



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

REPORT FOR WOODSON ELEMENTARY SCHOOL

A healthy school climate is characterized by positive relationships among students, all campus staff, and the community. Research has shown that school climate is a significant factor in several important outcomes such as student achievement, teacher morale, and faculty trust (Hoy, Smith, & Sweetland, 2002). Research in Austin ISD indicates that staff climate survey results are related to performance in both math and reading (Schmitt, 2006; Bush-Edwards, Corns, & ... 2008). The Woodson Staff Climate Survey was developed from the research-based Organizational Climate Inventory (OCI), which measures four sub-dimensions of climate (Hoy, 1996): called *Elementary School Climate*, *Collegial Leadership*, *Professional Teacher Behavior*, and *Student Achievement*. In addition to the published OCI items, the staff climate survey includes a set of survey items designed for relevance to all campus staff. Related items are identified in the survey results, and the average across the items is computed as a sub-dimension score. The overall score is computed as a sub-dimension score.

While climate is a statistically significant, some patterns were observed across all elementary schools. The survey results for elementary schools staff perceptions of *Elementary School Climate*, *Professional Teacher Behavior*, *Student Achievement*, and *Campus Staff* results for the Woodson staff climate survey are as follows. The following table shows the scores for the Woodson staff climate survey over the previous year. The scores for the Woodson staff climate survey are shown in some items as

6	10	13	773
52	50	61	4,220

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Table 2. Subscale Scores for OCI and Additional Subscales

	Overall Climate	External Influences	Collegial Leadership	Professional Teacher Behavior	Achievement Press	General Climate	Positive Behavior Support	Safety
Blanton EL 2005-06	*	*	*	*	*	*	*	*
Blanton EL 2006-07	3.07	2.88	3.04	3.32	2.90	3.19	3.12	3.12
Blanton EL 2007-08	3.19	3.05 ^á	3.23 ^á	3.42	2.94	3.37 ^á	3.02	3.33 ^á
All Elementary 2007-08	3.08	2.70	3.05	3.25	2.87	3.17	3.19	3.17

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 ^á indicate increases and decreases from the previous year.

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Note: It is desirable to have an average response of *less than 2.0*, indicated in **bold** type. á â Indicate increases and decrease in the frequency of each behavior from the previous year.

Safety.

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