DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey



Prepared for Johnstown-Milliken RE-5J Number of respondents (#) 240



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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.

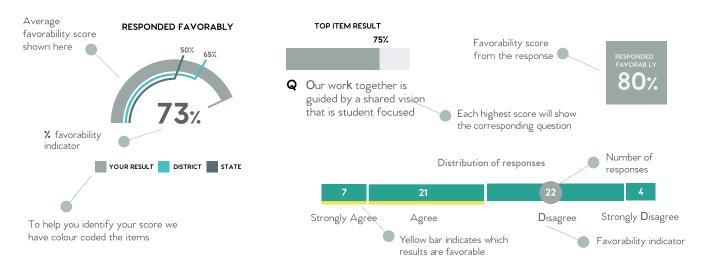
SURVEY DESIGN

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



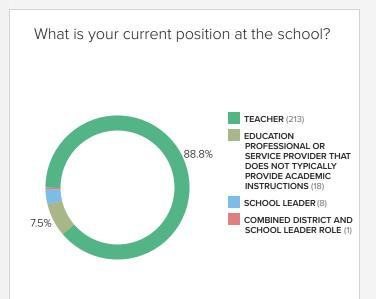


240 total respondents

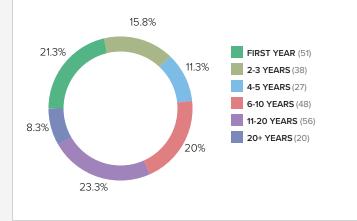
DEMOGRAPHICS

Who took the survey?

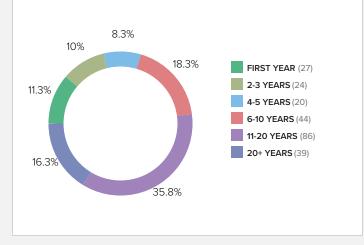
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.



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



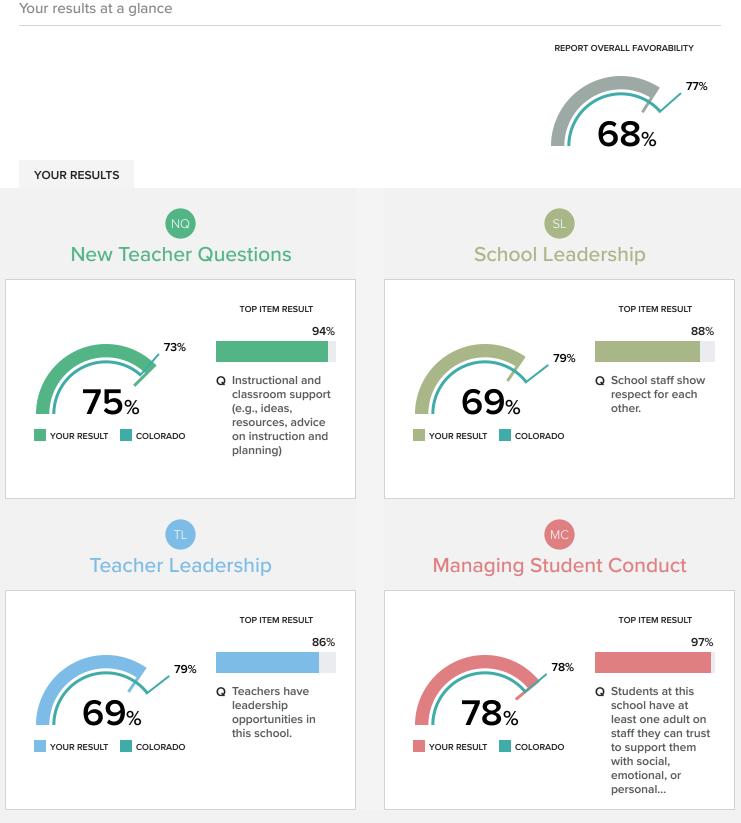
How many years have you worked in your career in this position/role?





REPORT OVERVIEW

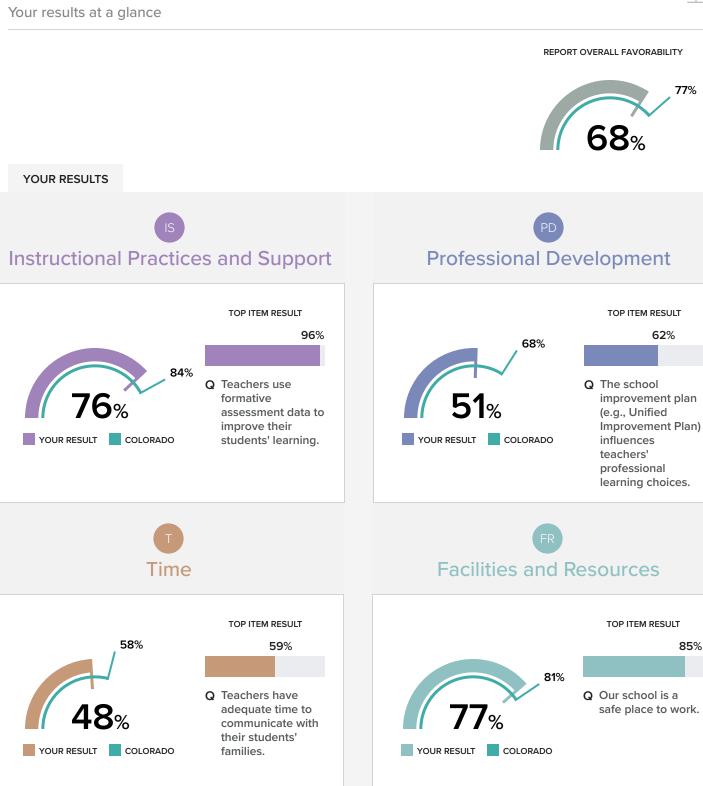






REPORT OVERVIEW







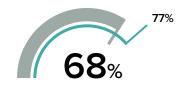
TLCC 2020 Teaching & Learning Conditions Colorado Survey



REPORT OVERVIEW

Your results at a glance

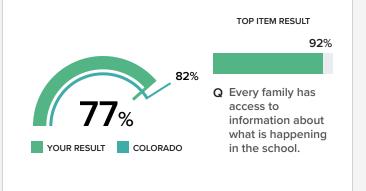


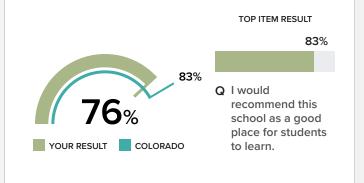


YOUR RESULTS











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

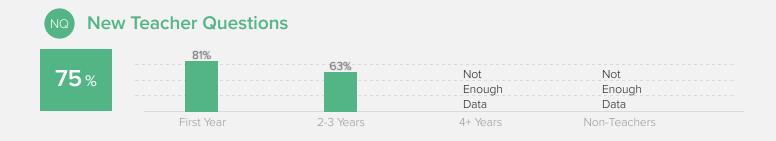


REPORT OVERVIEW - BREAKDOWN

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.

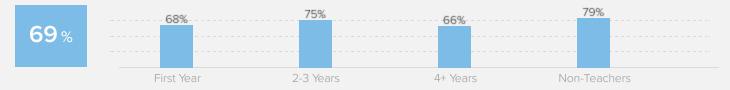
Results Disaggregated By: Years Worked as a Teacher at Current School



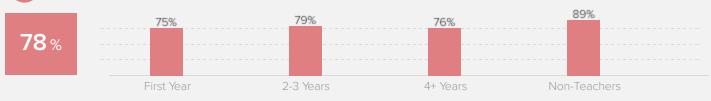




Teacher Leadership









REPORT OVERVIEW - BREAKDOWN

Results Disaggregated by Subgroups

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Results Disaggregated By: Years Worked as a Teacher at Current School



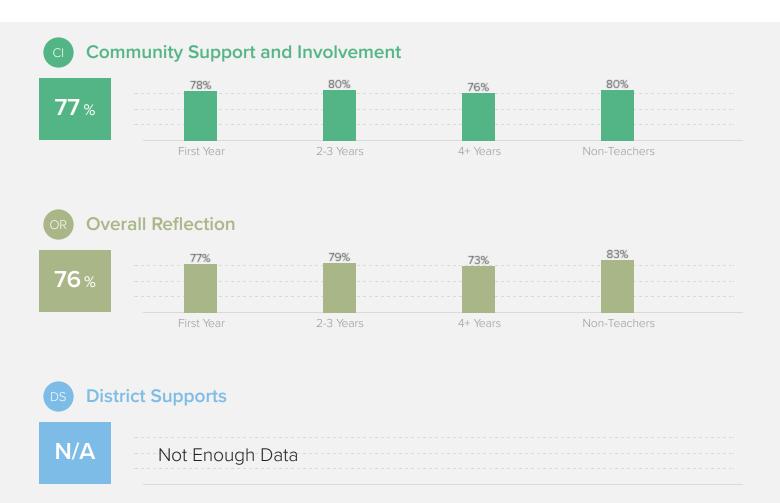


REPORT OVERVIEW - BREAKDOWN

Results Disaggregated by Subgroups

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Results Disaggregated By: Years Worked as a Teacher at Current School





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Item level results from your report

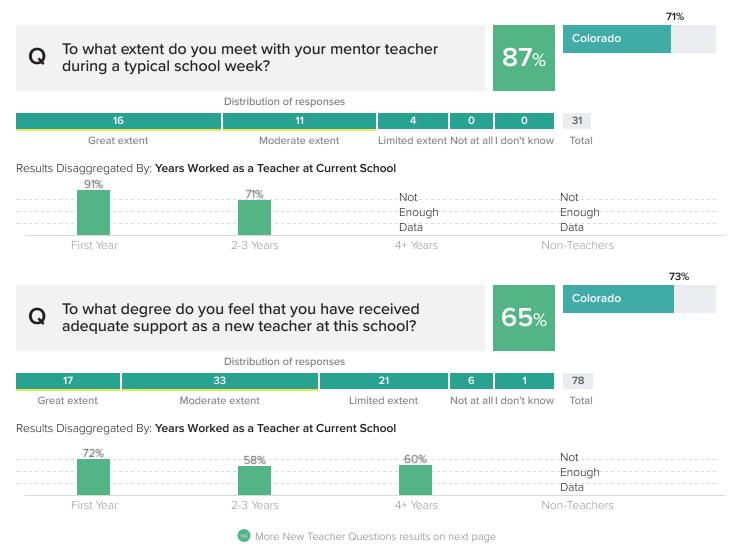


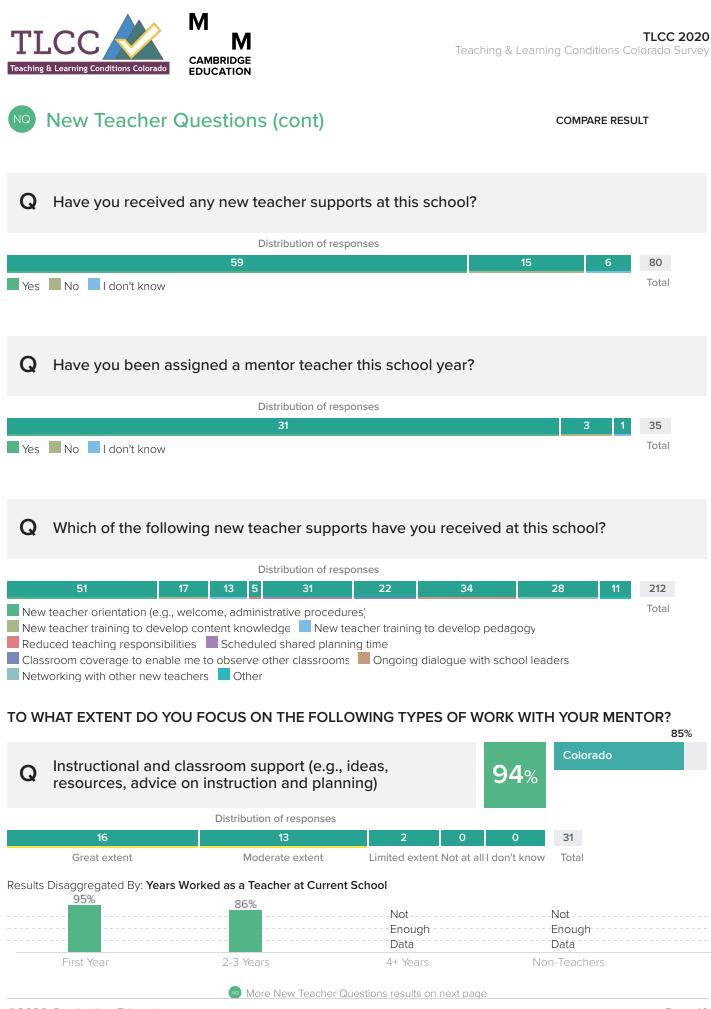
No New Teacher Questions

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





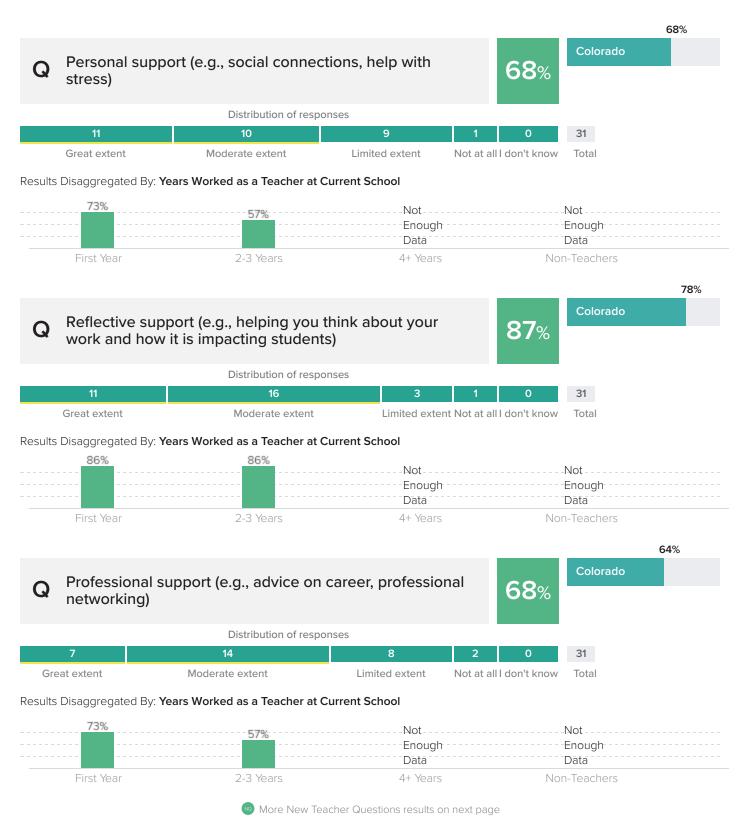






NO New Teacher Questions (cont)







Nov Teacher Questions (cont)

							72 %
Q		pport (e.g., formative evalu d to evaluation expectation	74 %	Colorado			
		Distribution of responses	5				
	10	13	7	1	0	31	
	Great extent	Moderate extent	Limited extent	Not at a	ll I don't know	Total	
Result	s Disaggregated By: `	Years Worked as a Teacher at Curre	ent School				
	82%		Not			Not	
			Enough			Enough	
			Data			Data	
	First Year	2-3 Years	4+ Years		Nor	n-Teachers	





RESULTS

Item level results from your report

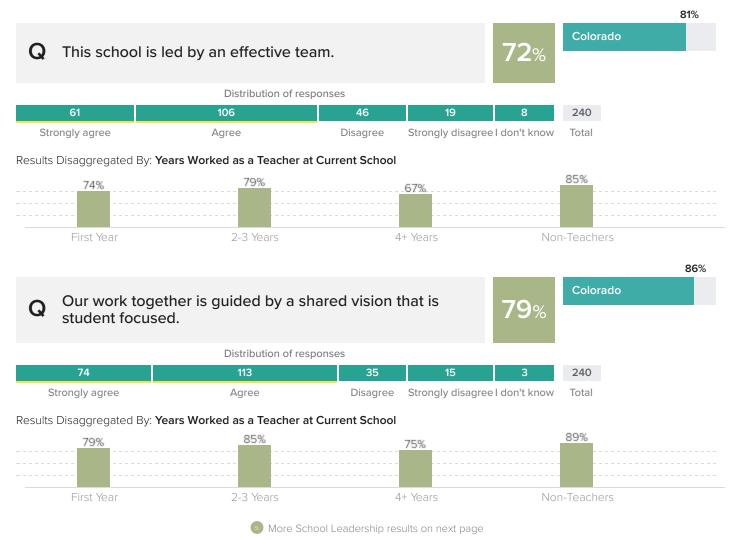
School Leadership

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.

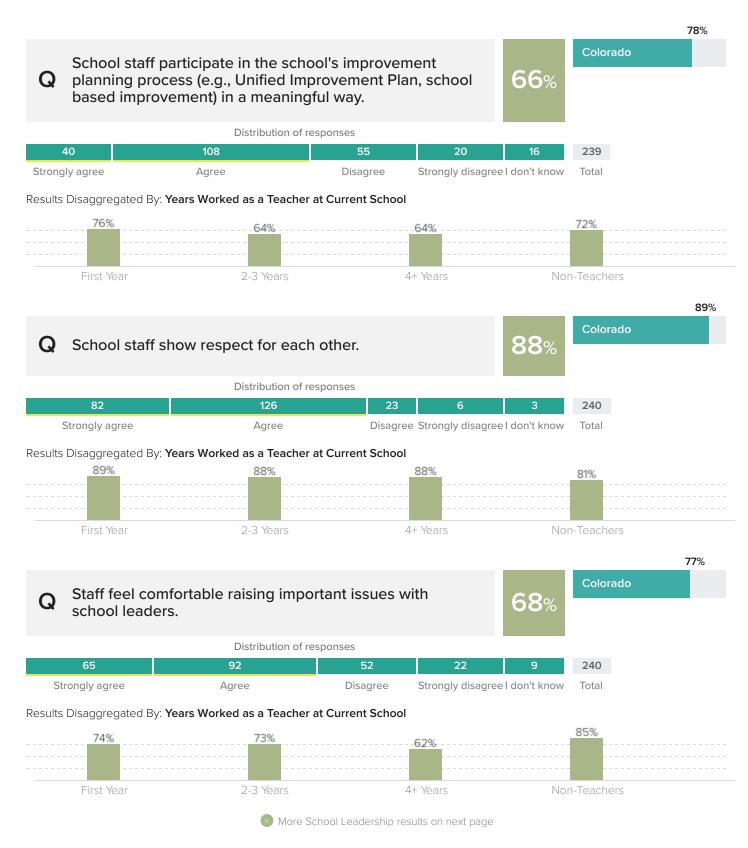








School Leadership (cont)





School Leadership (cont)





SL School Leadership (cont)

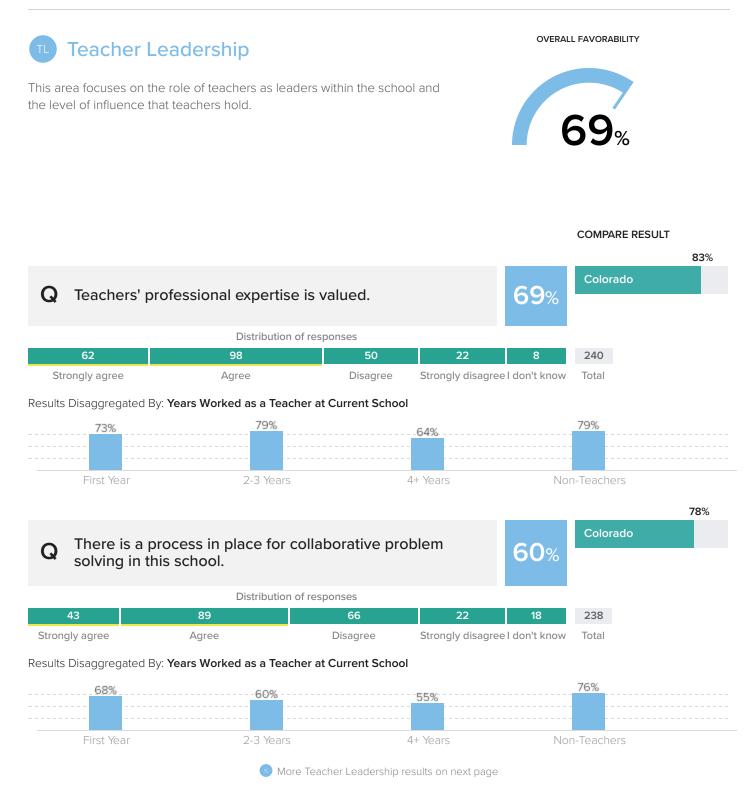
Q	School leadersh operation.	ip puts suggestions	made by sta	aff into	68%	Colorado	77%
		Distribution of res	ponses				
	44	104	45	24	22	239	
Strong	gly agree	Agree	Disagree	Strongly disagree	el don't know	Total	
Results	Disaggregated By: Yea	nrs Worked as a Teacher a	Current School				
	75%	69%		- 61%		96%	
	First Year	2-3 Years	4	1+ Years	Noi	n-Teachers	
							77%
Q	School leadersh	ip works to build tru	ust among st	aff.	67%	Colorado	
			Ū				
		Distribution of res	-				
	62		-	25	11	240	
Str		Distribution of res	ponses		11	240 Total	
	62 ongly agree	Distribution of res 92	ponses 50 Disagree	25	11		
	62 ongly agree	Distribution of res 92 Agree	ponses 50 Disagree	25	11		





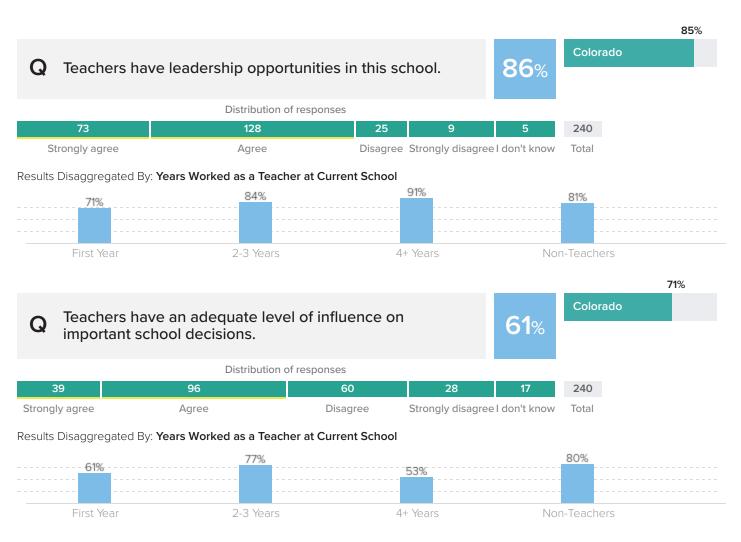
RESULTS

Item level results from your report





Teacher Leadership (cont)



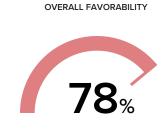




RESULTS

Item level results from your report









Managing Student Conduct (cont) COMPARE RESULT 53% Colorado Rules for student behavior are enforced in a consistent Q 56% manner. Distribution of responses 36 94 69 239 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 72% 58% 55% 50% First Year 2-3 Years 4+ Years Non-Teachers 90% Q This school is a safe place for students to learn. 92% Distribution of responses 86 239 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 100% 94% 87% 91% 4+ Years First Year 2-3 Years Non-Teachers 97% Colorado Students at this school have at least one adult on staff 97% **Q** they can trust to support them with social, emotional, or personal concerns. Distribution of responses 104 120 239 6 8 1 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 97% 100% 96% 94% First Year 2-3 Years 4+ Years Non-Teachers





90%

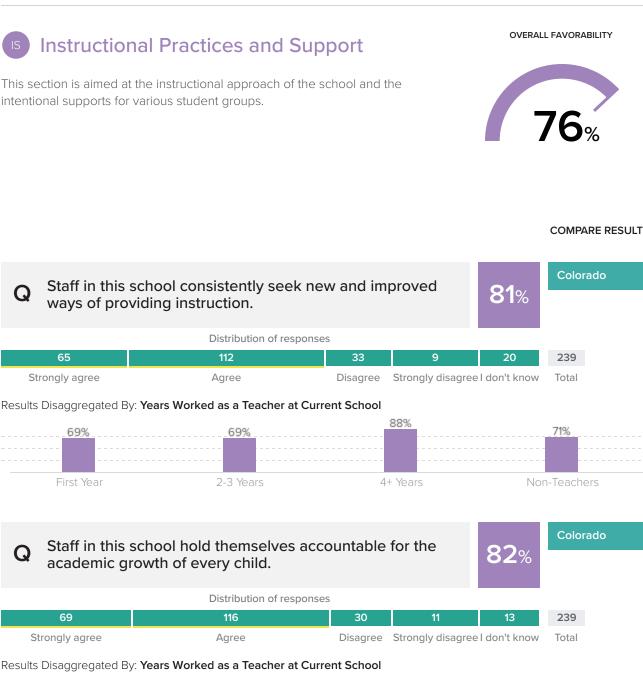
87%

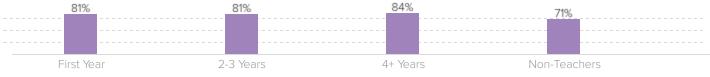
RESULTS

Q

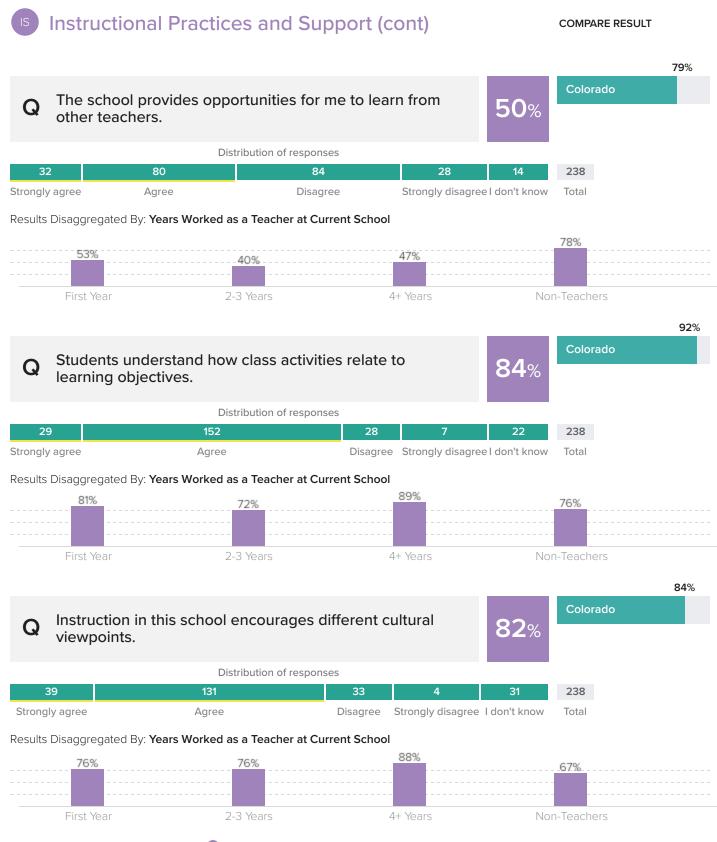
Q

Item level results from your report











Instructional Practices and Support (cont) COMPARE RESULT 69% Colorado The diverse academic needs of our students are met by Q 55% this school's current curriculum. Distribution of responses 29 86 76 20 239 28 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 74% 55% 48% 39% First Year 2-3 Years 4+ Years Non-Teachers 78% Colorado English Learners are adequately supported in this school. 79% Q Distribution of responses 45 122 38 26 238 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 86% 81% 70% 67% First Year 2-3 Years 4+ Years Non-Teachers 81% Colorado Students with disabilities are adequately supported in 75% Q this school. Distribution of responses 53 117 45 12 238 Strongly agree Disagree Strongly disagree I don't know Agree Total Results Disaggregated By: Years Worked as a Teacher at Current School 84% 80% 73% 67% First Year 2-3 Years 4+ Years Non-Teachers



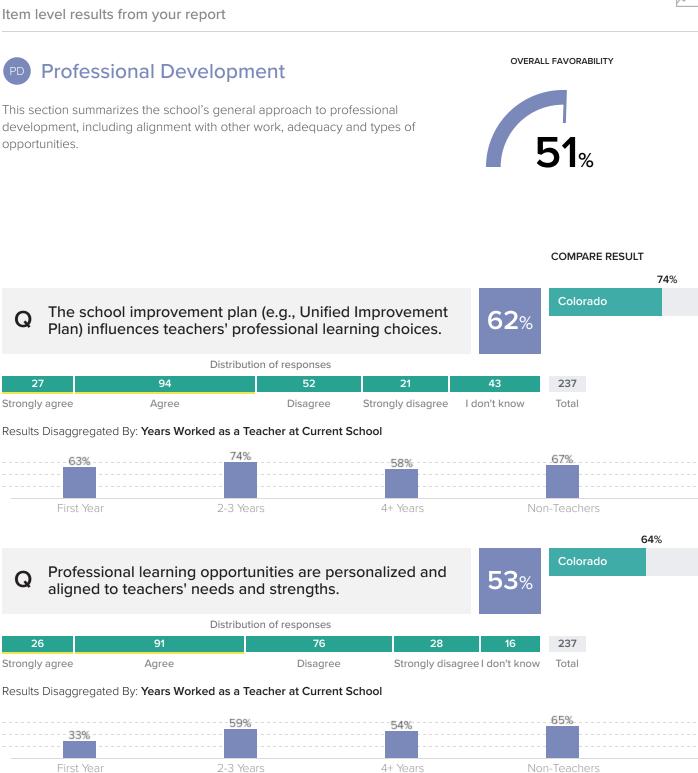
Instructional Practices and Support (cont) COMPARE RESULT 74% Colorado Gifted students are adequately supported in this school. Q 63% Distribution of responses 90 36 60 38 238 Agree Disagree Strongly disagree Total Strongly agree I don't know Results Disaggregated By: Years Worked as a Teacher at Current School 71% 68% 63% 48% 4+ Years First Year 2-3 Years Non-Teachers 78% Colorado Students' social and emotional learning is adequately Q 69% supported in this school. Distribution of responses 44 109 16 238 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 76% 689 69% 63% First Year 2-3 Years 4+ Years Non-Teachers 88% Colorado Teachers have the autonomy to make important 88% Q decisions in their classrooms (e.g., pacing, materials, and/or pedagogy). Distribution of responses 95 108 15 238 6 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 95% 94% 86% 85% First Year 2-3 Years 4+ Years Non-Teachers



Instructional Practices and Support (cont) COMPARE RESULT 91% Colorado Teachers feel supported in trying new instructional Q 89% strategies. Distribution of responses 94 112 16 9 239 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 94% 92% 88% 86% First Year 2-3 Years 4+ Years Non-Teachers 97% Colorado Teachers use formative assessment data to improve their Q 96% students' learning. Distribution of responses 97 122 239 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 97% 97% 96% 94% First Year 2-3 Years 4+ Years Non-Teachers



RESULTS



💿 More Professional Development results on next page



Professional Development (cont) COMPARE RESULT 56% Colorado The effectiveness of professional development is Q 44% assessed regularly. Distribution of responses 40 238 37 Strongly agree Agree Disagree Strongly disagree l don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 54% 43% 39% 38% First Year 2-3 Years 4+ Years Non-Teachers 77% Colorado Professional learning opportunities (e.g., instructional 55% Q coaching, PLCs, training) improve instruction in this school. Distribution of responses 93 67 29 22 26 237 Disagree Strongly agree Agree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 59% 59% 58% 52% First Year 2-3 Years 4+ Years Non-Teachers 69% Colorado All teachers receive ongoing support and coaching to Q 50% improve their practice. Distribution of responses 88 32 237 27 81 9 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 63% 54% 49% 44% 4+ Years Non-Teachers First Year 2-3 Years 🐵 More Professional Development results on next page



Professional Development (cont) COMPARE RESULT 73% Colorado Teachers receive adequate professional development to Q 48% effectively use student data (e.g., assessments, surveys). Distribution of responses 28 80 85 32 237 17 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 56% 47% 47% 43% First Year 2-3 Years 4+ Years Non-Teachers 67% Colorado Teachers receive adequate professional development to Q 49% support their students' social and emotional learning. Distribution of responses 23 90 86 31 237 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 58% 56% 47% 44% 2-3 Years First Year 4+ Years Non-Teachers 68% Colorado Professional learning opportunities are reinforced 44% Q through coaching (e.g., knowledge building over time). Distribution of responses 21 73 83 36 24 237 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 56% 47% 44% 36% First Year 2-3 Years 4+ Years Non-Teachers

🐵 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?

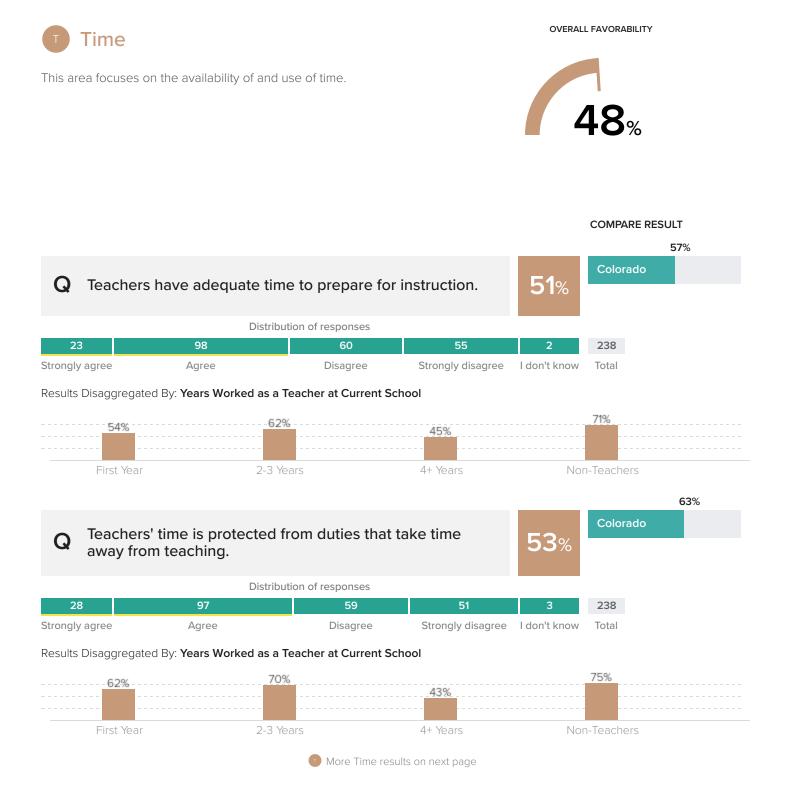
Distribution of responses												
44 51 48	67	54 35	48	30 26	54	57	39	101	52	52	47	805
Teachers' conten Understanding da Supporting speci Reading strategie Social-emotional Teaching student	ata Diffe al education s Using learning of a	erentiating i n (students n technolog all students	nstructio with disa y in clas	n Sup bilities) sroom ins	porting Teac struction	g English hing gifte n Cla	Learno ed stud ssroor	ers dents Metho m management	ods of te	eaching		Total





RESULTS



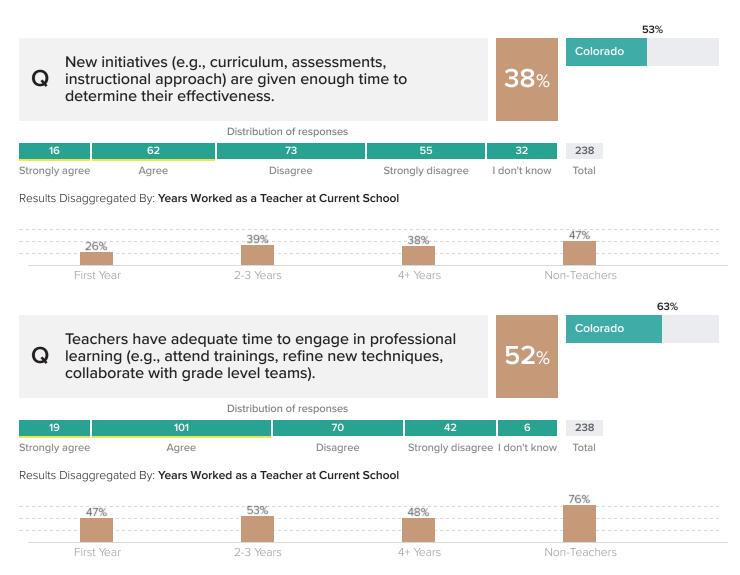




Time (cont) COMPARE RESULT 55% Colorado Teachers have adequate time to analyze and respond to Q 37% student assessment data. Distribution of responses 13 89 57 238 8 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 45% 44% 38% 33% First Year 2-3 Years 4+ Years Non-Teachers 53% Colorado Teachers have adequate time to support their students' Q 45% social and emotional learning. Distribution of responses 13 90 45 237 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 61% 45% 43% 39% First Year 2-3 Years Non-Teachers 4+ Years 64% Colorado Teachers have adequate time to communicate with their 59% C students' families. Distribution of responses 18 121 56 39 237 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 88% 79% 62% 49% First Year 2-3 Years 4+ Years Non-Teachers More Time results on next page



Time (cont)







RESULTS

Item level results from your report

FR Facilities and Resources

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



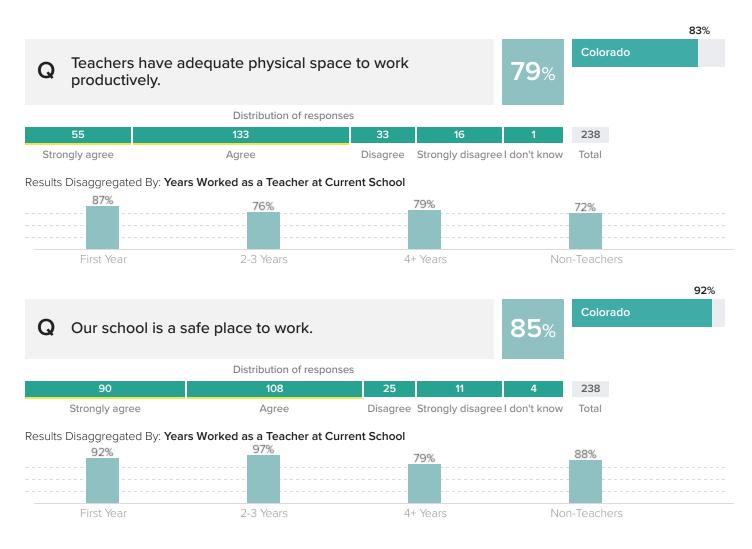
OVERALL FAVORABILITY

) are reasonable.			78%	Colorado	
	Distribution of	responses				
63	116	32	19	8	238	
Strongly agree	Agree	Disagree	e Strongly disagr	eel don't know	Total	
ts Disaggregated B [.]	y: Years Worked as a Teache	r at Current Schoo	1			
76%	85%		74%		95%	
			-			
			-			
First Year	2-3 Years		4+ Years	No	n-Teachers	
						75
Instructiona					Colorado	
	I resources are adequ	late to suppor	t student	66%	Colorado	
learning.	l resources are adequ	late to suppor	t student	66%	Colorado	
	I resources are adequ		t student	66%	Colorado	
			t student 17	66 %	Colorado 237	
learning.	Distribution of	responses		8		
learning. 30 Jly agree	Distribution of	responses 62 Disagree	17 Strongly disagr	8	237	
learning.	Distribution of 120 Agree y: Years Worked as a Teache	responses 62 Disagree r at Current Schoo	17 Strongly disagr	8	237	
learning.	Distribution of 120 Agree	responses 62 Disagree	17 Strongly disagr	8	237 Total	
learning. 30 Jly agree	Distribution of 120 Agree y: Years Worked as a Teache	responses 62 Disagree r at Current Schoo	17 Strongly disagr	8	237 Total	



FR Facilities and Resources (cont)







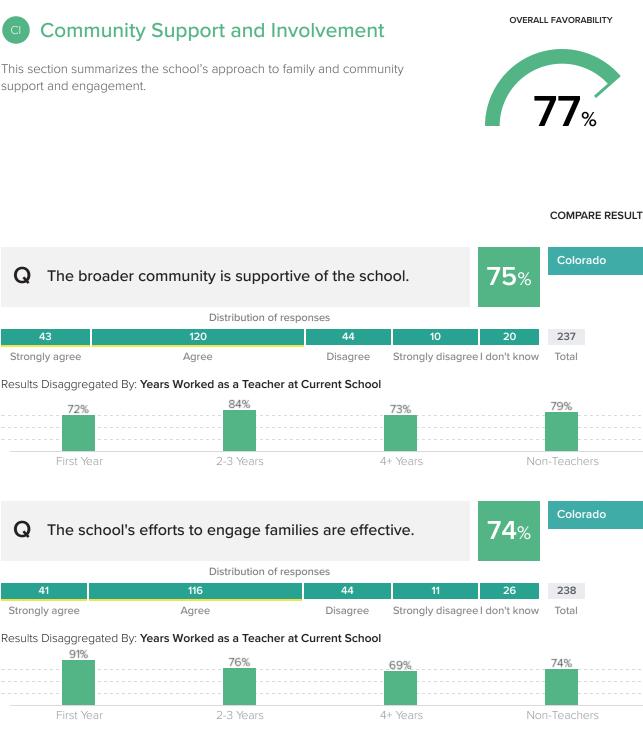


86%

78%

RESULTS

Item level results from your report



More Community Support and Involvement results on next page



Community Support and Involvement (cont) COMPARE RESULT 73% Colorado The school provides strategies that families can use at Q **67**% home to support their children's learning. Distribution of responses 31 106 14 33 237 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 70% 71% 63% 56% First Year 2-3 Years 4+ Years Non-Teachers 91% Colorado Every family has access to information about what is 92% Q happening in the school. Distribution of responses 80 125 15 238 13 Strongly agree Agree Disagree Strongly disagree I don't know Total Results Disaggregated By: Years Worked as a Teacher at Current School 96% 97% 89% 91% First Year 2-3 Years 4+ Years Non-Teachers



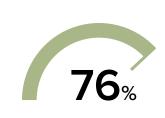


RESULTS

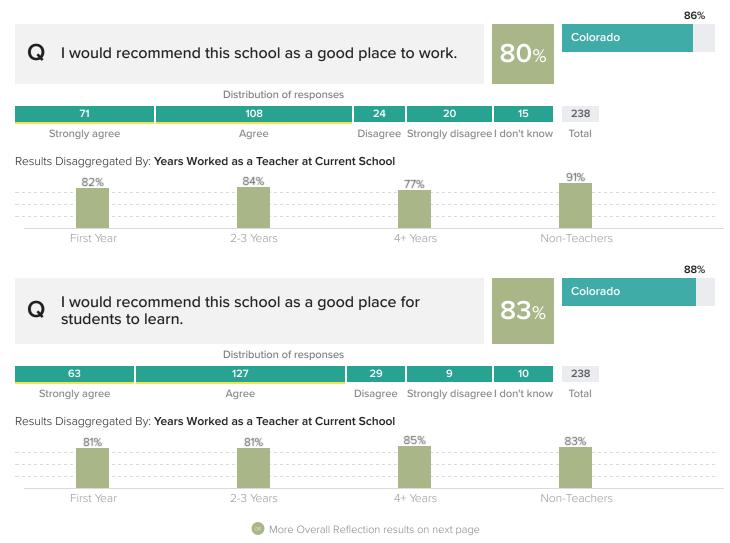
Item level results from your report



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



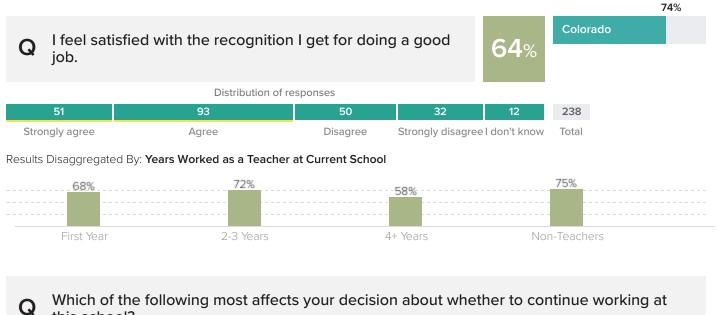
OVERALL FAVORABILITY





Overall Reflection (cont)

COMPARE RESULT



this school?

Distribution of responses										
4 11 8	56	67 2	69	21	238					
		and resources Community support	rt and engagement 📕 The scho	ol staff	Total					

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

Distribution of respons	ises			
169	8	35	0 2 9 1!	5 238
Continue in current type of position at this school Continue in current type of position in this district but not at this sch Continue in current type of position but not in this district Continue Continue working in education in an administrative position Continue working in education in an non-administrative, non-teachi	tinue working in educ			Total





RESULTS

Item level results from your report

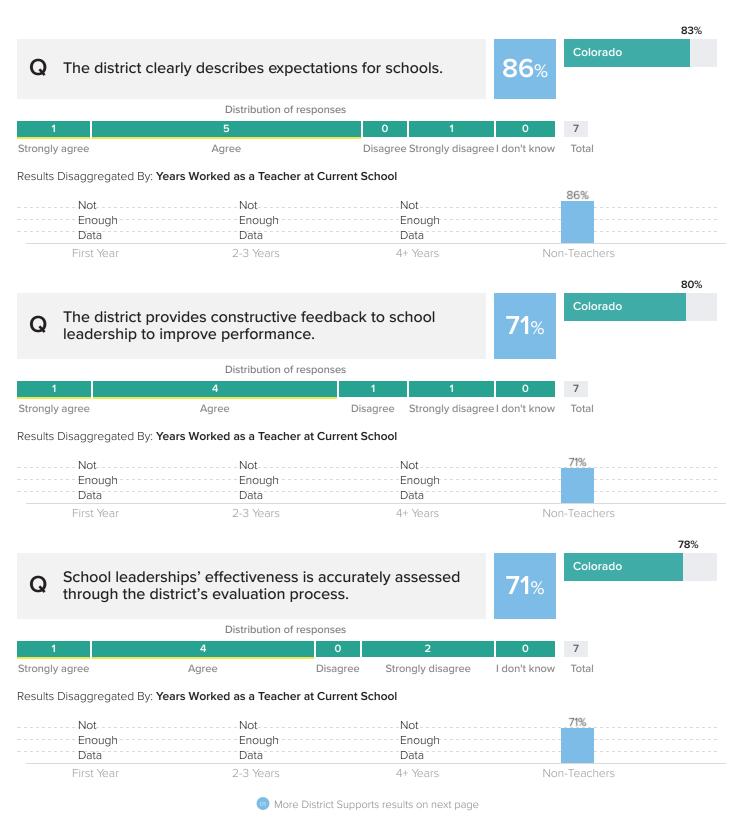
District Supports

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

					COMPARE RESU	LT
						85%
Q There is a between o	n atmosphere of trus district and school ad	st and mutua Iministrators	l respect	57 %	Colorado	
	Distributior	n of responses				
1	3	1	2	0	7	
ongly agree	Agree	Disagree	Strongly disagree	l don't know	Total	
ults Disaggregated	By: Years Worked as a Tea	cher at Current	School			
Not		γ	Not		-57%	
Enough Data	Data	I 	Data			
Enough			•	Noi	n-Teachers	85%
Enough Data First Year	Data	5	Data 4+ Years	Nor 57%	n-Teachers Colorado	859
Enough Data First Year	Data 2-3 Years	5	Data 4+ Years			859
Enough Data First Year	Data 2-3 Years	s with suppo	Data 4+ Years			859
The distric need it.	Data 2-3 Years ct provides principals Distribution	s with suppo	Data 4+ Years rt when they	57%	Colorado	859
The distric need it.	Data 2-3 Years ct provides principals Distribution 3	s with suppo n of responses 1 Disagree	Data 4+ Years rt when they 2 Strongly disagree	57 %	Colorado 7	85
Pirst Year The district need it. I ongly agree sults Disaggregated	Data 2-3 Years ct provides principals Distribution 3 Agree By: Years Worked as a Tear	s with suppo n of responses 1 Disagree cher at Current	Data 4+ Years rt when they 2 Strongly disagree School	57% o I don't know	Colorado 7 Total	859



District Supports (cont)





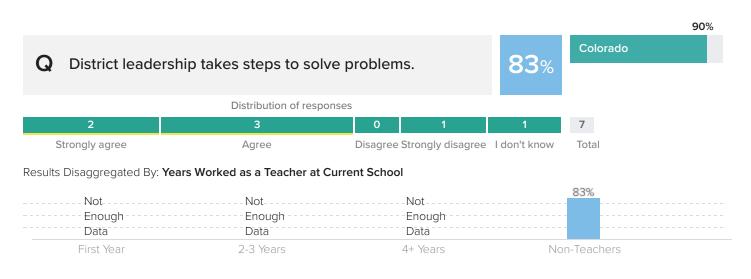
District Supports (cont)

	The distrig priority.	ct makes p	rincipal profe	ssional	development a	43%	Colorado	
			Distribution of r	responses				
1		2		3	1	0	7	
Strongly a	agree	Agree	D	isagree	Strongly disa	agree I don't know		
esults D	Disaggregated	d By: Years Wc	orked as a Teacher	r at Curren	nt School			
			N 1 - 1		N			
					Not		43%	
	Data		Data		Data			
	First Year		2-3 Years		4+ Years	No	on-Teachers	
								82%
	Myschoo	l rocoivos i	instructional r	asource	es on par with		Colorado	
Q	other sch	ools in the	district	esource		100%		
	other sen		district.					
			Distribution					
			Distribution of r	responses				
	2		Distribution of r	responses	0 0	0	7	
Stron				responses				
	ngly agree		5 Agree		Disagree Strongly disa			
	ngly agree	d By: Years Wo	5		Disagree Strongly disa		Total	
	ngly agree Disaggregated	d By: Years Wo	5 Agree orked as a Teacher	r at Curren	Disagree Strongly disa	agree I don't know		
	ngly agree Disaggregated	-	5 Agree orked as a Teacher	r at Curren	Disagree Strongly disa	agree I don't know	Total	
	ngly agree Disaggregated		5 Agree orked as a Teacher	r at Curren	Disagree Strongly disa at School	agree I don't know	Total	
	ngly agree Disaggregated Not Enough		5 Agree orked as a Teacher Not	r at Curren	Disagree Strongly disa at School Not Enough	agree I don't know	Total	
	ngly agree Disaggregated Not Enough Data		5 Agree orked as a Teacher Not Enough Data	r at Curren	Disagree Strongly disa at School Not Enough Data	agree I don't know	7 Total	95%
	ngly agree Disaggregated Not Enough Data		5 Agree orked as a Teacher Not Enough Data	r at Curren	Disagree Strongly disa at School Not Enough Data	agree I don't know	Total	85%
esults D	ngly agree Disaggregated Not Enough Data First Year		5 Agree orked as a Teacher Not Enough Data 2-3 Years	r at Curren	Disagree Strongly disa nt School Enough Data 4+ Years	agree I don't know	7 Total	85%
esults D	ngly agree Disaggregated - Not Enough Data First Year The district	ct involves	5 Agree orked as a Teacher Not Enough Data 2-3 Years	r at Curren	Disagree Strongly disa at School Not Enough Data	agree I don't know	Total	85%
esults D	ngly agree Disaggregated - Not Enough Data First Year The district	ct involves	5 Agree orked as a Teacher Not Enough Data 2-3 Years principals in c	r at Curren	Disagree Strongly disa nt School Enough Data 4+ Years	agree I don't know	Total	85%
esults D	ngly agree Disaggregated - Not Enough Data First Year The district	ct involves	5 Agree orked as a Teacher Not Enough Data 2-3 Years principals in c	r at Curren decisior iool.	Disagree Strongly disa nt School Enough Data 4+ Years	agree I don't know	Total	85%
esults D	ngly agree Disaggregated - Not Enough Data First Year The district	ct involves	5 Agree orked as a Teacher Not Enough Data 2-3 Years principals in o	r at Curren decisior iool.	Disagree Strongly disa nt School Enough Data 4+ Years	agree I don't know	Total	85%
Q 1	ngly agree Disaggregated Not Enough Data First Year The distric impact the	ct involves e operatior	5 Agree orked as a Teacher Not Data 2-3 Years principals in one of their sch	r at Curren decisior iool.	Disagree Strongly disa t School Enough Data 4+ Years that directly	agree I don't know No 83%	Total 100%	85%
Q 1 rongly a	ngly agree Disaggregated Not Enough Data First Year The distric impact the	ct involves e operatior	5 Agree orked as a Teacher	r at Curren decision iool.	Disagree Strongly disa at School Not Enough Data 4+ Years as that directly 0 1 Disagree Strongly disagree	agree I don't know No 83%	Total 100% on-Teachers Colorado	85%
Q 1 crongly a	ngly agree Disaggregated Not Enough Data First Year The distric impact the	ct involves e operatior	5 Agree orked as a Teacher Enough Data 2-3 Years principals in o bistribution of r	r at Curren decision iool.	Disagree Strongly disa at School Not Enough Data 4+ Years as that directly 0 1 Disagree Strongly disagree	agree I don't know No 83%	Total 100% on-Teachers Colorado 7 Total	85%
Q 1 crongly a	ngly agree Disaggregated Not Enough Data First Year The distric impact the	ct involves e operation d By: Years Wo	5 Agree orked as a Teacher	r at Curren decision iool.	Disagree Strongly disa at School Not Enough Data 4+ Years as that directly 0 1 Disagree Strongly disagree	agree I don't know No 83%	Total 100% on-Teachers Colorado	85%
Q 1 trongly a	ingly agree Disaggregated Not Enough Data First Year The distriction impact the agree Disaggregated	ct involves e operation d By: Years Wo	5 Agree orked as a Teacher	r at Curren decision iool.	Disagree Strongly disa at School Enough Data 4+ Years as that directly 0 1 Disagree Strongly disagree at School Enough	agree I don't know No 83%	Total 100% on-Teachers Colorado 7 Total	85%
Q 1 trongly a	ingly agree Disaggregated Not Data First Year The distriction impact the agree Disaggregated Not	ct involves e operation d By: Years Wo	5 Agree orked as a Teacher	r at Curren decision iool.	Disagree Strongly disa at School Enough Data 4+ Years as that directly 0 1 Disagree Strongly disagree at School Not	agree I don't know No 83%	Total 100% on-Teachers Colorado 7 Total	85%



District Supports (cont)

COMPARE RESULT



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

Distribution of responses												
4	0	2	1	1	1	0	1	2	2	2	0	16
Instructional leadershi										ılina		Total
Staffing (hiring etc.)	Teach	er evaluatio	n 🗖 Te	eacher	remed	iatic	n/coa	ching 🗖 Data	a-driven decisi			