

	2005-2006 # of Webb MS Respondents	2006-2007 # of Webb MS Respondents	2007-2008 # of Webb MS Respondents	2007-2008 # of All MS Respondents
Teacher	49	53	43	836
Administrator or Other Non-Teaching Professional	10	8	14	103

¹ Effect sizes (Cohen’s d) were calculated using the means from 2006-2007 and 2007-2008. Effect sizes are a measure of the magnitude of the difference between two means. Mean differences were flagged as meaningful where $d \geq .18$.

WEBB MIDDLE 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
Webb MS 2005-06	*	*	*	*	*	*	*	*
Webb MS 2006-07	2.68	2.81	2.67	2.96	2.31	2.84	2.86	2.86
Webb MS 2007-08	2.83	2.48 ^â	3.24^â	3.02	2.51 ^â	2.96	3.10^â	2.42 ^â
All Middle Schools 2007-08	2.87	2.65	3.07	3.13	2.63	3.00	3.02	2.63

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

	Webb MS Avg 2005-06	Webb MS Avg 2006-07	Webb MS Avg 2007-08	All MS Average 2007-08
^a 4. The principal responds to pressure from parents.	*	2.39	2.18 ^â	2.32
^a 8. The school is vulnerable to outside pressures.	2.13	2.33	2.13 ^â	2.54
^a 19. Teachers feel pressure from the community.	2.76	3.05	2.96	2.86
^a 25. Select citizen groups are influential with the board.	2.83	3.21	2.60 ^â	2.70
^a 30. A few vocal parents can change school policy.	2.97	3.41	2.86 ^â	2.99
External Influences Subscale	*	2.81	2.48 ^â	2.65

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.

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

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,

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. ^á ^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?	Webb MS Avg 2005-06	Webb MS Avg 2006-07	Webb MS <input type="text"/>
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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.

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