# DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION

**Prepared for**
**Steamboat Springs RE-2**

**Number of respondents (#)**
**187**

# 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

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION
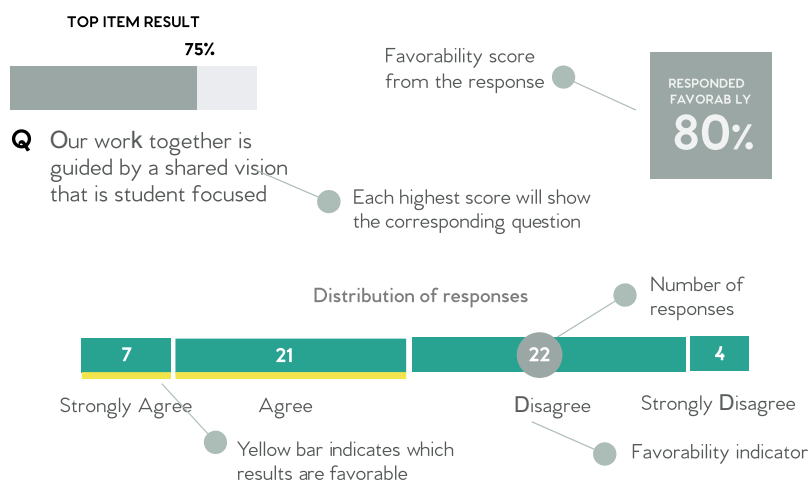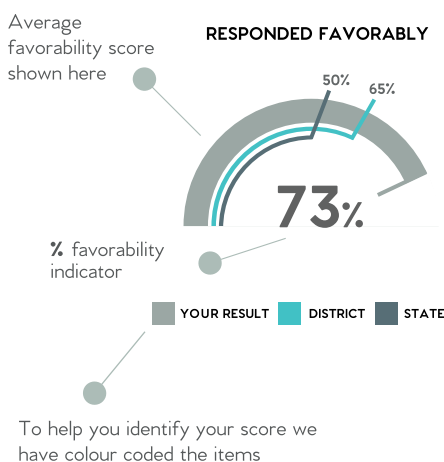
# DEMOGRAPHICS

Who took the survey?

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

**187** total respondents

### What is your current position at the school?



85%

12.3%

- TEACHER (159)
- EDUCATION PROFESSIONAL OR SERVICE PROVIDER THAT DOES NOT TYPICALLY PROVIDE ACADEMIC INSTRUCTIONS (23)
- SCHOOL LEADER (5)
- COMBINED DISTRICT AND SCHOOL LEADER ROLE (0)
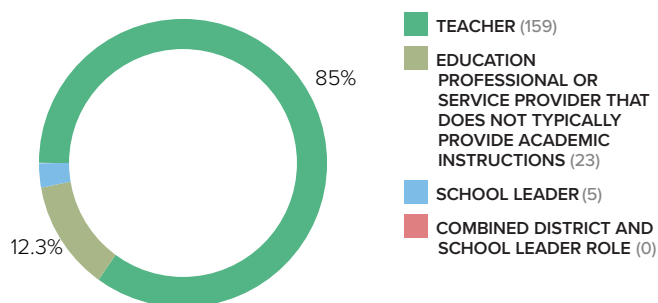
### How many years have you worked at your present school in this position/role?



20.9%
10.2%
11.2%
5.9%
26.7%
25.1%

- FIRST YEAR (21)
- 2-3 YEARS (39)
- 4-5 YEARS (19)
- 6-10 YEARS (47)
- 11-20 YEARS (50)
- 20+ YEARS (11)
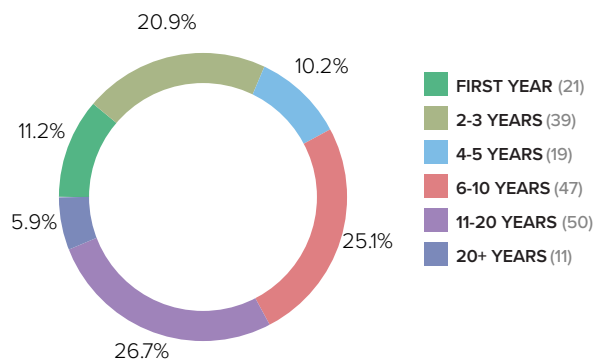
### How many years have you worked in your career in this position/role?



8.6%
26.7%
9.1%
4.3%
20.3%
31%

- FIRST YEAR (8)
- 2-3 YEARS (17)
- 4-5 YEARS (16)
- 6-10 YEARS (50)
- 11-20 YEARS (58)
- 20+ YEARS (38)

# REPORT OVERVIEW

Your results at a glance

**REPORT OVERALL FAVORABILITY**

77%

**82%**
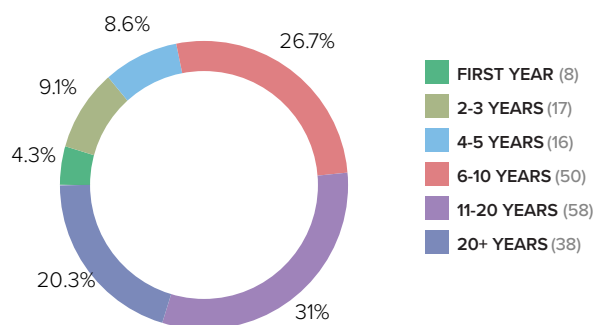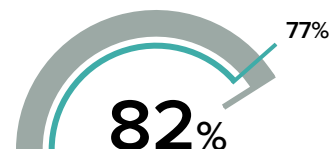
## YOUR RESULTS

### NQ

## New Teacher Questions

73%

**78%**

■ YOUR RESULT   ■ COLORADO
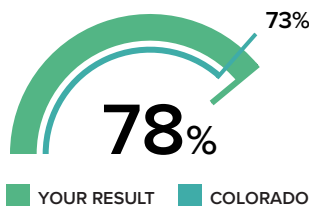
TOP ITEM RESULT

100%

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

### SL

## School Leadership

79%

**85%**

■ YOUR RESULT   ■ COLORADO
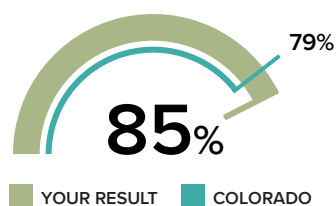
TOP ITEM RESULT

95%

**Q** School staff show respect for each other.

### TL

## Teacher Leadership

79%

**89%**

■ YOUR RESULT   ■ COLORADO
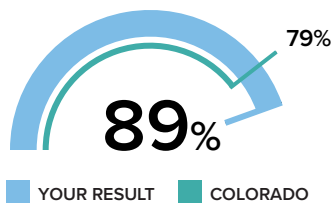
TOP ITEM RESULT

95%

**Q** Teachers' professional expertise is valued.

### MC

## Managing Student Conduct

78%

**87%**

■ YOUR RESULT   ■ COLORADO
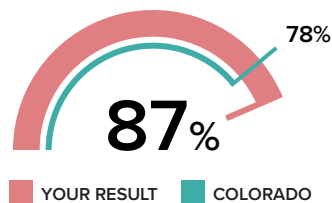
TOP ITEM RESULT

98%

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

# TLCC

Teaching & Learning Conditions Colorado

**M M**
**CAMBRIDGE EDUCATION**

# REPORT OVERVIEW
Your results at a glance

**REPORT OVERALL FAVORABILITY**

77%

**82%**
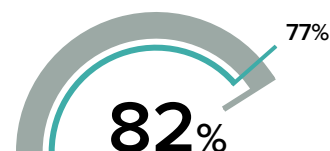
## YOUR RESULTS

### IS
## Instructional Practices and Support
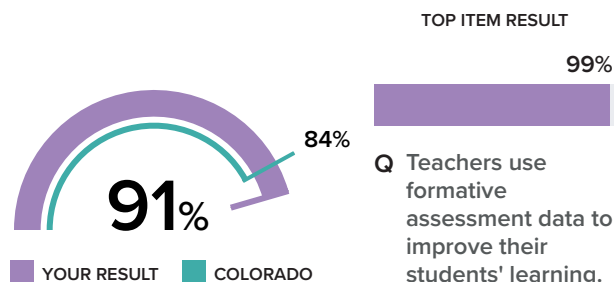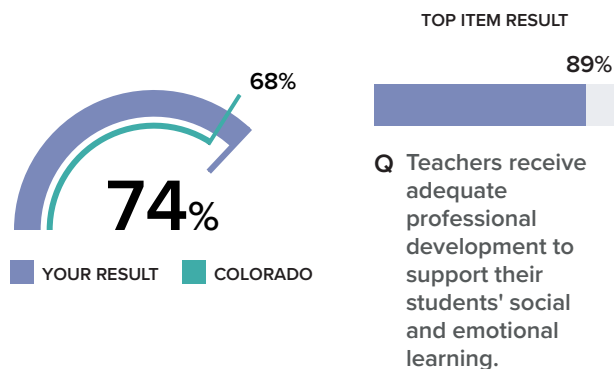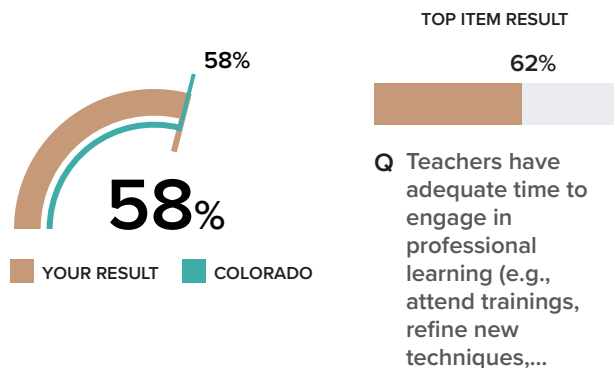
**TOP ITEM RESULT**

99%

84%

**91%**

■ YOUR RESULT   ■ COLORADO

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

### PD
## Professional Development

**TOP ITEM RESULT**

89%

68%

**74%**

■ YOUR RESULT   ■ COLORADO

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

### T
## Time

**TOP ITEM RESULT**

58%

62%

**58%**

■ 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**

99%

81%

**80%**

■ YOUR RESULT   ■ COLORADO

**Q** Our school is a safe place to work.

# REPORT OVERVIEW
Your results at a glance

REPORT OVERALL FAVORABILITY

77%

**82**%
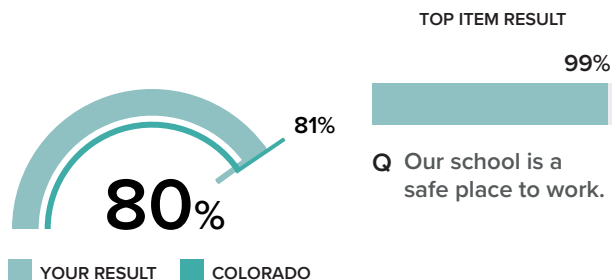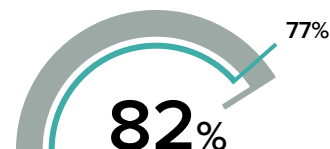
**YOUR RESULTS**

## CI
## Community Support and Involvement

TOP ITEM RESULT

87%

82%

**85**%

■ YOUR RESULT  ■ COLORADO

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

## OR
## Overall Reflection

TOP ITEM RESULT

97%

83%

**91**%

■ YOUR RESULT  ■ COLORADO
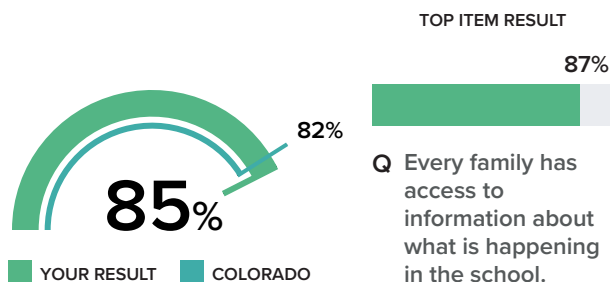
**Q** I would recommend this school as a good place for students to learn.
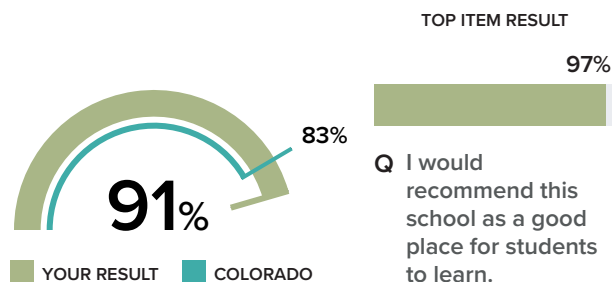
## DS
## District Supports

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 as a Teacher at Current School**

## NQ New Teacher Questions

**78%**

| | First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|---|
| | 76% | 81% | Not Enough Data | Not Enough Data |

## SL School Leadership

**85%**

| | First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|---|
| | 90% | 90% | 83% | 83% |

## TL Teacher Leadership

**89%**

| | First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|---|
| | 91% | 88% | 89% | 89% |

## MC Managing Student Conduct

**87%**

| | First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|---|
| | 83% | 90% | 86% | 87% |

# 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**

## IS Instructional Practices and Support

**91%**

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 97% | 92% | 91% | 88% |

## PD Professional Development

**74%**

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 85% | 81% | 71% | 77% |

## T Time

**58%**

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 73% | 58% | 55% | 62% |

## FR Facilities and Resources

**80%**

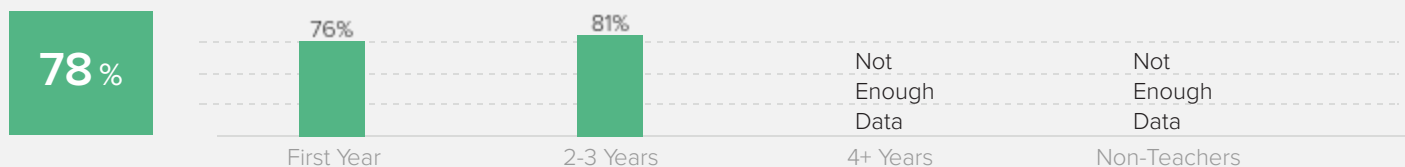| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 89% | 78% | 81% | 76% |

# REPORT OVERVIEW - BREAKDOWN
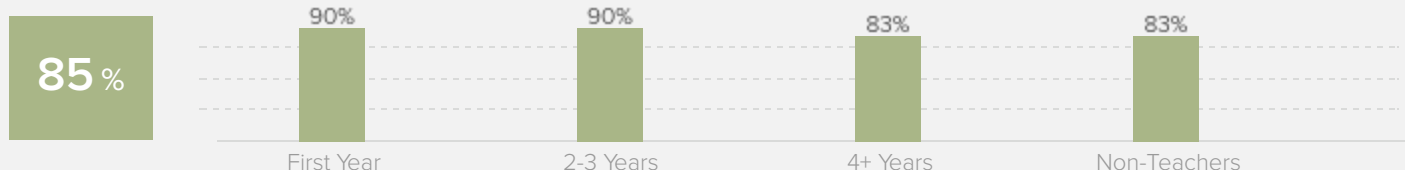Results Disaggregated by Subgroups

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**

CI  **Community Support and Involvement**

**85** %

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 90% | 81% | 87% | 76% |

OR  **Overall Reflection**

**91** %

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 90% | 93% | 91% | 91% |

DS  **District Supports**

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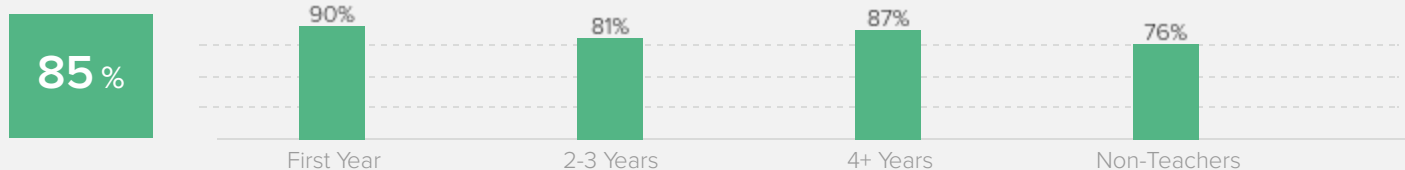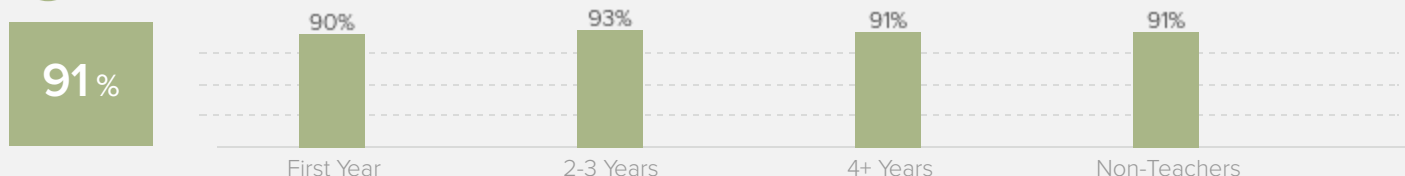
# RESULTS
Item level results from your report

**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**

**78**%
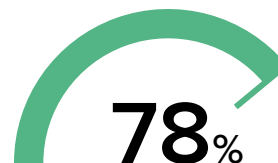
**COMPARE RESULT**

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

**89**%

71%
Colorado

Distribution of responses

| 2 | 6 | 0 | 1 | 0 | 9 |
|---|---|---|---|---|---|
| Great extent | Moderate extent | Limited extent | Not at all | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| Not Enough Data | 80% | 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?

**73**%

73%
Colorado

Distribution of responses

| 16 | 16 | 7 | 5 | 0 | 44 |
|---|---|---|---|---|---|
| Great extent | Moderate extent | Limited extent | Not at all | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 79% | 70% | Not Enough Data | Not Enough Data |
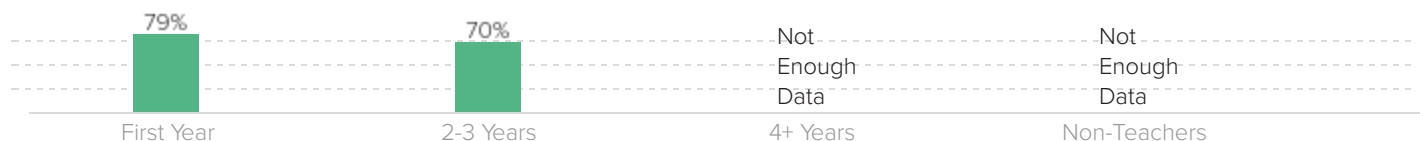
**NQ** More New Teacher Questions results on next page

## NQ New Teacher Questions (cont)

**COMPARE RESULT**

---

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

Distribution of responses

| 31 | 11 | 4 | 46 |
|---|---|---|---|

■ Yes  ■ No  ■ I don't know

Total

---

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

Distribution of responses

| 9 | 6 | 0 | 15 |
|---|---|---|---|

■ Yes  ■ No  ■ I don't know

Total

---

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

Distribution of responses

| 24 | 13 | 12 | 5 | 15 | 9 | 20 | 15 | 2 | 115 |
|---|---|---|---|---|---|---|---|---|---|

Total

■ New teacher orientation (e.g., welcome, administrative procedures)
■ New teacher training to develop content knowledge  ■ New teacher training to develop pedagogy
■ Reduced teaching responsibilities  ■ Scheduled shared planning time
■ Classroom coverage to enable me to observe other classrooms  ■ Ongoing dialogue with school leaders
■ Networking with other new teachers  ■ Other

---

### TO WHAT EXTENT DO YOU FOCUS ON THE FOLLOWING TYPES OF WORK WITH YOUR MENTOR?

85%

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

**100%**   Colorado

Distribution of responses

| 3 | 5 | 0 | 0 | 0 | 8 |
|---|---|---|---|---|---|
| Great extent | Moderate extent | Limited extent | Not at all | I don't know | Total |

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

| Not Enough Data | Not Enough Data | Not Enough Data | Not Enough Data |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

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)

**75**%

68%

| Colorado |

Distribution of responses

| 4 | 2 | 1 | 1 | 0 | 8 |
|---|---|---|---|---|---|
| Great extent | Moderate extent | Limited extent | Not at all | I don't know | Total |

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

| Not Enough Data | Not Enough Data | Not Enough Data | Not Enough Data |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

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

**88**%

78%

| Colorado |

Distribution of responses

| 2 | 5 | 1 | 0 | 0 | 8 |
|---|---|---|---|---|---|
| Great extent | Moderate extent | Limited extent | Not at all | I don't know | Total |

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

| Not Enough Data | Not Enough Data | Not Enough Data | Not Enough Data |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

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

**63**%

64%

| Colorado |

Distribution of responses

| 3 | 2 | 1 | 2 | 0 | 8 |
|---|---|---|---|---|---|
| Great extent | Moderate extent | Limited extent | Not at all | I don't know | Total |

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

| Not Enough Data | Not Enough Data | Not Enough Data | Not Enough Data |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

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)

**88**%

| Colorado |

Distribution of responses

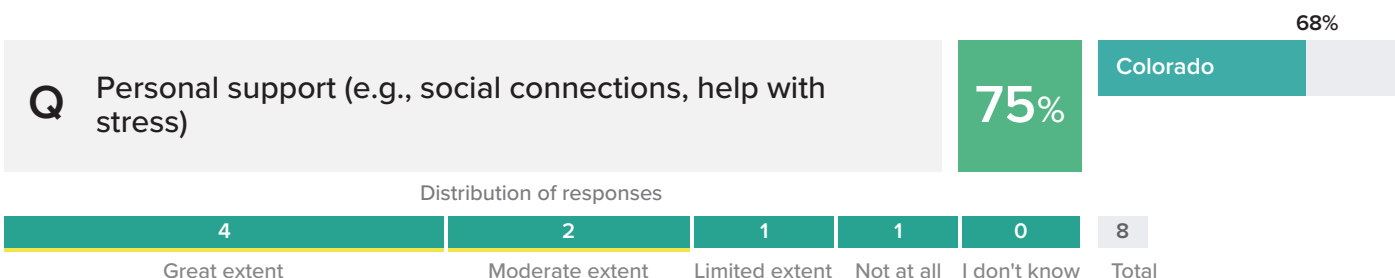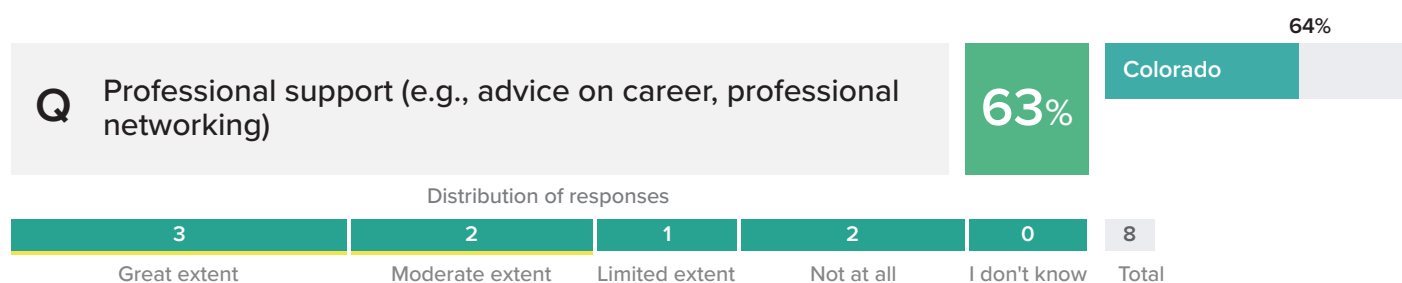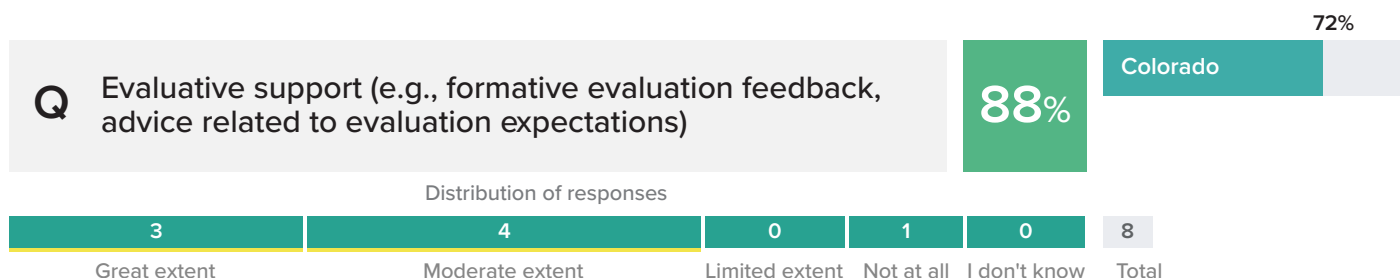| 3 | 4 | 0 | 1 | 0 | 8 |
|---|---|---|---|---|---|
| Great extent | Moderate extent | Limited extent | Not at all | I don't know | Total |

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

| Not Enough Data | Not Enough Data | Not Enough Data | Not Enough Data |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

# TLCC
Teaching & Learning Conditions Colorado

**M M**
CAMBRIDGE EDUCATION

## 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**

**85%**
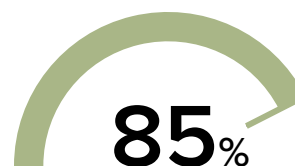
**COMPARE RESULT**

**Q**  This school is led by an effective team.

**86%**

81%
**Colorado**

Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|---|---|---|---|---|---|
| 77 | 83 | 19 | 6 | 2 | 187 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 93% | 93% | 87% | 75% |
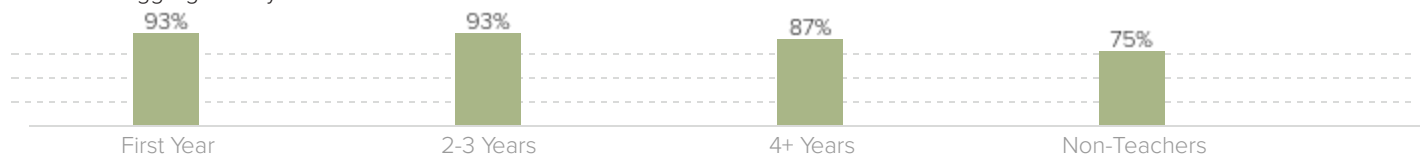
**Q**  Our work together is guided by a shared vision that is student focused.

**94%**

86%
**Colorado**

Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|---|---|---|---|---|---|
| 74 | 95 | 9 | 1 | 6 | 185 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 93% | 96% | 94% | 96% |

**SL** More School Leadership results on next page

**CAMBRIDGE EDUCATION**

## 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.

**85%**

78%

Colorado

### Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|:---:|:---:|:---:|:---:|:---:|:---:|
| 49 | 94 | 24 | 2 | 18 | 187 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|:---:|:---:|:---:|:---:|
| 90% | 92% | 84% | 77% |

**Q** School staff show respect for each other.

**95%**

89%

Colorado

### Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|:---:|:---:|:---:|:---:|:---:|:---:|
| 79 | 97 | 9 | 1 | 1 | 187 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|:---:|:---:|:---:|:---:|
| 100% | 96% | 94% | 93% |

**Q** Staff feel comfortable raising important issues with school leaders.

**83%**

77%

Colorado

### Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|:---:|:---:|:---:|:---:|:---:|:---:|
| 74 | 75 | 26 | 4 | 8 | 187 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|:---:|:---:|:---:|:---:|
| 79% | 92% | 81% | 85% |
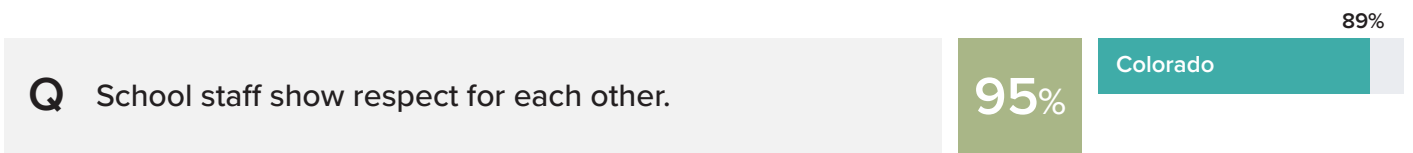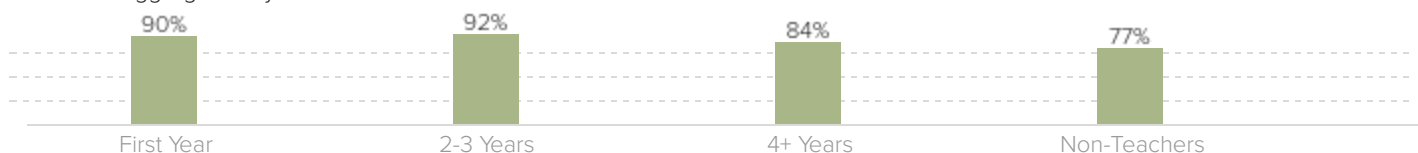
SL More School Leadership results on next page

## SL  School Leadership (cont)

COMPARE RESULT

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

**78**%

79%

Colorado

### Distribution of responses

| 36 | 102 | 34 | 6 | 8 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 69% | 81% | 75% | 92% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
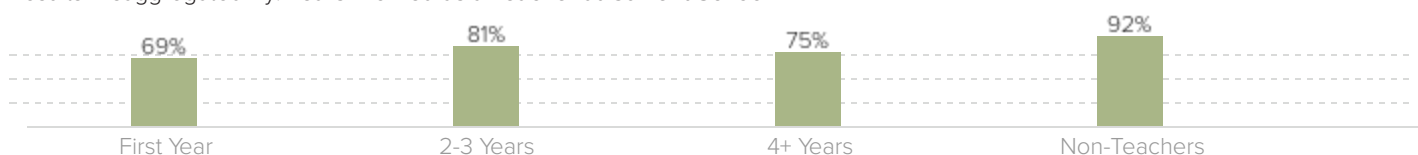
**Q** Teachers' effectiveness is accurately assessed through the school's teacher evaluation process.

**78**%

73%

Colorado

### Distribution of responses

| 24 | 103 | 28 | 7 | 24 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 90% | 85% | 76% | 76% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
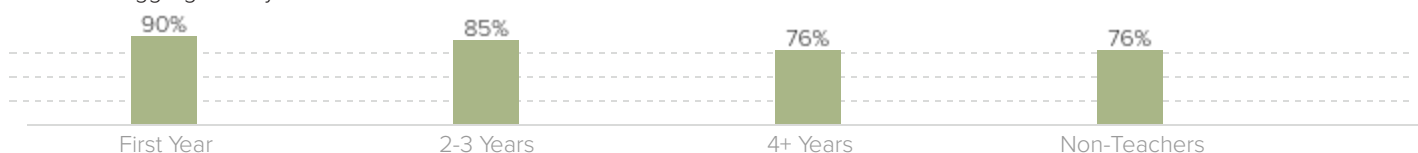
**Q** The teacher evaluation process provides teachers with actionable feedback for improvement.

**71**%

71%

Colorado

### Distribution of responses

| 17 | 101 | 40 | 8 | 21 | 187 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 90% | 88% | 67% | 64% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

SL More School Leadership results on next page

**SL** School Leadership (cont)

COMPARE RESULT

**Q** School leadership puts suggestions made by staff into operation.

**88**%

77%

Colorado

Distribution of responses

| 49 | 100 | 16 | 4 | 18 | 187 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 100% | 91% | 87% | 83% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

**Q** School leadership works to build trust among staff.

**86**%

77%

Colorado

Distribution of responses

| 76 | 76 | 22 | 3 | 9 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 100% | 89% | 84% | 85% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
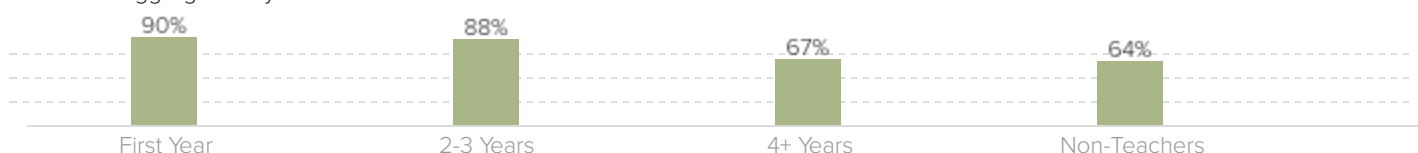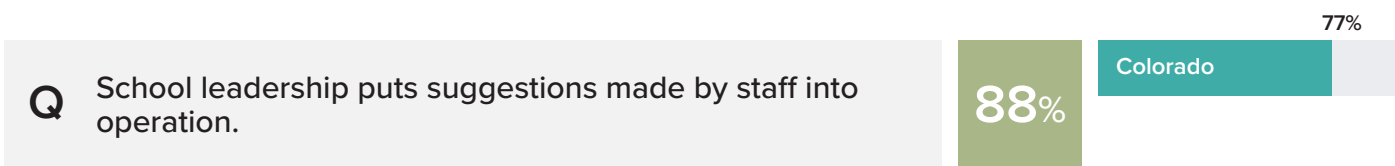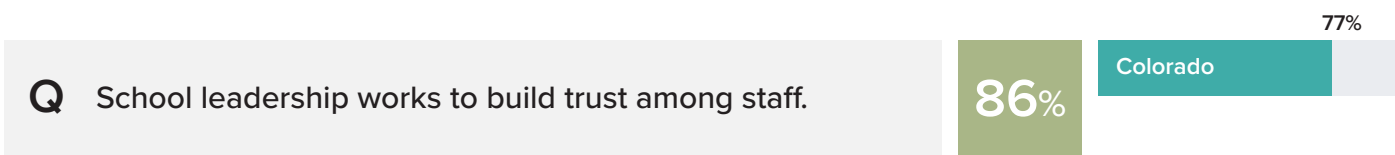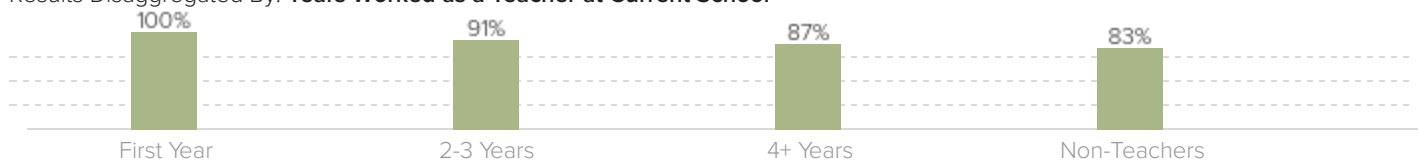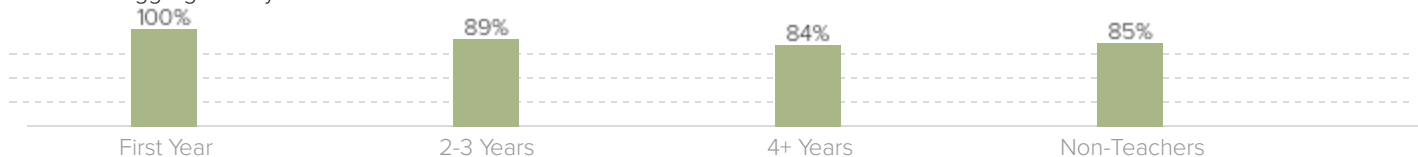
# RESULTS
Item level results from your report

**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**
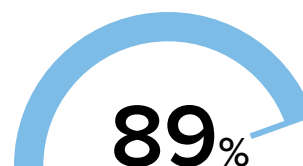
**89**%

**COMPARE RESULT**

**Q** Teachers' professional expertise is valued.

**95**%

83%

Colorado

### Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|---|---|---|---|---|---|
| 79 | 93 | 8 | 1 | 6 | 187 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 100% | 89% | 96% | 96% |
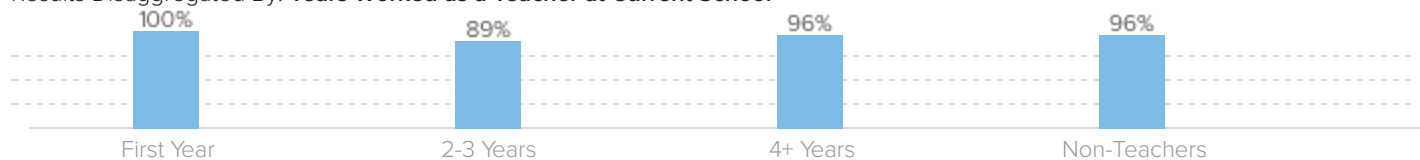
**Q** There is a process in place for collaborative problem solving in this school.

**83**%

78%

Colorado

### Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|---|---|---|---|---|---|
| 48 | 90 | 25 | 4 | 20 | 187 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 91% | 88% | 82% | 79% |
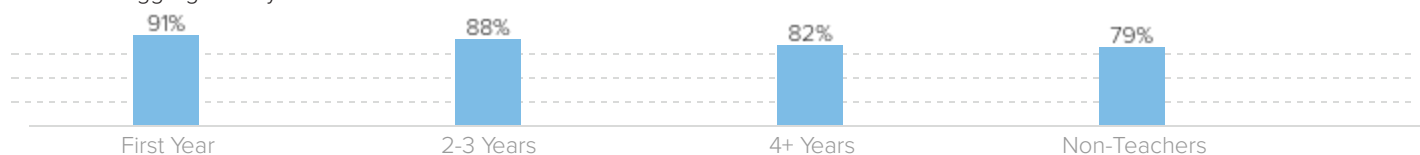
**TL** More Teacher Leadership results on next page

# TL Teacher Leadership (cont)

**COMPARE RESULT**

**Q** Teachers have leadership opportunities in this school.

**92**%

85%

| Colorado |
|---|

### Distribution of responses

| 66 | 100 | 13 | 1 | 7 | 187 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

73%    89%    95%    93%

First Year    2-3 Years    4+ Years    Non-Teachers
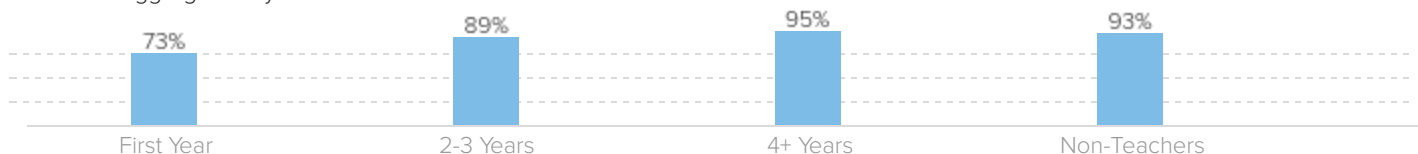
**Q** Teachers have an adequate level of influence on important school decisions.

**86**%

71%

| Colorado |
|---|

### Distribution of responses

| 42 | 103 | 21 | 3 | 18 | 187 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

100%    88%    83%    88%

First Year    2-3 Years    4+ Years    Non-Teachers
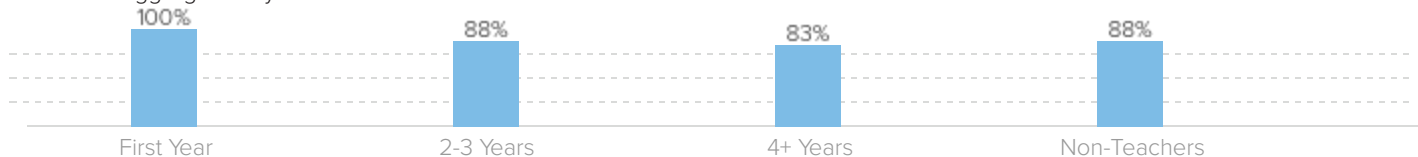
# RESULTS
Item level results from your report

**MC** **Managing Student Conduct**
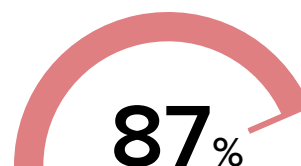
This area centers on school safety and expectations for student behavior.

**OVERALL FAVORABILITY**

**87**%

**COMPARE RESULT**

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

**87**%

80%

Colorado

### Distribution of responses

| 45 | 114 | 20 | 4 | 4 | 187 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 71% | 89% | 88% | 89% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
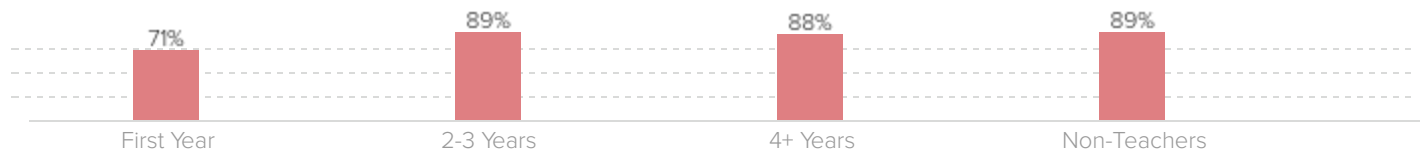
**Q** **Students have the behavioral supports needed to focus on learning.**

**82**%

67%

Colorado

### Distribution of responses

| 35 | 114 | 32 | 1 | 5 | 187 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 79% | 85% | 80% | 89% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
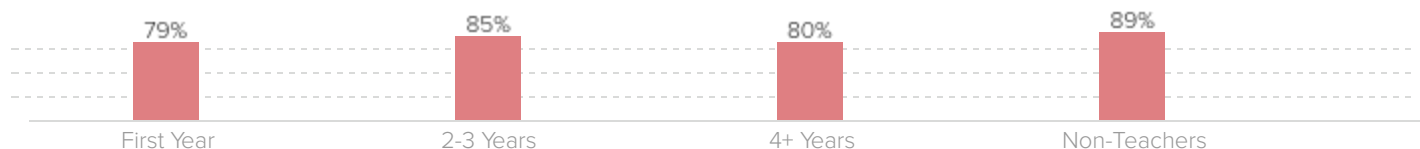
**MC** More Managing Student Conduct results on next page

**MM CAMBRIDGE EDUCATION**

MC **Managing Student Conduct (cont)**

**COMPARE RESULT**

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

**67%**

53%
Colorado

Distribution of responses

| 23 | 93 | 42 | 14 | 15 | 187 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 56% | 74% | 67% | 65% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
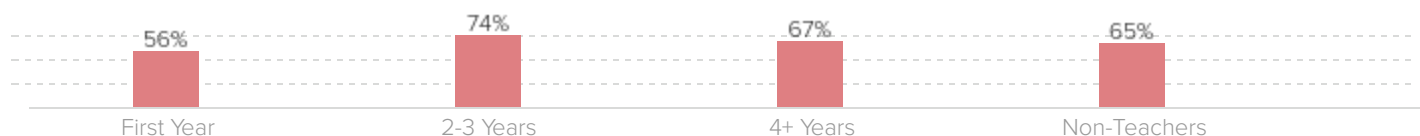
Q This school is a safe place for students to learn.

**98%**

90%
Colorado

Distribution of responses

| 91 | 87 | 3 | 0 | 5 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 100% | 100% | 99% | 93% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
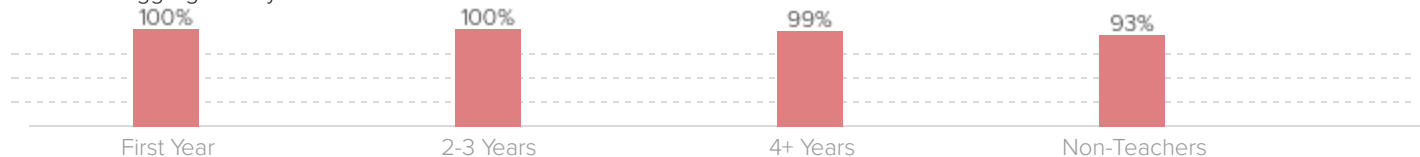
Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.

**98%**

97%
Colorado

Distribution of responses

| 76 | 98 | 3 | 1 | 9 | 187 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 100% | 100% | 96% | 100% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
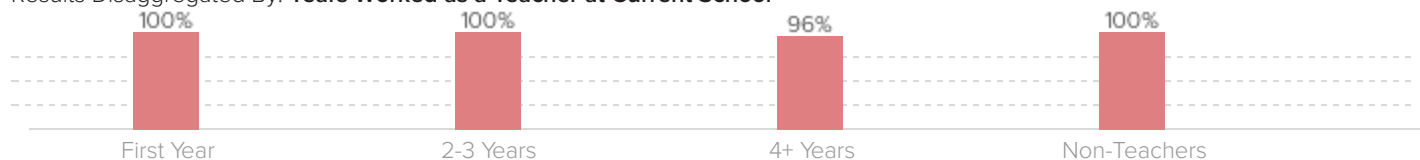
# RESULTS

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**

**91**%
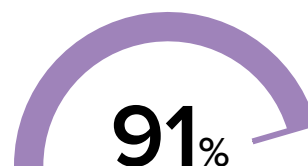
**COMPARE RESULT**

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

**94**%

90%

Colorado

Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|---|---|---|---|---|---|
| 73 | 95 | 8 | 2 | 8 | 186 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 100% | 89% | 95% | 96% |
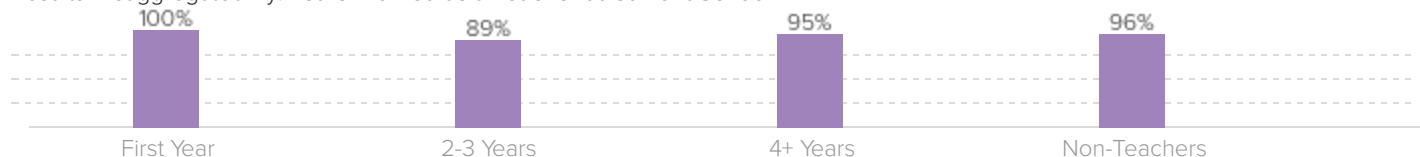
**Q** Staff in this school hold themselves accountable for the academic growth of every child.

**91**%

87%

Colorado

Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|---|---|---|---|---|---|
| 63 | 100 | 14 | 2 | 7 | 186 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 100% | 93% | 91% | 85% |

IS  More Instructional Practices and Support results on next page

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

**COMPARE RESULT**

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

**85%**

79%
Colorado

Distribution of responses

| 41 | 112 | 25 | 1 | 6 | 185 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 85% | 81% | 86% | 88% |

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

**97%**

92%
Colorado

Distribution of responses

| 38 | 125 | 4 | 1 | 18 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 100% | 100% | 98% | 87% |

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

**86%**

84%
Colorado

Distribution of responses

| 36 | 112 | 22 | 2 | 14 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 100% | 85% | 85% | 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.

**84%**

69%

| Colorado |
|----------|

### Distribution of responses

| 24 | 119 | 23 | 4 | 14 | 184 |
|----|-----|----|---|-----|-----|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 100% | 92% | 81% | 83% |
|------|-----|-----|-----|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

**Q** English Learners are adequately supported in this school.

**90%**

78%

| Colorado |
|----------|

### Distribution of responses

| 58 | 100 | 15 | 2 | 8 | 183 |
|----|-----|----|---|---|-----|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 92% | 92% | 89% | 92% |
|-----|-----|-----|-----|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
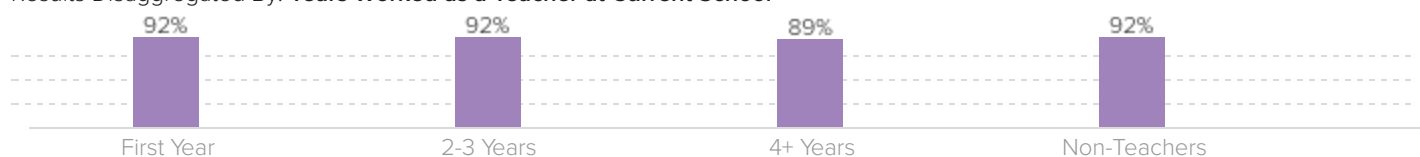
**Q** Students with disabilities are adequately supported in this school.

**93%**

81%

| Colorado |
|----------|

### Distribution of responses

| 62 | 103 | 11 | 1 | 8 | 185 |
|----|-----|----|---|---|-----|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

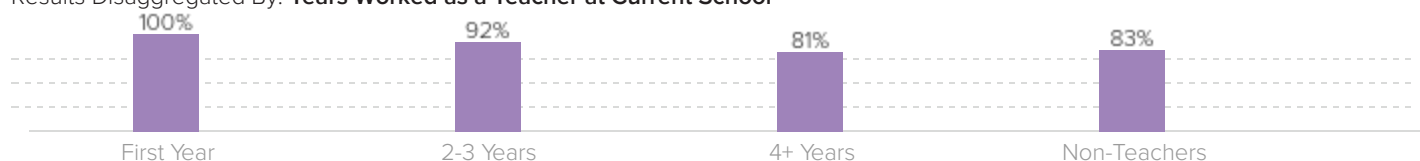| 100% | 93% | 95% | 86% |
|------|-----|-----|-----|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
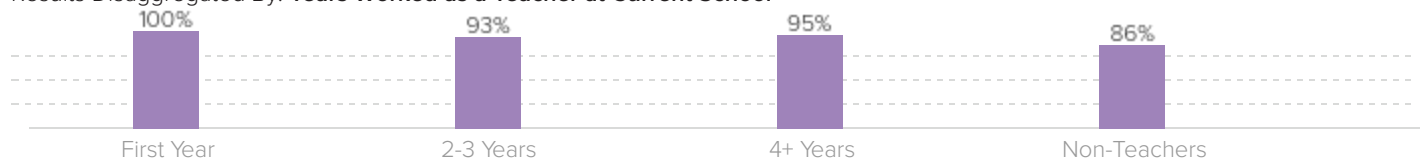
IS More Instructional Practices and Support results on next page

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

COMPARE RESULT

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

**84**%

74%

Colorado

Distribution of responses

| 36 | 105 | 25 | 1 | 18 | 185 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 92% | 85% | 85% | 79% |

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

**86**%

78%

Colorado

Distribution of responses

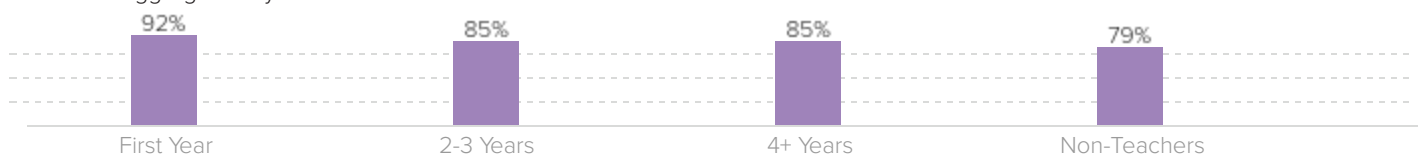| 43 | 107 | 24 | 1 | 9 | 184 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 93% | 89% | 85% | 82% |
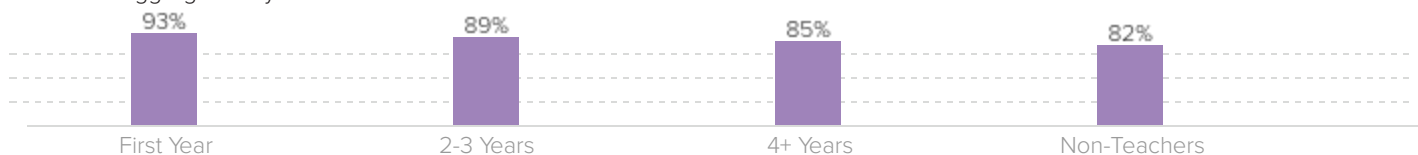
**Q**  Teachers have the autonomy to make important decisions in their classrooms (e.g., pacing, materials, and/or pedagogy).

**98**%

88%

Colorado

Distribution of responses

| 116 | 59 | 4 | 0 | 7 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 100% | 100% | 97% | 95% |

IS  More Instructional Practices and Support results on next page

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

**COMPARE RESULT**

**Q** Teachers feel supported in trying new instructional strategies.

**97**%

91%

| Colorado |
|----------|

Distribution of responses

| 109 | 67 | 6 | 0 | 3 | 185 |
|-----|-----|-----|-----|-----|-----|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 100% | 93% | 97% | 100% |
|------|-----|-----|------|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

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

**99**%

97%

| Colorado |
|----------|

Distribution of responses

| 71 | 101 | 2 | 0 | 12 | 186 |
|-----|-----|-----|-----|-----|-----|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 100% | 100% | 99% | 94% |
|------|------|-----|-----|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
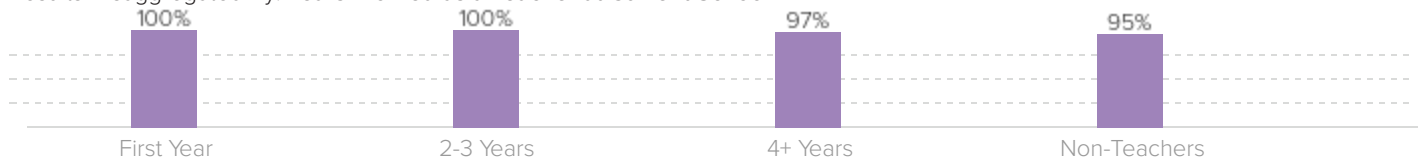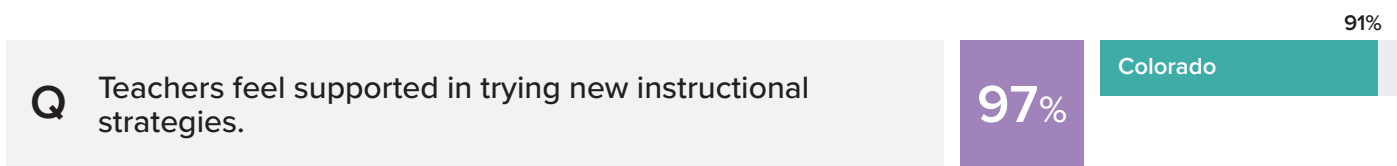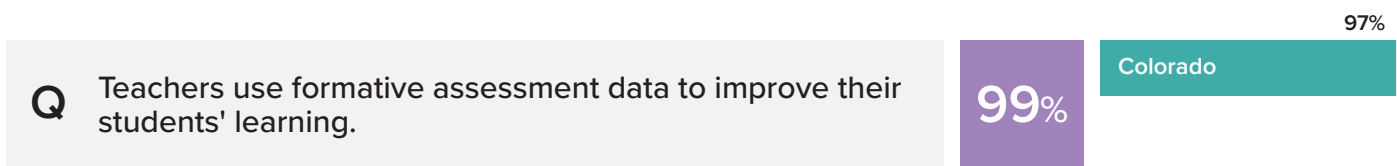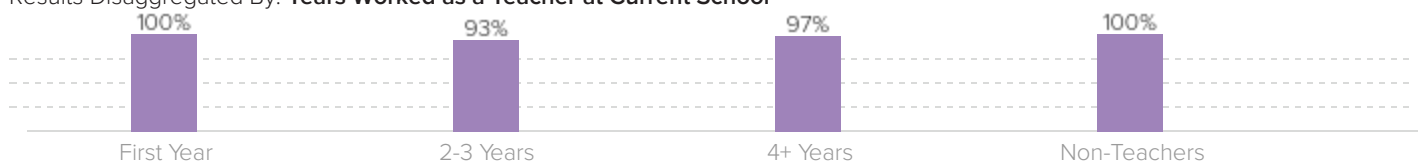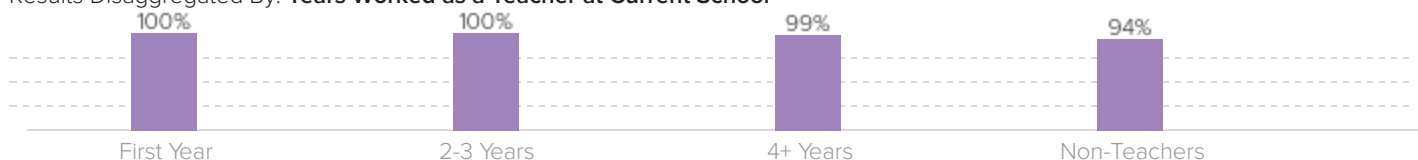
# RESULTS
Item level results from your report

## 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**

**74**%

**COMPARE RESULT**

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

**79**%

74%
Colorado

### Distribution of responses

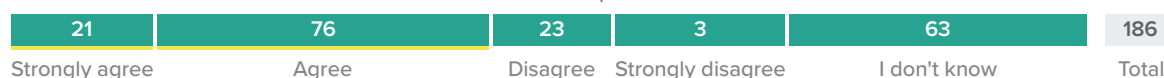| 21 | 76 | 23 | 3 | 63 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 100% | 84% | 77% | 73% |
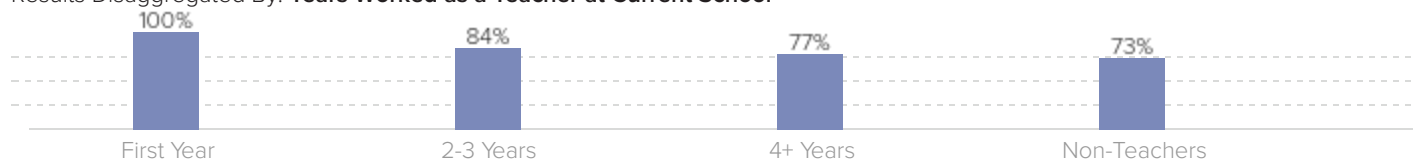
**Q** Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

**74**%

64%
Colorado

### Distribution of responses

| 27 | 95 | 39 | 3 | 22 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 100% | 81% | 71% | 76% |
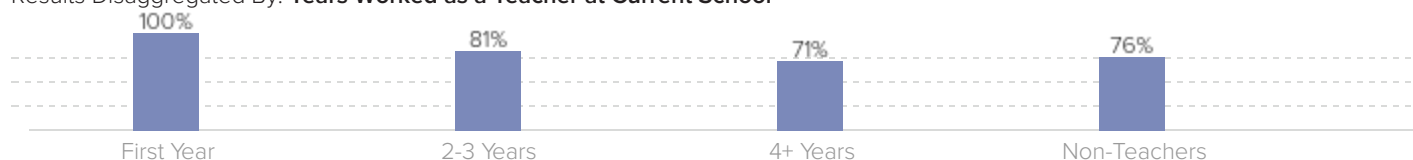
PD More Professional Development results on next page

## PD Professional Development (cont)

**COMPARE RESULT**

**Q** The effectiveness of professional development is assessed regularly.

**62%**

56%

Colorado

### Distribution of responses
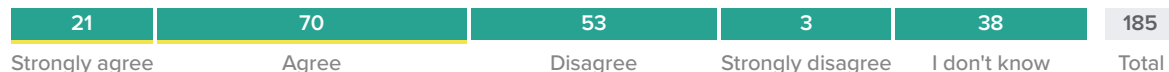
| 21 | 70 | 53 | 3 | 38 | 185 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

86% — First Year
77% — 2-3 Years
56% — 4+ Years
67% — Non-Teachers

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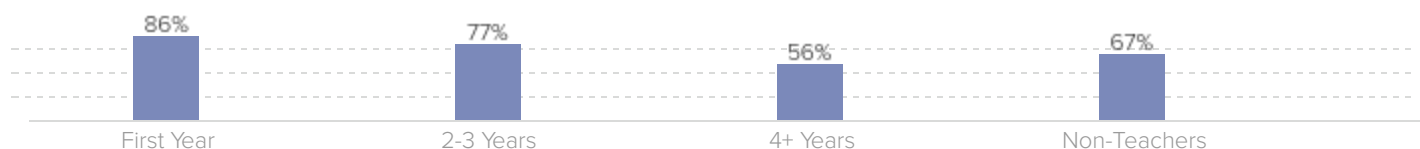
**Q** Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

**80%**

77%

Colorado

### Distribution of responses

| 26 | 106 | 27 | 5 | 22 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

90% — First Year
76% — 2-3 Years
78% — 4+ Years
95% — Non-Teachers

---
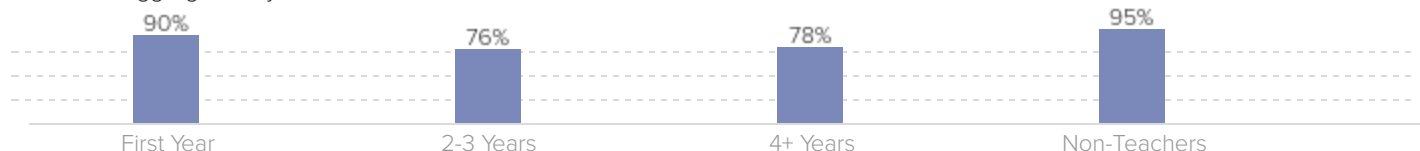
**Q** All teachers receive ongoing support and coaching to improve their practice.

**68%**

69%

Colorado

### Distribution of responses

| 21 | 96 | 47 | 9 | 11 | 184 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

71% — First Year
78% — 2-3 Years
63% — 4+ Years
78% — Non-Teachers

PD More Professional Development results on next page

**M M CAMBRIDGE EDUCATION**
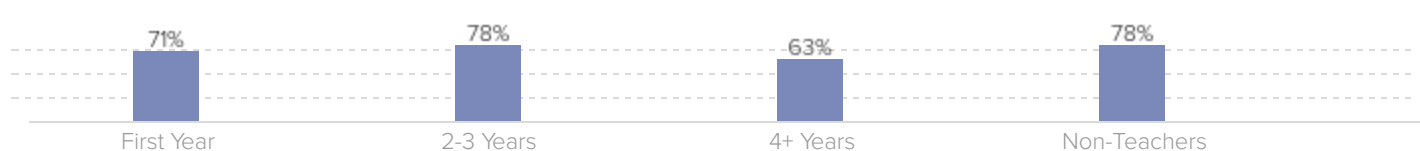
PD **Professional Development (cont)**

**COMPARE RESULT**

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

**76%**

73%
| Colorado |
|---|

Distribution of responses

| 18 | 111 | 35 | 6 | 16 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 83% | 81% | 76% | 65% |

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

**89%**

67%
| Colorado |
|---|

Distribution of responses

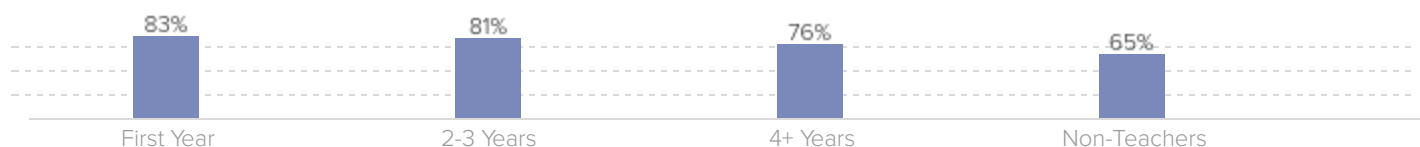| 35 | 125 | 17 | 2 | 7 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 85% | 96% | 89% | 84% |
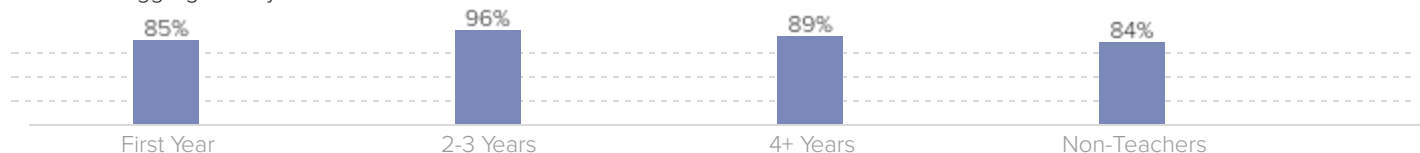
**Q** Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

**62%**

68%
| Colorado |
|---|

Distribution of responses

| 19 | 82 | 53 | 8 | 24 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 80% | 76% | 54% | 77% |
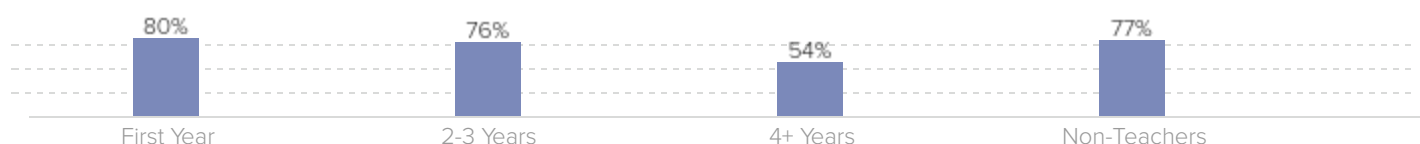
PD More Professional Development results on next page

## PD Professional Development (cont)

**COMPARE RESULT**

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

Distribution of responses

| 49 | 6 | 24 | 16 | 42 | 33 | 21 | 22 | 17 | 27 | 31 | 34 | 84 | 42 | 46 | 60 | **554** |

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**

**58**%

**COMPARE RESULT**

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

**58**%

**57%**

| Colorado |
|---|

### Distribution of responses

| 22 | 84 | 56 | 20 | 4 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 64% | 52% | 56% | 72% |

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

**58**%

**63%**

| Colorado |
|---|

### Distribution of responses

| 30 | 74 | 59 | 15 | 8 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 85% | 58% | 54% | 67% |

T More Time results on next page

## T Time (cont)

**COMPARE RESULT**

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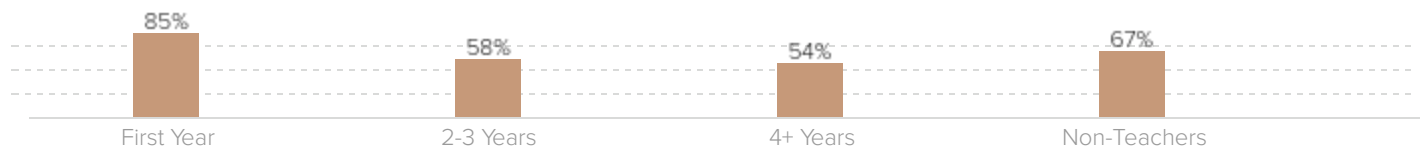
**Q** Teachers have adequate time to analyze and respond to student assessment data.

**52%** | Colorado

### Distribution of responses

| 13 | 77 | 70 | 14 | 12 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| | First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|---|
| | 62% | 52% | 50% | 52% |

53%

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

**57%** | Colorado

### Distribution of responses

| 16 | 89 | 64 | 14 | 3 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| | First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|---|
| | 86% | 59% | 55% | 52% |

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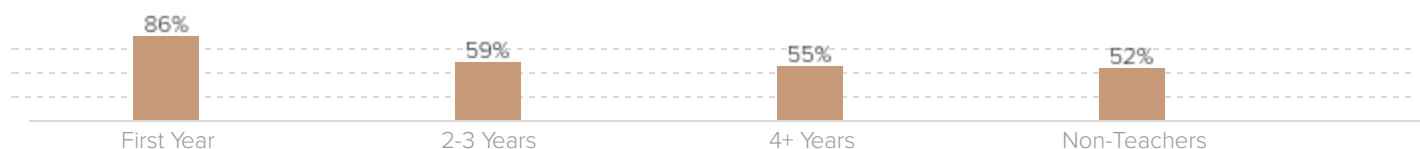
**Q** Teachers have adequate time to communicate with their students' families.

**61%** | Colorado

### Distribution of responses

| 16 | 94 | 61 | 10 | 5 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| | First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|---|
| | 92% | 59% | 57% | 63% |
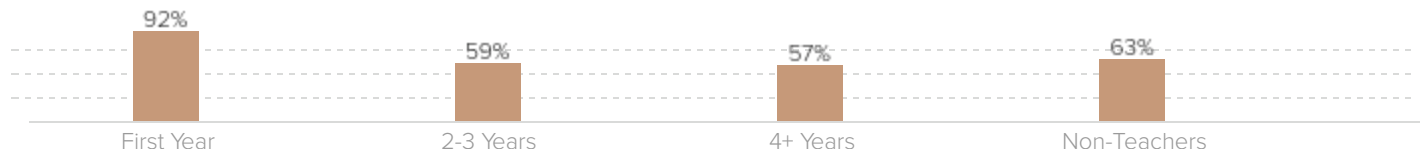
T More Time results on next page
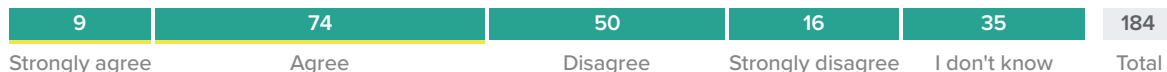
## T  Time (cont)

COMPARE RESULT

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

**56%**

53%

Colorado

### Distribution of responses

| 9 | 74 | 50 | 16 | 35 | 184 |
|---|----|----|----|----|-----|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|------------|-----------|----------|--------------|
| 67% | 70% | 53% | 52% |

**Q** Teachers have adequate time to engage in professional learning (e.g., attend trainings, refine new techniques, collaborate with grade level teams).
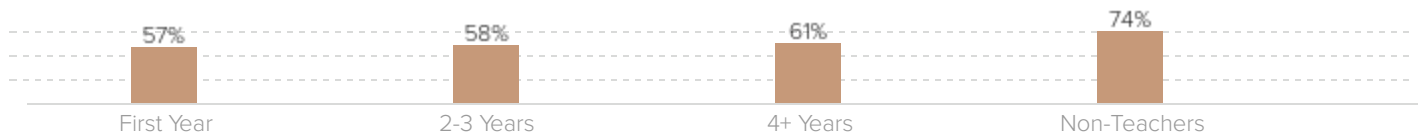
**62%**

63%

Colorado

### Distribution of responses

| 16 | 96 | 53 | 15 | 6 | 186 |
|----|----|----|----|---|-----|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|------------|-----------|----------|--------------|
| 57% | 58% | 61% | 74% |

# RESULTS
Item level results from your report

**FR** Facilities and Resources

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

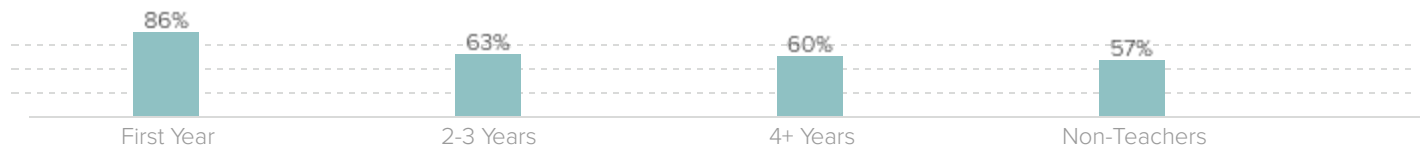**OVERALL FAVORABILITY**

**80**%

**COMPARE RESULT**

**Q** Class size(s) are reasonable.

**62**%

73%

Colorado

### Distribution of responses

| 25 | 85 | 53 | 14 | 9 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 86% | 63% | 60% | 57% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

**Q** Instructional resources are adequate to support student learning.

**91**%

75%

Colorado

### Distribution of responses

| 26 | 135 | 13 | 3 | 7 | 184 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 100% | 88% | 92% | 83% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
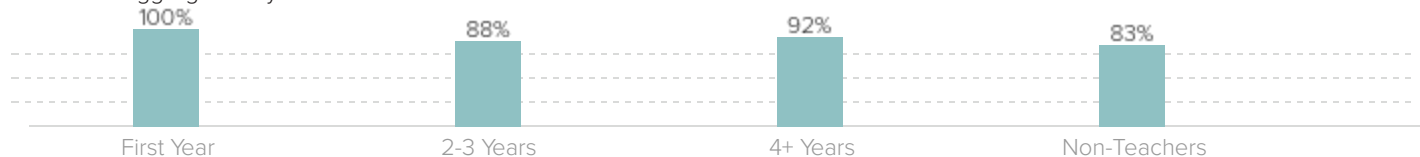
**FR** More Facilities and Resources results on next page

## FR Facilities and Resources (cont)

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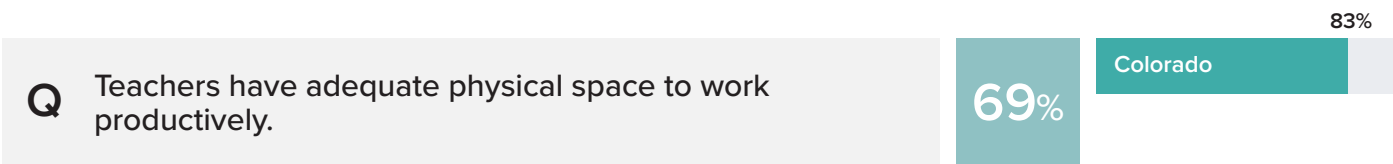
**Q** Teachers have adequate physical space to work productively.

**69**%

83%

Colorado

Distribution of responses

| 33 | 95 | 42 | 15 | 1 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| 71% | 63% | 71% | 68% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

**Q** Our school is a safe place to work.

**99**%

92%

Colorado

Distribution of responses

| 99 | 83 | 1 | 1 | 2 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

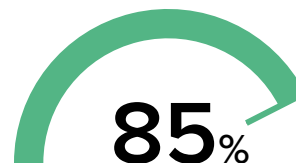| 100% | 100% | 99% | 96% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |
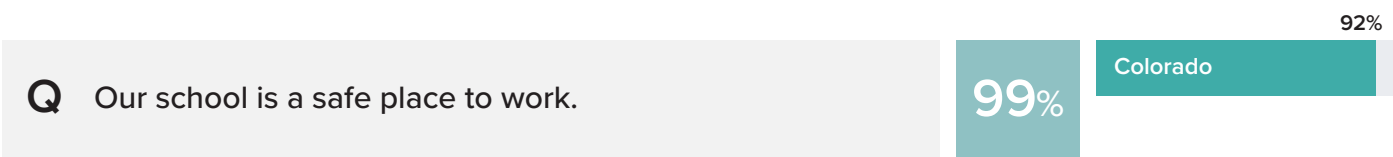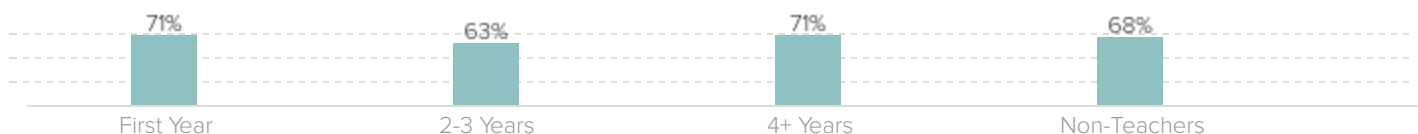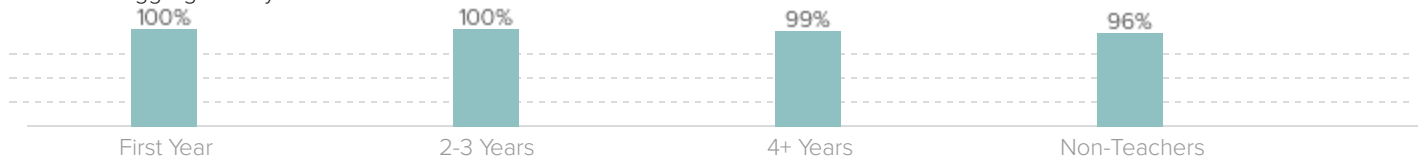
# RESULTS
Item level results from your report

**CI** Community Support and Involvement

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

**OVERALL FAVORABILITY**
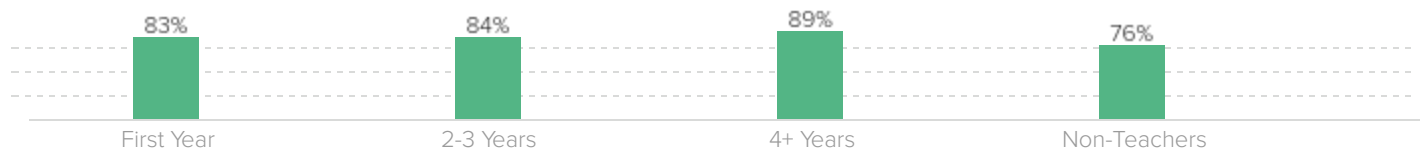
**85**%

**COMPARE RESULT**

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

**86**%

86%
Colorado

### Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|---|---|---|---|---|---|
| 48 | 99 | 19 | 5 | 15 | 186 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 83% | 84% | 89% | 76% |

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

**86**%

78%
Colorado

### Distribution of responses

| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |
|---|---|---|---|---|---|
| 28 | 123 | 21 | 3 | 11 | 186 |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 90% | 81% | 90% | 75% |
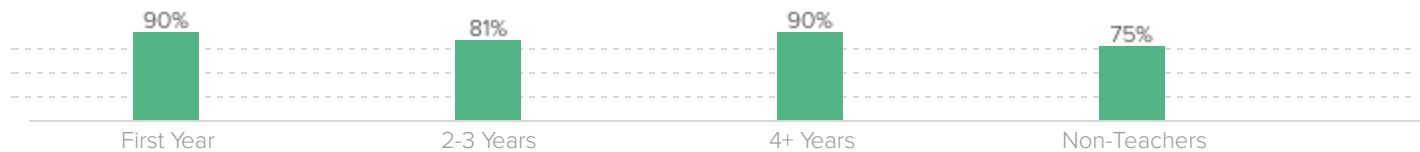
CI More Community Support and Involvement results on next page

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

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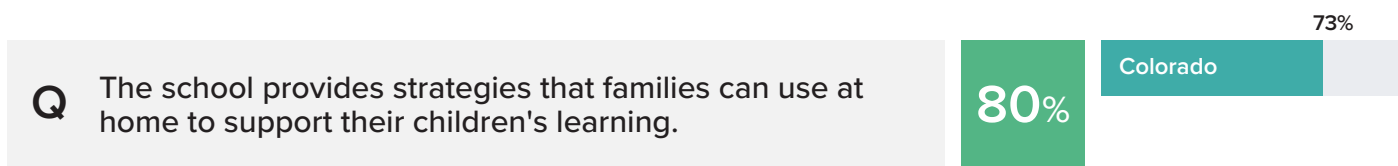
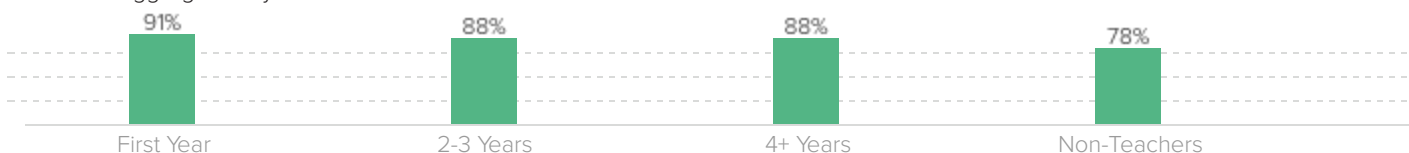**Q** The school provides strategies that families can use at home to support their children's learning.

**80**%

73%

Colorado

Distribution of responses

| 20 | 101 | 28 | 3 | 34 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

100%  — First Year
71%  — 2-3 Years
82%  — 4+ Years
74%  — Non-Teachers

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

**87**%

91%

Colorado

Distribution of responses

| 52 | 101 | 20 | 3 | 10 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

91%  — First Year
88%  — 2-3 Years
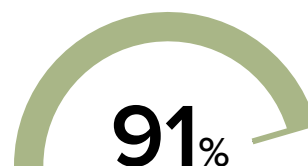88%  — 4+ Years
78%  — Non-Teachers
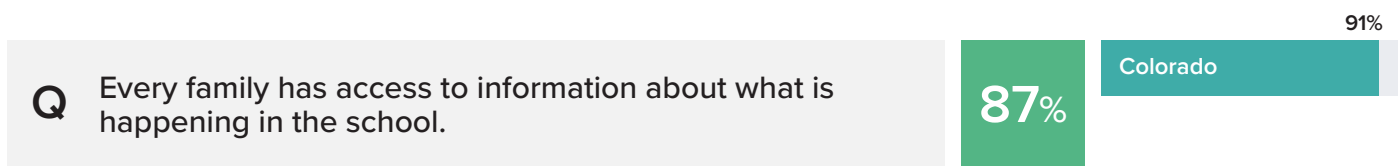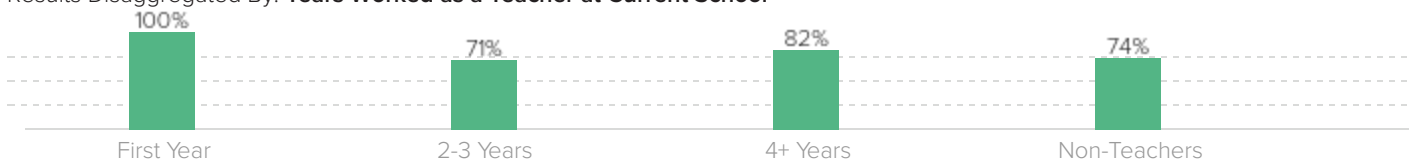
# RESULTS
Item level results from your report

OR **Overall Reflection**

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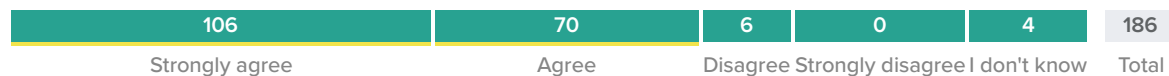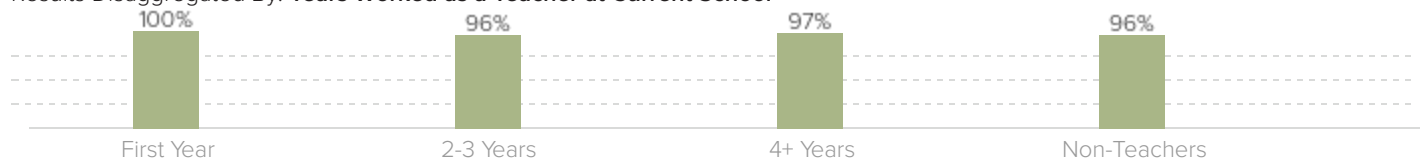
**OVERALL FAVORABILITY**

**91**%

**COMPARE RESULT**

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

**97**%

| Colorado | 86% |

Distribution of responses

| 106 | 70 | 6 | 0 | 4 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 100% | 96% | 97% | 96% |

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

**97**%

| Colorado | 88% |

Distribution of responses

| 95 | 83 | 6 | 0 | 2 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

| First Year | 2-3 Years | 4+ Years | Non-Teachers |
|---|---|---|---|
| 93% | 96% | 97% | 96% |
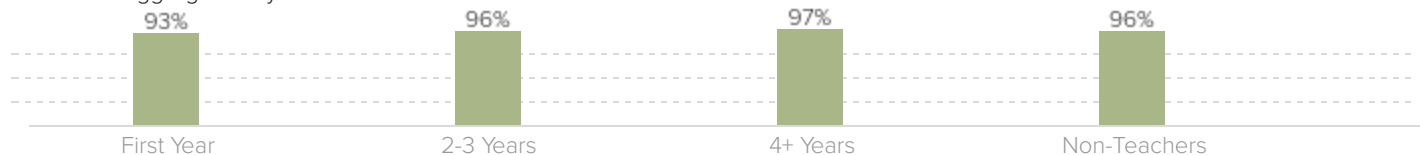
OR More Overall Reflection results on next page

## OR  Overall Reflection (cont)

**COMPARE RESULT**

**74%**

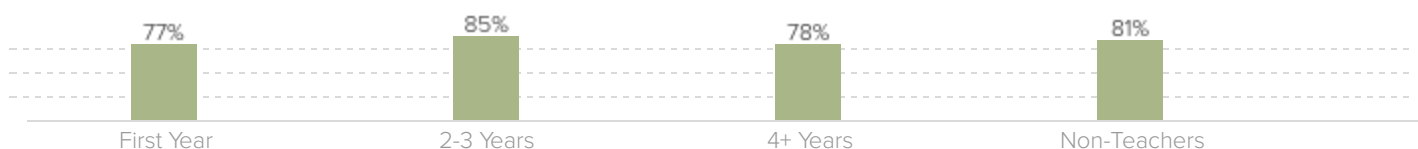**Q** I feel satisfied with the recognition I get for doing a good job.

**80%**

| Colorado |
|---|

Distribution of responses

| 54 | 87 | 30 | 6 | 9 | 186 |
|---|---|---|---|---|---|
| Strongly agree | Agree | Disagree | Strongly disagree | I don't know | Total |

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

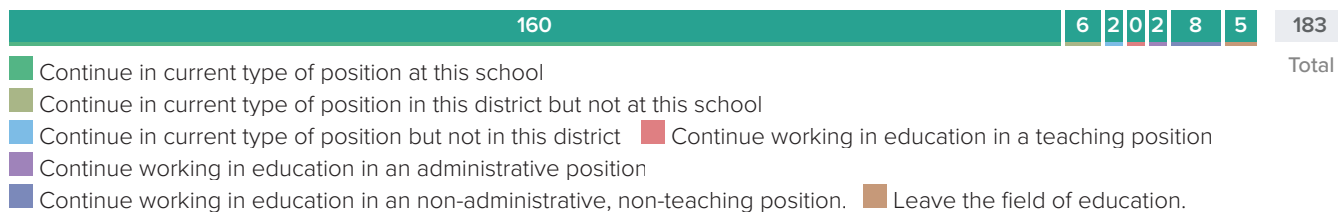| 77% | 85% | 78% | 81% |
|---|---|---|---|
| First Year | 2-3 Years | 4+ Years | Non-Teachers |

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

Distribution of responses

| 2 | 11 | 9 | 56 | 59 | 5 | 9 | 34 | 185 |
|---|---|---|---|---|---|---|---|---|

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

| 160 | 6 | 2 | 0 | 2 | 8 | 5 | 183 |
|---|---|---|---|---|---|---|---|

Total

■ Continue in current type of position at this school
■ Continue in current type of position in this district but not at this school
■ Continue in current type of position but not in this district  ■ Continue working in education in a teaching position
■ Continue working in education in an administrative position
■ Continue working in education in an non-administrative, non-teaching position.  ■ Leave the field of education.

# RESULTS
Item level results from your report

## DS  District Supports

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

**COMPARE RESULT**

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

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

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

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

**Q**   The district clearly describes expectations for schools.

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

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

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

DS  More District Supports results on next page

## DS District Supports (cont)

**COMPARE RESULT**

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

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

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

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

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

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

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

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

**Q**  District leadership takes steps to solve problems.

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

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

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