

AISD



Survey Report

**AUSTIN INDEPENDENT SCHOOL DISTRICT
STAFF CLIMATE SURVEY RESULTS 2008-2009**

PLEASANT HILL ELEMENTARY

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 including student achievement, reduced violence, higher morale, and faculty trust (Hoy, Smith, & Sweetland, 2002). More specifically, research in AISD indicates that staff climate survey results are related to student Texas Assessment of Knowledge and Skills (TAKS) performance in both math and reading (Bush-Richards, Cornetto, & Schmitt, 2008; Schmitt, 2006).

The AISD Staff Climate Survey was developed from the research-based Organizational Climate Inventory (OCI), which measures several dimensions of school climate (Hoy et al., 2002) including *Collegial Leadership*, *Professional Teacher Behavior*, and *Achievement Press*. In addition to these items from the OCI, the 2008-2009 AISD Staff Climate Survey included items developed by researchers to measure *Community Engagement* (Tschannen-Moran, Parish, & DiPaola, 2006); climate items designed for relevance to all campus staff; school safety items; and items measuring the implementation of Positive Behavior Support (PBS) on campus. Related items were grouped together in *subscales*

Collegial Leadership. Collegial Leadership involves treating teachers and staff as professional colleagues, and with openness, egalitarianism, and friendliness, but at the same time setting clear expectations and standards for performance. This subscale consisted of 7 items that addressed the degree to which the principal met the social needs of the faculty and worked toward achieving the goals of the school. The individual item and average subscale scores for Pleasant Hill and for all elementary schools are shown in Table 4.

Table 4. Collegial Leadership for Pleasant Hill and All Elementary Campuses

Collegial Leadership	Pleasant Hill			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
2. The principal explores all sides of topics and admits that other opinions exist.	2.66	2.78	3.07	3.05
10. The principal puts suggestions made by faculty into operation.	2.41	2.59	2.93	2.81
11. The principal treats all faculty members as his or her equal.	2.82	2.64	2.90	2.98
16. The principal lets faculty know what is expected of them.	2.98	2.88	3.29	3.30
18. The principal is willing to make changes.	2.72	2.60	3.08	2.99
22. The principal maintains definite standards for performance.	3.00	2.95	3.33	3.29
35. The principal is friendly and approachable.	3.18	2.98	3.34	3.23
Collegial Leadership Subscale	2.85	2.77	3.14	3.09

Note. It is desirable to have a response of at least 3.0; responses of at least 3.0 are noted in bold.

Professional Teacher Behavior. This subscale consisted of 8 items that addressed the degree to which respondents indicated respect for colleagues' competence, commitment to students, autonomous judgment, and mutual cooperation and support among the faculty. The individual item and average subscale scores for Prof0004 Tw(for colleagues)456(')-showncom Tab.005. ent to9

Achievement Press. Achievement press is marked by students who persist, strive to achieve, and are respected by each other and teachers for their academic successes. This subscale consisted of 8 items that described the extent to

General Climate. These items measure the extent to which all campus staff are friendly towards each other and work towards clear, common goals. The individual item and subscale averages for Pleasant Hill and for all elementary schools are shown in Table 7.

Table 7. General Climate for Pleasant Hill and All Elementary Campuses

General Climate	Pleasant Hill			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
24. Campus staff are friendly to each other.	3.20	3.21	2.79	3.28
27. Campus staff exhibit pride in their affiliation with the school.	2.66	2.75	2.69	3.17
28. Campus staff are willing to go out of their way to help.	3.02	3.00	2.89	3.18
29. Campus staff accomplish their jobs with enthusiasm.	2.69	2.81	2.77	3.05
30. Campus staff are committed to their jobs.	3.11	3.02	3.02	3.30
37. The goals of my school are made clear.	2.88	2.91	3.27	3.32
General Climate subscale	2.85	2.95	2.87	3.21

Note. It is desirable to have a response of at least 3.0; responses of at least 3.0 are noted in bold.

SCHOOL SAFETY, BEHAVIOR MANAGEMENT, AND POSITIVE BEHAVIOR SUPPORT

The next section of the survey addressed the safety of the school environment for students and staff, including the prevalence of undesirable student behavior on campus, staff satisfaction with how student behavior was managed on each campus, and staff familiarity with issues related to PBS.

Undesirable Student Behaviors. These items measured staff reports about the frequency of selected undesirable student behaviors on campus. The items were rated on a scale of 0 (*never happens*) to 4 (*happens daily*). The individual item and average subscale scores for Pleasant Hill and for all elementary schools are shown in Table 8. Items with *high* average responses (above 2.0) should be prioritized for improvement.

Table 8. Undesirable Student Behaviors for Pleasant Hill and All Elementary Campuses

To the best of your knowledge, how often do the following events occur at your school?	Pleasant Hill			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
40. Student racial tension	1.06	1.00	0.69â	.82
41. Student bullying	2.08	1.98	1.57â	1.65
42. Widespread disorder in classrooms	1.24	1.28	1.05â	.90
43. Student acts of disrespect for Teachers	2.04	1.98	1.61â	1.54
44. Student acts of disrespect for Nonteaching Professional or Administrative Staff	1.64	1.69	1.33â	1.42
45. Student acts of disrespect for Classified or Support Staff	1.61	1.67	1.31â	1.37
46. Gang activities	0.69	0.53â	0.35â	.38

Note: It is desirable to have a response of less than 2.0; responses of 2.0 or greater are noted in **red**.

Behavior Management. These items measured staff satisfaction with the way that student behavior was managed on your campus. The items were rated on a scale of 1 (*very dissatisfied*) to 4 (*very satisfied*). The individual item and average subscale scores for Pleasant Hill and all elementary schools are shown in Table 9.

Table 9. Behavior Management for Pleasant Hill and All Elementary Campuses

How satisfied are you with the way your campus addresses:	Pleasant Hill	All EL
	2008-2009	2008-2009
47a. Student Behavior	3.16	3.13
47b. Classroom Management	3.24	3.31
47c. Common Area Management	3.21	3.35
Behavior Management subscale	3.20	3.23

Note. It is desirable to have a response of at least 3.0; responses of at least 3.0 are noted in bold. These items were asked for the first time in 2008-2009.

PBS. These items were new to the survey in 2008-2009 and addressed staff knowledge and behaviors related to PBS. Response options included *yes*, *no*, *don't know*, and *N/A*. For each