

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



***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 cl

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.

***Achievement Press.*** This subscale consists of 8 items that describe the extent to which the school has set

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.

**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?	Overton EL Avg 2005-06	Overton EL Avg 2006-07	Overton EL Avg 2007-08
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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 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

	Overton EL Avg 2005-06	Overton EL Avg 2006-07	Overton EL Avg 2007-08	All EL Average 2007-08
<b>Safety Subscale Score</b>	*n/a	n/a	2.83	<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?	Overton EL Avg 2005-06	Overton EL Avg 2006-07	Overton EL Avg 2007-08	All EL Average 2007-08
45. <sup>a</sup> Commendable student behavior	n/a	n/a	<b>3.39</b>	<b>3.25</b>
46. <sup>a</sup> Staff reinforcement of commendable student behavior	n/a	n/a	<b>3.70</b>	<b>3.27</b>
To the best of your knowledge, how many students or staff exhibit the following behaviors?				
54. <sup>b</sup> Commendable student behavior	n/a	n/a	<b>3.40</b>	<b>3.16</b>
55. <sup>b</sup> Staff reinforcement of commendable student behaviors	n/a	n/a	4.00	<b>3.79</b>
<b>Positive Behavior Support Subscale Score*</b>	*n/a	n/a	<b>3.39</b>	<b>3.19</b>

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.<sup>a</sup> Items were rated on a scale of 0 (*Never Happens*) to 4 (*Happens Daily*). <sup>b</sup> 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**

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 staff ratings are high or low compared to desired subscale scores. To most efficiently improve campus climate, it is beneficial to focus on those dimensions with the lowest scores. Once you have identified the dimensions with the lowest scores, the individual items contributing to those subscale scores should be studied. By looking at these individual items and their average responses, you can determine possible areas for campus improvement. (Subscale items with the lowest average responses should be considered first for improvement.) Often, improving climate in one dimension will have a positive effect on other dimensions.

Be sure to examine your school's average responses to the general climate and safety items. These items assess climate information that all campus staff can rate. Because the survey is a measure of the opinions and perceptions of all campus staff, it is suggested that representatives of all staff positions be included in planning and improvement processes.

Unlike the items in the OCI where the goal is to increase item average responses, for the Safety Related items those with *high* average responses for your school should be targeted for improvement. Focus should be on those undesirable student behaviors that are both most frequent and most widespread (high average responses for both frequency and prevalence). For Positive Student Behaviors and Staff Reinforcement of Positive Student Behaviors items, improvement efforts should be focused on items with the *lowest* average response scores.

Each principal will be provided with a step-by-step guide to interpreting survey results within the campus context, along with a slide presentation template that can be populated with highlights from campus survey results. The presentation should be shared with campus staff and Campus Advisory Councils to inform campus improvement planning.

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## References

- Bush-Richards, A., Cornetto, K., & Schmitt, L (2008). Summary of 2005-2006 through 2007-2008 AISD Staff Climate Survey Results (DPE Publication No. 07.23). Austin, TX. Austin Independent School District Department of Program Evaluation.
- Hoy, W. K., Smith, P. A., & Sweetland, S. R. (2002). The development of the organizational climate index for high schools: Its measure and relationship to faculty trust. *The High School Journal*, 86, 38-49.
- Schmitt, L. (2006). *E-Team Report: How does school climate related to academic achievement in AISD, and what can we learn from these relationships?* (DPE Publication No. 06.02). Austin, TX. Austin Independent School District Department of Program Evaluation.