DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

Prepared for
Weld County RE-1

Number of respondents (#)
149

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.
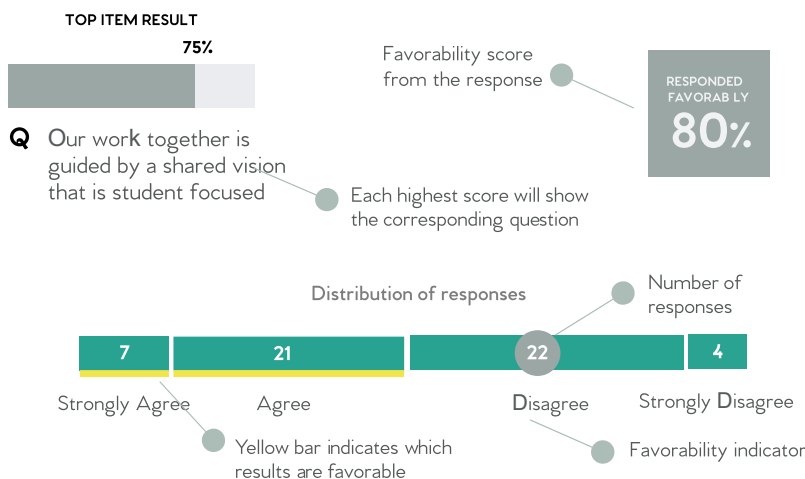
SCORING AND REFERENCE DATA

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
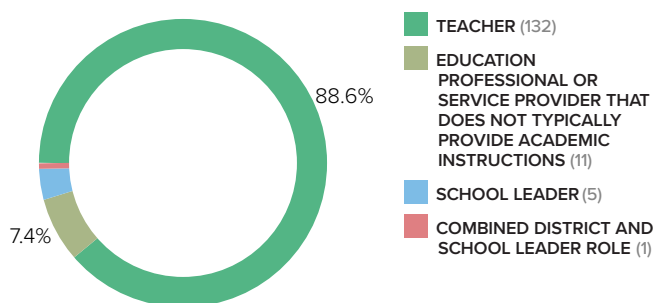
Favorability indicator
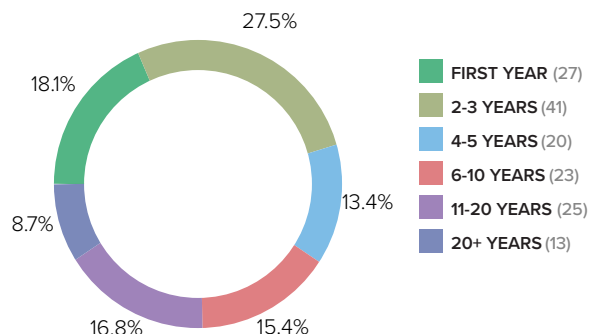
DEMOGRAPHICS

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.

149 total respondents

What is your current position at the school?

88.6%
7.4%

- TEACHER (132)
- EDUCATION PROFESSIONAL OR SERVICE PROVIDER THAT DOES NOT TYPICALLY PROVIDE ACADEMIC INSTRUCTIONS (11)
- SCHOOL LEADER (5)
- COMBINED DISTRICT AND SCHOOL LEADER ROLE (1)

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

27.5%
18.1%
13.4%
8.7%
16.8%
15.4%

- FIRST YEAR (27)
- 2-3 YEARS (41)
- 4-5 YEARS (20)
- 6-10 YEARS (23)
- 11-20 YEARS (25)
- 20+ YEARS (13)

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

18.1%
9.4%
12.1%
22.1%
16.8%
21.5%

- FIRST YEAR (18)
- 2-3 YEARS (27)
- 4-5 YEARS (14)
- 6-10 YEARS (33)
- 11-20 YEARS (32)
- 20+ YEARS (25)

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

80%
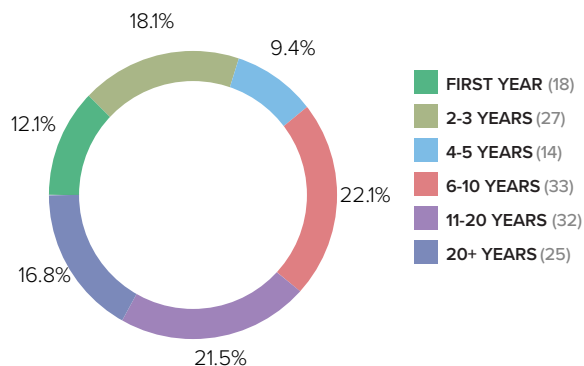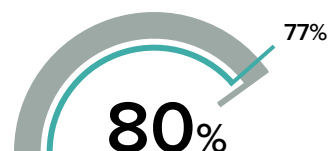
YOUR RESULTS

NQ New Teacher Questions

73%

62%

YOUR RESULT   COLORADO

TOP ITEM RESULT

73%

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

SL School Leadership

79%

80%

YOUR RESULT   COLORADO

TOP ITEM RESULT

89%

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

TL Teacher Leadership

79%

83%

YOUR RESULT   COLORADO

TOP ITEM RESULT

87%

Q Teachers' professional expertise is valued.

MC Managing Student Conduct

78%

84%

YOUR RESULT   COLORADO

TOP ITEM RESULT

97%

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

REPORT OVERVIEW

Your results at a glance

REPORT OVERALL FAVORABILITY

77%

80%

YOUR RESULTS

IS

Instructional Practices and Support
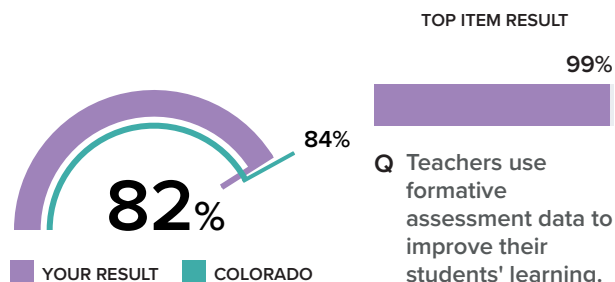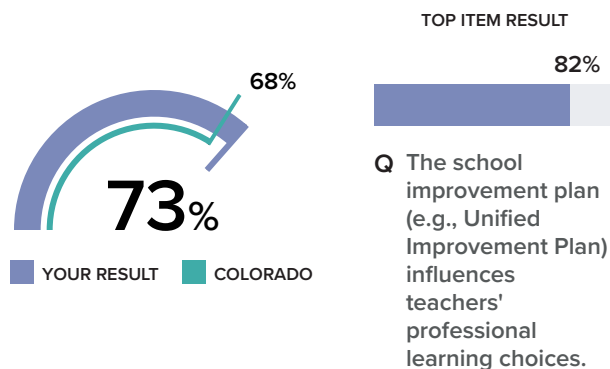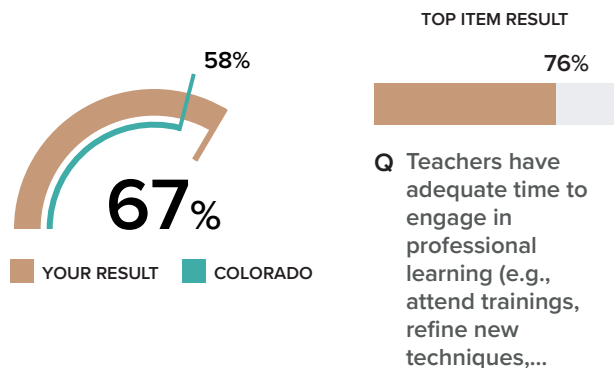
TOP ITEM RESULT

99%

84%

82%

■ YOUR RESULT   ■ COLORADO

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

PD

Professional Development

TOP ITEM RESULT

82%

68%

73%

■ YOUR RESULT   ■ COLORADO

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

T

Time

58%

TOP ITEM RESULT

76%

67%

■ YOUR RESULT   ■ COLORADO

Q Teachers have adequate time to engage in professional learning (e.g., attend trainings, refine new techniques,...

FR

Facilities and Resources

TOP ITEM RESULT

95%

81%

88%

■ YOUR RESULT   ■ COLORADO

Q Our school is a safe place to work.

REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

80%
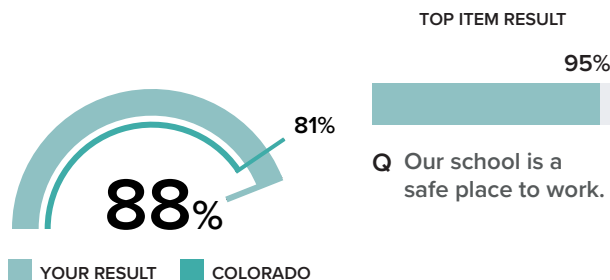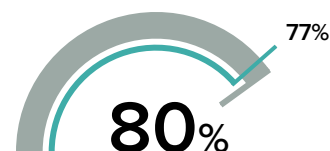
YOUR RESULTS

CI
Community Support and Involvement

TOP ITEM RESULT

95%

82%

84%

■ YOUR RESULT ■ COLORADO

Q The broader community is supportive of the school.

OR
Overall Reflection

TOP ITEM RESULT

91%

83%

87%

■ YOUR RESULT ■ COLORADO

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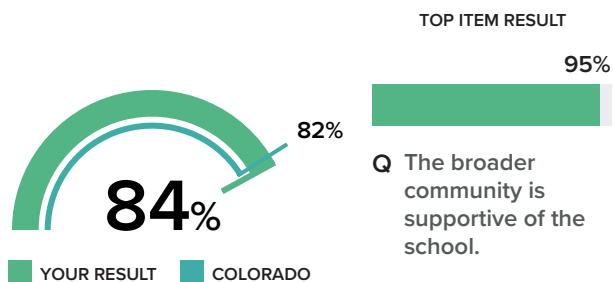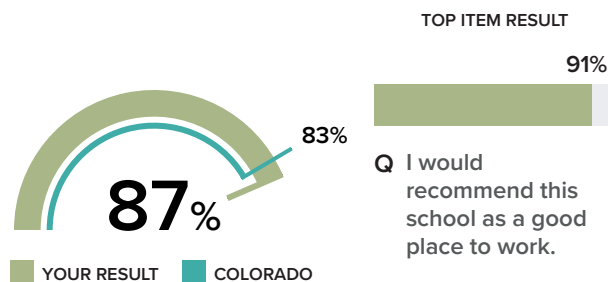
DS
District Supports

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 Worked at Current School & Position**

NQ New Teacher Questions

62 %

56%	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

SL School Leadership

80 %

77%	78%	86%	89%	74%	82%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

TL Teacher Leadership

83 %

73%	83%	95%	93%	73%	88%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

MC Managing Student Conduct

84 %

80%	80%	85%	95%	80%	92%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

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
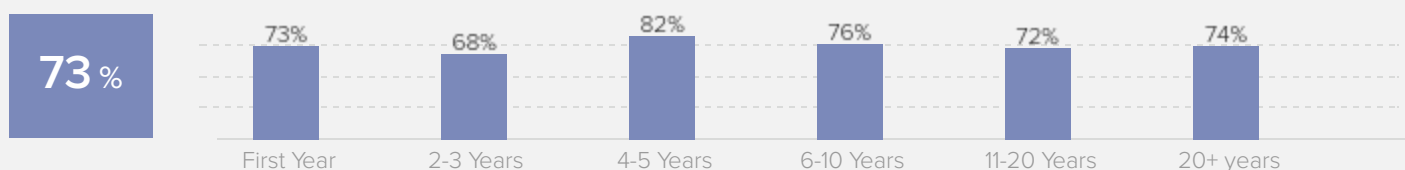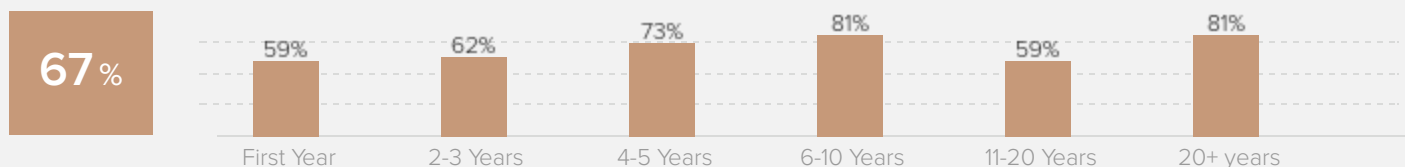
82 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
81%	76%	83%	85%	85%	88%

PD Professional Development

73 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
73%	68%	82%	76%	72%	74%

T Time

67 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
59%	62%	73%	81%	59%	81%

FR Facilities and Resources

88 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
86%	84%	88%	89%	92%	96%

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.

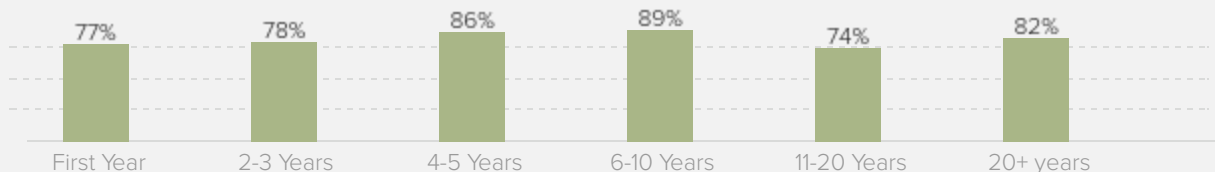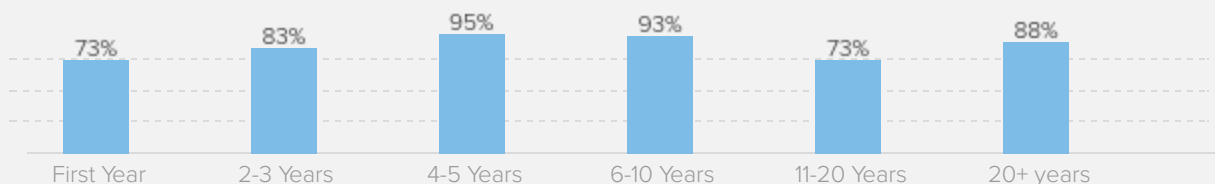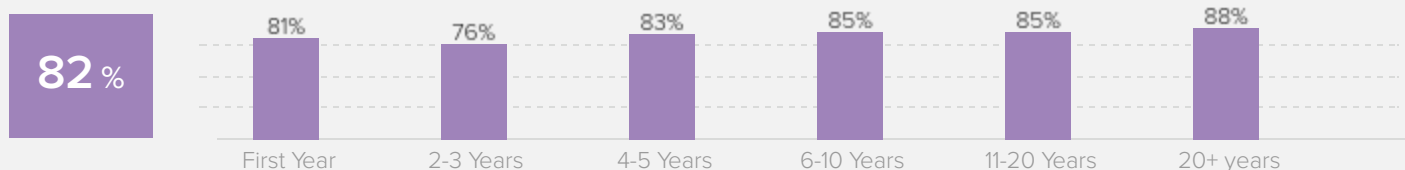Results Disaggregated By: **Years Worked at Current School & Position**

CI Community Support and Involvement

84%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
78%	86%	84%	85%	83%	93%

OR Overall Reflection

87%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
82%	82%	93%	93%	87%	97%

DS District Supports

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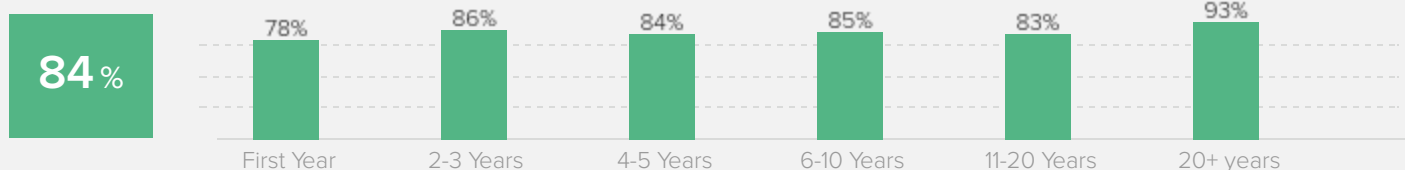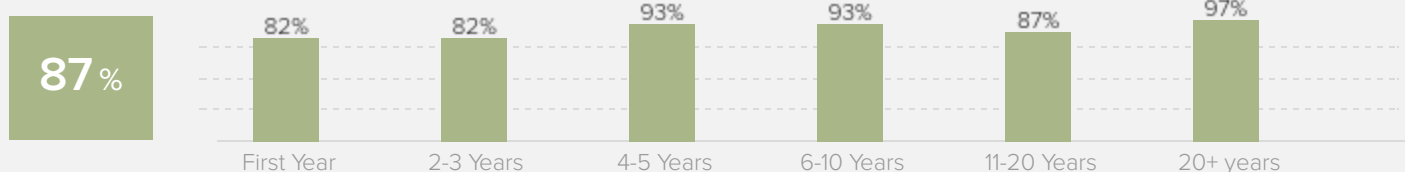
RESULTS
Item level results from your report

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

62%

COMPARE RESULT

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

29%

71%
Colorado

Distribution of responses

3	3	9	6	0	21
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
19%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
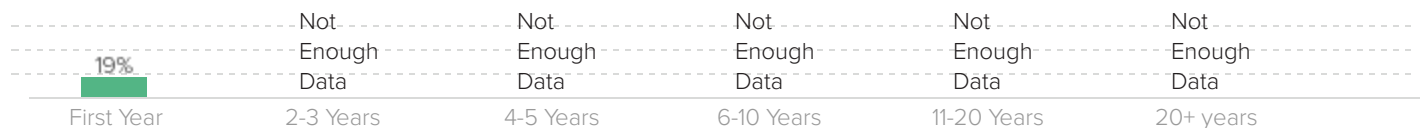
Q To what degree do you feel that you have received adequate support as a new teacher at this school?

71%

73%
Colorado

Distribution of responses

16	29	14	4	0	63
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
69%	71%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
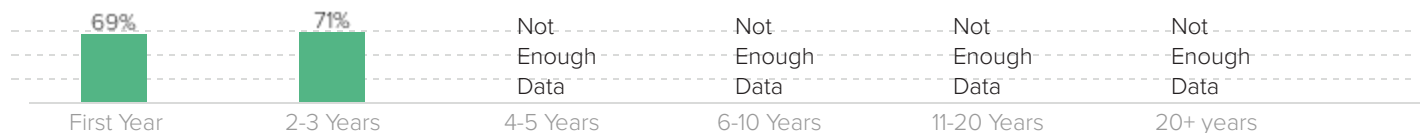
NQ More New Teacher Questions results on next page

NQ New Teacher Questions (cont)

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

Distribution of responses

61	3	1	65

Yes No I don't know

Total

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

Distribution of responses

21	20	0	41

Yes No I don't know

Total

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

Distribution of responses

53	30	33	8	37	22	37	36	7	263

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)

73%

85%

Colorado

Distribution of responses

5	6	4	0	0	15
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
67%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data

NQ More New Teacher Questions results on next page

NQ New Teacher Questions (cont)

COMPARE RESULT

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

40%

68%

Colorado	

Distribution of responses

3	3	5	4	0	15
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

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

42%	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 Reflective support (e.g., helping you think about your work and how it is impacting students)

73%

78%

Colorado	

Distribution of responses

4	7	2	2	0	15
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

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

67%	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 Professional support (e.g., advice on career, professional networking)

60%

64%

Colorado	

Distribution of responses

3	6	2	4	0	15
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

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

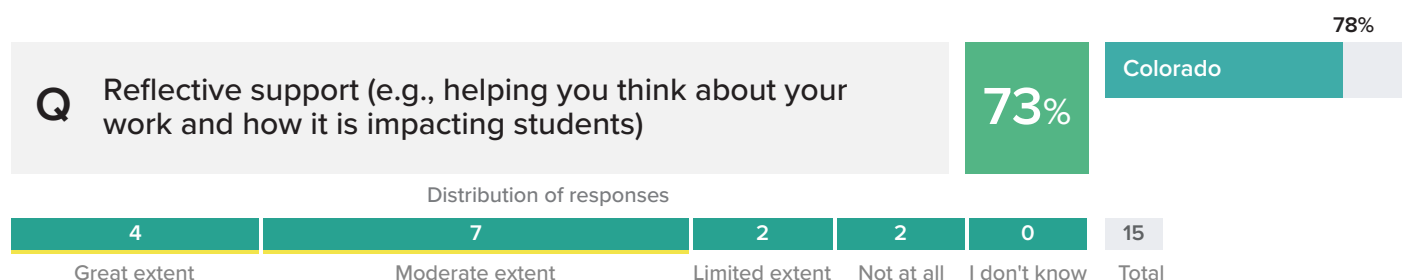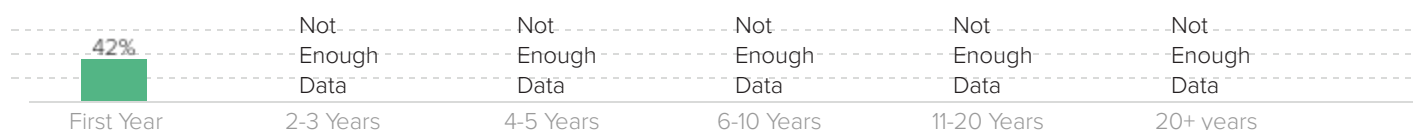| 58%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years

NQ More New Teacher Questions results on next page

NQ New Teacher Questions (cont)

COMPARE RESULT

72%

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

73%

| Colorado | |

Distribution of responses

6	5	4	0	0	15
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
67%	Not Enough Data	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

80%

COMPARE RESULT

Q This school is led by an effective team.

86%

81%
Colorado

Distribution of responses

57	68	15	6	2	148
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
85%	80%	95%	96%	75%	92%
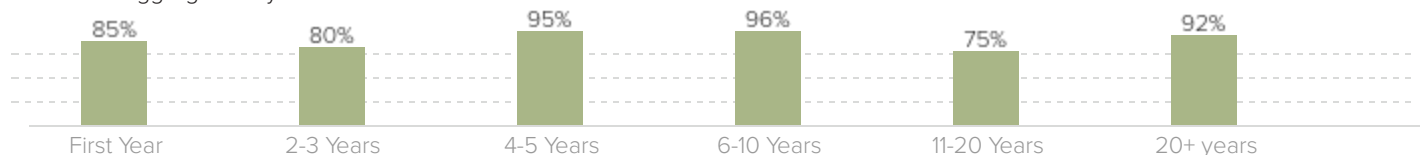
Q Our work together is guided by a shared vision that is student focused.

89%

86%
Colorado

Distribution of responses

56	75	13	4	1	149
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%	85%	95%	96%	88%	92%
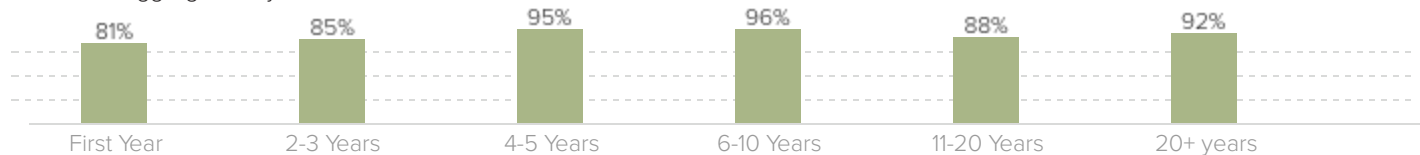
SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

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

78%

78%
Colorado

Distribution of responses

33	75	27	3	11	149
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
76%	89%	75%	83%	67%	69%
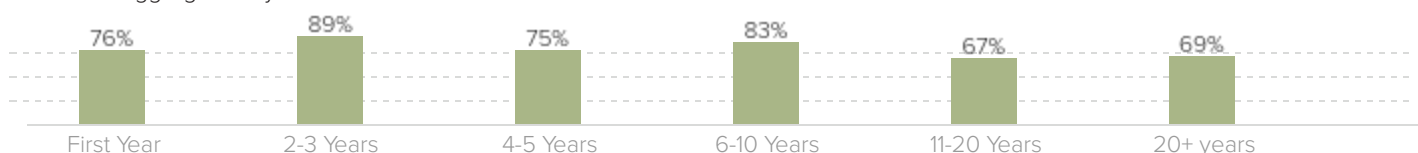
Q School staff show respect for each other.

85%

89%
Colorado

Distribution of responses

22	101	14	7	4	148
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
69%	82%	95%	100%	92%	77%
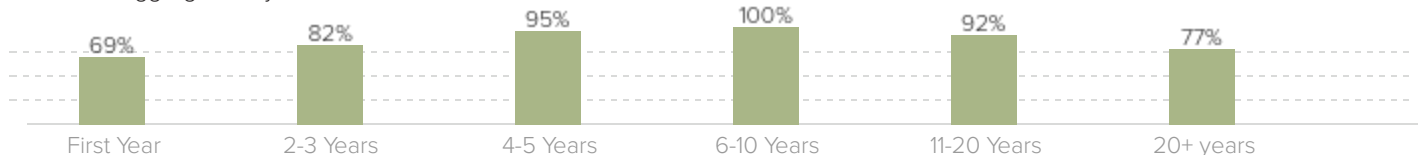
Q Staff feel comfortable raising important issues with school leaders.

76%

77%
Colorado

Distribution of responses

42	70	27	8	1	148
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
63%	70%	89%	91%	68%	92%
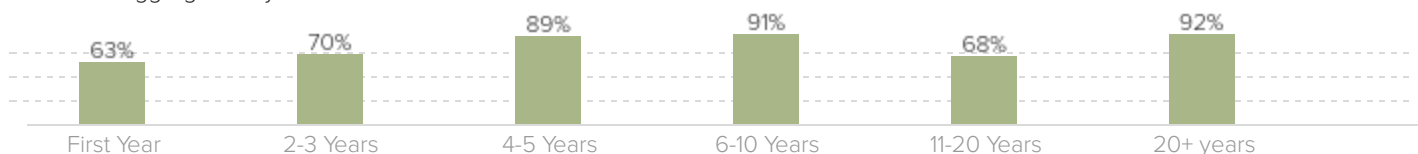
SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

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

82%

79%

Colorado

Distribution of responses

40	82	24	2	1	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

85%	78%	85%	91%	76%	83%
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.

80%

73%

Colorado

Distribution of responses

32	82	23	5	7	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

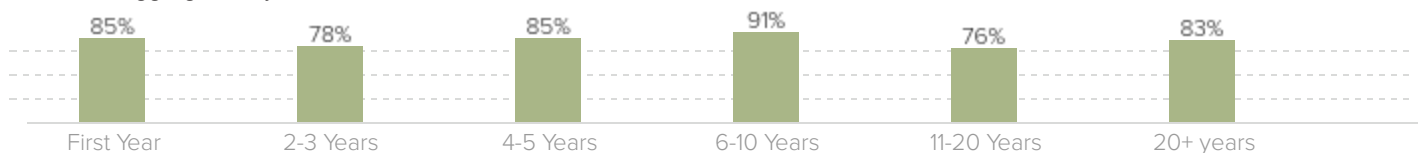| 88%	74%	79%	82%	79%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
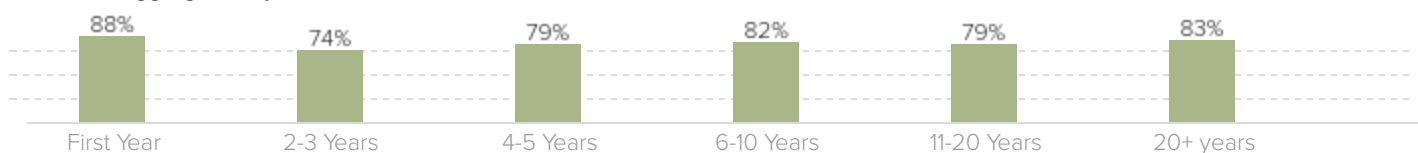
Q The teacher evaluation process provides teachers with actionable feedback for improvement.

72%

71%

Colorado

Distribution of responses

24	81	35	6	3	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

81%	73%	68%	74%	64%	67%
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)

Q School leadership puts suggestions made by staff into operation.

80%

77%

| Colorado |

Distribution of responses

27	77	25	1	19	149
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
	67%	79%	94%	86%	73%	85%

Q School leadership works to build trust among staff.

73%

77%

| Colorado |

Distribution of responses

37	68	31	7	6	149
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
	68%	68%	84%	96%	56%	77%
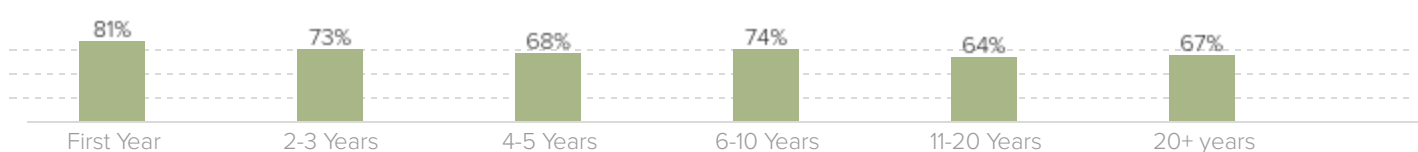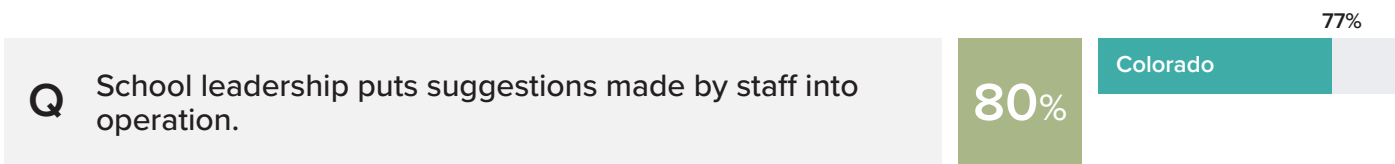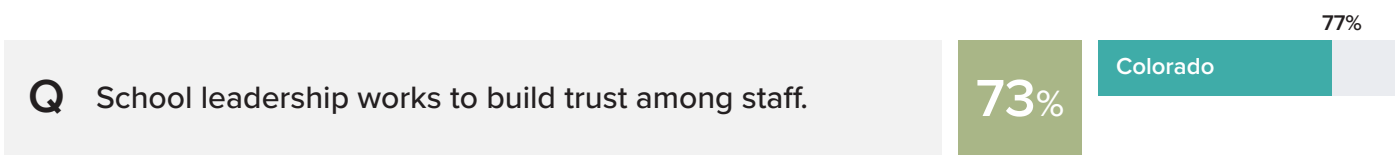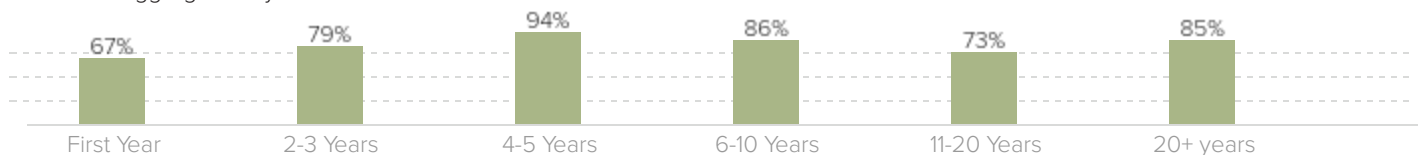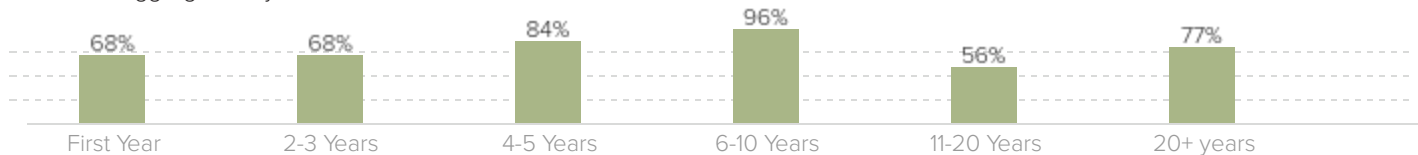
RESULTS
Item level results from your report

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
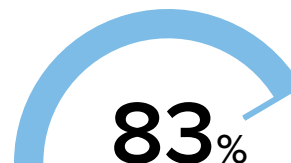
83%

COMPARE RESULT

Q Teachers' professional expertise is valued.

87%

83%

Colorado

Distribution of responses

46	80	16	3	4	149
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%	80%	95%	95%	79%	92%
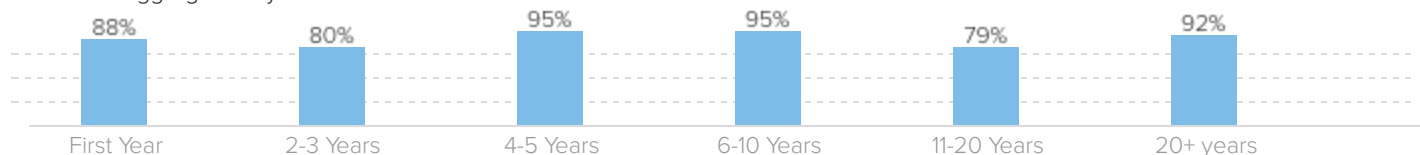
Q There is a process in place for collaborative problem solving in this school.

82%

78%

Colorado

Distribution of responses

33	79	22	3	12	149
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
70%	84%	89%	95%	63%	100%
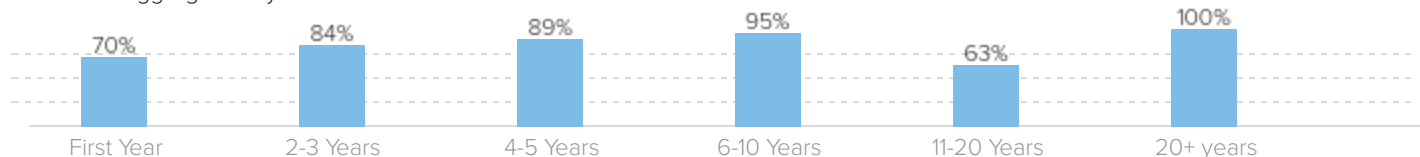
TL More Teacher Leadership results on next page

TL Teacher Leadership (cont)

COMPARE RESULT

Q Teachers have leadership opportunities in this school.

86%

85%

Colorado

Distribution of responses

44	82	17	3	3	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

72% — First Year
83% — 2-3 Years
95% — 4-5 Years
100% — 6-10 Years
88% — 11-20 Years
85% — 20+ years
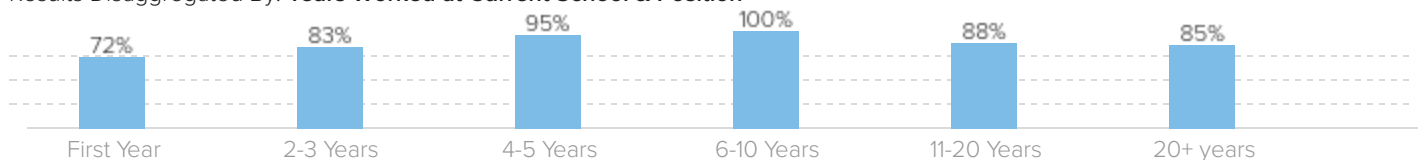
Q Teachers have an adequate level of influence on important school decisions.

78%

71%

Colorado

Distribution of responses

23	87	27	4	8	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

63% — First Year
85% — 2-3 Years
100% — 4-5 Years
83% — 6-10 Years
63% — 11-20 Years
77% — 20+ years
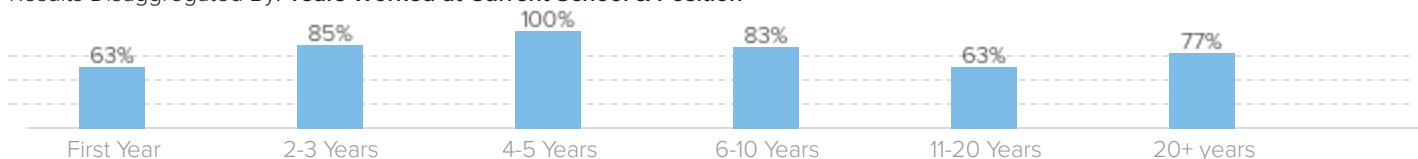
RESULTS
Item level results from your report

MC **Managing Student Conduct**

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

OVERALL FAVORABILITY

84%
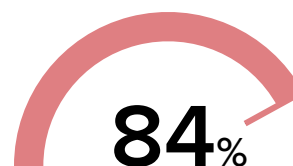
COMPARE RESULT

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

88%

80%

| Colorado |

Distribution of responses

38	92	13	4	1	148
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
85%	88%	90%	96%	84%	92%
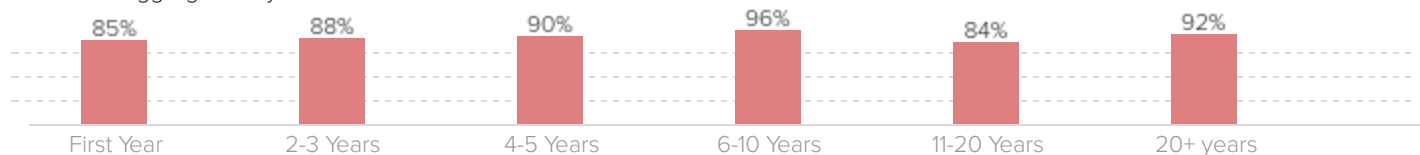
Q **Students have the behavioral supports needed to focus on learning.**

74%

67%

| Colorado |

Distribution of responses

22	85	31	6	4	148
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
72%	72%	63%	91%	68%	85%
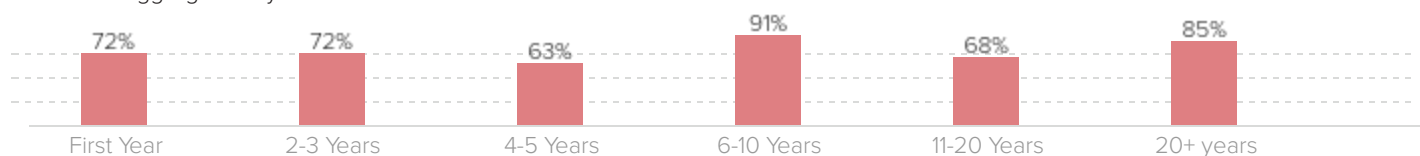
MC More Managing Student Conduct results on next page

(MC) **Managing Student Conduct (cont)**

COMPARE RESULT

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

68%

53%

| Colorado | |

Distribution of responses

20	78	32	15	3	148
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

62%	59%	74%	87%	58%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
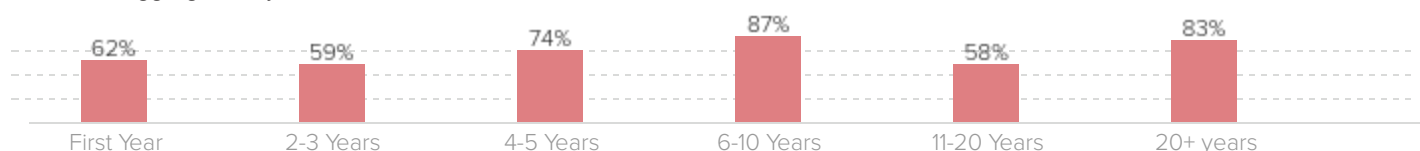
Q This school is a safe place for students to learn.

93%

90%

| Colorado | |

Distribution of responses

51	84	8	2	4	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

84%	87%	95%	100%	100%	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
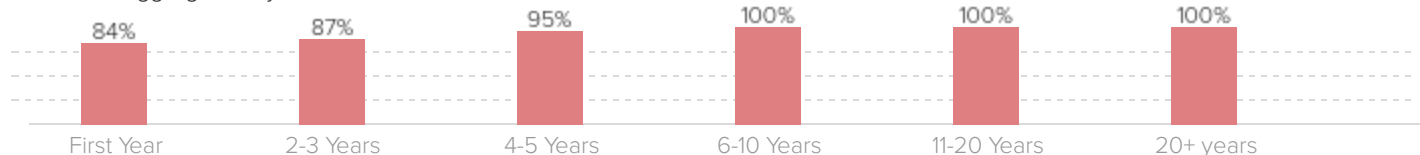
Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.

97%

97%

| Colorado | |

Distribution of responses

53	86	2	2	6	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

96%	97%	100%	100%	91%	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
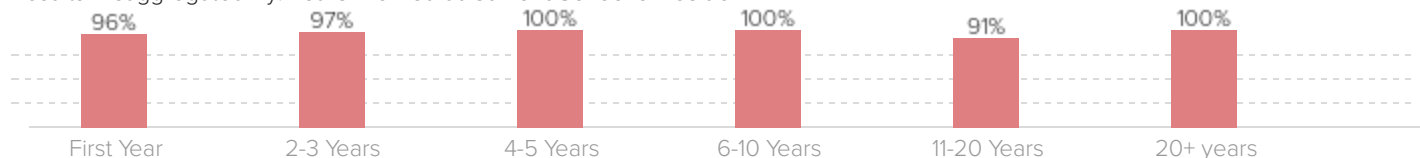
RESULTS
Item level results from your report

IS Instructional Practices and Support

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

OVERALL FAVORABILITY

82%
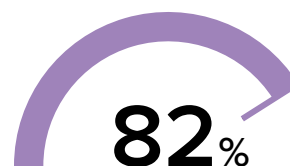
COMPARE RESULT

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

90%

90%
Colorado

Distribution of responses

28	101	13	2	4	148
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%	80%	85%	100%	96%	100%
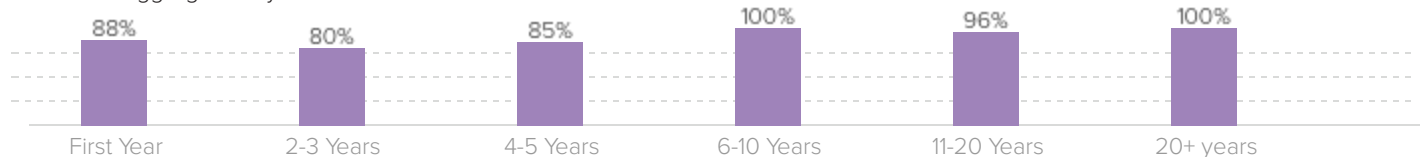
Q Staff in this school hold themselves accountable for the academic growth of every child.

83%

87%
Colorado

Distribution of responses

28	92	21	4	4	149
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%	74%	80%	78%	92%	92%

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.

84%

79%
Colorado

Distribution of responses

37	85	20	3	3	148
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%	67%	95%	87%	96%	100%

Q Students understand how class activities relate to learning objectives.

91%

92%
Colorado

Distribution of responses

23	103	12	0	11	149
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%	87%	100%	86%	96%	91%

Q Instruction in this school encourages different cultural viewpoints.

87%

84%
Colorado

Distribution of responses

14	108	16	3	8	149
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
85%	84%	90%	86%	92%	83%
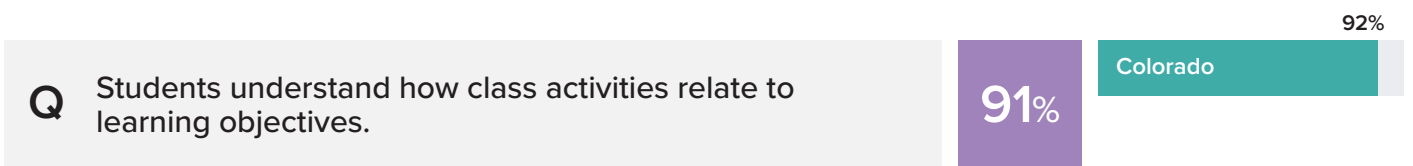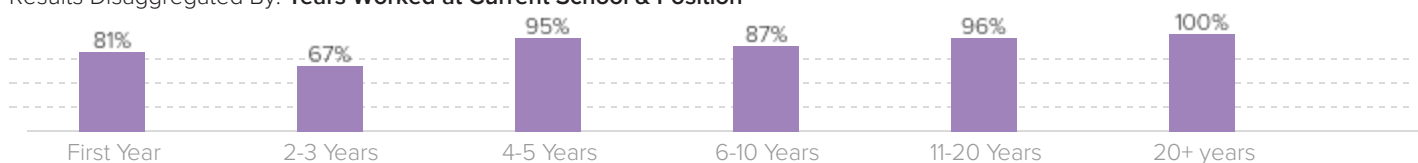
IS More Instructional Practices and Support results on next page

IS Instructional Practices and Support (cont)

COMPARE RESULT

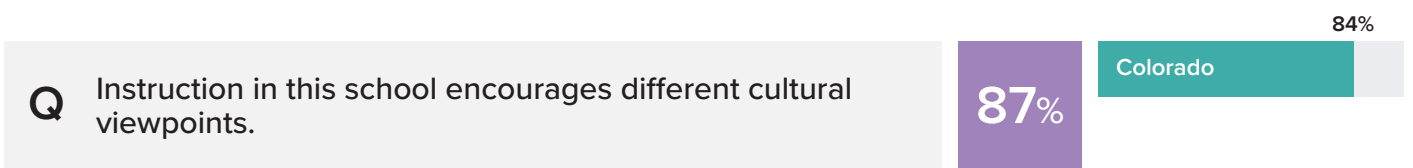**Q** The diverse academic needs of our students are met by this school's current curriculum.

75%

69%
| Colorado |

Distribution of responses

10	90	30	3	16	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

75%	70%	79%	76%	75%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
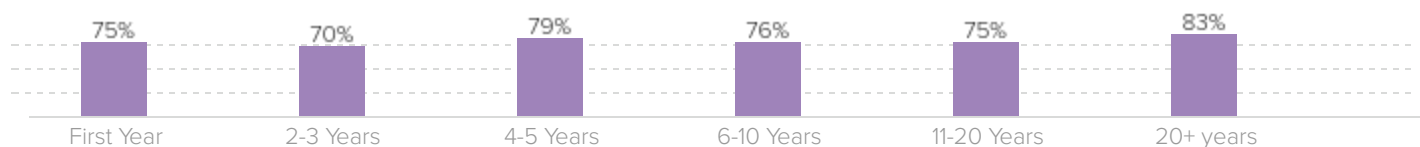
Q English Learners are adequately supported in this school.

71%

78%
| Colorado |

Distribution of responses

11	88	35	5	10	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

65%	72%	67%	77%	75%	69%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
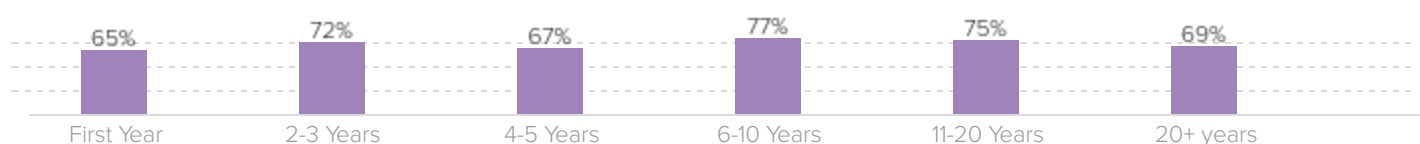
Q Students with disabilities are adequately supported in this school.

86%

81%
| Colorado |

Distribution of responses

34	87	17	3	6	147
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

78%	84%	79%	96%	92%	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

TLCC — Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION
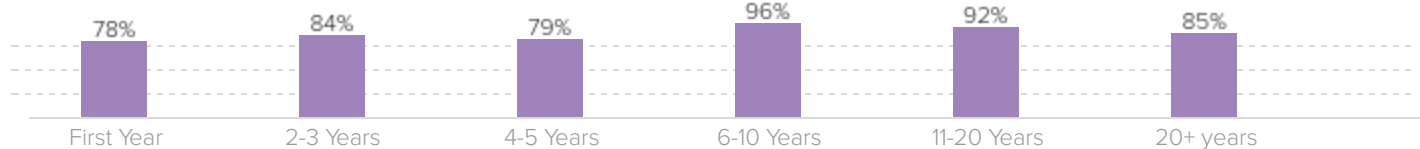
IS **Instructional Practices and Support (cont)**

COMPARE RESULT

Q Gifted students are adequately supported in this school.

42%

74%
Colorado

Distribution of responses

8	47	56	21	17	149
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
57%	41%	40%	35%	35%	44%
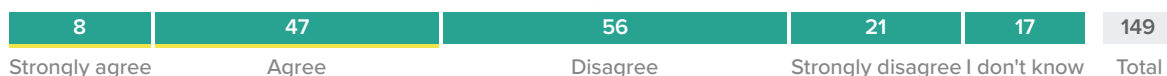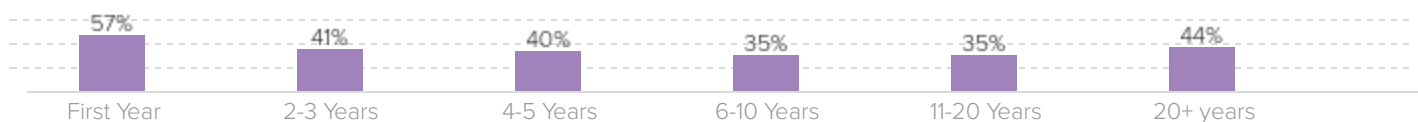
Q Students' social and emotional learning is adequately supported in this school.

79%

78%
Colorado

Distribution of responses

23	87	29	1	7	147
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%	64%	74%	95%	83%	91%
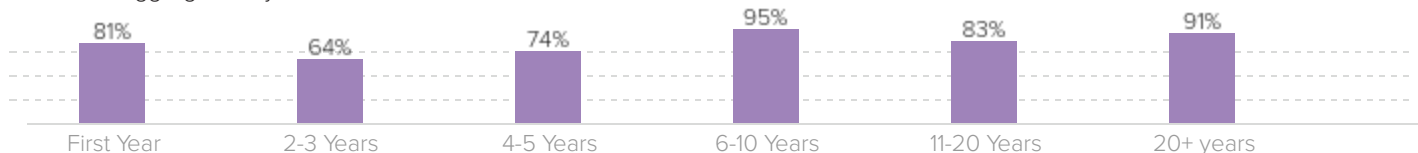
Q Teachers have the autonomy to make important decisions in their classrooms (e.g., pacing, materials, and/or pedagogy).

87%

88%
Colorado

Distribution of responses

42	86	13	6	2	149
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%	85%	95%	91%	84%	92%

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.

88%

91%

Colorado

Distribution of responses

55	73	13	4	3	148
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
78%	83%	100%	95%	88%	100%

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

99%

97%

Colorado

Distribution of responses

48	93	1	0	6	148
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
100%	97%	100%	100%	100%	100%
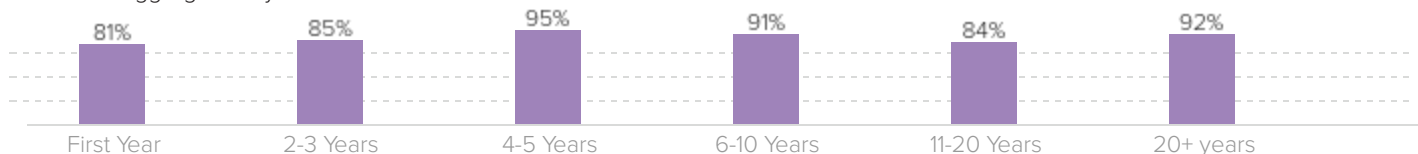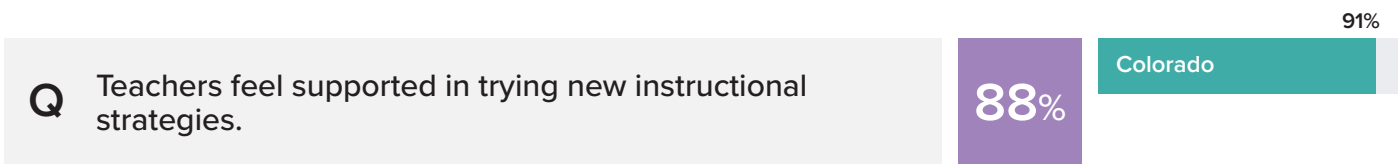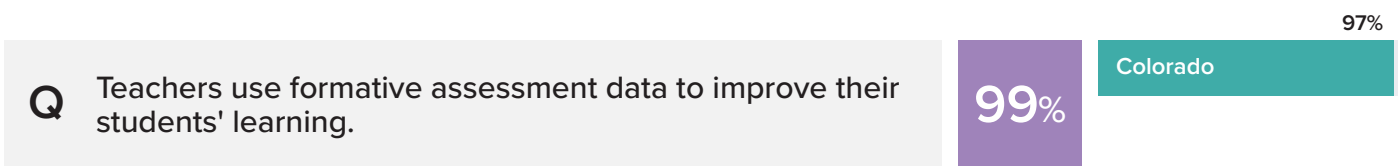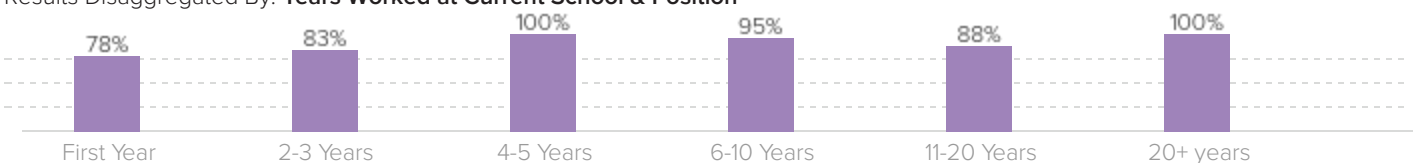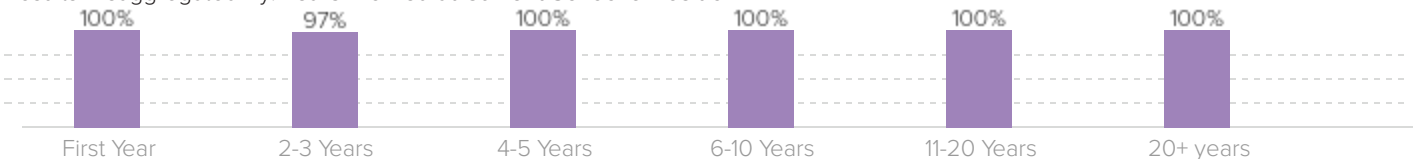
RESULTS
Item level results from your report

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
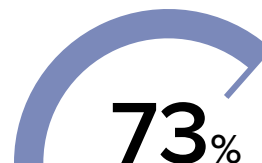
73%

COMPARE RESULT

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

82%

74%
Colorado

Distribution of responses

11	87	19	2	30	149
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%	75%	100%	80%	77%	82%
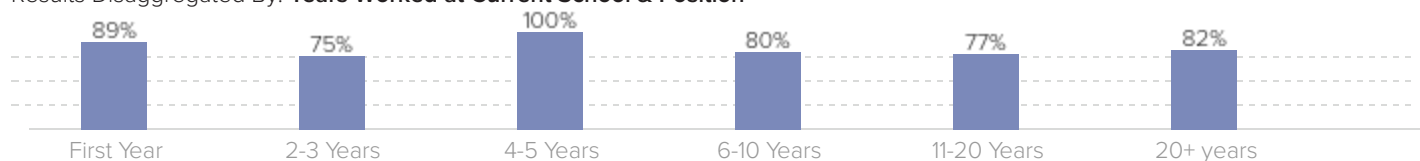
Q Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

72%

64%
Colorado

Distribution of responses

| 16	84	31	8	10	149
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
62%	72%	75%	82%	64%	83%

PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

Q The effectiveness of professional development is assessed regularly.

60%

56%

Colorado

Distribution of responses

13	65	43	8	20	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

65%	56%	56%	68%	52%	69%
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.

82%

77%

Colorado

Distribution of responses

27	90	22	4	5	148
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

85%	80%	95%	74%	82%	73%
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.

74%

69%

Colorado

Distribution of responses

28	82	35	3	1	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

77%	66%	85%	74%	80%	69%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
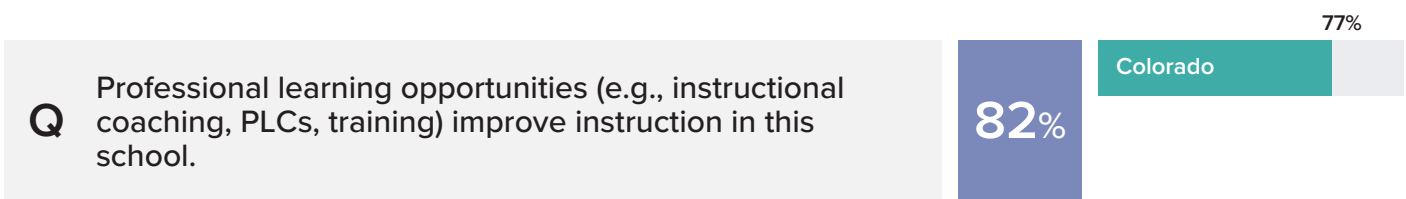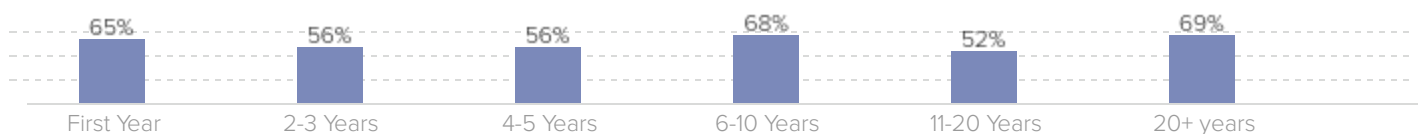
PD More Professional Development results on next page

PD **Professional Development (cont)**

COMPARE RESULT

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

75%

73%
Colorado

Distribution of responses

25	82	29	6	6	148
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
72%	68%	90%	82%	76%	67%

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

68%

67%
Colorado

Distribution of responses

15	84	40	6	4	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

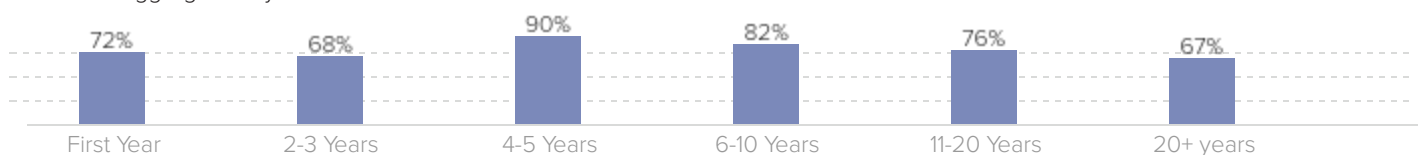| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
62%	56%	70%	83%	76%	75%
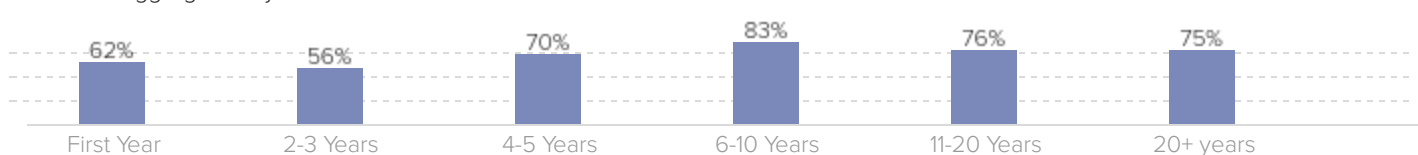
Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

74%

68%
Colorado

Distribution of responses

22	84	35	3	5	149
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%	69%	84%	70%	71%	77%
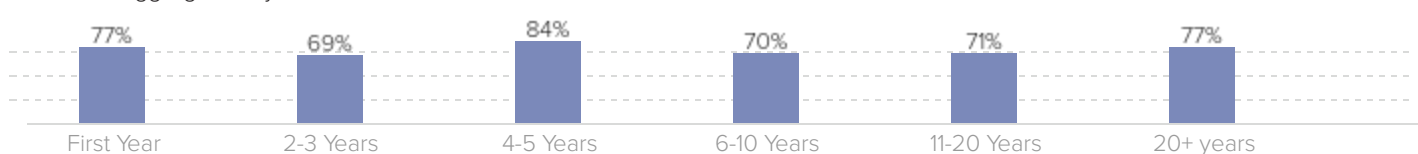
PD More Professional Development results on next page

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

Distribution of responses

| 26 | 17 | 21 | 20 | 34 | 47 | 25 | 46 | 16 | 34 | 38 | 17 | 65 | 32 | 30 | 51 | **519** |

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

67%

COMPARE RESULT

57%

Q **Teachers have adequate time to prepare for instruction.** **66**%

| Colorado |

Distribution of responses

21	75	31	19	3	149
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
62%	68%	75%	70%	52%	75%

63%
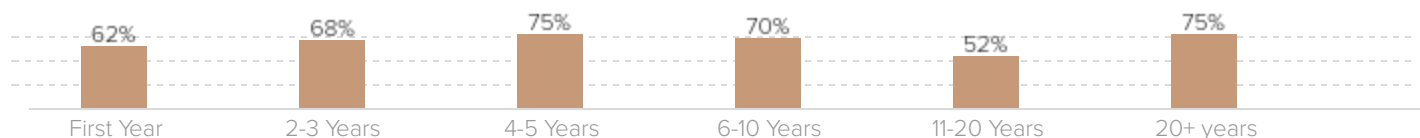
Q **Teachers' time is protected from duties that take time away from teaching.** **76**%

| Colorado |

Distribution of responses

24	88	27	9	1	149
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
63%	66%	79%	96%	76%	92%
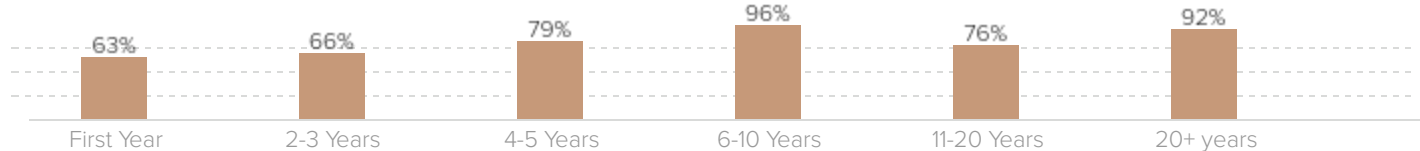
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

63%

55%
Colorado

Distribution of responses

11	78	38	14	8	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

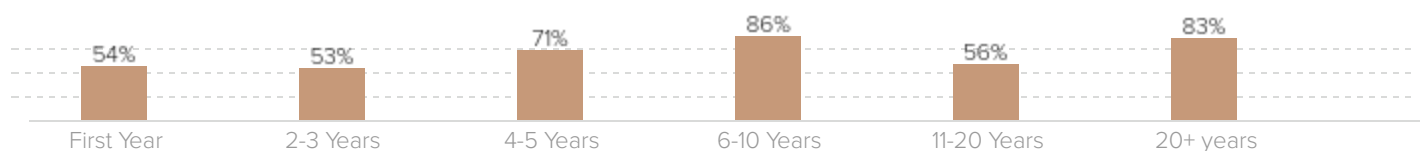| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
54%	53%	71%	86%	56%	83%

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

55%

53%
Colorado

Distribution of responses

13	65	54	11	6	149
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
50%	50%	58%	77%	40%	64%
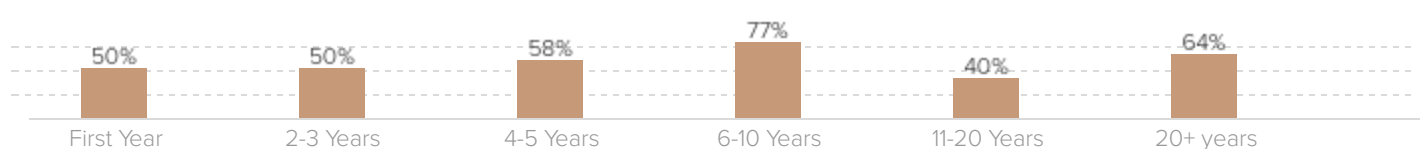
Q Teachers have adequate time to communicate with their students' families.

68%

64%
Colorado

Distribution of responses

11	85	38	8	6	148
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
57%	70%	68%	77%	56%	85%
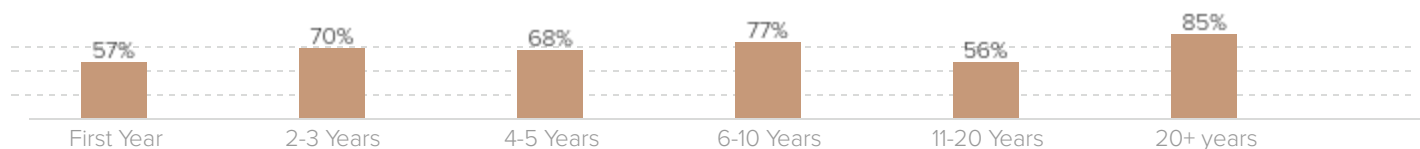
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

65%

53%

Colorado

Distribution of responses

6	79	31	14	19	149
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

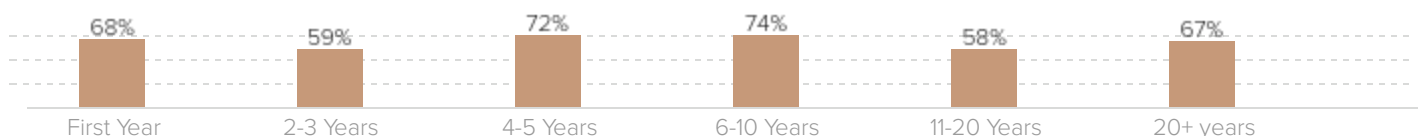Results Disaggregated By: **Years Worked at Current School & Position**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
68%	59%	72%	74%	58%	67%

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

76%

63%

Colorado

Distribution of responses

12	98	25	9	4	148
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
62%	68%	89%	86%	76%	100%
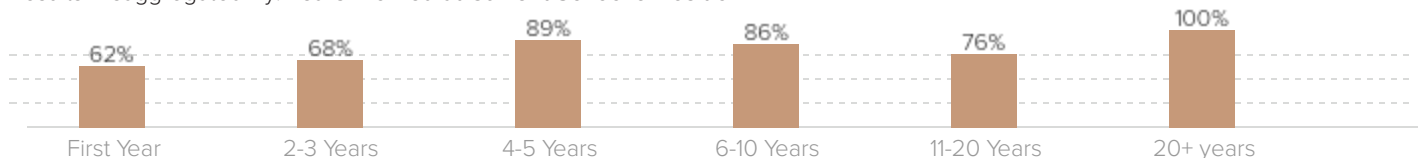
RESULTS
Item level results from your report

FR Facilities and Resources

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

OVERALL FAVORABILITY

88%

COMPARE RESULT

Q Class size(s) are reasonable.

88%

73%
Colorado

Distribution of responses

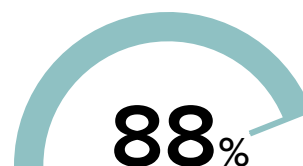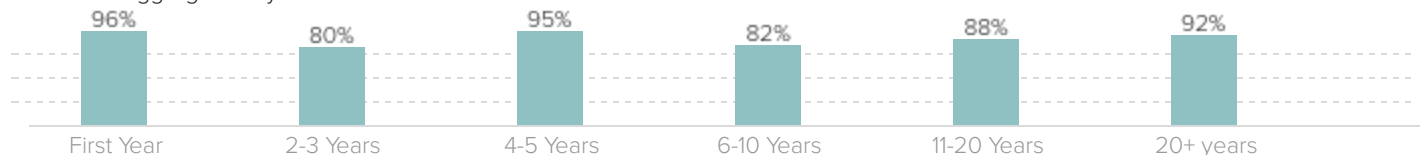| 59	67	14	4	4	148
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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%	80%	95%	82%	88%	92%

Q Instructional resources are adequate to support student learning.

83%

75%
Colorado

Distribution of responses

26	91	23	1	7	148
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
67%	85%	78%	91%	87%	100%
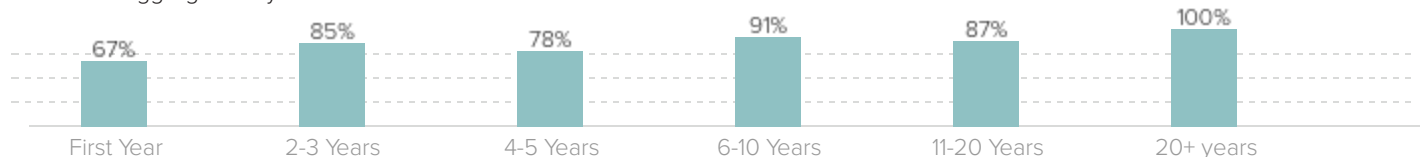
FR More Facilities and Resources results on next page

TLCC

Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION

FR Facilities and Resources (cont)

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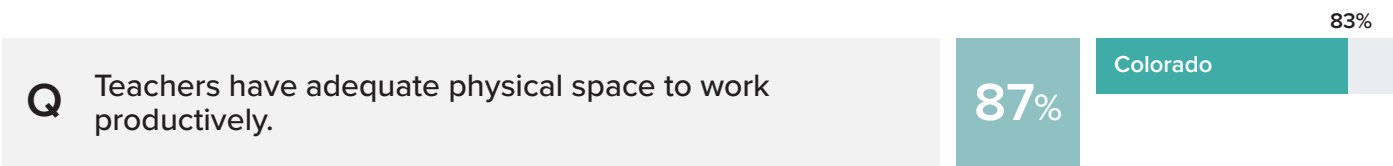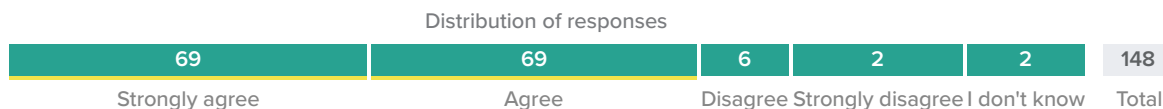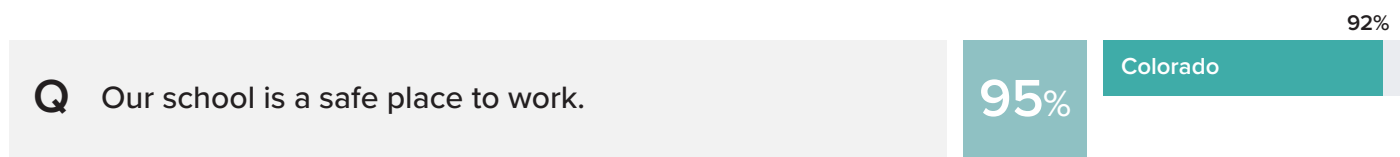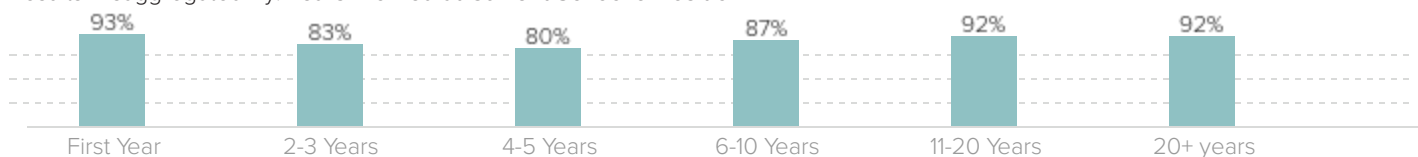
Q Teachers have adequate physical space to work productively.

87%

83%

Colorado	

Distribution of responses

51	78	17	2	0	148
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%	83%	80%	87%	92%	92%

Q Our school is a safe place to work.

95%

92%

Colorado	

Distribution of responses

69	69	6	2	2	148
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%	90%	100%	96%	100%	100%
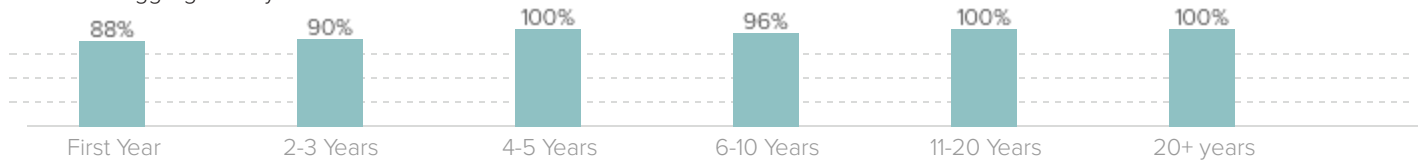
RESULTS
Item level results from your report

CI Community Support and Involvement

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

OVERALL FAVORABILITY

84%

COMPARE RESULT

Q The broader community is supportive of the school.

95%

86%

Colorado

Distribution of responses

21	104	6	1	16	148
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

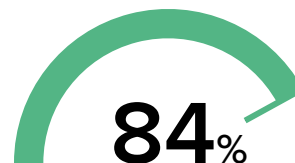| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
100%	95%	100%	91%	90%	92%
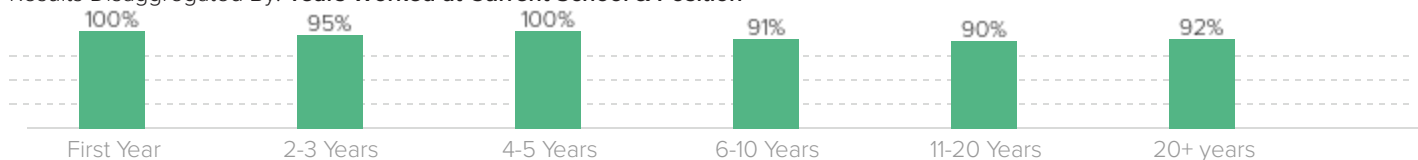
Q The school's efforts to engage families are effective.

79%

78%

Colorado

Distribution of responses

15	89	26	1	17	148
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%	79%	78%	85%	82%	89%
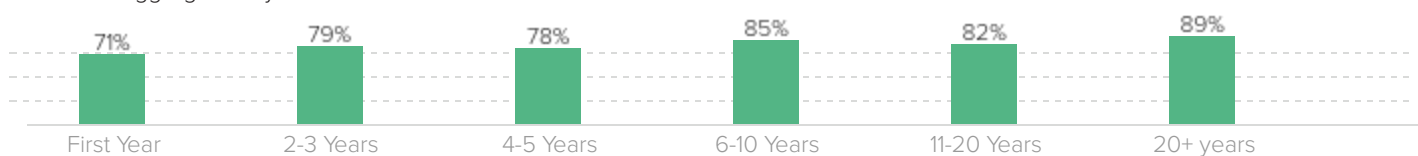
CI More Community Support and Involvement results on next page

CI Community Support and Involvement (cont)

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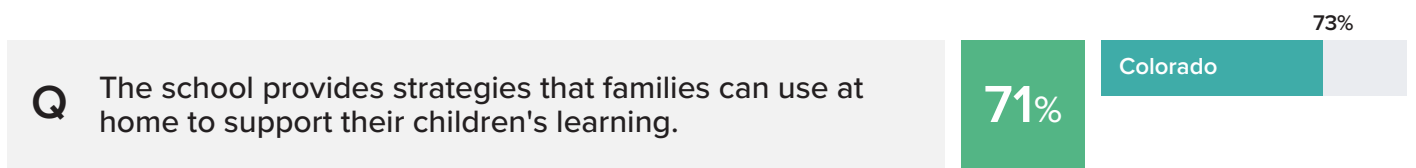
Q The school provides strategies that families can use at home to support their children's learning.

71%

73%
Colorado

Distribution of responses

10	75	32	2	28	147
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
54%	81%	69%	67%	74%	100%

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

91%

91%
Colorado

Distribution of responses

35	89	11	2	11	148
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%	90%	89%	95%	86%	91%

TLCC
Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION
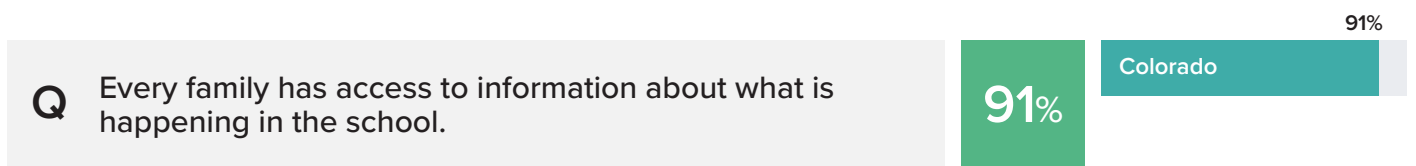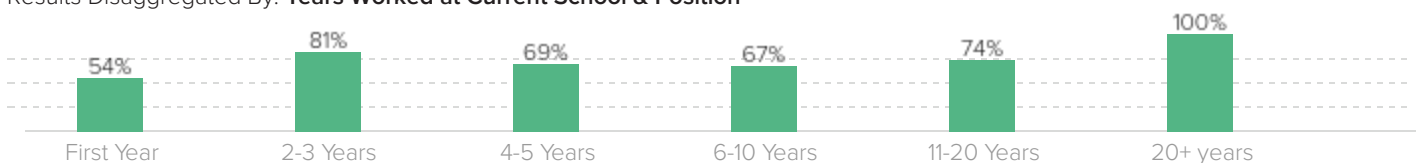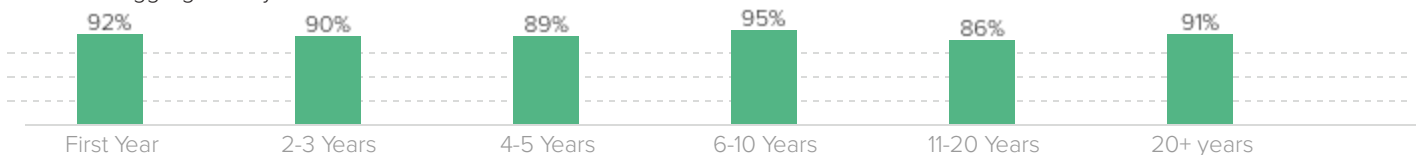
RESULTS
Item level results from your report

OR Overall Reflection

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

OVERALL FAVORABILITY

87%

COMPARE RESULT

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

91%

86%
Colorado

Distribution of responses

57	72	7	5	7	148
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

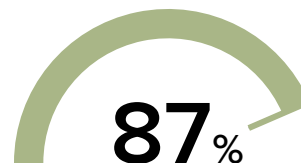| First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ years
80%	90%	100%	96%	91%	100%
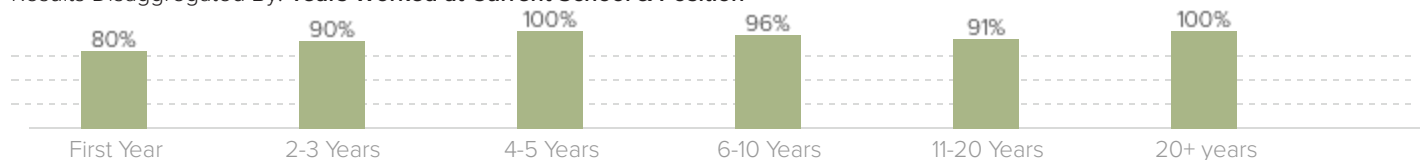
Q I would recommend this school as a good place for students to learn.

91%

88%
Colorado

Distribution of responses

45	86	10	3	4	148
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
85%	82%	100%	96%	96%	100%
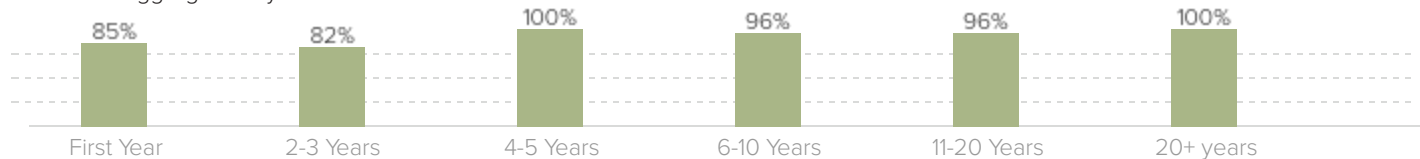
OR More Overall Reflection results on next page

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

42	70	20	9	6	147
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%	78%	87%	74%	92%

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

Distribution of responses

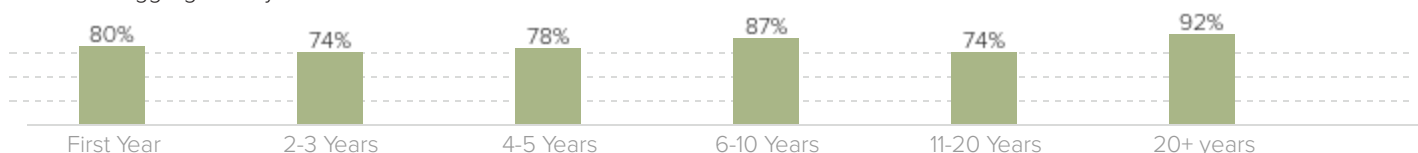| 5	0	4	35	61	8	10	25	148

Total

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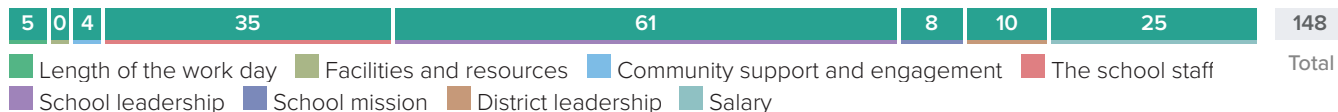
Q Which of the following best describes your plans after the end of this school year?

Distribution of responses

124	4	9	0	2	3	4	146

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

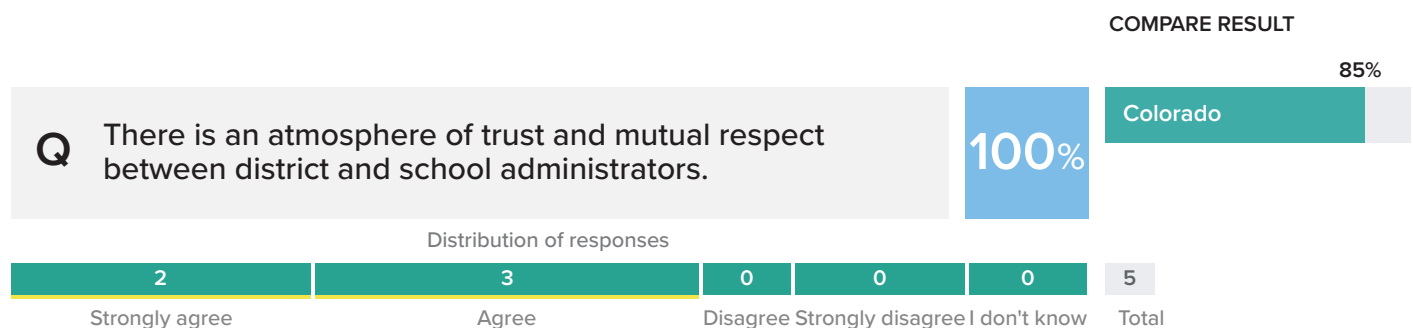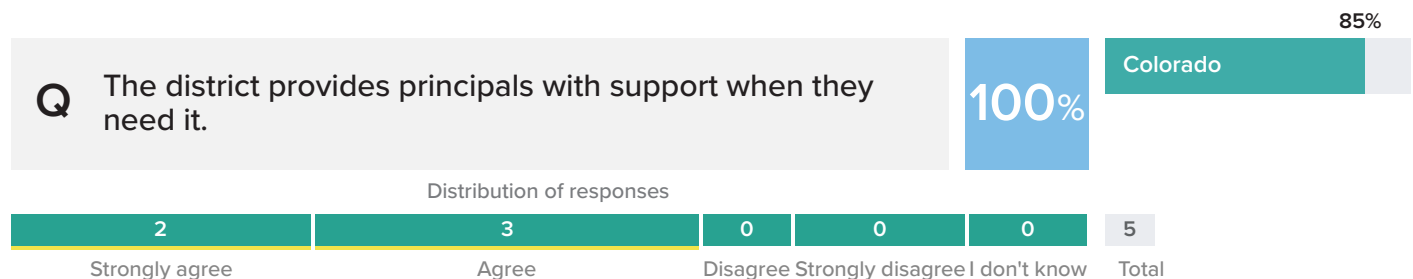**Q** There is an atmosphere of trust and mutual respect between district and school administrators.

100%

85%

Colorado

Distribution of responses

2	3	0	0	0	5
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

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

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

100%

85%

Colorado

Distribution of responses

2	3	0	0	0	5
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

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

DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district clearly describes expectations for schools.

80%

83%

Colorado

Distribution of responses

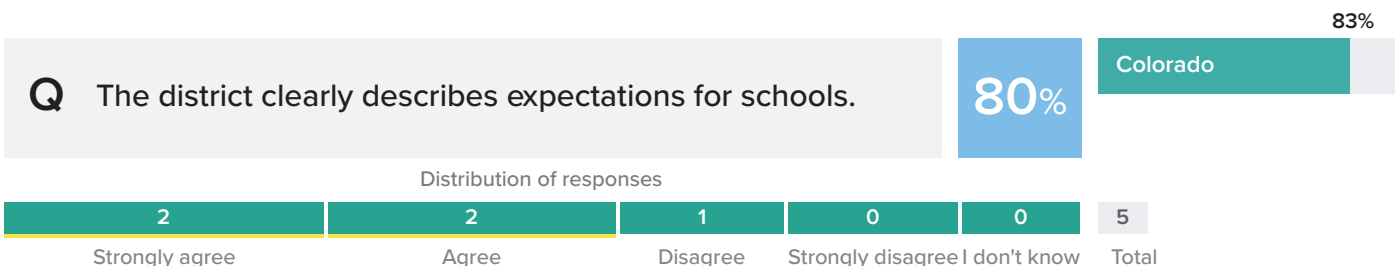| 2	2	1	0	0	5
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

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

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

100%

80%

Colorado

Distribution of responses

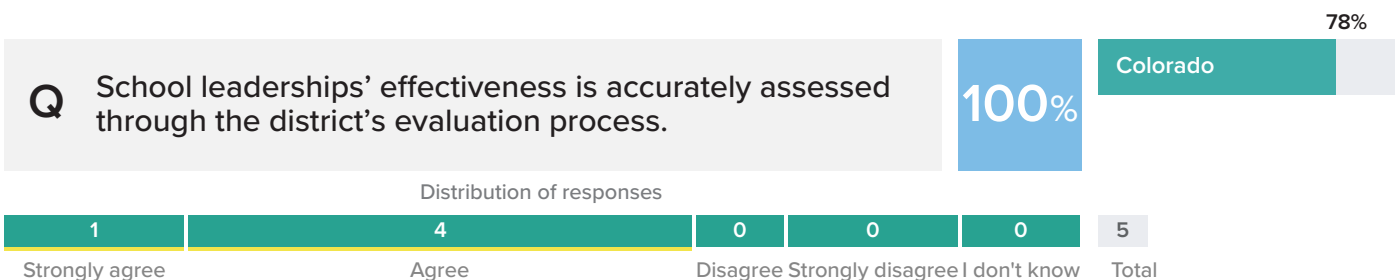| 2	3	0	0	0	5
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

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

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

100%

78%

Colorado

Distribution of responses

1	4	0	0	0	5
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

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

DS More District Supports results on next page
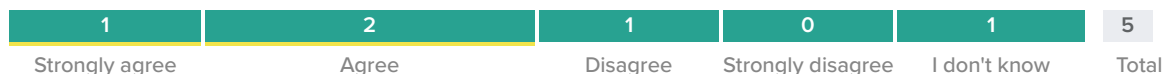
DS District Supports (cont)

COMPARE RESULT

Q The district makes principal professional development a priority.

75%

78%

Colorado

Distribution of responses

1	2	1	0	1	5
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

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

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

100%

82%

Colorado

Distribution of responses

1	3	0	0	1	5
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

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

Q The district involves principals in decisions that directly impact the operations of their school.
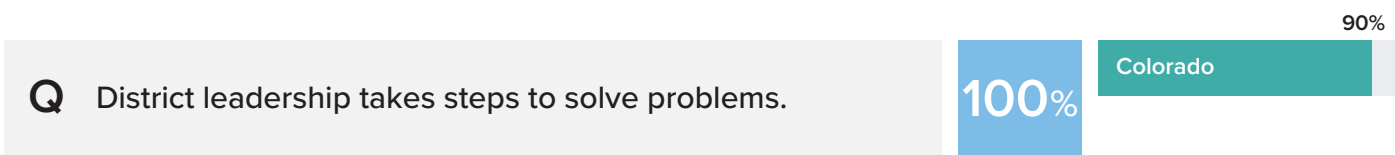
100%

85%

Colorado

Distribution of responses

3	2	0	0	0	5
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

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

DS More District Supports results on next page
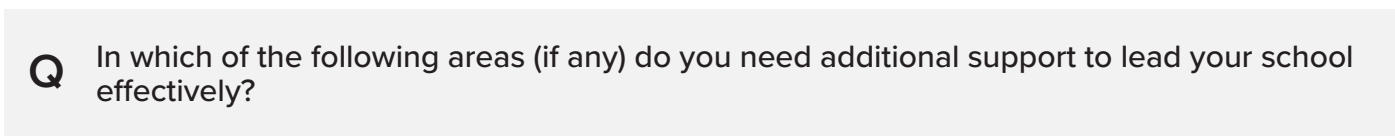
DS District Supports (cont)

COMPARE RESULT

Q District leadership takes steps to solve problems.

100%

90%

Colorado

Distribution of responses

3	1	0	0	1	5
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

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

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

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

Distribution of responses

1	0	2	0	0	1	1	0	1	0	0	5	11

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