



# CLIMATE SURVEY RESULTS

January 2019

In January 2019, the Shawnee Mission School District requested feedback from eight stakeholder groups on school and district climate. This report offers an in-depth look at the results of this survey

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## Overview

In January 2019, the Shawnee Mission School District requested feedback from eight stakeholder groups on school and district climate:

- (1) Students – Grades 3-6
- (2) Students – Grades 7-8
- (3) Students – Grades 9-12
- (4) Parents – Elementary
- (5) Parents – Middle School
- (6) Parents – High School
- (7) Certified Staff (teachers, administrators, counselors, etc)
- (8) Support Staff (secretaries, aides, custodians, etc)

For each statement listed, respondents were asked to rate whether they Strongly Agree (4), Agree (3), Disagree (2), or Strongly Disagree (1).

Each survey statement is grouped in to one of fourteen topics and one of three clusters. The groups and clusters shown are adapted from effective schools research and school climate research over the last twenty years.

6,623 people responded to the survey with substantial numbers of responses from each of the identified stakeholder groups.

Cluster	Statement Group
General Climate	Collegiality/Professionalism
	Community Capital
	Equity and Diversity
	Leadership
	Safe & Orderly Environment
	School Climate
Programs	Career Education
	Library
	Professional Development
	Technology
Teaching/Learning	Classroom Management
	Efficacy & Expectations
	Guaranteed/Viable Curriculum
	Instructional Strategies

### Survey Participation

	Certified Staff	Support Staff	Parents Elem	Parents HS	Parents MS	Students 3 - 6	Students 7 - 8	Students 9 - 12
Total Responses	594	218	1763	957	701	1311	331	748



## Highlights and Observations

- More than 75% of all responses in the survey indicate that they Agree or Strongly Agree with the statements.
- In the General Climate cluster, respondents indicate that there are open lines of communication and collaboration among staff and between parents and the school. However, the data also points to areas for improvement in home-school communications:

Effective vehicles are in place for parents and community to communicate with the school	N= 626	Avg= 3.31	
I am a partner with the school in my child's education	N= 1946	Avg= 3.39	
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My school has created specific strategies to better involve parents in the education of their child	N= 618	Avg= 2.82	
My school provides suggestions to parents on ways to assist at home with their child's learning	N= 618	Avg= 2.80	
I am aware of adult learning opportunities offered by the district	N= 1898	Avg= 2.18	
The school offers suggestions about how I can help my child learn at home	N= 695	Avg= 2.69	
My parents have a good idea of what goes on at school	N= 736	Avg= 2.78	

- In Programs cluster, respondents are generally positive with regard to access to technology, career education, and library. Areas for consideration for strategic planning include technology support, providing adequate professional development opportunities, and integration of career education.

Technology in my school is accessible	N= 613	Avg= 3.41	
I know how to find information I need to complete class projects	N= 738	Avg= 3.23	
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Technology in my school is reliable	N= 739	Avg= 2.47	
There is adequate technology support for my building	N= 615	Avg= 2.65	
There is effective technology support for my building	N= 617	Avg= 2.77	
I incorporate information about careers in my instruction	N= 608	Avg= 3.04	
There is adequate professional development for teachers working with special education students in our school	N= 628	Avg= 2.39	

## School Climate Survey 2019

- In the Teaching and Learning Cluster, there is strong agreement that the district has good teachers and that respondents hold high expectations their students/children. Areas for consideration for strategic planning include communicating clear expectations and

My family believes that I can do well in school	N= 737	Avg= 3.61	33%	65%
My teachers are good teachers	N= 736	Avg= 3.24	57%	34%
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During our classes we stay focused on learning and don't waste time	N= 330	Avg= 2.54	35%	46%
Clear rules that promote good behavior are enforced in our school	N= 629	Avg= 2.87	22%	45%

- In the Teaching and Learning Cluster, another notable area to consider for strategic planning is in the area of students reading. The survey results are consistent with other research on reading, which indicates that enjoyment in reading declines as students get older.

### Students 3-6

I like reading	N= 1523	Avg= 3.15	15%	42%	39%
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### Students 7-8

I like reading	N= 329	Avg= 2.94	13%	16%	34%	37%
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### Students 9-12

I like reading	N= 738	Avg= 2.86	19%	37%	31%
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General Climate Cluster

Collegiality and Professionalism

CertifiedStaff

Norms for conduct that foster collegiality and professionalism among professional staff and administrators are clear and routinely followed	N= 627	Avg= 3.00	18%	52%	26%
Teachers are routinely engaged in collaborative problem solving around instructional issues	N= 624	Avg= 3.11	13%	54%	29%
There are open channels of communication among students, staff and administrators	N= 621	Avg= 3.05	18%	49%	30%
There is adequate collaboration between special education staff and classroom teachers in our school	N= 627	Avg= 2.63	32%	44%	15%
There is systematic collaboration across subject areas in our building	N= 617	Avg= 2.61	33%	45%	
There is systematic collaboration between the academic and career education programs in our district	N= 608	Avg= 2.61	37%	45%	

SupportStaff

There are open channels of communication among students, staff and administrators	N= 232	Avg= 3.00	15%	53%	26%
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### Community Capital

#### CertifiedStaff

Effective vehicles are in place for parents and community to communicate with the school	N= 626	Avg= 3.31	
I feel informed about district issues and events	N= 621	Avg= 2.93	
In our community, people tend to trust each other	N= 617	Avg= 3.03	
In our school we communicate effectively to parents and the community	N= 628	Avg= 3.32	
My school collaborates with community agencies to meet the needs of students	N= 627	Avg= 3.15	
My school has created specific strategies to better involve parents in the education of their child	N= 618	Avg= 2.82	
My school provides suggestions to parents on ways to assist at home with their child's learning	N= 618	Avg= 2.80	
My school views parents as partners in the educational process	N= 620	Avg= 3.20	
Parents are encouraged to discuss their child's educational needs with the school	N= 627	Avg= 3.42	
The community is proud of this school	N= 617	Avg= 3.35	

#### SupportStaff

In our community, people tend to trust each other	N= 228	Avg= 3.11	
The community is proud of this school	N= 221	Avg= 3.30	

#### ParentsElem

I am a partner with the school in my child's education	N= 1946	Avg= 3.39	
I am aware of adult learning opportunities offered by the district	N= 1898	Avg= 2.18	
I can talk with my child's teacher(s) or principal when I need	N= 1949	Avg= 3.62	
I know how well my child is doing in class	N= 1949	Avg= 3.33	
I receive information about the educational services available to my child at school	N= 1944	Avg= 3.13	
In our community, people tend to trust each other	N= 1944	Avg= 3.31	
The community is proud of this school	N= 1941	Avg= 3.51	
The school encourages parents to be involved	N= 1947	Avg= 3.54	
The school offers suggestions about how I can help my child learn at home	N= 1942	Avg= 3.12	



**Community Capital (continued)**

**ParentsMS**

I am a partner with the school in my child's education	N= 698	Avg= 3.11	16%	49%	32%
I am aware of adult learning opportunities offered by the district	N= 691	Avg= 2.22	17%	52%	25%
I can talk with my child's teacher(s) or principal when I need	N= 698	Avg= 3.23		55%	35%
I know how well my child is doing in class	N= 700	Avg= 3.29		50%	40%
I receive information about the educational services available to my child at school	N= 698	Avg= 3.08	17%	51%	30%
In our community, people tend to trust each other	N= 697	Avg= 3.01	14%	68%	17%
The community is proud of this school	N= 691	Avg= 3.04	16%	54%	26%
The school encourages parents to be involved	N= 699	Avg= 3.12		56%	29%
The school offers suggestions about how I can help my child learn at home	N= 695	Avg= 2.69	37%	44%	15%

**ParentsHS**

I am a partner with the school in my child's education	N= 945	Avg= 3.14		56%	30%
I am aware of adult learning opportunities offered by the district	N= 942	Avg= 2.23	17%	50%	25%
I can talk with my child's teacher(s) or principal when I need	N= 956	Avg= 3.33		53%	40%
I know how well my child is doing in class	N= 955	Avg= 3.36		48%	45%
I receive information about the educational services available to my child at school	N= 953	Avg= 3.14	15%	51%	32%
In our community, people tend to trust each other	N= 944	Avg= 3.11		65%	23%
The community is proud of this school	N= 948	Avg= 3.38		52%	43%
The school encourages parents to be involved	N= 953	Avg= 3.23		56%	34%
The school offers suggestions about how I can help my child learn at home	N= 945	Avg= 2.67	36%	47%	



Community Capital (continued)

Students3\_6

The community is proud of this school	N= 1566	Avg= 3.42	51%	46%
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Students7\_8

My parents have a good idea of what goes on at school	N= 328	Avg= 2.85	22%	45%	25%
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The community is proud of this school	N= 323	Avg= 2.98	14%	60%	21%
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This community is a good place to grow up	N= 329	Avg= 3.07	13%	57%	27%
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Students9\_12

In our community, people tend to trust each other	N= 737	Avg= 2.66	29%	50%	
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My parents have a good idea of what goes on at school	N= 736	Avg= 2.78	24%	43%	23%
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The community is proud of this school	N= 728	Avg= 3.20		50%	36%
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This community is a good place to grow up	N= 732	Avg= 3.23		52%	37%
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**Equity & Diversity**

**CertifiedStaff**

Emphasis is placed on valuing and respecting differences among students and their families in our school	N= 623	Avg= 3.27	
Faculty and staff solicit input from diverse student groups regarding the improvement of our school	N= 619	Avg= 2.89	
I feel comfortable having discussions regarding racial/ethnic issues with my colleagues	N= 623	Avg= 3.15	
In our school, there is adequate support for classroom teachers to address special education students' IEP goals	N= 626	Avg= 2.53	
Individual student differences are appreciated at our school	N= 622	Avg= 3.29	
Students are treated fairly in this school	N= 620	Avg= 3.20	

**SupportStaff**

Students are treated fairly in this school	N= 222	Avg= 3.29	
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**ParentsElem**

My child has been taught in school about respect for other cultures	N= 1933	Avg= 3.24	
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**ParentsMS**

My child has been taught in school about respect for other cultures	N= 693	Avg= 3.02	
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**ParentsHS**

My child has been taught in school about respect for other cultures	N= 940	Avg= 3.09	
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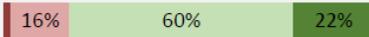
**Equity & Diversity (continued)**

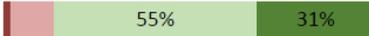
**Students3\_6**

I am treated fairly at this school	N= 1561	Avg= 3.27	
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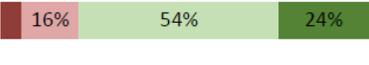
**Students7\_8**

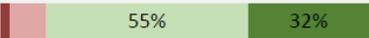
Differences among students and their families are respected in this school	N= 332	Avg= 2.98	
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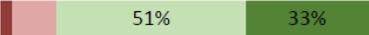
I am treated fairly at school	N= 330	Avg= 3.02	
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In my school, all students are given a chance to succeed	N= 331	Avg= 3.16	
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**Students9\_12**

Differences among students and their families are respected in this school	N= 738	Avg= 2.97	
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I am treated fairly at school	N= 733	Avg= 3.18	
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In my school, all students are given a chance to succeed	N= 735	Avg= 3.15	
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**Leadership**  
**CertifiedStaff**

In our school teachers are encouraged to be instructional leaders	N= 622	Avg= 3.27	
My school's principal fosters shared beliefs and a sense of community and cooperation	N= 622	Avg= 3.27	
My school's principal monitors the effectiveness of school practices and their impact on student learning	N= 621	Avg= 3.16	
My school's principal systematically engages faculty and staff in discussions about current research on teaching and learning	N= 621	Avg= 3.07	
Our principal identifies issues in the school that could potentially become problems	N= 622	Avg= 3.05	
Teachers in my school are routinely involved in formulating school-wide decisions and policies	N= 625	Avg= 2.94	
The board establishes policies and permits administrators to implement these policies on a day to day basis	N= 600	Avg= 2.99	
The board has high expectations for student achievement	N= 619	Avg= 3.21	
The mission of this school is clearly defined	N= 619	Avg= 3.23	

**SupportStaff**

Our supervisor identifies issues in the school that could potentially become problems	N= 221	Avg= 3.11	
The board establishes policies and permits administrators to implement these policies on a day to day to basis	N= 225	Avg= 3.06	
The board has high expectations for student learning	N= 228	Avg= 3.27	
The mission of this school is clearly defined	N= 228	Avg= 3.29	



### Safe & Orderly Environment

#### CertifiedStaff

Discipline is handled fairly in this school	N= 619	Avg= 2.72	
Educators in our school respond to inappropriate behaviors quickly and effectively	N= 627	Avg= 3.01	
Educators in our school use effective practices to promote positive behavior	N= 627	Avg= 3.22	
I feel safe at school	N= 611	Avg= 3.40	
Our principal uses classroom management as part of our evaluation	N= 603	Avg= 3.06	
Our school teaches and reinforces student self-discipline and responsibility	N= 621	Avg= 2.93	
Overall, my school building is in good condition	N= 614	Avg= 2.94	
Students who are prone to violence are systematically identified	N= 619	Avg= 2.74	

#### SupportStaff

Discipline is handled fairly in this school	N= 222	Avg= 3.17	
I feel safe in this school	N= 230	Avg= 3.42	
I have received violence prevention training	N= 228	Avg= 2.55	
Overall, my school building is in good repair	N= 231	Avg= 3.06	
Students are safe in this school	N= 227	Avg= 3.44	
There are students from this school that belong to street gangs	N= 216	Avg= 2.03	

**Safe & Orderly Environment (continued)**

**ParentsElem**

Discipline in my child's school is handled fairly	N= 1911	Avg= 3.19	
I feel my child is safe at school	N= 1948	Avg= 3.50	
If I could, I would send my child to a different school	N= 1939	Avg= 1.68	
My child's school building is in good physical condition	N= 1948	Avg= 3.45	

**ParentsMS**

Discipline in my child's school is handled fairly	N= 683	Avg= 2.98	
I feel my child is safe at school	N= 701	Avg= 3.17	
If I could, I would send my child to a different school	N= 691	Avg= 1.96	
My child's school building is in good physical condition	N= 698	Avg= 3.16	

**ParentsHS**

Discipline in my child's school is handled fairly	N= 916	Avg= 3.04	
I feel my child is safe at school	N= 950	Avg= 3.23	
If I could, I would send my child to a different school	N= 951	Avg= 1.79	
My child's school building is in good physical condition	N= 950	Avg= 3.26	



Safe & Orderly Environment (continued)

Students3\_6

Discipline is handled fairly in my school	N= 1561	Avg= 3.21	
I feel safe at school	N= 1570	Avg= 3.44	

Students7\_8

Discipline is handled fairly in my school	N= 325	Avg= 2.78	
Drug use is common among kids in this community	N= 326	Avg= 2.44	
I feel safe at school	N= 330	Avg= 2.96	
Most kids around here drink alcohol a lot	N= 327	Avg= 1.89	
There are students from my school that belong to gangs	N= 320	Avg= 2.19	

Students9\_12

Discipline is handled fairly in my school	N= 737	Avg= 2.76	
Drug use is common among teenagers in this community	N= 730	Avg= 3.01	
I feel safe at school	N= 725	Avg= 3.11	
Most teenagers around here drink a lot	N= 730	Avg= 2.72	
My school building is in good condition	N= 738	Avg= 3.03	
There are students from my school that belong to gangs	N= 721	Avg= 2.26	



**School Climate**

**CertifiedStaff**

I usually look forward to each working day as a teacher	N= 619	Avg= 3.17	
If I had a chance to choose all over again, I would still choose teaching as a career	N= 616	Avg= 3.18	
If students in this school have a problem, teachers will listen and help	N= 620	Avg= 3.53	
Individual social emotional support services are available to students	N= 617	Avg= 3.05	
Instructional time available to teachers is protected from all types of interruptions	N= 628	Avg= 2.44	
Our school promotes an environment of mutual respect among students	N= 623	Avg= 3.18	
Student opinions are valued by teachers and administrators	N= 624	Avg= 3.24	
This school makes students feel they belong	N= 620	Avg= 3.34	

**SupportStaff**

If students in this school have a problem, teachers will listen and help	N= 223	Avg= 3.49	
Learning is the most important thing in this school	N= 222	Avg= 3.22	
Our school promotes an environment of mutual respect among students	N= 225	Avg= 3.25	
Students like this school	N= 224	Avg= 3.35	
Teachers in this school treat students with respect	N= 224	Avg= 3.50	
This school makes children feel they belong	N= 224	Avg= 3.35	



School Climate (continued)

ParentsElem

The guidance counselor or social worker is available to help my child if he/she has a personal problem	N= 1875	Avg= 3.02	
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ParentsMS

The guidance counselor or social worker is available to help my child if he/she has a personal problem	N= 691	Avg= 3.04	
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ParentsHS

The guidance counselor or social worker is available to help my child if he/she has a personal problem	N= 937	Avg= 3.08	
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Students3\_6

I like going to this school	N= 1549	Avg= 3.28	
If a student has a problem, there are teachers who will listen and help	N= 1569	Avg= 3.54	
If I am having trouble learning something, my teacher helps me understand	N= 1574	Avg= 3.48	
My social worker makes visits to my classroom	N= 1524	Avg= 2.90	
Students at my school are friendly	N= 1567	Avg= 3.11	
Teachers in my school really care about me	N= 1569	Avg= 3.51	
Teachers treat me with respect	N= 1567	Avg= 3.54	



School Climate (continued)

Students7\_8

I like going to this school	N= 328	Avg= 2.87	18%	54%	21%
If a student has a problem, there are teachers who will listen and help	N= 328	Avg= 3.14		52%	33%
If I have a personal problem, I can talk to a counselor	N= 327	Avg= 3.03	15%	48%	31%
My counselor makes visits to my classroom	N= 331	Avg= 1.96	31%	45%	21%
My opinion is valued by teachers and administrators	N= 331	Avg= 2.64	29%	46%	15%
Our classes are often interrupted	N= 332	Avg= 2.45	50%	30%	
Students at my school are friendly	N= 327	Avg= 2.76	24%	57%	
Teachers in my school really care about me	N= 332	Avg= 2.90	19%	54%	21%
Teachers treat me with respect	N= 328	Avg= 3.23		49%	39%
There is a feeling of belonging at my school	N= 334	Avg= 2.71	25%	51%	14%

Students9\_12

I like going to this school	N= 733	Avg= 3.08	14%	45%	35%
I would attend a different school if I could	N= 736	Avg= 1.97	36%	41%	
If a student has a problem, there are teachers who will listen and help	N= 735	Avg= 3.17		52%	34%
If I have a personal problem, I can talk to a counselor	N= 737	Avg= 2.74	21%	45%	21%
My opinion is valued by teachers and administrators	N= 747	Avg= 2.78	25%	45%	21%
Our classes are often interrupted	N= 738	Avg= 2.19	62%	21%	
Students at my school are friendly	N= 736	Avg= 2.91	18%	57%	20%
Teachers in my school really care about me	N= 734	Avg= 3.05	14%	54%	28%
Teachers treat me with respect	N= 736	Avg= 3.22		57%	33%
There is a feeling of belonging at my school	N= 736	Avg= 2.85	21%	46%	24%



Programs Cluster

Career Education

CertifiedStaff

Career-technical education is an essential part of the district's program of studies	N= 612	Avg= 2.88	
I incorporate contextual/real life learning in the classroom	N= 611	Avg= 3.63	
I incorporate information about careers in my instruction	N= 608	Avg= 3.04	
I incorporate problem solving instructional activities in the classroom	N= 612	Avg= 3.58	

ParentsElem

Career-technical education (vocational) is an essential part of the district's program	N= 1798	Avg= 2.80	
The school has helped my child establish educational and career goals	N= 1928	Avg= 3.04	

ParentsMS

Career-technical education (vocational) is an essential part of the district's program	N= 680	Avg= 2.87	
The school has helped my child establish educational and career goals	N= 695	Avg= 2.82	

ParentsHS

Career-technical education (vocational) is an essential part of the district's program	N= 922	Avg= 3.07	
The school has helped my child establish educational and career goals	N= 947	Avg= 2.92	

Students7\_8

I have been encouraged to think about career or educational goals at school	N= 328	Avg= 3.43	
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Students9\_12

A guidance counselor has assisted me in creating a plan to reach my educational and/or career goals	N= 738	Avg= 2.60	
Career-technical (vocational) education is an essential part of the district's program of studies	N= 734	Avg= 2.77	
Teachers connect what students are learning with the real world	N= 744	Avg= 2.64	



**Library Media**

**CertifiedStaff**

Collaboration with classroom teachers to integrate library and media resources and skills into classroom instruction is adequate	N= 616	Avg= 2.79	
The librarian/media specialist requests my input into the selection of resources	N= 616	Avg= 2.76	
The library media center materials are current and in good condition	N= 613	Avg= 3.09	
There are sufficient library media materials to support my program	N= 617	Avg= 2.99	
There is adequate instruction in the use of library and media resources for classes and individual students	N= 612	Avg= 2.87	

**Students9\_12**

I know how to find information I need to complete class projects	N= 738	Avg= 3.23	
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### Professional Development

#### CertifiedStaff

My professional development has improved the way I teach	N= 620	Avg= 3.04	15%	55%	26%
There is adequate professional development for teachers working with special education students in our school	N= 628	Avg= 2.39	46%	34%	

#### SupportStaff

The district has provided me with specific inservice training related to my job	N= 233	Avg= 2.69	33%	42%	18%
The inservice training activities I have attended have helped me do a better job	N= 229	Avg= 2.79	28%	49%	18%

### Technology

#### CertifiedStaff

Technology in my school benefits student learning	N= 614	Avg= 3.04	15%	49%	30%
Technology in my school is accessible	N= 613	Avg= 3.41		48%	47%
Technology in my school is reliable	N= 616	Avg= 2.59	32%	44%	
Technology is used to foster and support staff collaboration	N= 613	Avg= 3.04	16%	58%	24%
There is adequate technology support for my building	N= 615	Avg= 2.65	27%	45%	16%
There is effective technology support for my building	N= 617	Avg= 2.77	24%	47%	20%

#### SupportStaff

Technology in my building benefits student learning	N= 226	Avg= 3.02	15%	58%	23%
Technology in my building is accessible	N= 229	Avg= 3.05		59%	25%
Technology in my building is reliable	N= 231	Avg= 2.59	32%	48%	
Technology is used to foster and support staff collaboration	N= 227	Avg= 3.00	15%	62%	20%
There is adequate technology support for my building	N= 230	Avg= 2.73	25%	49%	17%
There is effective technology support for my building	N= 230	Avg= 2.89	17%	57%	19%



**Technology (continued)**

**ParentsElem**

Technology in my child's school benefits student learning	N= 1918	Avg= 2.95	
Technology in my child's school is reliable	N= 1903	Avg= 3.06	

**ParentsMS**

Technology in my child's school benefits student learning	N= 699	Avg= 2.86	
Technology in my child's school is reliable	N= 700	Avg= 2.59	

**ParentsHS**

Technology in my child's school benefits student learning	N= 947	Avg= 2.99	
Technology in my child's school is reliable	N= 946	Avg= 2.77	



**Technology (continued)**

**Students3\_6**

Technology in my school benefits student learning	N= 1559	Avg= 3.37	
Technology in my school is reliable	N= 1550	Avg= 3.23	
There is effective technology support in my school	N= 1561	Avg= 3.41	

**Students7\_8**

I have access to the technology I need to be successful in school	N= 330	Avg= 3.43	
Technology in my school benefits student learning	N= 329	Avg= 3.12	
Technology in my school is reliable	N= 330	Avg= 2.90	
Technology is used to foster and support student collaboration	N= 328	Avg= 3.07	
There is adequate technology support in my school	N= 330	Avg= 3.12	
There is effective technology support in my school	N= 329	Avg= 3.13	

**Students9\_12**

I have access to the technology I need to be successful in school	N= 739	Avg= 3.40	
Technology in my school benefits student learning	N= 737	Avg= 3.12	
Technology in my school is reliable	N= 739	Avg= 2.47	
Technology is used to foster and support student collaboration	N= 739	Avg= 3.03	
There is adequate technology support in my school	N= 736	Avg= 2.81	
There is effective technology support in my school	N= 737	Avg= 2.74	



## Teaching and Learning

### Classroom Management

#### CertifiedStaff

Clear rules regarding behavior have been established in my classroom	N= 623	Avg= 3.61	
Clear rules that promote good behavior are enforced in our school	N= 629	Avg= 2.87	
Teachers in our school use effective practices to keep all students actively engaged in learning	N= 626	Avg= 3.17	

#### Students7\_8

During our classes we stay focused on learning and don't waste time	N= 330	Avg= 2.54	
Teachers enforce the rules fairly	N= 333	Avg= 2.95	

#### Students9\_12

During our classes we stay focused on learning and don't waste time	N= 745	Avg= 2.68	
Teachers enforce the rules fairly	N= 745	Avg= 2.94	



**Efficacy and Expectations**

**CertifiedStaff**

All staff hold high expectations for student learning	N= 617	Avg= 3.04	19%	51%	28%
I emphasize the importance of effort with students	N= 628	Avg= 3.77	22%	78%	
Students are held accountable for doing quality work	N= 619	Avg= 2.80	26%	56%	14%
There are avenues for recognizing and rewarding the accomplishments of all students	N= 619	Avg= 3.15	16%	49%	34%
There are effective supports in place to assist students who are in jeopardy of academic failure	N= 629	Avg= 2.91	23%	52%	21%

**SupportStaff**

All staff in our school hold high expectations for student learning	N= 225	Avg= 3.32		48%	43%
I believe that I can positively impact student success	N= 230	Avg= 3.50		49%	50%
Our teachers are good teachers	N= 232	Avg= 3.58		38%	60%

**ParentsElem**

I expect my child to do well in school	N= 1950	Avg= 3.81	18%	81%	
I know what my child's teachers expect in school	N= 1946	Avg= 3.32		48%	43%
My child's teacher(s) expect very good work from my child	N= 1944	Avg= 3.53		41%	56%
My child's teachers are good teachers	N= 1943	Avg= 3.59		33%	63%

**ParentsMS**

I expect my child to do well in school	N= 700	Avg= 3.81	19%	81%	
I know what my child's teachers expect in school	N= 699	Avg= 3.04	16%	57%	24%
My child's teacher(s) expect very good work from my child	N= 699	Avg= 3.32		54%	39%
My child's teachers are good teachers	N= 694	Avg= 3.26		60%	34%

**ParentsHS**

I expect my child to do well in school	N= 956	Avg= 3.80	19%	81%	
I know what my child's teachers expect in school	N= 947	Avg= 3.04	16%	55%	26%
My child's teacher(s) expect very good work from my child	N= 950	Avg= 3.37		49%	44%
My child's teachers are good teachers	N= 946	Avg= 3.28		59%	35%



**Efficacy and Expectations (continued)**

**Students3\_6**

I can do well at school	N= 1576	Avg= 3.50	45%	53%	
I learn a lot in this school	N= 1569	Avg= 3.49	41%	54%	
I like reading	N= 1523	Avg= 3.15	15%	42%	39%
My family believes that I can do well in school	N= 1569	Avg= 3.81	17%	82%	
My teachers are good teachers	N= 1562	Avg= 3.69	25%	72%	
My teachers expect very good work from me	N= 1565	Avg= 3.60	35%	62%	
My teachers make clear what I'm supposed to learn	N= 1572	Avg= 3.46	45%	51%	
My teachers think I can learn	N= 1566	Avg= 3.71	25%	73%	

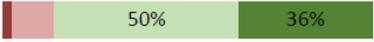
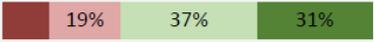
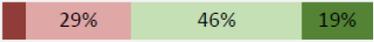
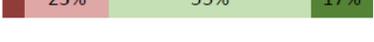
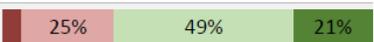
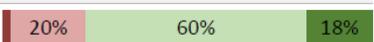
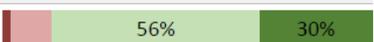
**Students7\_8**

Being successful in school today will help me in my future	N= 333	Avg= 3.40	31%	56%		
I can do well in school	N= 332	Avg= 3.52	36%	58%		
I learn a lot in this school	N= 332	Avg= 3.15	14%	49%	34%	
I like reading	N= 329	Avg= 2.94	13%	16%	34%	37%
My family believes that I can do well in school	N= 328	Avg= 3.61	33%	64%		
My graded assignments are returned to me before I am tested on the information	N= 334	Avg= 2.84	26%	44%	23%	
My teachers are good teachers	N= 328	Avg= 3.25	53%	36%		
My teachers expect very good work from me	N= 327	Avg= 3.44	44%	50%		
My teachers help me understand my mistakes on assignments	N= 334	Avg= 2.85	21%	55%	18%	
My teachers let me know when I am doing a good job	N= 332	Avg= 2.82	25%	51%	18%	
My teachers make clear what I'm supposed to learn	N= 333	Avg= 2.95	20%	57%	20%	
My teachers think I can learn	N= 329	Avg= 3.38	52%	44%		
My teachers want me to share my ideas in class	N= 331	Avg= 2.92	23%	56%	19%	
There is good communication between teachers and students	N= 330	Avg= 2.75	30%	48%	16%	



Efficacy and Expectations (continued)

Students9\_12

Being successful in school today will help me in my future	N= 744	Avg= 3.33	
I can do well in school	N= 738	Avg= 3.50	
I learn a lot in this school	N= 736	Avg= 3.19	
I like reading	N= 738	Avg= 2.86	
My family believes that I can do well in school	N= 737	Avg= 3.61	
My graded assignments are returned to me before I am tested on the information	N= 747	Avg= 2.78	
My teachers are good teachers	N= 736	Avg= 3.24	
My teachers expect very good work from me	N= 736	Avg= 3.40	
My teachers help me understand my mistakes on assignments	N= 739	Avg= 2.82	
My teachers let me know when I am doing a good job	N= 742	Avg= 2.86	
My teachers make clear what I'm supposed to learn	N= 736	Avg= 2.93	
My teachers think I can learn	N= 736	Avg= 3.43	
My teachers want me to contribute my thoughts in class	N= 737	Avg= 3.15	
There is good communication between teachers and students	N= 738	Avg= 2.93	



### Guaranteed and Viable Curriculum

#### CertifiedStaff

An assessment system is used that provides timely feedback on specific knowledge and skills for individual students	N= 623	Avg= 3.11	
Financial resources are adequate to provide a quality educational program to children	N= 616	Avg= 2.50	
I assess the level of prior knowledge of all students before initiating instruction	N= 612	Avg= 3.11	
I routinely analyze disaggregated student data and use it to plan my instruction	N= 620	Avg= 3.20	
My school administers assessments throughout the school year that are used to guide instruction	N= 623	Avg= 3.21	
My school systematically ensures that teachers address essential content	N= 620	Avg= 3.09	
My school uses assessment data to evaluate and align the curriculum	N= 623	Avg= 3.12	
The amount of essential content that has been identified can be addressed in the instructional time available to teachers	N= 619	Avg= 2.81	
The content considered essential for all students to learn versus that considered supplemental has been identified and communicated to teachers	N= 623	Avg= 3.04	

#### SupportStaff

Financial resources are adequate to provide a quality education program to children	N= 230	Avg= 2.87	
I have the equipment and supplies I need to do my job	N= 232	Avg= 3.10	

#### ParentsElem

Financial resources are adequate to provide a quality education program to children	N= 1931	Avg= 3.11	
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#### ParentsMS

Financial resources are adequate to provide a quality education program to children	N= 696	Avg= 2.91	
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#### ParentsHS

Financial resources are adequate to provide a quality education program to children	N= 943	Avg= 2.99	
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**Guaranteed and Viable Curriculum (continued)**

**Students7\_8**

My school provides me with the textbooks and learning materials I need to learn	N= 329	Avg= 3.29	
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**Students9\_12**

My school provides me with the textbooks and learning materials I need to learn	N= 735	Avg= 3.26	
The classes at my school are academically rigorous and challenging	N= 735	Avg= 3.09	
The classes I have at school cover material that is important to me	N= 741	Avg= 2.81	
The classes I took last year prepared me for this year's subjects	N= 739	Avg= 2.85	



### Instructional Strategies

#### Certified Staff

I alter instructional strategies when students are having difficulty learning the material	N= 612	Avg= 3.62	35%	64%
I begin instructional units by having students identify personal goals that fit within the learning goals presented by the teacher	N= 611	Avg= 2.73	38%	45% 15%
I begin instructional units by presenting students with clear learning goals	N= 611	Avg= 3.37	53%	42%
I have students assess themselves relative to their personal learning goals after completing a unit	N= 612	Avg= 2.79	34%	48% 17%
I have students compare and classify content	N= 608	Avg= 3.27	52%	38%
I have students construct metaphors and analogies	N= 600	Avg= 2.76	33%	46% 17%
I have students construct verbal or written summaries of new content	N= 610	Avg= 3.10	18%	52% 30%
I have students keep track of their own performance on the learning goals	N= 610	Avg= 2.80	33%	50% 16%
I have students represent new content in nonlinguistic ways (e.g. mental image, picture, pictograph, graphic organizer, physical model, enactment)	N= 608	Avg= 3.27	54%	37%
I have students revise and correct errors in their work as a way of reviewing and revising content	N= 610	Avg= 3.44	46%	49%
I make use of cooperative learning groups	N= 610	Avg= 3.42	46%	48%
I model or demonstrate important skills or procedures	N= 613	Avg= 3.72	27%	72%
I organize students into flexible groups based on their understanding of the content and skill level	N= 610	Avg= 3.26	51%	38%
I provide specific feedback on the homework assigned to a student	N= 595	Avg= 3.04	16%	53% 28%
I provide students with opportunities to practice important skills and procedures prior to assessment	N= 610	Avg= 3.56	41%	58%
I provide students with specific feedback on the extent to which they are accomplishing the learning goals	N= 612	Avg= 3.25	55%	36%
Students are provided with opportunities to construct and work on long-term projects of their own design	N= 617	Avg= 2.86	27%	48% 21%
Students are taught effective note-taking skills	N= 610	Avg= 2.48	45%	40%



**Instructional Strategies (continued)**

**Students7\_8**

I am asked to identify similarities and differences	N= 334	Avg= 2.97	17%	58%	21%
I am asked to relate what I already know to new material	N= 333	Avg= 3.01	17%	56%	24%
I am asked to revise or correct errors in my work	N= 334	Avg= 3.12	17%	47%	34%
I am asked to summarize new material	N= 334	Avg= 2.97	22%	49%	26%
I am asked to use pictures, graphs, maps, or charts to present my information	N= 334	Avg= 2.87	22%	53%	19%
I am given opportunities to present what I have learned to other students	N= 334	Avg= 2.81	24%	54%	16%
I am given opportunities to work on my own long-term projects	N= 333	Avg= 2.97	20%	41%	32%
In most classes, if I am having trouble learning something, my teacher usually finds another way to help me understand	N= 319	Avg= 2.72	28%	51%	14%
Most of my teachers are well prepared when class starts	N= 332	Avg= 3.23		57%	34%
Most of my teachers tell me how I am doing in their class	N= 334	Avg= 2.68	34%	46%	14%
My teachers place students in small groups	N= 333	Avg= 2.88	20%	62%	14%

**Students9\_12**

I am asked to relate what I already know to new material	N= 746	Avg= 3.16		57%	31%
I am given opportunities to present what I have learned to other students	N= 746	Avg= 2.99	18%	53%	25%
In most classes, if I am having trouble learning something, my teacher usually finds another way to help me understand	N= 737	Avg= 2.73	27%	53%	13%
Most of my teachers are organized and well prepared to teach	N= 738	Avg= 3.20		62%	30%
Most of my teachers inform me about my progress in their class	N= 735	Avg= 2.64	36%	44%	13%



## Appendix A – Survey Items and Groupings

### General Climate Groups

#### Collegiality/Professionalism

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
Norms for conduct that foster collegiality and professionalism among professional staff and administrators are clear and routinely followed	x					
Teachers are routinely engaged in collaborative problem solving around instructional issues	x					
There are open channels of communication among students, staff and administrators	x	x				
There is adequate collaboration between special education staff and classroom teachers in our school	x					
There is systematic collaboration across subject areas in our building	x					
There is systematic collaboration between the academic and career education programs in our district	x					

**Community Capital**

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
Effective vehicles are in place for parents and community to communicate with the school	x					
I am a partner with the school in my child's education			x			
I am aware of adult learning opportunities offered by the district			x			
I can talk with my child's teacher(s) or principal when I need			x			
I feel informed about district issues and events	x					
I know how well my child is doing in class			x			
I receive information about the educational services available to my child at school			x			
In our community, people tend to trust each other	x	x	x			x
In our school we communicate effectively to parents and the community	x					
My parents have a good idea of what goes on at school					x	x
My school collaborates with community agencies to meet the needs of students	x					
My school has created specific strategies to better involve parents in the education of their child	x					
My school provides suggestions to parents on ways to assist at home with their child's learning	x					
My school views parents as partners in the educational process	x					
Parents are encouraged to discuss their child's educational needs with the school	x					
The community is proud of this school	x	x	x	x	x	x
The school encourages parents to be involved			x			
The school offers suggestions about how I can help my child learn at home			x			
This community is a good place to grow up					x	x



**Equity & Diversity**

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
Differences among students and their families are respected in this school					x	x
Emphasis is placed on valuing and respecting differences among students and their families in our school	x					
Faculty and staff solicit input from diverse student groups regarding the improvement of our school	x					
I am treated fairly at school					x	x
I am treated fairly at this school				x		
I feel comfortable having discussions regarding racial/ethnic issues with my colleagues	x					
In my school, all students are given a chance to succeed					x	x
In our school, there is adequate support for classroom teachers to address special education students' IEP goals	x					
Individual student differences are appreciated at our school	x					
My child has been taught in school about respect for other cultures			x			
Students are treated fairly in this school	x	x				



**Leadership**

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
In our school teachers are encouraged to be instructional leaders	x					
My school's principal fosters shared beliefs and a sense of community and cooperation	x					
My school's principal monitors the effectiveness of school practices and their impact on student learning	x					
My school's principal systematically engages faculty and staff in discussions about current research on teaching and learning	x					
Our principal identifies issues in the school that could potentially become problems	x					
Our principal promotes innovation	x					
Our supervisor identifies issues in the school that could potentially become problems		x				
Teachers in my school are routinely involved in formulating school-wide decisions and policies	x					
The board establishes policies and permits administrators to implement these policies on a day to day basis	x					
The board establishes policies and permits administrators to implement these policies on a day to day to basis		x				
The board has high expectations for student achievement	x					
The board has high expectations for student learning		x				
The mission of this school is clearly defined	x	x				



Safe & Orderly

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
Discipline in my child's school is handled fairly			x			
Discipline is handled fairly in my school				x	x	x
Discipline is handled fairly in this school	x	x				
Drug use is common among kids in this community					x	
Drug use is common among teenagers in this community						x
Educators in our school respond to inappropriate behaviors quickly and effectively	x					
Educators in our school use effective practices to promote positive behavior	x					
I feel my child is safe at school			x			
I feel safe at school	x			x	x	x
I feel safe in this school		x				
I have received violence prevention training	x	x				
If I could, I would send my child to a different school			x			
Most kids around here drink alcohol a lot					x	
Most teenagers around here drink a lot						x
My child's school building is in good physical condition			x			
My school building is in good condition						x
Our principal uses classroom management as part of our evaluation	x					
Our school teaches and reinforces student self-discipline and responsibility	x					
Overall, my school building is in good condition	x					
Overall, my school building is in good repair		x				
Students are safe in this school		x				
Students who are prone to violence are systematically identified	x					
There are students from my school that belong to gangs					x	x
There are students from this school that belong to street gangs		x				



School Climate

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
I like going to this school				x	x	x
I usually look forward to each working day as a teacher	x					
I would attend a different school if I could						x
If a student has a problem, there are teachers who will listen and help				x	x	x
If I am having trouble learning something, my teacher helps me understand				x		
If I had a chance to choose all over again, I would still choose teaching as a career	x					
If I have a personal problem, I can talk to a counselor					x	x
If students in this school have a problem, teachers will listen and help	x	x				
Individual social emotional support services are available to students	x					
Instructional time available to teachers is protected from all types of interruptions	x					
Learning is the most important thing in this school		x				
My counselor makes visits to my classroom					x	
My opinion is valued by teachers and administrators					x	x
My social worker makes visits to my classroom				x		
Our classes are often interrupted					x	x
Our school promotes an environment of mutual respect among students	x	x				
Student opinions are valued by teachers and administrators	x					
Students at my school are friendly				x	x	x
Students like this school		x				
Teachers in my school really care about me				x	x	x
Teachers in this school treat students with respect		x				
Teachers treat me with respect				x	x	x
The guidance counselor or social worker is available to help my child if he/she has a personal problem			x			
There is a feeling of belonging at my school					x	x
This school makes children feel they belong		x				
This school makes students feel they belong	x					



Program Groups

Career Education

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
A guidance counselor has assisted me in creating a plan to reach my educational and/or career goals						x
Career-technical (vocational) education is an essential part of the district's program of studies						x
Career-technical education (vocational) is an essential part of the district's program			x			
Career-technical education is an essential part of the district's program of studies	x					
I have been encouraged to think about career or educational goals at school					x	
I incorporate contextual/real life learning in the classroom	x					
I incorporate information about careers in my instruction	x					
I incorporate problem solving instructional activities in the classroom	x					
My school adequately prepares all students for post-secondary education, and/or successful entry into the workforce	x					
Teachers connect what students are learning with the real world						x
The school has helped my child establish educational and career goals			x			



**Library/Media**

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
Collaboration with classroom teachers to integrate library and media resources and skills into classroom instruction is adequate	x					
I know how to find information I need to complete class projects						x
The librarian/media specialist requests my input into the selection of resources	x					
The library media center materials are current and in good condition	x					
There are sufficient library media materials to support my program	x					
There is adequate instruction in the use of library and media resources for classes and individual students	x					

**Professional Development**

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
I have received adequate training in using computers and other technology to support my work with students	x					
I have received professional development on differentiating instruction for learners	x					
My professional development has improved the way I teach	x					
Our professional development improves student achievement	x					
The district has provided me with specific inservice training related to my job		x				
The inservice training activities I have attended have helped me do a better job		x				
The professional development activities I attend are related to my district's Comprehensive School Improvement Plan	x					
There is adequate professional development for teachers working with special education students in our school	x					



**Technology**

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
Effective technology is in place to foster and support collaboration						x
Effective technology is in place to foster and support collaboration between staff members	x	x				
Effective technology is in place to foster and support collaboration between students					x	
I have access to the technology I need to be successful in school					x	x
Technology in my building benefits student learning		x				
Technology in my building is accessible		x				
Technology in my building is reliable		x				
Technology in my child’s school benefits student learning			x			
Technology in my child’s school is reliable			x			
Technology in my school benefits student learning	x			x	x	x
Technology in my school is accessible	x					
Technology in my school is reliable	x			x	x	x
Technology is used to foster and support staff collaboration	x	x				
Technology is used to foster and support student collaboration					x	x
There is adequate technology support for my building	x	x				
There is adequate technology support in my school					x	x
There is effective technology support for my building	x	x				
There is effective technology support in my school				x	x	x



Teaching & Learning

Classroom Management

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
Clear rules regarding behavior have been established in my classroom	x					
Clear rules that promote good behavior are enforced in our school	x					
During our classes we stay focused on learning and don't waste time					x	x
Teachers enforce the rules fairly					x	x
Teachers in our school use effective practices to keep all students actively engaged in learning	x					

Efficacy and Expectations

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
All staff hold high expectations for student learning	x					
All staff in our school hold high expectations for student learning		x				
Being successful in school today will help me in my future					x	x
I believe that I can positively impact student performance	x					
I believe that I can positively impact student success		x				
I can do well at school				x		
I can do well in school					x	x
I emphasize the importance of effort with students	x					
I expect my child to do well in school			x			
I have the skills necessary to meet the needs of all learners in my classroom	x					
I know what my child's teachers expect in school			x			
I learn a lot in this school				x	x	x
I like reading				x	x	x
My child's teacher(s) expect very good work from my child			x			
My child's teachers are good teachers			x			
My family believes that I can do well in school				x	x	x



**Efficacy and Expectations (continued)**

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
My graded assignments are returned to me before I am tested on the information					x	x
My teachers are good teachers				x	x	x
My teachers expect very good work from me				x	x	x
My teachers help me understand my mistakes on assignments					x	x
My teachers let me know when I am doing a good job					x	x
My teachers make clear what I'm supposed to learn				x	x	x
My teachers think I can learn				x	x	x
My teachers want me to contribute my thoughts in class						x
My teachers want me to share my ideas in class					x	
Our teachers are good teachers		x				
Students are held accountable for doing quality work	x					
There are avenues for recognizing and rewarding the accomplishments of all students	x					
There are effective supports in place to assist students who are in jeopardy of academic failure	x					
There is good communication between teachers and students					x	x



**Guaranteed and Viable Curriculum**

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
An assessment system is used that provides timely feedback on specific knowledge and skills for individual students	x					
Financial resources are adequate to provide a quality education program to children		x	x			
Financial resources are adequate to provide a quality educational program to children	x					
I assess the level of prior knowledge of all students before initiating instruction	x					
I have the equipment and supplies I need to do my job		x				
I routinely analyze disaggregated student data and use it to plan my instruction	x					
My school administers assessments throughout the school year that are used to guide instruction	x					
My school provides me with the textbooks and learning materials I need to learn					x	x
My school systematically ensures that teachers address essential content	x					
My school uses assessment data to evaluate and align the curriculum	x					
The amount of essential content that has been identified can be addressed in the instructional time available to teachers	x					
The classes at my school are academically rigorous and challenging						x
The classes I have at school cover material that is important to me						x
The classes I took last year prepared me for this year's subjects						x
The content considered essential for all students to learn versus that considered supplemental has been identified and communicated to teachers	x					
The essential content is organized and sequenced in a way that students have ample opportunity to learn it	x					



Instructional Strategies

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
How much homework time do you assign your students each day	x					
I alter instructional strategies when students are having difficulty learning the material	x					
I am asked to identify similarities and differences					x	
I am asked to relate what I already know to new material					x	x
I am asked to revise or correct errors in my work					x	
I am asked to summarize new material					x	
I am asked to use pictures, graphs, maps, or charts to present my information					x	
I am given opportunities to construct and work on my own long-term projects						x
I am given opportunities to present what I have learned to other students					x	x
I am given opportunities to work on my own long-term projects					x	
I am required to take notes					x	
I begin instructional units by having students identify personal goals that fit within the learning goals presented by the teacher	x					
I begin instructional units by presenting students with clear learning goals	x					
I have students assess themselves relative to their personal learning goals after completing a unit	x					
I have students compare and classify content	x					
I have students construct metaphors and analogies	x					
I have students construct verbal or written summaries of new content	x					
I have students keep track of their own performance on the learning goals	x					
I have students represent new content in nonlinguistic ways (e.g. mental image, picture, pictograph, graphic organizer, physical model, enactment)	x					
I have students revise and correct errors in their work as a way of reviewing and revising content	x					
I make use of cooperative learning groups	x					



**Instructional Strategies (continued)**

Survey Item Text	Certified Staff	Support Staff	Parents	Students 3_6	Students 7_8	Students 9_12
I model or demonstrate important skills or procedures	x					
I organize students into flexible groups based on their understanding of the content and skill level	x					
I provide specific feedback on the homework assigned to a student	x					
I provide students with opportunities to practice important skills and procedures prior to assessment	x					
I provide students with specific feedback on the extent to which they are accomplishing the learning goals	x					
In most classes, if I am having trouble learning something, my teacher usually finds another way to help me understand					x	x
Most of my teachers are organized and well prepared to teach						x
Most of my teachers are well prepared when class starts					x	
Most of my teachers inform me about my progress in their class						x
Most of my teachers tell me how I am doing in their class					x	
My teachers place students in small groups					x	
Students are provided with opportunities to construct and work on long-term projects of their own design	x					
Students are taught effective note-taking skills	x					

