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 Wooldridge and for all elementary schools are shown in Table 4.

Table 4. Collegial Leadership for Wooldridge and All Elementary Campuses

Collegial Leadership	Wooldridge			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
2. The principal explores all sides of topics and admits that other opinions exist.	**3.02**	2.37â	2.72á	**3.05**
10. The principal puts suggestions made by faculty into operation.	2.79	2.21â	2.46á	2.81

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 Wooldridge and for all elementary schools are shown in Table 5.

Table 5. Professional Teacher Behavior for Wooldridge and All Elementary Campuses

Professional Teacher Behavior	Wooldridge			All EL
	2006-2007	2007-2008	2008-2009	2008-2009
4. Teachers help and support each other.	**3.25**	2.95â	2.88	**3.29**
12. Teachers respect the professional competence of their colleagues.	**3.21**	2.95â	2.71â	**3.14**
14. The interactions between faculty members are cooperative.	**3.13**	2.98â	2.68â	**3.14**

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 Wooldridge and for all elementary schools are

SCHOOL SAFETY

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 item, the percentage of staff who answered *yes* and *no* are provided in Table 10, along with the average percentage of *yes* and *no* responses across the 4 items.

Table 10. Positive Behavior Support for Wooldridge and All Elementary Campuses

Positive Behavior Support	Wooldridge 2008-2009		All EL 2008-2009	
	No	Yes	No	Yes
56. I have taught students the guidelines for success in the form of rules/expectations for one or more settings. **57. I know how to refer students to campus resources such as**	6%	89%	10%	72%