DISTRICT REPORT

Teaching & Learning Conditions Colorado Survey

Prepared for
Canon City RE-1

Number of respondents (#)
305

REPORT CONTENTS

REPORT CONTENTS (CONTINUED)

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.
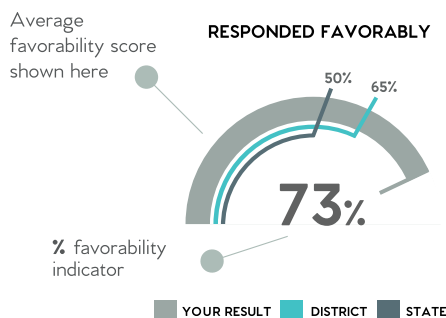
SURVEY DESIGN

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
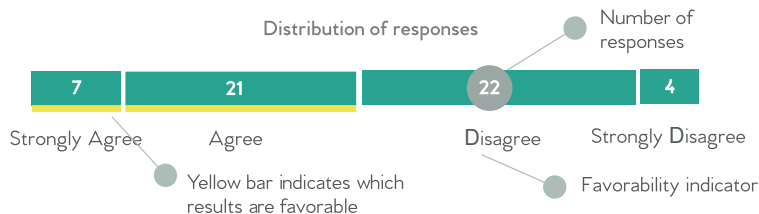
DEMOGRAPHICS
Who took the survey?

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.

305 total respondents

D What is your current position at the school?

61.31%	Teacher (187)
7.21%	Special Service Provider (22)
3.28%	School Leader (10)
0%	Combined District and School Leader Role (0)
28.2%	Education Support Professional (86)
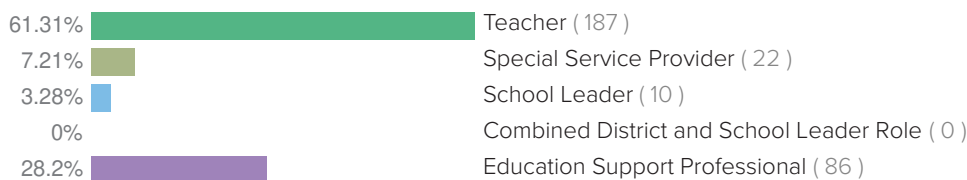
D How many years have you worked at your present school in the position identified in question 1?

21.64%	First Year (66)
17.7%	2-3 Years (54)
19.02%	4-5 Years (58)
21.64%	6-10 Years (66)
11.15%	11-20 Years (34)
8.85%	20+ years (27)
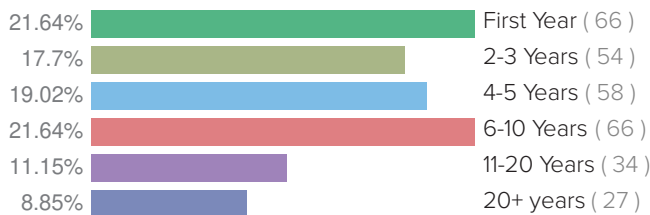
D How many years have you worked in your career in this position/role?

11.48%	First Year (35)
10.49%	2-3 Years (32)
14.43%	4-5 Years (44)
25.9%	6-10 Years (79)
21.97%	11-20 Years (67)
15.74%	20+ years (48)

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%

82%
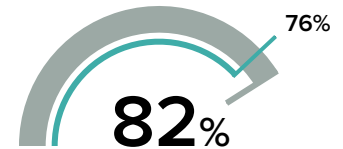
YOUR RESULTS

NQ
New Staff Questions

73%

72%

- YOUR RESULT
- COLORADO
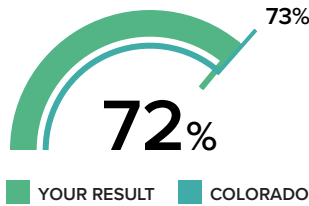
TOP ITEM RESULT

82%

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

SL
School Leadership

80%

86%

- YOUR RESULT
- COLORADO
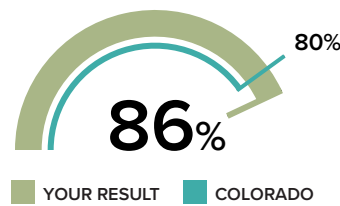
TOP ITEM RESULT

97%

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

SL
Staff Leadership

77%

85%

- YOUR RESULT
- COLORADO
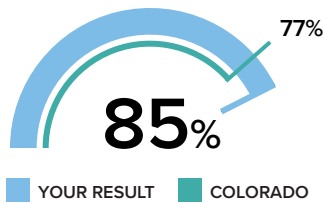
TOP ITEM RESULT

89%

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

MC
Managing Student Conduct

77%

84%

- YOUR RESULT
- COLORADO
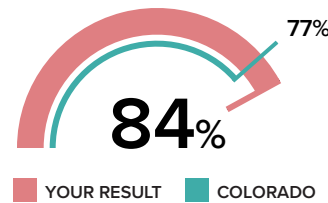
TOP ITEM RESULT

99%

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

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%

82%
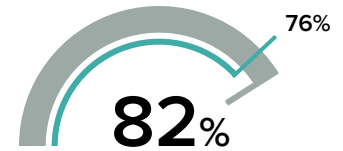
YOUR RESULTS

IS
Instructional Practices and Support
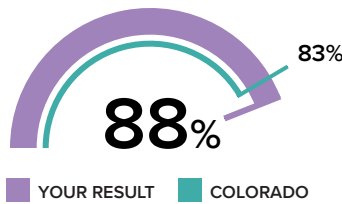
TOP ITEM RESULT

98%

83%

88%

YOUR RESULT COLORADO

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

PD
Professional Development
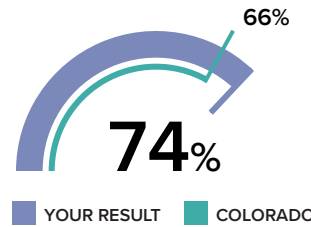
TOP ITEM RESULT

93%

66%

74%

YOUR RESULT COLORADO

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

T
Time

57%

66%

YOUR RESULT COLORADO
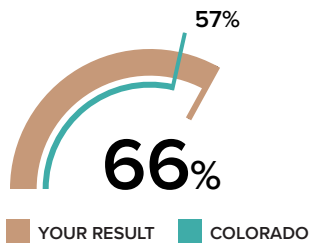
TOP ITEM RESULT

75%

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

FR
Facilities and Resources
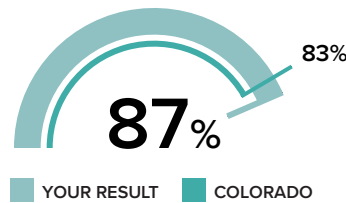
TOP ITEM RESULT

94%

83%

87%

YOUR RESULT COLORADO

Q Our school is a safe place to work.

CAMBRIDGE EDUCATION

REPORT OVERVIEW
Your results at a glance

TLCC Survey

REPORT OVERALL FAVORABILITY

76%

82%
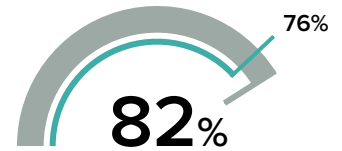
YOUR RESULTS

CI
Community Support and Involvement

81%

83%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

91%

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

GR
General Reflection

82%

87%

■ YOUR RESULT ■ COLORADO

TOP ITEM RESULT

91%
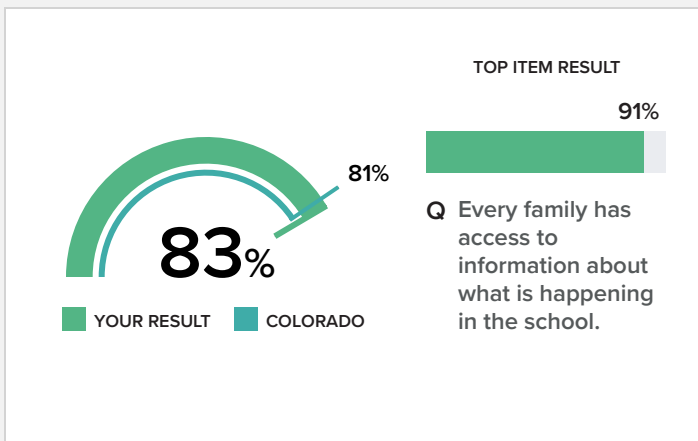
Q I would recommend this school as a good place for students to learn.
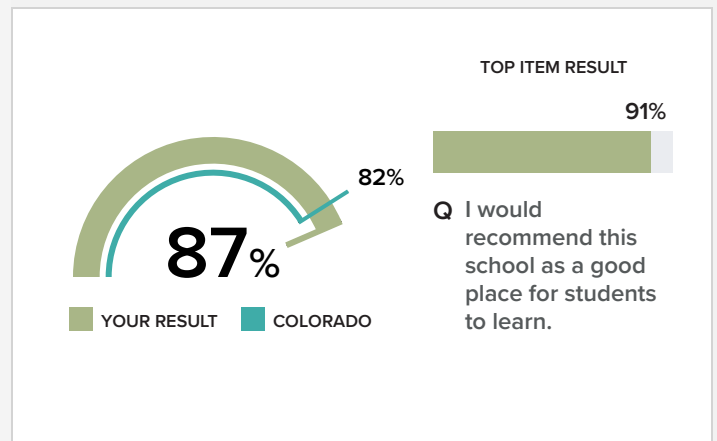
DS
District Supports

This construct did not receive the number of responses needed to appear in the results

REPORT OVERVIEW - BREAKDOWN

Results Disaggregated by Subgroups

Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.

Results Disaggregated By: **Years of Experience as a Teacher**

NQ New Staff Questions
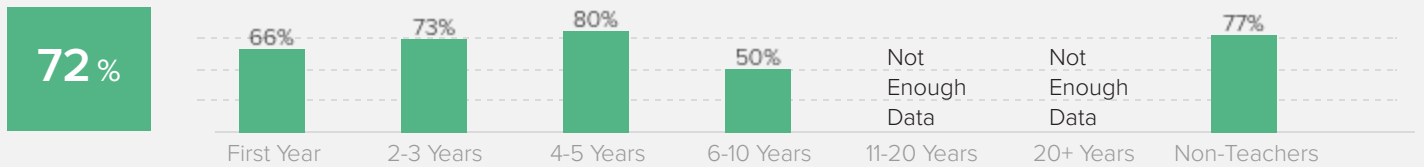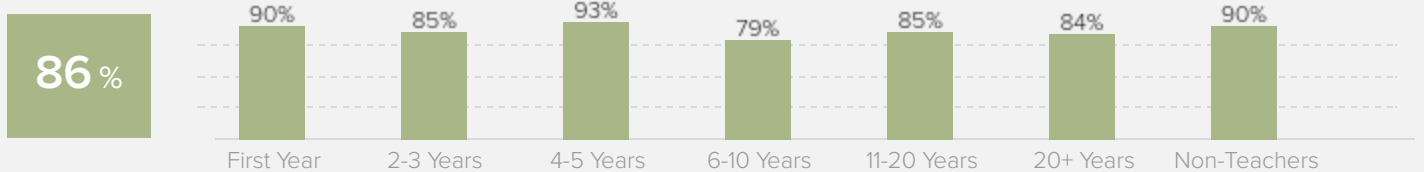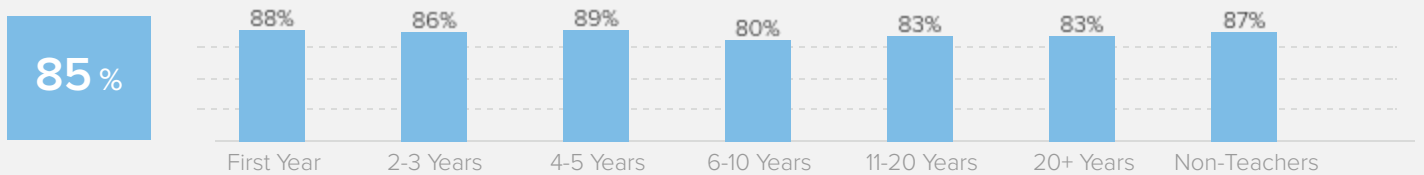
72 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
66%	73%	80%	50%	Not Enough Data	Not Enough Data	77%

SL School Leadership

86 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
90%	85%	93%	79%	85%	84%	90%

SL Staff Leadership

85 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
88%	86%	89%	80%	83%	83%	87%

MC Managing Student Conduct

84 %

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
88%	84%	88%	80%	79%	84%	86%

REPORT OVERVIEW - BREAKDOWN
Results Disaggregated by Subgroups

Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.

Results Disaggregated By: **Years of Experience as a Teacher**

IS Instructional Practices and Support
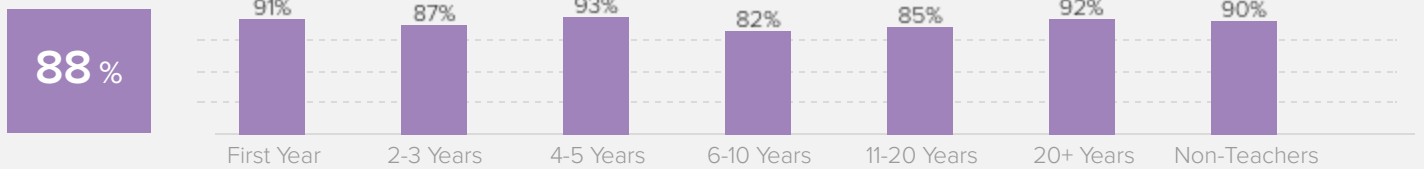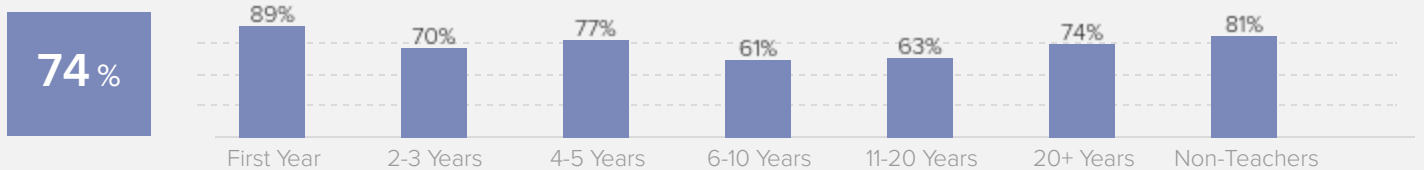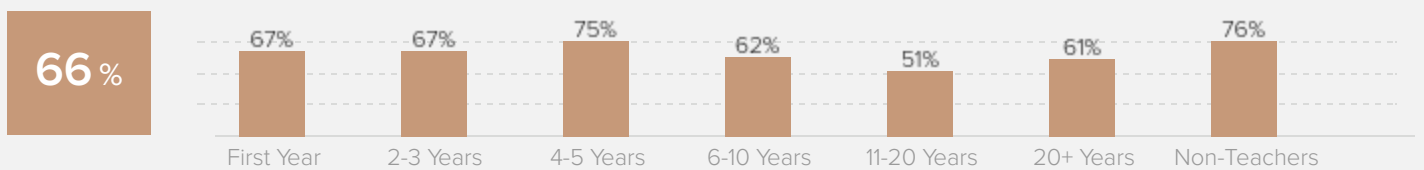
88%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
91%	87%	93%	82%	85%	92%	90%

PD Professional Development

74%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
89%	70%	77%	61%	63%	74%	81%

T Time

66%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
67%	67%	75%	62%	51%	61%	76%

FR Facilities and Resources

87%

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
90%	87%	89%	82%	85%	81%	91%

REPORT OVERVIEW - BREAKDOWN
Results Disaggregated by Subgroups

Responses, in this report, are disaggregated in order to reveal potential trends, patterns, or insights that may not be detectable when looking at the responses in the aggregate. This report can help identify important differences in perceptions across different subgroups of respondents.

Results Disaggregated By: **Years of Experience as a Teacher**

CI Community Support and Involvement

83%

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	89%	91%	85%	79%	74%	86%	86%

GR General Reflection

87%

	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
	91%	89%	97%	81%	78%	90%	88%

DS District Supports

N/A Not Enough Data
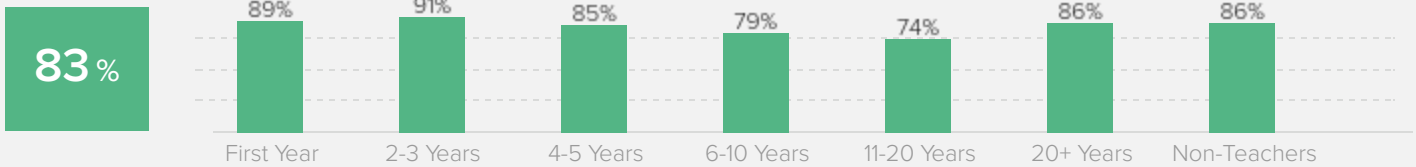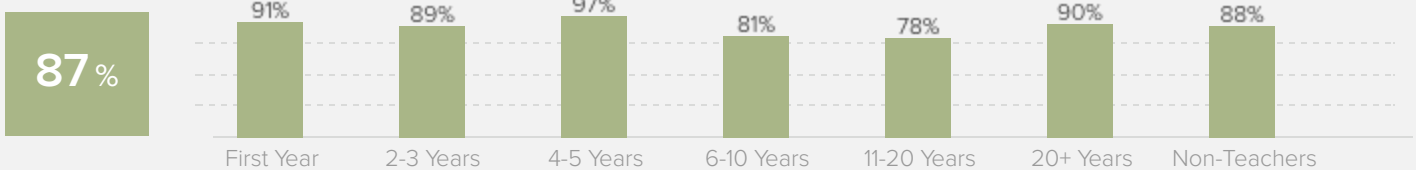
RESULTS
Item level results from your report

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

72%

COMPARE RESULT

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

55%

69%
Colorado

Distribution of responses

8	9	11	3	0	31
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
58%	45%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	63%

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

82%

74%
Colorado

Distribution of responses

46	51	19	3	1	120
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	79%	80%	50%	86%	80%	83%

NQ More New Staff Questions results on next page

NQ New Staff Questions (cont)

COMPARE RESULT

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

89.71%	Yes (61)
5.88%	No (4)
4.41%	I don't know (3)

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

56.36%	Yes (31)
40%	No (22)
3.64%	I don't know (2)

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

25%	New teacher/staff orientation (82)
18.29%	New teacher/staff training to develop content knowledge or on their primary responsibilities (60)
17.38%	Ongoing dialogue with school leaders (57)
14.33%	Networking with other new teachers/peers (47)
7.01%	Scheduled shared planning time (23)
6.4%	New teacher training to develop pedagogy (21)
6.1%	Coverage to enable teachers and staff to observe their peers / other classrooms (20)
5.18%	Other (17)
0.3%	Reduced teaching responsibilities (1)

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

84%

Q Job/Instructional support and classroom support (e.g., ideas, resources, advice on doing my job well)
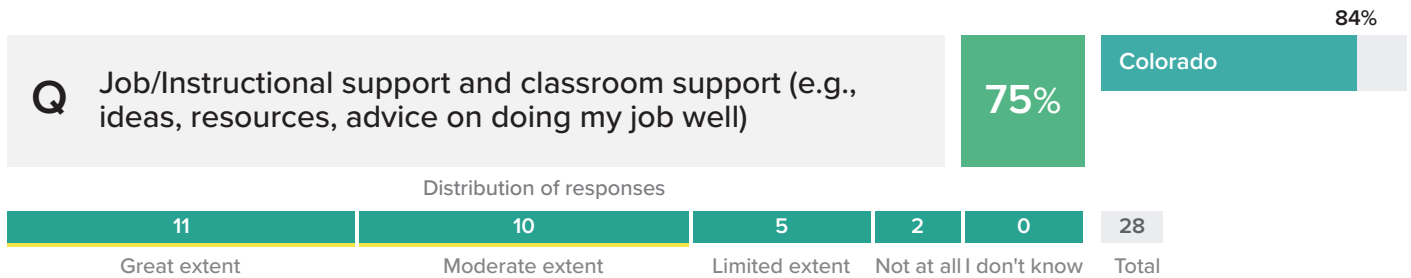
75%

Colorado

Distribution of responses

11	10	5	2	0	28
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

67%	70%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

NQ More New Staff Questions results on next page

NQ New Staff Questions (cont)

COMPARE RESULT

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

57%

69%

Colorado

Distribution of responses

8	8	5	7	0	28
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
50%	80%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	33%
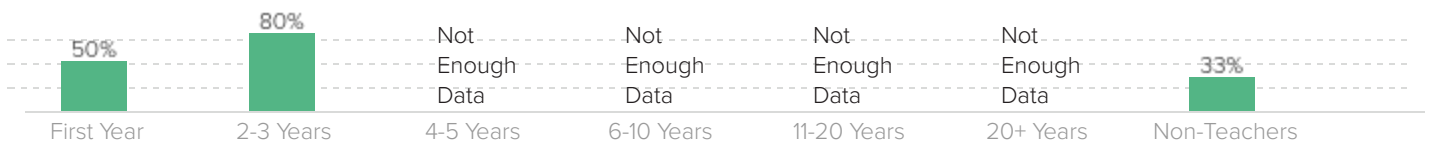
Q Reflective support (e.g., helping you think about your work and how it is impacting students)

75%

79%

Colorado

Distribution of responses

12	9	5	2	0	28
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
67%	90%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	67%

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

64%

64%

Colorado

Distribution of responses

7	11	8	2	0	28
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
50%	70%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	83%

NQ More New Staff Questions results on next page

NQ New Staff Questions (cont)

COMPARE RESULT

| Q | Evaluative support (e.g., formative evaluation feedback, advice related to evaluation expectations) | **64**% |

69%

| Colorado |

Distribution of responses

6	12	6	4	0	28
Great extent	Moderate extent	Limited extent	Not at all	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

58%	70%	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	67%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

RESULTS
Item level results from your report

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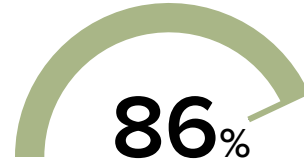
This area is aimed at the school leadership's role within the school, the vision provided and the culture of the building. These items refer to the team that leads the school; they are not limited to the principal.
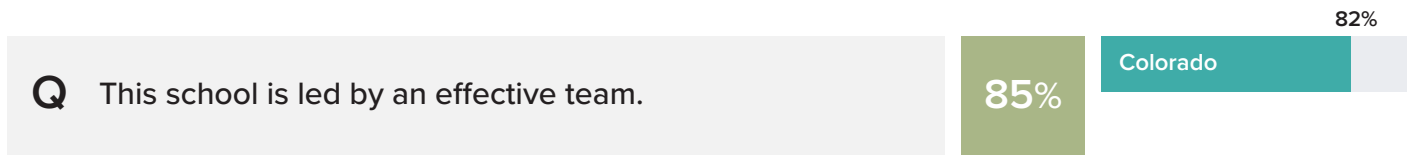
OVERALL FAVORABILITY

86%

COMPARE RESULT

Q This school is led by an effective team.

85%

82%
Colorado

Distribution of responses

130	123	36	9	7	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	89%	96%	73%	84%	79%	88%

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

91%

86%
Colorado

Distribution of responses

128	145	23	4	5	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
87%	94%	96%	84%	91%	84%	95%

SL More School Leadership results on next page

TLCC Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION
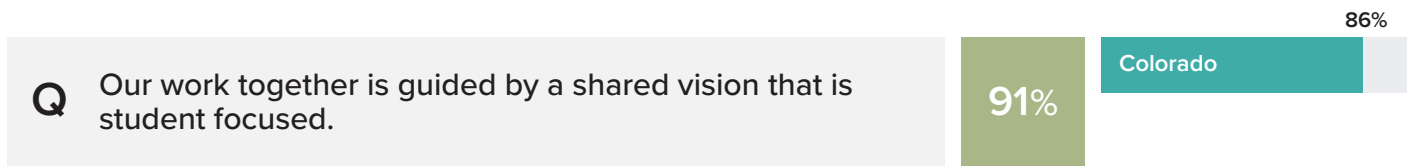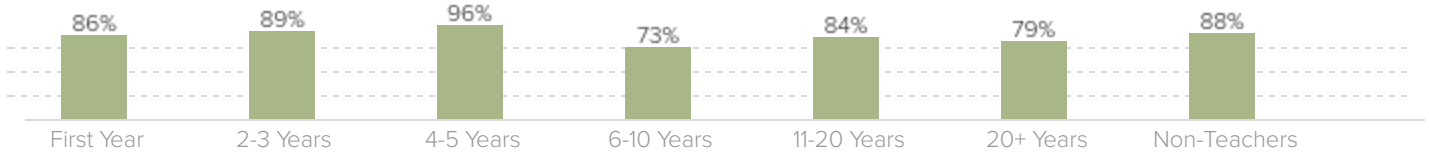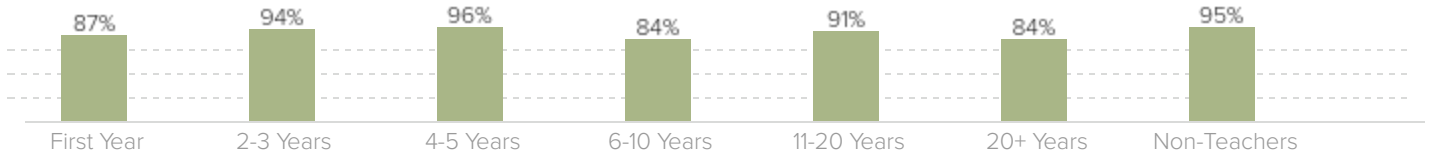
SL **School Leadership (cont)**

COMPARE RESULT

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

85%

75%
Colorado

Distribution of responses

62	100	26	2	7	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

87%	83%	92%	80%	90%	81%	89%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
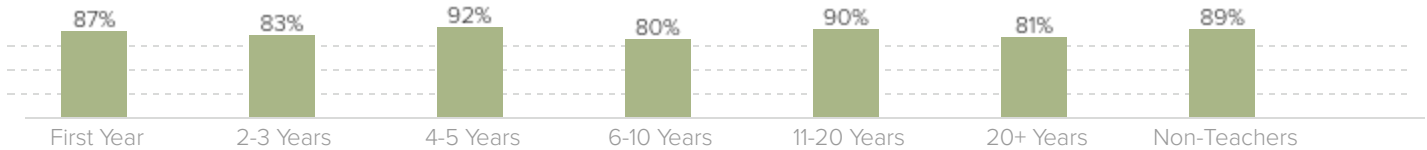
Q School staff show respect for each other.

91%

89%
Colorado

Distribution of responses

110	166	23	4	2	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

93%	84%	100%	89%	93%	89%	91%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
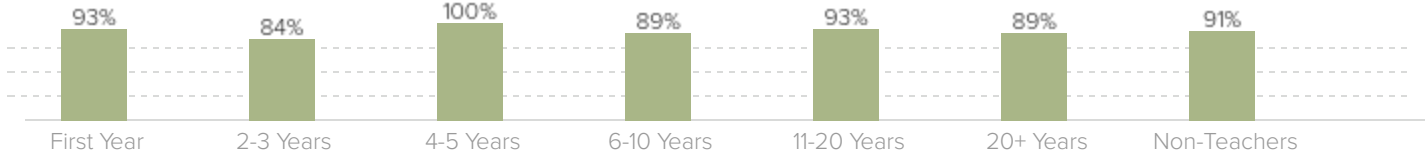
Q Staff feel comfortable raising important issues with school leaders.

85%

78%
Colorado

Distribution of responses

109	144	29	14	9	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

86%	89%	96%	80%	83%	78%	88%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
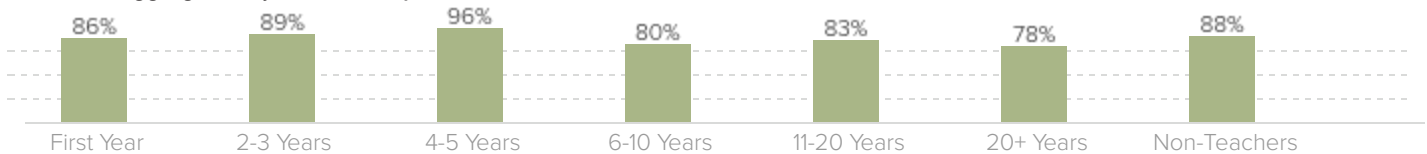
SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

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

86%

78%

Colorado

Distribution of responses

90	166	35	6	7	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	74%	88%	76%	81%	94%	89%
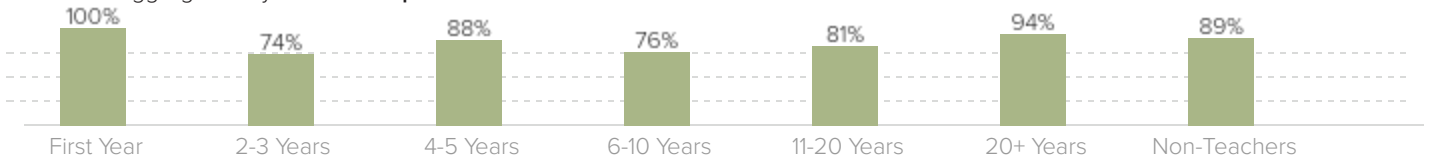
Q Teachers' and support personnels' effectiveness is accurately assessed through the school's evaluation process.

82%

75%

Colorado

Distribution of responses

71	154	39	10	29	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
92%	71%	84%	73%	76%	80%	90%
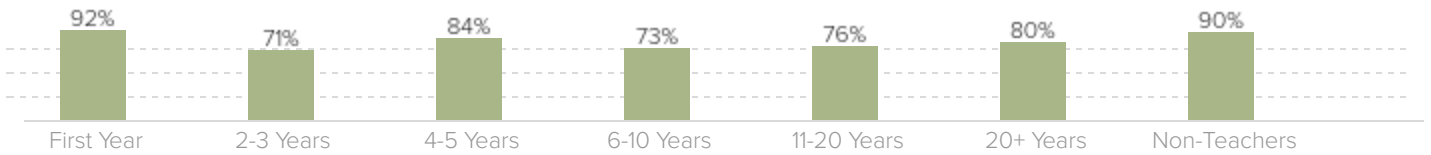
Q The evaluation process provides teachers and support personnel with actionable feedback for improvement.

82%

72%

Colorado

Distribution of responses

68	158	41	10	27	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	84%	80%	68%	74%	86%	87%
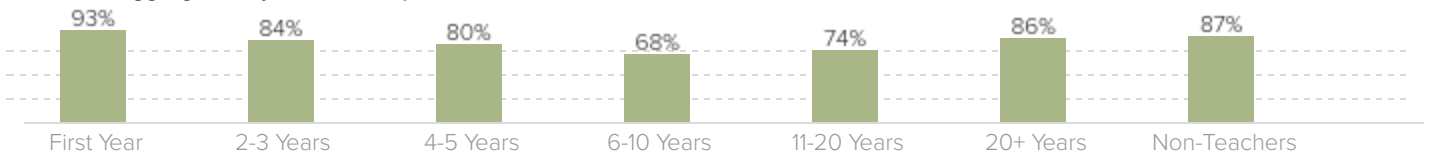
SL More School Leadership results on next page

SL School Leadership (cont)

COMPARE RESULT

Q School leadership puts suggestions made by staff into operation.

83%

77%

| Colorado |

Distribution of responses

78	154	40	6	27	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	82%	96%	76%	83%	73%	88%
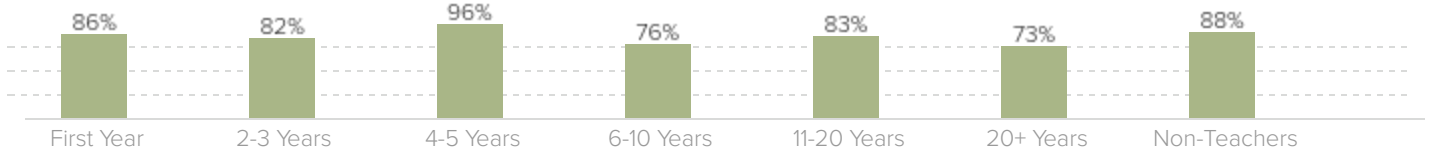
Q School leadership works to build trust among staff.

85%

77%

| Colorado |

Distribution of responses

101	147	34	9	13	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	84%	92%	72%	83%	84%	90%
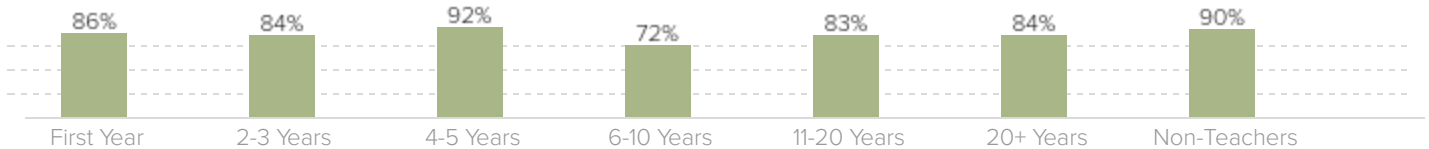
Q Teachers are aware of what they are being evaluated on, including the evaluation rubric and measures of student learning/outcomes (MSL/Os) by the time they complete their self-assessment and individual goal setting for the school year.

97%

91%

| Colorado |

Distribution of responses

91	98	5	1	2	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	100%	96%	96%	95%	100%	100%
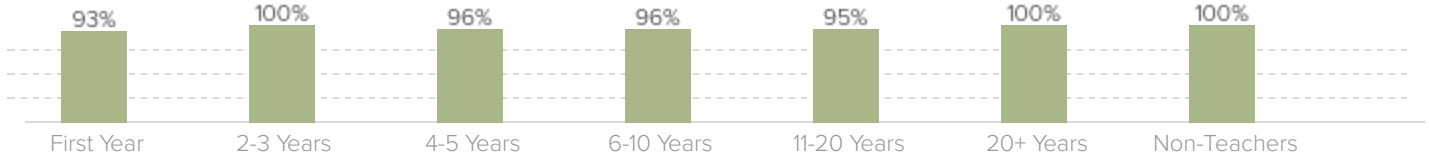
RESULTS
Item level results from your report

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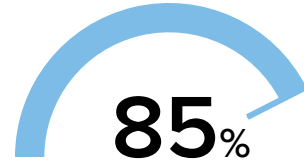
This area focuses on the role of teachers and support personnel as leaders within the school and the level of influence that all staff hold.

OVERALL FAVORABILITY

85%

COMPARE RESULT

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

87%

81%
Colorado

Distribution of responses

100	157	25	12	10	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	88%	96%	79%	81%	89%	90%

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

87%

76%
Colorado

Distribution of responses

92	163	31	6	13	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	88%	83%	88%	81%	86%	90%

SL More Staff Leadership results on next page

SL Staff Leadership (cont)

COMPARE RESULT

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

89%

82%

Colorado

Distribution of responses

96	163	29	2	13	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

79%	94%	92%	88%	95%	95%	86%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
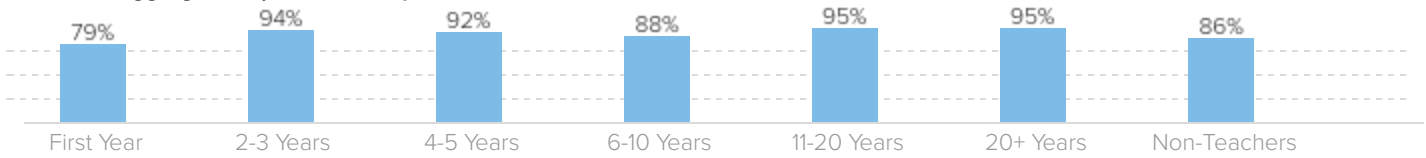
Q Teachers and support personnel have an adequate level of influence on important school decisions.

76%

69%

Colorado

Distribution of responses

73	150	58	11	13	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

86%	72%	84%	67%	73%	63%	83%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
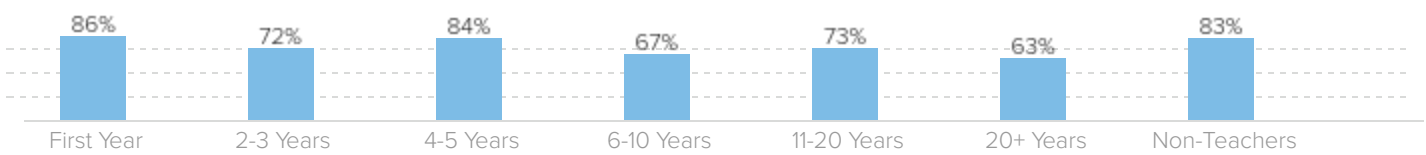
RESULTS
Item level results from your report

MC Managing Student Conduct

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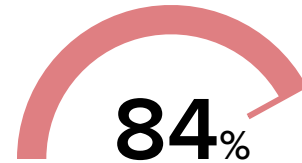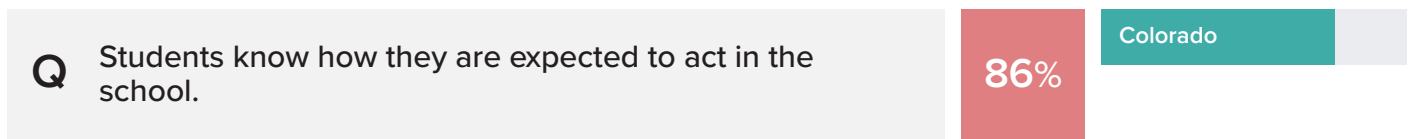
OVERALL FAVORABILITY

84%

COMPARE RESULT

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

86%

77%

Colorado

Distribution of responses

113	149	27	14	2	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
80%	84%	92%	87%	80%	92%	87%

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

79%

66%

Colorado

Distribution of responses

74	163	47	15	5	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	78%	84%	73%	75%	76%	83%
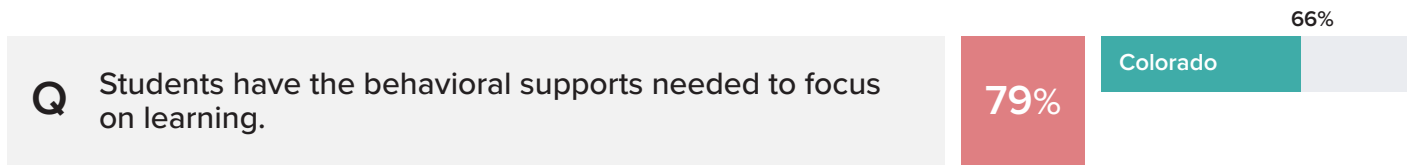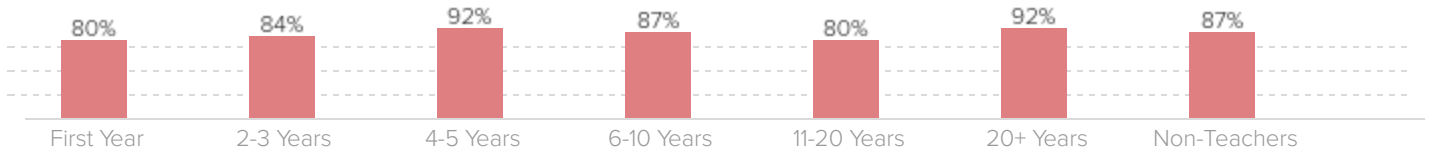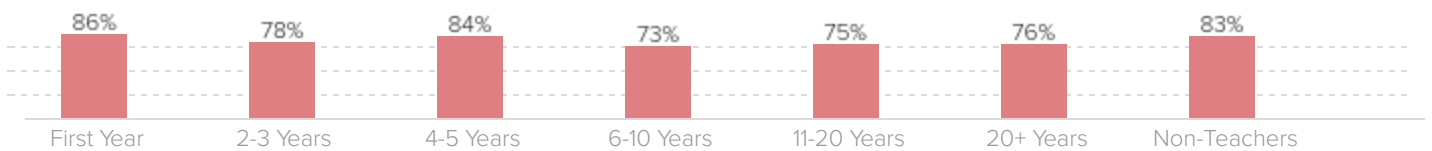
MC More Managing Student Conduct results on next page

MC Managing Student Conduct (cont)

COMPARE RESULT

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

63%
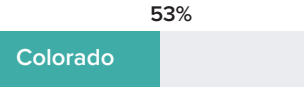
53%

Colorado

Distribution of responses

56	130	77	32	8	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
71%	63%	65%	47%	59%	62%	70%
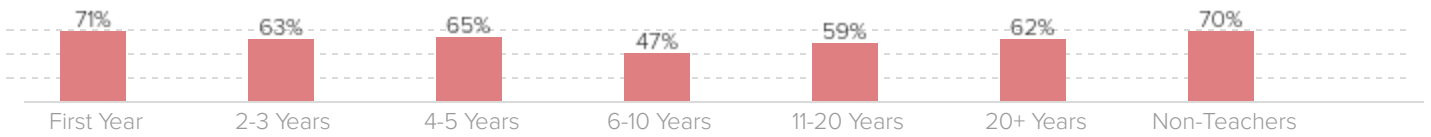
Q This school is a safe place for students to learn.

93%

90%

Colorado

Distribution of responses

135	144	17	4	4	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	94%	96%	96%	86%	89%	94%

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

99%

97%

Colorado

Distribution of responses

152	133	2	0	18	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	100%	100%	100%	98%	100%	99%
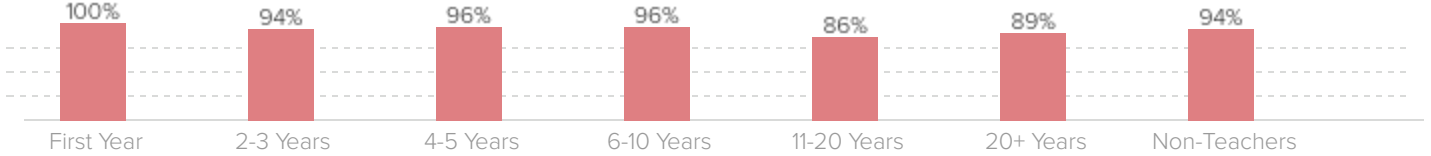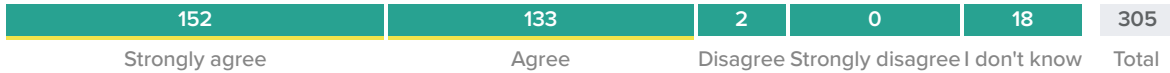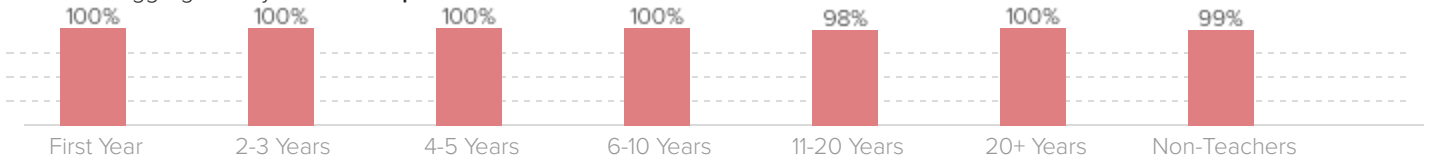
RESULTS
Item level results from your report

IS **Instructional Practices and Support**
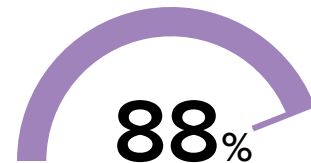
This section is aimed at the instructional approach of the school and the intentional supports for various student groups.

OVERALL FAVORABILITY

88%

COMPARE RESULT

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

85%

88%
Colorado

Distribution of responses

40	114	25	2	16	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
77%	88%	96%	82%	78%	97%	60%

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

89%

87%
Colorado

Distribution of responses

50	113	19	1	14	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	88%	92%	88%	88%	100%	60%

IS More Instructional Practices and Support results on next page

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

COMPARE RESULT

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

74%

73%

Colorado	

Distribution of responses

37	104	45	5	6	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
73%	68%	88%	63%	69%	86%	70%
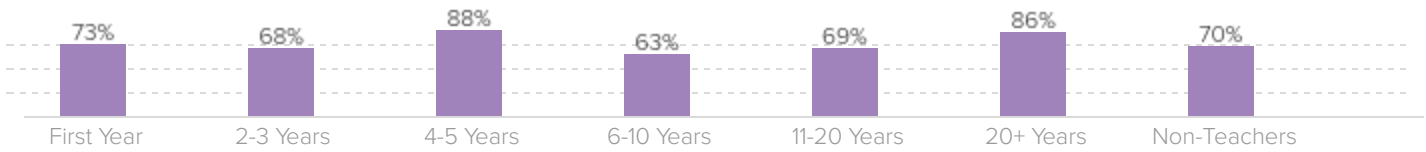
Q Students understand how class activities relate to learning objectives.

95%

91%

Colorado	

Distribution of responses

41	131	9	0	16	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	95%	100%	90%	95%	97%	90%
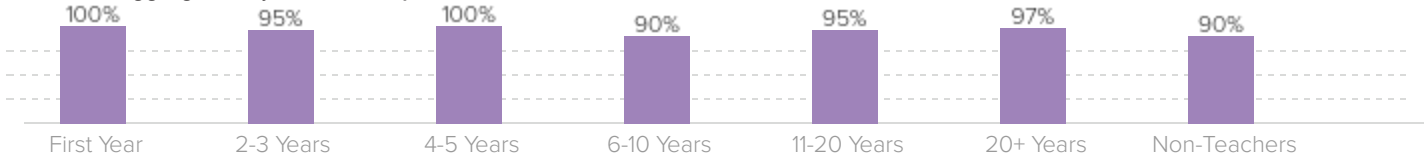
Q Instruction in this school encourages different cultural viewpoints.

80%

85%

Colorado	

Distribution of responses

41	170	45	7	39	302
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	78%	79%	78%	78%	91%	78%
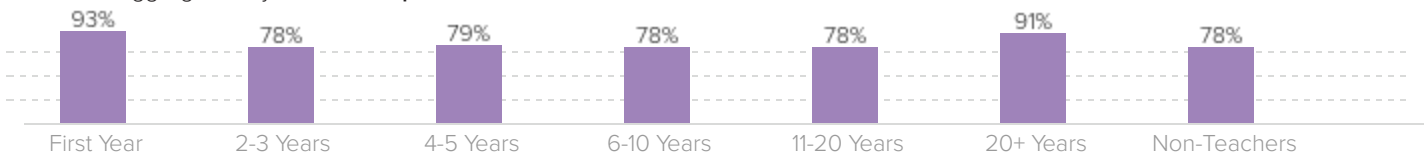
IS More Instructional Practices and Support results on next page

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

COMPARE RESULT

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

81%

72%

Colorado	

Distribution of responses

55	174	48	4	22	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
85%	76%	88%	72%	76%	79%	86%
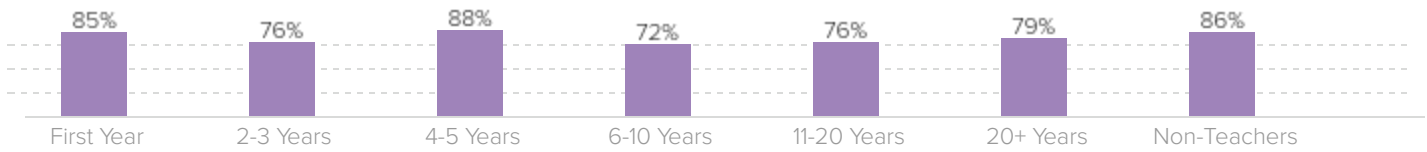
Q English Learners are adequately supported in this school.

91%

79%

Colorado	

Distribution of responses

53	176	20	4	52	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	92%	95%	76%	82%	100%	94%
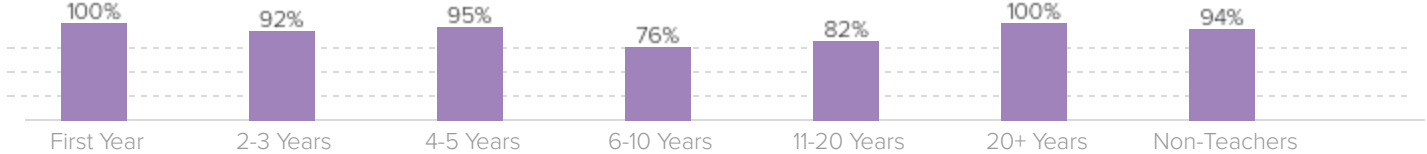
Q Students with disabilities are adequately supported in this school.

89%

81%

Colorado	

Distribution of responses

89	173	28	5	10	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	94%	92%	82%	77%	94%	91%
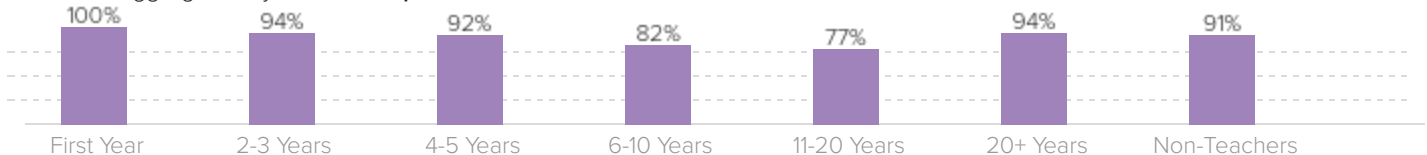
IS More Instructional Practices and Support results on next page

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

COMPARE RESULT

Q Gifted students are adequately supported in this school.

92%

75%

Colorado

Distribution of responses

75	177	19	3	30	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	94%	95%	79%	90%	94%	95%
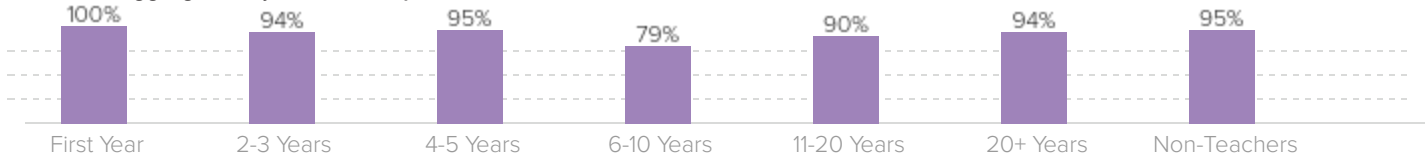
Q Students' social and emotional learning is adequately supported in this school.

93%

79%

Colorado

Distribution of responses

110	164	19	2	10	305
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	95%	100%	88%	88%	95%	94%
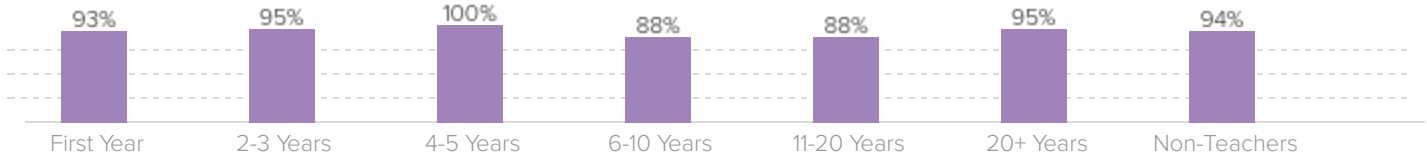
Q Teachers and staff members have the autonomy to make important decisions in their classrooms or carry out their job responsibilities.

87%

89%

Colorado

Distribution of responses

132	127	29	10	5	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	74%	92%	78%	86%	76%	96%

IS More Instructional Practices and Support results on next page

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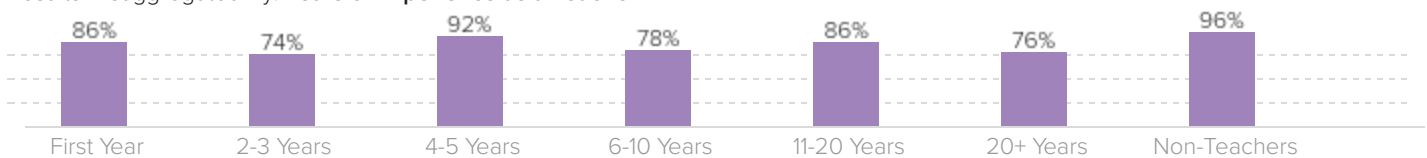
IS Instructional Practices and Support (cont)

COMPARE RESULT

Q Teachers feel supported in trying new instructional strategies.

93%
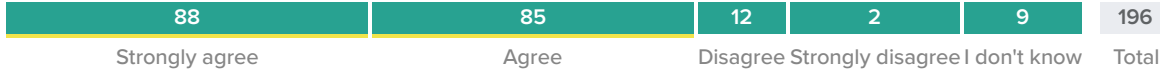
92%

Colorado

Distribution of responses

88	85	12	2	9	196
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	88%	96%	89%	95%	89%	100%

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

98%

98%

Colorado

Distribution of responses

98	95	4	0	0	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	100%	100%	98%	100%	100%	80%
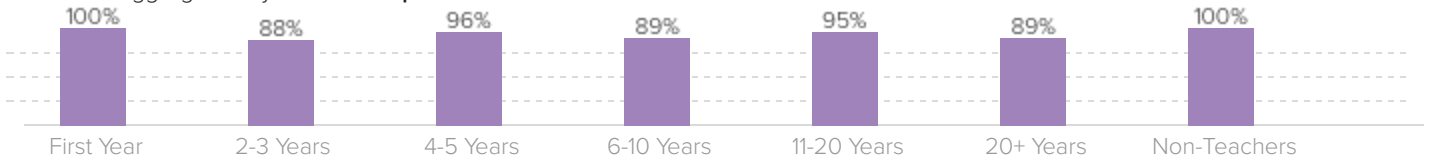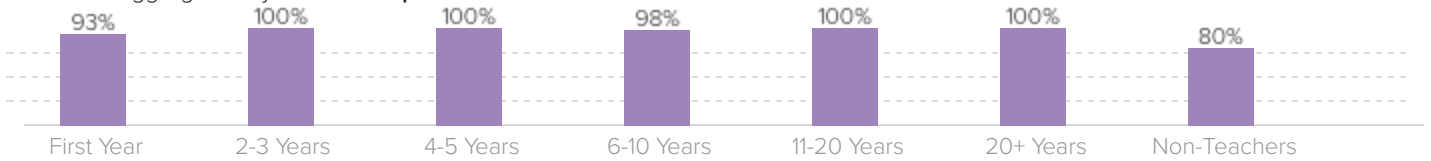
RESULTS

Item level results from your report

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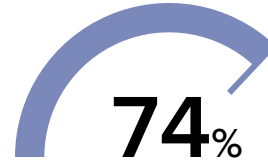
This section summarizes the school's general approach to professional development, including alignment with other work, adequacy and types of opportunities.
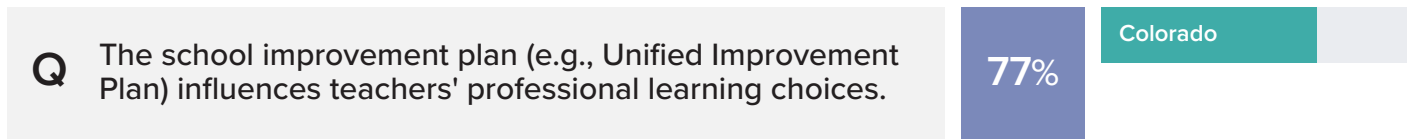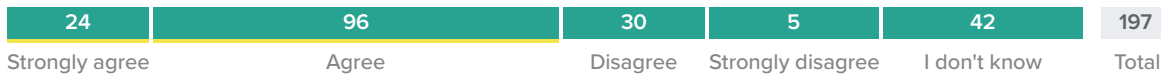
OVERALL FAVORABILITY

74%

COMPARE RESULT

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

77%

71%

Colorado

Distribution of responses

24	96	30	5	42	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	85%	87%	71%	67%	85%	63%

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

62%

59%

Colorado

Distribution of responses

22	94	53	17	10	196
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
60%	53%	73%	57%	58%	72%	60%
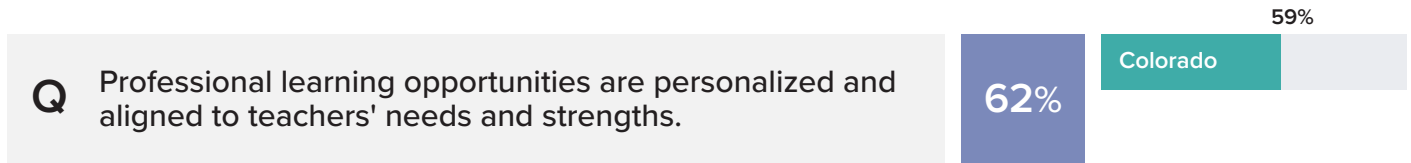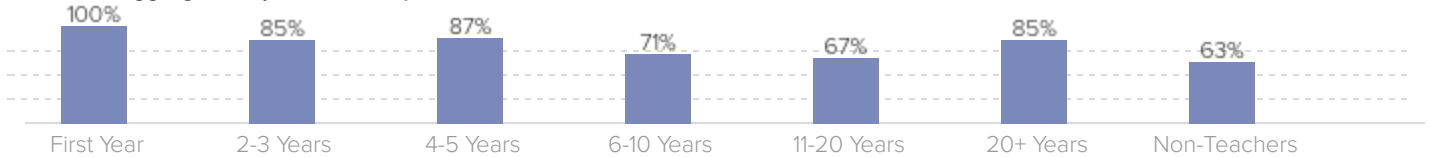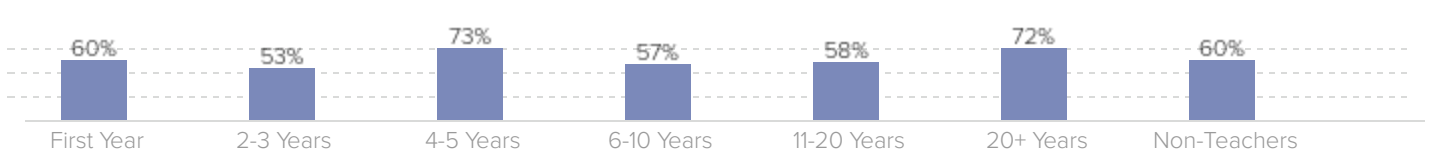
PD More Professional Development results on next page

PD Professional Development (cont)

COMPARE RESULT

Q The effectiveness of professional development is assessed regularly.

59%
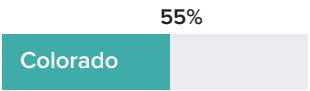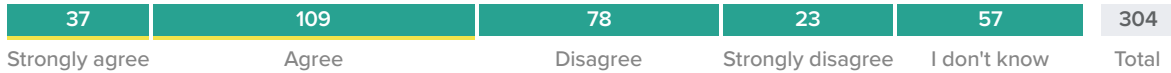
55%
Colorado

Distribution of responses

37	109	78	23	57	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
83%	35%	57%	45%	50%	52%	74%
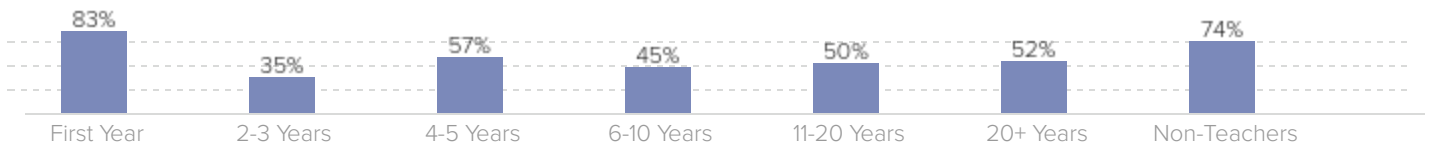
Q Professional learning opportunities (e.g., instructional coaching, PLCs, training) improve instruction in this school.

76%

72%
Colorado

Distribution of responses

25	111	29	14	18	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
87%	81%	81%	67%	71%	84%	67%
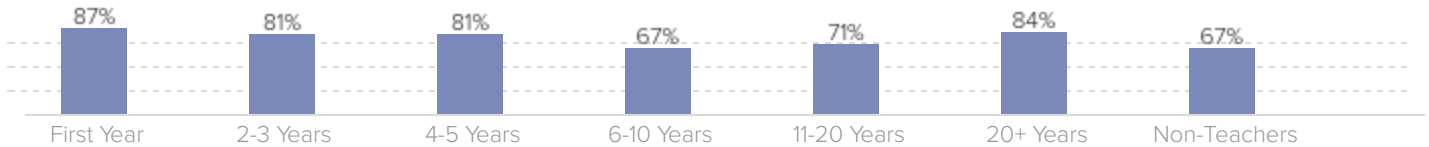
Q Teachers and support personnel receive ongoing support and coaching to improve their practice.

77%

67%
Colorado

Distribution of responses

56	169	54	15	6	300
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	79%	76%	62%	67%	73%	84%

PD More Professional Development results on next page

TLCC
Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION
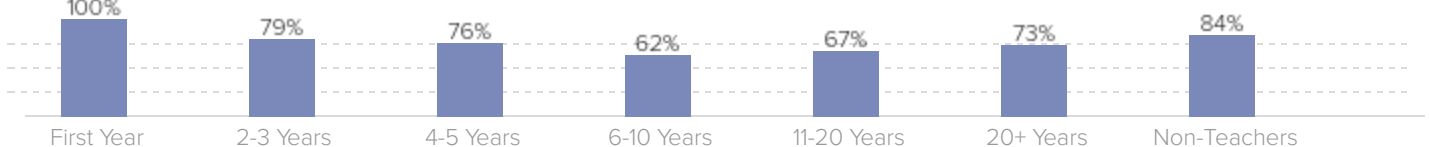
PD **Professional Development (cont)**

COMPARE RESULT

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

78%

71%

Colorado

Distribution of responses

31	116	36	6	7	196
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	76%	81%	70%	79%	81%	78%
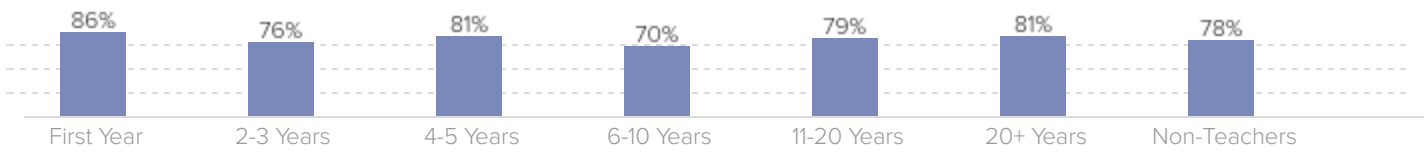
Q Teachers and support personnel receive adequate professional development to support their students' social and emotional learning.

76%

67%

Colorado

Distribution of responses

61	163	56	13	11	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	94%	84%	64%	55%	71%	85%
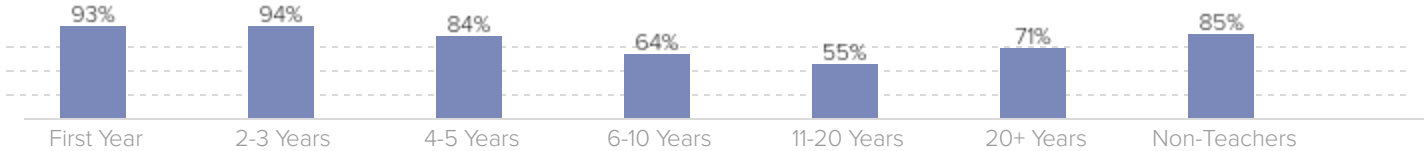
Q Professional learning opportunities are reinforced through coaching (e.g., knowledge building over time).

63%

64%

Colorado

Distribution of responses

18	96	52	15	16	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	59%	74%	50%	58%	71%	40%

PD More Professional Development results on next page

TLCC Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION

PD Professional Development (cont)

COMPARE RESULT

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

93%

84%
| Colorado |

Distribution of responses
28	67	7	0	4	106
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	93%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
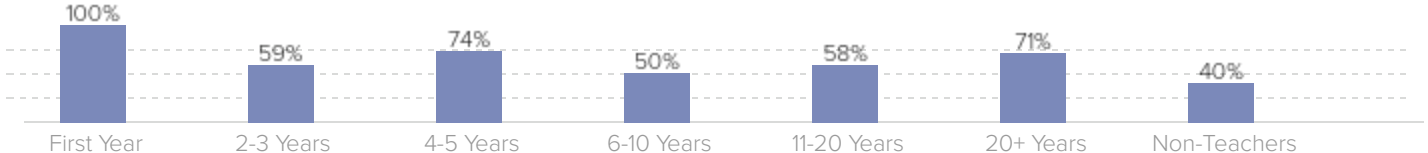
Q Support personnel are appropriately compensated for professional development.

75%

61%
| Colorado |

Distribution of responses
25	45	21	2	14	107
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	75%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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

77%

63%
| Colorado |

Distribution of responses
29	44	21	1	10	105
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	77%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

PD More Professional Development results on next page

PD **Professional Development (cont)**

COMPARE RESULT

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

88%

77%

| Colorado |

Distribution of responses

28	64	10	3	1	106
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	88%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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

11.72%	Teaching/Working with students with trauma (107)
10.08%	Using technology (92)
10.08%	Social-emotional learning of all students (92)
8.54%	Family engagement (78)
8.32%	Math interventions (76)
8%	Teachers' content areas / Staff members' best practices (73)
6.79%	Supporting special education (students with disabilities) (62)
6.68%	Classroom management techniques (61)
6.24%	Differentiating instruction (57)
5.7%	Reading strategies (52)
4.05%	Methods of teaching (37)
3.83%	Teaching/Working with gifted students (35)
2.85%	Supporting English Learners (26)
2.41%	Using assessment results to guide instruction (22)
2.41%	Colorado Academic Standards (22)
2.3%	Understanding data (21)

RESULTS
Item level results from your report

T   Time

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

OVERALL FAVORABILITY

66%

COMPARE RESULT

Q	Teachers and support personnel have adequate time to prepare for their primary duties.	**67%**

59%
Colorado

Distribution of responses

49	153	71	29	2	304
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
47%	56%	65%	69%	52%	66%	77%
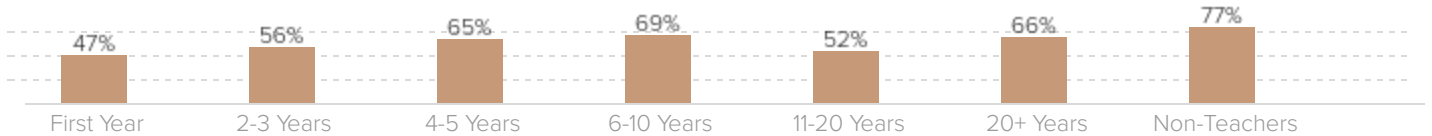
Q	Teachers' and support personnels' time is protected from duties that take time away from teaching/their primary duties.	**73%**

62%
Colorado

Distribution of responses

53	158	58	22	12	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
67%	67%	84%	78%	60%	82%	71%
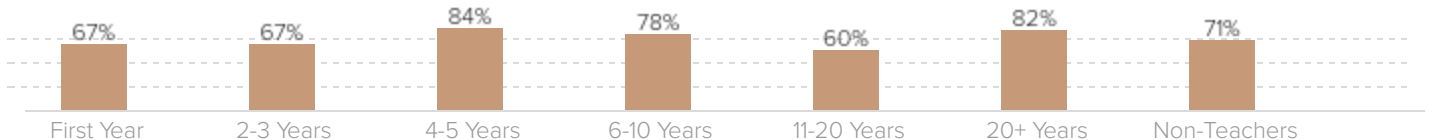
T   More Time results on next page

T Time (cont)

COMPARE RESULT

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

58%
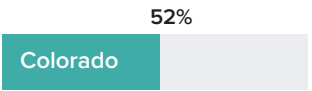
52%
Colorado

Distribution of responses

19	92	65	17	3	196
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
50%	63%	72%	58%	44%	57%	80%
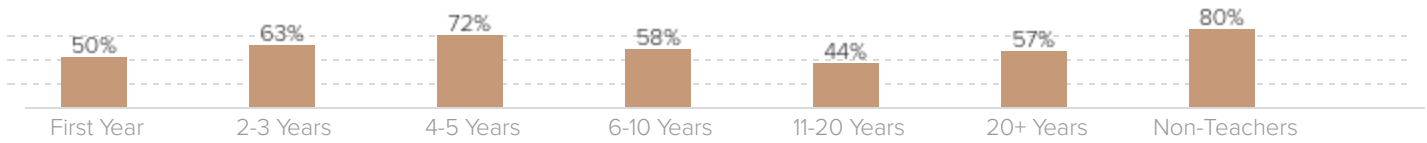
Q Teachers and support personnel have adequate time to support their students' social and emotional learning.

61%
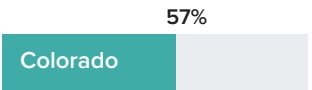
57%
Colorado

Distribution of responses

37	135	91	21	19	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
67%	61%	79%	48%	39%	50%	73%
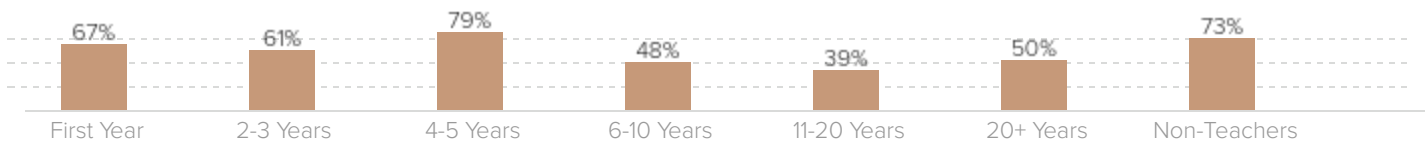
Q Teachers have adequate time to communicate with their students' families.

61%
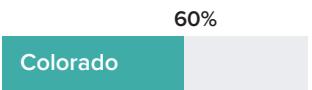
60%
Colorado

Distribution of responses

17	102	65	10	1	195
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
79%	79%	73%	58%	52%	45%	90%
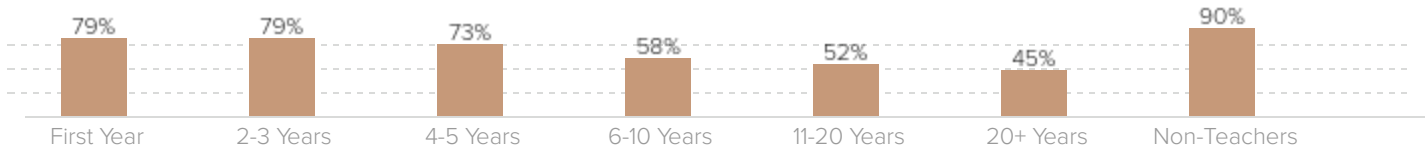
T More Time results on next page

T Time (cont)

COMPARE RESULT

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

75%

50%

Colorado

Distribution of responses

16	108	34	8	31	197
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	83%	86%	64%	62%	75%	100%
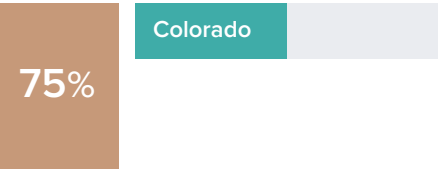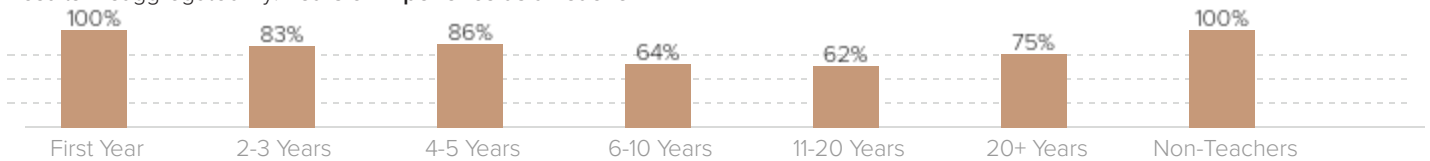
Q Teachers and support personnel have adequate time to engage in professional learning.
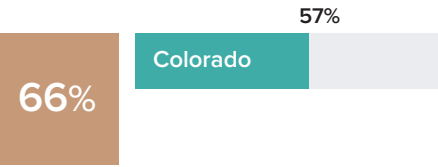
66%

57%

Colorado

Distribution of responses

37	156	85	16	9	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
71%	61%	69%	57%	48%	57%	78%
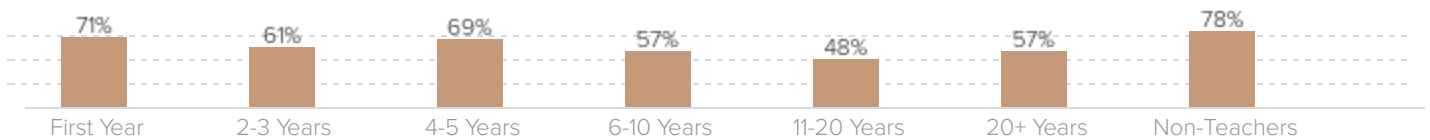
RESULTS
Item level results from your report

FR **Facilities and Resources**
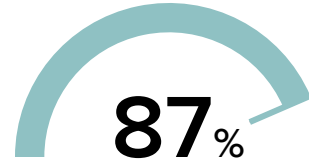
This section focuses on student class size, instructional resources, and safety.
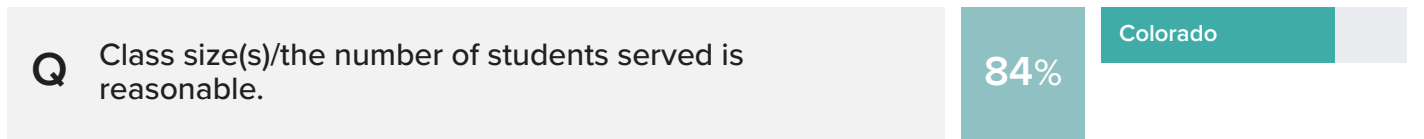
OVERALL FAVORABILITY

87%

COMPARE RESULT

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

84%

77%
Colorado

Distribution of responses

68	185	33	15	2	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
87%	84%	84%	80%	81%	71%	91%

Q Instructional resources are adequate to support student learning.

84%

77%
Colorado

Distribution of responses

57	190	39	9	8	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
80%	78%	92%	71%	80%	84%	90%
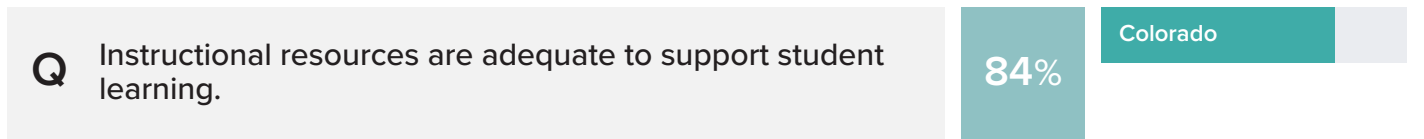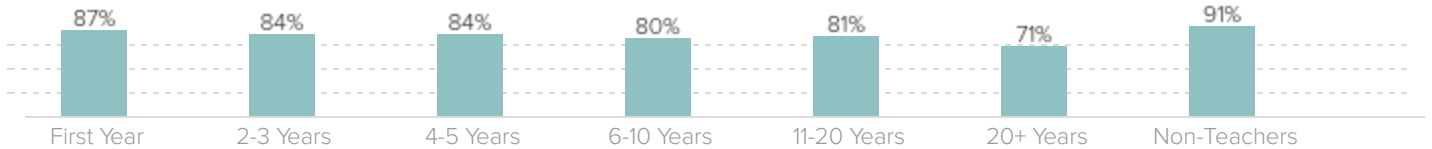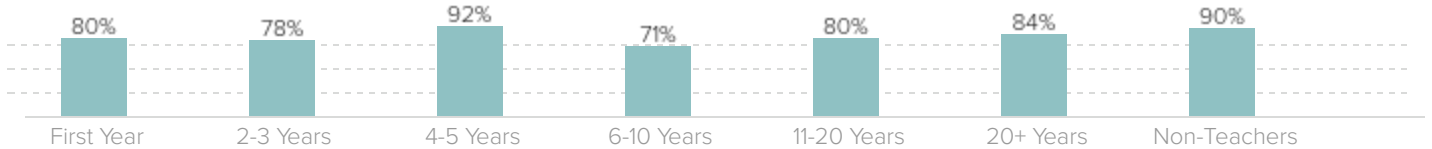
FR More Facilities and Resources results on next page

TLCC 2022
Teaching & Learning Conditions Colorado Survey

FR Facilities and Resources (cont)

COMPARE RESULT

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

87%

86%

Colorado

Distribution of responses

80	180	32	7	4	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	84%	88%	86%	95%	76%	87%

Q Our school is a safe place to work.

94%

92%

Colorado

Distribution of responses

146	139	12	6	0	303
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	100%	92%	91%	84%	95%	97%

TLCC
Teaching & Learning Conditions Colorado

M M CAMBRIDGE EDUCATION
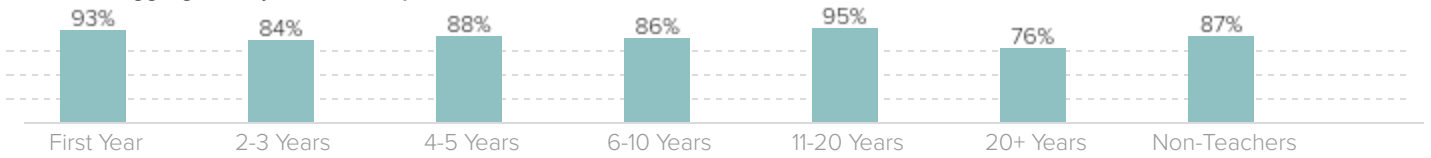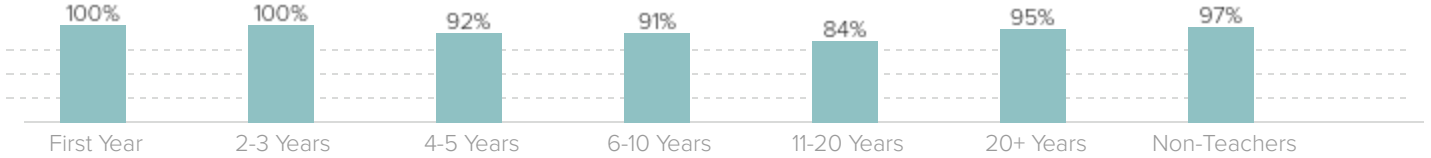
RESULTS
Item level results from your report

CI Community Support and Involvement

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

OVERALL FAVORABILITY
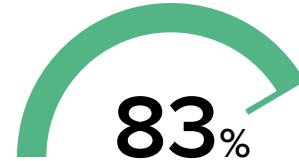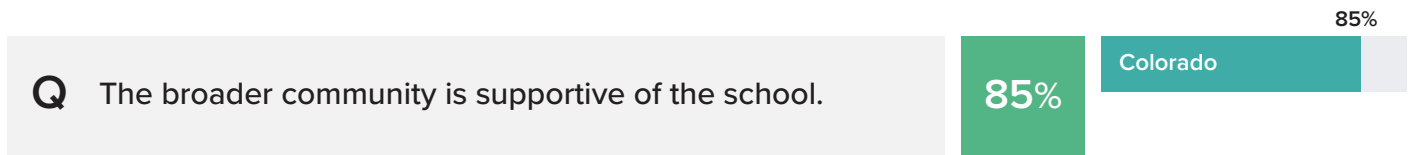
83%

COMPARE RESULT

Q The broader community is supportive of the school.

85%

85%
Colorado

Distribution of responses

38	142	24	7	24	235
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
100%	100%	85%	74%	77%	89%	89%

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

76%

75%
Colorado

Distribution of responses

39	123	42	10	20	234
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
80%	87%	86%	69%	68%	76%	80%
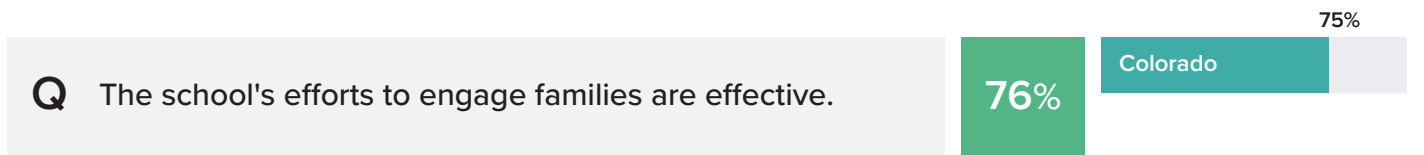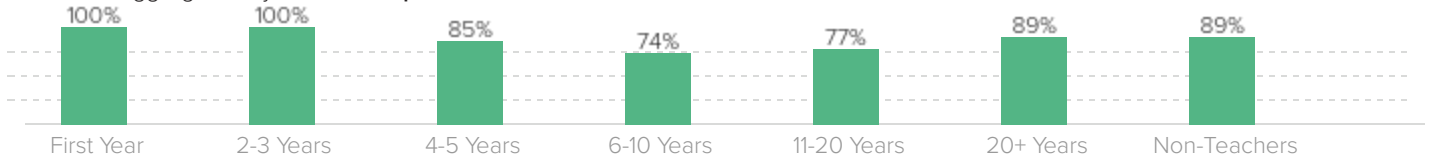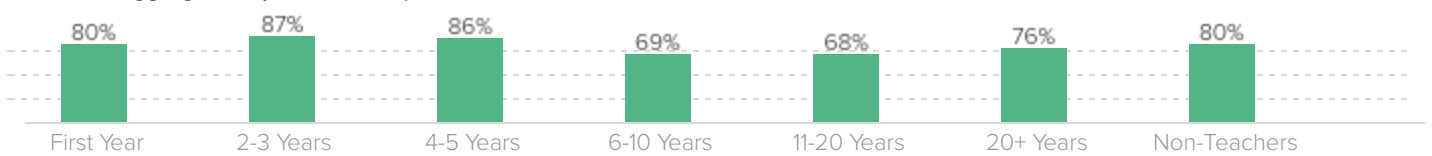
CI More Community Support and Involvement results on next page

CI Community Support and Involvement (cont)

COMPARE RESULT

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

79%

72%

Colorado

Distribution of responses

35	122	34	9	34	234
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
83%	88%	76%	82%	63%	80%	84%

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

91%

92%

Colorado

Distribution of responses

85	110	15	5	18	233
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	88%	92%	90%	86%	97%	90%

TLCC
Teaching & Learning Conditions Colorado

M M
CAMBRIDGE EDUCATION
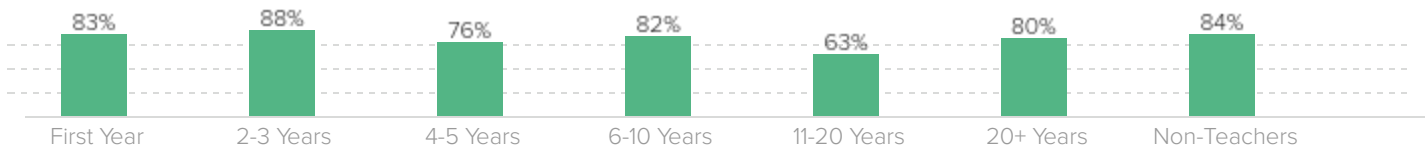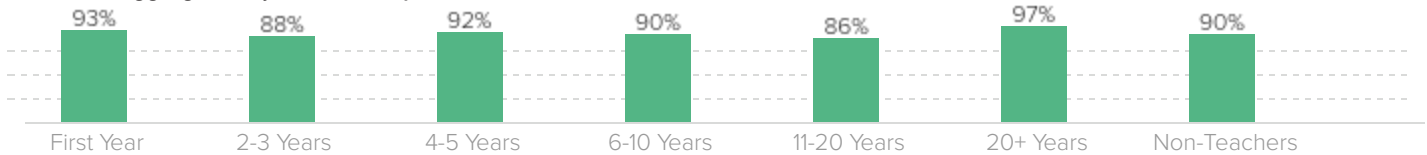
RESULTS
Item level results from your report

GR **General Reflection**

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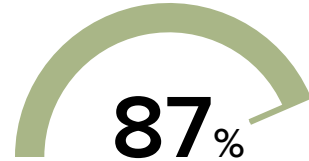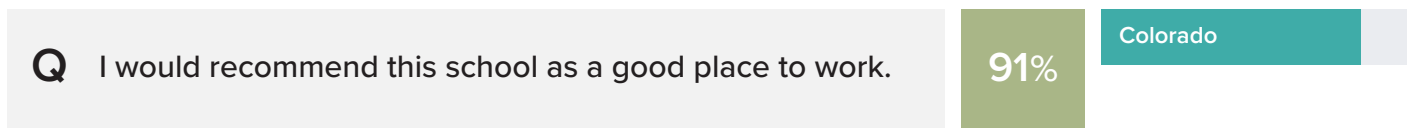
OVERALL FAVORABILITY

87%

COMPARE RESULT

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

91%

85%

| Colorado |

Distribution of responses

135	121	19	6	12	293
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	95%	96%	85%	86%	94%	92%

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

91%

89%

| Colorado |

Distribution of responses

125	143	18	7	9	302
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
93%	94%	100%	93%	77%	97%	92%
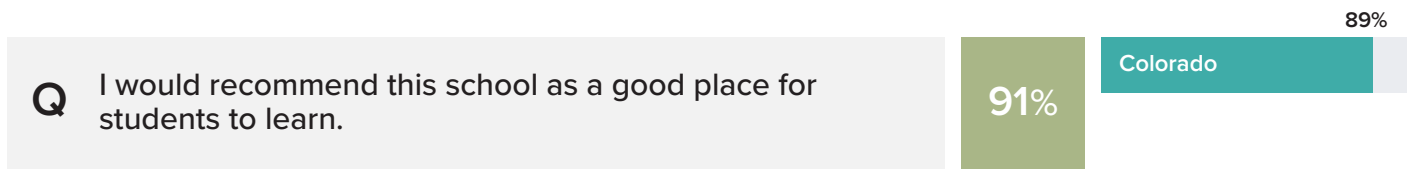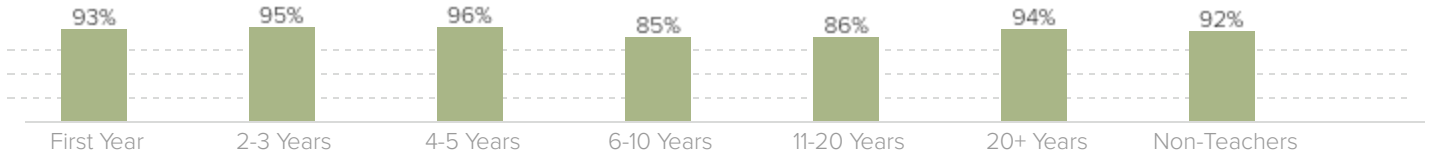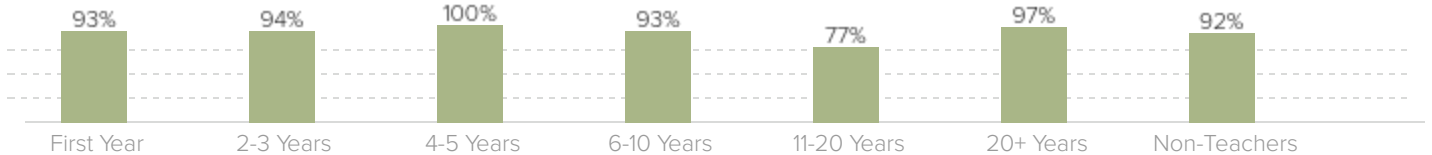
GR More General Reflection results on next page

GR General Reflection (cont)

COMPARE RESULT

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

78%

73%

Colorado

Distribution of responses

96	135	47	17	7	302
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
86%	79%	96%	66%	69%	79%	82%
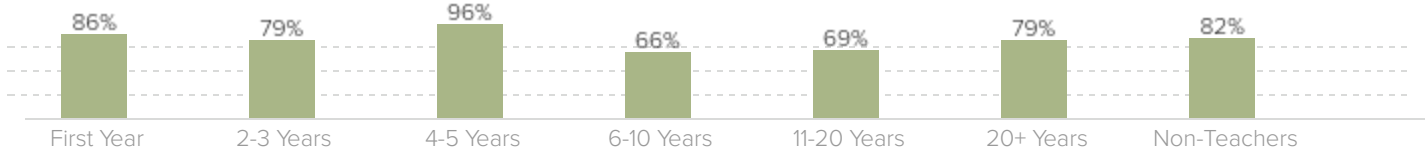
Q Which of the following most affects your decision about whether to continue working at this school?

- 32.78% — School leadership (99)
- 24.83% — The school staff (75)
- 15.89% — Salary (48)
- 5.96% — District leadership (18)
- 5.63% — The ability to perform the job I was hired to do (17)
- 5.63% — Length of the work day (17)
- 3.64% — School mission (11)
- 3.31% — Facilities and resources (10)
- 1.99% — Being asked to fulfill responsibilities outside of my primary job description (6)
- 0.33% — Community support and engagement (1)
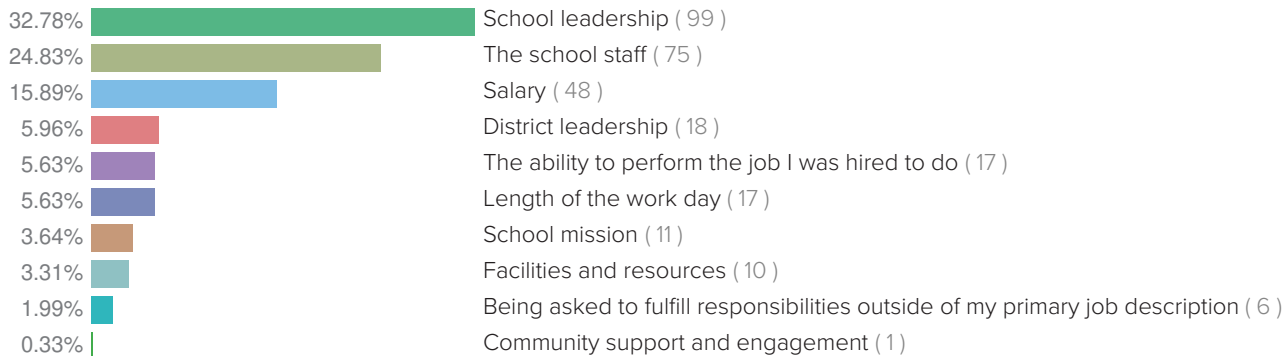
Q Which of the following best describes your plans after the end of this school year?

- 81% — Continue working in their current role (243)
- 6.67% — Leave the field of education. (20)
- 3% — Continue working in their current role but not at this school (9)
- 2.67% — Continue working in their current role but not in this district (8)
- 2.33% — Continue working in education in an non-administrative, non-teaching position. (7)
- 2.33% — Retire. (7)
- 2% — Become a licensed teacher. (6)
- 0% — Continue working in education but in a different position (0)

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.

COMPARE RESULT

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

100%

80%
Colorado

Distribution of responses

7	2	0	0	0	9
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	100%
	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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

100%

80%
Colorado

Distribution of responses

2	6	0	0	1	9
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	100%
	First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

DS More District Supports results on next page

DS District Supports (cont)

COMPARE RESULT

Q The district clearly describes expectations for schools.

100%

78%

| Colorado |

Distribution of responses

3	6	0	0	0	9
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
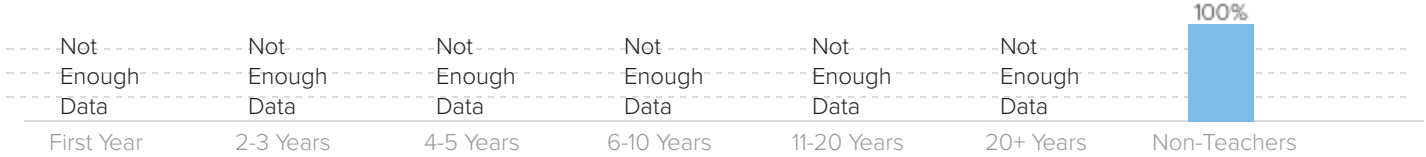
Q The district provides constructive feedback to school leadership to improve performance.

100%

75%

| Colorado |

Distribution of responses

3	4	0	0	1	8
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
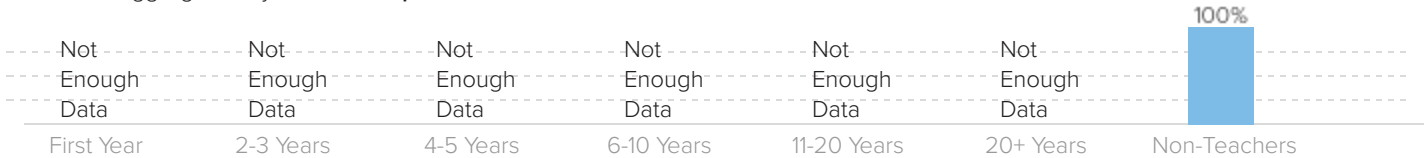
Q School leaderships' effectiveness is accurately assessed through the district's evaluation process.

100%

77%

| Colorado |

Distribution of responses

2	7	0	0	0	9
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	100%
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

DS District Supports (cont)

COMPARE RESULT

Q The district makes principal professional development a priority.

100%

72%

Colorado

Distribution of responses

1	7	0	0	1	9
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

100%

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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

88%

82%

Colorado

Distribution of responses

2	5	1	0	1	9
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

88%

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

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

100%

79%

Colorado

Distribution of responses

5	4	0	0	0	9
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

100%

Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	
First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers

DS **District Supports (cont)**

COMPARE RESULT

Q District leadership takes steps to solve problems.

100%

84%

| Colorado |

Distribution of responses

4	5	0	0	0	9
Strongly agree	Agree	Disagree	Strongly disagree	I don't know	Total

Results Disaggregated By: **Years of Experience as a Teacher**

First Year	2-3 Years	4-5 Years	6-10 Years	11-20 Years	20+ Years	Non-Teachers
Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	Not Enough Data	100%

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

%	Area
26.67%	Working with families and community (4)
26.67%	Staffing (hiring etc.) (4)
20%	Budgeting (3)
13.33%	Teacher remediation/coaching (2)
6.67%	Instructional leadership (1)
6.67%	Teacher evaluation (1)
0%	School Improvement Planning (e.g., Unified Improvement Planning) (0)
0%	Support for students' social, emotional and mental health (0)
0%	Creating positive learning environments (0)
0%	Data-driven decision making (0)
0%	Student assessment (0)
0%	School scheduling (0)

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).

7.92%	Not at all concerned (24)
16.83%	Slightly concerned (51)
20.79%	Somewhat concerned (63)
30.03%	Moderately concerned (91)
22.11%	Extremely concerned (67)
2.31%	I don't know (7)

Q Social isolation.

15.18%	Not at all concerned (46)
21.12%	Slightly concerned (64)
23.43%	Somewhat concerned (71)
23.76%	Moderately concerned (72)
14.52%	Extremely concerned (44)
1.98%	I don't know (6)
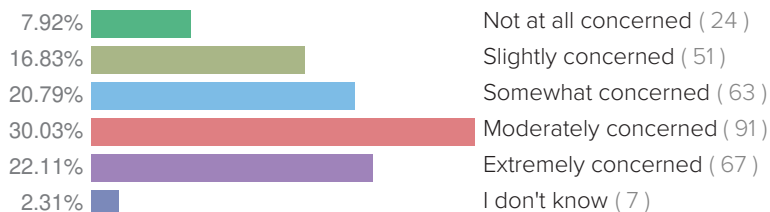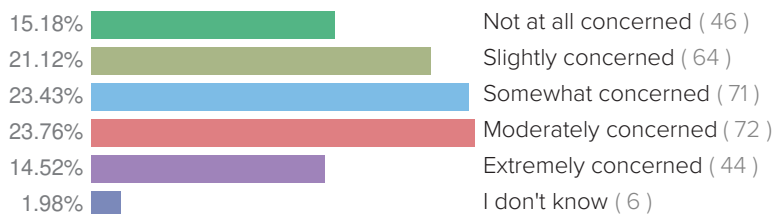
Q Increases in learning gaps.

5.3%	Not at all concerned (16)
12.91%	Slightly concerned (39)
13.25%	Somewhat concerned (40)
32.45%	Moderately concerned (98)
34.11%	Extremely concerned (103)
1.99%	I don't know (6)
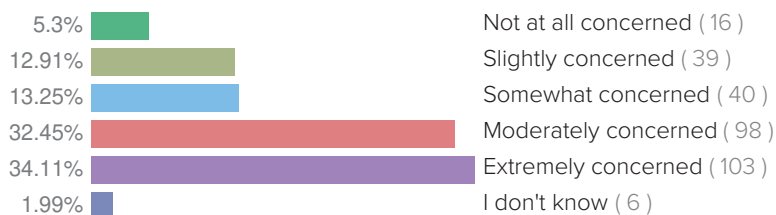
SC More Student Challenges results on next page

(SC) **Student Challenges (cont)**

Q   Insufficient home learning support.

2.31%	Not at all concerned (7)
6.93%	Slightly concerned (21)
15.18%	Somewhat concerned (46)
29.04%	Moderately concerned (88)
44.88%	Extremely concerned (136)
1.65%	I don't know (5)
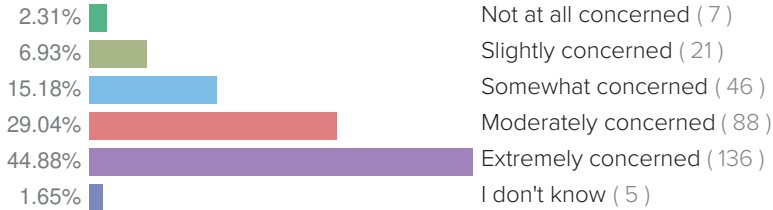
Q   Student worries about their family's health, safety or economic security.

5.63%	Not at all concerned (17)
17.55%	Slightly concerned (53)
22.85%	Somewhat concerned (69)
30.46%	Moderately concerned (92)
21.19%	Extremely concerned (64)
2.32%	I don't know (7)
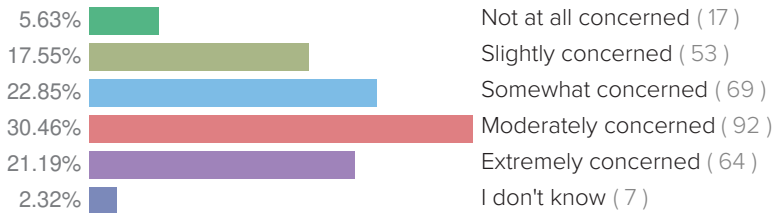
Q   Student stress about assessment and grading.

17.82%	Not at all concerned (54)
25.08%	Slightly concerned (76)
26.07%	Somewhat concerned (79)
21.12%	Moderately concerned (64)
6.93%	Extremely concerned (21)
2.97%	I don't know (9)
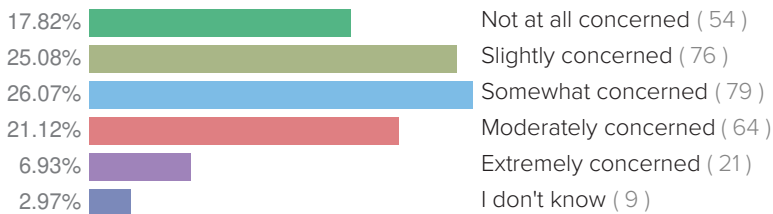
Q   Lack of access to basic needs (e.g., food, shelter, safety).

8%	Not at all concerned (24)
23.67%	Slightly concerned (71)
20.33%	Somewhat concerned (61)
23.33%	Moderately concerned (70)
23%	Extremely concerned (69)
1.67%	I don't know (5)

SC Student Challenges (cont)

Q Lack of access to technology/internet.

26.49% Not at all concerned (80)
27.48% Slightly concerned (83)
19.21% Somewhat concerned (58)
19.21% Moderately concerned (58)
5.96% Extremely concerned (18)
1.66% I don't know (5)
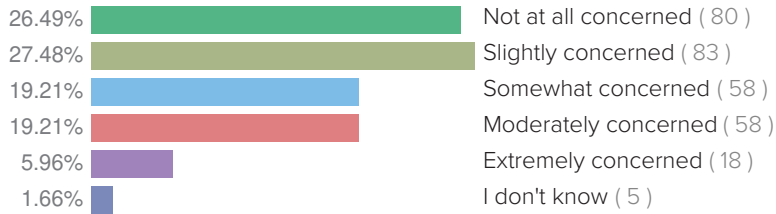
RESULTS
Item level results from your report

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.

74.26%	Strongly agree (225)
25.41%	Agree (77)
0%	Disagree (0)
0%	Strongly disagree (0)
0.33%	I don't know (1)

Q   I feel comfortable discussing life skills with my students.

59.27%	Strongly agree (179)
37.75%	Agree (114)
0.33%	Disagree (1)
0%	Strongly disagree (0)
2.65%	I don't know (8)
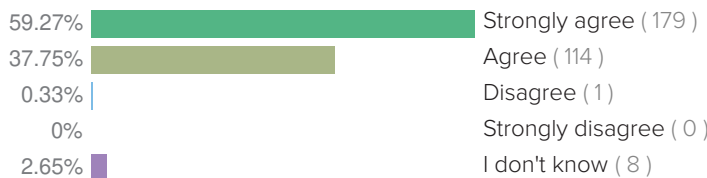
Q   I feel comfortable discussing resilience strategies with my students.

51.67%	Strongly agree (155)
42.33%	Agree (127)
2.67%	Disagree (8)
0%	Strongly disagree (0)
3.33%	I don't know (10)
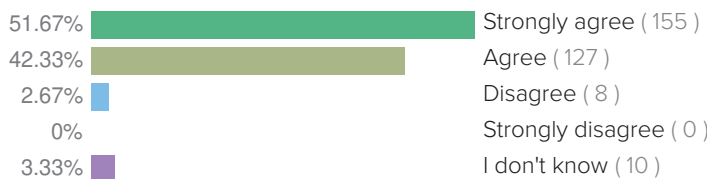
SW More Support for Student Wellbeing results on next page

SW Support for Student Wellbeing (cont)

Q I feel comfortable discussing mental health with my students.

34.88%	Strongly agree (105)
41.2%	Agree (124)
16.28%	Disagree (49)
1.66%	Strongly disagree (5)
5.98%	I don't know (18)

Q I feel comfortable discussing suicide with students.

15.95%	Strongly agree (48)
26.58%	Agree (80)
31.23%	Disagree (94)
17.94%	Strongly disagree (54)
8.31%	I don't know (25)
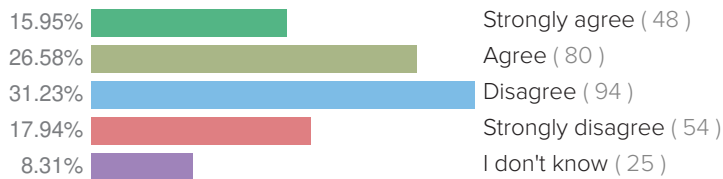
Q I feel adequately prepared to support students' social-emotional wellbeing.

23.59%	Strongly agree (71)
53.49%	Agree (161)
14.62%	Disagree (44)
2.33%	Strongly disagree (7)
5.98%	I don't know (18)

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

50.94%	Strongly agree (54)
40.57%	Agree (43)
3.77%	Disagree (4)
0%	Strongly disagree (0)
4.72%	I don't know (5)

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).

36.22%	Strongly agree (71)
47.45%	Agree (93)
8.67%	Disagree (17)
2.55%	Strongly disagree (5)
5.1%	I don't know (10)

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

16.49%	Strongly agree (32)
56.19%	Agree (109)
15.46%	Disagree (30)
3.09%	Strongly disagree (6)
8.76%	I don't know (17)

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

21.03%	Strongly agree (41)
60%	Agree (117)
12.82%	Disagree (25)
1.03%	Strongly disagree (2)
5.13%	I don't know (10)

SS More School Supports results on next page

SS **School Supports (cont)**

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

15.9% Strongly agree (31)
47.69% Agree (93)
17.44% Disagree (34)
6.15% Strongly disagree (12)
12.82% I don't know (25)

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.

- 25.84% Strongly agree (77)
- 33.89% Agree (101)
- 16.11% Disagree (48)
- 7.38% Strongly disagree (22)
- 16.78% I don't know (50)
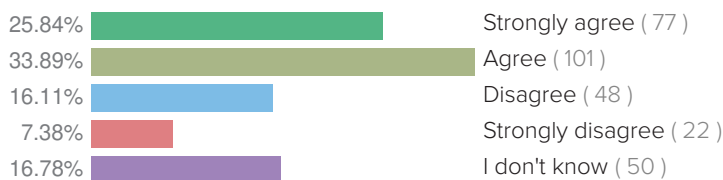
Q Predictable daily routine.

- 27.18% Strongly agree (81)
- 39.93% Agree (119)
- 20.13% Disagree (60)
- 7.05% Strongly disagree (21)
- 5.7% I don't know (17)
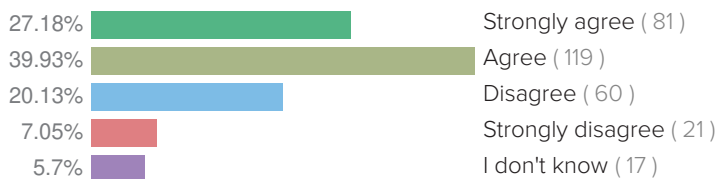
Q Having to teach/provide support online and in person at the same time.

- 30.87% Strongly agree (92)
- 22.82% Agree (68)
- 17.45% Disagree (52)
- 8.72% Strongly disagree (26)
- 20.13% I don't know (60)
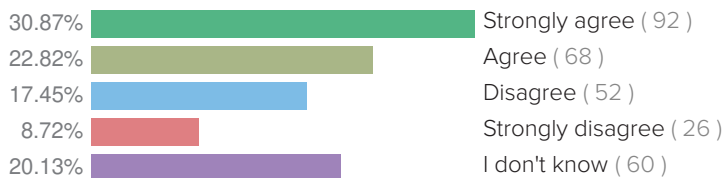
PJ More Pandemic Impact on Teaching / Job results on next page

PJ Pandemic Impact on Teaching / Job (cont)

Q Interactions with students' parents/guardians.

18.79%		Strongly agree (56)
31.21%		Agree (93)
30.54%		Disagree (91)
7.38%		Strongly disagree (22)
12.08%		I don't know (36)

Q Student engagement.

39.33%		Strongly agree (118)
40.67%		Agree (122)
12%		Disagree (36)
3.33%		Strongly disagree (10)
4.67%		I don't know (14)
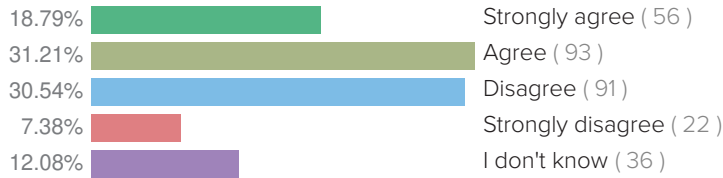
Q Engagement with my colleagues.

27%		Strongly agree (81)
42.67%		Agree (128)
19%		Disagree (57)
6.33%		Strongly disagree (19)
5%		I don't know (15)

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

35.67%		Strongly agree (107)
34.33%		Agree (103)
16.33%		Disagree (49)
5.33%		Strongly disagree (16)
8.33%		I don't know (25)

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.

36.3%	Strongly agree (110)
47.52%	Agree (144)
8.91%	Disagree (27)
5.61%	Strongly disagree (17)
1.65%	I don't know (5)

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

26.4%	Strongly agree (80)
58.42%	Agree (177)
10.89%	Disagree (33)
3.3%	Strongly disagree (10)
0.99%	I don't know (3)

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

16.83%	Strongly agree (51)
50.5%	Agree (153)
19.47%	Disagree (59)
8.25%	Strongly disagree (25)
4.95%	I don't know (15)

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.

27.68% Strongly agree (75)
55.35% Agree (150)
7.01% Disagree (19)
1.85% Strongly disagree (5)
8.12% I don't know (22)
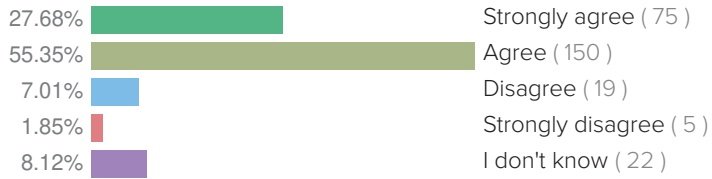
RESULTS
Item level results from your report

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.

35.29%	Strongly agree (30)
55.29%	Agree (47)
7.06%	Disagree (6)
1.18%	Strongly disagree (1)
1.18%	I don't know (1)

Q   I feel respected by school leaders in my school.

45.88%	Strongly agree (39)
48.24%	Agree (41)
4.71%	Disagree (4)
0%	Strongly disagree (0)
1.18%	I don't know (1)

Q   I feel respected by students in my school.

23.53%	Strongly agree (20)
62.35%	Agree (53)
3.53%	Disagree (3)
8.24%	Strongly disagree (7)
2.35%	I don't know (2)

ES More [ESP] Job Satisfaction results on next page

ES [ESP] Job Satisfaction (cont)

Q   My work schedule fits my personal needs.

44.71%	Strongly agree (38)
51.76%	Agree (44)
1.18%	Disagree (1)
1.18%	Strongly disagree (1)
1.18%	I don't know (1)

Q   My work is very stressful.

7.06%	Strongly agree (6)
37.65%	Agree (32)
41.18%	Disagree (35)
8.24%	Strongly disagree (7)
5.88%	I don't know (5)

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

35.29%	Strongly agree (30)
54.12%	Agree (46)
5.88%	Disagree (5)
1.18%	Strongly disagree (1)
3.53%	I don't know (3)

Q   I feel adequately compensated for my work.

13.1%	Strongly agree (11)
34.52%	Agree (29)
23.81%	Disagree (20)
25%	Strongly disagree (21)
3.57%	I don't know (3)
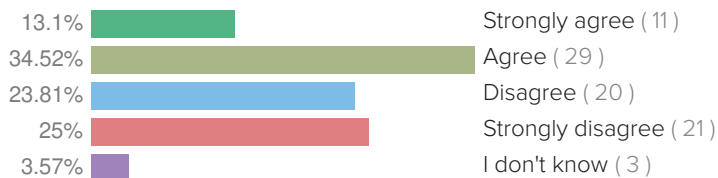
ES More [ESP] Job Satisfaction results on next page

ES [ESP] Job Satisfaction (cont)
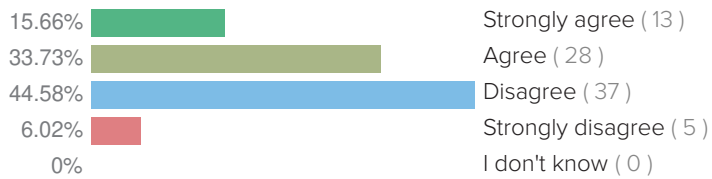
Q My work duties reflect my initial expectations of the role.

23.81%	Strongly agree (20)
60.71%	Agree (51)
10.71%	Disagree (9)
2.38%	Strongly disagree (2)
2.38%	I don't know (2)

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

15.66%	Strongly agree (13)
33.73%	Agree (28)
44.58%	Disagree (37)
6.02%	Strongly disagree (5)
0%	I don't know (0)

Q I have ways to advance my career in education.

14.46%	Strongly agree (12)
55.42%	Agree (46)
16.87%	Disagree (14)
1.2%	Strongly disagree (1)
12.05%	I don't know (10)

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.

37.65%	Strongly agree (32)
57.65%	Agree (49)
4.71%	Disagree (4)
0%	Strongly disagree (0)
0%	I don't know (0)

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

44.05%	Strongly agree (37)
47.62%	Agree (40)
5.95%	Disagree (5)
1.19%	Strongly disagree (1)
1.19%	I don't know (1)

Q I know and understand my role.

44.71%	Strongly agree (38)
49.41%	Agree (42)
4.71%	Disagree (4)
0%	Strongly disagree (0)
1.18%	I don't know (1)

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

ER **[ESP] Roles & Responsibilities (cont)**

Q I was properly trained for my job.

25.88% Strongly agree (22)
54.12% Agree (46)
17.65% Disagree (15)
0% Strongly disagree (0)
2.35% I don't know (2)

Q My role is to support student independence.

27.71% Strongly agree (23)
60.24% Agree (50)
6.02% Disagree (5)
0% Strongly disagree (0)
6.02% I don't know (5)

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

25.3% Strongly agree (21)
39.76% Agree (33)
24.1% Disagree (20)
9.64% Strongly disagree (8)
1.2% I don't know (1)
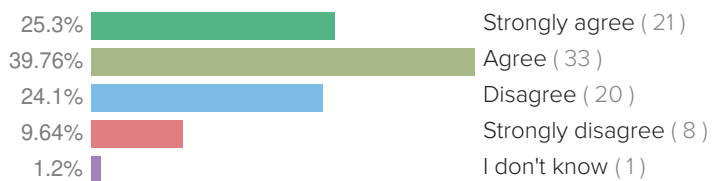
Q I receive adequate guidance about my role.

25% Strongly agree (21)
61.9% Agree (52)
13.1% Disagree (11)
0% Strongly disagree (0)
0% I don't know (0)