

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

MCBEE ELEMENTARY S

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

MCBEE ELEMENTARY SCHOOL STAFF CLIMATE SURVEY RESULTS

Table 2. Subscale Scores for OCI and Additional Subscales

	Overall Climate	External Influences	Collegial Leadership	Teacher Behavior	Achievement Press	General Climate	Positive Behavior Support	Safety
McBee EL 2005-06	*	*	*	*	*	*	*	*

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.

Collegial Leadership. This subscale consists of 7 items that address the degree to which the principal meets the social needs of the faculty as well as works toward achieving the goals of the school. Collegial leadership involves treating teachers and staff as professional colleagues, with openness, egalitarianism, and friendliness, but at the same time setting clear expectations and standards for performance.

Table 4. Results for Collegial Leadership

	McBee EL Avg 2005-06	McBee EL Avg 2006-07	McBee EL Avg 2007-08	
--	-------------------------	-------------------------	-------------------------	--

Frequency of Selected Student Behaviors. This subscale measures the frequency of selected undesirable student behaviors. The items were rated on a scale of 0 (*Never Happens*) to 4 (*Happens Daily*). Average scores for each item are shown in the table that follows.

Table 8. Results for Frequency of Undesirable Student Behaviors

To the best of your knowledge, how often do the following events occur at your school?	McBee EL Avg 2005-06	McBee EL Avg 2006-07	McBee EL Avg 2007-08	All EL Average 2007-08
38. Student racial tension	1.09	1.58	1.29 â	0.88
39. Student bullying	1.77	2.43	1.88 â	1.66
40. Widespread disorder in classrooms	1.12	1.52	1.22 â	0.95
41. Student acts of disrespect for Teachers	1.82	2.40	1.97 â	1.54
42. Student acts of disrespect for Nonteaching Professional or Administrative Staff	1.71	2.27	1.82 â	1.41
43. Student acts of disrespect for Classified or Support Staff	1.61	2.17	1.79 â	1.37
44. Gang activities	0.48	0.69	0.55 â	0.41

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

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

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