



## SMALL MIDDLE SCHOOL STAFF CLIMATE SURVEY RESULTS

Table 2. Subscale Scores for OCI and Additional Subscales

Overall Climate

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>Δ</sup> <sup>Δ</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

	Small MS Avg 2005-06	Small MS Avg 2006-07	Small MS Avg 2007-08	All MS Average 2007-08
1. The principal explores all sides of topics and admits that other opinions exist.	2.90	<b>3.02</b>	<b>3.13</b>	<b>3.04</b>
9. The principal puts suggestions made by faculty into operation.	*	2.85	2.80	2.74

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>Δ</sup> <sup>Δ</sup> indicate increases and decreases from the previous year.

year.

4

**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?	Small MS Avg 2005-06
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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

	Small MS Avg 2005-06	Small MS Avg 2006-07	Small MS Avg 2007-08	All MS Average 2007-08
<b>Safety Subscale Score</b>	*	<b>3.14</b>	<b>3.03</b>	<b>2.63</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?	Small MS Avg 2005-06	Small MS Avg 2006-07	Small MS Avg 2007-08	All MS Average 2007-08
45. <sup>a</sup>				

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