DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

TLCC
Teaching & Learning Conditions Colorado

CAMBRIDGE EDUCATION

Prepared for
Poudre R-1

Number of respondents (#)
2230

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HOW TO READ YOUR REPORT

How to get the most from your report

ABOUT YOUR REPORT

The Teaching and Learning Conditions in Colorado (TLCC) Survey – formerly TELL Colorado survey - is a statewide survey of school-based staff (teachers and building leadership) on their perceptions of the teaching and learning conditions in their schools. Questions were asked about instructional support, professional development, managing student conduct, use of time, leadership, facilities and resources, family and community support, and future plans. Demographic questions were limited to ensure participant anonymity.

The TLCC results give you a powerful tool for understanding teachers and leaders' experience in their classrooms and schools. These results may confirm some of what you already know about classrooms and schools, may surprise you with details that you didn't know, and most likely will open up new questions about areas you want to explore further.

SURVEY DESIGN

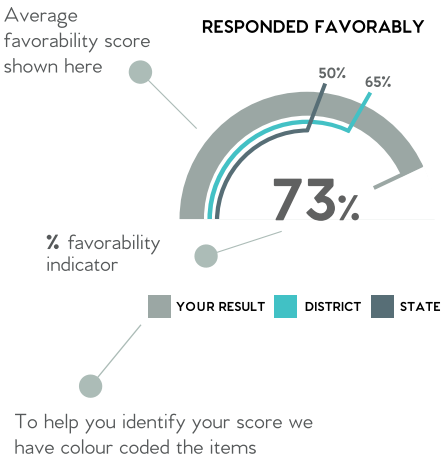
The survey is led by the Colorado Department of Education (CDE)and operated through a statewide collaborative that includes the Colorado Association of School Boards, Colorado Association of School Executives, Colorado Education Association, Colorado Education Initiative, Colorado League of Charter Schools, Colorado Rural Alliance and representatives from school districts, universities and researchers. APA Consulting developed the TLCC survey by working closely with the partner organizations, districts and educators in the field. Cambridge Education administered the inaugural launch the survey in January 2018.

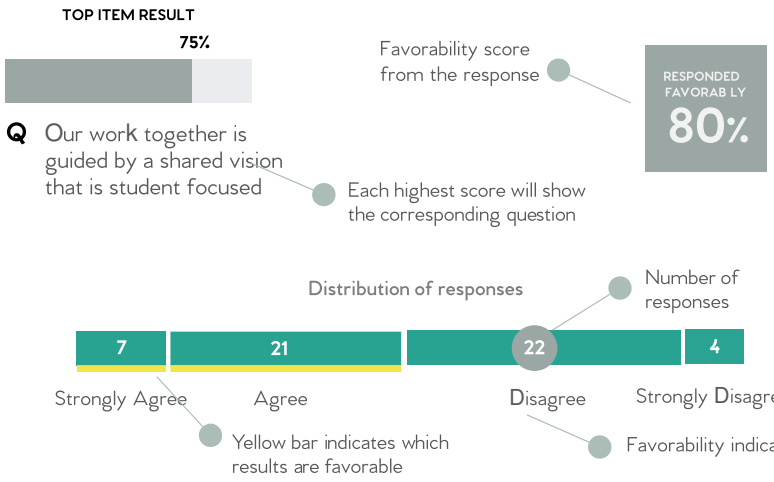
SCORING AND REFERENCE DATA

After responding to demographic questions, educators indicated one of four response options for each item on the survey. Scores in this report are percentages based on the proportion of staff who replied “Agree” or “Strongly Agree.” Responses to “I don't Know” do not affect favorability ratings. You can see a full breakdown of how all educators responded in the “Results” section.

Items on the TLCC have varying levels of meaning by design, so it is not as easy as simply looking at the highest and lowest items to identify strengths and areas of improvement. When examining a school’s results, you should think carefully about the priorities of your school(s) and departments, and then identify relative strengths and weaknesses across teachers and schools.

USE OF CHARTS & LEGENDS





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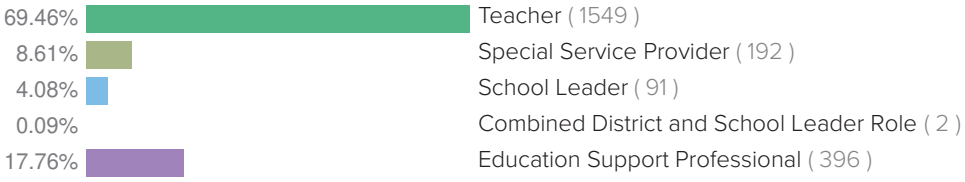
DEMOGRAPHICS

Who took the survey?

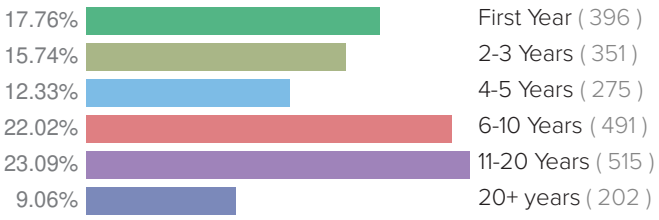
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.

2230 total respondents

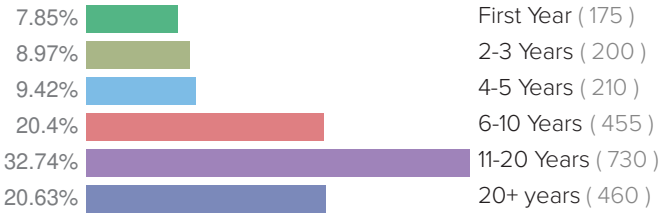
D What is your current position at the school?



D How many years have you worked at your present school in the position identified in question 1?



D How many years have you worked in your career in this position/role?



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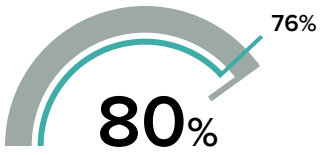
REPORT OVERVIEW

Your results at a glance

TLCC Survey

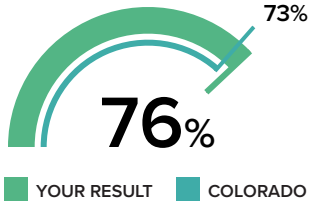
REPORT OVERALL FAVORABILITY



YOUR RESULTS

NQ

New Staff Questions

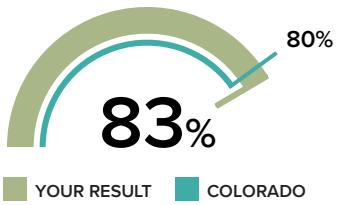


TOP ITEM RESULT

Q Job/Instructional support and classroom support (e.g., ideas, resources, advice on doing my job well)

SL

School Leadership

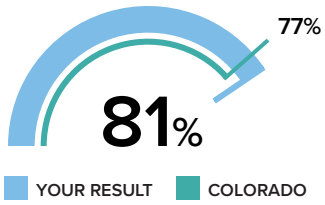


TOP ITEM RESULT

Q Teachers are aware of what they are being evaluated on, including the evaluation rubric and measures of student learning/outcomes...

SL

Staff Leadership

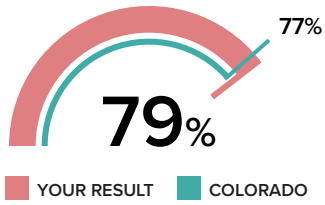


TOP ITEM RESULT

Q Teachers' and support personnels' professional expertise is valued.

MC

Managing Student Conduct



TOP ITEM RESULT

Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal...

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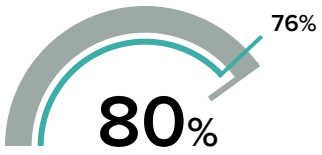
REPORT OVERVIEW

Your results at a glance

TLCC Survey

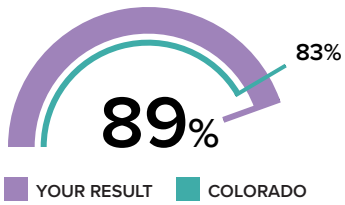
REPORT OVERALL FAVORABILITY



YOUR RESULTS

IS

Instructional Practices and Support

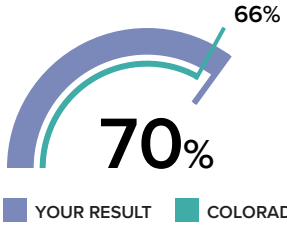


TOP ITEM RESULT

Q Teachers use formative assessment data to improve their students' learning.

PD

Professional Development

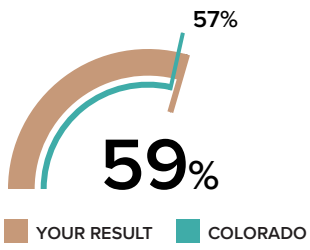


TOP ITEM RESULT

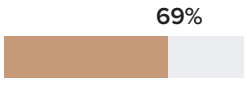
Q Support personnel are able to participate in the professional development that is offered.

T

Time



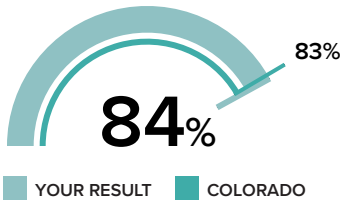
TOP ITEM RESULT



Q Teachers' and support personnels' time is protected from duties that take time away from teaching/their primary duties.

FR

Facilities and Resources



TOP ITEM RESULT

Q Our school is a safe place to work.

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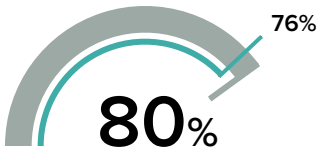
REPORT OVERVIEW

Your results at a glance

TLCC Survey

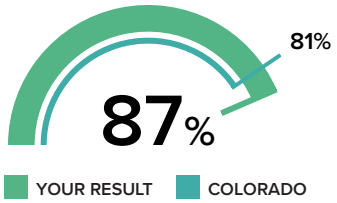
REPORT OVERALL FAVORABILITY



YOUR RESULTS

CI

Community Support and Involvement

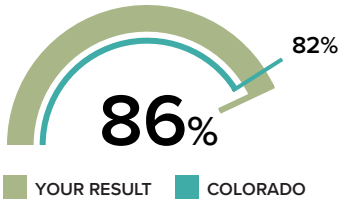


TOP ITEM RESULT

Q The broader community is supportive of the school.

GR

General Reflection

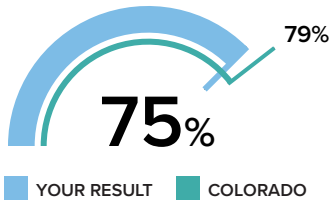


TOP ITEM RESULT

Q I would recommend this school as a good place for students to learn.

DS

District Supports



TOP ITEM RESULT

Q My school receives instructional resources on par with other schools in the district.

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HISTORICAL RESULTS

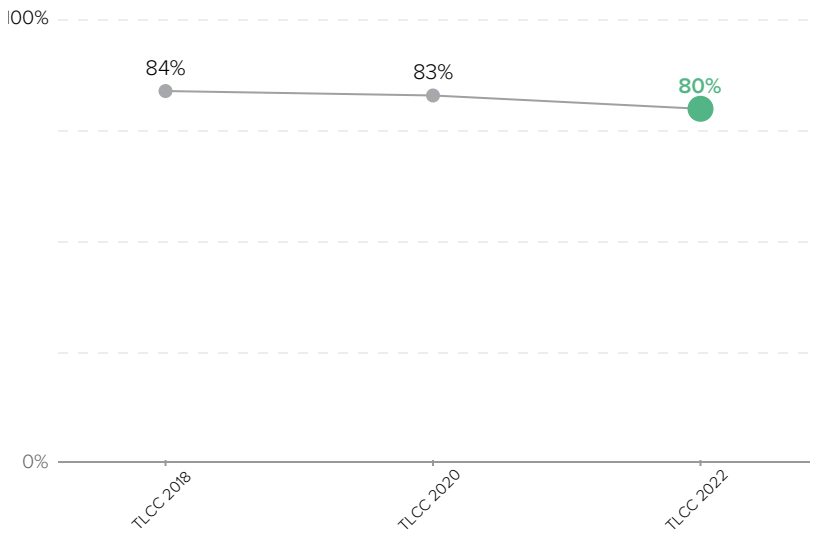
Measuring your growth

The following graphics display your results compared to your previous survey results.

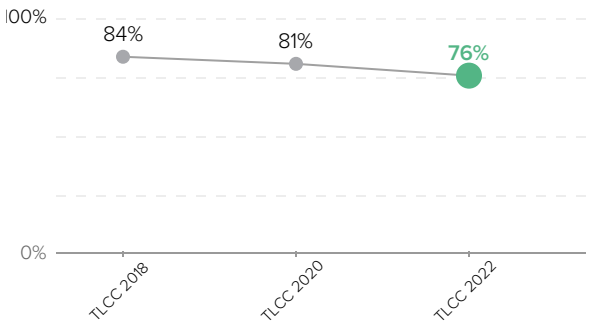
REPORT OVERALL

80%

▼ 3.0 point(s) lower than TLCC 2020 results

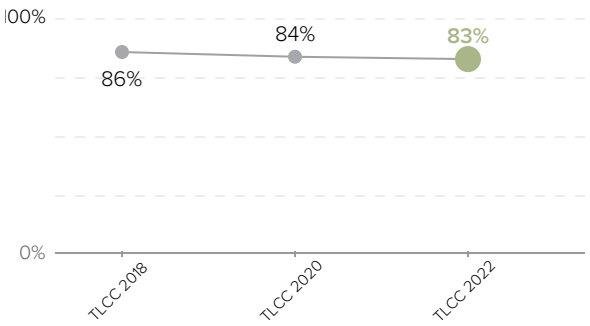


NQ New Staff Questions



76% ▼ 5.0 point(s) lower than TLCC 2020 results

SL School Leadership



83% ▼ 1.0 point(s) lower than TLCC 2020 results

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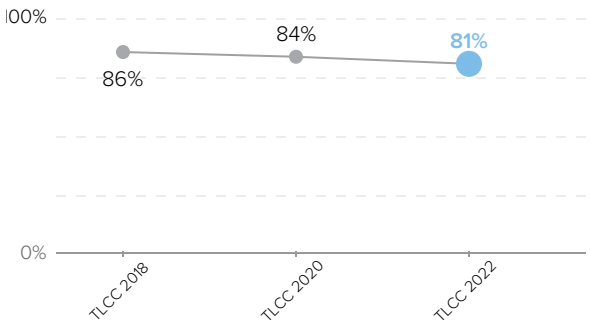
HISTORICAL RESULTS

Measuring your growth

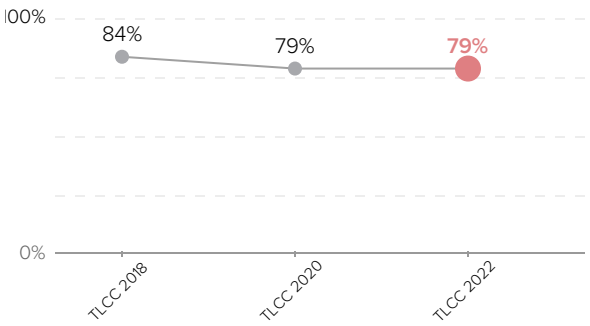
The following graphics display your results compared to your previous survey results.

SL Staff Leadership



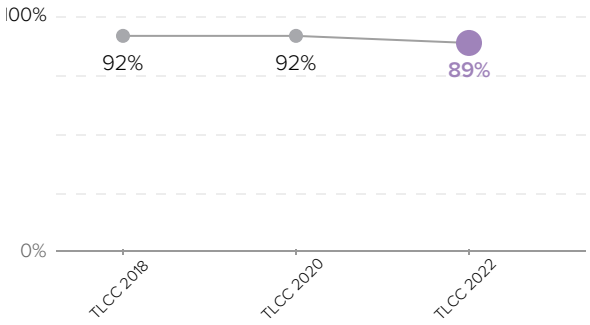
81% ▼3.0 point(s) lower than TLCC 2020 results

MC Managing Student Conduct



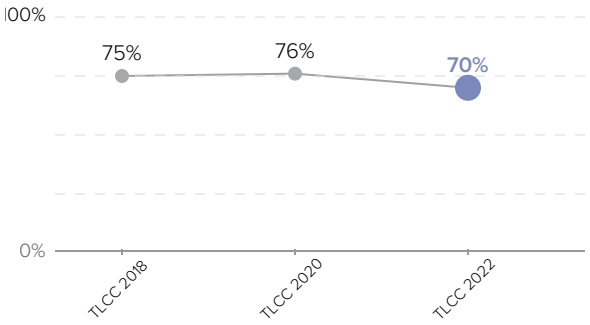
79% No significant change since last administration.

IS Instructional Practices and Support



89% ▼3.0 point(s) lower than TLCC 2020 results

PD Professional Development



70% ▼6.0 point(s) lower than TLCC 2020 results

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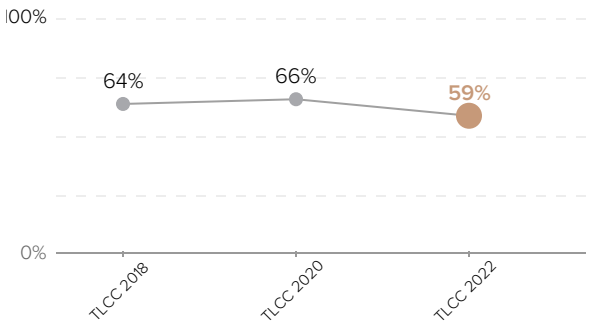
HISTORICAL RESULTS

Measuring your growth

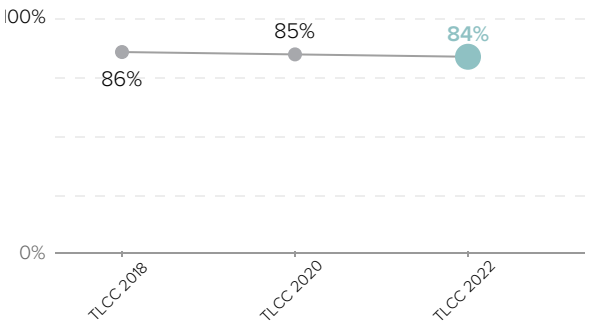
The following graphics display your results compared to your previous survey results.

T Time



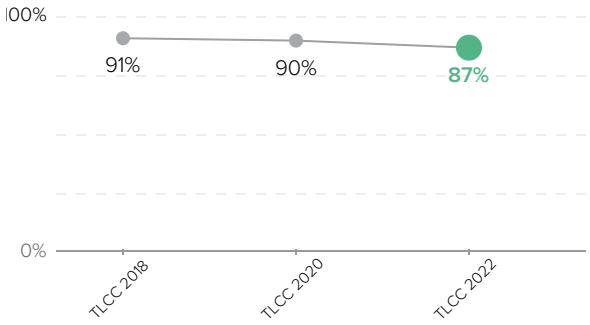
59% ▼7.0 point(s) lower than TLCC 2020 results

FR Facilities and Resources



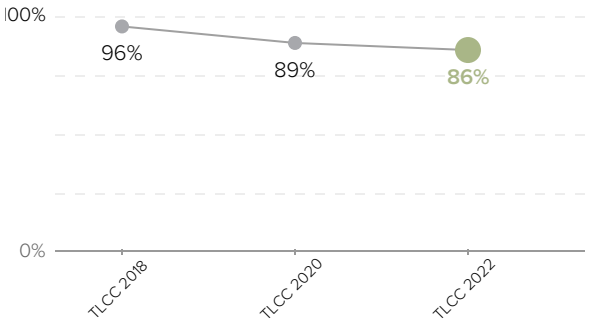
84% ▼1.0 point(s) lower than TLCC 2020 results

CI Community Support and Involvement



87% ▼3.0 point(s) lower than TLCC 2020 results

GR General Reflection



86% ▼3.0 point(s) lower than TLCC 2020 results

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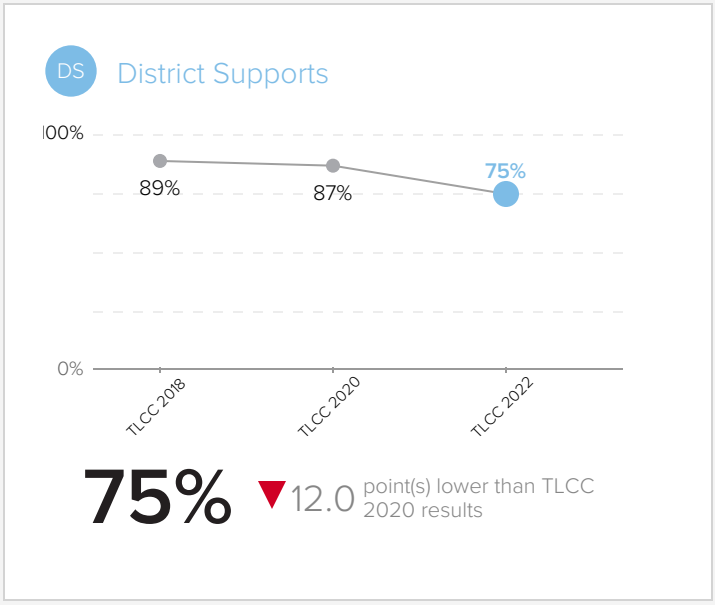
HISTORICAL RESULTS

Measuring your growth

The following graphics display your results compared to your previous survey results.



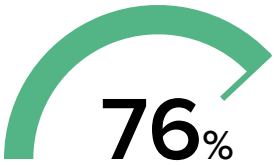
RESULTS

Item level results from your report

NQ New Staff Questions

Only delivered to new teachers and support personnel (e.g., years 1-3), these questions relate to specific supports for new staff (e.g., supports, mentoring).

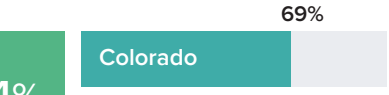
OVERALL FAVORABILITY



COMPARE RESULT

Q To what extent do you meet with your mentor during a typical school week?

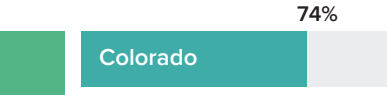
74%



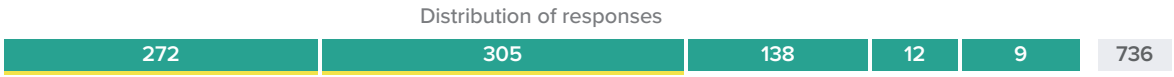
Distribution of responses

Q To what degree do you feel that you have received adequate support as a new teacher/staff member at this school?

79%



Distribution of responses



Q Have you received any new teacher supports, or training specifically for your role at this school?

NQ More New Staff Questions results on next page

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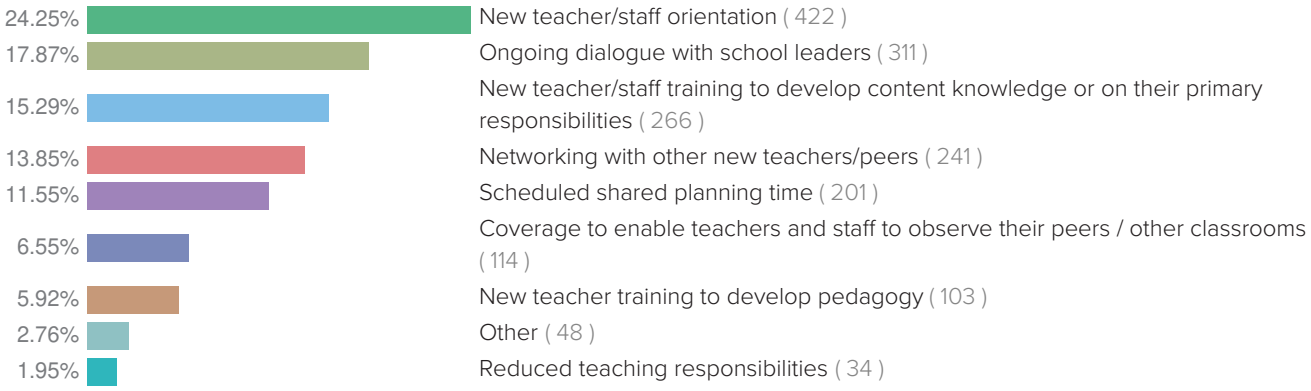
NQ New Staff Questions (cont)

COMPARE RESULT

Q Have you been assigned a formal mentor this school year?

Q Which of the following new staff supports have you received at this school?

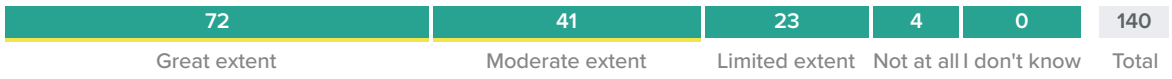


TO WHAT EXTENT DO YOU FOCUS ON THE FOLLOWING TYPES OF WORK WITH YOUR MENTOR?

Q Job/Instructional support and classroom support (e.g., ideas, resources, advice on doing my job well)

81%

Distribution of responses



Q Personal support (e.g., social connections, help with stress)

69%

Distribution of responses

NQ More New Staff Questions results on next page

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NQ New Staff Questions (cont)

COMPARE RESULT

Q Reflective support (e.g., helping you think about your work and how it is impacting students)

77%

79%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
58	50	28	5	0	141

Q Professional support (e.g., advice on career, professional networking)

66%

64%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
45	47	39	9	0	140

Q Evaluative support (e.g., formative evaluation feedback, advice related to evaluation expectations)

72%

69%
Colorado

Distribution of responses

Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total
46	56	31	8	0	141

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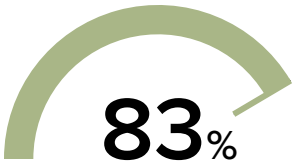
RESULTS

Item level results from your report

SL School Leadership

This area is aimed at the school leadership's role within the school, the vision provided and the culture of the building. These items refer to the team that leads the school; they are not limited to the principal.

OVERALL FAVORABILITY



COMPARE RESULT

Q This school is led by an effective team.

84%

Colorado 82%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
873	948	253	101	47	2222

Q Our work together is guided by a shared vision that is student focused.

88%

Colorado 86%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
912	1011	195	68	34	2220

Q School staff participate in the school's improvement planning process (e.g., Unified Improvement Plan, school based improvement) in a meaningful way.

76%

Colorado 75%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
403	753	277	77	124	1634

SL More School Leadership results on next page

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SL School Leadership (cont)

COMPARE RESULT

Q School staff show respect for each other.

93%

89% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
932	1108	140	22	19	2221

Q Staff feel comfortable raising important issues with school leaders.

78%

78% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
774	928	326	139	52	2219

Q Teachers and support personnel are provided with informal feedback to improve their instruction/work performance.

79%

78% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
534	1167	359	94	62	2216

Q Teachers' and support personnels' effectiveness is accurately assessed through the school's evaluation process.

85%

75% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
554	1172	234	76	181	2217

SL More School Leadership results on next page

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SL School Leadership (cont)

COMPARE RESULT

Q The evaluation process provides teachers and support personnel with actionable feedback for improvement.

80%

72% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
475	1160	351	70	165	2221

Q School leadership puts suggestions made by staff into operation.

79%

77% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
544	1029	312	97	236	2218

Q School leadership works to build trust among staff.

80%

77% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
750	937	296	121	114	2218

Q Teachers are aware of what they are being evaluated on, including the evaluation rubric and measures of student learning/outcomes (MSL/Os) by the time they complete their self-assessment and individual goal setting for the school year.

95%

91% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
739	781	56	17	43	1636

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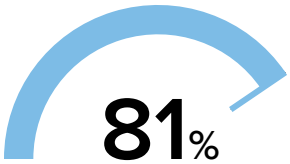
RESULTS

Item level results from your report

SL Staff Leadership

This area focuses on the role of teachers and support personnel as leaders within the school and the level of influence that all staff hold.

OVERALL FAVORABILITY



COMPARE RESULT

Q Teachers' and support personnels' professional expertise is valued.

85%

81%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
850	987	242	77	59	2215

Q There is a process in place for collaborative problem solving in this school.

81%

76%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
631	1036	305	88	153	2213

Q Teachers and support personnel have leadership opportunities in this school.

84%

82%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
708	1073	277	50	104	2212

More Staff Leadership results on next page

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SL Staff Leadership (cont)

COMPARE RESULT

Q Teachers and support personnel have an adequate level of influence on important school decisions.

73%

69%
Colorado

Distribution of responses

521	969	418	115	190	2213
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

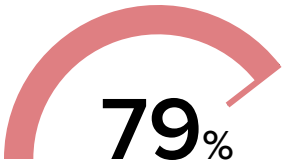
RESULTS

Item level results from your report

MC Managing Student Conduct

This area centers on school safety and expectations for student behavior.

OVERALL FAVORABILITY



COMPARE RESULT

Q Students know how they are expected to act in the school.

79%

Colorado 77%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
561	1184	307	138	20	2210

Q Students have the behavioral supports needed to focus on learning.

70%

Colorado 66%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
397	1115	491	140	68	2211

Q Rules for student behavior are enforced in a consistent manner.

56%

Colorado 53%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
318	889	626	296	80	2209

MC More Managing Student Conduct results on next page

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MC Managing Student Conduct (cont)

COMPARE RESULT

Q This school is a safe place for students to learn.

91%

90%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
878	1107	156	29	38	2208

Q Students at this school have at least one adult on staff they can trust to support them with social, emotional, or personal concerns.

98%

97%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1047	998	50	1	113	2209

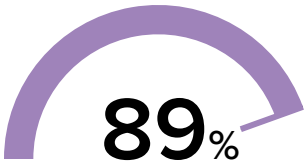
RESULTS

Item level results from your report

IS Instructional Practices and Support

This section is aimed at the instructional approach of the school and the intentional supports for various student groups.

OVERALL FAVORABILITY



COMPARE RESULT

Q Staff in this school consistently seek new and improved ways of providing instruction.

93%

88%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
563	889	95	9	68	1624

Q Staff in this school hold themselves accountable for the academic growth of every child.

93%

87%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
623	828	101	6	68	1626

Q The school provides opportunities for me to learn from other teachers.

75%

73%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
348	845	336	49	43	1621

IS More Instructional Practices and Support results on next page

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IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Students understand how class activities relate to learning objectives.

97%

Colorado 91%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
403	1109	41	2	69	1624

Q Instruction in this school encourages different cultural viewpoints.

91%

Colorado 85%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
563	1260	166	21	188	2198

Q The diverse academic needs of our students are met by this school's current curriculum.

79%

Colorado 72%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
426	1134	373	43	222	2198

Q English Learners are adequately supported in this school.

87%

Colorado 79%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
684	1031	208	40	236	2199

Q Students with disabilities are adequately supported in this school.

86%

Colorado 81%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
739	1075	222	64	98	2198

IS More Instructional Practices and Support results on next page

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IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Gifted students are adequately supported in this school.

88%

75%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
575	1077	194	38	309	2193

Q Students' social and emotional learning is adequately supported in this school.

84%

79%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
645	1119	286	39	108	2197

Q Teachers and staff members have the autonomy to make important decisions in their classrooms or carry out their job responsibilities.

96%

89%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1300	798	59	19	24	2200

Q Teachers feel supported in trying new instructional strategies.

97%

92%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
907	629	47	7	34	1624

Q Teachers use formative assessment data to improve their students' learning.

99%

98%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
815	776	15	2	15	1623

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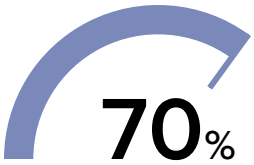
RESULTS

Item level results from your report

PD Professional Development

This section summarizes the school's general approach to professional development, including alignment with other work, adequacy and types of opportunities.

OVERALL FAVORABILITY



COMPARE RESULT

Q The school improvement plan (e.g., Unified Improvement Plan) influences teachers' professional learning choices.

75%

71%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
199	724	237	65	394	1619

Q Professional learning opportunities are personalized and aligned to teachers' needs and strengths.

70%

59%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
249	800	359	88	121	1617

Q The effectiveness of professional development is assessed regularly.

60%

55%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
217	780	520	146	528	2191

PD More Professional Development results on next page

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PD Professional Development (cont)

COMPARE RESULT

Q Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

78%

72% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
273	852	248	70	169	1612

Q Teachers and support personnel receive ongoing support and coaching to improve their practice.

67%

67% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
347	1076	576	108	80	2187

Q Teachers receive adequate professional development to effectively use student data (e.g., assessments, surveys).

72%

71% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
252	851	364	64	84	1615

Q Teachers and support personnel receive adequate professional development to support their students' social and emotional learning.

71%

67% Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
365	1114	484	106	111	2180

PD More Professional Development results on next page

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PD Professional Development (cont)

COMPARE RESULT

Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

61%

Colorado 64%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
176	652	439	97	247	1611

Q Support personnel are able to participate in the professional development that is offered.

89%

Colorado 84%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
172	320	54	4	19	569

Q Support personnel are appropriately compensated for professional development.

65%

Colorado 61%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
86	246	131	48	62	573

Q Support personnel feel that their employer invests in their career.

67%

Colorado 63%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
102	230	128	31	80	571

Q Support personnel receive adequate professional development to carry out their job responsibilities.

82%

Colorado 77%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
158	301	86	12	15	572

More Professional Development results on next page

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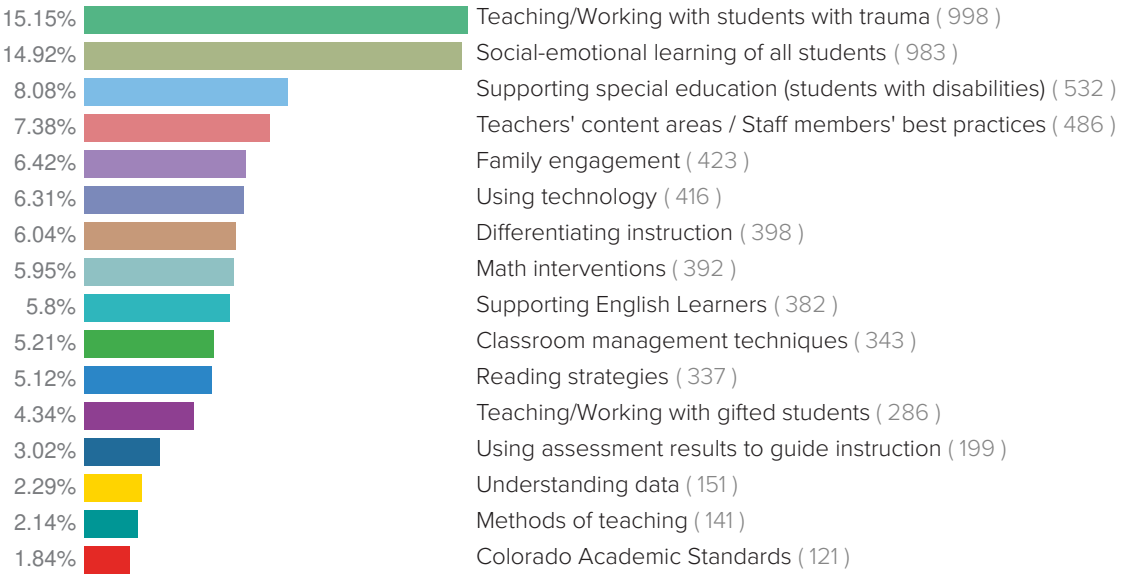
PD Professional Development (cont)

COMPARE RESULT

Q Which of the following would be most beneficial for you to learn more about?



RESULTS

Item level results from your report

Time

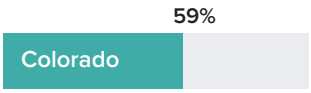
This area focuses on the availability of and use of time.

OVERALL FAVORABILITY

COMPARE RESULT

Q Teachers and support personnel have adequate time to prepare for their primary duties.

61%

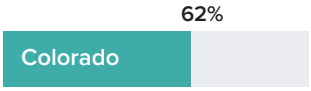


Distribution of responses

319	998	572	266	24	2179
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Q Teachers' and support personnels' time is protected from duties that take time away from teaching/their primary duties.

69%

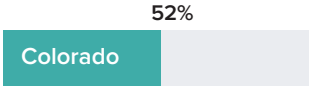


Distribution of responses

410	1046	500	160	63	2179
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Q Teachers have adequate time to analyze and respond to student assessment data.

51%



Distribution of responses

176	613	583	182	53	1607
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

More Time results on next page

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T Time (cont)

COMPARE RESULT

Q Teachers and support personnel have adequate time to support their students' social and emotional learning.

58%

57%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
207	992	671	194	117	2181

Q Teachers have adequate time to communicate with their students' families.

62%

60%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
157	817	479	129	29	1611

Q New initiatives (e.g., curriculum, assessments, instructional approach) are given enough time to determine their effectiveness.

59%

50%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
109	662	386	158	293	1608

Q Teachers and support personnel have adequate time to engage in professional learning.

55%

57%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
230	923	729	216	77	2175

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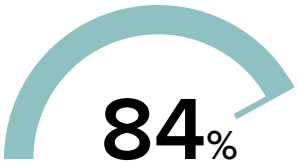
RESULTS

Item level results from your report

Facilities and Resources

This section focuses on student class size, instructional resources, and safety.

OVERALL FAVORABILITY



COMPARE RESULT

Q Class size(s)/the number of students served is reasonable.

77%

77%
Colorado

Distribution of responses

493	1167	355	125	35	2175
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Q Instructional resources are adequate to support student learning.

84%

77%
Colorado

Distribution of responses

446	1322	287	47	72	2174
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Q Teachers and support personnel have adequate physical space to work productively.

83%

86%
Colorado

Distribution of responses

674	1129	269	93	12	2177
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

More Facilities and Resources results on next page

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FR Facilities and Resources (cont)

COMPARE RESULT

Q Our school is a safe place to work.

93%

92%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
1034	953	126	29	36	2178

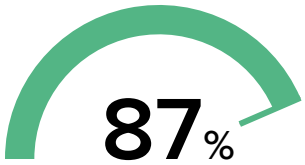
RESULTS

Item level results from your report

CI Community Support and Involvement

This section summarizes the school's approach to family and community support and engagement.

OVERALL FAVORABILITY



Q The broader community is supportive of the school.

93%

COMPARE RESULT

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
526	1047	96	18	200	1887

Q The school's efforts to engage families are effective.

84%

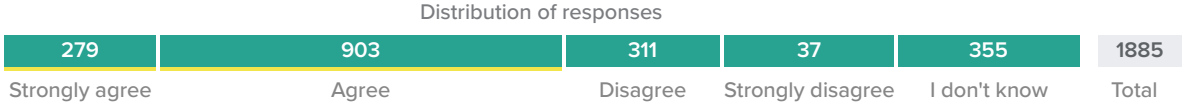
Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
395	1004	236	39	210	1884

Q The school provides strategies that families can use at home to support their children's learning.

77%

Distribution of responses



Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
279	903	311	37	355	1885

CI More Community Support and Involvement results on next page

CI Community Support and Involvement (cont)

COMPARE RESULT

Q Every family has access to information about what is happening in the school.

93%

92%
Colorado

Distribution of responses

666	930	110	17	162	1885
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

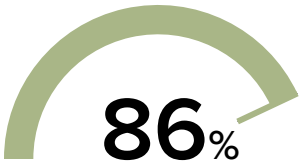
RESULTS

Item level results from your report

GR General Reflection

This area is gauges staff's overall impressions of the school, as well as future employment plans.

OVERALL FAVORABILITY



COMPARE RESULT

Q I would recommend this school as a good place to work.

89%

85%
Colorado

Distribution of responses

951	803	167	53	103	2077
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Q I would recommend this school as a good place for students to learn.

94%

89%
Colorado

Distribution of responses

967	1000	105	26	67	2165
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Q I feel satisfied with the recognition I get for doing a good job.

76%

73%
Colorado

Distribution of responses

667	935	362	128	73	2165
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

GR More General Reflection results on next page

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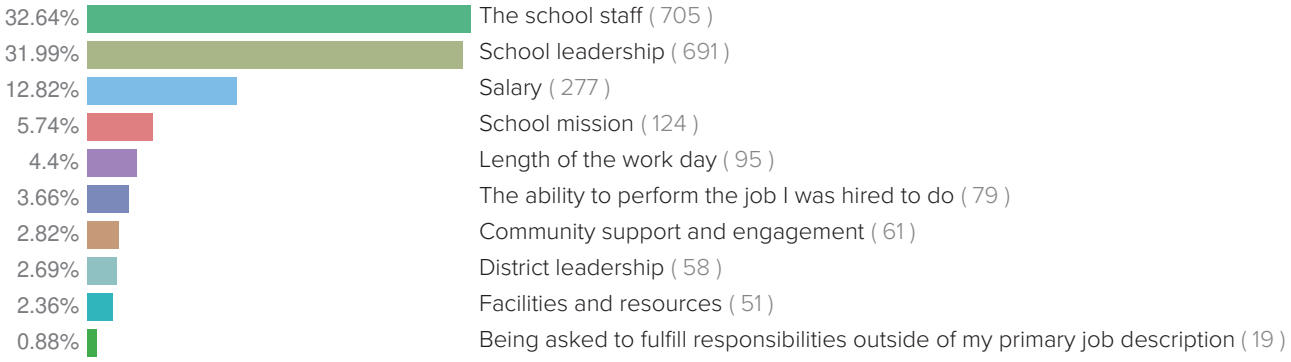
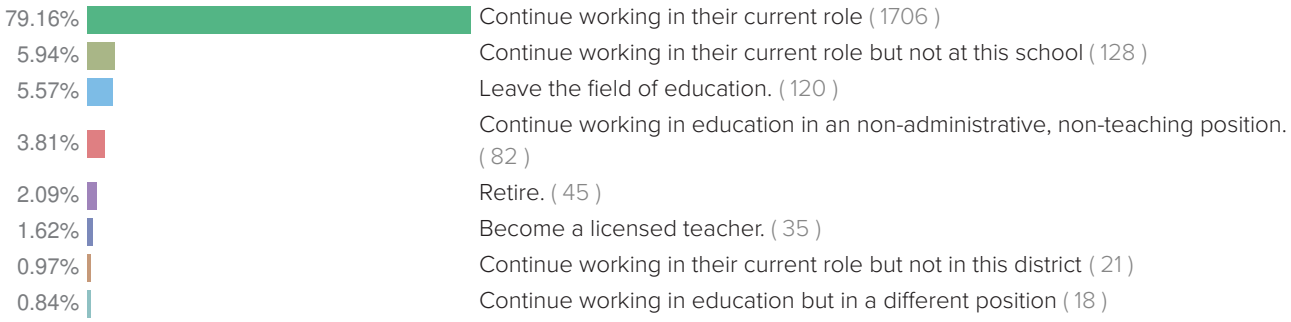
GR General Reflection (cont)

COMPARE RESULT

Q Which of the following most affects your decision about whether to continue working at this school?



Q Which of the following best describes your plans after the end of this school year?



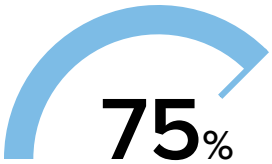
RESULTS

Item level results from your report

DS District Supports

Unique to building leaders, these questions ask about their impressions of the level of district support for the school.

OVERALL FAVORABILITY



COMPARE RESULT

Q There is an atmosphere of trust and mutual respect between district and school administrators.

82%

80%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
23	46	12	3	3	87

Q The district provides principals with support when they need it.

72%

80%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
12	44	19	3	9	87

Q The district clearly describes expectations for schools.

73%

78%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
9	53	20	3	2	87

DS More District Supports results on next page

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DS District Supports (cont)

COMPARE RESULT

Q The district provides constructive feedback to school leadership to improve performance.

70%

Colorado 75%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
7	46	18	4	12	87

Q School leaderships' effectiveness is accurately assessed through the district's evaluation process.

79%

Colorado 77%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
11	49	11	5	11	87

Q The district makes principal professional development a priority.

66%

Colorado 72%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
12	40	24	2	9	87

Q My school receives instructional resources on par with other schools in the district.

83%

Colorado 82%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
17	50	11	3	6	87

Q The district involves principals in decisions that directly impact the operations of their school.

69%

Colorado 79%

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
15	41	19	6	6	87

DS More District Supports results on next page

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DS District Supports (cont)

COMPARE RESULT

Q District leadership takes steps to solve problems.

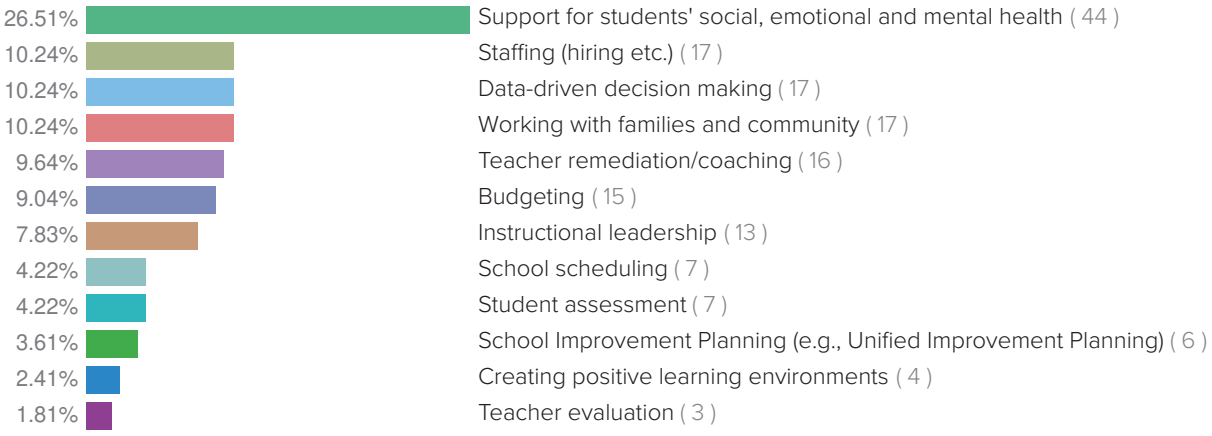
77%

84%
Colorado

Distribution of responses

Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total
11	51	14	4	7	87

Q In which of the following areas (if any) do you need additional support to lead your school effectively?



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RESULTS

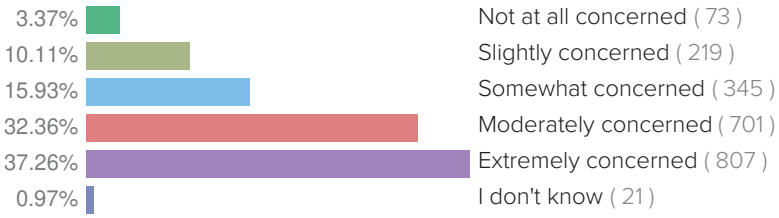
Item level results from your report

SC Student Challenges

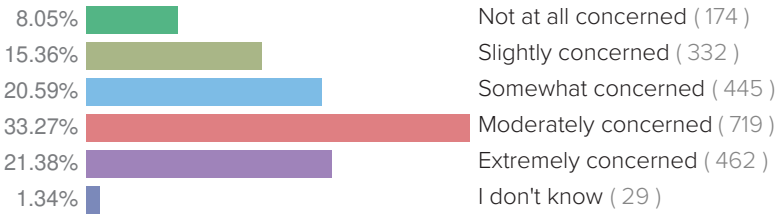
This section focuses on concerns regarding pandemic impacts on students during the current school year.

PLEASE INDICATE YOUR LEVEL OF CONCERN FOR EACH OF THE FOLLOWING PANDEMIC IMPACTS ON YOUR STUDENTS DURING THE CURRENT SCHOOL YEAR:

Q Decrease in student emotional well-being (health, happiness, and comfort).



Q Social isolation.



SC More Student Challenges results on next page

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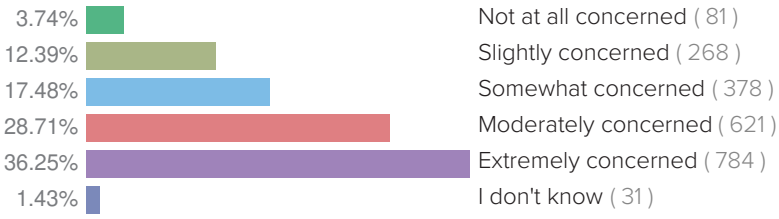
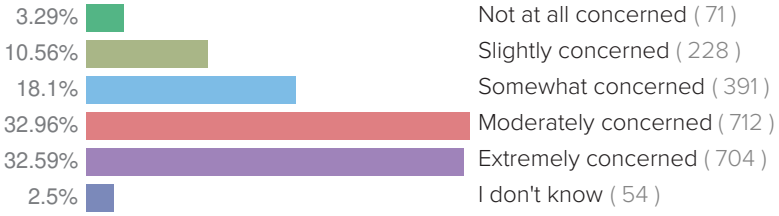
SC Student Challenges (cont)

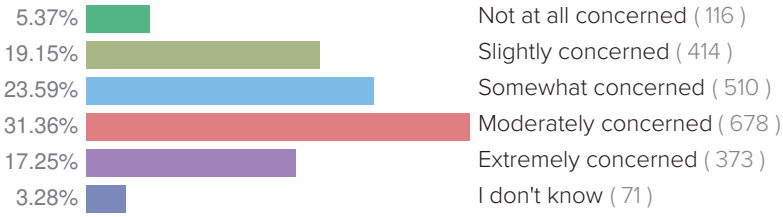
Q Increases in learning gaps.



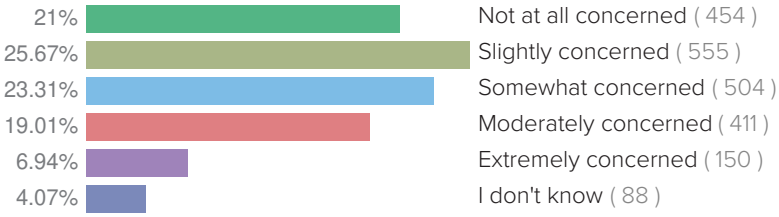
Q Insufficient home learning support.



Q Student worries about their family's health, safety or economic security.



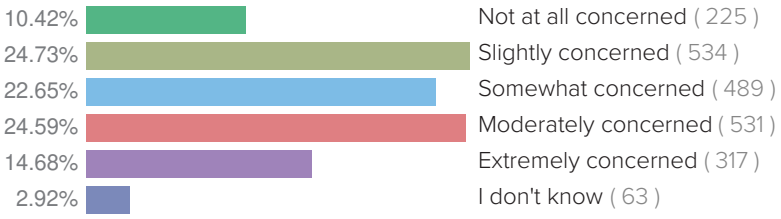
Q Student stress about assessment and grading.



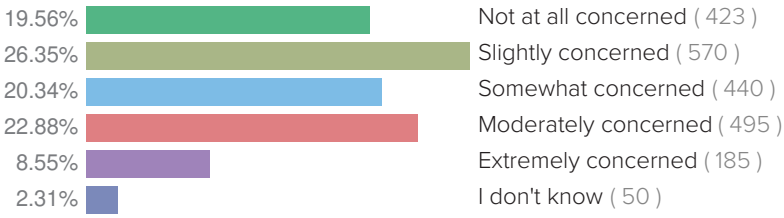
SC More Student Challenges results on next page

SC Student Challenges (cont)

Q Lack of access to basic needs (e.g., food, shelter, safety).



Q Lack of access to technology/internet.



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RESULTS

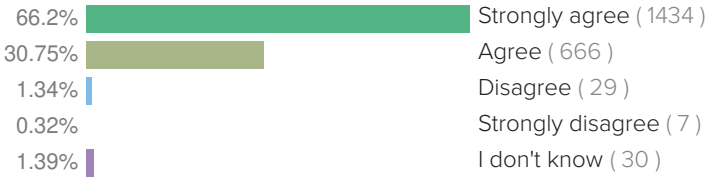
Item level results from your report

SW Support for Student Wellbeing

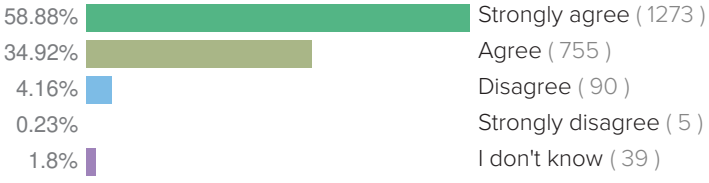
This section includes staff comfort level and preparedness to support student wellbeing.

Q I value being a trusted adult for students in my school.

Q I feel comfortable discussing life skills with my students.



Q I feel comfortable discussing resilience strategies with my students.



SW More Support for Student Wellbeing results on next page

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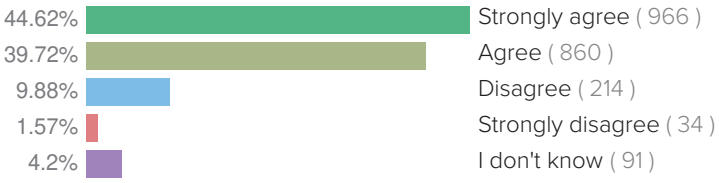
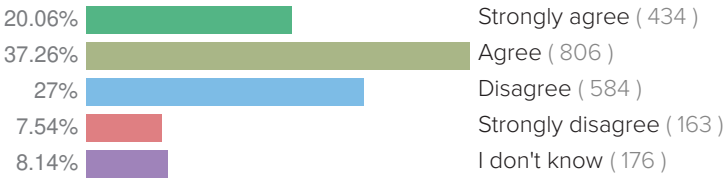
SW Support for Student Wellbeing (cont)

Q I feel comfortable discussing mental health with my students.



Q I feel comfortable discussing suicide with students.



Q I feel adequately prepared to support students' social-emotional wellbeing.

Q I have access to adequate supports if I have concerns about students' mental health.

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RESULTS

Item level results from your report

SS School Supports

This section is aimed at systems of student support of the school, including academics and socio-emotional supports.

Q Our school has established an effective tiered system of supports for students (e.g., MTSS, Student Intervention Teams, Response to Intervention).

Q Our school's system of support for students help students get back on track academically.

Q Our school's system of support for students help students get the social-emotional support they need.

SS More School Supports results on next page

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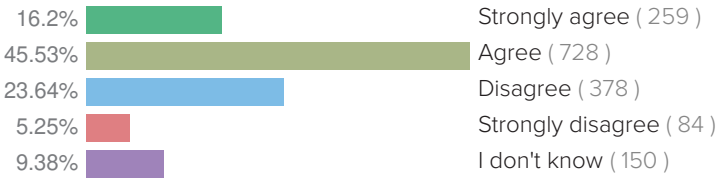
SS School Supports (cont)

Q Our school's system of support for students makes my job easier.



RESULTS

Item level results from your report

PJ Pandemic Impact on Teaching / Job

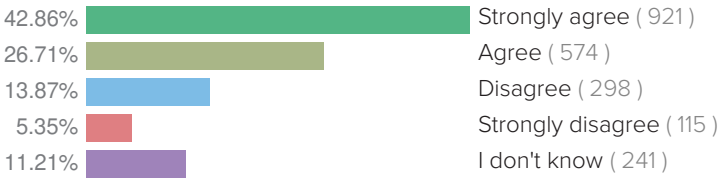
This section focuses on pandemic impacts on staff during the current year.

THE PANDEMIC NEGATIVELY AFFECTED THE FOLLOWING ASPECTS OF MY JOB:

Q Managing distance/online teaching.

Q Predictable daily routine.

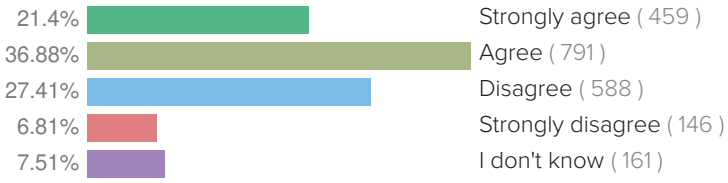
Q Having to teach/provide support online and in person at the same time.



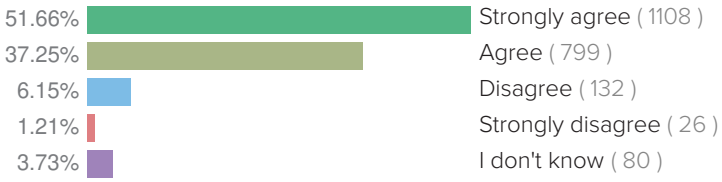
PJ More Pandemic Impact on Teaching / Job results on next page

PJ Pandemic Impact on Teaching / Job (cont)

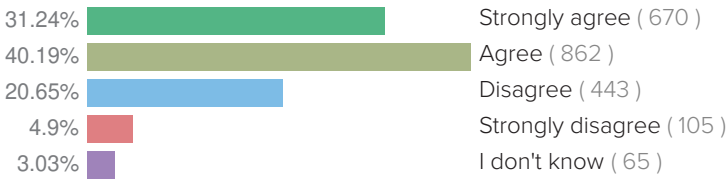
Q Interactions with students' parents/guardians.



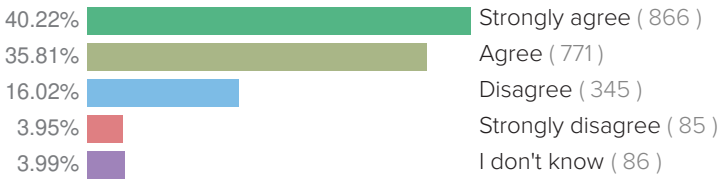
Q Student engagement.



Q Engagement with my colleagues.



Q Enforcing public health measures (like getting students to wear masks).



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RESULTS

Item level results from your report

SW Support for Own Wellbeing

This section focuses on supports for staff wellbeing.

Q I am comfortable working in my school given the safety and health protocols currently in place.

Q I am getting adequate support to do my job during this time.

Q I am getting adequate social emotional support for myself during this time.

SW More Support for Own Wellbeing results on next page

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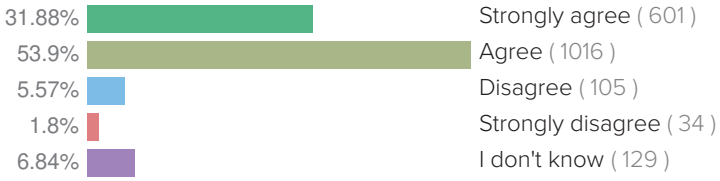
SW Support for Own Wellbeing (cont)

Q Sometimes people struggle with their mental health. If I was concerned about my mental health, I would have access to the support I need.



RESULTS

Item level results from your report

ES [ESP] Job Satisfaction

Unique to education support professionals, this section is aimed to understand their general satisfaction in their work.

Q I feel respected by teachers in my school.

Q I feel respected by school leaders in my school.

Q I feel respected by students in my school.

ES More [ESP] Job Satisfaction results on next page

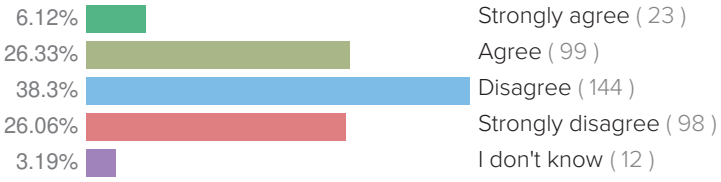
ES [ESP] Job Satisfaction (cont)

Q My work schedule fits my personal needs.

Q My work is very stressful.

Q I feel I am part of a team working towards the same goal.

Q I feel adequately compensated for my work.

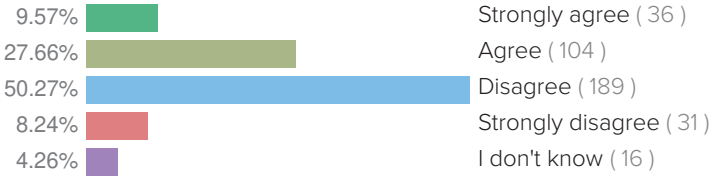


ES More [ESP] Job Satisfaction results on next page

ES [ESP] Job Satisfaction (cont)

Q My work duties reflect my initial expectations of the role.

Q Frequent changes in my work duties make my job more stressful.



Q I have ways to advance my career in education.

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RESULTS

Item level results from your report

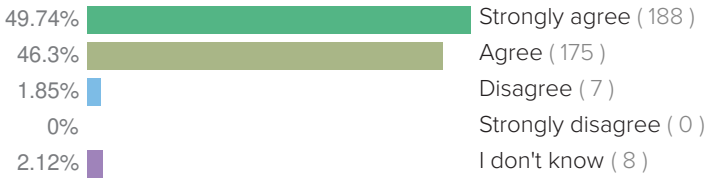
ER [ESP] Roles & Responsibilities

Unique to education support professionals, this section focuses on the clarity and appropriateness of their roles and responsibilities.

Q I am comfortable with the tasks I am asked to perform.

Q I am not asked to work more hours than I am compensated for.

Q I know and understand my role.



ER More [ESP] Roles & Responsibilities results on next page

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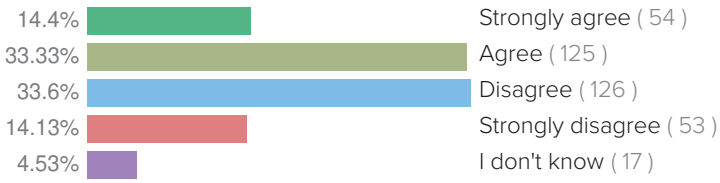
ER [ESP] Roles & Responsibilities (cont)

Q I was properly trained for my job.

Q My role is to support student independence.

Q I am sometimes asked to take on the role of a licensed teacher.



Q I receive adequate guidance about my role.

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