

AISD



Survey Report

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

WALNUT CREEK 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*, and the average across subscale items was computed as a *subscale score*.

In Fall 2008, 4,216 elementary school staff responded to the survey, representing approximately 77% of elementary campus staff. Table 1 provides a summary of respondents from Walnut Creek by position type for the past 3 years.

Table 1. Survey Respondents for Walnut Creek a

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SCHOOL CLIMATE DIMENSIONS

The first step in improving campus climate is to look at the score for each of the Climate subscales (Table 2). These scores can help in identifying areas in which staff ratings were higher or lower than the desired subscale scores.

For 2008-2009, **the highest Climate subscale for Walnut Creek was Behavior Management.** Examine the individual items that make up Behavior Management and identify those that are particularly positive. Make note of any item that has a score marked by an arrow that indicates it is statistically higher than scores for that item in previous years. Discuss this area of strength with staff and note the ways in which initiatives on campus have addressed these issues in particular during the current school year.

To improve campus climate, it is beneficial to focus on subscales with the lowest scores. For example, **for 2008-2009, the lowest Climate subscale for Walnut Creek was Community Engagement.** Examine the individual items contributing to Community Engagement in the table below. Examine these individual items and their average responses to determine possible areas for campus improvement. Often, improving climate in one dimension will have a positive effect on other dimensions.

Each of the climate items was rated on a scale from **1** (*rarely occurs*) to **4** (*very frequently occurs*). Respondents also had the option of marking *N/A*; these responses were not used to compute the item averages.

Community Engagement. This subscale was new in 2008-2009 and consisted of 7 items that described the extent to which the school is responsive to and supported by outside influences, such as parents or citizen groups. The individual item and average subscale scores for Walnut Creek and for all elementary schools are shown in Table 3.

Table 3. Community Engagement for Walnut Creek and All Elementary Campuses

Community Engagement	Walnut Creek 2008-2009	All EL 2008-2009
5. Our school makes an effort to inform the community about our goals and achievement.	2.76	3.24
9. Our school is able to enlist community support when needed.	2.21	2.87
20. Teachers feel pressure from the community.	2.40	2.97
[REDACTED]	2.21	2.63
31. Community members attend meetings to stay informed about our school.	2.00	2.60

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 Walnut Creek and for all elementary schools are shown in Table 4.

Table 4. Collegial Leadership for Walnut Creek and All Elementary Campuses

Collegial Leadership	Walnut Creek			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
2. The principal explores all sides of topics and admits that other opinions exist.	2.16	2.90	2.57	3.05
10. The principal puts suggestions made by faculty into operation.	2.04	2.52	2.44	Tm1 g0.0027

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 Walnut Creek and for all elementary schools are shown in Table 5.

Table 5. Professional Teacher Behavior for Walnut Creek and All Elementary Campuses

Professional Teacher Behavior	Walnut Creek			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
4. Teachers help and support each other.	3.08	3.18	3.03	3.29

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 which Walnut Creek has set high but achievable academic standards and goals. In addition, this subscale measured the extent to which parents, teachers, and principals exert pressure for high standards and school improvement. The individual item and average subscale scores for Walnut Creek and for all elementary schools are shown in Table 6.

Table 6. Achievement Press for Walnut Creek and All Elementary Campuses

Achievement Press	Walnut Creek			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
3. The school sets high standards for academic performance.	3.44	3.46	3.13	3.53
6. Teachers in this school believe that their students have the ability to achieve academically.	3.21	3.28	2.96	3.40
7. Parents exert pressure to maintain high standards.	1.87	1.91	1.84	2.44
8. A[7.t6eu)o218i 427.tB90.0005 Tc0.0009 Tw(3. The school sets high standards 1ef.026509z)6e3212.82 32.04 ref76.				

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 Walnut Creek and for all elementary schools are shown in Table 7.

Table 7. General Climate for Walnut Creek and All Elementary Campuses

General Climate	Walnut Creek			All EL
	2006-2007	2007-2008	2008-2009	2008-2009

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 Walnut Creek 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 Walnut Creek and All Elementary Campuses

To the best of your knowledge, how often do the following events occur at your school?	Walnut Creek			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
40. Student racial tension	1.12	1.03	1.16	.82
41. Student bullying	2.20	1.77 ^a	2.18^a	1.65
42. Widespread disorder in classrooms	1.02	0.87 ^a	1.20 ^a	.90
43. Student acts of disrespect for Teachers	1.82	1.38 ^a	1.65 ^a	1.54
44. Student acts of disrespect for Nonteaching Professional or Administrative Staff	1.86	1.51 ^a	1.61	1.42
45. Student acts of disrespect for Classified or Support Staff	1.84	1.54 ^a	1.56	1.37
46. Gang activities	0.56	0.69	0.69	.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 Walnut Creek and all elementary schools are shown in Table 9.

Table 9. Behavior Management for Walnut Creek and All Elementary Campuses

How satisfied are you with the way your campus addresses:	Walnut Creek 2008-2009	All EL 2008-2009
47a. Student Behavior	2.82	3.13
47b. Classroom Management	3.10	3.31
47c. Common Area Management	3.07	3.35
Behavior Management subscale	3.00	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