DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey



Prepared for Jefferson County R-1 Number of respondents (#) 4923



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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.

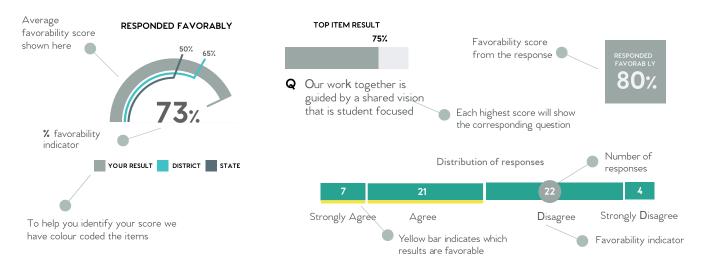
SURVEY DESIGN

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





DEMOGRAPHICS

Who took the survey?

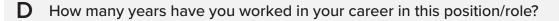
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.

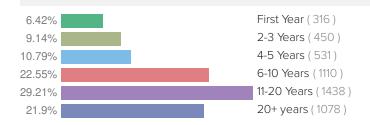


D What is your current position at the school? 71.81% Teacher (3535) 9.04% Special Service Provider (445) 4.14% School Leader (204) 0.14% Combined District and School Leader Role (7) 14.87% Education Support Professional (732)

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

17.98%	First Year (885)
19.72%	2-3 Years (971)
16.13%	4-5 Years (794)
19.54%	6-10 Years (962)
16.86%	11-20 Years (830)
9.77%	20+ years (481)

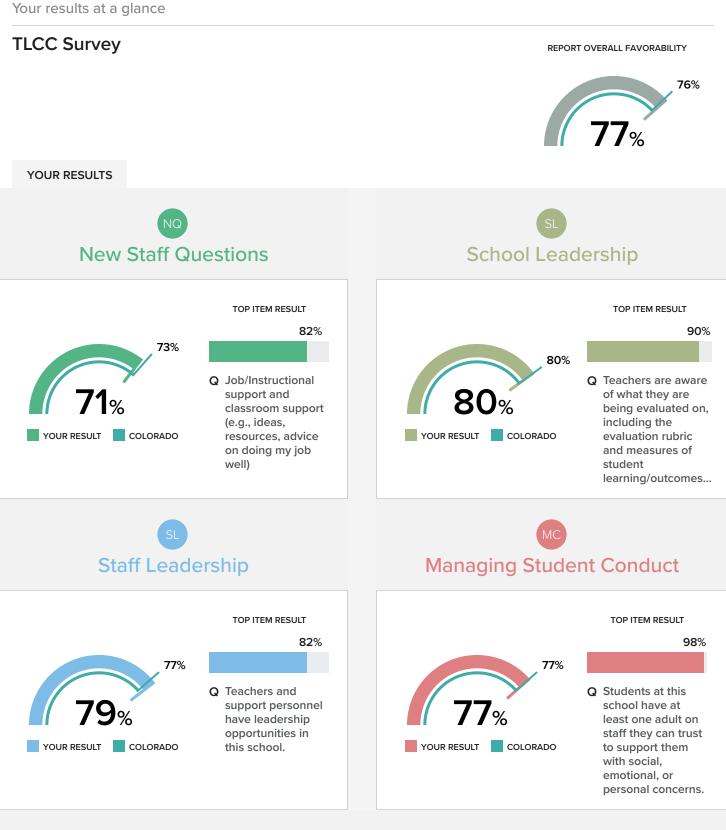






REPORT OVERVIEW











Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY



TOP ITEM RESULT

Q Support personnel

participate in the

development that is offered.

are able to

professional

83%

YOUR RESULTS



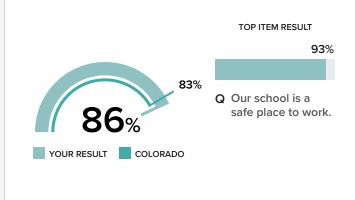


66%



teaching/their primary duties.

Facilities and Resources







REPORT OVERVIEW

Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY



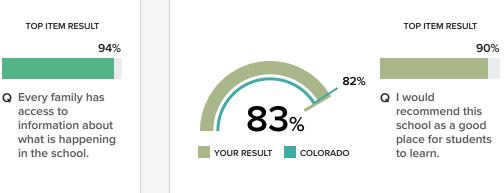
YOUR RESULTS

YOUR RESULT COLORADO

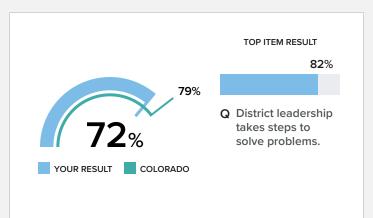


81%



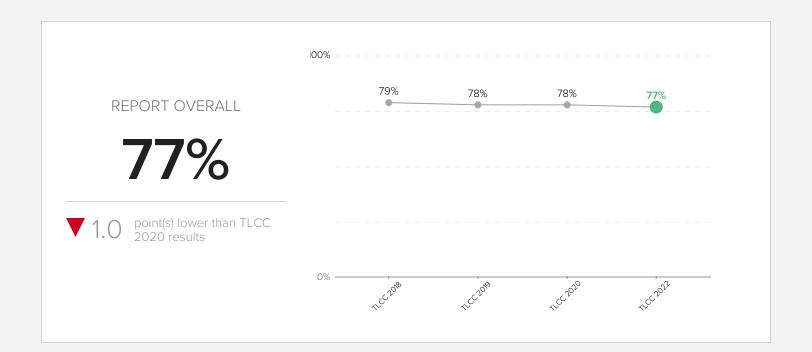


Ds District Supports



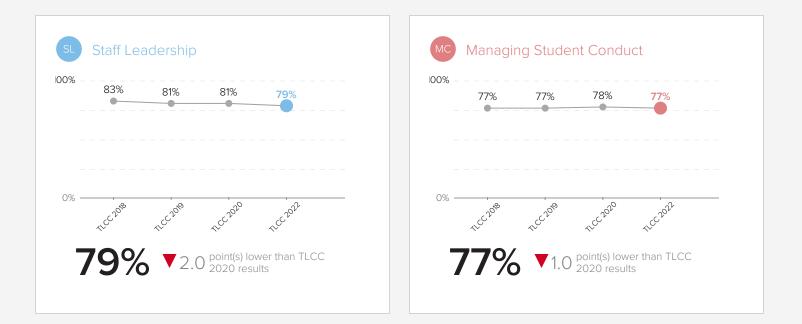


Measuring your growth





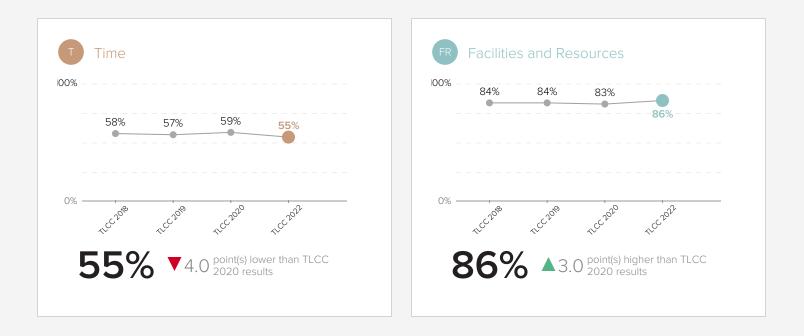
Measuring your growth



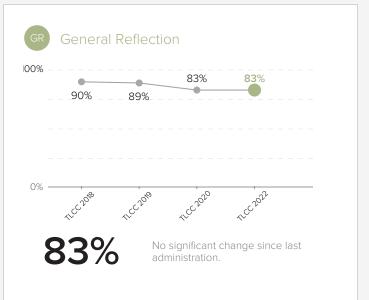




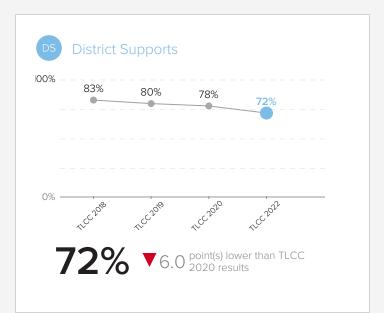
Measuring your growth







Measuring your growth





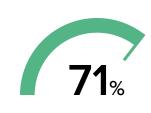


Item level results from your report



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

				69%
Q To what extent typical school w	do you meet with your veek?	mentor during a	66%	Colorado
	Distribution of respon	ises		
65	74	54	18 1	212
Great extent	Moderate extent	Limited extent	Not at all I don't know	Total
To what degree	e do you feel that you h	ave received		74% Colorado
	ort as a new teacher/st		his 73 %	
	Distribution of respon	ises		
569	706	409	59 38	1781
Great extent	Moderate extent	Limited extent	Not at all I don't know	Total

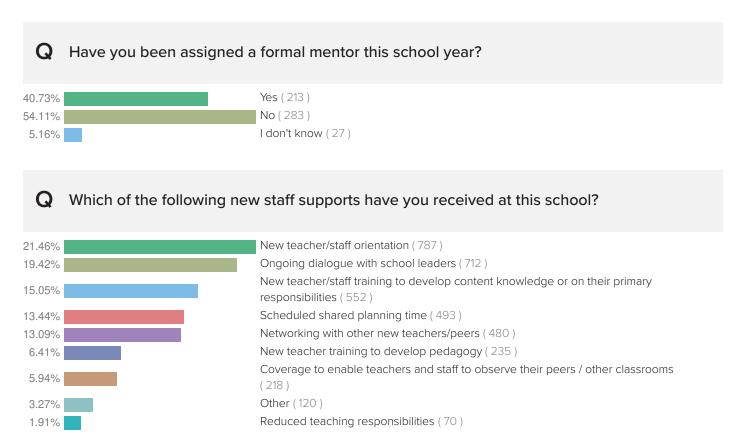
Q Have you received any new teacher supports, or training specifically for your role at this school?



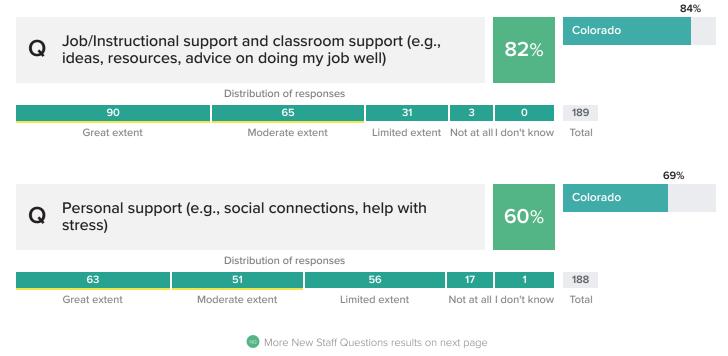




COMPARE RESULT

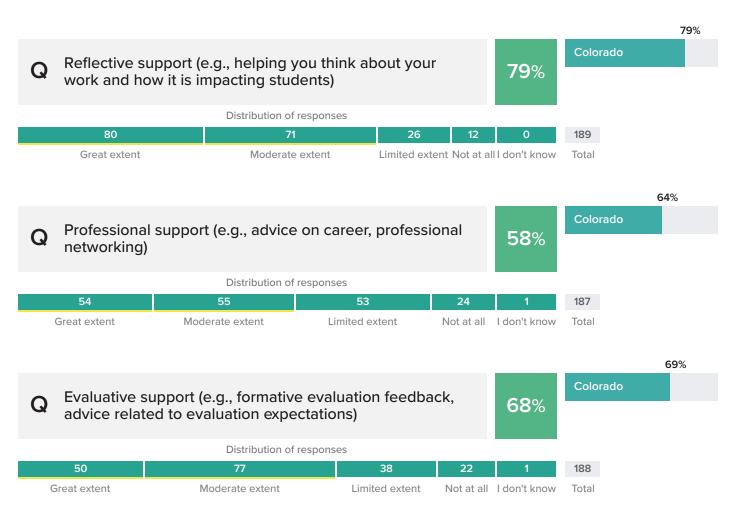


TO WHAT EXTENT DO YOU FOCUS ON THE FOLLOWING TYPES OF WORK WITH YOUR MENTOR?





No New Staff Questions (cont)







Item level results from your report



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.



COMPARE RESULT

						829
Q This school is	led by an effective to	eam.		81 %	olorado	
	Distribution of re	esponses				
1609	2307	667	245	83 49	911	
Strongly agree	Agree	Disagree	Strongly disagree I	don't know To	tal	
						8
Our work tog student focus	ether is guided by a s sed.	shared vision th	nat is	86%	olorado	
	Distribution of re	esponses				
1745	Distribution of re 2383	esponses 545	122	103 48	898	
		545	122 Strongly disagree I		898 tal	
1745	2383	545				75%
1745 Strongly agree School staff p planning proc	2383	545 Disagree Dool's improveme provement Plan	Strongly disagree I	don't know To		75%
1745 Strongly agree School staff p planning proc	2383 Agree participate in the scho cess (e.g., Unified Imp	545 Disagree pool's improveme provement Plan ful way.	Strongly disagree I	don't know To	tal	75%
1745 Strongly agree School staff p planning proc	2383 Agree participate in the scho cess (e.g., Unified Imp vement) in a meaning	545 Disagree pool's improveme provement Plan ful way.	Strongly disagree I	don't know To	tal	75%



School Leadership (cont)





SL School Leadership (cont)

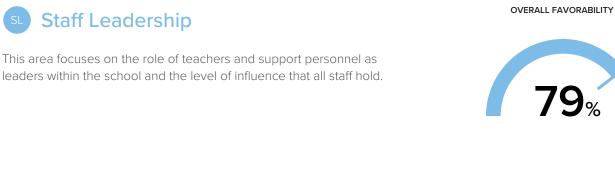
Q School leaders operation.	hip puts suggestions	made by sta	aff into	77%	Colorado	77%
	Distribution of resp	oonses				
1068	2347	758	226	505	4904	
Strongly agree	Agree	Disagree	Strongly disagree	el don't know	Total	
						77%
Q School leaders	hip works to build tru	ist among sta	aff.	76%	Colorado	
	Distribution of resp	oonses				
1388	Distribution of resp 2180	oonses 819	281	234	4902	
1388 Strongly agree			281 Strongly disagree		4902 Total	
	2180	819				91%
Strongly agree Teachers are av including the e learning/outcom	2180	B19 Disagree e being evalu measures of time they co	Strongly disagree			91%
Strongly agree Teachers are an including the e learning/outcou their self-asses	2180 Agree ware of what they are valuation rubric and i mes (MSL/Os) by the	Bisagree Disagree e being evalu measures of time they co goal setting	Strongly disagree	e I don't know	Total	91%
Strongly agree Teachers are an including the e learning/outcou their self-asses	2180 Agree ware of what they are valuation rubric and i mes (MSL/Os) by the ssment and individual	Bisagree Disagree e being evalu measures of time they co goal setting	Strongly disagree	e I don't know	Total	91%





Item level results from your report

Staff Leadership



					81 %
Q Teachers' an is valued.	ld support personnels' pi	rofessional ex	pertise 82	Colorado %	
	Distribution of respo	onses			
1541	2352	650	221 133	4897	
Strongly agree	Agree	Disagree S	trongly disagree I don't I	know Total	
					76%
	ocess in place for collab	orative proble	m	Colorado	
Q solving in thi			79	%	
	Distribution of respo	onses			
1165	2448	769	179 33!	5 4896	
Strongly agree	Agree	Disagree S	trongly disagree I don't I	know Total	
					82%
	d support personnel hav s in this school.	e leadership	82	Colorado %	
	Distribution of respo	onses			
1353	2454	668	148 269	9 4892	
Strongly agree	Agree	Disagree S	trongly disagree I don't I	know Total	
	More Staf	f Leadership results	on next page		



SL Staff Leadership (cont)

					6	9 %
- Toocho	rs and support porsonnal ba		Colorado			
Q of influe	chers and support personnel have an adequate level fluence on important school decisions.			72%		
	Distribution of res	ponses				
961	2256	978	259	442	4896	
Strongly agree	Agree	Disagree	Strongly disagree	l don't know	Total	



OVERALL FAVORABILITY

77%



RESULTS

Item level results from your report

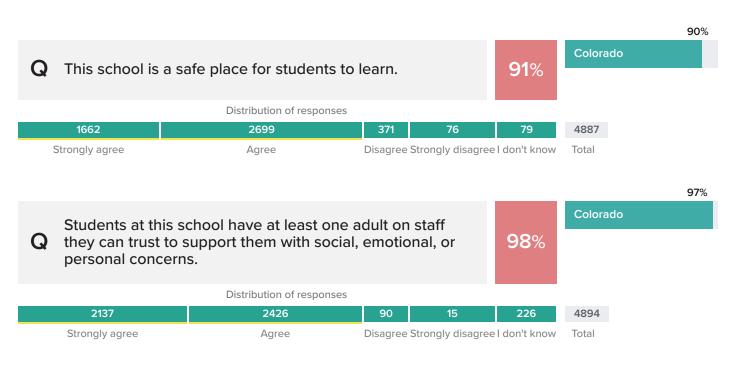




					77%
Q Students school.	Colorado				
	Distribution of I	responses			
1075	2682	767	315 48	4887	
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	
					66%
 Students 	have the behavioral sup	norts needed t	o focus	Colorado	
Q on learni		ports needed t	68%		
	Distribution of I	responses			
752	2459	1172	369 136	4888	
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	
					53%
Rules for	student behavior are en	forced in a con	sistent	Colorado	
Q manner.	statent senavor dre en		52%		
	Distribution of I	responses			
570	1896	1514	712 197	4889	
Strongly agree	Agree	Disagree	Strongly disagree I don't know	Total	
	🥌 More Mana	aging Student Conduc	results on next page		



Managing Student Conduct (cont)





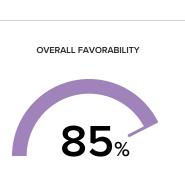


Item level results from your report

intentional supports for various student groups.

Instructional Practices and Support

This section is aimed at the instructional approach of the school and the



					88%
	s school consistently see oviding instruction.	k new and improved	88%	Colorado	
	Distribution of res	sponses			
913	2158	358 68	214	3711	
Strongly agree	Agree	Disagree Strongly disag	ree I don't know	Total	
					87%
	s school hold themselves growth of every child.	accountable for the	88%	Colorado	
	Distribution of res	sponses			
1034	2051	369 55	202	3711	
Strongly agree	Agree	Disagree Strongly disag	ree I don't know	Total	
					73%
Q The schoo other teac	I provides opportunities t hers.	for me to learn from	72%	Colorado	
	Distribution of res	sponses			
647	1952	860 141	108	3708	
Strongly agree	Agree	Disagree Strongly disag	ree I don't know	Total	
	More Instruction	al Practices and Support results on n	ext page		



Instructional Practices and Support (cont) COMPARE RESULT 91% Colorado Students understand how class activities relate to Q 93% learning objectives. Distribution of responses 666 2613 224 3705 185 Strongly agree Agree Disagree Strongly disagree I don't know Total 85% Colorado Instruction in this school encourages different cultural Q 86% viewpoints. Distribution of responses 864 2845 93 547 4860 Disagree Strongly disagree I don't know Strongly agree Agree Total 72% Colorado The diverse academic needs of our students are met by Q 76% this school's current curriculum. Distribution of responses 699 2637 895 167 462 4860 Strongly agree Agree Disagree Strongly disagree I don't know Total 79% Colorado English Learners are adequately supported in this school. 82% Q Distribution of responses 951 2370 606 129 809 4865 Strongly agree Agree Disagree Strongly disagree I don't know Total 81% Colorado Students with disabilities are adequately supported in Q 83% this school. Distribution of responses 1304 2487 630 122 4860 317 Strongly agree Agree Disagree Strongly disagree I don't know Total More Instructional Practices and Support results on next page



Instructional Practices and Support (cont) COMPARE RESULT 75% Colorado Gifted students are adequately supported in this school. 78% Q Distribution of responses 148 871 2325 722 792 4858 Strongly disagree Strongly agree Agree Disagree I don't know Total 79% Colorado Students' social and emotional learning is adequately Q 81% supported in this school. Distribution of responses 1158 2602 152 228 4863 Strongly agree Agree Disagree Strongly disagree I don't know Total 89% Colorado Teachers and staff members have the autonomy to make 90% Q important decisions in their classrooms or carry out their job responsibilities. Distribution of responses 2092 2272 358 95 49 4866 Strongly agree Agree Disagree Strongly disagree I don't know Total 92% Colorado Teachers feel supported in trying new instructional Q 93% strategies. Distribution of responses 1533 1826 193 93 3706 Strongly agree Agree Disagree Strongly disagree I don't know Total 98% Colorado Teachers use formative assessment data to improve their Q 98% students' learning. Distribution of responses 1597 2017 64 27 3713 Strongly agree Agree Disagree Strongly disagree I don't know Total



Item level results from your report

RESULTS



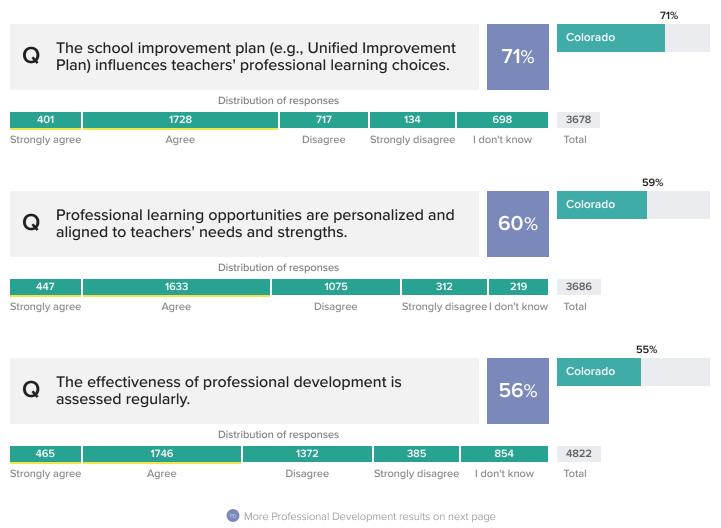
Professional Development

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





COMPARE RESULT





Professional Development (cont)





Professional Development (cont) COMPARE RESULT 84% Colorado Support personnel are able to participate in the Q 83% professional development that is offered. Distribution of responses 231 612 136 37 122 1138 Strongly agree Agree Disagree Strongly disagree I don't know Total 61% Colorado Support personnel are appropriately compensated for Q **62**% professional development. Distribution of responses 433 1134 122 231 114 234 Strongly disagree I don't know Strongly agree Agree Disagree Total 63% Colorado Support personnel feel that their employer invests in their Q 62% career. Distribution of responses 456 153 268 98 164 1139 Strongly agree Agree Disagree Strongly disagree I don't know Total 77% Colorado Support personnel receive adequate professional Q 80% development to carry out their job responsibilities. Distribution of responses 246 631 1141 47 Disagree Strongly disagree I don't know Strongly agree Agree Total

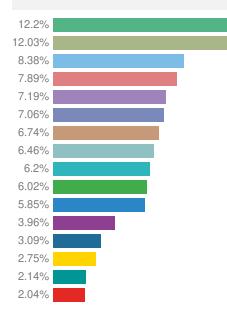
More Professional Development results on next page



Professional Development (cont)

COMPARE RESULT

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

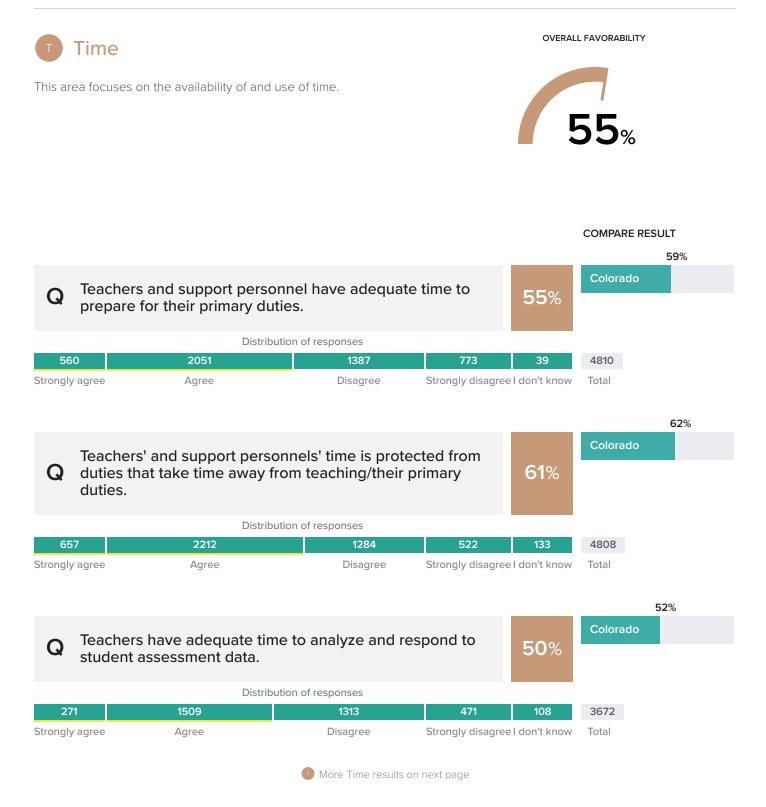


Social-emotional learning of all students (1727)
Teaching/Working with students with trauma (1703)
Teachers' content areas / Staff members' best practices (1187)
Differentiating instruction (1117)
Supporting special education (students with disabilities) (1018)
Math interventions (1000)
Using technology (954)
Family engagement (915)
Classroom management techniques (878)
Reading strategies (853)
Teaching/Working with gifted students (828)
Supporting English Learners (561)
Methods of teaching (438)
Using assessment results to guide instruction (390)
Understanding data (303)
Colorado Academic Standards (289)











Т	Time (cont)	COMPARE RESULT
Q	Teachers and support personnel have adequate time to support their students' social and emotional learning.	57% Colorado
	Distribution of responses	
40	9 2161 1520 459 239	4788
Strongly	agree Agree Disagree Strongly disagree I don't know	Total
		60%
Q	Teachers have adequate time to communicate with their students' families. 59%	Colorado
	Distribution of responses	
28	4 1838 1108 375 61	3666
Strongly	agree Agree Disagree Strongly disagree I don't know	Total
		50%
Q	New initiatives (e.g., curriculum, assessments, instructional approach) are given enough time to determine their effectiveness.	Colorado
	Distribution of responses	
23	9 1299 1060 494 582	3674
Strongly	agree Agree Disagree Strongly disagree I don't know	Total
		57%
Q	Teachers and support personnel have adequate time to engage in professional learning. 52%	Colorado
	Distribution of responses	
41	3 1969 1633 590 196	4806
Strongly	agree Agree Disagree Strongly disagree I don't know	Total





Item level results from your report

FR Facilities and Resources

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



OVERALL FAVORABILITY

COMPARE RESULT

					77%	
Q Class size(s reasonable	Colorado					
	Distribution of responses					
1164	2787	589 176	80	4796		
Strongly agree	Agree	Disagree Strongly disagr	eel don't know	Total		
					77%	
Q Instructional resources are adequate to support student 75%						
Distribution of responses						
726	2732	904 248	172	4782		
Strongly agree	Agree	Disagree Strongly disagr	eel don't know	Total		
					86%	
	nd support personnel have ork productively.	e adequate physical	90%	Colorado		
	Distribution of respon	nses				
1521	2770	380 106	19	4796		
Strongly agree	Agree	Disagree Strongly disagr	eel don't know	Total		
More Facilities and Resources results on next page						



FR Facilities and Resources (cont)





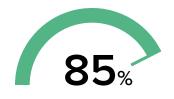


Item level results from your report

Community Support and Involvement

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





Q The broad	er community is suppo	ortive of the scho	ol.	90%	Colorado	85%	
G				3070			
Distribution of responses							
1045	2240	276	75	637	4273		
Strongly agree	Agree	Disagree Str	ongly disagree	e I don't know	Total		
				_	Colorado	75%	
Q The schoo	Q The school's efforts to engage families are effective. 80%						
	Distribution of	f responses					
754	2291	664	107	460	4276		
Strongly agree	Agree	Disagree	Strongly disag	ree I don't know	Total		
						72%	
Q The school provides strategies that families can use at home to support their children's learning.							
Distribution of responses							
532	2101	714	114	808	4269		
Strongly agree	Agree	Disagree Strong	ly disagree	l don't know	Total		
More Community Support and Involvement results on next page							



C Community Support and Involvement (cont) COMPARE RESULT



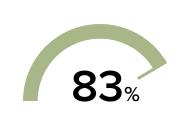




Item level results from your report



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



OVERALL FAVORABILITY

							85%
Q	I would recomm	nend this school as a go	od place	to work.	86%	Colorado	
Distribution of responses							
	1691	2045	429	148	264	4577	
	Strongly agree	Agree	Disagree	Strongly disagree	l don't know	Total	
							89%
Q	I would recommend this school as a good place for 90% students to learn.					Colorado	
		Distribution of respons	es				
	1715	2407	352	109	196	4779	
	Strongly agree	Agree	Disagree	Strongly disagree	l don't know	Total	
							73%
Q	Q I feel satisfied with the recognition I get for doing a good 72%					Colorado	
	Distribution of responses						
	1144	2176	935	357	166	4778	
Stro	ongly agree	Agree	Disagree	Strongly disagree	l don't know	Total	
More General Reflection results on next page							



R General Reflection (cont)

COMPARE RESULT

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

34.3%	The school staff (1633)
30.43%	School leadership (1449)
11.83%	Salary (563)
4.54%	School mission (216)
4.05%	The ability to perform the job I was hired to do (193)
4.03%	Length of the work day (192)
3.59%	District leadership (171)
3.59%	Community support and engagement (171)
2.71%	Facilities and resources (129)
0.92%	Being asked to fulfill responsibilities outside of my primary job description ($44)$

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

80.26%	Continue working in their current role (3814)
6.52%	Leave the field of education. (310)
4.67%	Continue working in their current role but not at this school (222)
2.84%	Continue working in education in an non-administrative, non-teaching position. (135)
2.34%	Retire. (111)
2.23%	Continue working in their current role but not in this district (106)
0.78%	Continue working in education but in a different position (37)
0.36%	Become a licensed teacher. (17)



OVERALL FAVORABILITY



RESULTS

Item level results from your report

District Supports

the level of district support for the school.

Unique to building leaders, these questions ask about their impressions of



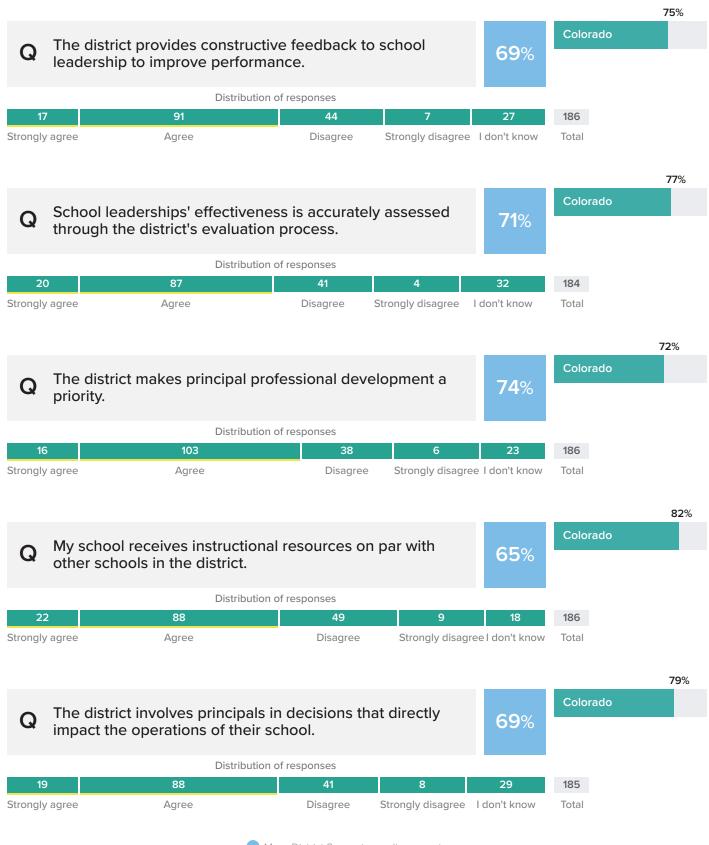
Q	There is an atr between distri	nosphere of trust an ct and school admin	d mutual resp istrators.	ect	78%	Colorado	80%
		Distribution of re-	sponses				
	44	93	38	3	8	186	
Stron	gly agree	Agree	Disagree	Strongly disagree I o	lon't know	Total	
							80%
	The district pro need it.	ovides principals with	h support whe	en they	76%	Colorado	
		Distribution of re-	sponses				
22		107	37	6	14	186	
Strongly a	agree	Agree	Disagree	Strongly disagree I o	lon't know	Total	
							78%
Q	The district cle	early describes expec	ctations for sc	hools.	68%	Colorado	
		Distribution of re-	-				
11		104	52	4	13	184	
Strongly a	agree	Agree	Disagree	Strongly disagree I c	lon't know	Total	
		👩 More F	District Supports resu	ilts on next page			

More District Supports results on next page



District Supports (cont)

COMPARE RESULT



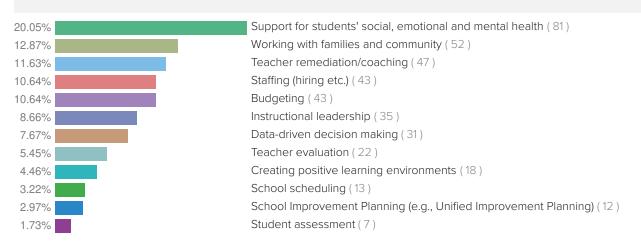


District Supports (cont)

COMPARE RESULT



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





Item level results from your report



Student Challenges

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

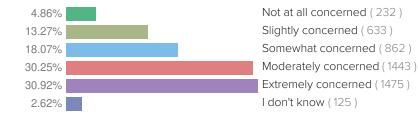
PLEASE INDICATE YOUR LEVEL OF CONCERN FOR EACH OF THE FOLLOWING PANDEMIC IMPACTS ON YOUR STUDENTS DURING THE CURRENT SCHOOL YEAR:



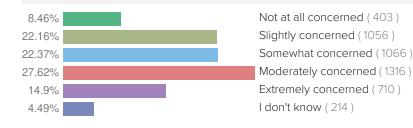


Student Challenges (cont)

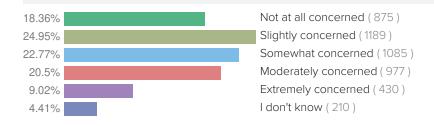
Q Insufficient home learning support.

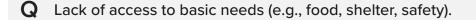


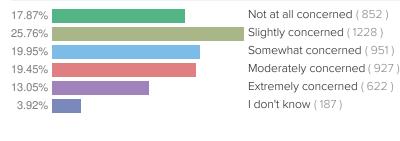
Q Student worries about their family's health, safety or economic security.



Q Student stress about assessment and grading.





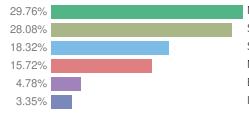


🥯 More Student Challenges results on next page



Student Challenges (cont)

Q Lack of access to technology/internet.



Not at all concerned (1420) Slightly concerned (1340) Somewhat concerned (874) Moderately concerned (750) Extremely concerned (228) I don't know (160)





Item level results from your report

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.

76.92%	Strongly agree (3665)
22.04%	Agree (1050)
0.36%	Disagree (17)
0.34%	Strongly disagree (16)
0.36%	I don't know (17)

Q I feel comfortable discussing life skills with my students.

62%		Strongly agree (2955)
34.41%		Agree (1640)
1.83%		Disagree (87)
0.34%		Strongly disagree (16)
1.43%	l i i i i i i i i i i i i i i i i i i i	l don't know (68)

Q I feel comfortable discussing resilience strategies with my students.

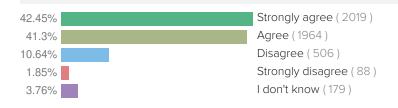
56.5%	Strongly agree (2690)
37.51%	Agree (1786)
3.09%	Disagree (147)
0.44%	Strongly disagree (21)
2.46%	I don't know (117)

More Support for Student Wellbeing results on next page

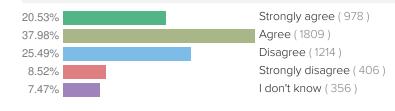


Support for Student Wellbeing (cont)





Q I feel comfortable discussing suicide with students.



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

25.57%	Strongly agree (1219)
49.83%	Agree (2376)
17.45%	Disagree (832)
2.96%	Strongly disagree (141)
4.19%	I don't know (200)

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

47.13%	Strongly agree (525)
42.91%	Agree (478)
5.39%	Disagree (60)
1.44%	Strongly disagree (16)
3.14%	l don't know (35)



Item level results from your report



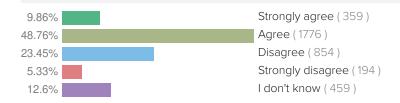
ss School Supports

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.

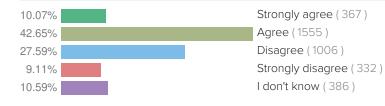


More School Supports results on next page



School Supports (cont)

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





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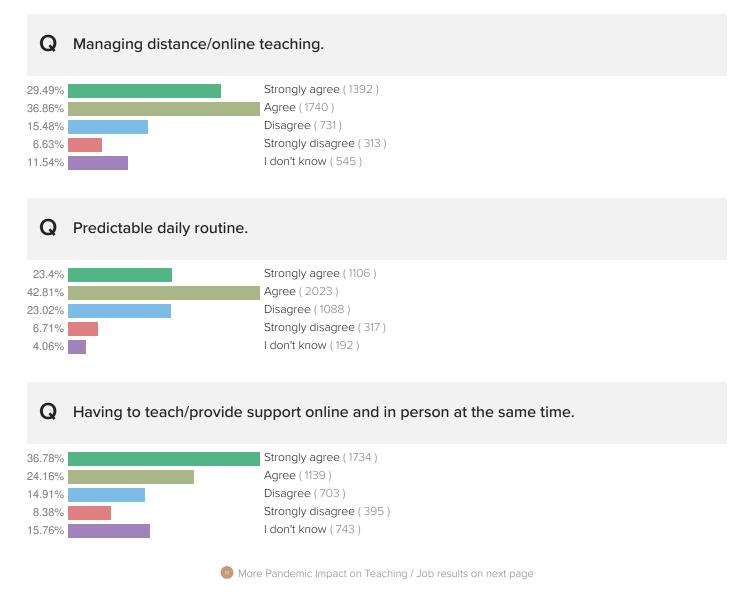
RESULTS

Item level results from your report



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

THE PANDEMIC NEGATIVELY AFFECTED THE FOLLOWING ASPECTS OF MY JOB:

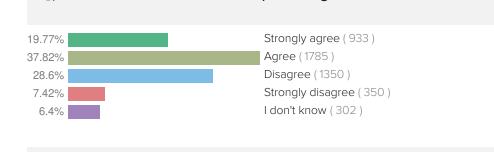


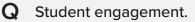


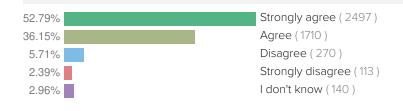
Q

Pandemic Impact on Teaching / Job (cont)

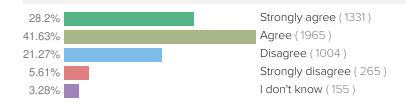
Interactions with students' parents/guardians.



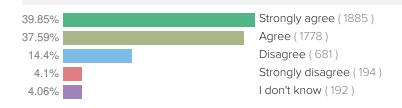




Q Engagement with my colleagues.









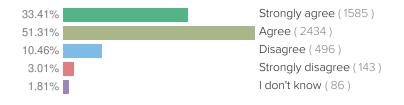


Item level results from your report

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.





14.84%	Strongly agree (704)
47.27%	Agree (2243)
23.2%	Disagree (1101)
9.08%	Strongly disagree (431)
5.61%	l don't know (266)

More Support for Own Wellbeing results on next page



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.



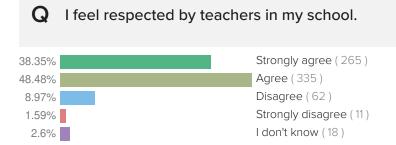




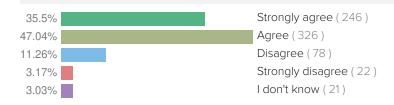
Item level results from your report

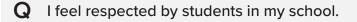
[ESP] Job Satisfaction

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



Q I feel respected by school leaders in my school.







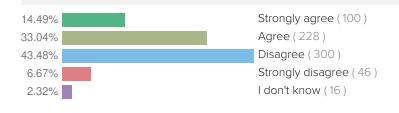


[ESP] Job Satisfaction (cont)





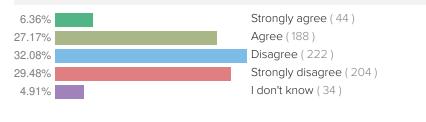




Q I feel I am part of a team working towards the same goal.

30.97%	Strongly agree (214)
51.09%	Agree (353)
11.87%	Disagree (82)
2.89%	Strongly disagree (20)
3.18%	I don't know (22)

Q I feel adequately compensated for my work.



More [ESP] Job Satisfaction results on next page

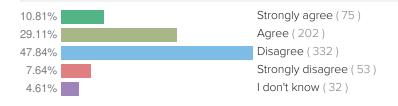


[ESP] Job Satisfaction (cont)

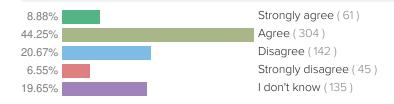
Q My work duties reflect my initial expectations of the role.

15.58%	Strongly agree (108)
60.61%	Agree (420)
17.32%	Disagree (120)
2.74%	Strongly disagree (19)
3.75%	I don't know (26)

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



Q I have ways to advance my career in education.





Item level results from your report

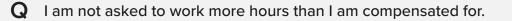


[ESP] Roles & Responsibilities

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







35.93%	Strongly agree (249)
51.52%	Agree (357)
9.24%	Disagree (64)
2.89%	Strongly disagree (20)
0.43%	I don't know (3)



46.92%	Strongly agree (327)	
47.63%	Agree (332)	
4.45%	Disagree (31)	
0.43%	Strongly disagree (3)	
0.57%	I don't know (4)	

More [ESP] Roles & Responsibilities results on next page



[ESP] Roles & Responsibilities (cont)

