

DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey



Prepared for
Mesa County Valley
51

Number of respondents (#)
1335

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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

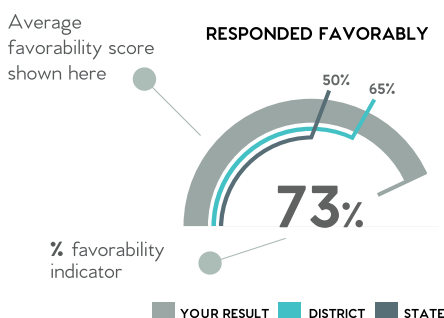
The survey is led by the Colorado Department of Education (CDE) and operated through a statewide collaborative that includes the Colorado Association of School Boards, Colorado Association of School Executives, Colorado Education Association, Colorado Education Initiative, Colorado League of Charter 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

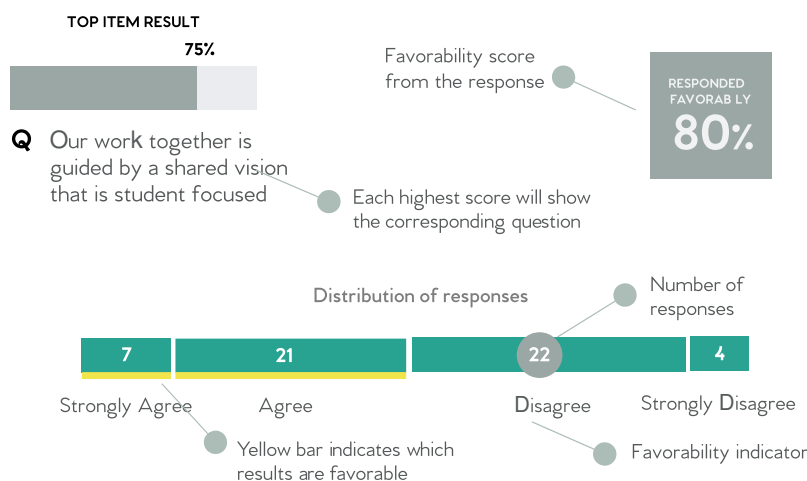
After responding to demographic questions, educators indicated one of four response options for each item on the survey. Scores in this report are percentages based on the proportion of staff who replied "Agree" or "Strongly Agree." Responses to "I don't Know" do not affect favorability ratings. You 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



To help you identify your score we have colour coded the items



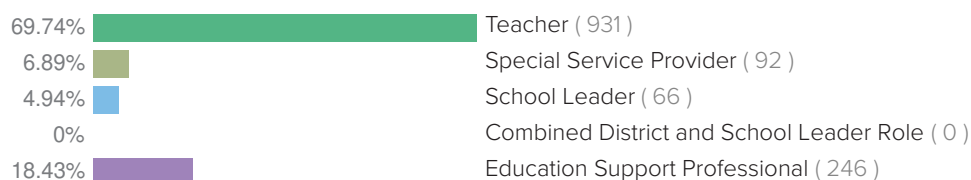
DEMOGRAPHICS

Who took the survey?

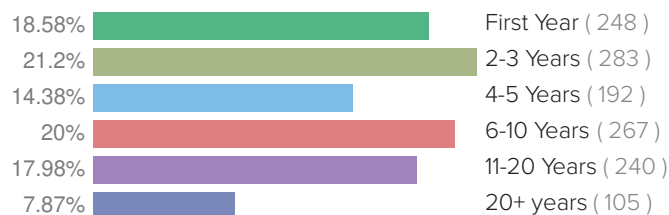
The following graphics display how those who took the survey responded to the demographic questions which were included. This page allows you to understand the attributes of the survey respondents.

1335 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?



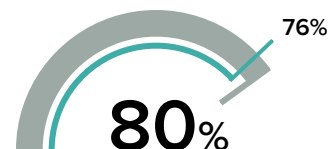
REPORT OVERVIEW

Your results at a glance



TLCC Survey

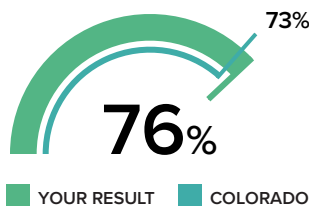
REPORT OVERALL FAVORABILITY



YOUR RESULTS

NQ

New Staff Questions



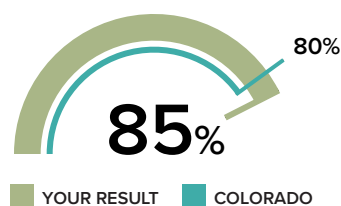
TOP ITEM RESULT

81%

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

SL

School Leadership



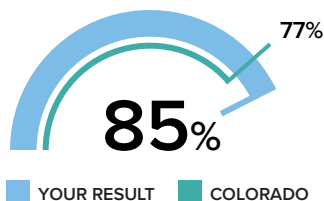
TOP ITEM RESULT

96%

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

SL

Staff Leadership



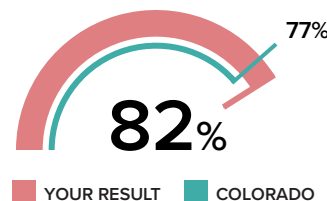
TOP ITEM RESULT

88%

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

MC

Managing Student Conduct



TOP ITEM RESULT

98%

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

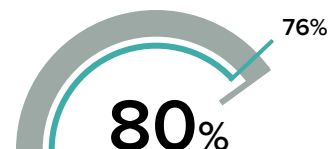
REPORT OVERVIEW

Your results at a glance



TLCC Survey

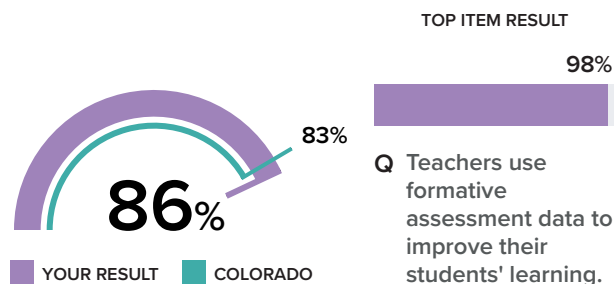
REPORT OVERALL FAVORABILITY



YOUR RESULTS

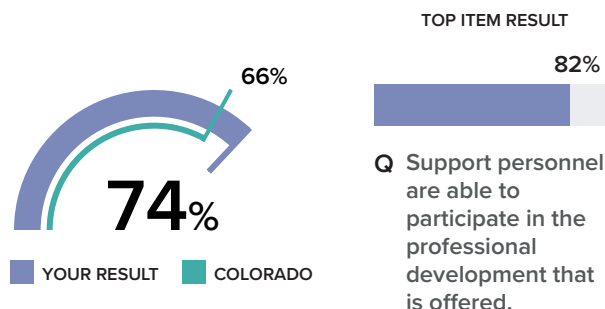
IS

Instructional Practices and Support



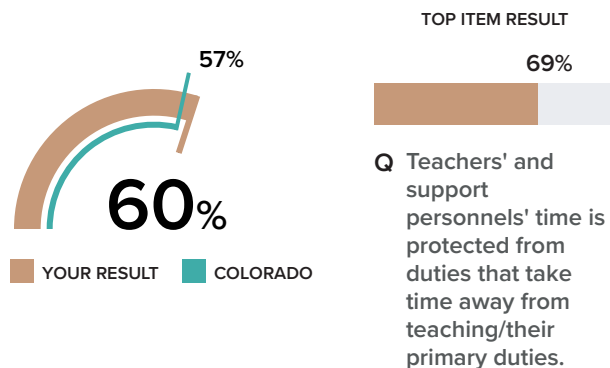
PD

Professional Development



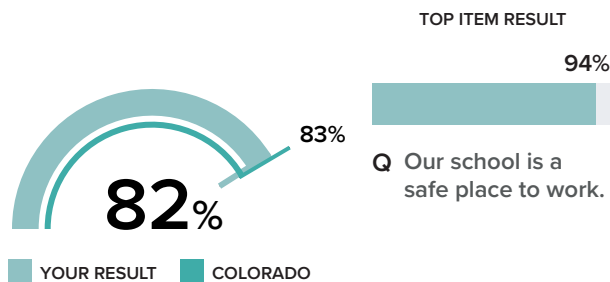
T

Time



FR

Facilities and Resources



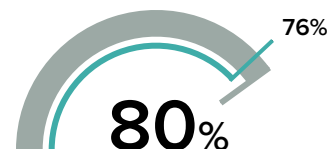
REPORT OVERVIEW

Your results at a glance



TLCC Survey

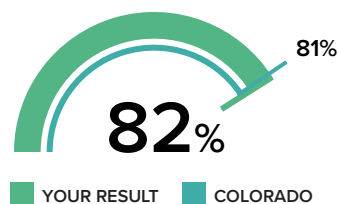
REPORT OVERALL FAVORABILITY



YOUR RESULTS

CI

Community Support and Involvement



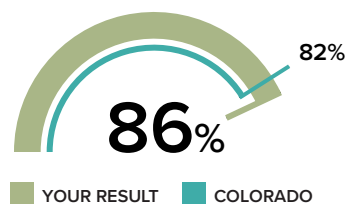
TOP ITEM RESULT

95%

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

GR

General Reflection



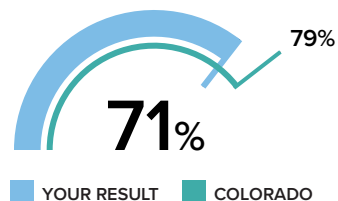
TOP ITEM RESULT

90%

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

DS

District Supports



TOP ITEM RESULT

78%

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

INSIGHTS

Discover important aspects of your report



HOW INSIGHTS WORK

This page helps you track performance across your district. Each row within the table below shows the construct-level and the overall results for each qualifying participating school. This list is arranged by Overall Results.

	NQ	SL	SL	MC	IS	PD	T	FR	CI	GR	DS	Overall
FAVORABILITY AVERAGE	76%	85%	85%	82%	86%	74%	60%	82%	82%	86%	71%	80%
Mesa Valley Community School	75%	99%	98%	99%	98%	95%	96%	100%	100%	100%	N/A	98%
Appleton Elementary School	88%	94%	95%	98%	96%	88%	82%	88%	99%	99%	N/A	93%
New Emerson School at Columbus	N/A	96%	90%	94%	94%	95%	72%	96%	100%	89%	N/A	92%
Wingate Elementary School	100%	97%	98%	96%	95%	80%	67%	90%	100%	100%	N/A	91%
Lincoln Orchard Mesa Elementary School	73%	96%	95%	97%	91%	86%	73%	82%	91%	95%	N/A	90%
Shelley Elementary School	85%	98%	97%	96%	93%	90%	57%	90%	98%	98%	N/A	90%
Tope Elementary School	88%	94%	93%	98%	94%	83%	60%	95%	90%	100%	N/A	89%
Chipeta Elementary School	84%	95%	92%	95%	87%	78%	72%	86%	94%	89%	N/A	88%
Monument Ridge Elementary School	79%	87%	87%	91%	89%	85%	80%	90%	98%	91%	N/A	88%

INSIGHTS

Discover important aspects of your report



	NQ	SL	SL	MC	IS	PD	T	FR	CI	GR	DS	Overall
Pomona Elementary School	91%	97%	87%	95%	93%	72%	65%	81%	91%	95%	N/A	87%
Loma Elementary School	88%	90%	94%	85%	92%	85%	66%	89%	74%	89%	N/A	86%
Dos Rios Elementary School	70%	95%	92%	90%	83%	81%	65%	84%	91%	96%	N/A	85%
Dual Immersion Academy School	N/A	90%	82%	97%	96%	85%	48%	82%	87%	90%	N/A	85%
Chatfield Elementary School	60%	94%	90%	88%	85%	83%	61%	88%	86%	90%	N/A	84%
Clifton Elementary School	80%	91%	91%	88%	87%	79%	69%	83%	84%	88%	N/A	84%
Orchard Avenue Elementary School	80%	89%	83%	87%	88%	82%	61%	77%	90%	89%	N/A	83%
Mount Garfield Middle School	70%	84%	87%	94%	87%	79%	65%	81%	72%	81%	N/A	82%
Fruitvale Elementary School	93%	94%	93%	71%	81%	81%	59%	84%	86%	80%	N/A	81%
Fruita Middle School	97%	81%	90%	75%	90%	71%	60%	81%	83%	88%	N/A	80%
Fruita Monument High School	67%	87%	85%	84%	89%	68%	54%	84%	82%	89%	N/A	80%
Grand Mesa Middle School	80%	91%	89%	64%	88%	75%	57%	83%	69%	81%	N/A	79%
Bookcliff Middle School	67%	91%	95%	67%	89%	78%	52%	73%	64%	80%	N/A	78%
Palisade High School	72%	82%	85%	86%	83%	69%	55%	78%	83%	89%	N/A	78%

INSIGHTS

Discover important aspects of your report



	NQ	SL	SL	MC	IS	PD	T	FR	CI	GR	DS	Overall
Rim Rock Elementary School	95%	84%	82%	84%	78%	61%	53%	90%	91%	91%	N/A	78%
Taylor Elementary School	70%	75%	78%	80%	90%	72%	59%	71%	98%	81%	N/A	78%
Thunder Mountain Elementary School	54%	82%	84%	77%	79%	69%	46%	82%	91%	88%	N/A	76%
West Middle School	72%	87%	87%	63%	76%	77%	55%	85%	72%	87%	N/A	76%
Rocky Mountain Elementary School	68%	78%	76%	76%	75%	72%	67%	85%	68%	80%	N/A	75%
Broadway Elementary School	83%	73%	68%	88%	89%	53%	53%	84%	82%	82%	N/A	74%
Central High School	63%	78%	80%	70%	84%	64%	60%	78%	73%	81%	N/A	74%
Grand River Academy	78%	72%	68%	81%	84%	63%	58%	87%	71%	85%	N/A	74%
Grand Junction High School	57%	73%	77%	74%	83%	64%	55%	73%	72%	83%	N/A	73%
Mesa View Elementary School	90%	73%	76%	82%	78%	71%	47%	72%	84%	82%	N/A	73%
Orchard Mesa Middle School	72%	77%	78%	70%	77%	68%	42%	81%	66%	70%	N/A	70%
Scenic Elementary School	63%	58%	76%	65%	80%	45%	38%	77%	84%	82%	N/A	64%
East Middle School	90%	60%	67%	58%	78%	50%	54%	77%	43%	67%	N/A	63%
Career Center Preschool	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

INSIGHTS

Discover important aspects of your report



	NQ	SL	SL	MC	IS	PD	T	FR	CI	GR	DS	Overall
Career Center Vocational Program	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Fruita 8/9 School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Gateway School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Independence Academy	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Juniper Ridge Community School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Nisley Elementary School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Pear Park Elementary School	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Summit School Program	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Valley Program	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

RESULTS

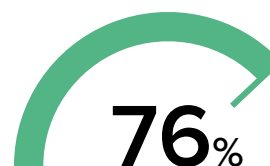
Item level results from your report



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

69%

Colorado

74%

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

Distribution of responses



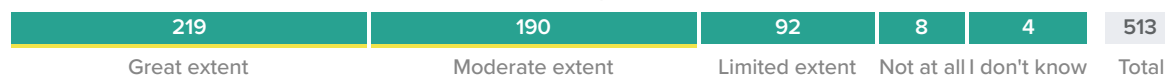
74%

Colorado

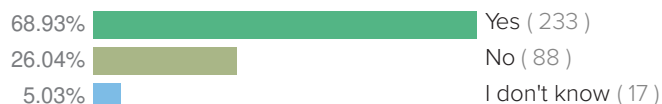
80%

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

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

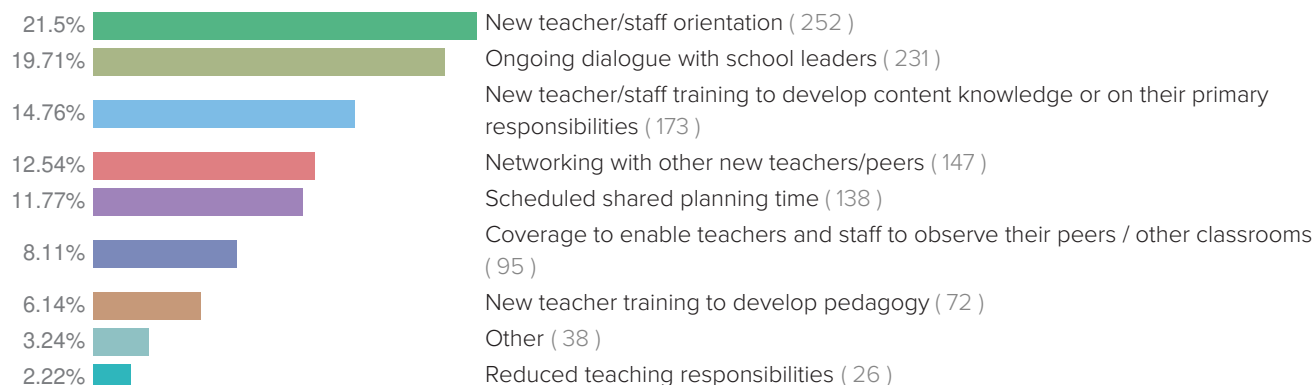
NQ New Staff Questions (cont)

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?



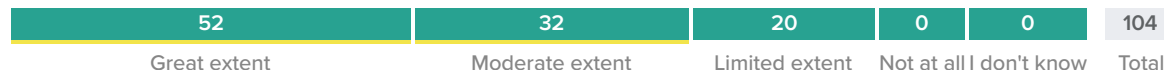
TO WHAT EXTENT DO YOU FOCUS ON THE FOLLOWING TYPES OF WORK WITH YOUR MENTOR?

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

81%

Colorado

Distribution of responses



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

68%

Colorado

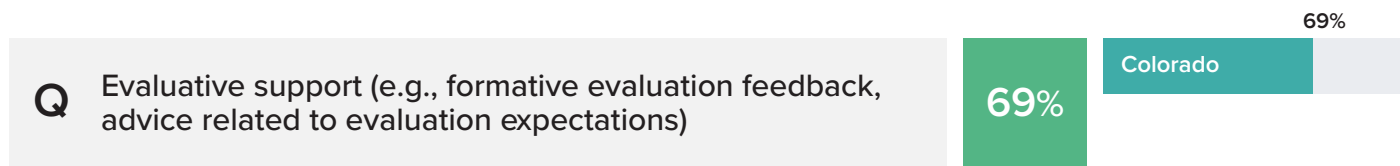
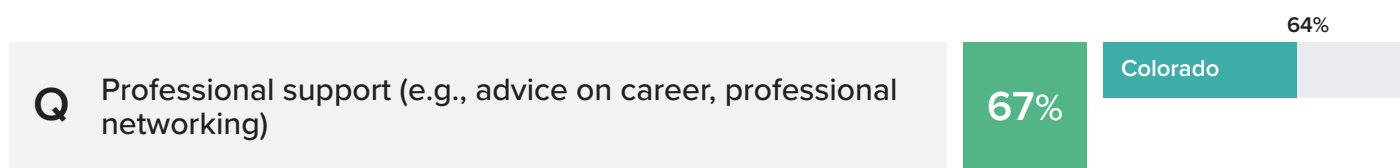
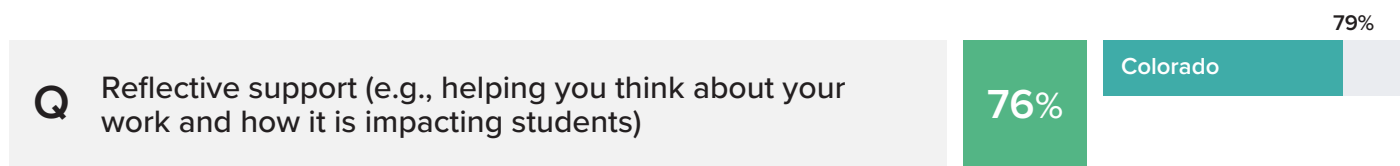
Distribution of responses



NQ More New Staff Questions results on next page

NQ New Staff Questions (cont)

COMPARE RESULT



RESULTS

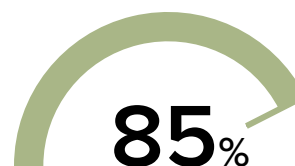
Item level results from your report



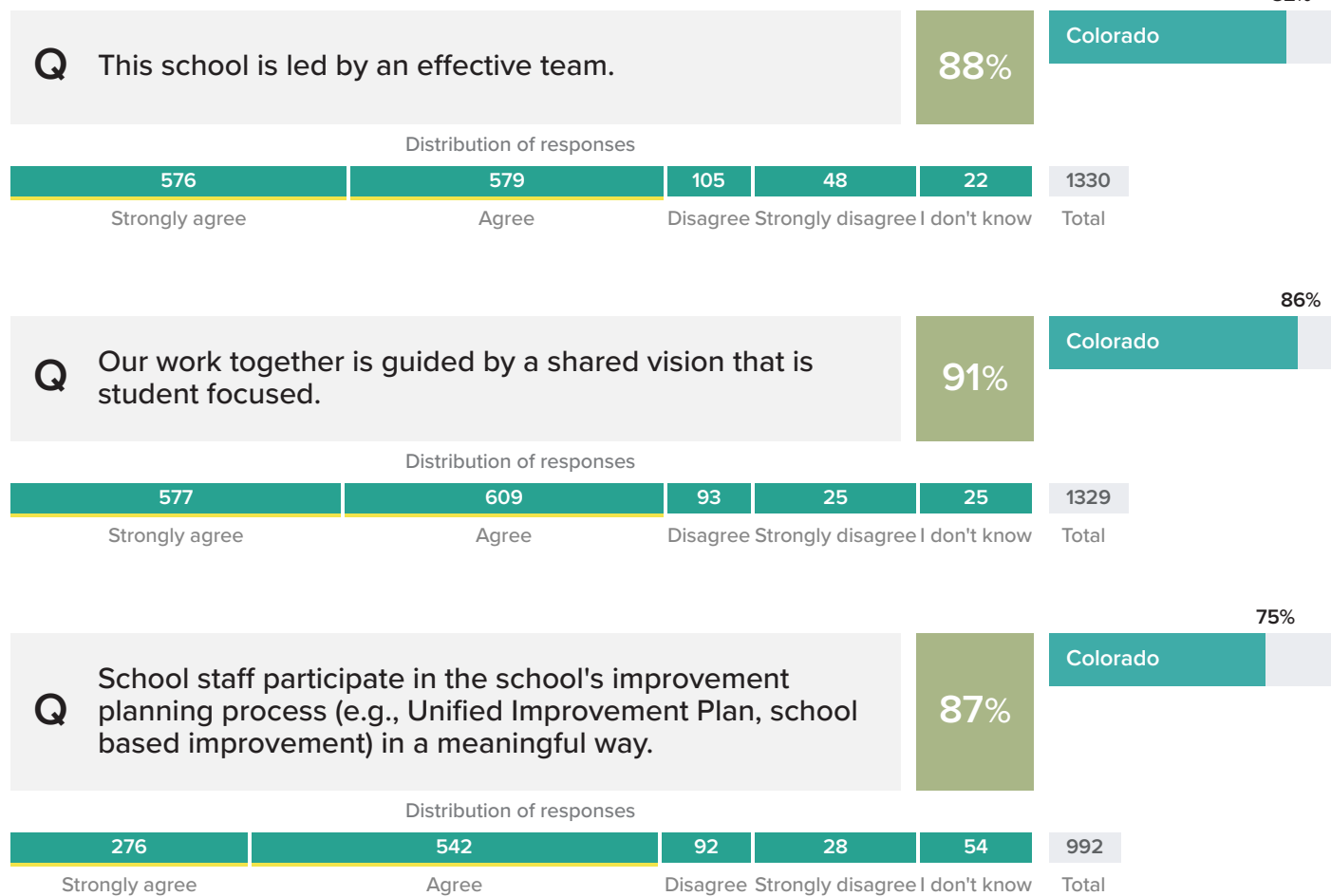
SL School Leadership

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



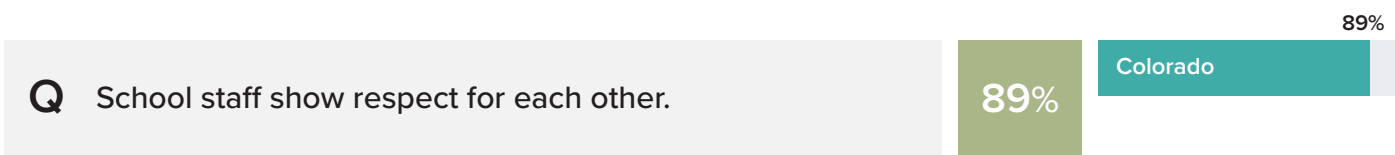
COMPARE RESULT



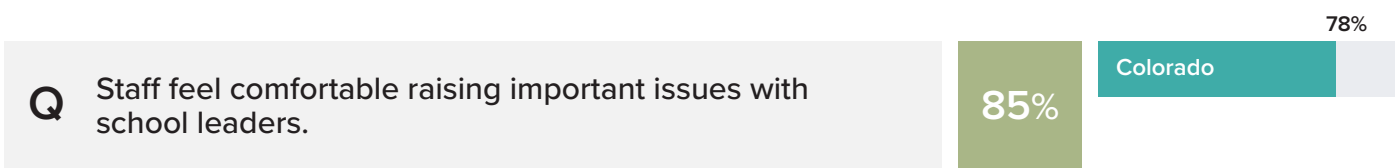
More School Leadership results on next page

SL School Leadership (cont)

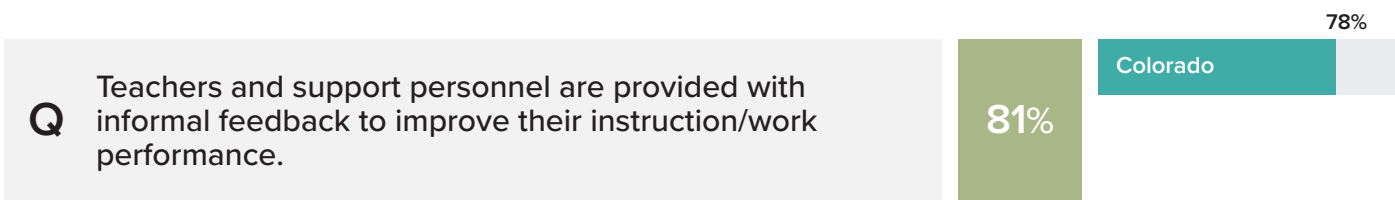
COMPARE RESULT



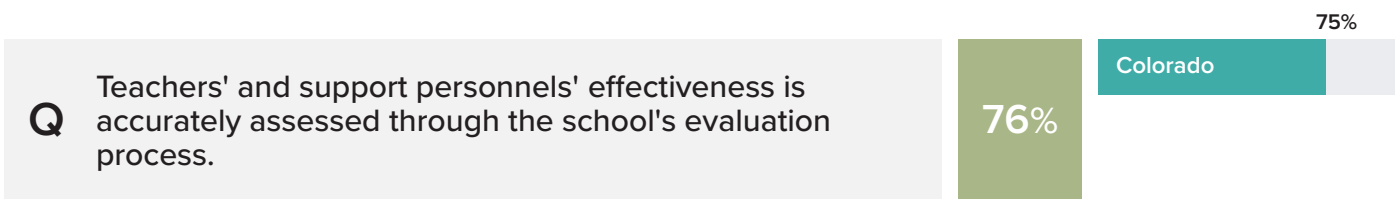
Distribution of responses



Distribution of responses



Distribution of responses



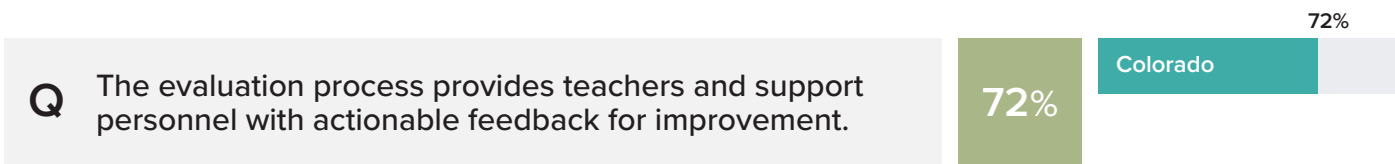
Distribution of responses



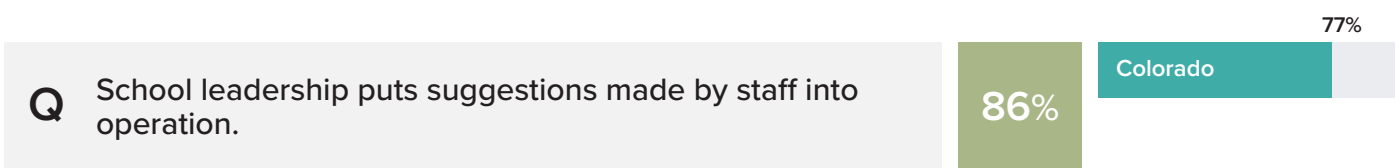
More School Leadership results on next page

SL School Leadership (cont)

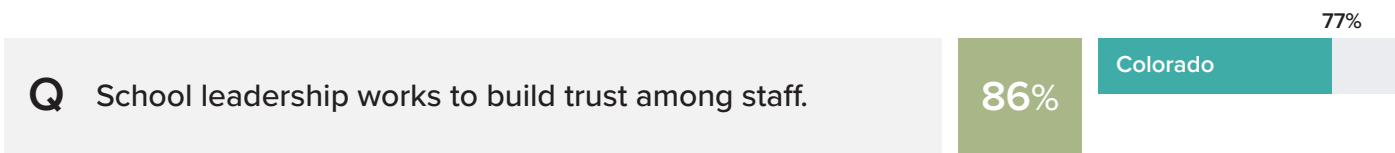
COMPARE RESULT



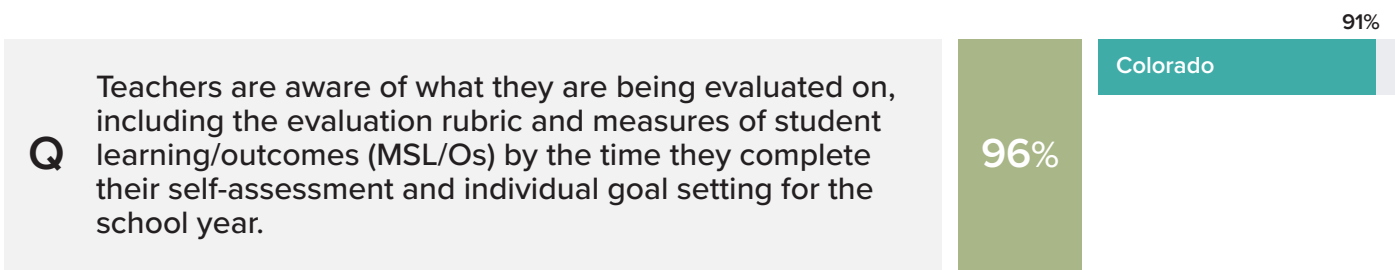
Distribution of responses



Distribution of responses



Distribution of responses



Distribution of responses



RESULTS

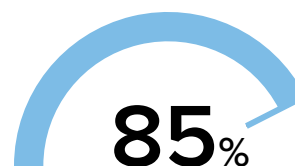
Item level results from your report



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

81%

Colorado

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

88%

Distribution of responses



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

85%

Distribution of responses



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

87%

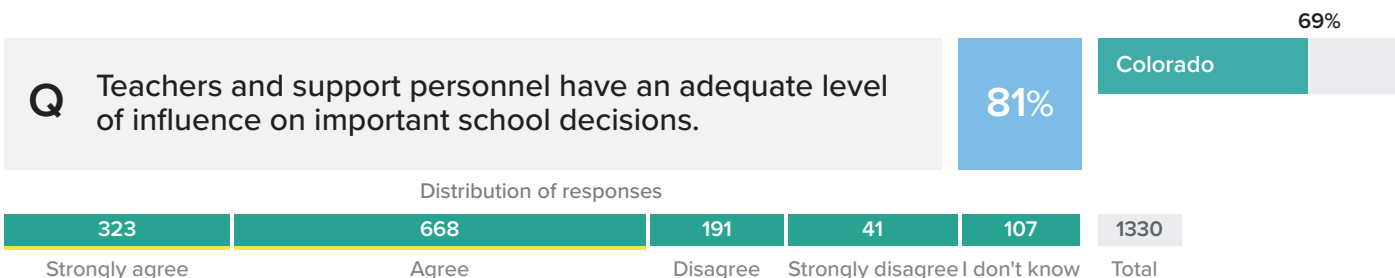
Distribution of responses



[More Staff Leadership results on next page](#)

SL Staff Leadership (cont)

COMPARE RESULT



RESULTS

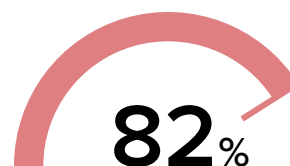
Item level results from your report



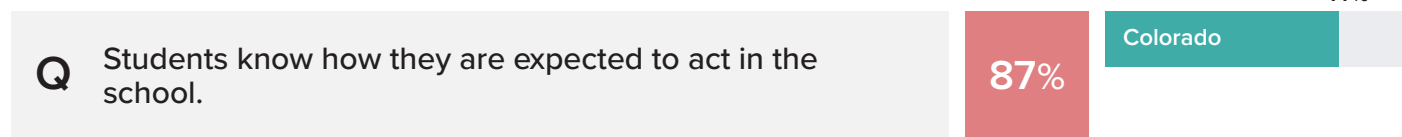
MC Managing Student Conduct

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

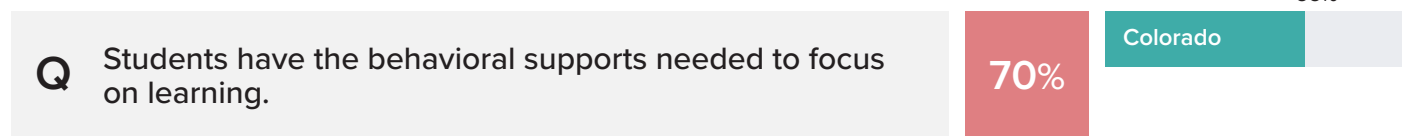
OVERALL FAVORABILITY



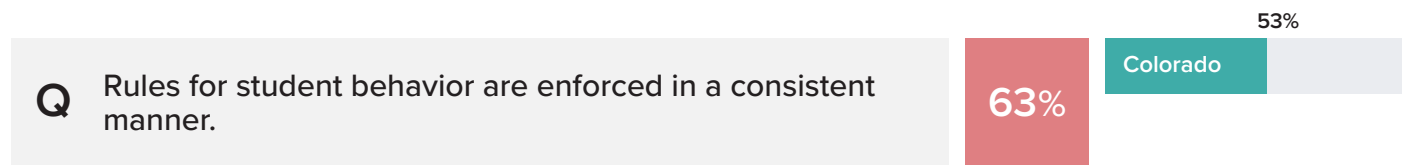
COMPARE RESULT



Distribution of responses



Distribution of responses



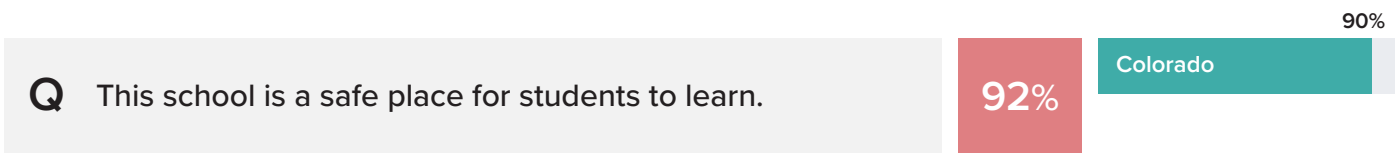
Distribution of responses



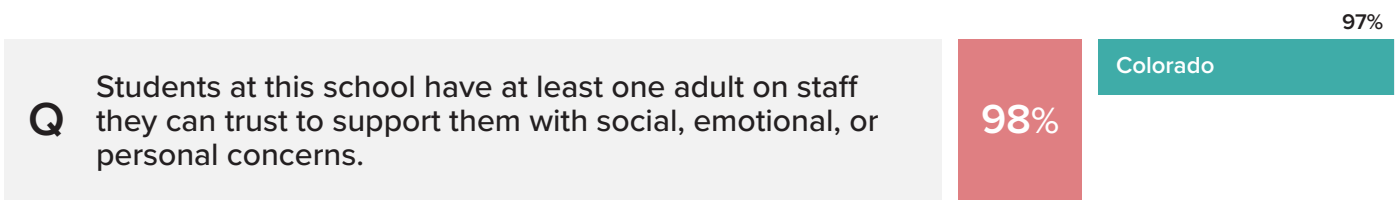
MC More Managing Student Conduct results on next page

MC Managing Student Conduct (cont)

COMPARE RESULT



Distribution of responses



Distribution of responses



RESULTS

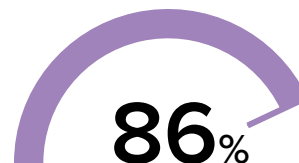
Item level results from your report



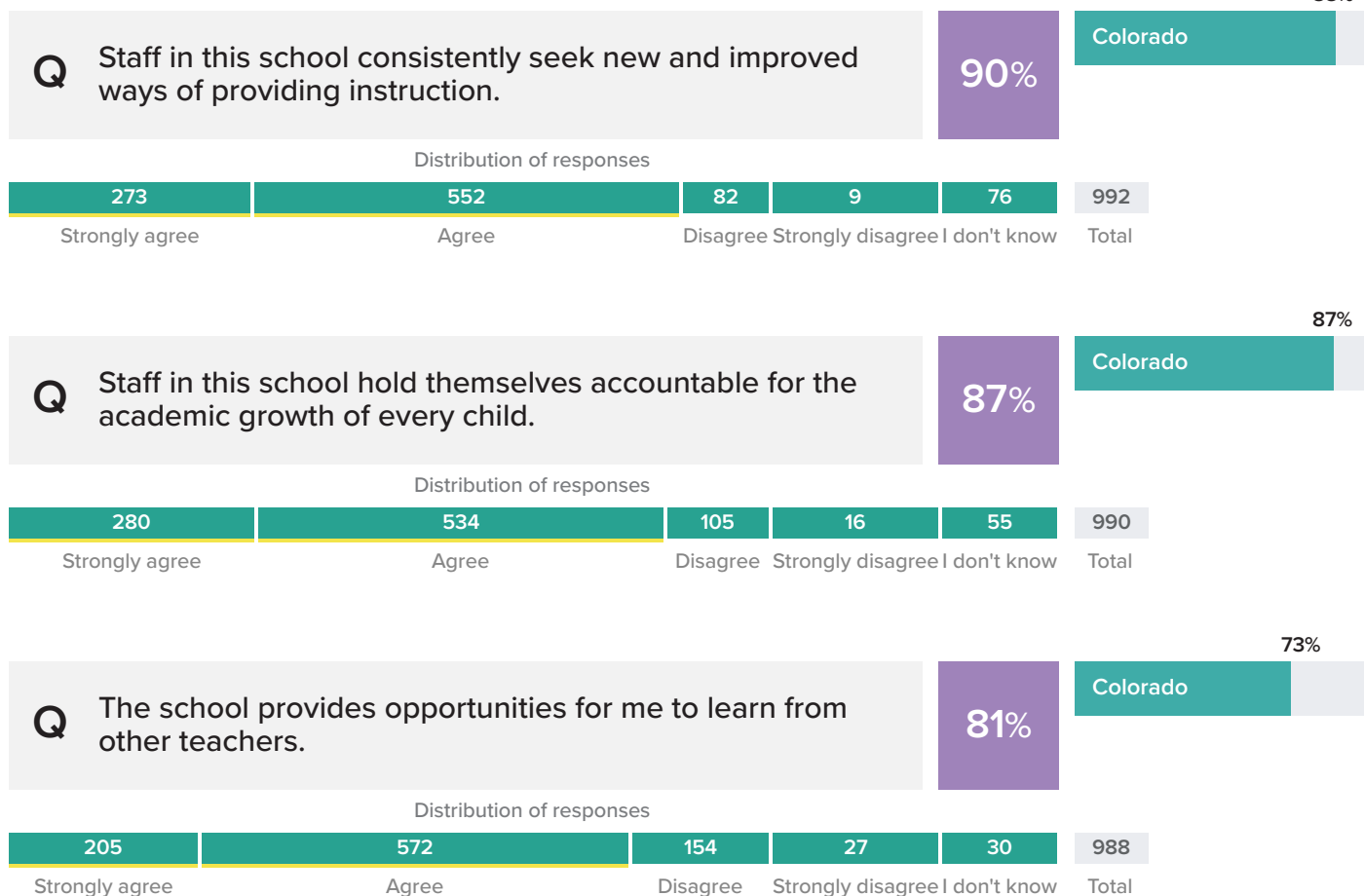
IS Instructional Practices and Support

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

OVERALL FAVORABILITY



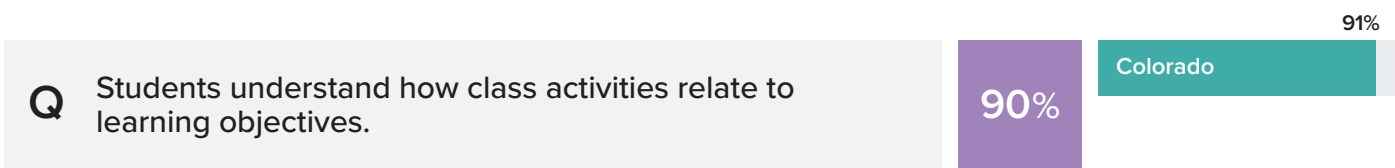
COMPARE RESULT



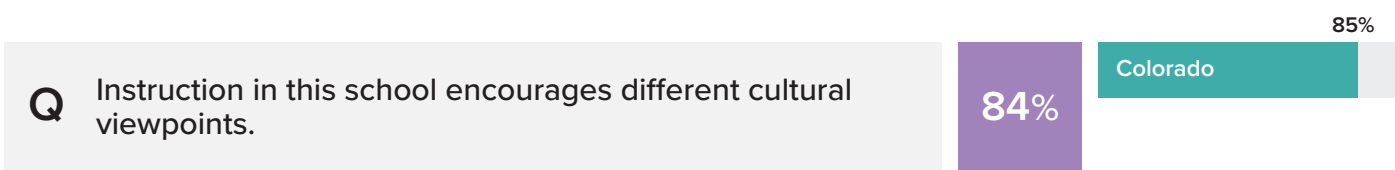
More Instructional Practices and Support results on next page

IS **Instructional Practices and Support (cont)**

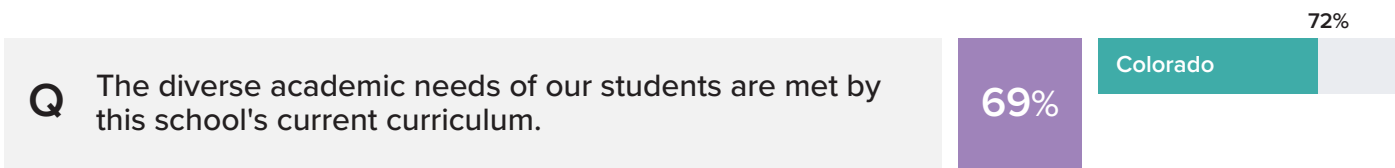
COMPARE RESULT



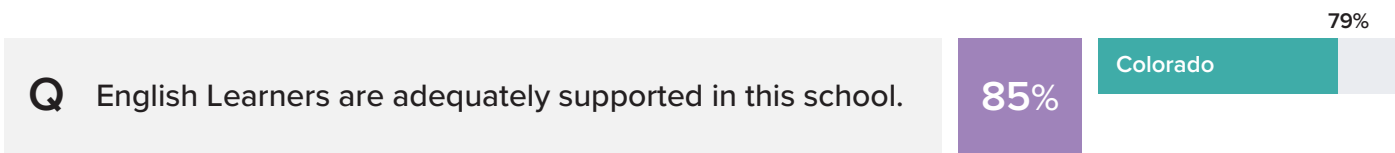
Distribution of responses



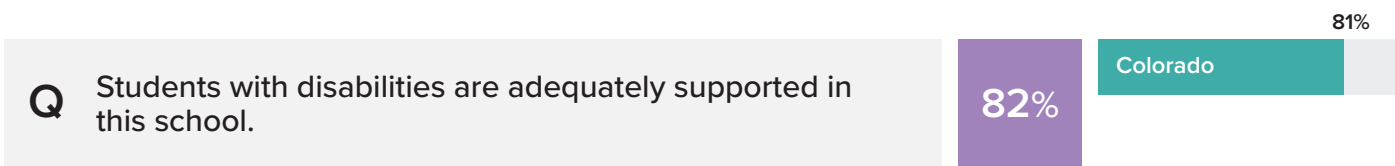
Distribution of responses



Distribution of responses



Distribution of responses

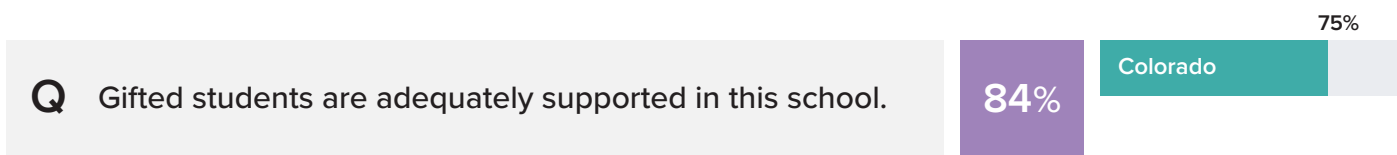


Distribution of responses

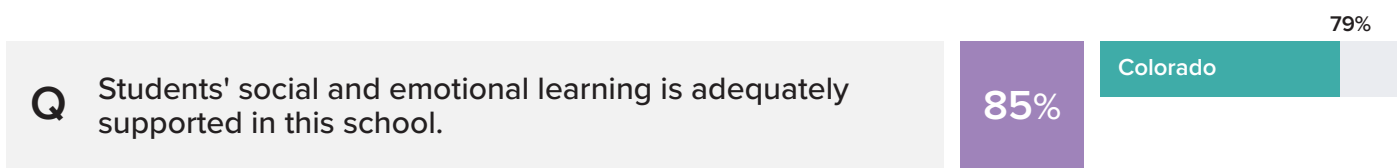


IS Instructional Practices and Support (cont)

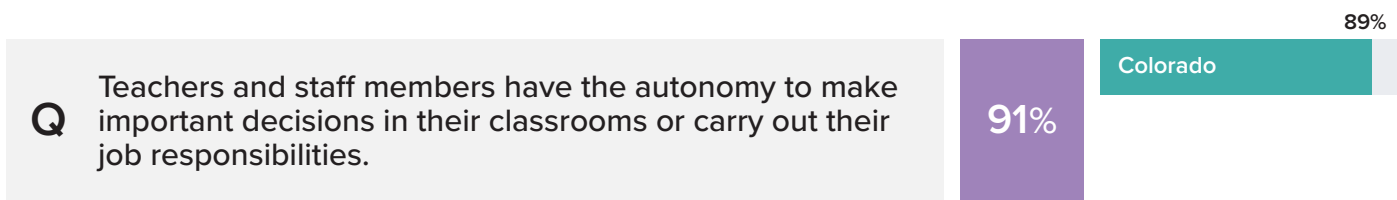
COMPARE RESULT



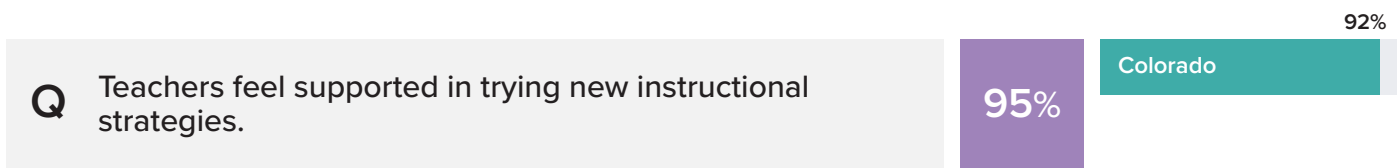
Distribution of responses



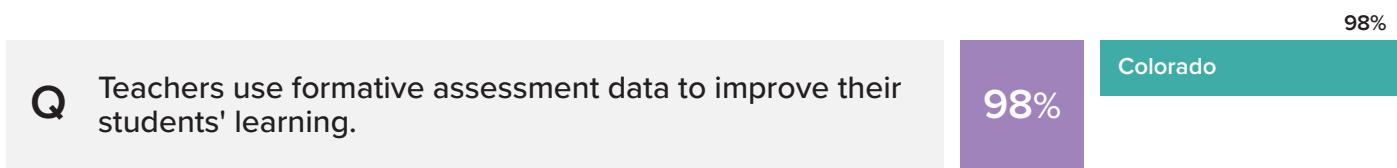
Distribution of responses



Distribution of responses



Distribution of responses



Distribution of responses



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

71%

Colorado

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

81%

Distribution of responses



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

64%

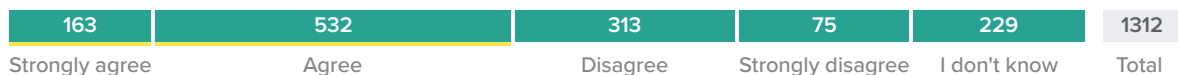
Distribution of responses



Q The effectiveness of professional development is assessed regularly.

64%

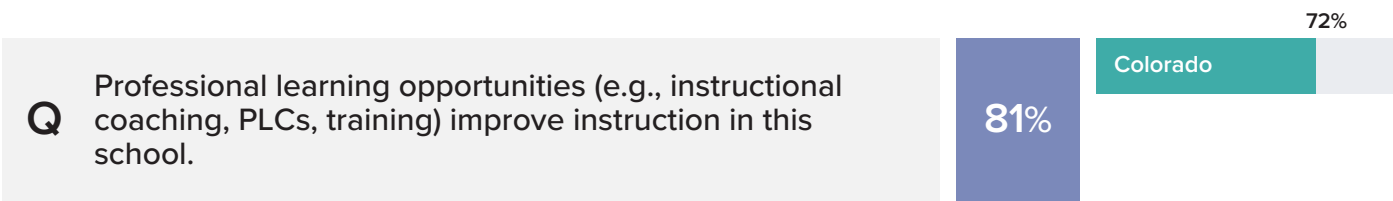
Distribution of responses



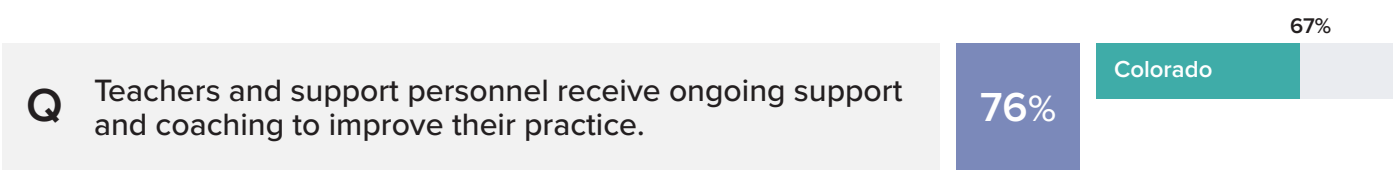
More Professional Development results on next page

PD Professional Development (cont)

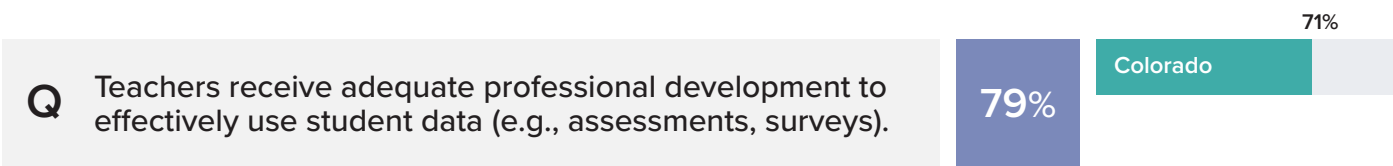
COMPARE RESULT



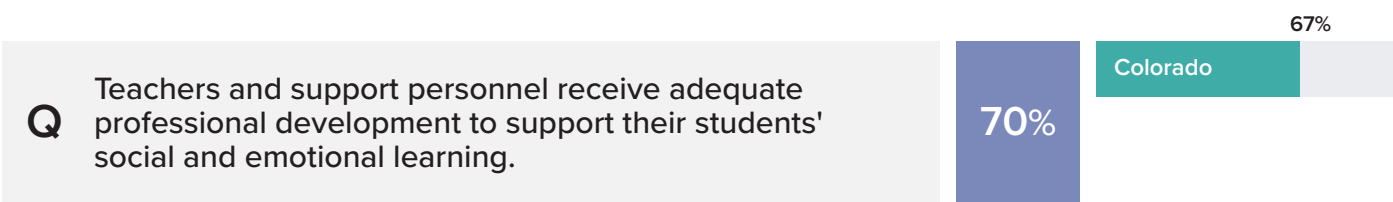
Distribution of responses



Distribution of responses



Distribution of responses



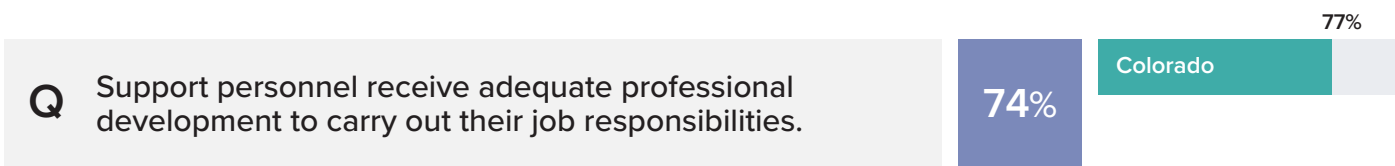
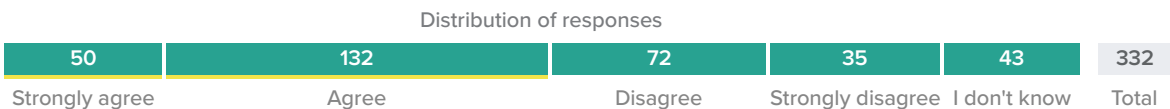
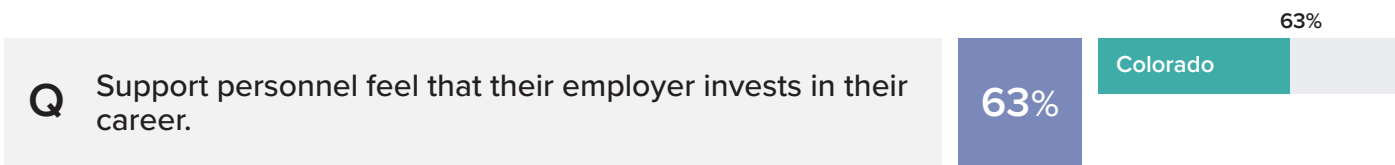
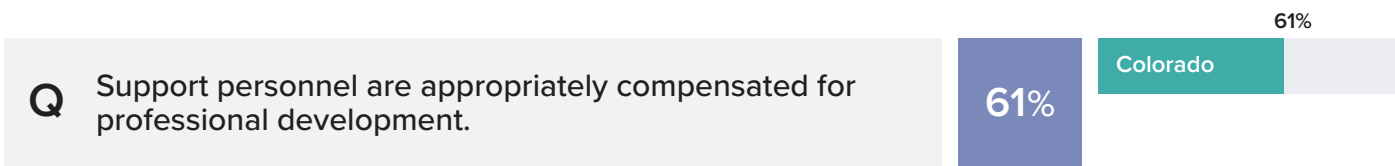
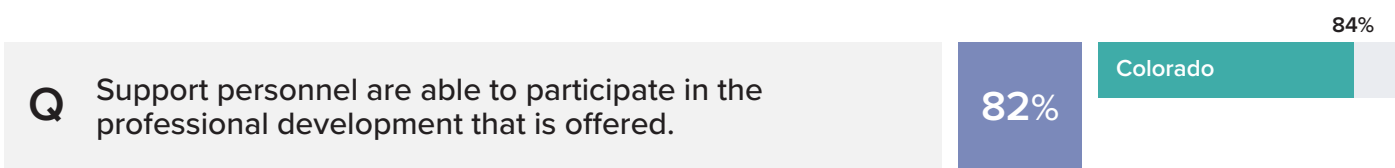
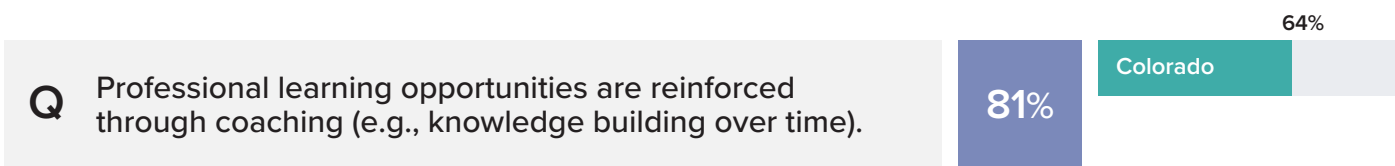
Distribution of responses



PD More Professional Development results on next page

PD Professional Development (cont)

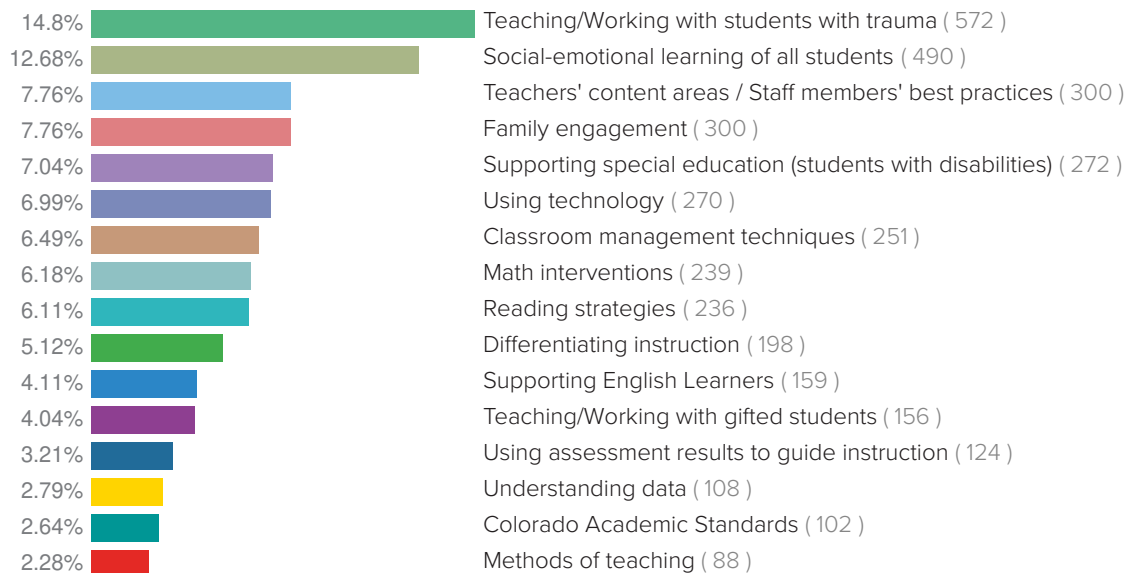
COMPARE RESULT



PD Professional Development (cont)

COMPARE RESULT

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



RESULTS

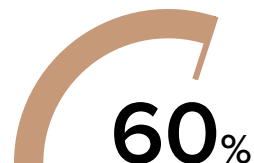
Item level results from your report



T Time

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

OVERALL FAVORABILITY



COMPARE RESULT

59%

Colorado



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

61%

Distribution of responses



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

69%

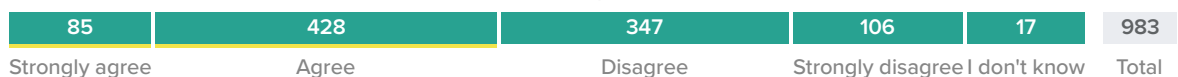
Distribution of responses



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

53%

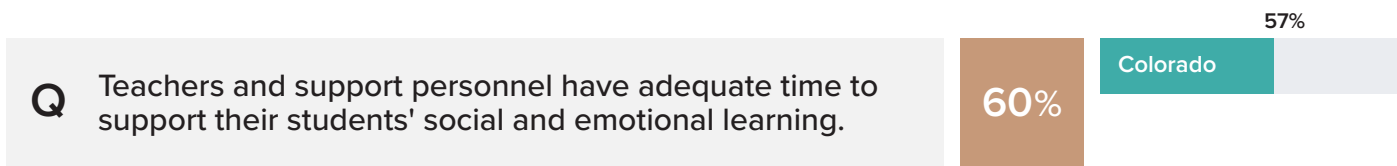
Distribution of responses



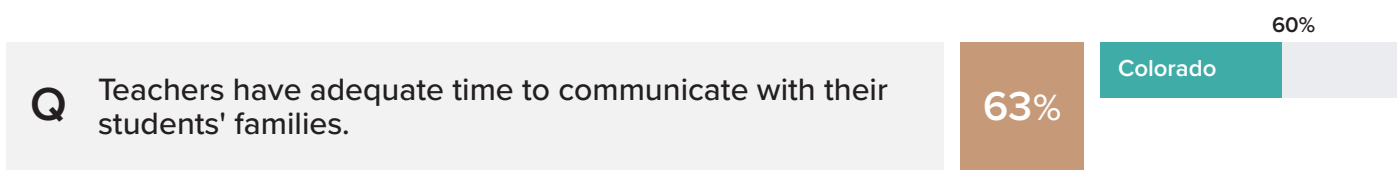
T More Time results on next page

T Time (cont)

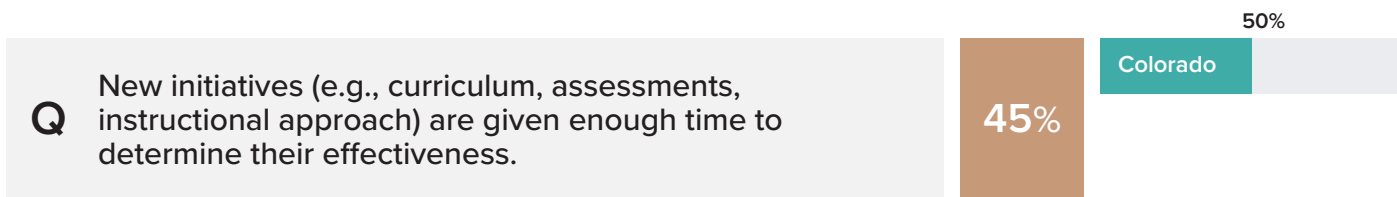
COMPARE RESULT



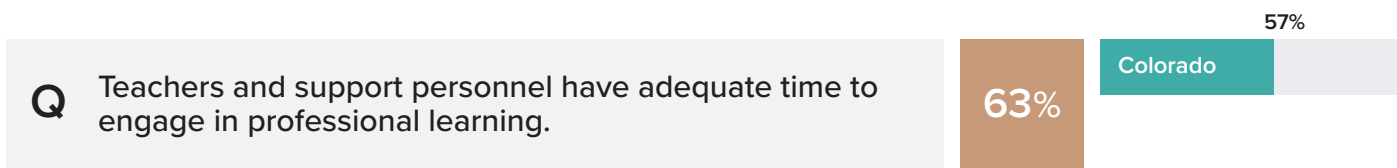
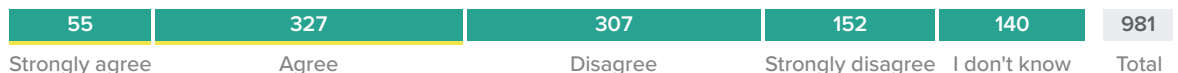
Distribution of responses



Distribution of responses



Distribution of responses



Distribution of responses



RESULTS

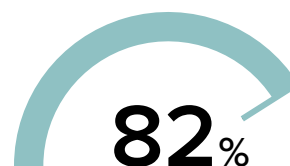
Item level results from your report



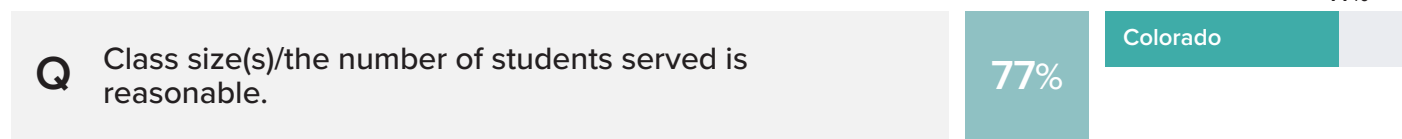
FR Facilities and Resources

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

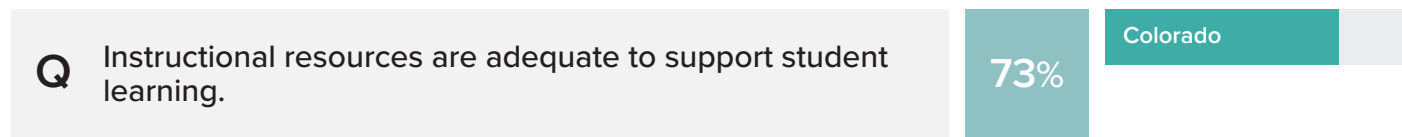
OVERALL FAVORABILITY



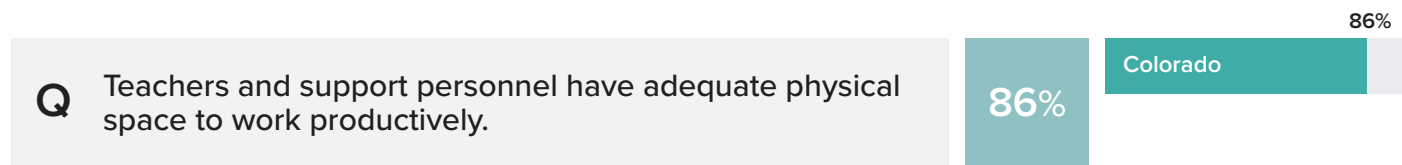
COMPARE RESULT



Distribution of responses



Distribution of responses



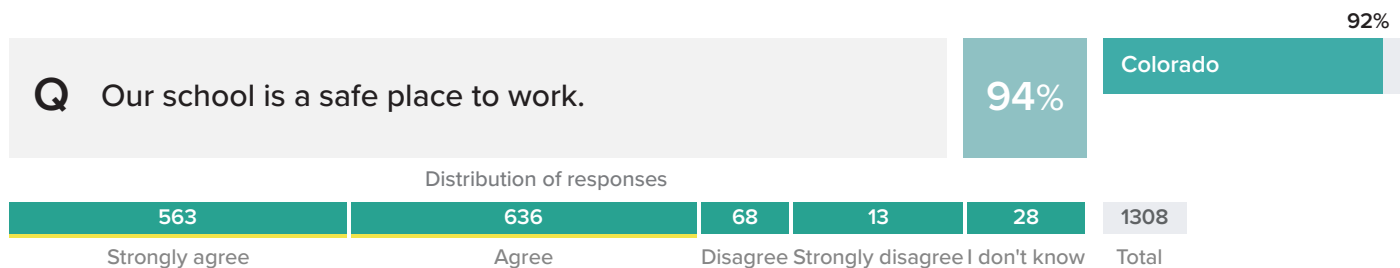
Distribution of responses



FR More Facilities and Resources results on next page

FR Facilities and Resources (cont)

COMPARE RESULT



RESULTS

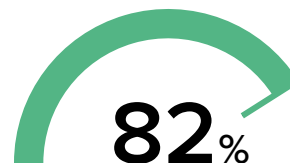
Item level results from your report



CI Community Support and Involvement

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

OVERALL FAVORABILITY



COMPARE RESULT

85%

Colorado

Q The broader community is supportive of the school.

78%

Distribution of responses



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

77%

Distribution of responses



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

76%

Distribution of responses



More Community Support and Involvement results on next page

CI Community Support and Involvement (cont)

COMPARE RESULT



RESULTS

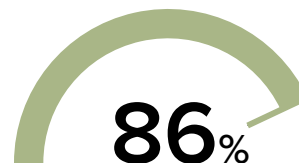
Item level results from your report



GR General Reflection

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

OVERALL FAVORABILITY



COMPARE RESULT

85%

Colorado

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

90%

Distribution of responses



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

89%

Distribution of responses



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

80%

Distribution of responses

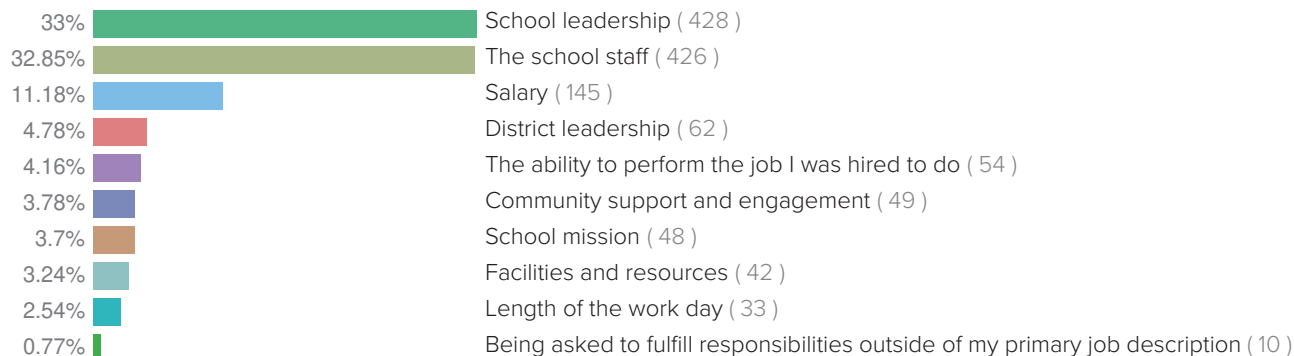


GR More General Reflection results on next page

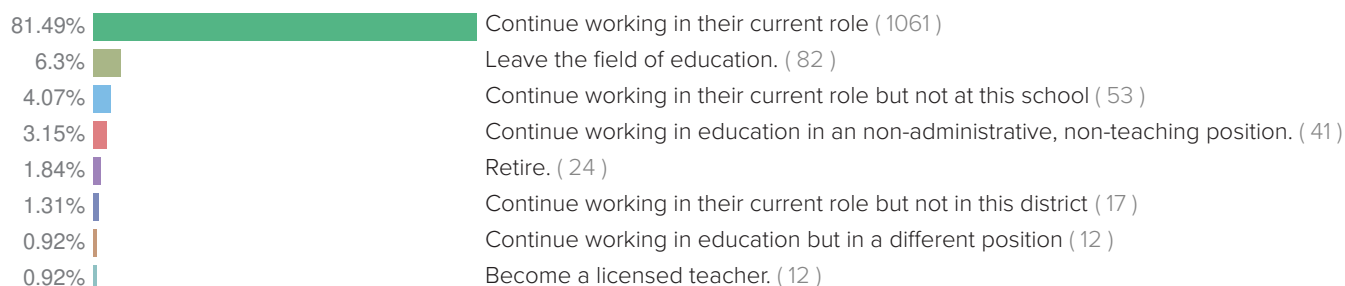
GR General Reflection (cont)

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

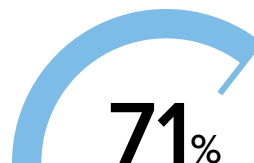
Item level results from your report



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

80%

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

73%

Colorado

Distribution of responses



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

69%

Colorado

Distribution of responses



Q The district clearly describes expectations for schools.

73%

Colorado

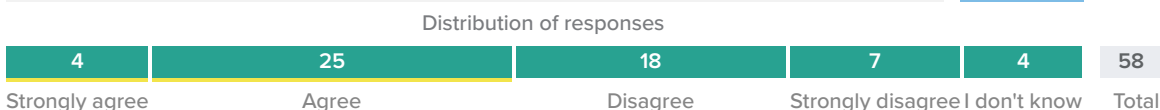
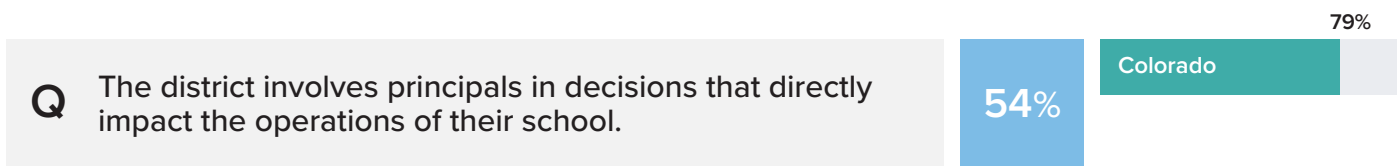
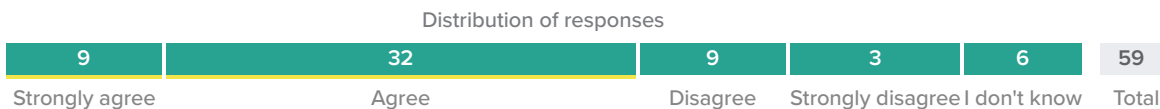
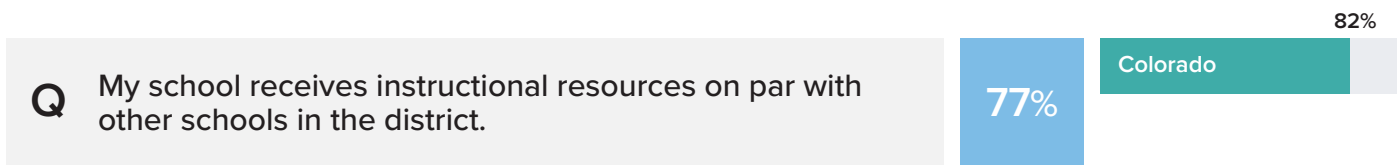
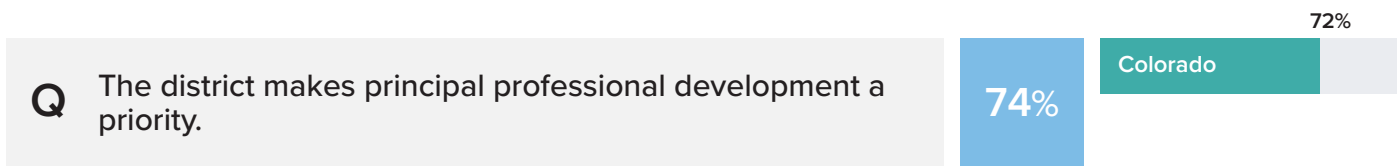
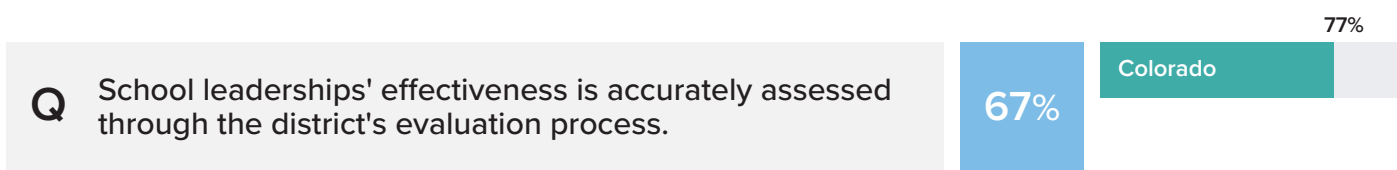
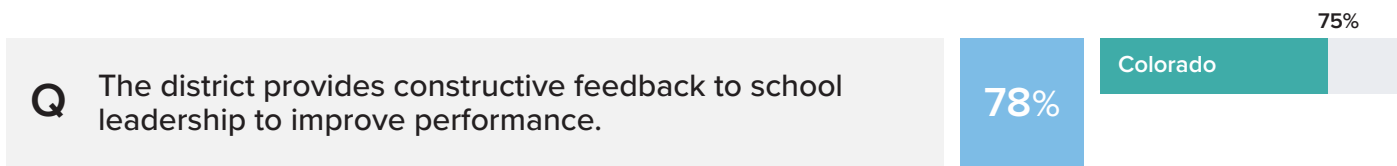
Distribution of responses



DS More District Supports results on next page

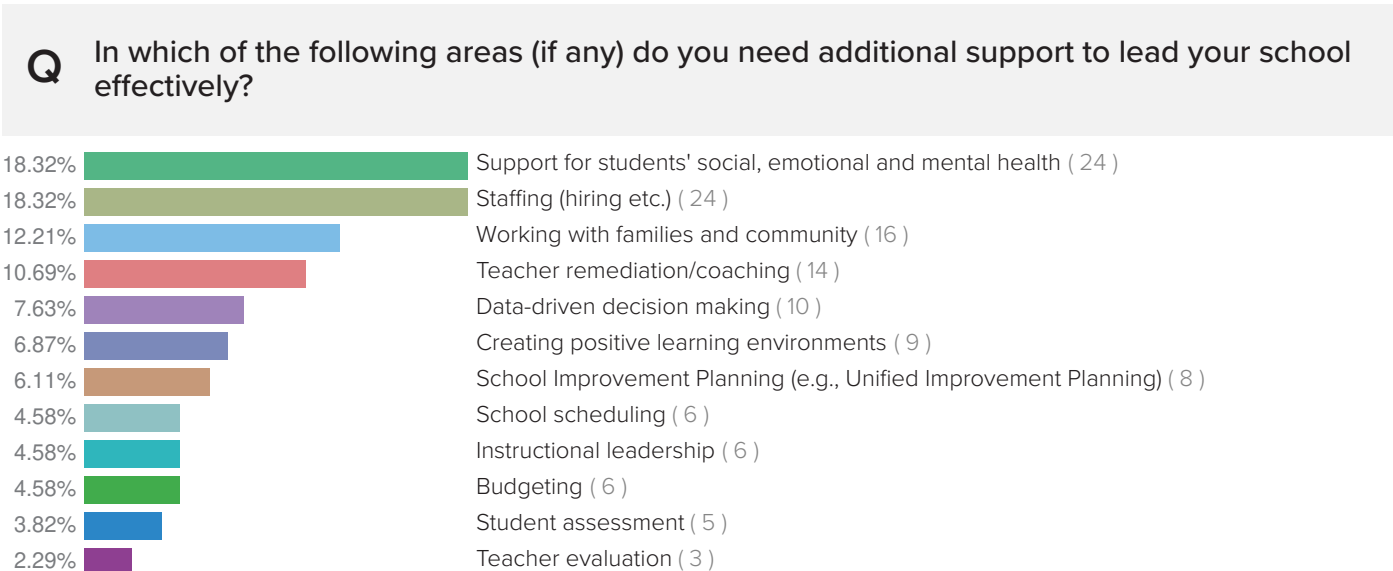
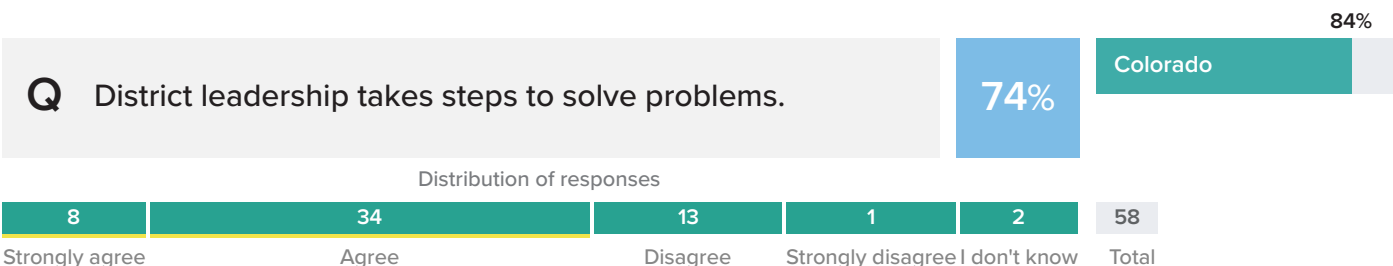
DS District Supports (cont)

COMPARE RESULT



DS District Supports (cont)

COMPARE RESULT



RESULTS

Item level results from your report

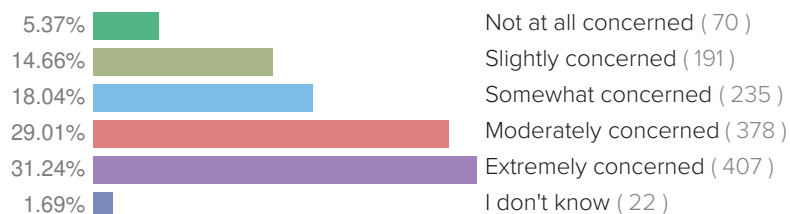


SC Student Challenges

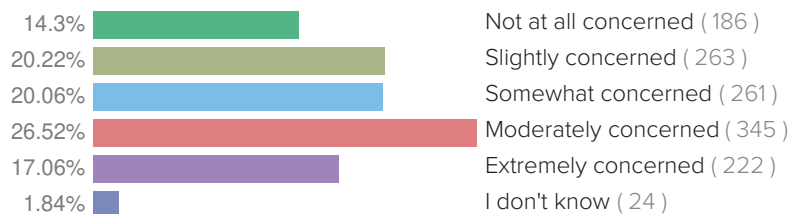
This section focuses on concerns regarding pandemic impacts on students during the current school year.

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).



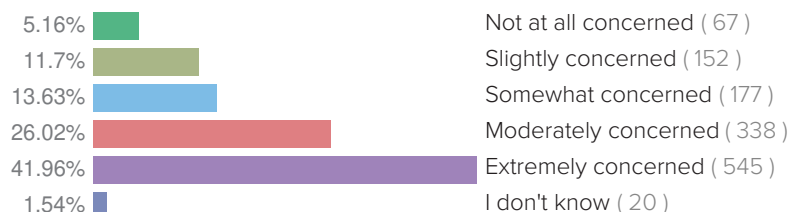
Q Social isolation.



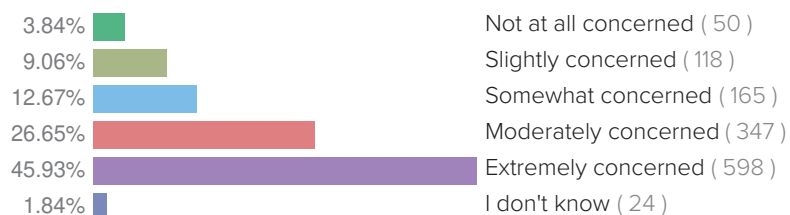
SC More Student Challenges results on next page

SC Student Challenges (cont)

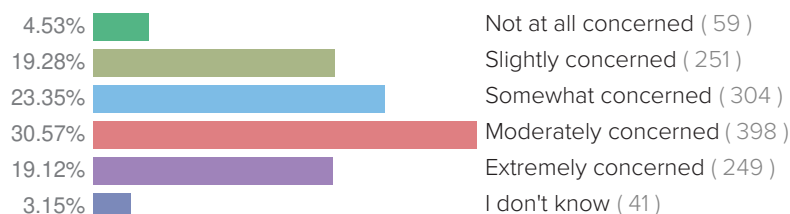
Q Increases in learning gaps.



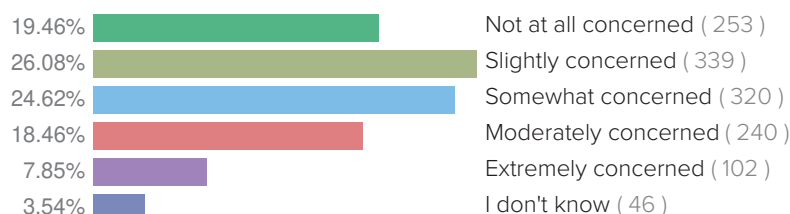
Q Insufficient home learning support.



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



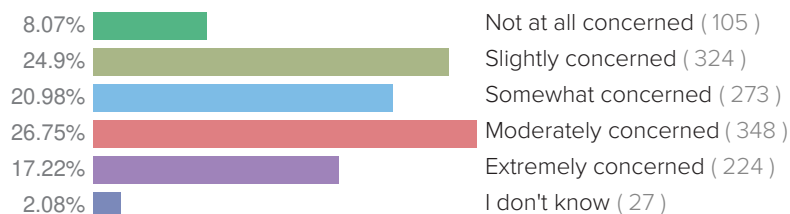
Q Student stress about assessment and grading.



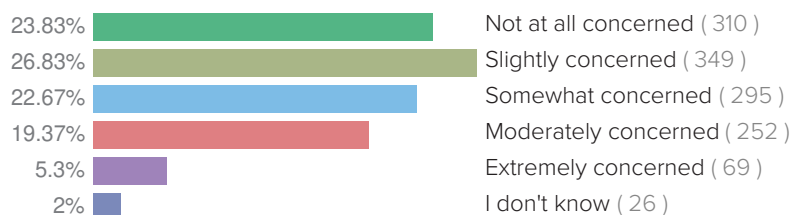
SC More Student Challenges results on next page

SC Student Challenges (cont)

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



Q Lack of access to technology/internet.



RESULTS

Item level results from your report



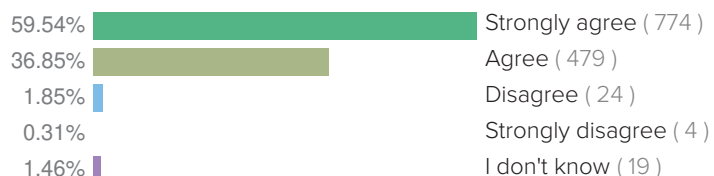
SW Support for Student Wellbeing

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

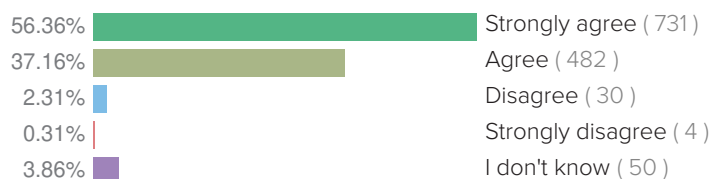
Q I value being a trusted adult for students in my school.



Q I feel comfortable discussing life skills with my students.



Q I feel comfortable discussing resilience strategies with my students.



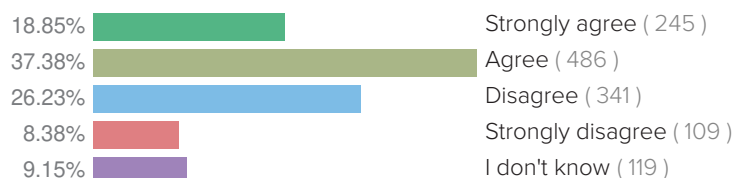
SW More Support for Student Wellbeing results on next page

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.



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.



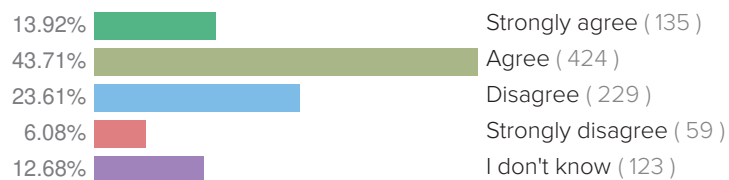
Q Our school's system of support for students help students get the social-emotional support they need.



More School Supports results on next page

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

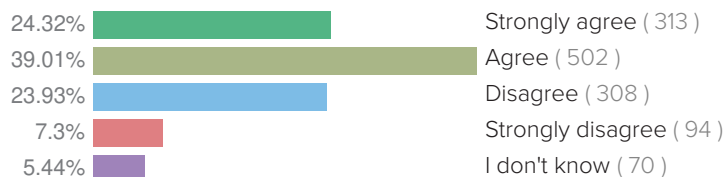
This section focuses on pandemic impacts on staff during the current year.

THE PANDEMIC NEGATIVELY AFFECTED THE FOLLOWING ASPECTS OF MY JOB:

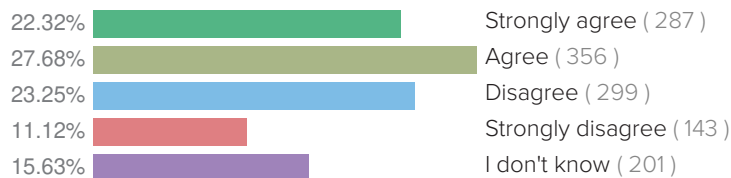
Q Managing distance/online teaching.



Q Predictable daily routine.



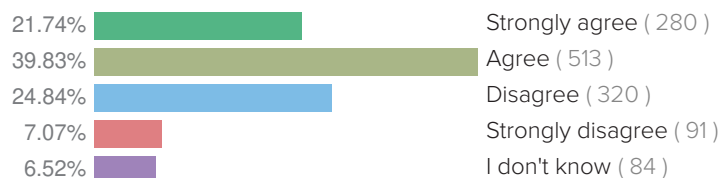
Q Having to teach/provide support online and in person at the same time.



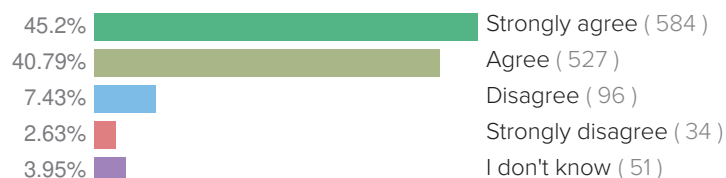
More Pandemic Impact on Teaching / Job results on next page

PJ Pandemic Impact on Teaching / Job (cont)

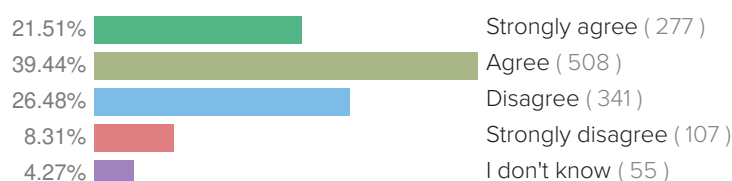
Q Interactions with students' parents/guardians.



Q Student engagement.



Q Engagement with my colleagues.



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



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

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.



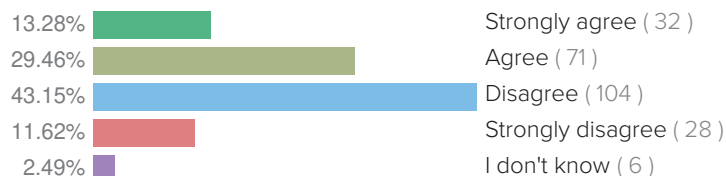
ES More [ESP] Job Satisfaction results on next page

ES [ESP] Job Satisfaction (cont)

Q My work schedule fits my personal needs.



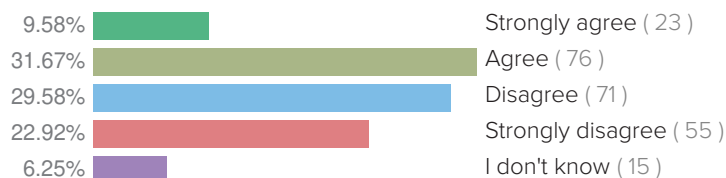
Q My work is very stressful.



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.



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.

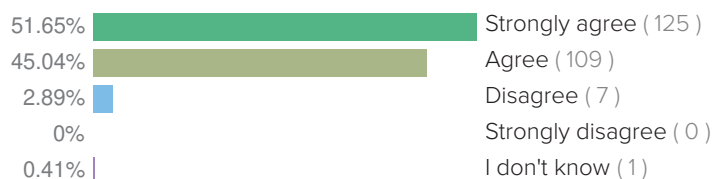
Q I am comfortable with the tasks I am asked to perform.



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

ER [ESP] Roles & Responsibilities (cont)

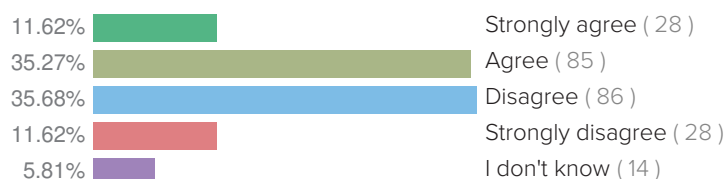
Q I was properly trained for my job.



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.

