



Classified/Support Staff	7	14	7	773
Unspecified				
Total	58	75	62	4,220

¹ Effect sizes (C3 3 473)

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

	Widen EL Avg 2005-06	Widen EL Avg 2006-07	Widen EL Avg 2007-08	All EL Average 2007-08
1. The principal explores all sides of topics and admits that other opinions exist.	2.77	2.88	2.56 ^â	3.00
9. The principal puts suggestions made by faculty into operation.	*	2.55	2.39 ^â	2.70
10. The principal treats all faculty members as his or her equal.	2.69	2.72	2.67	2.93
15. The principal lets faculty know what is expected of them.	3.17	3.06	2.92 ^â	3.25
17. The principal is willing to make changes.	*	2.77	2.56 ^â	2.93
21. The principal maintains definite standards for performance.	*	2.98	2.87	3.22
34. The principal is friendly and approachable.	2.79	2.77	2.84	3.21
Collegial Leadership Subscale	*	2.80	2.68	3.05

Professional Teacher Behavior. This subscale consists of 8 items that address the degree to which there is respect for colleagues' competence, commitment to students, autonomous judgment, and mutual cooperation and support among the faculty.

Table 5. Results for Professional Teacher Behavior

	Widen

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?	Widen EL 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 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