

ST. ELMO 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
St. Elmo EL 2005-06	*	*	*	*	*	*	*	*
St. Elmo EL 2006-07	3.08	3.08	2.81	3.11	2.88	3.09	3.03	3.03
St. Elmo EL 2007-08	2.94	3.07	2.41 ^â	3.01	2.78	2.87 ^â	2.95	3.46^â
All Elementary 2007-08	3.08	2.70	3.05	3.25	2.87	3.17	3.19	3.17

Note: Overall Climate and individual subscale scores may be interpreted as follows: >3.0 is positive; 2.5 to 3.0 is fair; <2.5 is not positive. ^â ^â indicate increases and decreases from the previous year.

ORGANIZATIONAL CLIMATE INDEX AND OTHER SUBSCALE RESULTS

Each item was rated on a scale from **1** (*Rarely Occurs*) to **4** (*Very Frequently Occurs*)¹. Average scores for each item and a subscale score for your school are reflected in the tables below.

External Influences. This subscale consists of 5 items that describe the extent to which the school is affected by outside influences such as parents or citizen groups. High vulnerability suggests that both teachers and principals are unprotected from external demands.

Table 3. Results for External Influences

	St. Elmo EL Avg 2005-06	St. Elmo EL Avg 2006-07	St. Elmo EL Avg 2007-08	All EL Average 2007-08
^a 4. The principal responds to pressure from parents.	*	2.51	2.70 ^â	2.23
^a 8. The school is vulnerable to outside pressures.	2.72	3.24	3.10^â	2.71
^a 19. Teachers feel pressure from the community.	3.00	3.30	3.39	2.88
^a 25. Select citizen groups are influential with the board.	2.94	3.06	2.93	2.79
^a 30. A few vocal parents can change school policy.	3.28	3.42	3.13^â	3.02
External Influences Subscale	*	3.08	3.07	2.70

¹ Respondents also had the option of marking "N/A."

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.

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

	St. Elmo EL Avg 2005-06	St. Elmo EL Avg 2006-07	St. Elmo EL Avg 2007-08	All EL Average 2007-08
1. The principal explores all sides of topics and admits that other opinions exist.	2.39	2.73	2.22 ^â	3.00
9. The principal puts suggestions made by faculty into operation.	*	2.56	2.09 ^â	2.70
10. The principal treats all faculty members as his or her equal.	2.35	2.52	2.05 ^â	2.93
15. The principal lets faculty know what is expected of them.	3.08	3.43	3.27^â	3.25
17. The principal is willing to make changes.	*	2.63	2.07 ^â	2.93

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.

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?	St. Elmo EL Avg 2005-06	St. Elmo EL Avg 2006-07	St. Elmo EL Avg 2007-08	All EL Average 2007-08
38. Student racial tension	0.61	0.33	0.56 á	0.88
39. Student bullying	1.29	1.11	0.98	1.66
40. Widespread disorder in classrooms	0.68	0.42	0.73 á	0.95
41. Student acts of disrespect for Teachers	0.97	0.95	0.98	1.54
42. Student acts of disrespect for Nonteaching Professional or Administrative Staff	0.95	0.93	0.87	1.41
43. Student acts of disrespect for Classified or Support Staff	0.79	0.70	0.76	1.37
44. Gang activities	0.08	0.24	0.11	0.41

Prevalence of Selected Student Behaviors. This subscale measures the prevalence of selected undesirable student behaviors. Items were rated on a scale of 0 (*None*) to 5 (*All*). Average scores for each item are shown in the table that follows.

Table 9. Results for Prevalence of Undesirable Student Behaviors

To the best of your knowledge, how many students at your school display behaviors that contribute to the following events?	St. Elmo EL Avg 2005-06	St. Elmo EL Avg 2006-07	St. Elmo EL Avg 2007-08	All EL Average 2007-08
47. Student racial tension	0.62	0.43	0.56	0.88
48. Student bullying	1.15	0.93	0.84	1.37
49. Widespread disorder in classrooms	0.79	0.67	0.78	1.05
50. Student acts of disrespect for Teachers	0.92	0.82	1.05 á	1.33
51. Student acts of disrespect for Nonteaching Professional or Administrative Staff	0.95	0.69	0.89 á	1.24
52. Student acts of disrespect for Classified or Support Staff	0.87	0.62	0.84 á	1.22
53. Gang activities	0.18	0.18	0.23	0.46

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

	St. Elmo EL Avg 2005-06	St. Elmo EL Avg 2006-07	St. Elmo EL Avg 2007-08	All EL Average 2007-08
Safety Subscale Score	*	3.03	3.46	3.17

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?	St. Elmo EL Avg 2005-06	St. Elmo EL Avg 2006-07	St. Elmo EL Avg 2007-08	All EL Average 2007-08
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