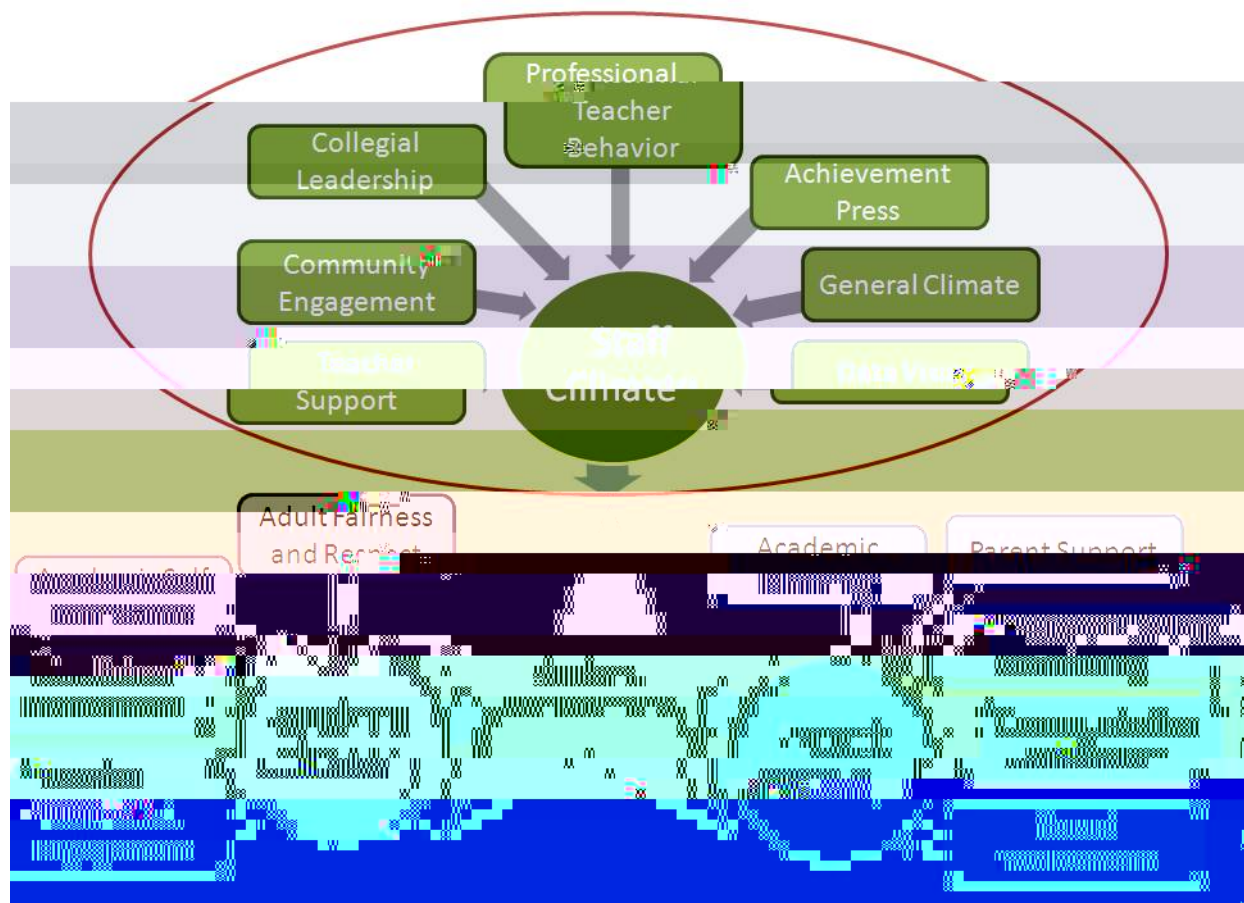


2009-2010 AISD Campus Staff Climate Survey

Bedichek 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.



















The graphs below depict Bedichek'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

APPENDIX











Community Engagement Subscale Items	Bedichek		All Middle Schools
	2008-09	2009-10	
5. Our school makes an effort to inform the community about our goals and achievement.	3.0	2.8 	3.0
9. Our school is able to enlist community support when needed.	2.4	2.3	2.6
20. Teachers feel pressure from the community.	2.5	2.4	2.7
26. Select citizen groups are influential with the board.	2.3	2.0 	2.4
31. Community members attend meetings to stay informed about our school.	2.1	2.0 	2.3
38. Organized community groups (e.g. PTA, PTO) meet regularly to discuss school issues.	2.6	2.5	2.9
39. School staff are responsive to the needs and concerns expressed by community members.	2.8	2.5 	2.8
Community Engagement subscale	2.5	2.4 	2.7

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









Collegial Leadership Subscale Items	Bedichek			All Middle Schools
	2007-08	2008-09	2009-10	
2. The principal explores all sides of topics and admits that other opinions exist.	3.3 	2.9 	1.9 	2.7
10. The principal puts suggestions made by faculty into operation.	3.0	2.7 	1.7 	2.5
11. The principal treats all faculty members as his or her equal.	3.4	2.7 	1.7 	2.6
16. The principal lets faculty know what is expected of them.	3.2	3.4	2.7 	3.0
18. The principal is willing to make changes.	3.2	3.0 	1.9 	2.7
22. The principal maintains definite standards for performance.	3.3	3.5 	2.7 	3.0
35. The principal is friendly and approachable.	3.6	3.0 	2.0 	2.8
Collegial Leadership Subscale	3.3	3.0 	2.1 	2.7

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

APPENDIX

Achievement Press Subscale Items	Bedichek			All Middle Schools
	2007-08	2008-09	2009-10	
3. The school sets high standards for academic performance.	3.2	3.5 	3.2 	3.2
6. Teachers in this school believe that their students have the ability to achieve academically.	3.2	3.2	3.0	3.1
7. Parents exert pressure to maintain high standards.	1.9 	1.9	1.8 	2.3
8. Academic achievement is recognized and acknowledged by the school.	3.2 	3.4	3.0	3.0
13. Parents press for school improvement.	1.9	1.8	1.9	2.2
15. Students in this school can achieve the goals that have been set for them.	2.8	2.9	2.6 	2.9
19. Students respect others who get good grades.	2.4 	2.6 	2.4	2.4
25. Students seek extra work so they can get good grades.	2.1	2.0	1.9	2.1
32. Students try hard to improve on previous work.	2.1	2.2	2.2	2.3
34. The learning environment is orderly and serious.	2.9	2.9	2.7 	2.7
Achievement Press Subscale	2.6	2.6	2.5 	2.6

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

Professional Teacher Behavior Subscale Items	Bedichek			All Middle Schools
	2007-08	2008-09	2009-10	
4. Teachers help and support each other.	3.4	3.3	3.0 	3.2
12. Teachers respect the professional competence of their colleagues.	3.3	3.1	2.8 	3.0
14. The interactions between faculty members are cooperative.	3.3	3.1 	2.7 	3.0
17. Teachers in this school exercise professional judgment.	3.3	3.1	2.9 	3.1
21. Teachers go the extra mile with their students.	3.4	3.4	3.3	3.3
23. Teachers provide strong social support for colleagues.	3.1	3.0	2.7 	2.9
33. Teachers accomplish their jobs with enthusiasm.	2.9	3.0	2.6 	2.8
36. Teachers show commitment to their students.	3.4	3.3	3.2	3.3
Professional Teacher Behavior Subscale	3.3	3.2	2.9 	3.1

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

	2007-08	Bedichek	2009-10	All Middle Schools
50. Student racial tension	1.4	1.4	1.7	1.7
51. Student bullying	2.4	2.3	2.7	2.6
52. Widespread disorder in classrooms	1.2	1.2	1.5	1.7
53. Student acts of disrespect for Teachers	2.3	2.3	2.6	2.6
54. Student acts of disrespect for Nonteaching Professional or Administrative Staff	2.1	2.2	2.5	2.4
55. Student acts of disrespect for Classified or Support Staff	2.0	2.1	2.4	2.4
56. Gang activities	1.6	1.9	2.0	1.7

Note: It is desirable to have a response of **less than** 2.0

57a. Student B9.ative Staff



To the best of your knowledge, how often do the following events occur at your school?	Bedichek				All Middle Schools	
	2008-09		2009-10		No	Yes
	No	Yes	No	Yes	No	Yes
58. There is a behavior support team (other than PBS or IMPACT) on my campus.	n/a	n/a	30%	71%	19%	82%
59. I am regularly updated about PBS activities/progress.	n/a	n/a	53%	47%	29%	71%
60. I have used PBS strategies in the classroom/common area.	n/a	n/a	28%	72%	13%	87%
61. I know how to refer students to campus resources such as IMPACT, behavior support specialists, School to Community Liaisons, etc.	8%	78%	17%	88%	12%	88%
62. I feel there is consistent reinforcement of commendable student behavior on my campus.	6%	78%	42%	58%	40%	60%
63. I know how to refer students to external agencies such as Communities in Schools (CIS), Safe Place, etc.	5%	78%	20%	81%	22%	78%
Average Percentage	7%	77%	31%	69%	30%	70%

Data Vision. These two items were new to the survey this year and addressed the extent to which teachers utilize student data in their work. Response options ranged from strongly disagree (1) to strongly agree (4). High scores indicate higher levels of data vision.

Data Vision	Bedichek 2009-10	All Middle Schools
40. There are clear goals and structures for teaching and learning in AISD.	3.0	3.1
41. There is a clear vision for the use of data to inform education in AISD.	2.6	3.0
Total Data Use Subscale	2.8	3.0

Note: It is desirable to have a response of 3.0 or higher.

Teacher Support. These eight items were new to the survey this year and addressed the extent to which teachers feel valued for their contributions on campus, for their hard work and generally supported on their campus. Response options ranged from strongly disagree (1) to strongly agree (4). High scores indicate higher levels of appreciation.



- 42. My school values my contribution to its well-being.
- 43. My school appreciates my extra effort.
- 44. My school does not ignore my complaints.
- 45. My school really cares about my well-being.
- 46. My school acknowledges my good work.
- 47. My school cares about my general n83.14jT*cmgn460i8k.
- 47. M8 school caret -2.4u 8.our kbutcageheir me*(47. M8 9chool caretttakut prid89b2 . My sbbutcageheir mpus

Note: It is desirable to have a response of 3.0 or higher.

REFERENCES

- Bush-Richards, A., Cornetto, K., & Schmitt, L. (2008). Summary of 2005-2006 through 2007-2008 AISD staff climate survey results (Publication 07.23). Austin, TX: Austin Independent School District Department of Program Evaluation.
- Hoy, W. K., Smith, P. A., & Sweetland, S. R. (2002). The development of the organizational climate index for high schools: Its measure and relationship to faculty trust. *The High School Journal*, 86, 38-49.
- Schmitt, L. (2006). E-Team report: How does school climate related to academic achievement in AISD, and what can we learn from these relationships? (Publication 06.02). Austin, TX: Austin Independent School District Department of Program Evaluation.
- Schmitt, L., Cornetto, K., & Lamb, L. (2009). Austin ISD 2008-09 board level reports (No. 08.86, 08.87, 08.88). Austin, TX: Austin Independent School District
- Tschannen-Moran, M., Parish, J., & DiPaola, M. F. (2006). School climate: The interplay between interpersonal relationships and student achievement. *Journal of School Leadership*, 16, 386-415.

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.



Board of Trustees
Mark Williams, President
Vincent Torres, M.S., Vice President
Lori Moya, Secretary
Cheryl Bradley
Annette LoVoi, M.A.
Christine Brister
Robert Schneider
Karen Dulaney Smith
Sam Guzman