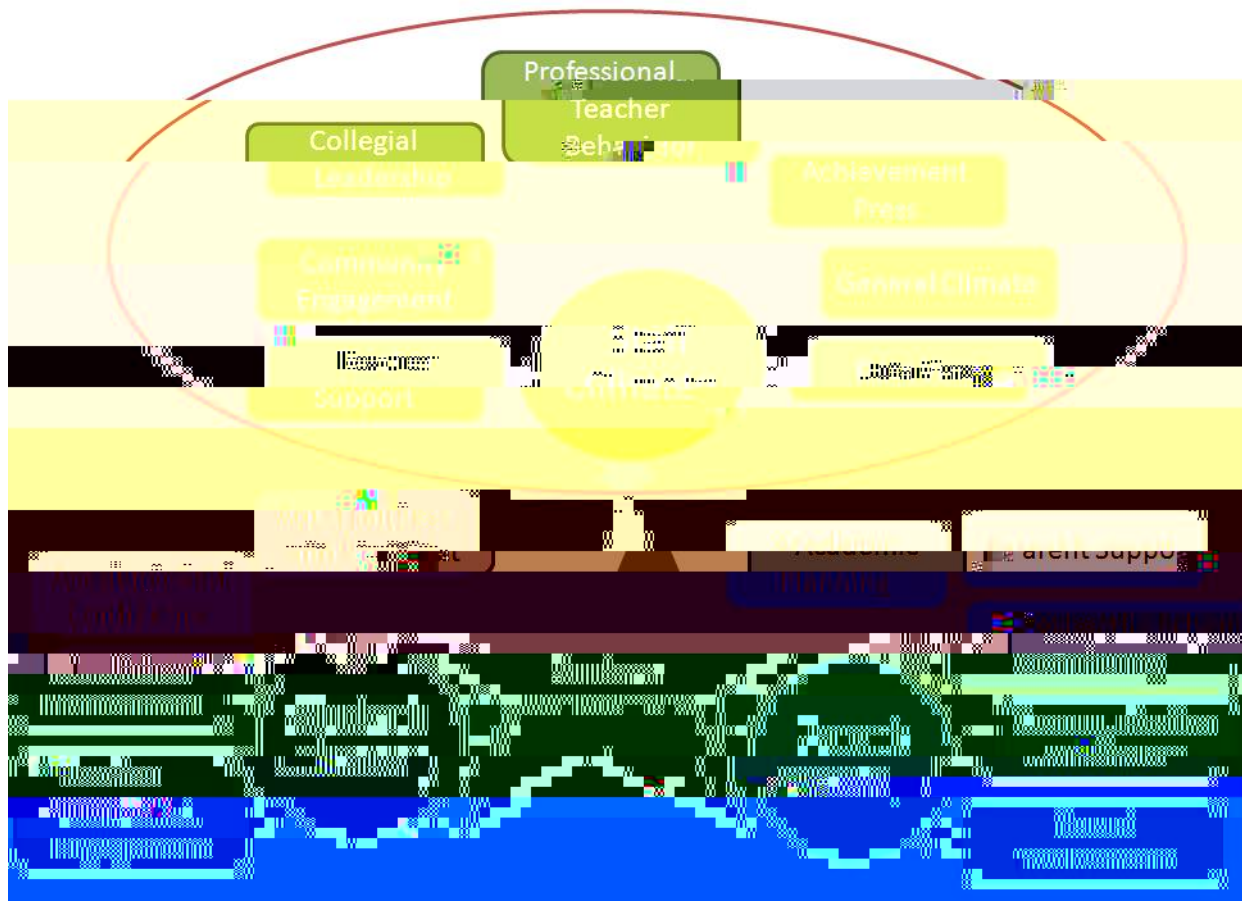


2009-2010 AISD Campus Staff Climate Survey

Bailey Middle School

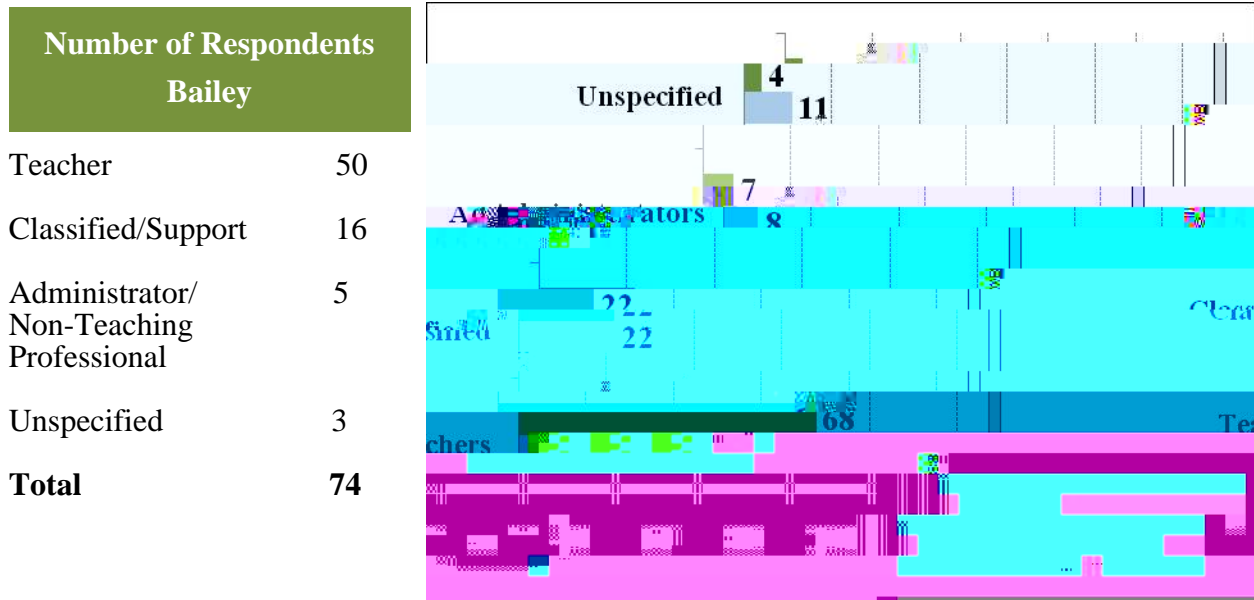
A healthy school climate is characterized by positive relationships among students, all campus staff, and the community. School climate is a key factor in several important outcomes including student achievement, reduced violence, higher morale, and faculty trust (Hoy, Smith, & Sweetland, 2002). More specifically, research in AISD indicates that staff climate survey results are related to student Texas Assessment of Knowledge and Skills (TAKS) performance in both math and reading (Bush-Richards, Cornetto, & Schmitt, 2008; Schmitt, 2006). The figure below represents how campus climate can facilitate student academic growth.

The image below displays factors that are known to be related to student academic growth. In this report, we focus on Staff Climate (circled in red), which has been measured with seven survey subscales: Teacher Support, Community Engagement, Collegial Leadership, Professional Teacher Behavior, Achievement Press, General Climate and Data Vision.



In Fall 2009, 83% of teachers from Bailey responded to the survey. Figure 3 represents the percentage of respondents at Bailey (depicted in dark green) and across all Middle Schools (light blue) who identified themselves as teachers, classified/support staff, or administrators and non-teaching professionals, plus the number who did not specify a staff role. This information will help you to generalize the findings to the rest of your campus community.

Figure 3. Percentage of Respondents at Bailey in 2009-10 by group and level



Staff results for Bailey for the 2009-10 school year year are highlighted on the next page. Please pay close attention to the call-out boxes that appear in red and green as they highlight specific campus climate areas that Bailey can improve, as well as areas in which Bailey excels. You may visit the following websites for resources and tips on how to improve campus climate in general, and specific resources for improving the area of Bailey's lowest subscale score are provided on the next page.

- <http://www.schoolclimate.org/climate/council.php>
- <http://www.turningpts.org/pdf/Family.pdf>
- <http://www.schoolsecurity.org/>
- <http://ccsr.uchicago.edu>

The appendix provides you with more detailed information regarding Bailey's campus climate from 2007-08 through 2009-10. Please review the individual items on each subscale with particular attention to how Bailey's average ratings have changed or remained consistent over time. To indicate which changes are most meaningful from year to year, statistically meaningful changes are flagged with up or down arrows. Please share the results of this report with all campus staff and your Campus Advisory Council to inform campus improvement planning.

The graphs below depict Bailey’s staff climate ratings over time, as well staff climate ratings across all Middle Schools in 2009-10. Scores over 3.0 are desirable, as indicated by the red dashed line in the graphs below. The first step in improving campus climate is to examine the score for each area (Figure 2).

For 2009-10, Bailey staff rated **Professional Teacher Behavior** the highest of all climate areas. Alternatively, Bailey staff rated **Collegial Leadership** the lowest of all climate areas. In the appendix, you will find the individual items that make up **Professional Teacher Behavior** and **Collegial Leadership**. Examine these items and consider possible areas for campus improvement. Make note of any item with an arrow, which indicates an average rating that is meaningfully higher or lower than that of the previous year. Discuss these areas of strength and challenge with staff, and note the ways in which initiatives on campus have addressed or could address these issues during the current or next school year.

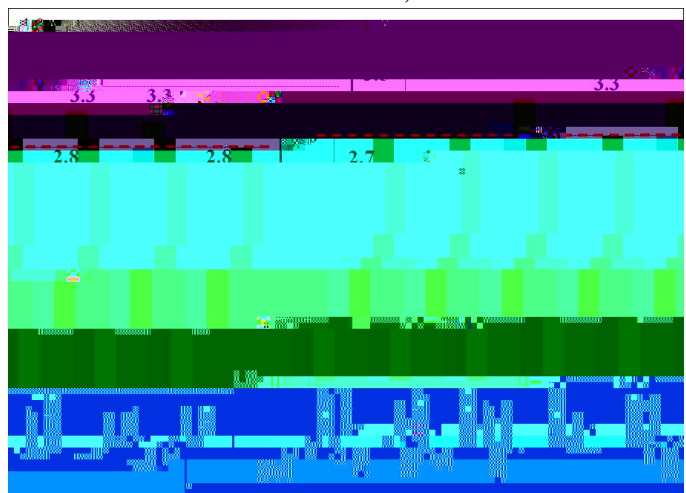
Bailey’s highest score on the 2009-10 staff climate survey was Professional Teacher Behavior, which measures the extent to which teachers respect their colleagues competence, are committed to students, and foster a cooperative community on their campus. High levels of Professional Teacher Behavior are associated with academic achievement.

Bailey’s lowest subscale score on the 2009-10 staff climate survey was Collegial Leadership, which measures the extent to which principals treat teachers and staff with openness, egalitarianism, and friendliness and set clear expectations for performance. Collegial Leadership has been linked to student academic achievement. For tips on ways to improve this aspect of school climate, please visit: http://www.calstatela.edu/centers/schoolclimate/research/#climate_research

Figure 2. Campus Climate Subscales for Bailey from 2007-08 through 2009-10








Figure 3. Campus Climate Subscales for Bailey and all Middle Schools, 2009-10









Note. The blue bars represent 2009-10 data for all Middle Schools and the green bars represent 2009-10 data for Bailey Middle School.

APPENDIX










| Community Engagement Subscale Items | Bailey | | All Middle Schools |
|---|------------|--|--------------------|
| | 2008-09 | 2009-10 | |
| 5. Our school makes an effort to inform the community about our goals and achievement. | 3.3 | 3.2 | 3.0 |
| 9. Our school is able to enlist community support when needed. | 3.5 | 3.0  | 2.6 |
| 20. Teachers feel pressure from the community. | 3.1 | 2.9  | 2.7 |
| 26. Select citizen groups are influential with the board. | 3.0 | 2.8  | 2.4 |
| 31. Community members attend meetings to stay informed about our school. | 3.0 | 2.8 | 2.3 |
| 38. Organized community groups (e.g. PTA, PTO) meet regularly to discuss school issues. | 3.5 | 3.3  | 2.9 |
| 39. School staff are responsive to the needs and concerns expressed by community members. | 3.1 | 3.1 | 2.8 |
| Community Engagement subscale | 3.2 | 3.0  | 2.7 |

Note: It is desirable to have a response of at least 3.0.

| Collegial Leadership Subscale Items | Bailey | | | All Middle Schools |
|---|---|------------|---|--------------------|
| | 2007-08 | 2008-09 | 2009-10 | |
| 2. The principal explores all sides of topics and admits that other opinions exist. | 2.9  | 2.8 | 2.9  | 2.7 |
| 10. The principal puts suggestions made by faculty into operation. | 2.5 | 2.6 | 2.8  | 2.5 |
| 11. The principal treats all faculty members as his or her equal. | 2.6 | 2.6 | 2.7 | 2.6 |
| 16. The principal lets faculty know what is expected of them. | 3.0  | 3.1 | 3.2 | 3.0 |
| 18. The principal is willing to make changes. | 2.8 | 2.7 | 3.0  | 2.7 |
| 22. The principal maintains definite standards for performance. | 3.1 | 3.3 | 3.3 | 3.0 |
| 35. The principal is friendly and approachable. | 2.9 | 2.9 | 3.1  | 2.8 |
| Collegial Leadership Subscale | 2.8 | 2.8 | 3.0 | 2.7 |

Note: It is desirable to have a response of at least 3.0.

APPENDIX

| Achievement Press Subscale Items | 2007-08 | Bailey 2008-09 | 2009-10 | All Middle Schools |
|--|---|---|---|--------------------------|
| 3. The school sets high standards for academic performance. | 3.6 | 3.7 | 3.7 | 3.2 |
| 6. Teachers in this school believe that their students have the ability to achieve academically. | 3.6 | 3.5 | 3.5 | 3.1 |
| 7. Parents exert pressure to maintain high standards. | 3.2 | 3.3 | 2.9  | 2.3 |
| 8. Academic achievement is recognized and acknowledged by the school. | 3.3  | 3.3 | 3.3 | 3.0 |
| 13. Parents press for school improvement. | 2.9  | 3.0 | 2.5  | 2.2 |
| 15. Students in this school can achieve the goals that have been set for them. | 3.3 | 3.3 | 3.3 | 2.9 |
| 19. Students respect others who get good grades. | 3.0 | 3.2  | 2.8  | 2.4 |
| 25. Students seek extra work so they can get good grades. | 2.6  | 2.7 | 2.5  | 2.1 |
| 32. Students try hard to improve on previous work. | 2.7 | 2.8 | 2.7 | 2.3 |
| 34. The learning environment is orderly and serious. | 3.1 | 3.2 | 3.1 | 2.7 |
| Achievement Press Subscale | 3.1 | 3.2 | 3.0  | 2.6 |

Note: It is desirable to have a response of at least 3.0.

| Professional Teacher Behavior Subscale Items | 2007-08 | Bailey 2008-09 | 2009-10 | All Middle Schools |
|---|------------|-------------------|------------|--------------------------|
| 4. Teachers help and support each other. | 3.4 | 3.4 | 3.5 | 3.2 |
| 12. Teachers respect the professional competence of their colleagues. | 3.2 | 3.1 | 3.1 | 3.0 |
| 14. The interactions between faculty members are cooperative. | 3.1 | 3.2 | 3.3 | 3.0 |
| 17. Teachers in this school exercise professional judgment. | 3.3 | 3.4 | 3.4 | 3.1 |
| 21. Teachers go the extra mile with their students. | 3.5 | 3.6 | 3.6 | 3.3 |
| 23. Teachers provide strong social support for colleagues. | 3.1 | 3.1 | 3.2 | 2.9 |
| 33. Teachers accomplish their jobs with enthusiasm. | 3.0 | 3.1 | 3.2 | 2.8 |
| 36. Teachers show commitment to their students. | 3.5 | 3.5 | 3.5 | 3.3 |
| Professional Teacher Behavior Subscale | 3.3 | 3.3 | 3.3 | 3.1 |

Note: It is desirable to have a response of at least 3.0.



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Austin Independent School District

Superintendent of Schools

Meria Carstarphen, Ed.D.

Office of Accountability

William Caritj, Ed.D.

Department of Program Evaluation

Holly Williams, Ph.D.

Authors

Lindsay M. Lamb, Ph.D.

Lisa N. T. Schmitt, Ph.D.

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