

School Leadership

	Dobie Pre-K					ALL PR
	2011	2012	2013	2014	2015	2015
The faculty and leadership have a shared vision.			100%	95%	90%	92%
Teachers feel comfortable raising issues and concerns that are important to them.			100%	83%	70%	79%
The school leadership consistently supports teachers.			100%	91%	95%	93%
Teachers are held to high professional standards for delivering instruction.			100%	95%	100%	99%
The school leadership facilitates using data to improve student learning.			100%	100%	100%	99%
Teacher performance is assessed objectively.			100%	90%	90%	95%
Teachers receive feedback that can help them improve teaching.			100%	95%	100%	97%
The procedures for teacher evaluation are consistent.			100%	95%	90%	94%
The faculty are recognized for accomplishments.			100%	91%	100%	94%
There is an atmosphere of trust and mutual respect. +			100%	93%	93%	89%
School leadership effectively communicates policy. +			100%	93%	98%	94%
My principal involves faculty in decisions that directly impact the operations of my school.	*	*	100%	94%	95%	79%
My principal clearly defines expectations for our school.	*	*	100%	90%	100%	88%
My principal provides constructive feedback to teachers toward improving their	*	*	100%	95%	100%	87%
My principal has a clearly defined mission and vision for my school.	*	*	100%	95%	100%	87%
My principal encourages cooperation among faculty and staff toward improving student performance.	*	*	100%	95%	100%	92%
Teachers at this school trust the principal to make sound professional decisions about instruction.	*	*	100%	85%	95%	81%

+ Includes responses from teaching and nonteaching staff.

The school leadership makes a sustained effort to address teacher concerns about:

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The use of time in my school			100%	91%	90%	86%
Facilities and resources			100%	100%	95%	98%
Community support and involvement			100%	95%	100%	94%
Managing student conduct			100%	86%	100%	94%
Teacher leadership			100%	95%	95%	95%
School leadership			100%	95%	95%	94%
Professional development			100%	91%	95%	96%
Instructional practices and support			100%	91%	100%	96%
New teacher support			100%	90%	100%	92%
Achievement press	*		100%	100%	100%	97%
General school climate	*		100%	95%	95%	95%

Note. *New to the survey in Spring 2012.

Teacher Leadership

	Dobie Pre-K					ALL PR
	2011	2012	2013	2014	2015	2015
Teachers are recognized as educational experts.			100%	91%	90%	91%
Teachers are trusted to make sound professional decisions about instruction.			100%	91%	90%	90%
Teachers are relied upon to make decisions about educational issues.			100%	91%	95%	91%
Teachers are encouraged to participate in school leadership roles.			100%	100%	100%	96%
The faculty has an effective process for making group decisions to solve problems.			100%	86%	95%	89%
In this school we take steps to solve problems.			100%	95%	100%	93%
Teachers are effective leaders in this school.			100%	95%	95%	93%
Teachers have an appropriate level of influence on decision making in this school.	*		100%	90%	95%	88%

Note. *New to the survey in Spring 2012.

Managing Student Conduct

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	2011	2012	2013	2014	2015	2015
Students at this school understand expectations for their conduct.			100%	98%	100%	97%
Students at this school follow rules of conduct.			100%	91%	98%	93%
Policies and procedures about student conduct are clearly understood by the faculty.			100%	93%	95%	98%
Administrators consistently enforce rules for student conduct.			100%	88%	100%	94%
Administrators support teachers' efforts to maintain discipline in the classroom.			100%	93%	100%	93%
Teachers consistently enforce rules for student conduct.			100%	95%	100%	97%
The faculty work in a school environment that is safe.			100%	93%	100%	100%
Non-teaching staff consistently enforce rules for student conduct.			100%	98%	100%	96%

Note: All items in this table include responses from teaching and non-teaching staff.

Achievement Press

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The school sets high standards for academic performance.			100%	100%	100%	100%
Teachers in this school believe that their students have the ability to achieve academically.			100%	100%	100%	99%
Parents exert pressure to maintain high standards.			77%	63%	71%	73%
Achievement is recognized and acknowledged by the school.			100%	95%	100%	93%
Parents press for school improvement.			77%	81%	74%	73%
Students in this school can achieve the goals that have been set for them.			100%	100%	100%	98%
Students respect others who get good grades.			100%	94%	100%	95%
Students seek extra work so they can get good grades.			75%	78%	78%	67%
Students try hard to improve on previous work.			100%	90%	95%	92%
The learning environment is orderly and serious. +			100%	98%	98%	95%

Note. + Item includes responses from teaching and non-teaching staff.

An appropriate amount of time is provided for professional development.	100%
Professional development offerings are data driven.	100%
Professional learning opportunities are aligned with the school's improvement plan.	100%
Professional development is differentiated to meet the needs of individual teachers.	95%
Professional development deepens teachers' content knowledge.	100%
Teachers are encouraged to reflect on their own practice.	100%
Follow up is provided from professional development in this school.	100%
Professional development provides ongoing 4Folrt.	
	100%
	100%

Facilities and Resources

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	2011	2012	2013	2014	2015	2015
Teachers have sufficient access to appropriate instructional materials.			96%	91%	90%	95%
Teachers have sufficient access to instructional technology, including computers, printers, software and Internet access.			96%	96%	100%	97%
Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.			96%	91%	90%	93%
Teachers have sufficient training and support to fully utilize the available instructional technology.			96%	86%	86%	91%
Teachers have sufficient access to a broad range of professional support personnel.			96%	96%	100%	94%
The physical environment of classrooms in this school supports teaching and learning.+			86%	85%	90%	93%
The school environment is clean and well maintained.+			95%	98%	100%	97%
Teachers have adequate space to work productively.			89%	65%	76%	88%
Teachers have time available to collaborate with colleagues.			88%	86%	90%	85%

Note. + Includes responses from teaching and nonteaching staff.