

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

**ORTEGA 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-

## ORTEGA ELEMENTARY SCHOOL STAFF CLIMATE SURVEY R

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. <sup>a</sup>Item was reverse-scored such that a response of “Rarely Occurs” was scored as a 4. <sup>á</sup> <sup>â</sup> 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

	Ortega EL Avg 2005-06	Ortega EL Avg 2006-07	Ortega EL Avg 2007-08	All EL Average 2007-08
1. The principal explores all sides of topics and admits that other opinions exist.	<b>3.21</b>	<b>3.09</b>	<b>3.05</b>	<b>3.00</b>
9. The principal puts suggestions made by faculty into operation.				

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**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

	Ortega EL Avg 2005-06	Ortega EL Avg 2006-07	Ortega EL Avg 2007-08	All EL Average 2007-08
<b>Safety Subscale Score</b>	*	<b>3.10</b>	<b>3.27<sup>a</sup></b>	<b>3.17</b>

***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?	Ortega EL Avg 2005-06	Ortega EL Avg 2006-07	Ortega EL Avg 2007-08	All EL Average 2007-08
45. <sup>a</sup> Commendable student behavior	2.96	2.90	<b>3.14<sup>a</sup></b>	<b>3.25</b>
46. <sup>a</sup> Staff reinforcement of commendable student behavior	<b>3.21</b>	<b>3.21</b>	<b>3.21</b>	<b>3.27</b>
<b>To the best of your knowledge, how many students or staff exhibit the</b>				

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