

**SUMMARY OF 2005-2006 THROUGH 2007-2008
AISD STAFF CLIMATE SURVEY RESULTS**

BLACKSHEAR ELEMENTARY 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 such as student achievement, reduced violence, higher morale, and faculty trust (Hoy, Smith, & Sweetland, 2002). More specifically, research in Austin ISD indicates that staff climate survey results are related to student TAKS performance in both math and reading (Schmitt, 2006; Bush-Richards, Cornetto, & Schmitt, 2008). The AISD Staff Climate Survey was developed from the research-based Organizational Climate Inventory (OCI), which measures four sub-dimensions of climate (Hoy et al., 2002) called *External Influences*, *Collegial Leadership*, *Professional Teacher Behavior*, and *Achievement Press*. In addition to the published OCI items, the staff climate survey includes a series of climate items and safety items designed for relevance to all campus staff. Related items are grouped together in *subscales*, and the average across the items is computed as a *subscale score*. Subscale scores have been averaged to provide an overall climate score.

While changes between years 2006-2007 and 2007-2008 were not statistically significant, some patterns in the data were noted. Compared to last year, responses across all elementary schools were more favorable in 2007-08 for *Positive Behavior Supports*. However, elementary schools staff perceptions of *Overall Climate*, *Collegial Leadership*, *Professional Teacher Behavior*, *Achievement Press*, *General Climate*, and *Safety* remained unchanged. Your campus results for the OCI climate areas and for additional climate and safety items are summarized in the following report. Longitudinal results may indicate trends in staff perceptions of school climate over time. Scores flagged with up or down arrows indicate that a change from the previous year was statistically meaningful.¹ Also, some improvements were made to the campus staff climate survey instrument for 2006-2007; thus, data are not available for 2005-06 for some items as indicated in the tables with an asterisk (*).

Table 1. Survey Respondents

	2005-2006 # of Blackshear EL Respondents	2006-2007 # of Blackshear EL Respondents	2007-2008 # of Blackshear EL Respondents	2007-2008 # of All EL Respondents
Teacher	16	23	20	2786
Administrator or Other Non-Teaching Professional Classified/Support Staff	3	15	7	773

¹ Effect sizes (Cohen's d) were calculated using the means from 2006-2007 and 2007-2008. Effect sizes are a measure of the magnitude of the difference between two means. Mean differences were flagged as meaningful where d > .18.

BLACKSHEAR ELEMENTARY SCHOOL STAFF CLIMATE SURVEY RESULTS

Table 2. Subscale Scores for OCI and Additional Subscales

	Overall Climate	External Influences	Collegial

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. ^aItem was reverse-scored such that a response of “Rarely Occurs” was scored as a 4. ^Δ ^Δ indicate increases and decreases from the previous year.

Achievement Press. This subscale consists of 8 items that describe the extent to which the school has set high but achievable academic standards and goals. Achievement press is marked by students who persist, strive to achieve, and are respected by each other and teachers for their academic successes. In addition, this subscale measures the extent to which parents, teachers, and principals exert pressure for high standards and school improvement.

u 140e400q

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. ^aItem was reverse-scored such that a response of “Rarely Occurs” was scored as a 4. á â indicate increases and decreases from the previous year.

Note: It is desirable to have an average response of *less than 2.0*, indicated in **bold** type. á â Indicate increases and

Safety. The frequency and prevalence of undesirable student behaviors have been combined to form a score that indicates the overall staff perception of student behaviors. Scores have been converted to range from 1 (least desirable) to 4 (most desirable).

Table 10. Results for Safety Subscale Score

	Blackshear EL Avg 2005-06	Blackshear EL Avg 2006-07	Blackshear EL Avg 2007-08	All EL Average 2007-08
Safety Subscale Score	*	3.05	3.05	3.17

Positive Student Behaviors and Staff Reinforcement of Positive Student Behaviors.

This subscale measures the frequency and prevalence of positive student behavior and staff reinforcement of positive behaviors. Average scores for each item are shown in the table that follows.

Table 11. Results for Positive Student Behavior and Behavior Support

To the best of your knowledge, how often do the following events occur at your school?	Blackshear EL Avg 2005-06	Blackshear EL Avg 2006-07	Blackshear EL Avg 2007-08	All EL Average 2007-08
45. ^a Commendable student behavior	3.00	2.95	3.06	3.25
46. ^a Staff reinforcement of commendable student behavior	3.43	2.82	3.15	3.27
To the best of your knowledge, how many students or staff exhibit the following behaviors?				
54. ^b Commendable student behavior	2.95	3.00	2.91	3.16
55. ^b Staff reinforcement of commendable student behaviors	4.24	3.95	3.56	3.79
Positive Behavior Support Subscale Score*	*	3.05	3.08	3.19

Note: It is desirable to have an average response of *greater than 3.0*, indicated in **bold** type. á á Indicate increases and decrease in the frequency of each behavior from the previous year.^a Items were rated on a scale of 0 (*Never Happens*) to 4 (*Happens Daily*). ^b Items were rated on a scale of 0 (*None*) to 5 (*All*). *Subscale scores represent a combination of items and have been converted to range from 1 (least desirable) to 4 (most desirable).

UNDERSTANDING AND USING THE RESULTS OF YOUR STAFF CLIMATE SURVEY

Campuses with higher Overall Climate scores, as represented by the table shown at the top of page 2, are characterized by more positive relationsh

The first step in improving campus climate is to look at your school's score for each of the climate subscales (shown in Table 2 on page 2). These will help you to identify areas where