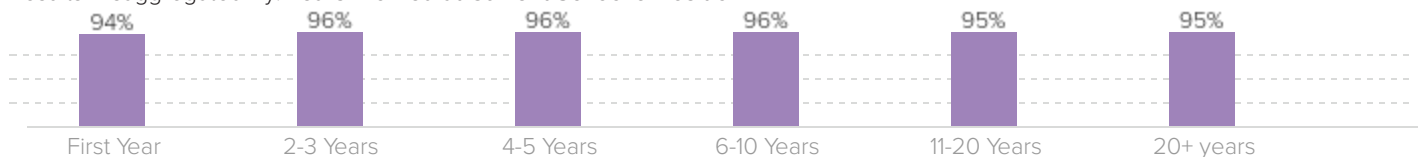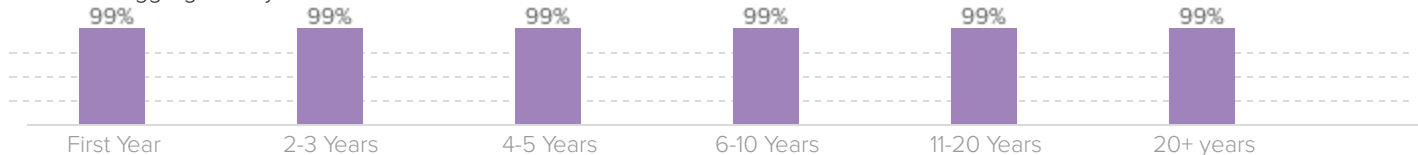
RESULTS
Item level results from your report

PD Professional Development

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

OVERALL FAVORABILITY

78%
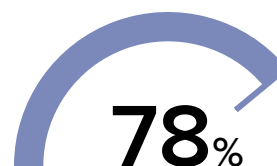
COMPARE RESULT

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

82%

74%
Colorado

Distribution of responses

488	1484	364	76	646	3058
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
89%	85%	78%	80%	80%	75%
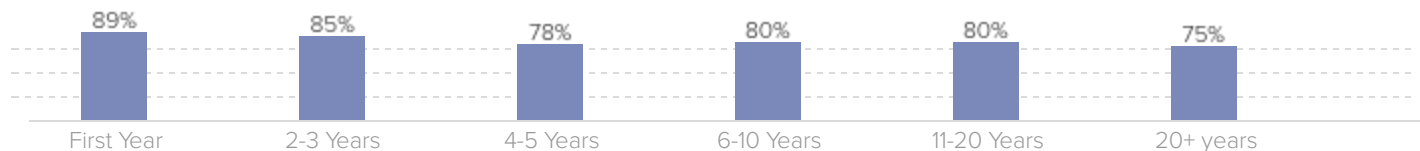
Q Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

75%

64%
Colorado

Distribution of responses

628	1542	598	136	152	3056
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
80%	74%	72%	70%	77%	74%
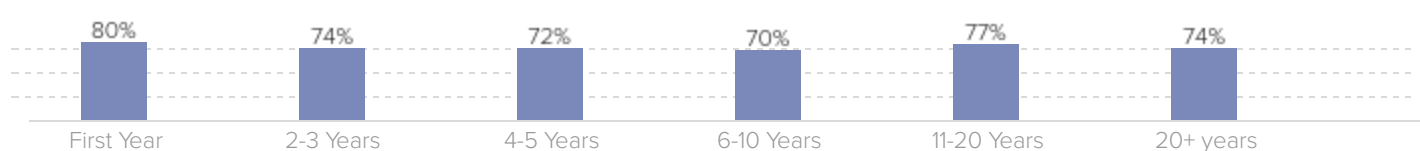
PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

Q The effectiveness of professional development is assessed regularly.

72%

56%

Colorado

Distribution of responses

538	1357	618	130	415	3058
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

77%	72%	70%	70%	72%	68%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
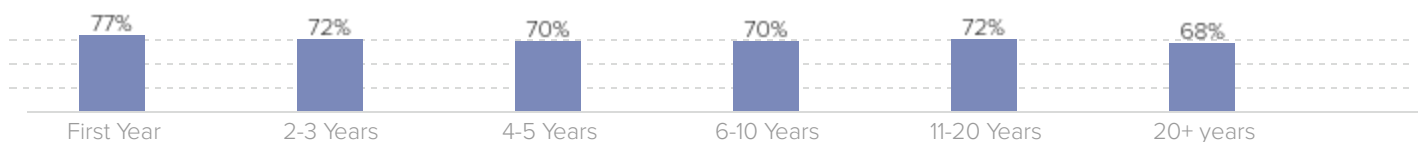
Q Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

84%

77%

Colorado

Distribution of responses

696	1666	368	98	229	3057
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

90%	85%	80%	82%	81%	81%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
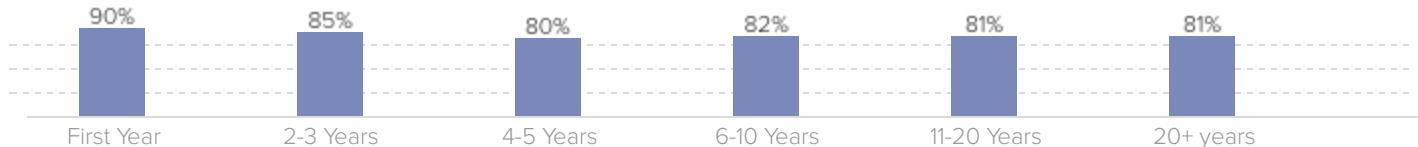
Q All teachers receive ongoing support and coaching to improve their practice.

77%

69%

Colorado

Distribution of responses

659	1645	574	119	59	3056
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

86%	77%	72%	74%	75%	77%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

PD More Professional Development results on next page

CAMBRIDGE EDUCATION

PD **Professional Development (cont)**

COMPARE RESULT

73%
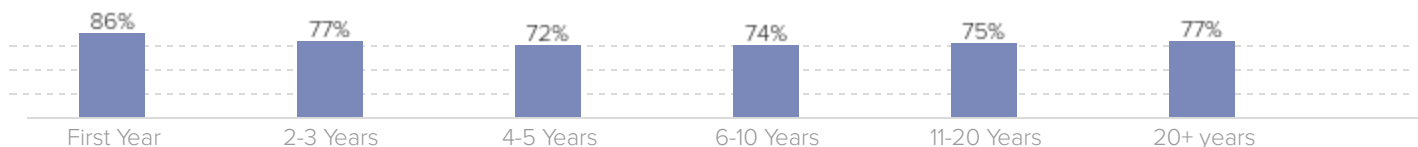
Q Teachers receive adequate professional development to effectively use student data (e.g., assessments, surveys).

80%

Colorado

Distribution of responses

599	1745	497	94	121	3056
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

81%	81%	80%	78%	80%	80%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

67%
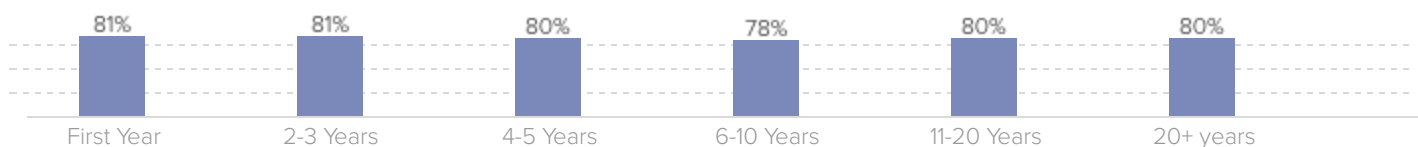
Q Teachers receive adequate professional development to support their students' social and emotional learning.

79%

Colorado

Distribution of responses

642	1696	557	83	73	3051
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

81%	79%	75%	79%	79%	78%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

68%
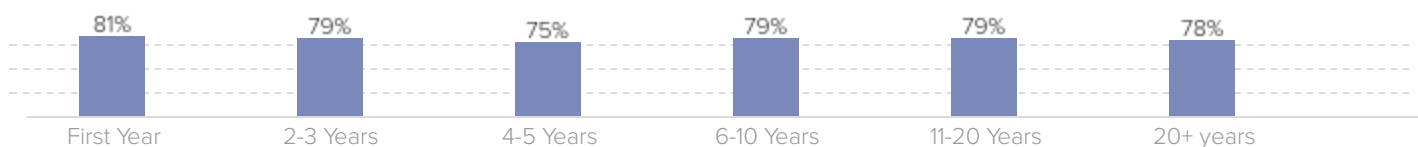
Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

76%

Colorado

Distribution of responses

557	1568	576	107	249	3057
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

84%	74%	72%	74%	77%	72%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
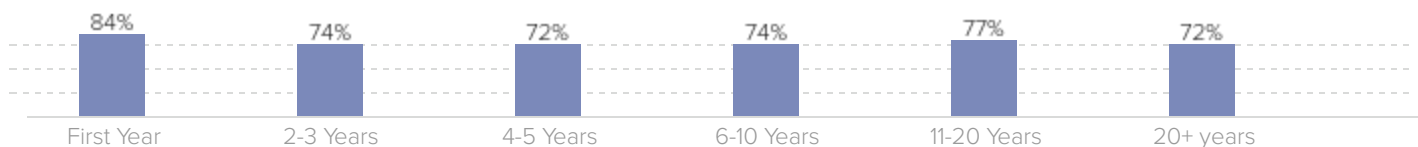
PD More Professional Development results on next page

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

679	576	427	344	857	353	592	663	365	461	552	409	1245	397	535	932		9387

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

68%
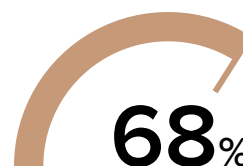
COMPARE RESULT

Q Teachers have adequate time to prepare for instruction.

66%

57%
Colorado

Distribution of responses

527	1452	724	305	42	3050
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
77%	66%	64%	64%	61%	58%
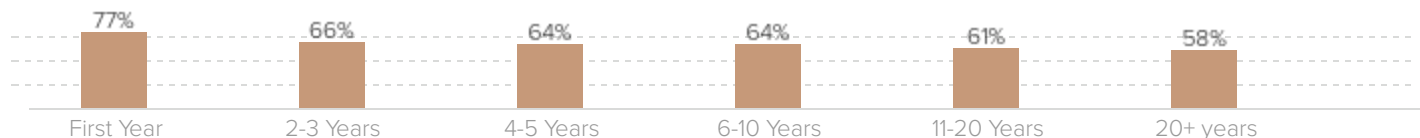
Q Teachers' time is protected from duties that take time away from teaching.

70%

63%
Colorado

Distribution of responses

691	1411	619	263	67	3051
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
77%	68%	67%	69%	72%	71%

T More Time results on next page

T Time (cont)

COMPARE RESULT

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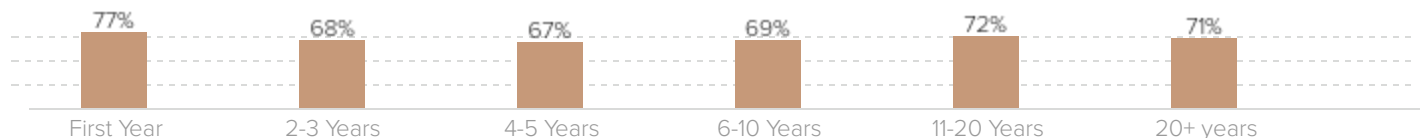
Q Teachers have adequate time to analyze and respond to student assessment data.

63%

| Colorado |

Distribution of responses

383	1487	890	194	92	3046
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	74%	62%	65%	60%	59%	59%

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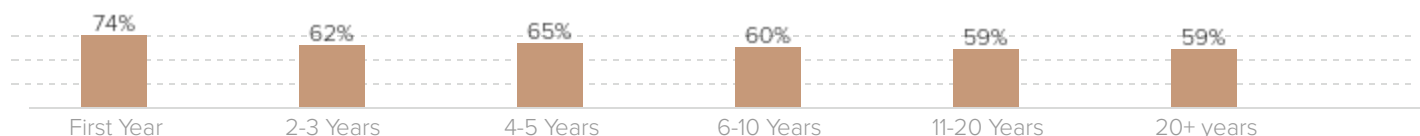
Q Teachers have adequate time to support their students' social and emotional learning.

68%

| Colorado |

Distribution of responses

415	1591	804	153	90	3053
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	74%	70%	66%	67%	63%	66%

64%

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

77%

| Colorado |

Distribution of responses

450	1859	588	110	43	3050
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
	83%	75%	76%	77%	76%	74%
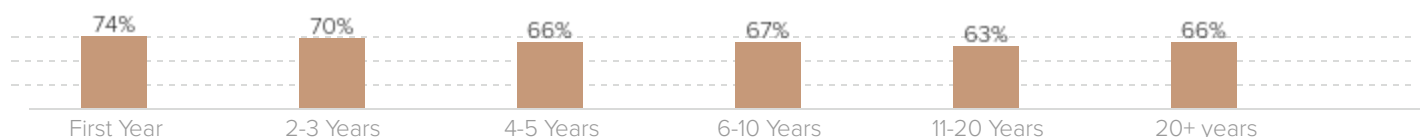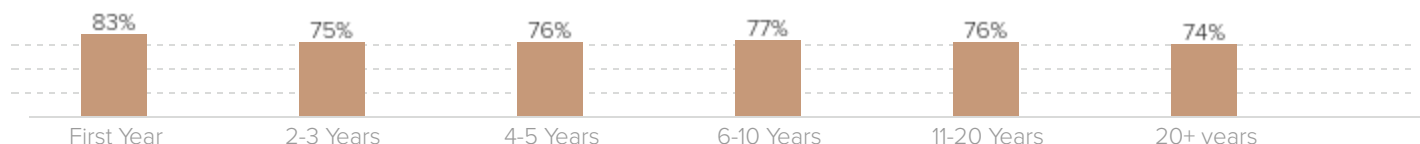
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

66%

53%

Colorado

Distribution of responses

347	1395	703	212	400	3057
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
80%	68%	64%	64%	58%	59%
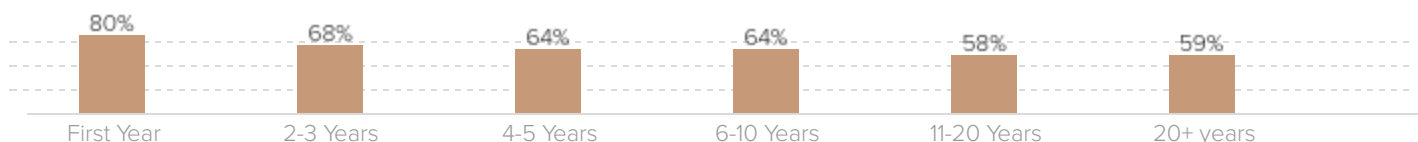
Q Teachers have adequate time to engage in professional learning (e.g., attend trainings, refine new techniques, collaborate with grade level teams).

69%

63%

Colorado

Distribution of responses

487	1583	763	163	53	3049
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
75%	70%	65%	69%	67%	68%
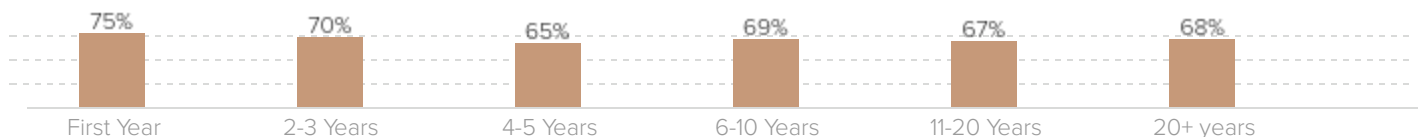
RESULTS
Item level results from your report

FR Facilities and Resources

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

OVERALL FAVORABILITY

85%
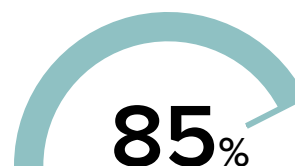
COMPARE RESULT

Q Class size(s) are reasonable.

75%

73%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
748	1484	522	216	83	3053

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
77%	73%	76%	76%	75%	73%
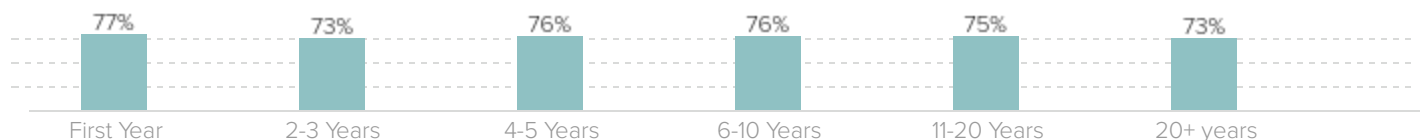
Q Instructional resources are adequate to support student learning.

82%

75%

Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
660	1759	442	100	91	3052

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
85%	82%	81%	81%	82%	77%
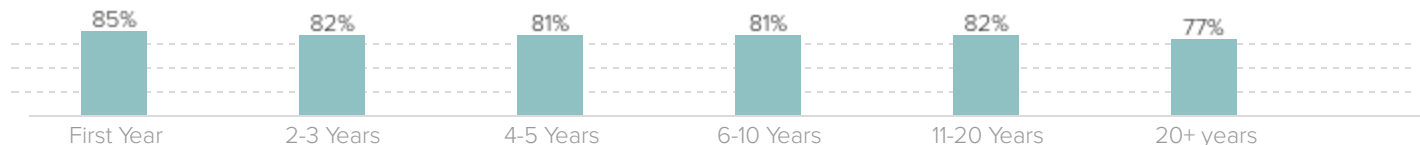
FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

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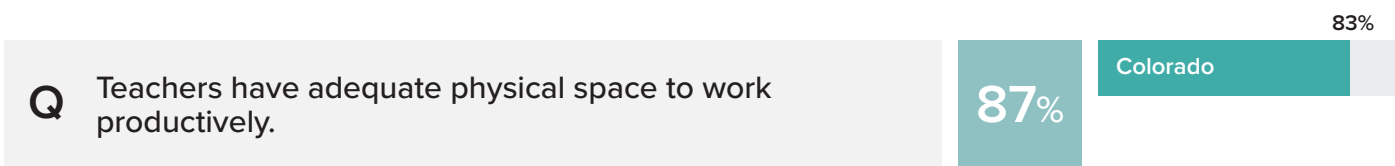
Q Teachers have adequate physical space to work productively.

87%

83%

Colorado	

Distribution of responses

1058	1579	289	113	14	3053
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
86%	84%	87%	88%	89%	89%

Q Our school is a safe place to work.

96%

92%

Colorado	

Distribution of responses

1734	1189	82	28	23	3056
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
96%	97%	94%	97%	98%	96%

TLCC 2020
Teaching & Learning Conditions Colorado Survey
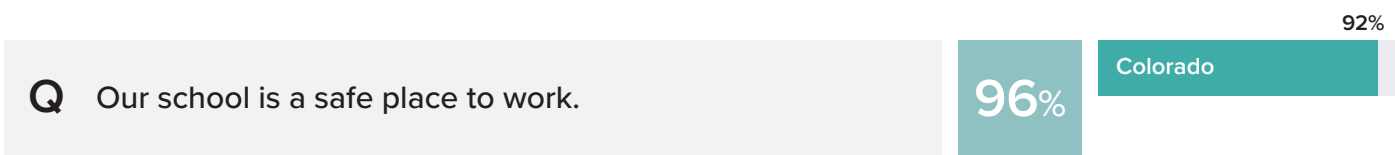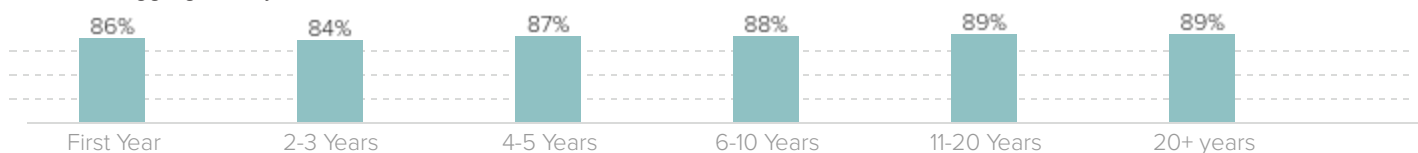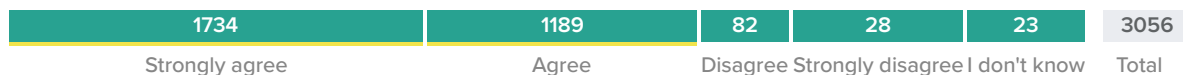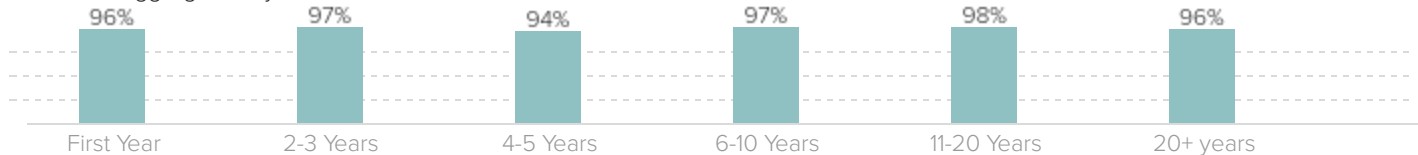
RESULTS
Item level results from your report

CI Community Support and Involvement

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

OVERALL FAVORABILITY

93%
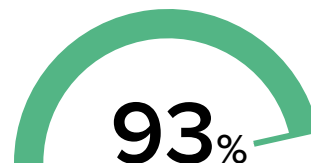
COMPARE RESULT

Q The broader community is supportive of the school.

95%

86%
Colorado

Distribution of responses

1115	1523	132	15	273	3058
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
97%	94%	94%	95%	95%	93%
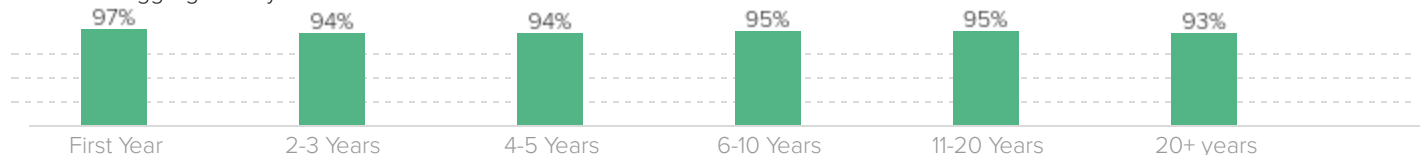
Q The school's efforts to engage families are effective.

93%

78%
Colorado

Distribution of responses

979	1700	179	25	174	3057
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
94%	93%	90%	94%	95%	90%
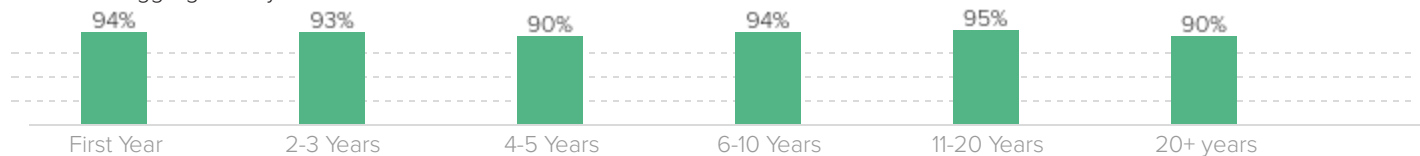
CI More Community Support and Involvement results on next page

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.

85%

73%
Colorado

Distribution of responses

620	1583	367	33	450	3053
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
88%	82%	84%	82%	87%	83%

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

98%

91%
Colorado

Distribution of responses

1506	1351	56	15	124	3052
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
98%	98%	97%	97%	98%	96%
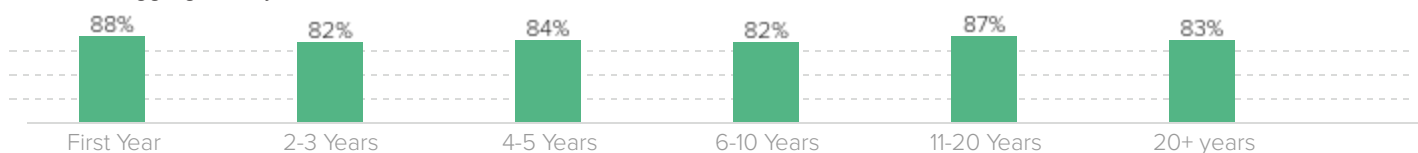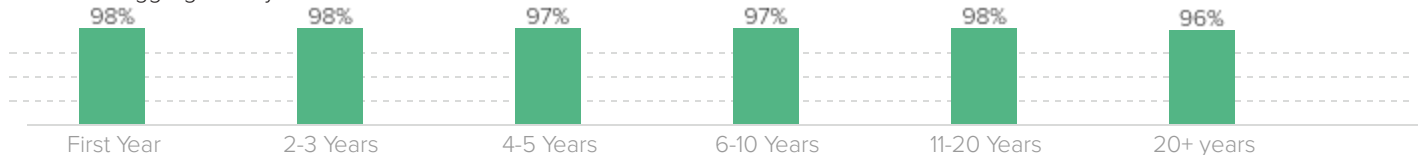
RESULTS
Item level results from your report

OR **Overall Reflection**

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

OVERALL FAVORABILITY

89%
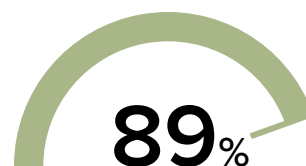
COMPARE RESULT

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

91%

86%
Colorado

Distribution of responses

1564	1148	202	52	79	3045
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
94%	91%	90%	90%	93%	92%

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

96%

88%
Colorado

Distribution of responses

1489	1380	104	17	62	3052
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
98%	94%	95%	96%	97%	97%
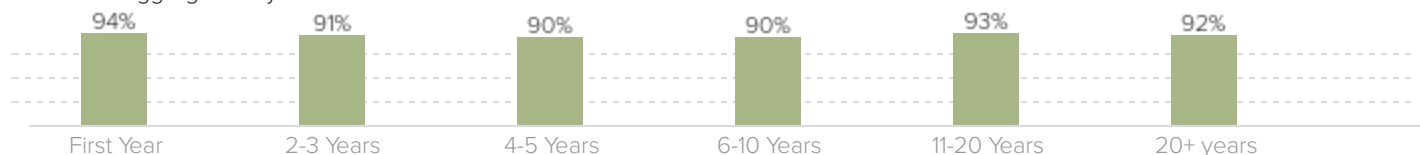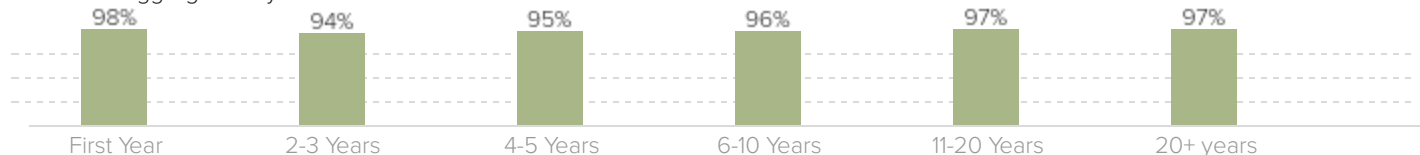
OR More Overall Reflection results on next page

OR Overall Reflection (cont)

COMPARE RESULT

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

79%

74%

Colorado

Distribution of responses

1013	1325	452	161	100	3051
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

85%	81%	76%	78%	78%	78%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
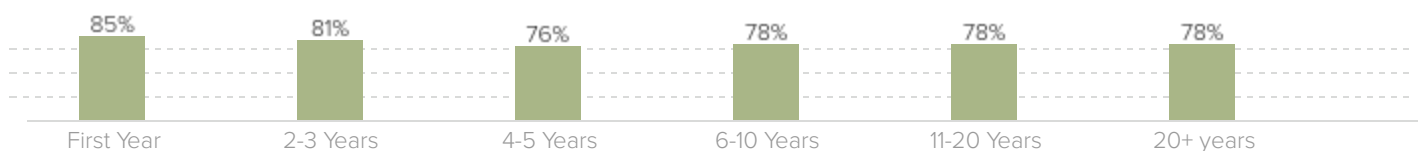
Q Which of the following most affects your decision about whether to continue working at this school?

Distribution of responses

53	113	91	979	1146	115	57	485	3039

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

2582	113	128	0	40	73	85	3021

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

79%

COMPARE RESULT

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

80%

85%

Colorado

Distribution of responses

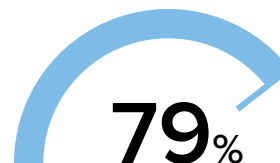| 36	82	28	1	6	153
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
86%	88%	74%	75%	81%	Not Enough Data
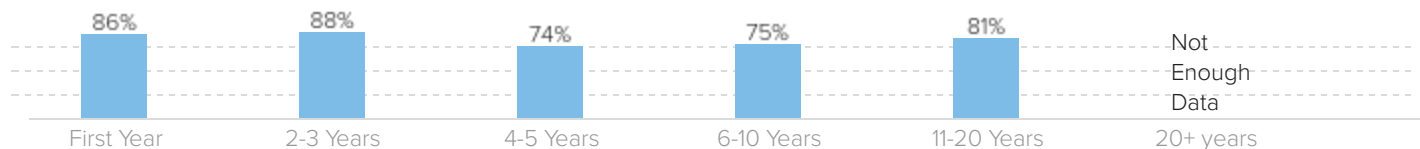
Q The district provides principals with support when they need it.

84%

85%

Colorado

Distribution of responses

27	96	21	3	6	153
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
77%	85%	75%	87%	92%	Not Enough Data
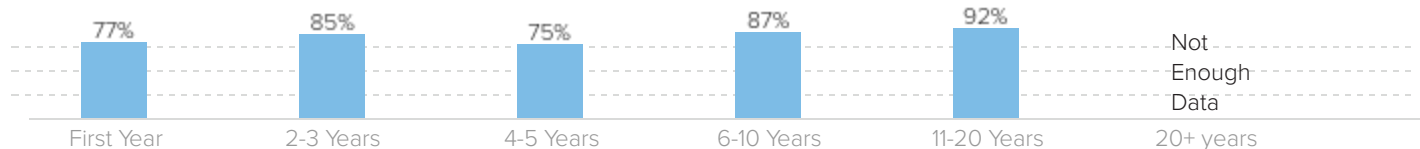
DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district clearly describes expectations for schools.

72%

83%

Colorado

Distribution of responses

19	87	40	1	6	153
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
74%	55%	77%	73%	85%	Not Enough Data

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

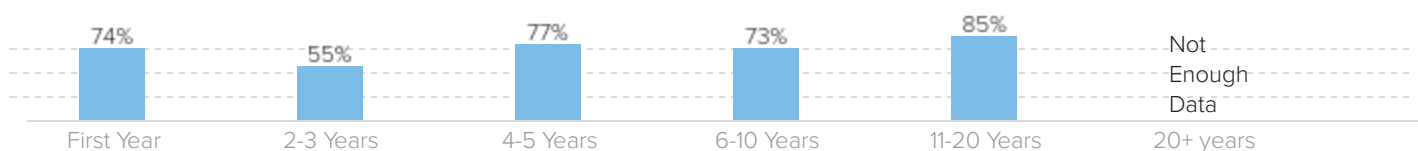**79**%

80%

Colorado

Distribution of responses

15	96	27	3	12	153
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
90%	70%	81%	82%	74%	Not Enough Data
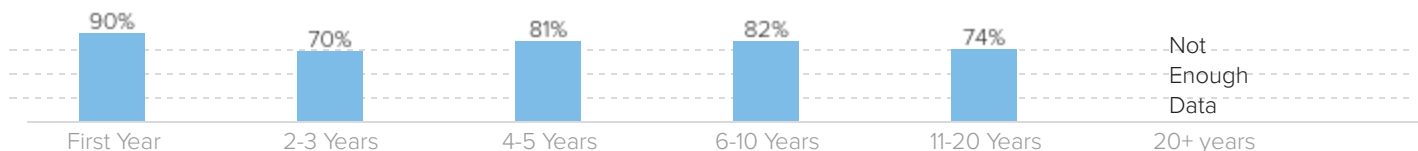
Q School leaderships' effectiveness is accurately assessed through the district's evaluation process.

76%

78%

Colorado

Distribution of responses

16	85	30	2	20	153
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
88%	79%	72%	65%	87%	Not Enough Data
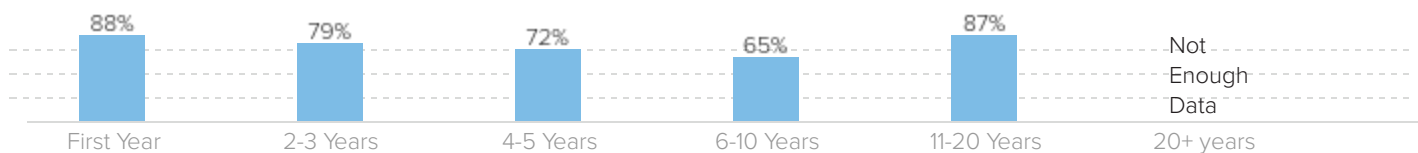
DS District Supports (cont)

COMPARE RESULT

Q The district makes principal professional development a priority.

71%

78%

Colorado

Distribution of responses

17	78	35	3	20	153
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
84%	66%	77%	68%	67%	Not Enough Data
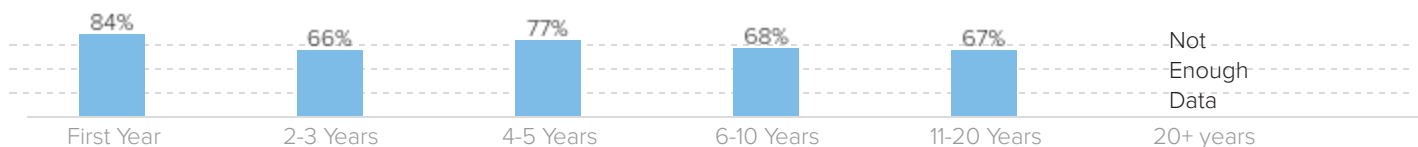
Q My school receives instructional resources on par with other schools in the district.

81%

82%

Colorado

Distribution of responses

25	92	23	4	9	153
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
91%	82%	81%	77%	78%	Not Enough Data
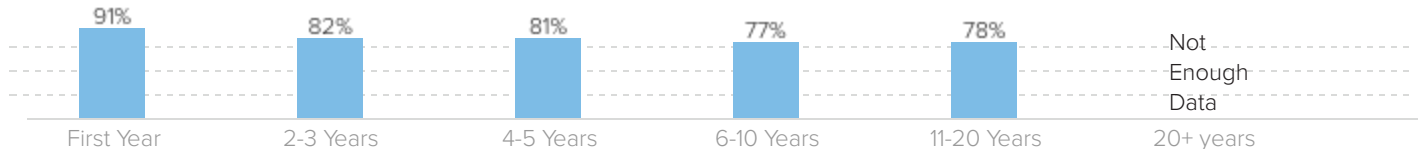
Q The district involves principals in decisions that directly impact the operations of their school.

80%

85%

Colorado

Distribution of responses

26	84	25	3	15	153
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
84%	87%	74%	74%	83%	Not Enough Data

DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q District leadership takes steps to solve problems.

88%

90%

Colorado

Distribution of responses

18	106	15	2	12	153
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years Worked at Current School & Position**

90% — First Year
88% — 2-3 Years
88% — 4-5 Years
84% — 6-10 Years
91% — 11-20 Years
Not Enough Data — 20+ years

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

Distribution of responses

21	15	13	18	35	11	23	15	23	36	22	73	305

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