

PILLOW ELEMENTARY SCHOOL STAFF CLIMATE SURVEY RESULTS

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
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such that a response of "Rarely Occurs" was scored as a 4, and 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

	Pillow EL Avg 2005-06	Pillow EL Avg 2006-07	Pillow EL Avg 2007-08	All EL Average 2007-08
1. The principal explores all sides of topics and admits that other opinions exist.	3.40	3.77	3.58 ^â	3.00
9. The principal puts suggestions made by faculty into operation.	*	3.32	3.27	2.70
10. The principal treats all faculty members as his or her equal.	3.29	3.45	3.56	2.93
15. The principal lets faculty know what is expected of them.	3.75	3.83	3.86	3.25
	*	3.38	3.41	2.93 * 93 ets fac93 355

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. ^â ^â 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 high but achievable academic standards and goals. Achievement press is marked by students who persist, strive to achieve, and are respected by each other and teachers for their academic successes. In addition, this subscale measures the extent to which parents, teachers, and principals exert pressure for high standards and school improvement.

Table 6. Results for Achievement Press

	Pillow EL Avg 2005-06	Pillow EL Avg 2006-07	Pillow EL Avg 2007-08	All EL Average 2007-08
2. The school sets high standards for academic performance.	*	3.83	4.00 ^á	3.47
5. Teachers in this school believe that their students have the ability to achieve academically.	*	3.85	3.84	3.40
6. Parents exert pressure to maintain high standards.	*	2.38	2.38	2.38
7. Academic achievement is recognized and acknowledged by the school.	*	3.70	3.84^á	3.26
12. Parents press for school improvement.	*	2.38	1.98 ^á	2.24
14. Students in this school can achieve the goals that have been set for them.	*	3.58	3.78^á	3.11
18. Students respect others who get good grades.	3.61	3.35	3.61^á	2.96
24. Students seek extra work so they can get good grades.	2.57	2.52	2.54	2.13
31. Students try hard to improve on previous work.	3.00	3.20	3.33	2.67
33. The learning environment is orderly and serious.	3.66	3.62	3.61	3.08
Achievement Press Subscale	*	3.27	3.26	2.87

General Climate. In addition to the OCI items, the survey also included 7 climate items that measure the extent to which all campus staff are friendly towards each other and work towards clear, common goals.

Table 7. Results for General Climate

	Pillow EL Avg 2006-07

Note: It is desirable to have an average response of at least 3.0, indicated in **bold** type. ^áItem 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.

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?	Pillow EL Avg 2005-06	Pillow EL Avg 2006-07	Pillow EL Avg 2007-08	All EL Average 2007-08
38. Student racial tension	0.65	0.57	0.65	0.88
39. Student bullying	1.10	0.94	1.06	1.66
40. Widespread disorder in classrooms	0.43	0.44	0.31	0.95
41. Student acts of disrespect for Teachers	1.12	1.33	1.06 â	1.54
42. Student acts of disrespect for Nonteaching Professional or Administrative Staff	1.04	1.09	0.94 â	1.41
43. Student acts of disrespect for Classified or Support Staff	1.00	1.11	0.73 â	1.37
44. Gang activities	0.00	0.04	0.12	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.

